

BUSINESS MANAGER'S REPORT

August 5, 2011

1. We are in the final stages of Hawaiian Telcom's reduction in force plan. While we challenge the Company through the Collective Bargaining Agreement and with the filing of multiple ULP's with the Department of Labor, we are trying to find as many jobs as we can for those affected employees. The Company continues to force us to litigate and continues to demonstrate its unwillingness to provide us with critical information so that we can help mitigate the reductions. Let us remember those managers who were responsible for not protecting our Brothers and Sisters, and know that if you report to any of them, you could be next.

What you should do:

- If you need training, ask for it (Management is responsible to train you)
- You should be meeting with your supervisor at least once a month to inquire as to how are you doing and how we are doing as a Company
- Stop doing workarounds; if you don't have a policy to follow, then ask for one
- Turn in the contractors
- Turn in Sups doing hourly work
- Stop training others; training is the sole responsibility of management

- Be responsible each and every day, stay safe and continue to provide the best quality of work possible.
2. It seems that Hawaiian Telcom's management has made it a point to try and demonize Hawaii Governor Abercrombie for recently signing into law Act 118. Many managers, directors and higher have openly criticized the Sick Leave law, saying it is giving the employees a blank check for abuse. IBEW has always preached responsibility and does not condone any abuse of benefits. But, the Company takes no responsibility for its treatment of employees and that warranted the need for the Bill. Frustrated physicians having to fill out numerous forms, sick employees worrying if they will ever have their requests approved by the Company, responsible members who schedule their treatment to try and minimize their impact on the Company still get disciplined. Time and again, everything is the employee's fault.
 3. IT&E has set November 2011 to begin bargaining. President Furukado will be naming the bargaining team soon. IT&E employees have enjoyed some of the best benefits in the CNMI. I am working with Unit 10 Chair and Board member Hector Venus on finishing our organizing plan for Guam. We need all our members to try and recruit their friends and family to join the Union and be arm in arm with us as we continue to build a better future for everyone in Guam and the CNMI.

4. Through these tough times I have worked with the staff on cost reductions (wage cuts). The staff's wages are based off of our members' hourly rate of pay, and although our members did not have a reduction in salary, the staff felt it necessary in order to help strengthen the Union's position (legal fees, reduction in the membership, training, bargaining, etc.). With HT bargaining starting in just a week, the team is finalizing our proposals to remedy a lot of the problems our membership has suffered. We are not asking for anything more than the Senior Management Team has gotten, free medical, 200k exit pay, the same compensation increases that they received from 2009 to 2010. With the errors that were committed by the former Senior Managers, rank and file cannot pay for the errors of a weak Administrative team. God Bless you all!