

insight

April, 2005

Volume 8, Issue 4

357 Main St.— East Hartford, CT. 06118 — Telephone: 568-3000

The King Of Gorge



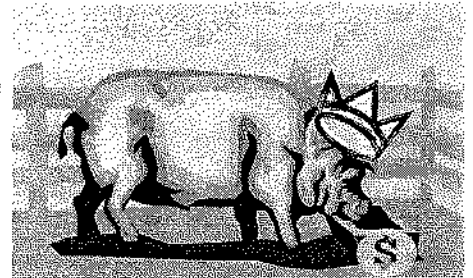
Our beloved CEO **George David's** salary and bonus jumped 17.5% to \$5 million in 2004. Incredibly, he made \$83.6 million more by exercising stock options. That's a total of \$88.6 million. What kind of firepower can someone get for that kind of money these days? *"We pay ALL the top executives running the three branches of our federal government around the same amount United Technologies shareholders paid for their CEO last year"*. (moneycentral.msn.com) As taxpayers, we were able to get for what King George David made last year: One President, a Vice-President, 535 lawmakers on Capitol Hill and nine Supreme Court Justices.

The logic behind giving him that amount of pay is that George David has helped produce stock gains three times the return of the S&P 500. *"His \$88.6 million in compensation was 19 times the median CEO pay package of \$4.43 million at S&P 500 companies in 2003"*. (moneycentral.msn.com) Since he became CEO in 1994 has made over \$400 million.

It's going to get worse. According to The Hartford Courant, UTC has rewarded **"King Gorge"** with 500,000 more stock options as of February 2005. This is on top of 2.4 million exercisable options he currently holds (with UTC stock at over \$100 a share).

The fundamental problem here is excessive greed and **"piggishness"**. We hear the excuses of outsourcing and vending out our work. We need to do the work closer to the customer or the cost of electricity is too high in CT. That gas is too high, taxes are too high, medical insurance is too costly *and that labor is too expensive*. We are expected to constantly do more with less (leanness) while our CEO "gorges at the trough". *The Corporate Library*, a group that evaluates how well boards look out for investors has named

George David the highest paid executive. They said our board was extraordinarily generous to our CEO. I guess "lean thinking" only applies to those of us who don't work in the **"corner office"**.



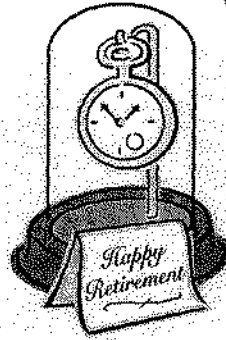
"A 34% cut in our corporate ethics should return us to profitability."

Dear Members:

The health insurance takeaways in our recent contract are a perfect example of what retirees will be facing in the future. People need to stand together in solidarity to keep what we have a right to expect; an income that makes it possible to live respectably, affordable health care benefits and a decent, secure retirement.

As always, it takes people like you and I to fight for health care and other benefits. Unfortunately, the fight doesn't stop at the end of our working careers. Retirement age is right around the corner for some of us. Others may not be ready to retire, at this point in time, because of age, or financial reasons. We have to make sure these benefits stay intact and are maintained properly once we retire.

IAM District 26 has a large group of retirees, called "*Seniors in Action*" which is united by several regions, and growing. The East Hartford group is very active on a local and state level, diligently working towards a better living status now and for the future. We invite speakers to come in and discuss issues pertinent to seniors, including the latest developments on the state & federal agendas, and throughout our local communities.



We also lobby our elected officials to pass laws that help seniors and retirees.

Each month a notice is sent out with the date and time for the next retiree meeting. **In East Hartford it's the first Tuesday of the month at noon.**

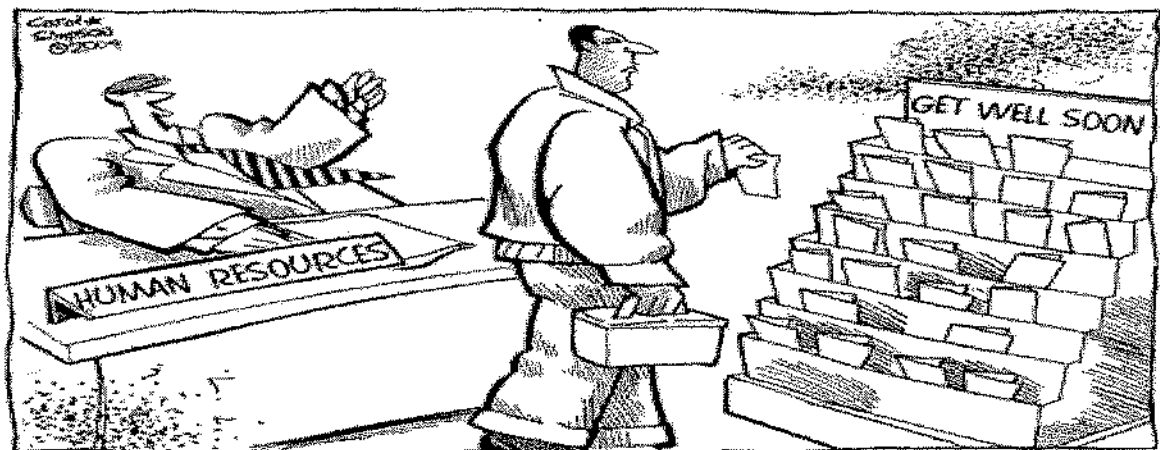
After the meetings, other activities are usually planned. Several trips and special events during the year are also scheduled. Call the Local (568-

3000) or stop by at the Local's Financial Office to inquire about joining the *East Hartford Seniors in Action* group. *Life doesn't end after Pratt and Whitney.*

On Friday, May 6th, at Noon, we are having a huge regional meeting for retirees and members from all three areas--Kensington, East Hartford and Middletown. Stop by *the East Hartford Local* and take part, even if you haven't decided to retire yet. You will find it most interesting and informative. We encourage you to join us for an eventful day.

There will be several key speakers, including Congressman John Larson, and other public officials from around the state all participating for your benefit. **Topics will include; Social Security, Medicare, prescription drugs, and other issues of importance.**

A buffet will be provided immediately following the meeting.

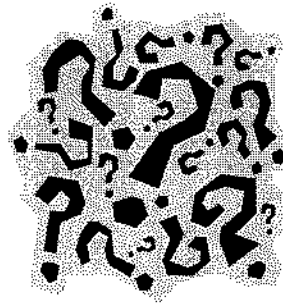


*"It's our revised retiree medical plan.
A selection of tasteful cards."*



Doesn't Anyone Get it?

The **National Safety Council (NSC)** recently published in the February edition of its *"Safety and Health"* magazine the 2005 list of CEOs who **'Get It'**. Alan McMillan, President of the NSC, describes those who **'get it'** as business executives whose *"high standards for their organization include the safety of their employees, their employee's families, as well as the communities in which their businesses operate."* McMillan goes on to say that these CEOs have *"embraced safety as a core value in their organizations"* and that, for them, safety is *"non-negotiable, uncompromising, and permanent."* Interestingly, UTC's **George David** was listed as one of only seven CEOs to earn this prestigious honor from the NSC.



Many of us on the shop floor of Pratt and UTC Fuel Cells are scratching our heads and saying, **"I don't get it."** That's because we've experienced first-hand the issues that undermine workplace safety: lack of training, apathetic management, poor communication, and limited resources. We've seen the CEO take tens of millions of dollars from the bottom line every year, while some of us toil on machines that are older than he is. We've seen ergonomic improvements for employees nixed because bean-counters don't see the need for them. We've seen bar graphs and pie charts that show we're getting hurt less at work, yet we know that some don't report injuries because they don't want the hassle, or they don't want to face **company discipline**.

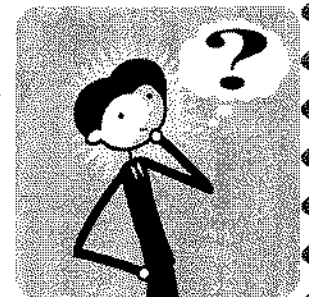
Raining on the CEO's parade in a Union newsletter is typically dismissed as rhetoric by the *suits*,

so let's consider a fair and unbiased source. Enter the ***Safety Culture Improvement Process*** survey results. This survey, conducted throughout Pratt & Whitney by Dupont Corporation earlier this year, received more than **15,000 responses**, split nearly 50-50 between hourly and salary employees. The survey asked employees their perception of the company's safety culture, including: *priorities, accountability, and participation in safety.*

The results were startling. Less than **60%** of the responders gave **workplace safety** priority over quality, production, and customer focus. From the hourly side—which includes the non-union shops as well—**22%** of the workforce claimed line management had only general accountability for the safety of their workers and **33% felt they had little or no accountability at all.** Similarly, **63%** of the hourly workforce said they had *little or no involvement* in safety and **21%** claimed *only moderate involvement* in their own workplace safety. That's **84%** of the survey responders, or **12,806 P&W employees** who feel either partially or completely disengaged with their own workplace health and safety.

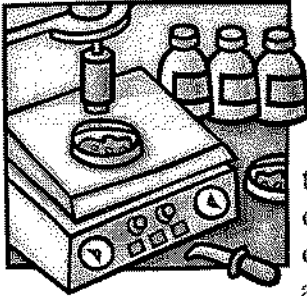
The full Dupont report is still forthcoming, but these preliminary findings are not the numbers of an organization whose CEO **'gets it'**.

"Saying it" and **"getting it"** are two different things. Sure, we're better off in the shop today than we used to be from a safety standpoint, but we still have so much more to do. Patting ourselves on the back for our safety performance isn't only delusional, it's dangerous. If **George David** does have an earth-shattering vision of how UTC and Pratt can be shining examples of workplace safety, he might be wise to redouble his efforts. Because as the Dupont survey clearly shows, we're not **"getting it"** down here.



EMPLOYEE ASSISTANCE CORNER

DRUG TESTING



For those of you in the FAA/ DOT Mandatory Drug Testing Program, there are some important issues you should be aware of: This is Federal Law, not part of the collective bargaining agreement.

49 CFR Part 40 of the Federal Regulations mandates all of the procedures and processes involved with drug and alcohol testing. These rules have to be followed explicitly by all parties involved. Those being tested, and those performing the tests have to follow these rules. There are **no exceptions** to these rules.

It should be noted that PWA will allow you to fail your drug test on two occasions. Most other companies, such as General Electric, will terminate you after your first failure.

If you are doing drugs and using "masking agents" to pass your drug test, the kits being used today automatically check for these agents.

If you have already failed your first drug or alcohol, and still have a problem, it is recommended that you seek assistance immediately. You can obtain free assistance through your union, personal physician, or company EAP representative. **District EAP Rep. Earl Schofield, and Local Lodge EAP Lenny Ward** are available to help you. If you want help, and want to maintain your employment at Pratt and Whitney, it is to your personal benefit to seek out help now. We are not here to pass judgment; we are here to help you with your problem.

Lately, entirely too many hourly workers have found out the high cost of alcohol or drugs by being terminated.

You may reach Earl or Lenny through your steward, medical dept., or Human Resources representative for information or assistance.

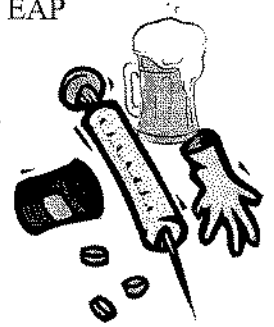
Earl is at the Union Hall from 6:30am until 4:30 p.m. most days (860) 568-3000.

Lenny Ward is a 2nd shifter in the Turbine Module Center.

*He has an in-plant office to meet with you privately.
He can be reached at 708-4186 (pager)
His office # is 557-3645.*

HEALTH/WELLNESS

In November, 2004; District EAP Earl Schofield; and Tracy Newmark, PWA Health and Wellness Coordinator attended a week-long training at Placid Harbor, the Machinist Union's training facility in Maryland. The program was called SOLVE, which is the acronym for Stress, TobaccO, AlcohO and Drugs, HIV/AIDS, and ViolencE. The outcome of this training, while still ongoing, has resulted in more exposure for the Union EAP program and training within PWA medical for our union EAP coordinators. This training means greater opportunities for the union and medical representatives to provide you, the workers, with more information on how to maintain healthier attitude toward drugs, alcohol, or stress problems, before your home and/or work life is affected. In the near future we will be able to provide you with preventive measures to avoid the more drastic, legal, medical and personal problems that accompany drugs and alcohol.

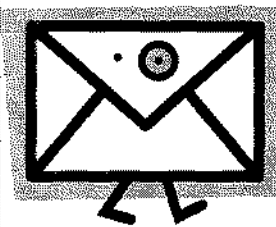


Attending a seminar at the East Hartford medical Department on Domestic Violence issues are: (left to right)

*Shannon Fogal, HFC Wellness Coordinator.
Tracy Newmark, PW Wellness Coordinator
Earl Schofield, District 26 EAP Coordinator
Mike Morin, Local 743 EAP Coordinator
Lenny Ward, Local 1746 EAP Coordinator
The program was hosted by Value Options.*

There will be a union lunchtime seminar on **Drugs & Alcohol and the FAA/DOT Drug Testing Program** on Mon. April 25th [6-7pm] for 2nd Shift, and on Tues. April 26th [11:30am-1pm] for 1st Shift. All interested employees are urged to attend and ask questions, etc. The seminars will be held in the **J Building Conference Center.**

Letter From a Member



Hello,
On the article Social Security Crisis there are a few errors that I wanted to bring to someone's attention. First, not all of the Social Security program is being privatized. Just a percentage of each persons account. Second, and most important, the first President to suggest this was a Democrat named Franklin D. Roosevelt. He's the guy that started it all.

Signed by a Union Brother

Insight response:

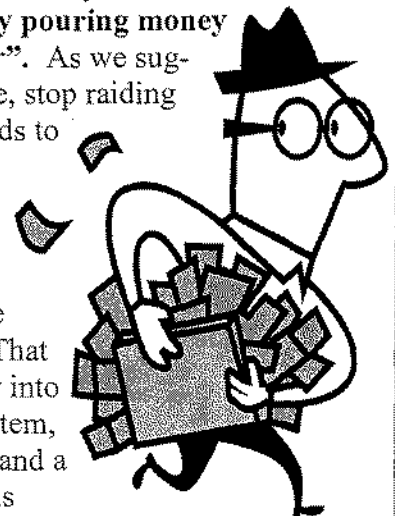
Thank you for taking the time to communicate your thoughts and concerns about the President's proposal to privatize Social Security.

The article did mention President Roosevelt's historic leadership in obtaining Social Security and other important benefits for the American working class. Your point on only a percentage of the SS accounts being privatized is also correct. But everyone needs to know the costs involved: 1] a huge loss of money for the Social Security System as the percentage of funds is diverted to private accounts... 2] mammoth costs associated with setting up and administrating the "change-over" to private accounts

(estimated in the **BILLIONS** of dollars range)... 3] Expensive service fees for private account participants, and risk of accounts losing value... Much of the change-over costs and service fees would end up as more PROFITS for the few brokerage firms that stand to benefit from privatization of *any portion* our Social Security System... 4] Significantly raising the age of eligibility for retirees to receive full SS payments... 5] A reduction of from 40-65% of those payments to retirees.

(American Federation of Teachers magazine; March, 2005)

So... "*if it ain't broke, don't fix it*". If it is "*broke*" don't fix it by pouring money into the private sector". As we suggested in the last article, stop raiding the Social Security funds to pay for other projects. Also, *eliminate the current "cap" on SS payroll taxes for high income employees* (like George David & Co.) That would put more money into the Social Security System, guaranteeing solvency and a decent SS income for us and our children.



Survey says: **BEWARE**

Here are some comments and results from "The Pratt & Whitney 2004 Employee Survey"

Job Satisfaction Category: Pratt says that 52% of its employees are satisfied with their jobs. Yet only 27% are happy with their current pay in comparison with the people in similar jobs with other companies. Also only 35% feel that their immediate supervisor takes an active interest in their skills and career development, and less than half (48%) think they have received enough training. Last but not least only 31% think that any action will be taken as a result of this survey.

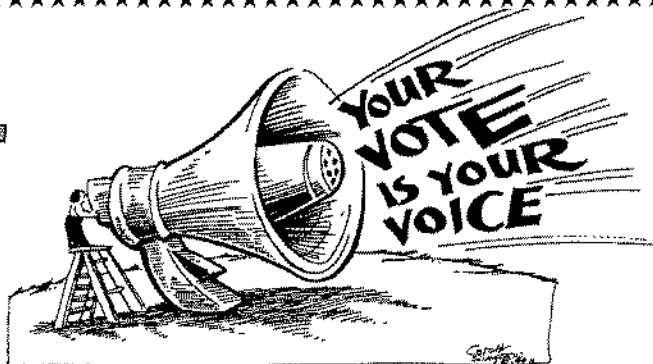
At a monthly meeting held recently in "M" Building it was said that, based on the survey results, action will be taken concerning *smoking, wearing safety glasses and attendance*. The company has made up what they call **focus groups**. Beware brothers and sisters; the company is saying that we the employees want stricter rules set in place to clamp down on other employees, according to survey results. I have a copy of the survey and I couldn't find anything on any of these three subjects. The *focus groups* are another way of enforcing disciplinary action, using hourly employees' ideas against other hourly employees. Then saying that we ask for it! As of yet, nothing has been implemented; but we must not allow the company to turn us against each other. **Be ready to fight if they try to use these survey results against us.**

Next Monthly Meeting

Sunday, April 10th, 2005 @ 11:00 AM



**Don't Forget To Vote For
"Local Officers Election"
April 20th, 6am-8pm
At the UNION HALL**



**Insight is looking for
announcements from
our members!**

- *Birth Announcements*
- *Any loved ones fighting overseas*
- *Retirement announcements*
- *Anything that you, the members, would like to share, on a monthly basis.*

Please email your
announcements at least
1 month prior to the day to:
locallodge1746@snet.net

*Or just email us any idea which may be of
interest, that would like to share!*



Friday Night Dinners

Dinner is Served 4-8pm

Please NOTE: There will be NO Dinner served
this Friday, April 8th. This Season's final Ma-
chinists Club Dinner will be Friday, April 15th.

Menu includes Prime Rib , Fish & Chips.

Take out orders are available, portions are big,
and the price is right.

To Order Call 860-568-9832

Orders taken on Thursday or Friday, 4-8pm.

Walk Against Hunger

Sunday, May 1, 2005

Check-in from 1:00-1:45pm

Hartford Plaza, 690 Asylum Ave, Hartford

Help the FOODSHARE food bank raise money
to feed the hungry in the Hartford Area.

To walk or pledge, call 860-688-6500, or log onto
www.foodshare.org

Local 1746 activists are walking; please consider making
a pledge to help them raise funds...pledge forms at Hall.

WEBSITES:

www.iamLL1746.org

www.iamdistrict26.org

www.goiam.org

www.earlseapworld.com



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