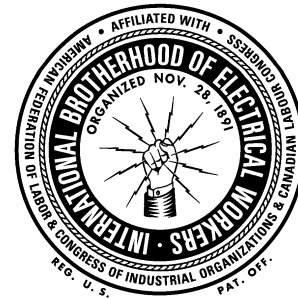




# Kelepona Leo

## IBEW Local Union 1357



*"an informational newsletter published periodically for the direct benefit of our members, for solidarity, security and family – today and tomorrow"*

## Business Manager's Message

My Fellow Union Members,

As we move into the new year, we look back at what we've accomplished this past year, and what still needs to be done in 2007.

The year 2006 was a challenge for all of us, and it has taken hard work and a lot of patience to get us through it. But, thanks to a committed staff and responsible behavior on the part of our administration, IBEW Local Union 1357 members continue to have some of the best wages, fringe benefits, and health and welfare coverage in the world.

Members have been an integral part of their own success. Here are some of the reflections:

- **Retirees ...** With all of the challenges we've endured with Hawaiian Telcom and Verizon, the Union has continued to fight to protect our retirees' health and welfare benefits. The IBEW International has raised the per capita tax for all members. However, our administration has fought any additional fee increases for our retired members, and we are currently in discussions with Verizon to try and improve our VZ retiree benefits. But, the blessing on us is those retirees who continue to stay involved in the Union, and who continue to lend their time and support not only to the Union Office, but to their Units as well. To all of you, mahalo.

- **Sale of two Companies ...** Verizon Hawaii was sold to The Carlyle Group in May of 2005. The sale of Micronesian Telecommunications Corporation to Pacific Telecommunications Incorporated was completed on September 21, 2005.



The MTC contract was unanimously ratified by Local 1357 members in January '05, prior to the completion of the sale.

Some of the negotiated benefits our members enjoy include Medical/Dental Plans, Defined Pension Plan, Paid Sick Leave of up to 52 weeks, 401k, Personal Holidays, Paid Vacation, Medical and Dental Coverage, and more. But, behind every negotiations team are countless members whose voices have been the driving force that compelled us to fight hard for what we deserve. Member involvement, no matter how big or small, is essential to the success of any negotiations and today's benefits are the proof of that.

- **FML Champion ...** With all the pressures that the two Companies have put on our members, this administration has continued to educate our members regarding their Family Medical Leave rights, and have kept a constant watch on the two Companies' administration of the policy. At one time, 80% of the Local Union's grievances were attendance related. However, through proper policing of the Company, we have cut that percentage to single digits, saving the Local Union a significant amount of time and legal fees. And we

will continue to pursue a Sick Leave bill which, essentially, would prevent the Company from disciplining any employee for taking sick leave.

Our administration was instrumental in getting Legislative Act 44 passed. The intent of the Act is that if you are the caregiver for a family member with a qualified FML illness, you can use up to 10 days of your accrued Sickness Disability benefit to care for that family member. But, it was the personal testimonies of some of our own Local 1357 Brothers and Sisters which gave us the edge and helped to move the Act to acceptance in both the House and the Senate.

- **Fiscal Responsibility ...** Prior to our administration taking office, the Local Union was running at a deficit of 30k a month. Through the cutting back of staff, and other revenue strategies, we have been able to fiscally position the Union to address the transitional issues that were a result of the two Companies being sold. With the Companies testing every letter of the bargaining agreement, we are better equipped to address the resulting pressure.

- **No Layoffs ...** Where the rubber meets the road is that even through the financial difficulties and the completion of two sales, this administration has not had one IBEW Local Union 1357 member forced to the streets.

With impending contract negotiations on our minds, it is critical that this administration continue to hold both PTI and Hawaiian Telcom responsible for health and welfare benefits, job secu

*(Continued on page 2 "Business Manager")*

Contributing Editors:

Summer Balocan, Nadine Kaneakua Long, Scot Long

*("Business Manager" Continued from page 1)*

work environment, and the stopping of outsourcing. Our futures depend on it.

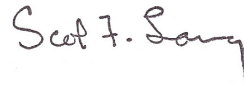
- **Member Responsibility ...** You've heard me preach this over and over again, from Hawaii to Saipan and back. And you will continue to hear that from me throughout the coming year. That's because member responsibility translates to quality of work and quality of service to our employers and the communities we serve. It is how the public measures us and what drives them towards us in-

stead of our competitors. And all of that ultimately translates to a higher quality of life for you, me and our families. Fortunately, the majority of our members do act responsibly, and we thank you for your example.

As we leave 2006 behind, my staff and I thank you for this past year and we wish you God's blessings for good health and abundant love from family and friends. And as we move forward with this year's plans and activities, we pray

for continued guidance for us all, both Company and Union. What better way to begin the new year!

Be Well,



Scot F. Long  
Business Manager-Financial  
Secretary

## **Contractors, Contractors, Contractors**

Before The Carlyle Group ever closed the sale of the Company, the Union advised them that the "Partnership" between Verizon Hawaii and IBEW Local Union 1357 was able to minimize the use of contractors. In some cases, contracting was done because of the lack of resources (training, short fuses, employees, equipment, etc.). However, the majority of the jobs that were being done were safety related.

Today with TIBCO, AFNI, retirees, etc., employees are working side by side with contractors. The systems will be an issue for at least another six months, and our employees are at the point of exhaustion.

The Union has been reasonable with the Company as it regards contractors, as they provide relief for the regular workforce. The Company has stated that there will be no layoffs and that the contractors are a temporary support for customers and our members. With IPTV being rolled out, it will increase the volume of work at the Company and increase the pressure on our members.

As much as we have fought to keep the contractors out, the welfare of our members will supersede any philosophical differences that we might have. We will continue to keep a stringent watch on the systems and, as they evolve, the releasing of contractors should also be occurring. If there are any concerns, do not hesitate to call the Union Office.

## **IBEW FOUNDERS' SCHOLARSHIP**

The IBEW Founders' Scholarships honor the dedicated wiremen and linemen who, on November 28, 1891, organized the International Brotherhood of Electrical Workers. Each year the officers of the IBEW are pleased to offer its working members scholarships on a competitive basis. It is hoped that the awards will not only contribute to the personal development of our members but also steward the electrical industry that our founders envisioned.

This award is for \$200 per semester credit hour at any accredited college or university toward an associate's, bachelor's or postgraduate degree in an approved field. The maximum distribution is \$24,000 over a period not to exceed eight years.

The scholarship is available to IBEW members who have been in continuous good standing for the four years preceding May 1 of the scholarship year. For more information and an application form you can go to the International Office website at [www.ibew.org](http://www.ibew.org).

# Local Union Elections

February 2007 will commemorate IBEW Local Union 1357's thirteenth election since its separation from IBEW Local 1260 in December 1970.

In accordance with the Bylaws of IBEW Local Union 1357, Article III, Section 4, paragraph (s), "The Election Judge shall have mailed to all members no later than the 15th calendar day of January of election year, a publication which shall list all candidates for Local Union office (and candidates for delegates to the International Convention) together with a factual record of their activities within the Local Union. This publication shall be prepared under the supervision of the Election Board."

In this issue of the Kelepona Leo are the names of all candidates who have been nominated and are qualified to seek election to positions as Local Union officers and Executive Board members. Candidates are listed under the positions to which they have been nominated, along with their photographs and a record of their activities within the local union, if available.

In accordance with Article III, Section 6, of the Local Union 1357 Bylaws, "The Local Union Executive Board shall consist of the President, Vice President, Recording Secretary, Treasurer and seven (7) members to be elected

as follows: one (1) from Micronesia, one (1) Hawaii County, one (1) from Kauai County, one (1) from Maui County and three (3) from Honolulu County (Oahu)." Pursuant to Article III, Section 5, paragraph (b), of the IBEW Local Union 1357 Bylaws, "The offices of Business Manager and Financial Secretary shall be combined."

All those elected shall serve for a term of three years.

In accordance with Article XXI, Section 3, of the IBEW Constitution, "Any member indebted to his L.U. for three months' dues, or having any past due indebtedness to the I.B.E.W. for dues or assessments, shall stand suspended...(However, when any "BA" member is working under an agreement requiring monthly payment of dues, a grace period of only twenty-one (21) days – after the first of the month following the indebtedness– shall be allowed...)" **Therefore, only members whose dues are paid up through January 21, 2007, shall be eligible to vote.**

If, for any reason, you have not had your union dues paid to Local 1357 through January 21, 2007, you will not be eligible to vote in these elections.

All ballots shall be mailed to members not later than January 19, 2007. Members are urged to properly mark your ballot and re-

turn it, by mail, in the accompanying self-addressed, stamped envelope, as soon as possible. Ballots that are not received by the prescribed deadline, and ballots that are incorrectly marked, will be voided. **Write-in votes are not allowed.**

The Election Board will pick up the ballots at the Hawaiian Tel Federal Credit Union, King Street branch, on Friday, February 16, 2007, and transport them to the Union Office for counting and tabulation.

The Local Union President has appointed Pamela Poaha as the Election Judge, Wanda Kauai Torres as Assistant Judge and the following members as Tellers:

Robert Araki	Norma Crowder
Jovencio Guerrero	Charles Hekeka, Jr.
David M. Higa	Fred Inoue
Jenny Ishii	Iwalani Lacaden
Paula Mello	Vernon Ogaswara
Marie Perreira	Krislyn Punsalan
Rachelle Rodrigues	Yvonne Takata
Danette Victorino	

These members will be responsible for applying and enforcing the appropriate election provisions as stipulated in our IBEW Constitution and Local Union Bylaws.

Please follow the balloting instructions very carefully. Your vote does make a difference.

Mahalo from the Election Board for your help and cooperation.

# Candidate Profiles

Read about the people running for **your** Local Union's elected positions!!!

## Candidates for President

### Ted Furukado

Initiation Date: 10-01-1979

- Member, Union/ Company COEI L.O./ CFT Team, 1995-present
- Leader, Union/ Company COEI L.O./CFT Team, 1997-2003
- Shop Steward, 1997-2000
- Member, Unit 3 Executive Committee, 1998-1999
- Facilitator, Appreciative Issue Resolution, 1999
- Vice Chairperson, Unit 3, 2001-present
- Chief Shop Steward, 2000-present
- Chairperson, Unit 3, 2001-present
- Executive Board Member, 2001-present
- Trustee, Insurance Trust, 2001-present
- Trustee, Building Corporation Trust, 2001-present
- Member, Verizon Hawaii Negotiations Committee, 2002
- Member, Bylaws and Resolutions Committee, 2004
- Chairperson, Unit 3 Year End Celebration



(George K. Stender, Jr. continued...)

- Committee, 2002
- Attendee, 9<sup>th</sup> District Progress Meeting, 6/2003
- Delegate, 36<sup>th</sup> International Convention, 9/2001
- Member, Unit 1 Executive Committee, 1998-1999
- Member, IBEW LU 1357 Retirees Club, 2003-present
- Volunteer, Hale O Hauoli Retirement Home Christmas Committee, 2000-2003
- Union Presenter, Employee Empowerment Program-Oahu, 1997
- Union Delegate, Employee Empowerment Conference-Dallas TX, 1997

## Candidates for Vice President

### Thomas F. Grogan

Initiation Date: 2-01-1980

- Member, DLMF Committee, 1998-present
- Shop Steward, 1998-1999, 2005
- Member, Election Committee, 2004



### Van Tanabe

Initiation Date: 6-01-1977

No Picture Available

### George K. Stender, Jr.

Initiation Date: 1-01-1966

- President, Executive Board, 1998-present
- Member, By-Laws Committee, 1998-present
- Member, Sports Committee, 1998-present
- Chairman, Insurance Trust, 1998-present
- Chairman Building Trust, 1998-present
- Member, Training Committee, 1998-present
- Picket Captain, 1974
- Shop Steward, 1990-1998
- Chief Shop Steward, 1998-2003
- Member, Verizon Hawaii Negotiations

## Candidates for Recording Secretary

### Carolyn "Archie" Genovia

Initiation Date: 5-1-1974

- Recording Secretary, Executive Board, 1998-present
- Delegate, International Convention, 2001
- Member, Unit 1 Executive Committee, 2001-2004
- Member, Unit 1 Sports Representative, 2000-2004



(Carolyn "Archie" Genovia continued...)

- Member, Political Action Committee, 2001-2004
- Member, GTE Hawaiian Tel Negotiations Committee, 1999
- Member, By-Laws and Resolutions Committee, 1998-present
- Delegate, 9th District Progress Meeting, 1999, 2000, 2003
- Co-Chairperson/Trainer, Unit Executive Committee Training, 2000
- Delegate, 9th District Women's Conference, 1999
- Delegate, Officers Training, 1998
- Chairperson, Unit 9 Sports Committee 1997-1999
- Member/Recorder, Statewide Sports Committee, 1990-present
- Member, Communications Council (Kelepona Leo), 1998-2004
- Member, Labor Day Picnic Committee, 1992-1993
- Member, Labor Day Celebration Host Committee, 1992-2000
- Member, GTE Hawaiian Tel Negotiations Committee 1998
- Vice Chairperson, Unit 9, 1992-1994
- Recorder, Unit 9, 1990-1992
- Shop Steward, 1990-present
- Delegate, State Telephone Conference, 1991
- Representative, GTE Employee Involvement Coordinating Committee, 1990
- Chairperson, Unit 9 Christmas Committee, 1992, 1993
- Co-Chairperson, Oahu Volleyball League, 1983-1985
- Co-Chairperson, Oahu Basketball League, 1983-1985
- Co-Chairperson, Statewide Softball Tournament and Banquet, 1979, 1990
- Member, Unit 9 Picnic Committee, 1985
- Recording Secretary/Treasurer/Member, Statewide Basketball/Volleyball Tourney & Banquet, 1979

(Continued on page 5, Carolyn "Archie" Genovia)

## Candidates for Recording Secretary

(Carolyn "Archie" Genovia continued from page 4)

### Julia Ann Kaupu

Initiation Date: 7-01-1971



- Assistant Business Manager, 2004-present
- Local Union Representative, 1987-1989, 1998-2004
- Treasurer, Executive Board, 1992-1995
- Chairperson, By-Laws & Resolution Committee, 1982-1986, 1992-1995
- Chairperson, State Telephone Conference Hilo Committee, 1984
- Director, IBEW LU 1357 Building Corporation, 1980-1986, 1992-1995
- Trustee, IBEW LU 1357 Insurance Trust, 1980-1986, 1992-1995
- Delegate, TCC-2, 1990-1995
- Delegate, International Convention, 1986, 1991, 2001, 2006
- Delegate, 9<sup>th</sup> District Progress Meeting, 1983, 1984, 1985, 1998, 1999, 2004
- Delegate, State Telephone Conference, 1976-1988
- Shop Steward, 1975-1987, 1993-1998
- Recorder, Unit 1 Executive Committee, 1976-1979
- Recorder, Unit 3 Executive Committee, 1986-1987, 1991-1992, 1995-1998
- Member, TCC-2 Goals Committee, 1995
- Member, Executive Board-Hawaii, 1980-1986
- Member, Unit 3 Executive Committee, 1980-1983, 1989-1995
- Member, GTE Hawaiian Tel Negotiations Committee, 1982, 1985, 1988, 1999
- Member, Verizon Hawaii Negotiation Committee, 2002
- Member, Hourly Job Evaluation Committee, 1987
- Member, State Telephone Conference Committee, 1980-1982, 1987-1988
- Member, Election Board, 1976
- Member, Labor Community Services Committee, 2000-present

## Candidates for Business Manager/Financial Secretary

### Scot Long

Initiation Date: 7-01-1986



- Business Manager-Financial Secretary, 3/2004-present
- Local Union Representative, 5/99-3/04
- Vice President, Executive Board, 3/98-5/99
- Chief Shop Steward, 3/98-5/99
- Chairman/Lead Negotiator, Micronesian Telecommunications Corporation Negotiations Committee, 2005
- Chairman, Verizon Hawaii/Hawaiian Telcom Effects Bargaining Committee, 2004
- Member, Verizon Hawaii Negotiations Committee, 2001
- Member, GTE Hawaiian Telephone Negotiations Committee, 1999
- Member, GTE Americast Negotiations Committee, 1998, 2000
- Member, MTC Negotiations Committee, 1998
- Coordinator, Guam Organizing Campaign, 2003-2004
- Member, Hawaii State Association of Electrical Workers Organizing Committee, 1999-present
- Delegate, Membership Development Conference, 2006
- Delegate, 9th District Organizing Conference, 2004, 2005
- Chairman, Political Action Committee, 2004-present
- Member, Political Action Committee, 1998-2004
- Elections Events Coordinator, Political Action Committee, 1998-present
- Delegate, 6<sup>th</sup> Annual COPE Political/Legislative Conference, 9/2000
- Delegate, Telephone Coordinating Council No. 2, 2004-2005
- Delegate, International Convention, 2001, 2006
- Delegate, 9th District Business Managers Meeting, 2004-present
- Member, 9th District Progress Meeting Host Committee, 1999, 2003
- Delegate, 9th District Progress Meeting,

(Scot Long cont...)

- 1999, 2003
- Executive Board Member, Hawaii State AFL-CIO Council of Affiliates, 2004-present
- Representative, Hawaii State AFL-CIO Council of Affiliates, 1998-2004
- Member, Labor Community Services Committee, 1999-2001
- Member, Hawaii State AFL-CIO Labor Day Committee, 1999-2002
- Co-Chairman, IBEW 1357 Verizon Hawaii Read to Me International Golf Tournament, 2000
- Chairman, IBEW 1357 Scholarship Golf Tournament, 2002, 2003
- Co-Chairman, American Cancer Society Relay for Life, 2003, 2004

### Michael "Mike" Woo

Initiation Date: 2-01-1969



- Vice President, Executive Board, 2001-present
- Delegate, International Convention, 1996, 2001, 2006
- Member, Verizon Hawaii Effects Negotiations Committee Member, 2004
- Member, Verizon Hawaii Negotiations Committee, 2002
- Chairman, By-laws Committee, 2001-present
- Delegate, Telephone Coordinating Council No. 2, 1998-2001
- Member, Political Action Committee, 1998-2004
- Local Union Representative, 1996-1998
- Member, GTE Hawaiian Tel Negotiations Committee, Saipan, 1996
- Treasurer, Executive Board, 1995-1996
- Treasurer, Building Corp. Trust, 1995-1996
- Treasurer, Insurance Trust, 1995-1996
- Member, GTE Hawaiian Tel Negotiations Committee Member, 1994
- Chairman, GTE Hawaiian Tel Negotiations Language Committee, 1994
- Shop Steward, 1984-1989, 1998-2002
- Chief Shop Steward, 1989-1996
- Chairman, Scholarship Fundraising

(Continued on page 6, Michael "Mike" Woo)

(Michael "Mike" Woo continued from page 5)

- Committee, 1995-1996
- Chairman, Cookbook Committee, 1995
- Member, GTE Hawaiian Tel Negotiations Balloting Committee Member, 1991
- Delegate, State Telephone Conference, 1984-1991
- Member, Election Board, 1986, 1989, 1992
- Member, March of Dimes Walk America Committee, 1985-1989
- Member, Unit 1 Christmas Party Committee, 1985-1987
- Member, Unit 1 Easter Egg Hunt Committee, 1985-1987
- Vice Chairman, Unit 1 Executive Committee, 1986-1987
- Member, Home Dispatch Implementation Committee, 1997
- Member, Joint Health Care Cost Containment Committee, 1997

**Candidate for Treasurer**

**Roger Lacuesta** No Picture Available  
Initiation Date: 2-01-1979

**Candidates for Executive Board Member - Micronesia**

**Augustin Romolor** No Picture Available  
Initiation Date: 1-01-1999

**Keola Wabol** No Picture Available  
Initiation Date: 1-01-2004

**Candidate for Executive Board Member - Hawaii County**

**McKay Haiku** No Picture Available  
Initiation Date: 9-01-1980

**Candidates for Executive Board Member - Kauai County**

**James Anakalea** No Picture Available  
Initiation Date: 5-01-1971

**Shane Ishii** No Picture Available  
Initiation Date: 4-01-1998

**Candidate for Executive Board Member - Maui County**

**Joseph Medeiros** No Picture Available  
Initiation Date: 8-01-1979

**Candidates for Executive Board Member - Honolulu County (Oahu)**

**Elaine Cabodol** No Picture Available  
Initiation Date: 11-01-1991

**Michele Hernandez** No Picture Available  
Initiation Date: 3-01-1977

**Celeste Lacuesta** No Picture Available  
Initiation Date: 4-01-1998

**Marilyn Mateo** No Picture Available  
Initiation Date: 10-01-1971

**Patricia Moey** No Picture Available  
Initiation Date: 10-01-1994

- Shop Steward, 1996-2005
- Chief Shop Steward 2005-present
- Chairperson, Unit 1, 2004-present

**Candidates for Executive Board Member - Honolulu County (Oahu)**

**John Silva** No Picture Available  
Initiation Date: 5-01-1979

**Lola Tanodra** No Picture Available  
Initiation Date: 2-01-1976

**Karenann Wedge** No Picture Available  
Initiation Date: 7-01-1979

- Member, Unit 1 Executive Committee
- Member, Executive Board, 1998-2001
- Shop Steward
- Chief Shop Steward
- Delegate, 9th District Progress Meeting

**NOTE:**  
The proposal by the membership to change the number of Executive Board members from seven (7) to six (6) members and delete the Executive Board-Micronesia position was rejected by the IBEW International Office, due to IBEW pattern bylaws requirement that the Executive Board be made up of an odd number of members.

## NEWS ALERT!

The Board of Trustees for the Insurance Trust have adopted a Long-Term Care basic plan to cover only active members of IBEW Local 1357 that are enrolled in the IBEW 1357 Group Life Plan effective January 1, 2007, through UNUM Life Insurance Company of America.

Long Term Care insurance provides benefits when an individual becomes disabled and is no longer able to independently care for oneself. Benefits are available when a person needs assistance with two (2) or more "Activities of Daily Living" (ADL's) or develops severe mental impairment (such as Alzheimer's disease). Disability would be triggered by a loss of two (2) or more ADL's or severe mental impairment. The six (6) ADL's are:

- |              |                 |
|--------------|-----------------|
| 1. Bathing   | 4. Transferring |
| 2. Dressing  | 5. Continence   |
| 3. Toileting | 6. Eating       |

Once the individual is certified as being disabled and satisfies the 90 day elimination waiting period, benefits would be payable.

The **BASE PLAN** benefit, which is paid by the Trust at no cost to you is as follows:

1. \$1,000 per month in-facility OR \$500 per month professional home care Benefit Plan
2. \$36,000 Total Coverage Amount (3 years)
3. 90-Day Elimination (waiting) period
4. Guarantee Issue

In addition, to the basic plan each participant will have an option to buy additional benefits at their own expense, during an open enrollment period to be determined for April or May 2007.

Relatives of the Participants would also be able to apply for the Long Term Care Program:

- Spouses,
- Children age 18 and over,
- Siblings,
- Parents and parents-in-law
- Grandparents and grandparents-in-law

All family members must reside in the U.S.A. and not be over the age of 80. The Trust does not pay any premiums for family members. Family members must apply for coverage and are subject to acceptance by UNUM underwriting rules.

At the Unit meeting that will be held in March and April a representative from UNUM will be on hand to answer any questions that you may have regarding the long-term care program and the buy-up options.

### **Interested in Becoming a Tree Trimmer?**

IBEW LOCAL UNION 1260 is currently looking to start an apprenticeship program for tree trimmers, if anyone is interested please contact:

Keola Jimeno  
phone: 941-9445  
email: [ibew1260keola@hawaii.rr.com](mailto:ibew1260keola@hawaii.rr.com)

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Electrical Workers  
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We're on the Web!  
[www.ibew1357.org](http://www.ibew1357.org)

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