Dear Brothers and Sisters,

I am honored and humbled by all of you for electing me as your Business Manager - Financial Secretary for the next 3 years. I would like to thank everyone who participated and exercised their rights in our election process.

I want to thank all former Office Staff and Elected Officers for all their hard work, time and dedication to our Union and our membership.

I feel it’s important for all of us to know what our Union’s vision is, and what our Union is working towards to position you and your future. At the end of the day, it is your job and the benefits that you and your family enjoy. With fierce competition in the telecom industry and technological changes that are moving rapidly, it is my belief that we need our members trained, skilled, working safely and doing the best quality job you can do, every day, to service our customers at Hawaiian Telcom and IT&E.

Our level of quality and customer service separates us from our competition bar none.

I am blessed to have an experienced staff: Assistant Business Managers Andie Kahakui and Scot Long; full-time Staff Assistants Nadine Long and Elizabeth Maki; and part-time Staff Assistants Keahiahi Long and Summer Balocan. I want to thank my staff for their dedication, hard work, and sacrifices that they all do for you, for me and our Union. We are here to serve you.

I encourage all of you to attend your monthly unit membership meetings, get involved, stay involved, and let your voices be heard. If you need clarification on your benefits, want to file a complaint, have questions pertaining to discipline issues, or need help in general, don’t hesitate to call our office. Someone will assist you.

Now is the time to unite as one and be strong in numbers. We need to put our differences on the side and work towards strengthening our Union.

Be Well,

Kimi L.N. Koge
Business Manager-Financial Secretary

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**Message from IBEW L.U. 1357 President Ted M. Furukado**

Now that I’m almost back to form as President, I would like to thank all of you who have allowed my return in light of events since elections. Thank you to the Executive Board for your vote of confidence, as well. I will do my best to keep your confidence.

As part of her commitment to training, Kimi Koge, our Business Manager-Financial Secretary, conducted Chief/Shop Stewards, Unit Chairmen, Unit Recorders and Executive Board training on August 8th through 10th. We hope to give all our leaders the necessary knowledge and tools to be good representatives of the membership, as there are many new faces throughout. Training was scheduled over a three day period, including Saturday, with everyone scheduled for various days and various types of training. I would like to ‘Welcome’ all the new members we’ve gained over the past few months, and would like to encourage you to get involved and be an active, responsible and loyal member of IBEW Local Union 1357. To those who have already made a commitment to be involved, thank you for your support of unionism and all its benefits.

Kimi and I will be heading to the Commonwealth of the Northern Marianas Islands (CNMI), at the request of our members in Saipan (CNMI Capital), to meet, greet, do more training, and to administer the Group Life Plan & ERISA which should be read and retained for future reference.

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**Contributing Editors:**

Summer Balocan, Ted Furukado, Andie Kahakui, Kimi Koge, Nadine Kaneakua Long, Scot Long, Joseph Medeiros, Karen Settlemire

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**IMPORTANT NOTICE:** This issue contains important information about rights under the Group Life Plan & ERISA which should be read and retained for future reference.
The recession, as well as the low number of members we have, is having its affect on the Union’s coffers due to grievances/litigations, and we all need to be responsible employees so that the coffers do not run amok. Stay focused on your job, don’t stray, and help one another when possible. And, most of all, stay SAFE! Priority should be your job right to the best of your abilities and we should all be good to go. Thanks for being dedicated members and employees.

2013-2014 ELECTION RESULTS

<table>
<thead>
<tr>
<th>POSITION</th>
<th>Nominee</th>
<th>Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Furukado, Ted</td>
<td>196</td>
</tr>
<tr>
<td>Recording Secretary</td>
<td>Koge, Kimi</td>
<td>284</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Rodrigues, Rachelle</td>
<td>97</td>
</tr>
</tbody>
</table>

The following members were the only qualified nominees for their respective offices, and their nominations were valid. Therefore, they were elected by acclamation:

LOCAL UNION OFFICE

Vice President - Thomas Grogan
Recording Secretary - McKay Hauka
Treasurer - Lisa M. Parran
Executive Board-Hawaii County - Ronald E.H. Kelii, Jr.
Executive Board-Maui County - Joseph Medeiros
Executive Board-Honolulu County (Oahu) - Troy Benavides
Executive Board-Honolulu County (Oahu) - Kau`i Poaha

UNIT OFFICE

Unit 2-Maui Chairman - Jody Medeiros
Unit 2-Maui Vice Chairman - Craig Kawaguchi
Unit 2-Maui Executive Committee - Joseph Medeiros
Unit 2-Maui Executive Committee - Robert Perah
Unit 2-Maui Executive Committee - Craig Pruse
Unit 2-Maui Executive Committee - Brent Uemae
Unit 3-Hilo Chairman - Christiany Alvano
Unit 3-Hilo Vice Chairman - Shane Ahu
Unit 3-Hilo Executive Committee - Ted Funkado
Unit 3-Hilo Executive Committee - McKay Hauka
Unit 4-Kauai Chairman - Ted Albarado
Unit 4-Kauai Vice Chairman - Glenn Santos
Unit 4-Kauai Recorder - Randahl Ishida

UNIT OFFICE Cost

Unit 4-Executive Committee - Margaret Collar
Unit 4-Executive Committee - Wesley Langjad
Unit 4-Executive Committee - Robin Mediano
Unit 4-Executive Committee - Perry Tanigawa
Unit 6-Kamehameha Recorder - Pat Fuji
Unit 6-Kamehameha Executive Committee - Neal Hijiura
Unit 7-Molokai Chairman - Derek Reyfer
Unit 7-Molokai Recorder - Jose Farason
Unit 8-Windward, Oahu Chairman - Alfred Balocan
Unit 8-Windward, Oahu Vice Chairman - Brian Chun
Unit 8-Windward, Oahu Executive Committee - Mahi Peterson
Unit 9-Leeward, Oahu Chairman - Kau`i Poaha
Unit 9-Leeward, Oahu Vice Chairman - Kimi Koge
Unit 9-Leeward, Oahu Executive Committee - Thomas Grogan
Unit 9-Leeward, Oahu Executive Committee - Andrie Kahalki
Unit 9-Leeward, Oahu Executive Committee - Rachelle Rodrigues
Unit 10-Pacific Telecommunications, Inc. Chairman - Troyy Marlar
Unit 10-Pacific Telecommunications, Inc. Recorder - Grendy Mel Majur
Unit 10-Pacific Telecommunications, Inc. Executive Committee - Francisco Canacho
Unit 10-Pacific Telecommunications, Inc. Executive Committee - Faustina Dela Cruz

The following is the ballot count as reported by Election Judges Karen Settlemire:

Return envelopes received 193
Voided envelopes/ballots 4
Valid ballots cast 189

Because the life insurance plan is an “experience-rated” contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending September 30, 2012, the life insurance premiums paid under such “experience-rated” contract were $17,863 and the total of all benefit claims paid under the experience-rated contract during the plan year was $23,716.

BASIC FINANCIAL STATEMENT

The value of plan assets, after subtracting liabilities of the plan was $371,174 as of September 30, 2012 compared to 379,240 as of October 1, 2011. During the plan year, the plan realized an increase in its net assets of $8,066. During the plan year, the plan had total income of $44,157 including employee contributions of $25,894, earnings from investment of $18,263. Plan expenses were $55,223. These expenses included $10,748 in administrative expenses and $41,475 in premium payments to the life insurance carrier.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The item listed below is included in the latest annual report:
- Insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the IBEW Local 1357, the plan administrator, at 2305 South Beretania Street, Room 206, Honolulu, Hawaii 96826, phone (808) 941-7761. The charge to cover copying costs will be $1.50 for the full annual report, or $0.10 per page for any part thereof.

You also have the legally protected right to examine the annual report at the main office of the plan located at 2305 South Beretania Street, Room 206, Honolulu, Hawaii 96826, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of the copying costs. Requests to the U.S. Department of Labor should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.
A Union member came up to me a few months ago and asked about my background here at Hawaiian Telcom and specifically questioned my years as a management employee. Although this member did not seem concerned about the length of my management years, they did question if my relationship with management has any influence on my ability to represent our members here at the IBEW Local Union 1357. My answer was absolutely Yes. My management past and the working relationships I have with Supervisors, Senior Mgmt, Directors, VP’s, CEO’s and the union employees has had a major impact in the way in which I serve the membership. It is because of the rapport that I have built with people and the relationships and trust that I have gained over the years that I believe benefit the members most. I know every line supervisor on every island and in every department. Many of them I have known for years prior to my working here in the Union office and some of them I have gotten to know as they settle in to their new positions.

Majority of the work we do is settle contract administration disputes between the member and management such as correcting pay, vacation selection, Personal Holidays, overtime, scheduling, FML, funeral leave, etc. which usually is resolved with a phone call or a quick meeting to discuss. On many occasions it is a simple misunderstanding or a miscommunication between the management and the hourly employee(s) and we are there to help straighten it all out. I will agree that there are times when a more aggressive approach is necessary and I am always prepared to do that if the situation calls for it. I will not and I have not shied away from confrontation of a grading member person(s) because of the relationship we have. We all have a job to do and if we are professional and understand the nature of our business then we should be able to walk away from a situation without animosity.

This member also asked about the working relationship with my sister Dee Kahakui, and I was questioned how could I effectively represent members under her organization. I explained that I have 29 years of service and 11 of them happen to have been in management from 1996 through 2007. I learned a great deal during these years and worked alongside many awesome and inspiring people and it is here in management that I realized how disconnected and disjointed our Company truly was. I witnessed firsthand the “do as I say, not as I do” leadership style of many management above me and on many occasions was asked to compromise my integrity as well as told to “ignore the CBA” on several issues. I refused. Needless to say, those management employees are no longer here and I chose to leave management as well because I felt I could no longer tow the Company line. Yes, Dee and I are sisters but we are individuals who happen to have chosen different paths in our career here at Hawaiian Telcom. I view and interpret things differently from Dee but we both have fundamental principles in our work life that push us forward. I do keep on her toes at times and it can make others feel uncomfortable but I have a job to do and regardless how it appears, my work does not stop just because it is uncomfortable. Both Dee and I have learned to suck it up and just deal with it.

I have worked here at the IBEW office since 2007 and have assisted many members belonging to Customer Ops and have not come across any instance where I have put any member at risk or harm. No member who reports to Dee’s organization has been disciplined due to my actions nor have I failed to respond to any employee because of my relationship with Dee and if there is anyone who feels otherwise, I am available to address it.

Relatives working for Hawaiian Telcom is not uncommon, in fact, there are many other family members besides myself and Dee that are employed here. I would hope that every person is measured in the work they do versus who they are related to. I hope this sets the record straight. Thank you to that person for asking me the question I appreciated being able to respond directly.

Mahalo,
Andie
Over 80% Participation in Hawaiian Telcom 401k Plan
by Assistant Business Manager Scott Long

In a volatile economic time, we must all make sure that we position ourselves to address cost issues when we are ready to retire. If you are not currently participating in the HT Hourly Savings Plan, we strongly encourage you to do so. Here are a few reasons why:

1. Helps increase participant’s retirement savings — With the constant question of the Social Security Administration’s ability to support the younger worker upon retirement, it is more important than ever for participants to begin to take the lead in planning for their own financial future. The 401k plan is a great way to do that by allowing participants to shelter their contributions from taxes, in addition to taking advantage of an extremely generous Company matching contribution.

2. Company matching contributions — HT provides hourly participants with an immediate Company matching contribution of 100% of the participant’s first 10% contribution into the plan. Most participants are already fully vested in any Company contributions they receive; however, participants hired after 3/1/2012 or who began their participation in the plan after 3/1/2012 with less than 5 years of service are subject to a 5-year graded vesting schedule (e.g. 20% ownership per year of service). The only time a participant may forfeit any Company contributions is if the participant leaves the Company before completing 5 years of service (service for vesting credit is counted from the participant’s hire date).

3. Pre-tax savings — Contributing to the 401k plan reduces the amount of payroll taxes a participant pays while actively employed. The intent is to shelter your money now when you’re in the highest tax bracket and reduce the actual tax liability on distributions later, as you draw money out of your 401k to supplement your other sources of retirement income (when you are in a lower income tax bracket). Participants always own 100% of their contributions into the plan because the source of that contribution is the participant’s gross wages. The IRS sets the annual contribution limit a participant may contribute into their 401k plan on a pre-tax basis, and participants may contribute up to that maximum or the percentage maximum that is defined by the plan document (the HT Hourly Savings Plan maximum contribution is 16%).

4. Earnings are tax deferred until distributed — All participant contributions and Company matching contributions are invested based on the participant’s selected investment allocation, or defaulted to a Fidelity Freedom Fund if the employee does not make an election. The Fidelity Freedom Funds are time based, pre-selected, asset-allocation funds managed by Fidelity. All investment earnings continue to grow and add to your retirement savings on a pre-tax basis until distributed to the participant from the Plan.

5. Easy to save — Just make an election on the Fidelity website and contributions are automatically payroll-deducted and deposited to the employee’s 401k account every pay period. Also, the HT plan doesn’t require a waiting period to enroll; participants may elect to participate in the plan immediately from date of hire.

6. Portability — Funds may be directly rolled over to another qualified plan or Individual Retirement Account in the event the participant changes employer or leaves the Company for any reason.

A New Way of Managing

An arbitrator recently ruled in favor of one of our members in a termination case. The member had little or no supervision, there were no compliance and quality reviews, no reinforcement of policy, no prior disciplines and he had a great appraisal. How does this kind of tragedy happen at a modern day Company? Easy; not enough support.

With less and less Managers to support the business, frontline supers are faced with having to take on more employees and cover a wider range of not only functions, but real estate, as well. In some instances, Managers are not trained in the functions and disciplines that their reports are responsible for. And if they cannot physically be there to support the techs, then they use the guise of tools such as GPS to not develop efficiencies, but strictly as a monitoring device that in this case was used to seek and destroy (which is a term and condition of employment that must be bargained).

The mentality from the Company is not a fundamental long term sustained development process for employees; rather it appears to be deploy and move on, volume versus quality. If there are performance concerns and a member may appear to stray, rather than invest the time to correct and protect the Company’s assets, again the new mode of operation appears to be, punish these individuals and “let’s send a message”. Meanwhile, the family’s livelihoods are at stake and managers are allowed to continue doing what they do and putting other members at risk. “Let’s send a message” is managing by fear, where the Company asks employees to show Aloha, provide superior service, have a fierce resolve and be trustworthy. This new way of managing cannot be good for customers, cannot be good for investors and cannot be good for members.

Members must do the right thing every time. With supervision lacking, we must help each other out, rather than turning in one another. According to Sr. Director Sialafaia, it was an hourly person that was the genesis of the investigation. That person is no less than a rat, a vermin, the scum of life.

American Made / Union Made

On April 24, 2013, in what can only be described as “life has no value”, over 1100 factory workers in Bangladesh died after the Rana Plaza building collapsed. The Rana Plaza building was known to have structural issues when large cracks were discovered in the building. Shops and the bank on the building’s lower floors had been closed, but garment workers were ordered to return to work despite the warnings that the building was in a dangerous state. The bosses who ordered these employees back into the building have blood on their hands, but so do companies that insist on the cheapest possible products with little regard for the workplace conditions of their suppliers or the welfare of the workers who toil in unsafe factories. There are more than 4,000 factories, employing an estimated 4 million people. Garments and textiles make up about 80 percent of Bangladesh’s export earnings. In a country where many live in grinding poverty, factory jobs are prized, even though the minimum wage is just $3.80 a month.

The Union has spoken on multiple occasions to Amy and her team about buying American and Union made products. There are cost issues that the Company needs to reconcile, but what is the cost of one life? Please understand that we are not so legalistic that we want to become hard protectionists; however, we need to bring back those manufacturing and customer service jobs.

When you have a choice, please choose American and Union made products. And when you are wearing your Union shirts on Union Fridays, remember that you are rebuilding the fabric of America.

Home Dispatch

At Hawaiian Telcom, many of our members have enjoyed the luxury of being on Home Dispatch. The Bargaining Agreement's Home Dispatch MOA is the only policy that our Union recognizes. Any Company in-house policy was never bargained or agreed to. Our contention is bullet three of the MOA: "Employees participating in Home Dispatch will take a Company vehicle home and use the vehicle to report to their first assignment. Employees will start and end their tours of duty at their first assigned work site."

If you are downloading your jobs from your home before and after you start work, is that an assigned work site? Bullet 2 talks about the program being voluntary, and therein lies the rub. If we had 100 employees on Home Dispatch and each one complied with the Company’s house rules we would be forfeiting an average of 1 hour of work every day, times 360 an hour over 2000 hours for the year. We will be working with the Stewards and Union Leaders on how best to address this issue.