

Dear Friends,

This past Monday, we held a combined Union membership meeting for Units 1, 8 and 9 at the IBEW 1260 hall. With close to 100 members filling the Union hall, many members expressed their frustrations with the Company's perceived stall tactics. The Company had said that they would get us their last, best and final offer last week Monday, on the 12th, then they told us they would get it to us on Friday, the 16th. But, to date, they still have not given us anything. With the Company choosing to involve the Federal Mediator in the process, we expect that there will be another extension offered by the end of this week.

I reviewed with our members that since '08 there has been an urgency and willingness from the Union to start early bargaining; however, to no avail. This lack of urgency and willingness from the Company to work with the Union was demonstrated in the RIF and now on the bargaining table, with critical information still not being provided to the Union.

There were many questions about the possibility of a work stoppage.

Questions:

What happens to my medical if we strike? What is your gut feeling about a strike? If we strike, do we still have to pay dues?

- We will post what our Benefits Consultant sited on the web, but the short version is that, in his opinion, if we strike, there is no contract in place, therefore the employer can ask the provider to cancel the members' coverage. With the 1260 strike, Kaiser continued the coverage for members; however, HMSA supposedly stopped the coverage for members (unvalidated).
- Given the historical behavior of Eric and his team, let that be your guide as to whether the membership would feel the need to strike: 4 VP's laid off within a year-and-a-half span (Bill Chung, Rose Hauser, Geoff Loui and Michael Edl); over 4 million in compensation and severance. No backfills in some departments for over 3 years; however, since June of 2011 there have been over 100 positions posted. Off-shoring and outsourcing of hourly work. 88 RIF notices, along with unilateral changes of benefits to the CBA (which now are in front of an arbitrator). Huge costs tied to the delays with ETA direct (mandatory overtime). 5 contractors from the mainland on the Senior Management Team running the Company (all highly compensated).

And Eric get's a 408% raise in 2010 for his hard work. What do our members deserve for their hard work?

- Dues are paid one month in advance (we are looking for clarification from our International Office as to how that works in the event of a strike).

What impact will the Federal Mediator have on bargaining?

- The Mediator is a tool for bargaining when both sides are having difficulty reaching an agreement. We believe the Company is using the Mediator to layer their proposals to us, and if the proposals are too onerous, they will say that they exhausted all resources, including the Mediator. We are counting on the Mediator to compel the Company to provide us with requested critical information that we had asked for prior to the start of bargaining.

Can you tell us what the Company is trying to take away and what happens with the last, best and final offer?

- It would be improper for us to comment on the specifics of bargaining, as things are constantly changing. However, given what is happening throughout the state and even nationwide with all bargaining agreements, Pensions, Wages and Medical are the constants in each negotiation. Once the Company gives us their last, best and final offer, our team will take time to review the proposal and then educate the membership as to what is on the table. Then, it is a matter of either endorsing it, voting it down/tied to a strike vote, or asking the team to go back to the table, at which point the Company may declare an impasse and implement their last, best and final.

Do we have to notify the Company if we strike?

- We currently have an agreement that if we do strike we will give the Company 72 hours notice.

If we strike, will they hire contractors and how will we get our jobs back?

- They have contractors on prem now. I have always stated that our members are the best workforce bar none. No contractor can provide the service that our people can. We are worth everything that we have earned and more. If Eric and his contractors want to take away benefits that we have fought for and have been in place long before any of them came to HT, shame on them.

No one seems to know about our situation. Why don't we do an informational picket?

- We have been in contact with the Governor's office, as well as our legislative leaders, asking that if HT needs any support, they tell HT to settle the contract first.
- We have also sent the same message to labor leaders throughout the state, telling them about our bargaining troubles and seeking their support.
- We have spoken to Henkles and McCoy, CCSI, Roadbore, Telacable and Aina Electric and have gotten assurances that they will not be crossing our picket lines.

President Obama recently launched his "Made in America" campaign. IBEW 1357 has told Eric and his administration since 2008 to use American-made products and to keep the jobs in Hawaii. With unemployment in the state rising above 6%, Eric and his contracted team chose to off-shore Operator Services to Saipan. Also, the shirts we use are made in America and Union-made, unlike the Company's shirts which are made in Honduras.

In summary, I advised our members that the Company will be trying to erode the Union's credibility, but they need to remind themselves about the history of our administration and how hard we have fought for our members through good contracts. We ask our members to continue to do their best, continue to be responsible employees, and most of all stand tall and stand united.

In Solidarity,