

insight

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

Here are the Facts

The Local Lodge Officers' election that took place on October 13, 2004 will be run again. The reason for re-running this election is a letter that was sent by the Recording Secretary to the membership on August 4, 2004. The letter began with "Dear Retiree" and had three other references to the word "retiree" in the body of the letter.

In the past, the practice has been to only send a letter to the retirees. The practice to notify the membership was posting a notice on the bulletin boards. The IAM constitution now has a requirement that the union mail a letter to the membership at least 60 days before the



election notifying the members of the election. An error in not changing the word "retiree" to "member" opened the door for a challenge to the International President, which he upheld.

Machinists Union International President Buffenbarger said in his decision, "While this office is not dismayed by this error, the U.S. Department of Labor would be."

There was no challenge to the running of the election, or to the official count. The turnout percentage for this election was one of the highest in the Local's history. The reason for the new election is strictly that the word "retiree" appeared where the word "member" should have appeared.

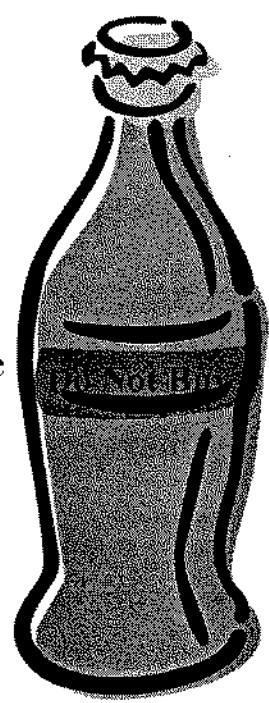
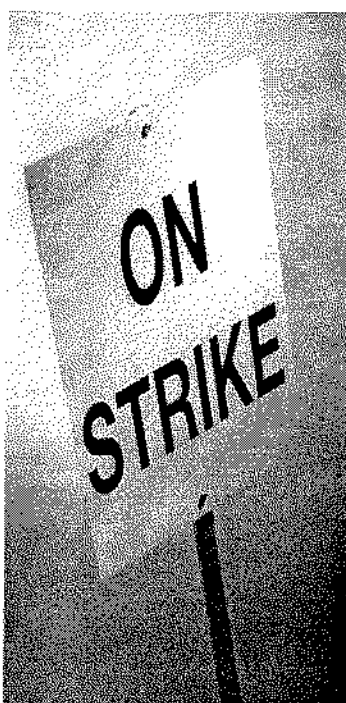
All members will soon be receiving a copy of International President Buffenbarger's decision.

Teamsters Strike at Coca-Cola??

Our Brothers & Sisters of Teamsters Local 1035, at the Coca Cola facility on Main St. East Hartford, may be going on strike in the near future. We can assist them by not buying Coca Cola products during the strike. In the event of a strike, we urge our members to boycott Coke in stores, but particularly at the company vending machines and cafeteria. The East Hartford Coke plant is responsible for a lot of the vending machines, especially in Pratt.

Let's do our best to help our Brothers and Sisters in the Teamsters with their battle. *In the event the Teamsters at Coke go out on strike*, we will be notifying you to boycott all Coke products until the Strike is settled.

"SOLIDARITY FOREVER"

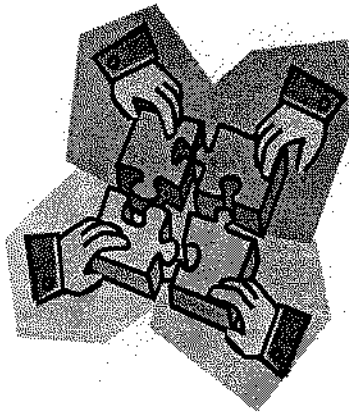




EMPLOYEE ASSISTANCE CORNER

There are several notable improvements in your IAM Employee Assistance Program in our new contract. One of the first, is that your Local Lodge EAP Coordinator has more time provided by the company to properly service member requests. Each Local Lodge Coordinator also now has a proper office area within the plant where he can meet confidentially with clients. Each office area will have computer access to the services available to our membership. East Hartford EAP Coordinator, Lenny Ward, has his new office area located on the 2nd floor, directly above Plant Security.

Another new improvement is that the company will ask employees with a positive drug or alcohol finding to notify the Senior Union EAP Coordinator. This is significant for two reasons. In the past, the union did not become aware of a member failing a test until the 2nd occurrence. Unfortunately at that time, the individual is to be terminated. With union notification, we can work to assist and monitor the individual's progress or problems, to assure that there is no 2nd occurrence.



Another part of the drug and alcohol testing improvements, for those in the covered pool, is that there will now be an opportunity to see the Senior Union EAP Coordinator, Earl Schofield as their Substance Abuse Professional (SAP). Earl has his credentials and will be able to provide services at a nominal fee to cover cost of DOT required tests. This fee will probably be a one-time (per incident) fee of \$10.00. The individual will still be required to fulfill all necessary requirements of the FAA/DOT, but at a very modest out-of-pocket expense. This service will be offered District-wide to all union members requesting assistance.

It is hoped that members will take advantage of as many of these new opportunities as possible. It is the goal of the EAP to assist our members in learning to become alcohol and drug-free in accordance to laws

and company policies; these new "tools" will help us considerably.

It is also anticipated we will take advantage of contractual provisions allowing the District 26 EAP to provide training to supervisors.

Professional training opportunities continue for all our union EAP Coordinators. The January meeting of Employee Assistance Professionals Association (EAPA) provided additional information on Ethical Awareness.

As Professional EAPs we will:

- Never misrepresent ourselves
- Never take on roles for which we are not qualified
- Maintain ongoing training
- Maintain proper casework
- Seek to maintain our credentials

These are but a few of the mandates we must follow as your EAP Representatives; there are many more. Our training works to ensure that we follow the rules, and maintain our professionalism and job knowledge to the highest level attainable.

The District 26, and LL 1746-A (Cheshire) EAP Coordinators are credentialed as Certified EAPs (CEAP); with the LL 1746 (East Hartford), and LL 743 (Hamilton Sundstrand) EAP Coordinators soon to become certified, your Union is able to provide to you

individuals recognized nationally for the skills they can provide to our membership.

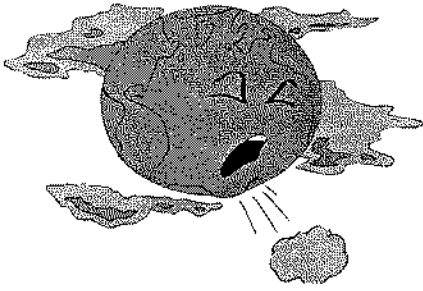
Please keep in mind that EAP services today go far beyond the often perceived notion that EAPs deal only with drug or alcohol issues. Nowadays, we have to be skilled in many issues that affect people and their families in their everyday lives.

If you are experiencing problems or issues that affect your everyday job performance, please call upon your EAP representative for advice.

Your Union EAP Coordinator in East Hartford is:
Leonard (Lenny) Ward
708-4186 (Pager)
Office Phone: 557-3645 (Leave message)

“The Air We Breathe”

in J & K Buildings!

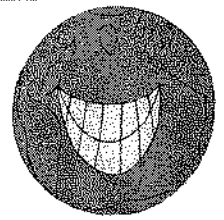


Some of the folks in the Turbine Module Center may have recently participated in a study to assess the air quality in J & K buildings due to manufacturing processes. The study is being conducted by Anne Bracker, Master of Public Health and Certified Industrial Hygienist, working for UConn Health Center's Division of Occupational and Environmental Medicine. Anne worked in conjunction with company EHS pros and IAM Health and Safety reps to determine what contaminants to look for and where air sampling should be conducted. Metal dust, fluorides, coolant and oil mists, and total particulates in the air were some of the potential contaminants taken into account.

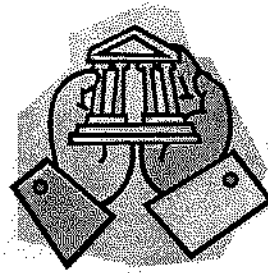
In most cases, duplicate samples of the same processes were obtained by UConn and the company pros side by side, and the samples sent to an independent laboratory for analysis without indication of which sample belonged to whom. Some of these samples required stationary area “pumps” to draw in a collection of air around a machine or process in question for an entire shift. Other samples required “personal” pumps fastened to an employee's belt with collection filters clipped to the collar or shirt to simulate the breathing zone while he or she is working. Anne also conducted field observations and asked questions to obtain a better understanding about outside factors that could influence the working environment, and to provide insight on how to make our jobs safer.

The good news is that preliminary results from the laboratory show no elevated levels of contaminants in accordance with OSHA standards and NIOSH (National Institute on Occupational Safety & Health) guidelines. The better news is that while the samplings did not show excessive contaminant levels, Anne is still using her expertise and strong manufacturing background to develop a list of recommendations that the company can utilize to make the air even better. While we eagerly await Anne's report in the next few

months, the IAM would like to thank her, the UConn Health Center, and the sampling support team for their help in making our workplace healthier. The IAM would also like to thank those employees who took the time and trouble to wear the somewhat cumbersome personal pumps during their jobs—your cooperation helped us acquire meaningful data that hopefully will lead to workplace improvements in the future.



February is Black History Month



“The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief for the destitute, and above all, new wage levels that meant not mere survival, but a tolerable life. The Captains of Industry did not lead this transformation: they resisted it until they were overcome.”

Dr. Martin Luther King, Jr.
Illinois AFL-CIO Convention, October 1965

“Under Siege”

The American Middle Class is under assault from those in power. Whether it's our President in Washington or our CEO in Hartford, they have a great deal of control over the quality of life of the masses. The ranks of the “average worker” are rapidly diminishing due to abuses of power for political reasons, and the never-ending greed of Corporate America. The Presidential helicopter contract was split with the British and Italians for their support in Iraq. Our tax dollars will be paying the wages of foreigners, while putting more Americans out of work. Fewer taxes will be collected and we will need expensive retraining for new careers. Foreign outsourcing of our defense work with our tax dollars is not only bad government and bad business, but is the definition of insanity. (Continued on P.4)



Next Monthly Meeting

Sunday, February 13th, 2005 @ 11:00 AM



(Continued from UNDER SEIGE on page 3)

The Bush Administration's decision will further impact Sikorsky workers already reeling from the loss of the Comanche helicopter program. An American company, Lockheed/Martin - the largest military/industrial corporation in the world - was the driving force behind the lucrative European led consortium. Lockheed was also behind the \$12 billion "joint venture" (really a huge US Govt. loan) in Poland. *54 F-16 Pratt & Whitney engines* are being built at Pratt's factory at PZL-Rzeszow. There are also Polish troops in Iraq. Do you see a pattern? I wonder what percentage of dead and wounded soldiers in Iraq are British, Italian or Polish.

Whether it's the CEO of Lockheed/Martin or the CEO of UTC, there isn't any difference in their tactics. They send the work overseas to profit from cheap labor, looser environmental restrictions, socialized medicine, tax breaks and currency fluctuations, while laying off American workers. All financed by our tax dollars, with the approval of our politicians.

Our political leadership and the corporate boardrooms neglect those who are the backbone of this country - as citizens, taxpayers and workers. The Congressional Budget Office has reported that the top 1% of households (\$1.2 million) received an average tax cut of \$40,990 in 2004. Those in the middle twenty percent received average cuts of \$980 and those in the bottom twenty percent received \$230. These tax cuts were financed through bigger budget deficits from our political leaders: George W. and his allies in the Congress. The largest corporate employer in the State of Connecticut is

United Technologies. Between 2001 and 2003 they paid \$55 million in federal profits taxes on the \$5.2 billion it made in the U.S.A. That is an appalling 1.1% of what they earned, yet they brag about "corporate ethics" and how "community orientated" they are. They talk the talk but they don't walk the walk.

I ask you, where is your outrage?

Friday Night Dinners

Dinner is Served every Friday Night at the Machinists Club from 4-8pm. 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 from 4-8pm.

Weekly Menus are posted in the shop and at the Union Hall.



No Due\$ Increase

The Secretary/Treasurer has announced that there will be no increase in Union Dues in the year 2005. Notice was also posted on Union Bulletin Boards in the shop.



OFFICERS OF IAM LOCAL LODGE 1746

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Recording Secretary— Bill Coney; **Secretary Treasurer** — Nancy Flagg;
Sentinel— Dave Batchelder; **Trustees**— John Taylor; Ron Ouellette; John Tronier
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