

Local Lodge 1746

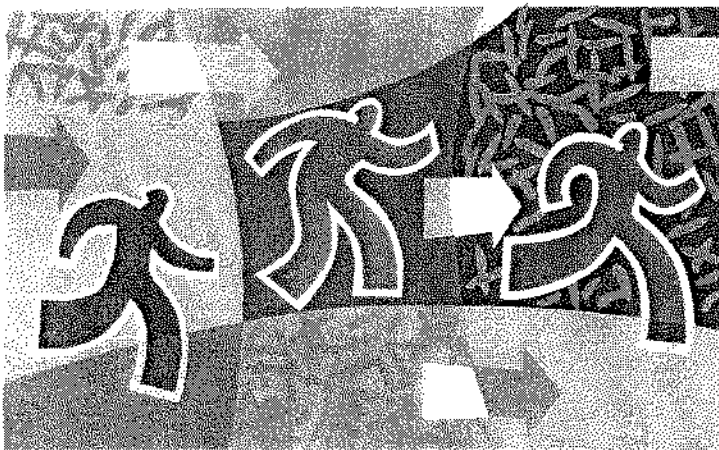
insight

July, 2005

Volume 8, Issue 7

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

Surplus To Need In Seals Area



As the company moves the seals work, many members are impacted and have to make decisions that will affect their future. The staff of *insight* would like to take this opportunity to clear up some of the misconceptions members seem to have, and point out applicable contract language that members can reference.

As the company moves forward, many of the “need” jobs are on the Alternative Work Week. Some of our members are concerned that if they don’t take an AWW job they are subject to layoff. Letter 22A on pg. 136 of the Contract addresses the concern regarding layoff. In bullet #1 of Letter 22A the Contract states: *No incumbent employee will be laid off as a result of the transfer of seals and the V2500 diffuser cases.*

Some of our members are concerned that the only positions that are available are on the Alternative Workweek Schedule. Letter 30 of the Contract states (pg.

152, middle of the page, last line in the fourth bullet): *The Company will not force any employee to the alternative workweek schedule.*

So let’s look at a hypothetical situation. Suppose that none of the members in seals volunteer for the Alternative Workweek Schedule what would happen? The company would use the contract language in letter 17 of the agreement and move the people. None of the employees under this hypothetical situation would end up on the Alternative Workweek Schedule. They would all end up on the standard shifts 1st 2nd or 3rd depending on what their seniority date is.

They can’t have a layoff resulting from the move and they can’t force you on the Alternative Workweek Schedule if you don’t volunteer for it.

As you make your choices make them wisely; you are the one who will have to live with them. If you already made a choice before reading this article and you want to change it, see your supervisor. If they don’t let you change it, call for a shop steward.

If you have any further questions see your shop steward: they will answer them for you, or they’ll find the answer and get back to you.



Help Win Justice and Dignity for Wal-Mart workers!

Three Wal-Mart stores were recently fined for child labor violations by the CT State Department of Labor. These violations were found just after the shocking disclosures in February, when the US Labor Department found widespread child labor violations in numerous Wal-Mart stores throughout our state.

The week of July 4th includes two important events in the campaign for justice at Wal-Mart:

On Tuesday, July 5th there was a community & labor demonstration in support of **Workers Rights** at the new Wal-Mart store in Hartford.

This weekend (July 8 – 10) we are organizing a statewide **worker outreach blitz** with the goal of conducting house visits with up to 500 – 1,000 Wal-Mart workers. The blitz will take place on:

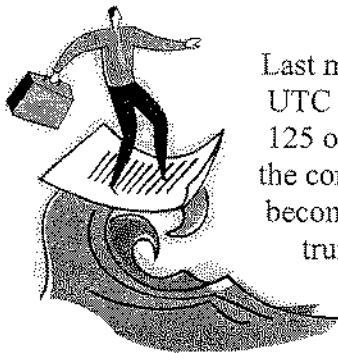
Friday, July 8th (3pm – 9pm), Saturday, July 9th (9am – 2pm), and Sunday, July 10th (2pm – 8pm)

Please call 860-523-1699 for more information, or to sign up for the door to door Wal-Mart Blitz.



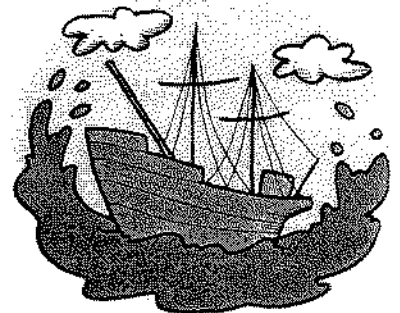
Sponsored by: Food & Commercial Workers Union Local 371; CT AFL-CIO; Hartford Labor Council; CT Working Families; ACORN

Payroll Issue Update

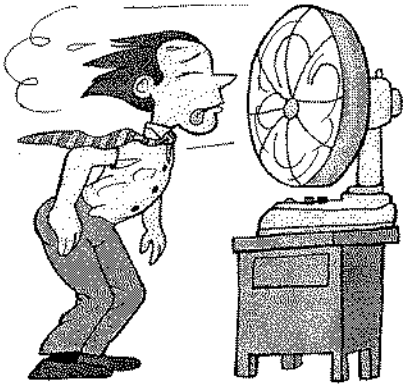


Last month, *insight* ran an article focusing on the recently announced outsourcing of UTC Payroll to ACS, a Dallas-based company that plans to move the lion's share of the 125 outsourced jobs to Jamaica and Arizona. The intent of that article was to spoof on the corporation's eagerness to send Connecticut jobs out of America, a scene that has become all too familiar these days. We received feedback from both ends of the spectrum for that article, from readers who enjoyed it to those who found it offensive or inappropriate. Those that objected to the article took issue with the manner in which Jamaican dialogue was depicted. Our intention was to use humor to draw attention to the situation by utilizing jargon and dialect already publicized by the advertising and music industries. **With that being said, we regret any offense we may have caused and sincerely state that our intention was never to belittle or demean the good people of Jamaica.**

However, we will never regret calling attention to corporate greed that undermines the working families of Connecticut for the sake of "reducing operational costs" as the ACS press statement by UTC announced. That press statement went on use misleading and euphemistic terms such as "employees will continue to receive UTC benefits while working for ACS" and "minimal changes to workforce levels are expected before 2006". The cold truth is that these jobs are being eliminated here and sent out of state and out of the country. Like Bruce Springsteen sang, "they ain't coming back." A corporation that continues to assault the American workforce by sending jobs offshore to save a buck - while lauding the severance packages offered to its workforce here in Connecticut - ought to enrage every single one of us. Sooner or later, outsourcing affects all of us.



If You Can't Take the Heat...



It's July now and the plant is really heating up. You might think our "seasoned" hourly work force is more susceptible to the heat, but recently a younger employee had a very bad reaction to heat stress, so it can affect anybody. While the

Union safety reps continue to pressure management for an air conditioning or chilled water system in these hot areas, it won't happen overnight and probably not for this summer season. In the meantime, one of the key steps you can take to avoid heat-related illness is to keep yourself hydrated. If you wait for your body to tell you you're really thirsty, it may be too late. Drink plenty of fluids before you start work, and throughout your shift.

The company has agreed to distribute bottled water to the workforce on these hot days, and a rest area that allows your body to cool down should also be made available. Pratt has provided Gatorade in the past, but some people with medical issues such as diabetes may not be able to drink it, while water is universally acceptable to all. Some vending machines do serve Gatorade, if that's your preference.

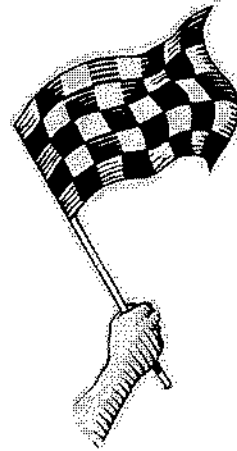
Knowing the symptoms of **heat exhaustion and heat stroke** is also extremely important during the summer months. **Heat exhaustion** is the lesser of the two evils and can generally be reversed if proper care is administered in time. Symptoms include headaches, dizziness, lightheadedness, irritability, confusion, vomiting, nausea, dark or decreased urine, fainting or passing out, and pale, clammy skin. Get the person to a cool place, administer liquids (no alcohol or caffeine), and seek medical attention.

Heat stroke, a condition where the body is no longer able to cool itself, is **life threatening and requires immediate medical attention**. Symptoms include dry, pale skin without sweat, hot red skin that appears sunburned, irritability and confusion, seizures and fits, and loss of consciousness. If you believe someone is experiencing heat stroke, get him or her to a

cool area if possible, place in a cool bath (if conscious) or apply cool compresses to the skin, and try to cool the body with a fan. Administer liquids, (again, no alcohol or caffeine) but don't force liquids if he or she is unable to drink. Then seek medical attention immediately!



Victory for Fuel Cell Members

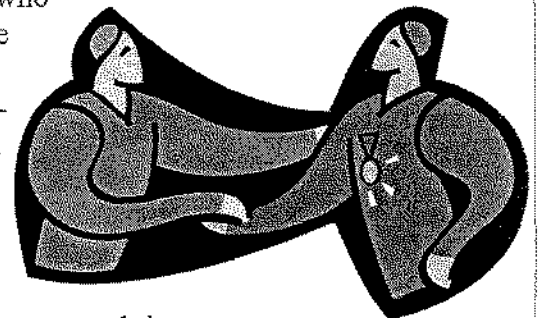


A recent arbitration decision by arbitrator Arvid Anderson was a victory for the bargaining unit employees at UTC Fuel Cells. The case took a long time to get to where we are today. It started when members on the shop floor filed grievances over salaried employees doing bargain-

ing unit work in various labs throughout the facility. Although the company and the union were able to iron out many of the issues in the grievance procedure, the parties were never able to come to a resolution on the test stands in the West Engineering Lab.

The issue of these new test stands was heard in the grievance procedure, at the National Labor Relations Board, and subsequently at Arbitration hearings on February 10 and 11 of this year. The union needs to meet with the company over the implementation of the decision and that will happen shortly. Thanks go out to all the members, stewards, committeemen, officers, and District 26 and Grand Lodge staff involved. Special thanks go out to Attorney Tom Meikeljohn who

presented the case for the union. Perseverance paid off, the fight was long and intense, but the outcome was worth it.





2005 Annual Convention

I would like to thank Local 1746 for sending me to the CBTU Convention this May in Phoenix, Arizona. It was a very educational and worthwhile event.

I had the opportunity to personally meet William Lucy, National President of the CBTU. Guest speakers included John Sweeney, AFL-CIO President; Reverend Jesse Jackson of Rainbow/PUSH Coalition; Ron Gettelfinger, President of the United Auto Workers Union; and Willy Madisha, President of the Congress of South African Trade Unions.

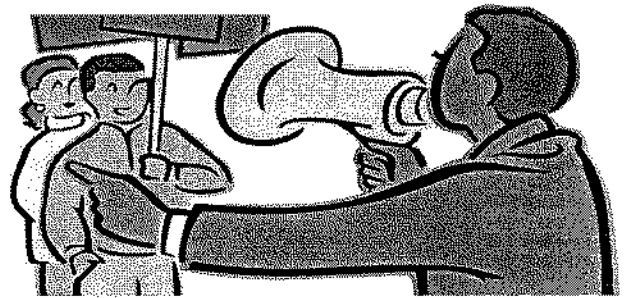
The main focus of the Convention was improving economic development and employment opportunities. Other topics covered in workshops and larger "town hall" meetings included organizing non-union

workers, civil rights, increasing political alliances between labor, religious groups and the community, and voter education.

There was also much discussion on the proposed re-alignment and union mergers now being debated in the AFL-CIO. The Convention took a stand against re-aligning and shrinking the AFL-CIO Executive Council, as it would severely reduce the number of minorities and women represented on the Council. The Convention took a position supporting the *voluntary* mergers of unions in similar trades or crafts.

Once again, thank you for sending me as a representative from our Local.

Howard Small, Local Lodge 1746 Member, UTC Fuel Cells (Second Shift)



"Leadership Givers"

For the year 2004, 102 Machinist Union members within Pratt's three Connecticut plants were **United Way Leadership Givers**. These are folks that donate a *minimum* of \$1000.00 per year to the United Way Community Campaign. Many of them give much more than that amount annually.

These monies help in our community immensely, with a wide variety of programs. Many of these programs help people right here in Pratt and Whitney, including our union brothers and sisters.

This year, the **Leadership Reception**, which is held annually for the people donating at that level, will be hosted at the Rentschler Stadium Skybox Suite. The event is presently scheduled for Tuesday September 13, at 5 p.m. There will be music, food

and refreshments, speakers from the United Way, as well as individuals who have utilized United Way services and agencies.

The recipient of this year's "Courage Award", is Jonathan Treiber, son of Jeff Treiber who was an H.R. representative in East Hartford some years ago. Jonathan is scheduled to speak at this year's reception, and has a remarkable story to tell; he should be an inspiration to us all.

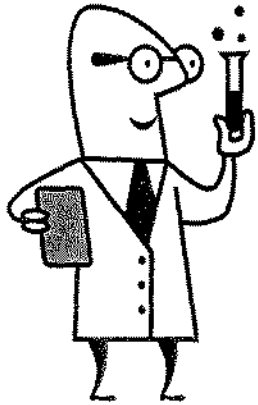
I strongly urge all union brothers and sisters to attend this event. You deserve it for your dedication and commitment to our communities. It's probably the only time we'll ever get invited to sit in the Skybox Suite!

Please check with your supervision early and get their commitment to allow you to attend, if you are a 2nd shifter. No one should be kept from attending this noteworthy event. I would like to see all 102 of you there that evening!!

Earl Schofield
United Way Co-chair

EMPLOYEE ASSISTANCE CORNER

Weekend Drug Testing



I have been asked many times recently about drug testing on the weekends. I can answer this question quite easily by giving you a definitive “yes” answer. With the advent and expansion of the “alternative work week” schedule, it is now commonplace for those of you in the drug pool to be called down to medical for a drug test on a weekend day.

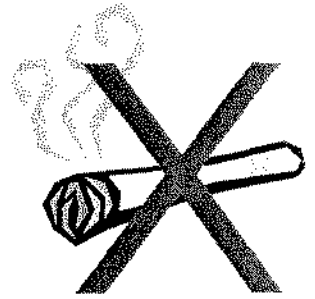
I can only add that if you are drug-free, this should not be a problem.

However, please be aware that this situation exists. If you become complacent, or decide to indulge in some “casual” use on a Friday night, you will pay a heavy price over the weekend if you are drug tested. The best insurance is to be drug free. Contact your union Employee Assistance Professional, Lenny Ward (pager: 708-4186) if this is a concern for you. I can also be reached at 568-3000.

Earl Schofield, IAM District 26 Senior Employee Assistance Professional

Quit Smoking

There is a move being put on through Value Options, the company EAP, to assist those with a desire to quit smoking. Your Union EAP Coordinators are equally committed to help those of you needing assistance. Your Union EAP Representatives will work with you, local agencies, or Value Options, to help you “kick the habit.”



Nicotine, one of the most addictive drugs known, is a difficult habit to break. However, the pain endured is well worth it in your overall health and wellness. At approximately \$ 5.00 per pack, there is also a very significant cost saving.

If you or someone in your family has a desire to quit smoking, contact your EAP Rep, Lenny Ward at 708-4136 for assistance.

Help Is Just A Call Away!



Seniors in Action

Finally - done with work! Years' of toil have earned you “fun in the sun”. So you pick up and move to some paradise island?? If you are like most of us, you'll be struggling to make ends meet, as your income drops, while health insurance and prescription costs continue to sky-rocket.

Medicare, Social Security, high costs of prescription drugs and insurance... What can you do to insure that you and your family can meet these challenges?

Sign up with **IAM Seniors in Action, District 26**, one of the fastest growing seniors' organizations in Connecticut and Rhode Island.

There are seven Regional Chapters of IAM Seniors in Action: New Britain, East Hartford, Middletown, New Haven, Groton and Stamford, CT, as well as a Rhode Island Chapter.



As our emblem says, we stand for: **DIGNITY, SERVICE, RESPECT and PROTECTION.**

Please call 860-828-0359, or check at the Union Hall to Join

"IAM Local Lodge 1746"

Celebrates our 50th Anniversary of being in our building at
357 Main St. East Hartford, CT

Next Monthly Meeting
July 10th @ 11:00a.m.

Connecticut AFL-CIO seeking Union Member to run for *State Representative in East Hartford (2006)*.

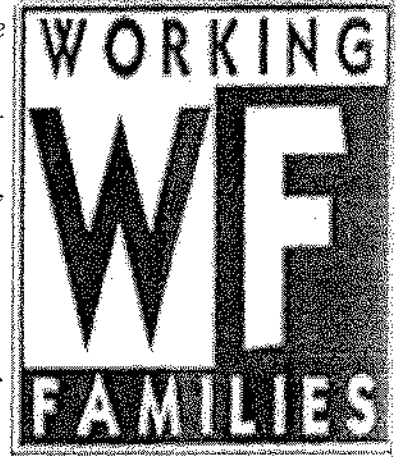
Connecticut Working Families Party is looking for candidates for the following positions:

Town Council/Selectmen: ANY TOWN, especially East Hartford, Manchester, Windham/Willimantic.

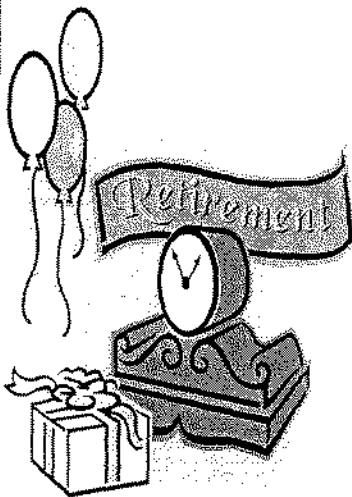
State Representative, State Senate for 2006 Elections; ALL DISTRICTS.

Vernon Democrats are seeking candidates for *Vernon Town Council*.

If you are interested in running for office, **and will fight for the rights of working people**, please contact Dave Batchelder at 860-568-3000 or 860-416-9838.



There are two long time employees who are retiring at the end of June 2005.



Russ Deskus from Development Operations, a machinist from Dept. 901, 2nd shift. His seniority date is 6/30/1964 (41 years to the day).

Albert Brown also worked in D.O. He was in the sheet metal Dept. 911, 2nd shift. His original hire date was 2/2/1966 and his present seniority date is 4/11/1966 which gives him 39+ years.

Happy Retirement and Best Wishes for the future, from all the members of Local Lodge 1746 & The Staff of insight.



Get Involved
We LOVE hearing from you !

- *Birth Announcements*
- *Loved ones stationed overseas or in the service*
- *Retirement announcements*
- *Anything that you the member, would like to share, on a monthly basis.*

Please email your announcements & messages. Items for the next issue must be emailed by August 1st.

localodge1746@snet.net



WEBSITES:

www.iamLL1746.org
www.iamdistrict26.org
www.goiam.org

NEWSLETTER COMMITTEE

Dave Batchelder-*Editor*, Linnea Demanche-*Co-Editor, layout and design*.

Joe Durette, Gerry Martin, George Rogers, Earl Schofield, Mike Stone