

Local Lodge 1746

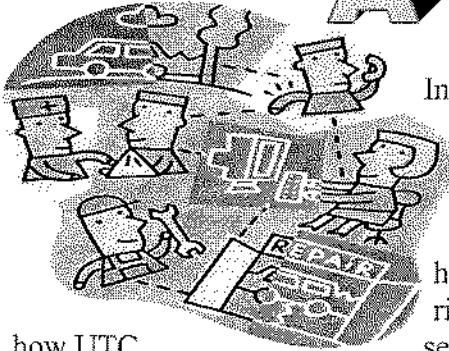
insight

June, 2005

Volume 8, Issue 6

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

"A New Hope"



how UTC

envisions workplace health & safety and how we in the trenches are actually experiencing it. The survey produced some cold, hard data about the safety culture and perceptions at Pratt & Whitney. Some of that data is comparable to the worst companies that also participated in the survey, from a safety performance point of view. These alarming results have served as a wake-up call that "all is not right" in the land of the Eagle, and justifiably so.

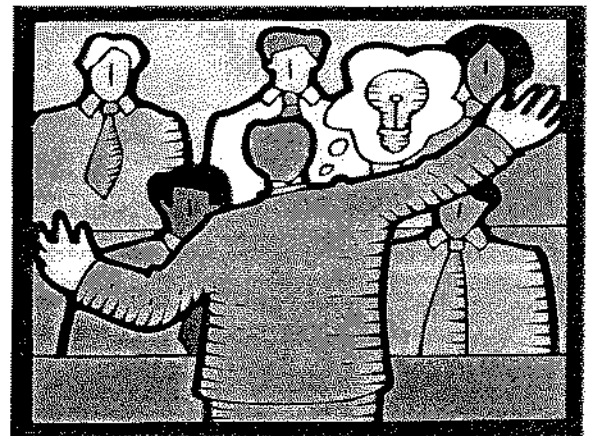
Thankfully, the point of the survey wasn't for Dupont to simply to tell us how bad we are, collect a paycheck, and be on their merry way. Instead, retired Dupont executives Ed Brown and Paul Stevens worked with the IAM and Pratt & Whitney to set up three workshops aimed at addressing the shortcomings identified by the survey. Each workshop focused on a particular "major tenant" at the East Hartford facility, with the CAN Module Center meeting first, TMC second, and the newly-formed aftermarket group of EHRO & CARO concluding their workshop just a few days ago. A fourth workshop is tentatively scheduled for Facilities & Services.

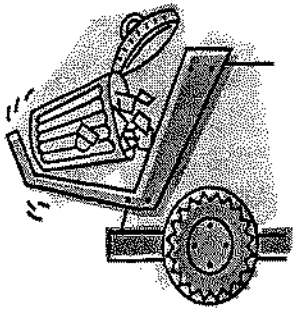
In addition to IAM Health & Safety Reps, these workshops were enthusiastically attended by Product Center managers, BUMs and Supervisors, EH&S

In the April edition of *Insight*, we reported how a recent survey conducted by Dupont had identified a serious gap between senior management

Professionals, and members in good standing of the IAM. Each workshop broke off into five teams that were tasked to evaluate the specific issues of each module center raised by the survey. Each team's focus was to assess where we are now, where we want to be, and how to get from here to there. Status quos were challenged and fresh ideas were generated as potential new leaders in workplace safety brainstormed for two days and presented their proposals to management and the rest of the group.

Most participants walked away from the workshops invigorated with new hope that together we can make a difference as we strive to send everyone home from work *injury-free, every day of their working lives.* This new momentum must be sustained **and the proposals acted upon** if we truly seek to improve our workplace and change the mindset at all levels of the company. The IAM sincerely thanks all who participated in the Dupont workshops for their good faith and energetic spirit. Hopefully the membership will soon benefit from the wealth of ideas these workshops generated.





As the CAN Turns

Over the last few months there have been some major changes at the CAN Module Center. There was the departure of **John Thackrah and Paul Harrington**. One cell

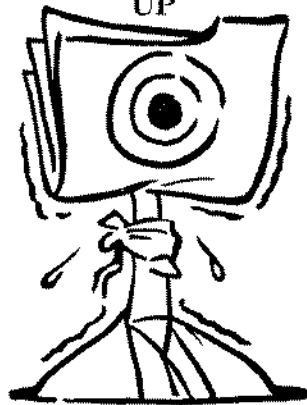
leader quit the company and is now selling pharmaceuticals... *a young man who was full of motivation and good ideas saw the writing on the wall and bailed out.* There have been some improvements on the **AMNS boats**. While passing a quality review crib we couldn't help but notice this rather comical cartoon depicting some lingering quality issues with the boats. People from the **Seals department** are getting ready to be transferred to other departments. We wish you all well in your new assignments and *thank you for your contributions in Seals.*

There are still some quality, tooling and processes issues in **liners** that need to be addressed. The **good news** is that the people absorbed

BOATS 'R US

U MESS'M UP

WE HOLD'M
UP



during the vending out of Tubes are adjusting well and making significant contributions their new departments. So much for them performing "low-tech work", as the company previously stated. The company is **hiring at this time** and the outlook is somewhat promising. The addition of more Occupational Group 901 Material Processors helps to move our parts in a timely manner, helping every department to operate more efficiently.

Now for the areas of improvement: No big surprises here. Engineering is spread too thin and our processes are far from perfect. Operation sheets at times are a bit sketchy. There also could be better flow of raw materials throughout all business units. *Machines need to be better maintained and kept working, rather than utilizing vendor assist when they are down.* Upper level management's reaction to these problems is to beat up their lower level management, blaming them. **We all need to work together** and solve our issues, rather than the standard finger pointing that's been going on for years at Pratt.

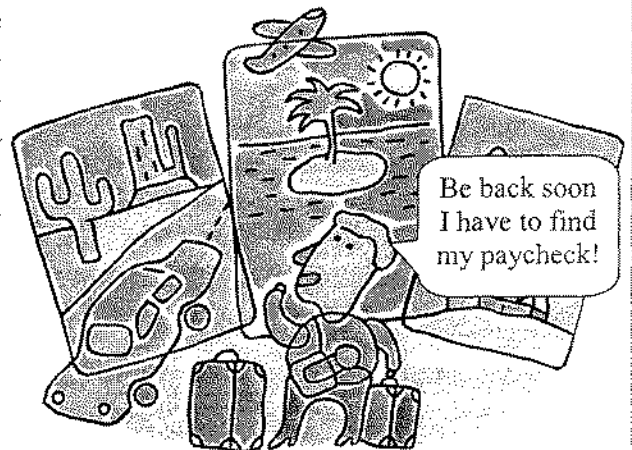
Top Brass... Are you reading this??? Work with us to help fix the problems brought to your attention, instead of just blaming your workers and lower level management.

UTC to Outsource Payroll Jobs to Jamaica and Arizona

If you think it is hard to get payroll to take care of your problems NOW...

Just wait till UTC outsources the Windsor "Shared Services" payroll operation to Jamaica and Arizona. We called the "1-800 UTC JAMAICA" help line and got this recording...

Ya Mon, having trouble with your paycheck? You don't have to drive to Weendsor to straighten it out, just hop on your sailboat and come to the beautiful island of **Jamaica**. That's where your payroll department is moving to, **mon**. Jamaica and Arizona. UTC is sending their payroll and benefits departments here, see, to save lots of **MONEY**. Just like when Stanley Works tried to go to Bermuda. It's not stealing jobs from your state, it's called **globali-ZA-tion**. It's not layoffs, **mon**, it's **OUT-sourcing**. **So don't worry, be happy**, lie on our beautiful beaches and have a Rum Runner while you wait for us to resolve your problem. Come to **Jamaica**, we're waiting for you. **If we can't fix it, NO PROBLEM....we'll just send you to SUNNY ARIZONA.....Have a Nice Day!!**



Pratt's Smoking Policy

Pratt & Whitney implemented its smoking policy on January 1, 2003. The staff at *insight* wanted to see how things were going with the policy and how it was working. It appears that the policy was taken right out of Hitler's Handbook because Pratt & Whitney seems to want to control human behavior.

The policy known as Standard Procedure H-7 has been implemented in a haphazard fashion with selective enforcement. In the first paragraph of the procedure, it states: *the purpose of this standard procedure is to provide a consistent approach to the management of second hand smoke as it relates to the health and well being of our workforce.* What a wonderful concept, if it was true! In Section 5.3, the policy states: *the management team at each site will provide information regarding specific property boundaries.* If you're like the staff at *insight*, you probably wonder when that will happen. It's only been 2 years and 5 months. Oh well, it must have slipped their minds.

In the "M" Building, the brain trusts running that organization are suspending employees because they know they are smokers. They openly told a Shop Steward in a grievance meeting they weren't sure if the employee they suspended had a lit cigarette or not. These thugs are obviously applying the standards from Hitler's Handbook. Seems like those idiots ought to be looking for a new career path.

What's the story with Willow Street... is it OK to smoke there, or not? It must be OK... you can regularly spot *Company Smokesperson* Mark Sullivan out there lighting up! If it's OK for Mark, it must be legal; or does Mr. Sullivan just break the company rules? So what's a smoker to do? The policy is selectively enforced **and** enforced with those who are *not actually smoking*. The boundaries still aren't clear, and we are still waiting.

Clearly, the company has no clue how to implement this policy fairly. Other divisions of UTC **have not** followed Louie's lead (banning all smoking on property) so we urge the company to return to allowing employees to smoke outside. If it's really about second hand smoke, like the policy says, outside shouldn't be a problem. If it's about controlling human behavior... well, then that's another story.

Anyway, until management figures this thing out, and if you're a smoker, ask your supervisor if it's OK to go down to Willow Street and join *Com-*

pany Smokesperson Mark Sullivan for a smoke. It seems like it's the least they can do for all your years of loyal service... And while you're out there, you can tell Mark what a swell job he's doing these days!!

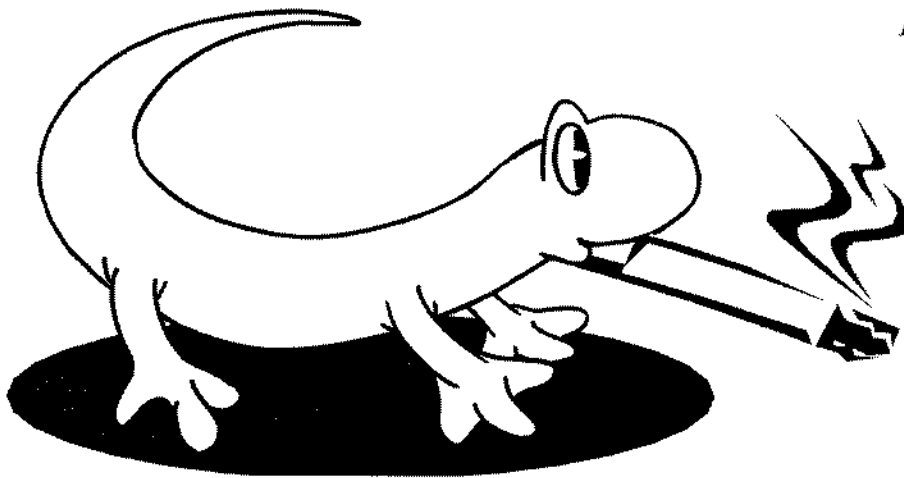
If you want help quitting....

Call you IAM EAP Rep.

[See article on P 5]

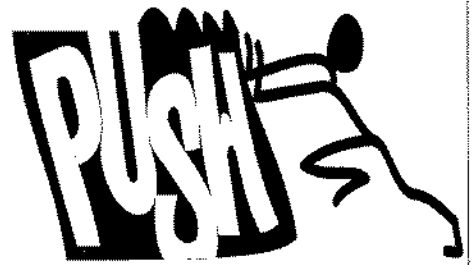
Or call Connecticut Quit Line

866-363-4224



Pushing for "Fuel Cell" Legislation

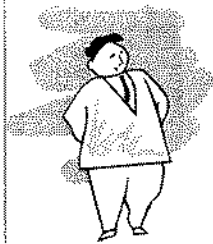
An Act concerning Energy Independence was introduced in Connecticut's House of Representatives during this Legislative session. This bill came out of the Legislature's Energy and Technology Committee, co-chaired by State Senator John Fonfara and State Representative Steve Fontana.



While being a good and noble bill aimed at addressing important issues such as electric power transmission gridlock, pollution and environmental degradation in Connecticut GROW JOBS CT and the Machinists Union have aimed to add the issue of JOBS to the energy bill agenda

With the help of professionals that know how to write legislative language, by urging active participation of the Machinist's membership, as well as employees at a number of fuel cell companies in our state, we have included language in the Energy Bill to help fund fuel cell R & D and sales. While providing representation and a voice for our IAM represented members is our #1 priority, we also have a big stake in securing ALL good jobs in the budding fuel cell industry within our state. The state of Connecticut is one of several states actively courting this industry, but ONLY Connecticut can lay claim to being the leader of the nation on this important developmental front.

With legislative action being what it is, there have been no less than five (5) amendments proposed since this Energy Bill was introduced months ago. The lobbying goal of all parties involved on behalf of fuel cell technology has been to utilize this legislation to 'Kick Start' Connecticut's fuel cell industry and to GROW JOBS IN CONNECTICUT! Language changes have been proposed to offer a more level playing field for fuel cell companies to aid in competition with the more traditional energy companies in our state. The constantly changing legislative process has seen language changes on fuel cells go from 'favorable' to 'leave us out of it', back to 'acceptable' and then again to 'almost favorable'. All this in a matter of 2-3 weeks time!



As of this writing, a vote is anticipated before the end of session on June 8, 2005. We can only keep working and hoping for a positive outcome. Thanks to all who have supported this action through filling out of postcards, to e-mails and phone calls to your State Representatives and Senators. The changes and movement that our COLLECTIVE VOICES have caused over the last few weeks show that even against substantial \$\$\$\$ from LARGE WEALTHY LOBBY ORGANIZATIONS (such as the utility companies)...

When you hold your head high, raise your voice and SPEAK UP - you WILL be heard.

FOODSHARE WALK AGAINST HUNGER 2005

The results from the 22nd Annual Walk Against Hunger in support of Foodshare are in. **This year's labor participation was outstanding.** Labor was represented by more than 60 people, from at least 10 different unions. The result was that labor unions in the Greater Hartford area raised more than \$20,000.00 for Foodshare, in the name of the United Labor Agency.

The United Labor Agency (ULA) assists union brothers and sisters that are down on their luck for a variety of reasons; strike, layoff, termination, plant

closings, illness or unemployment. One of the services they offer is assisting individuals and families in need being able to have groceries in their house during these difficult times.

The ULA, in partnership with Foodshare, has outstanding purchasing power for you. At Foodshare, you can receive \$10.00 in groceries for every \$1.00 that the ULA spends.

Thanks to the generosity of all of you that donated; and thanks to all those that walked that day. We will be better able to support those in need during the next year.



EMPLOYEE ASSISTANCE CORNER

YOUR UNION

Employee Assistance Program Services

There have been many changes and improvements in your Union Employee Assistance Program (EAP) in the past several years. We urge those with problems to seek our assistance for these problems. If we cannot handle them personally, we will refer you to a person or agency which can help you.

Entirely too many East Hartford hourly workers are losing their jobs because they did not seek help, or seek help early enough. All of the union's Employee Assistance Professionals are bound by laws to maintain confidentiality. Breach of confidentiality will not be tolerated in your union EAP Program.

For those of you in the random drug pool: *if you fail a drug test, it is strongly recommended that you sign the form at medical to release that information to the District EAP professional.* This was a gain for our union in the last contract; and there is a specific reason for it. We cannot help you, if we do not know who you are. Most of the individuals that were terminated for their 2nd test failure had failed to sign this form or notify the union. They have paid the ultimate price for their choice. **Termination!!!**

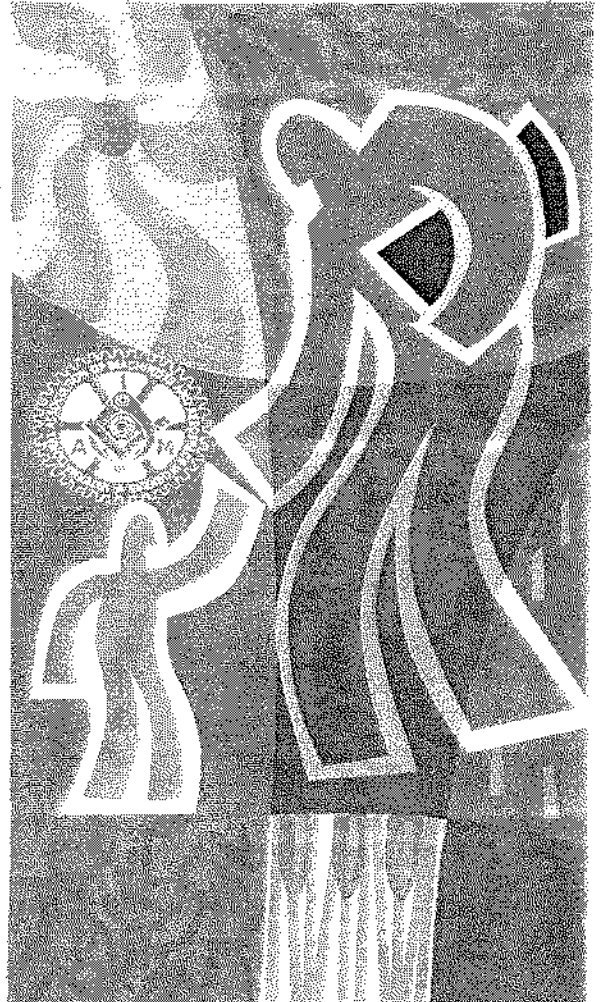
The District 26 EAP Representative (Earl Schofield) has his credentials as a Substance Abuse Professional (SAP), and can work with you in conformance with FAA/DOT requirements. **This is a free service.** There are no out-of-pocket expenses. There may be a charge for a drug test, but no charges whatsoever for his counseling services. All information is maintained confidentially within his records only. He does have to notify the company within legal guidelines, but this is minimal.

Per FAA/DOT requirements, and as with any other counselor, you still have to follow all treatment and recommendations, but this is a service that can save you **hundreds of dollars.....**
AND YOUR JOB.

If you have a drug or alcohol problem, please contact Local 1746 EAP Lenny Ward (708-4186 pager) for his guidance.

If you are in the drug pool and doing drugs, have failed a random drug test, or want any information about the program, please contact Earl Schofield (568-3000).

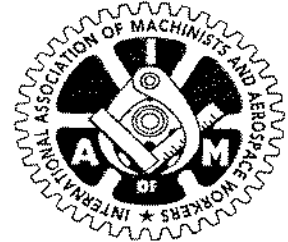
All District 26 Employee Assistance Representatives are working and studying diligently to become professionals in these fields. Our knowledge is of no use, if you do not use it.



Please take the time to call for help or with any questions.

Next Monthly Meeting

Sunday, June 12th, 2005 @ 11:00 AM



Happy Birthday to President
Mike Stone



Happy 5th Wedding
Anniversary!

To Chris and Tracy Fitzgerald
From Everyone in "M" building!

Also congratulations on your new
Baby Boy!



In memory:

To all those who are serving our country. Although Memorial Day has past lets continue to give Thanks to all who are and that have served our Country!



In memory of: a retired Brother,
Anthony "Tony" Aresco.
He worked at Pratt & Whitney for 39 years. He was a inspector in "M" building MRP before he retired. Tony passed away at the age of 69 on June 1st, 2005.

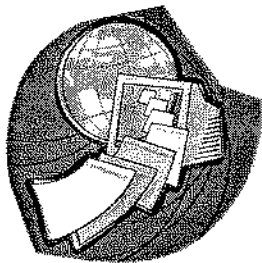


Congratulations
To Joani Esposito and
Woody Woodbury
on their marriage.
May 29th, 2005

Defend Our Shipyards from Attack

Just go to web address below and fill
in your information:

[http://www.capwiz.com/iamaw/mail/
oneclick_compose/?alertid=7172971](http://www.capwiz.com/iamaw/mail/oneclick_compose/?alertid=7172971)



WEBSITES:

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

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
at least

1 month prior to the day:
Messages for the next issue must
emailed by July 1st.

localldodge1746@snet.net



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