



International Brotherhood of Electrical Workers

LOCAL UNION NO. 1186 Affiliated with AFL-CIO

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September 13, 2021

Aloha Members of 1186!

COVID Report:

Signatory Companies are now calling about enacting a Mandatory Vaccine Policy. If they do, the Union believes the policy must be bargained with the Union. Legal Counsel has advised us that an employer can mandate vaccines but must allow an accommodation like COVID testing if an employee cannot take the shot. There are only two legally recognized reasons for not taking the vaccine: 1) sincerely held religious belief(s) or 2) having an underlying medical condition that prevents the individual from being safely vaccinated. Any other reason may be considered as being insubordinate which could lead to discipline, 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.

The Federal, State, and City & County of Honolulu is requiring that anyone working on any of their projects require vaccine shots or negative COVID testing once a week. If you are working on a jobsite in which the Owners or General Contractors require ONLY vaccinated people work on site, that rule will have to be followed by our Contractors. These policies are changing frequently, so be aware of where you are working.

Inside/Outside Agreement Ratified by Members

Negotiations were not easy this year-but when is it ever easy? Changes that were taken into consideration this time around, concentrated on Market share for the IBEW, combating the non-union. Our contract has been antiquated for years, and it is now time to correct and reflect our present-day conditions. So, while we do this, we still got a \$1.00 raise per year and kept our benefits. Mahalo to those that took the time to attend our virtual meeting and who also took the time to vote online.

Work outlook

Work is picking up again, and now that some of the mandates for Hospitals and Government work will be in place for workers with vaccines, you will need to show your vaccination cards when signing the books so we can refer vaccinated members when called for them. The fear for Contractors is that they may not have enough vaccinated workers to do the job so if you have not gotten your vaccination yet, please do now. The FDA has given full approval for Pfizer, and the CDC has shown how the vaccine is saving people's lives.

Last thoughts

Now is the time to update your information with the Union and Administration of the Trust Funds. If you have any changes in your life since you filled out those forms, please update them. Some members have gotten married, and their beneficiaries are past boyfriends or girlfriends-not sure if you intended to leave it to them, but now is the time to change it if it was not your intention.

The Executive Board has continued to meet since March 2020, even though the General Membership meetings have been cancelled due to the Pandemic and Tier structure on no large gatherings. Since March 2020, all expenditures being done are sent to the International Office for approval by the International Vice President of the 9th District and the International President. **Remember that you are able to look at the past minutes of the Executive Board since the Pandemic began in March of 2020.** All you have to do is call Dennis Kaloi, our Recording Secretary, to schedule a time for you to look at the minutes. When we are able to meet in the General Membership 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 and might be more to look at.

STAY SAFE BY STILL WEARING YOUR MASK, WASHING YOUR HANDS, STAY 6' APART, AND I HIGHLY ENCOURAGE YOU TO GET YOUR VACCINATION. DON'T LET YOUR GUARD DOWN WHEN YOU ARE SOCIAL GATHERING WITH PEOPLE OUTSIDE YOUR BUBBLE.

Fraternally,

A handwritten signature in black ink, appearing to read 'D. Kim' with a stylized flourish at the end.

Damien T.K. Kim
Business Manager/Financial Secretary

DTKK:ac