

Kelepona Leo

IBEW Local Union 1357



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

2010 Local Union Elections

Because local union elections are held only once every three years, most members are generally unfamiliar with the details of our election process. Unless, of course, they're current or past officers or delegates, or they plan to run for office and have already researched the process. To encourage our members' active participation in the election process, and to answer some of the questions that are most often asked about local union elections, we have prepared this special section of our newsletter to provide you with that information. *If you plan to run for office, please read carefully.*

All local union and unit offices will be open for election, including President, Vice President, Recording Secretary, Business Manager/Financial Secretary, Treasurer, Executive Board, Unit Chairman, Unit Vice Chairman, Unit Recorder and Unit Executive Committee. In addition, we will be electing Delegates to the 38th IBEW International Convention, to be held September 2011 in Vancouver, British Columbia. Nominations for all offices and Delegate positions will be held in December 2009 at the Unit membership meetings. Ballots for local union offices and International Convention Delegate positions will be mailed on **January 15, 2010** and counted on **February 19, 2010**. Balloting for Unit offices will be conducted at the February 2010 Unit membership meetings.

Election Procedures

Articles III, IV, V, VI and VII of our Local Union Bylaws, as well as portions of our IBEW Constitution; IBEW Basic Laws & Policies; LMRDA; and U.S. Department of Labor, Office of Labor-Management Standards Election Guidelines, provide in-depth explanations of the procedures to be followed in conducting local union elections. They also explain the duties and responsibilities of our elected officials.

However, because such Articles and documents are so lengthy, we have extracted specific portions of the Bylaws, Constitution, LMRDA and U.S. Department of Labor, Office of Labor-Management Standards that we feel address the major points of the election process most directly. For detailed explanations, please refer to the above documents.

Nominations

Excerpts from L.U. 1357 Bylaws, Article III - Officers - Elections - Duties

Section 4. (a) "Nominations for Local Union officers shall be held at the regular meeting of each Unit in December, immediately prior to the election of officers."

Section 7. (a) "Nominations for officers shall be held in De-

ember 2009, and election of officers shall be held in February 2010 and every three (3) years thereafter, as stated in Article XVI of the IBEW Constitution. Notice shall be mailed to all members at least twenty (20) days prior to the meeting for nominations in election years with all information regarding nominations, list of officers to be filled, date, time, and place of election, and the date, time, and place of run-off election if required." (See "2009 Nominations Meeting Schedule", "LOCAL UNION OFFICES AND DELEGATE POSITIONS TO BE FILLED", "UNIT OFFICES TO BE FILLED" and "Election Schedule".)

Section 7. (d) "No member shall be eligible for office unless he/she has been a member of Local Union 1357 in continuous good standing for at least two (2) years immediately prior to nomination."

Section 7. (b) "No member shall be a candidate for more than one (1) office, except as provided in these bylaws and with approval of the International President. If nominated for more than one office, the member shall immediately declare for which office he/she will be a candidate. However, this shall not apply to offices which have been combined with the approval of the International President."

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Contributing Editors:

Summer Balocan, Nadine Kaneakua Long, Scot Long and Helen Madarang

Nominations, continued

Section 4. (b) “Members of one Unit may nominate members of another Unit for Local Union office. It is not necessary that such nominees be confined to a particular Unit. A member placing the name of another member in nomination for office when the nominated member is not present, shall at the time the nomination is made, give the Unit Recorder evidence in writing signed by the nominee, that the nominee agrees to be a candidate for a specific Local Union office. However, any member being nominated in this manner cannot signify his/her intentions to be a candidate for more than one (1) specific Local Union office.” **(As directed by the IBEW International Office, Executive Board members shall be nominated by the members residing on the island they represent, at the scheduled nominations meeting(s) on the island they represent, and voted for by the members residing on the island they represent. However, this in no way affects the voting procedures for other local union offices.)**

Section 4. (c) “Immediately after nominations, the Unit Recorder shall forward a list of the names of the candidates, signed by the Unit Recorder and the Unit Chairman, to the Recording Secretary of the Local Union.

Excerpts from L.U. 1357 Bylaws, Article VII - Committees and Delegates

Section 2. “The delegates and alternates to the International Convention shall be nominated and elected in accordance with the nomination and secret ballot election procedure as set forth in these bylaws and Article II, Section 10 of the IBEW Constitution.”

Section 3. “The President and Business Manager-Financial Secretary shall, by virtue of their offices, serve as delegates to the International Convention.”

Section 4. “The election of delegates to the International Convention shall be held at the Local Union election preceding the Convention and at the same time as officers of the Local Union are elected.”

Excerpts from Labor - Management Reporting and Disclosure Act of 1959, as amended - Prohibition Against Certain Persons Holding Office

Section 504. (a) “No person who is or has been a member of the Communist Party or who has been convicted of, or served any part of a prison term resulting from his conviction of, robbery, bribery, extortion, embezzlement, grand larceny, bur-

glary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or a violation of title II or III of this Act, any felony involving abuse or misuse of such person’s position or employment in a labor organization or employee benefit plan to seek or obtain an illegal gain at the expense of the members of the labor organization or the beneficiaries of the employee benefit plan, or conspiracy to commit any such crimes or attempt to commit any such crimes, or a crime in which any of the foregoing crimes is an element, shall serve or be permitted to serve - ... (2) as an officer, director, trustee, member of any executive board or similar governing body, business agent, manager, organizer, employee, or representative in any capacity of any Labor organization.”

“A” Membership**Reference: IBEW Legal Department**

IBEW Local Union 1357 has “A” and “BA” types of membership. Any member shall be eligible for local union office as long as he/she has been a member of IBEW Local Union 1357 in continuous good standing for at least two (2) years immediately prior to nomination. However, any member elected to the office of Business Manager/Financial Secretary must be an “A” member prior to assuming office.

Election Board**Excerpts from L.U. 1357 Bylaws, Article III - Officers - Elections - Duties**

Section 4. (d) “After nominations have closed, the President shall appoint an Election Judge and as many Tellers as are required who shall serve as an Election Board to conduct the election. No candidate for office shall be eligible to serve on the Board.”

Section 4. (e) “After nominations have been made and those nominated are found to be qualified, the Election Board shall have ballots prepared, listing in alphabetical order, the names of all candidates for each respective office, beginning with President and continuing in the order named in the IBEW Constitution. Such ballots shall not contain any identifying numbers or marks.”

Voting**Excerpts from L.U. 1357 Bylaws, Article III - Officers - Elections - Duties**

Section 4. (f) “All voting shall be by mail ballot.”

Section 4. (h) “The Executive Board shall decide the last day

Continued on page 3 Voting

Voting, continued

on which ballots shall be received, and the date, time, and place when the ballots will be counted. This date shall be in the month of February and this information shall be enclosed with the ballot sent to each member eligible to vote.”

Section 4. (o) “Any candidate for office may be present or have an IBEW member as an observer present at the counting of the ballots.”

Section 4. (p) “Write-in votes shall not be permitted.”

Section 4. (q) “The election shall be decided for the candidate receiving the most votes for a specific office. In the event of a tie vote, a run-off election of the two candidates shall be conducted.”

Section 4. (r) “When a run-off election is necessary, such run-off election shall be held 21 days after the regular election is held.”

Unit OfficesExcerpts from L.U. 1357 Bylaws, Article XIV - Units

Section 1. “Unit officers shall be members of their respective Units. Each Unit shall have the following officers: Chairman, Vice Chairman, Recorder, and an Executive Committee consisting of the Chairman and four (4) elective members.”

Section 2. “Unit officers shall be nominated at the regular meeting of each Unit in December and elected in February of the year the Local Union elects officers. Only members of each such Unit in good standing are eligible to nominate and vote for the Unit’s officers.”

Section 3. “No member shall be a candidate for more than one (1) Unit office. If nominated for more than one (1) office, the member shall immediately declare for which office he/she will be a candidate. No member shall be nominated for Unit office unless they are present or signify their willingness in writing to be a candidate.”

Section 4. “A member must have at least six (6) months’ continuous standing in their Unit immediately prior to nomination to be eligible for office in their Unit, provided the Unit has been in existence for six (6) months or more.”

Section 5. “One (1) Judge and as many Tellers as are required shall be appointed by the Unit Chairman to conduct the election. Any candidate may be present or have an IBEW member as an observer present during the voting and at the counting of

ballots.”

Section 6. “Voting shall be by secret ballot. The candidate receiving the highest number of votes for each Unit office shall be declared elected.”

Inspecting the Membership ListExcerpts from the U.S. Department of Labor-Office of Labor-Management Standards-Conducting Labor Union Officer Elections

Chapter 7. “The right to inspect the membership list is limited to one time within 30 days before the election or 30 days before the mailing of ballots in a mail ballot election”. *The membership list will be available for inspection at the Union Office from December 16, 2009 to January 14, 2010, between normal business hours. Candidates must call the Union Office at least 3 days in advance to arrange to inspect the membership list.*

Distributing Campaign LiteratureExcerpts from U.S. Department of Labor-Office of Labor-Management Standards-Conducting Labor Union Officer Elections

Chapter 6. “A Union must comply with all reasonable requests by a candidate for distribution of campaign literature at the candidate’s expense.” *Any candidate for office may be present or have an IBEW member as an observer present at the addressing and mailing of his/her campaign literature. The cost for services rendered are: Labels and Printing - \$.44 per sheet; Labor - based on actual time at the current Staff Assistant hourly rate of pay; Mileage Expense for Requested Post Office Mailing - based on the current IRS standard mileage rate. Candidates must call the Union Office at least 3 days in advance to arrange for distribution, and must deliver their campaign literature to the Union Office ready for mailing. Candidates will be billed upon completion of mailing. Payment is due immediately upon receipt of invoice.*

Election Schedule

Ballots for Local Union elections shall be mailed to members on **Friday, January 15, 2010**, and counted on **Friday, February 19, 2010, at 8:00 a.m.**, at the IBEW Local Union 1260 meeting hall, located at 2305 South Beretania Street, Honolulu, Oahu, ground level. (**Marked ballots must be received at the depository, via U.S. mail, by Thursday, February 18, 2010.**)

Ballots for Unit elections shall be distributed and counted at the individual Unit membership meetings held in February 2010.

Run-off Election: Should a tie vote occur, the Run-off Election

Continued on page 4 Election Schedule

Election Schedule, continued

will be held on **Friday, March 12, 2010**, at the IBEW Local Union 1260 meeting hall, 2305 South Beretania Street, Honolulu, Oahu, ground level.

All elected officials shall assume office upon their swearing in, at the first meeting of their elected office, in March 2010.

Campaign Do's and Don't's

Excerpts from U.S. Department of Labor - Office of Labor - Management Standards - Conducting Local Union Officer Elections

Union & Employer Funds - Requirements

- A union or employer may not contribute money or any thing of value to promote the candidacy of any individual in a union officer election:
 - 1) ANY union
 - 2) ANY employer
- Any expenditure of union or employer funds on behalf of a candidate violates federal law even if:
 - 1) the amount is small
 - 2) Union officials or the employer do not know about or approve of the use
- Prohibition of funds includes cash, use of facilities, equipment, supplies, etc.
- A union newspaper may not be used to promote the candidacy of current officers.

Prohibition of DIRECT Expenditures

- Campaigning on time paid for by the union and/or employer
- Use of employees to prepare campaign literature while on work time
- Use of union/employer equipment such as telephones, fax machines, and copiers
- Use of union/employer supplies such as stamps, paper, and envelopes

Prohibition of INDIRECT Expenditures

- Use of union/employer property or facilities
- Printing articles that support or criticize a candidate in a newspaper
- Use of union letterhead
- Giving free or discounted services to a candidate customer such as printing, photocopying, etc.

DO ...

Take vacation time or a leave of absence to campaign during work hours.

LOCAL UNION OFFICES AND DELEGATE POSITIONS TO BE FILLED

- President (1)
- Vice President (1)
- Recording Secretary (1)
- Business Manager/Financial Secretary (1)
- Treasurer (1)
- Executive Board Members (7)
- *International Convention Delegates (5)

(By virtue of their offices, the Business Manager/Financial Secretary and President are automatic delegates to the International Convention.)

UNIT OFFICES TO BE FILLED

- | | |
|---|--|
| <p>Unit 1
Honolulu, Oahu
Chairman
Vice Chairman
Recorder
Executive Committee Members (4)</p> <p>Unit 2
Maui
Chairman
Vice Chairman
Recorder
Executive Committee Members (4)</p> <p>Unit 3
Hilo, Hawaii
Chairman
Vice Chairman
Recorder
Executive Committee Members (4)</p> <p>Unit 4
Kauai
Chairman
Vice Chairman
Recorder
Executive Committee Members (4)</p> <p>Unit 5
Kona, Hawaii
Chairman
Vice Chairman
Recorder
Executive Committee Members (4)</p> | <p>Unit 6
Kamuela, Hawaii
Chairman
Vice Chairman
Recorder
Executive Committee Members (Not more than 4)</p> <p>Unit 7
Molokai
Chairman
Vice Chairman
Recorder
Executive Committee Members (Not more than 4)</p> <p>Unit 8
Windward, Oahu
Chairman
Vice Chairman
Recorder
Executive Committee Members (4)</p> <p>Unit 9
Leeward, Oahu
Chairman
Vice Chairman
Recorder
Executive Committee Members (4)</p> <p>Unit 10
Pacific Telecommunications, Inc.
Chairman
Vice Chairman
Recorder
Executive Committee Members (4)</p> |
|---|--|

2009 Nominations Meeting Schedule

UNIT 1 - HONOLULU, OAHU
 Monday, December 21
 6:00 PM
 IBEW LU 1260 Meeting Hall
 2305 S. Beretania Street

UNIT 2 - MAUI
 Wednesday, December 16
 5:00 PM
 Kupau Hall
 330 Hookahi Street, Wailuku

UNIT 3 - HILO, HAWAII
 Friday, December 25
 8:00 AM
 HELCO Union Hall
 535 Oceanview Drive, Hilo

UNIT 4 - KAUAI
 Tuesday, December 22
 5:00 PM
 ILWU Hall
 4154 Hardy Street, Lihue

UNIT 5 - KONA, HAWAII
 Tuesday, December 15
 6:00 PM
 Old Kona Airport Large
 Pavillion

UNIT 6 - KAMUELA, HAWAII
 Wednesday, December 16
 5:00 PM
 Location to be announced

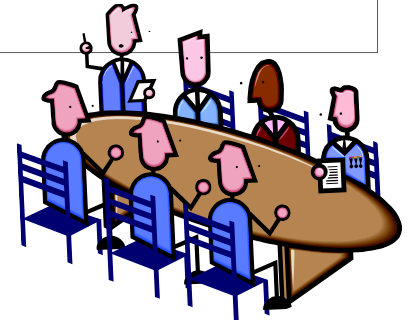
UNIT 7 - MOLOKAI
 Thursday, December 17
 12 Noon
 Location to be announced

UNIT 8 - WINDWARD, OAHU
 Thursday, December 17
 6:30 PM
 Makule Clubhouse Keaahala Rd
 Across from Kaneohe Play-
 ground

UNIT 9 - LEEWARD, OAHU
 Monday, December 21
 6:30 PM
 Pearl City District Park

UNIT 10 - PTI
 Sunday, December 20
 12 NOON
 Susupe IT&E Conference
 Room

NOMINATIONS



PER CAPITA INCREASE

The Delegates of the 37th IBEW International Convention, which was conducted in Cleveland, Ohio during the week of September 11 through 15, 2006, approved amendments to Article IX of the IBEW Constitution. Accordingly, effective January 1, 2010, there will be an increase of one dollar (\$1.00) for the IBEW Pension Benefit Fund (PBF) Contribution, which applies to "A" members only. There will be no change in the per capita that is paid to the General Fund, and therefore, the rate for all "BA" members shall remain the same. The following rates will apply to the I.O. portion of all monthly dues payments for January 2010 and thereafter:

	<u>"A" Member</u>	<u>"BA" Member</u>	<u>"FP" – Fee Payer</u>
Per capita:	\$12.00	\$12.00	\$12.00
Pension Fund:	<u>\$14.00</u>	<u>Not applicable</u>	<u>Not applicable</u>
Total:	\$26.00	\$12.00	\$12.00

In accordance with Article IX of the IBEW Constitution, \$12.00 per month from each member will be deposited in the International's General Fund, and the additional amount paid by "A" members (\$14.00 per month) will be deposited into the IBEW Pension Benefit Fund.

Business Manager's Message

Dear Friends,

As the world suffers through harsh global economic conditions, we continue to see the traumatic affects on Labor in the state of Hawaii. Financial pressures on the Honolulu Symphony; potential layoffs at Maui Pine; public worker unions and teachers unions facing furloughs and possible layoffs while thousands of families are left to figure out what to do with children on Furlough Fridays, all make for an unsettled existence. And recent Star Market closures have resulted in more layoffs, as has the consolidation of television stations KFVE, KHNL and KGMB, in a joint venture agreement.

Nationally, Labor is faced with transit strikes, while auto workers, airlines, banking and insurance industries are all downsizing and taking cuts in benefits. And on the IBEW front, sister Local 2327, which represents former Verizon members in Maine, now faces Chapter 11 filing by FairPoint, which expects to seek \$30 million in union concessions as part of its bankruptcy filing, as the Local addresses the underfunding of its members' Pension plans.

The CNMI has not been spared the economic woes of the world. With the Feds taking over local immigration, visa requirements



becoming more stringent, businesses having to deal with meeting the minimum wage requirements, garment factories moving to Thailand, Bangladesh, Pakistan and China, and airlines cutting back on seats to Micronesia, the Visitor Authority estimates that the Northern Marianas will lose approximately \$339 million in annual tourism revenue. And with more and more local people moving to the U.S., there are few industries that can support local families.

Many retirees who exercised their lump sum option have lost hundreds of thousands of dollars in the stock market and are now forced to find jobs to augment the loss. Healthcare premiums continue to rise in double-digit numbers year over year. And HT retirees are feeling the affects of being separated from the active members, as the Company exercises its pooling option under the Collective Bargaining Agreement; a provision, by the way, that has been a part of each CBA since 1996.

While in Chapter 11, IBEW Local Union 1357 has fought the Se-

cured Lender's, making no concessions to the Collective Bargaining Agreement and supporting the Debtor's Reorganization Plan, which includes funding the Pension Plan according to federal regulations.

Brothers and Sisters, although things may seem like doom and gloom, IBEW 1357 members can take pride in the fact that we've weathered the storms of change and adversity many times, and have made it through. But, we must continue to be prudent in our efforts, we must continue to support one another through these tough times, and we must give an honest day's work for an honest day's wages. IBEW 1357 members have prepared for this, we have trained for this, and we are ready to face any adversity that comes our way. It's the Union way.

On behalf of the staff of IBEW Local Union 1357, mahalo for all the good work you do, and for being responsible IBEW members. God bless IBEW and God bless us all.

Fraternally,

Scot F. Long
Business Manager/Financial
Secretary

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Nadine Kaneakua Long ext. 221
Helen Madarang ext. 223
Summer Balocan ext. 222
IBEW HOTLINE ext. 400

CHANGE OF ADDRESS



With nominations for Local Union office coming up in December, and elections soon to follow, we need to know where we can mail this important information to. If you have moved recently, or plan to do so, please call the Union Office at 941-7761 or 1-800-994-4239 to advise us of your new mailing address.

UNION DUES FOR 2009 TAX YEAR



- RETIRED AND NON-WORKING "BA" MEMBERS (for entire year) - \$150.00
- RETIRED AND NON-WORKING "A" MEMBERS (for entire year) - \$306.00
- WORKING MEMBERS - Refer to your last paystub for 2009
- All others, call the Union Office

WAGE INCREASE



- Hawaiian Telcom Employees: 1.5% wage increase effective December 20, 2009
- PTI Employees: 2% wage increase effective January 10, 2010

INSURANCE BENEFICIARIES



If you are a participant in the Union's Group Life Insurance and/or Group Long Term Care Insurance programs, please be sure to update your beneficiary information with us.

MILITARY LEAVE



Please call the Union Office if you will be going out on military leave. We need to obtain a copy of your military orders in order to change your membership status from active to military leave. This will preserve your rights as a Union member and waive your payment of per capita tax and local union dues while you are on leave.