



# International Brotherhood of Electrical Workers

LOCAL UNION NO. 1186      Affiliated with AFL-CIO

1935 HAU STREET, ROOM 401 • HONOLULU, HI 96819-5003  
TELEPHONE (808) 847-5341 • FAX (808) 847-2224

August 12, 2021

Aloha Members of Local 1186!

## **COVID Report**

The Delta variant of the COVID-19 virus is on the rise. It seems that those who have chosen not to get the vaccination, remain at high risk of contracting the virus. 90% of those getting infected are non-vaccinated individuals. Numbers are at an all-time high in Hawaii and throughout the nation since loosening up mandates and travel.

Currently, our government and hospitals are imposing mandatory vaccinations on their employees and for those that will be working at their facilities. Which means that if you are not vaccinated, you cannot work there. Our state just went back to Tier 4, which means no more than 10 people can gather indoors and no more than 25 for outdoor gatherings, therefore union meetings will not happen as soon as we had hoped and planned for. Wearing a mask indoors, social distancing, and frequent hand washing are still mandatory.

Union offices remain open to serve you and have been since the start of the pandemic. Let us know what we can do if you need assistance.

Signatory Contractors are calling our office about enacting a Mandatory Vaccine Policy. If they do, the Union believes the policy must be bargained for with the union. Legal Counsel has advised us that employers can mandate vaccines but must allow the accommodation of COVID-19 testing IF an employee cannot take the shot. There are only two (2) legally recognized reasons for not taking the vaccine. They are: (1)- they are for sincerely held religious beliefs or (2)-having a medical condition that prevents the individual from being safely vaccinated. Any other reason may be considered as being insubordinate which could lead to disciplinary action, including termination. If it is an underlying medical condition, then a medical note from your doctor may be required. If your company is looking at creating a policy, please let us know so we can talk to them. If you are working on a jobsite in which the owner(s) or general contractor(s) require ONLY vaccinated people to work on site, that rule will have to be followed by our contractors.

## Negotiations for the Inside/Outside Agreement

Negotiations have begun and we are close to reaching an agreement with language, wage, and benefits. We will be reaching out to everyone that is affected by this agreement to review the changes and ratify when we have a tentative agreement. The question is how to contact you. With the rise in COVID cases, we are discussing alternatives on how to reach out to everyone.

## Work outlook

Work is starting to pick up again and now that some of the mandates for hospitals and government work will be in place for vaccinated workers, you will need to show your vaccination card when signing the books so we can refer vaccinated members to the job.

## Last thoughts

The Executive Board has still been meeting since March 2020 even though the General Membership meetings have been cancelled due to the Pandemic and Tier structure restricting large gatherings. Since March 2020, all expenditures being done are sent to the International Office for approval by the International Vice President of the 9<sup>th</sup> District and the International President. **Remember that you are able to view the past minutes of the Executive Board meetings since the pandemic began in March of 2020.** All you have to do is call Dennis Kaloi, Recording Secretary, to schedule a time for you to look at the minutes. When we are able to meet for the General Meeting, we will take up all of the minutes at one time for membership approval. Take the time to look through the minutes because they are over 17+ months worth to look through.

STAY SAFE BY STILL WEARING YOUR MASK, WASHING YOUR HANDS, STAY 6' APART, AND I HIGHLY ENCOURAGE YOU TO GET THE VACCINE SHOT. DO NOT LET YOUR GUARD DOWN WHEN YOU SOCIAL GATHER WITH PEOPLE OUTSIDE YOUR BUBBLE.

Fraternally,



Damien T.K. Kim

DTKK:ac