



International Brotherhood of Electrical Workers

LOCAL UNION NO. 1186 Affiliated with AFL-CIO

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August 22, 2026

Inside & Outside Agreements Ratification

Dear Brothers and Sisters,

I am pleased to let you know that the Inside and Outside Agreements have been ratified by an overwhelming majority of the membership.

First, I want to mahalo all of you for your patience, understanding, and participation throughout this entire process. From filling out the surveys, attending the informational meetings, asking questions, giving us your feedback, and ultimately voting on the agreement, you were a part of this process from beginning to end.

We went into these negotiations knowing what our members told us was important. Our goal was to get a fair agreement that recognized the value of the work our members do while protecting the benefits that we have worked hard for over the years. I believe we accomplished that with this agreement.

I want to thank President Tracy Hayashi, Assistant Business Manager Kimi Koge, and Staff Attorney Royal Carroll for being part of our negotiating team. Negotiations take a lot of time and preparation, but they also take courage. You have to be willing to stand your ground when you know something is important to the membership, make difficult decisions when you need to, and also know when it is time to find common ground. I appreciate Tracy, Kimi, and Royal for going through this process with me and for always keeping our members first.

I also want to mahalo the Electrical Contractors Association of Hawaii and their negotiating team for the work they put into reaching this agreement. We don't always agree at the bargaining table, and we shouldn't expect to. They have their responsibilities and we have ours. But at the end of the day, we both understand that we need a strong union electrical industry in Hawaii.

I believe the relationship we have built with our signatory contractors is one of the reasons we were able to reach this agreement and secure the wage and benefit package that we did. We can disagree, have tough conversations, and still work together to find a solution that keeps our industry moving forward. That relationship is important, and I don't take it for granted.

Now that negotiations are over and the agreement has been ratified, it's time to get back to work. Continue to show up, work safely, be productive, and perform our craft at the level expected of an IBEW Local 1186 electrician. The best way we can protect what we gained at the bargaining table is to continue showing our contractors and our customers the value of hiring IBEW.

Again, mahalo to everyone who participated and made your voice heard. This is your agreement, and your overwhelming support shows that we are moving forward together.

One Brotherhood. One Sisterhood. One Union.

In solidarity,

A handwritten signature in black ink, appearing to read "Leyton Torda". The signature is fluid and cursive, with the first name "Leyton" being more prominent than the last name "Torda".

Leyton Torda
Business Manager/Financial Secretary
IBEW Local 1186