



Local Lodge 1746

insight

357 Main St.— East Hartford, CT. 06118 – Telephone: 860-568-3000

November 2010 Volume 8, Issue 11

HUTTON TO CARO DROP DEAD !

The 2nd day of the 2010 Pratt's negotiations could be remembered as the declaration of war against the hard working members of the IAM Locals 1746 and 1746A. With a smirk on his face Mr. Hutton showed the slide with the Cheshire and CARO closing. It is all about the profits. Nothing Personal, just business.

All the work that is leaving the plant by truck loads is not to get rid of the "Bottleneck" as stated by manager Mike Usher during letter 22 meetings. It is nothing more than a piece of the Master Plan that has been implemented ever since Lori Gillette was in charge of CARO. And by the way, where is she now? Is she doing the same thing in her new place as she did when she was in charge in CARO?

Brothers and sisters, the first day of negotiations we had to hear the propaganda speeches made by Mr. P & W both of them wasted no time in telling us that *Letter 22* is bad for business and that they can't live with it in the next contract.

Mr. W. spoke of the challenges ahead. The Company efforts for a fruitful negotiation, that will lead to a better future. Mr. P. serenades us with words like *Flexibility and speed and Trust and the Respect that he has for our work force.*

Those were nice words from the Company's spin masters, but in plain IAM English it translates into:

- ♦ **Flexibility-** How fast we can close a facility, without having to meet and confer for 60 days and pretend that we care about what happen to the workers, community and how much they are willing to give back in concessions.
- ♦ **Speed -**The ability to kick you out of any facility fast enough that you don't even know what hit you. Plus this way you don't have time to engage politicians that will come and stick their nose into our

business. Get tied up in court proceedings. Hit and run is what we want.

- ♦ **Trust-** Simple, you bend down and kiss our Boots and trust that we will use the same boots to kick you right where it could do the most damage. After all we will tell you whatever you want to hear but do whatever we want. And remember we could teach a Rug how to lie.
- ♦ **Respect-** I expect you to abide by all of the above, (*Flexibility, speed and trust*) at all times.

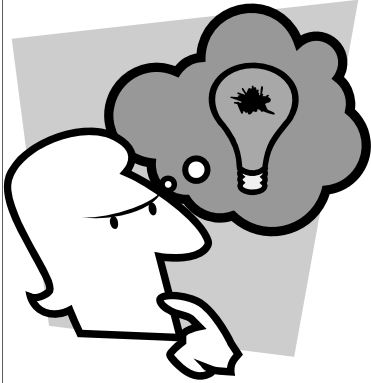
The sad truth is that they don't care what happens to us and have already made up their minds what they want and how is going to be done.

Caro is not in their plan, neither is Cheshire, who is next? History shows, Southington, Rocky Hill, and North Haven, Closed!

**Remember their words "Anywhere but Connecticut".
The Fight for Survival is on. Rests assure that the Union will fight with all our resources and with your help and determination we will win.**



"The last step says to dismantle the whole thing and ship all the jobs overseas."



How can this be?

In an article dated 11/3 in the “It’s Your Business” link, which was sent out to Pratt and Whitney employees via e-mail, the company indicated that “East Hartford-based rotating parts and

stator repair businesses were cited as examples of shops that perform the right work, in the right place.”

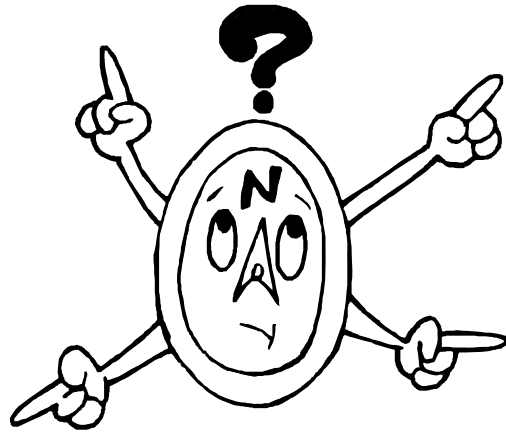
This is the same rotating parts and Stator repair business that Pratt & Whitney wanted to move in 2000. Our union fought and won a court case (twice) to keep it in East Hartford.

Sound familiar? Really, how can this be?

There is little doubt that the company’s strategists know how to meet the demands of a global changing economy, however, in hindsight the company now says that rotating parts and the stator repair business is now work in the right area?

It sounds like our union knows what’s best for the company. The company acknowledged it. If only the company had invested the resources spent fighting the moves, to become more competitive. Who knows where we would be today. Is it possible that the company could be making a mistake, again? How can this be?

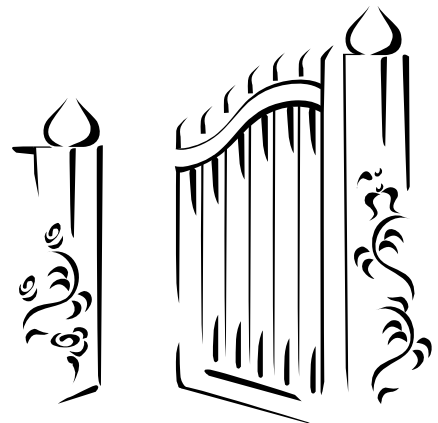
As we go through these upcoming negotiations please think about the fact that the company knows what’s best for them and for you. The company wants us to trust them? How can this be?



Annual GATE Collection, November 19, 2010

On **Friday, November 19**, 2010 familiar faces from Local Lodge 1746 will be conducting a gate collection for the **Workers Aid Fund**. Monies donated by both hourly and salary employees comprise the fund, a resource made available to current and former salary and hourly Pratt & Whitney and UTC Power employees who demonstrate severe financial need due to long-term illness or other unavoidable hardship. The Workers Aid Fund has existed as a result of the stewardship of our Local’s Financial Office, which has administered the fund; the commitment of our Community Services Committee, whose volunteers brave the cold and man the gates; and the unflagging generosity of employees, whose contributions have sustained the Fund for years. There are familiar faces present at every stage of the Fund’s existence—from inception to use.

On November 19th, please come prepared to contribute to a familiar face collecting for the Workers Aid Fund on the behalf of still other familiar faces in need.



Safety-Sensitive Employees should know:

(by Earl Schofield, CEAP, SAP; D-26 Sr. Union EAP Representative)

In my newsletter article last month, I touched upon recent changes that the DOT has made in the drug testing procedures. To date, your company has **NOT** sent any notice to affected employees. These changes went into effect on October 1, 2010. Pratt folks will probably tell you after you fail a drug test. I suppose they are too busy with ACE or methodologies to eliminate your jobs first.

The following paragraphs were sent to me in September by a major agency that deals with DOT rules, (and therefore probably know more than P&W “experts”.)

DOT has published a Final Rule in today's Federal Register. As a SAP, you should know the following:

1) MCMA (Ecstasy) has been added to the testing panel

2) Cutoff levels for cocaine and amphetamines have been lowered, which should result in an increased number of positive test results

3) Initial testing for heroin will now be mandatory, which is expected to identify more heroin users

There were other changes (some definition changes, and some changes related to MROs), but no changes are related to the SAP process. The new rule will go into effect on October 1, 2010.

Employers should inform their employees that DOT will now be testing for Ecstasy, and that lab analysis for cocaine, amphetamines and heroin is being tightened. Employer policies will have to be updated to reflect these changes

If you are one of the employees presently in the DOT/FAA Drug testing policies, you should question the company about these new policies and why they have not notified you, as an affected employee, about these changes. Contact HR, or the medical department, and request **information be provided to yourself and all employees affected** at Pratt.

Their customary rhetoric they use is that “if you are not using drugs, this is not a problem.” While there is validity in that statement, it should not be an excuse for their failure to do their job. Sounds like the need for some company ACE corrective action. They like that. I don't.

WORKPLACE VIOLENCE

Workplace violence issues have become a major concern for all businesses, and Pratt is no exception. Everything you say and do nowadays can be interpreted as a cause for probable workplace violence. As we get more involved in the contract issues this year, there will be people from hourly and salary that will make statements intended to anger you. Whether intentional or not; ignore this. Walk away. If you feel someone is deliberately taunting you, report it to supervision, shop steward, and HR immediately. There is no need for bad situations to be made worse.

If you feel you have “anger issues”, contact someone from your EAP program. This is a free service through your medical benefits, and/or your union contract. Please use it before you are on the outside trying to defend your actions or statements. The services are there for you; please do not hesitate to reach out before it becomes too late

Please submit any comments, etc. on these 2 issues to myself. (Earl Schofield)

Industrial Aircraft Lodge 1746

Bus Sign – Up Sheet



Don't Miss The Bus

If you would like to take a bus to the Toyota Oakdale Theater for the contract ratification meeting on December 5th please fill out the form below and drop it off at the Union Hall or give it to a Union Official.

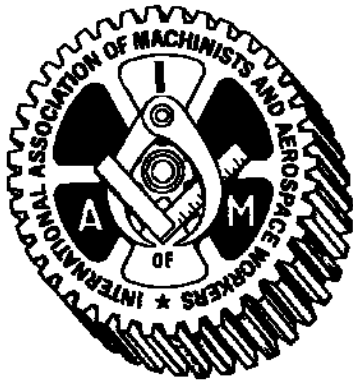
- 5 Buses will start leaving from the Commuter Parking Lot next to the Econo Lodge@ 490 Main Street, East Hartford at 8:30 am. The last bus will leave at 10:30 am or as soon as it is full.
- Buses will leave Toyota Oakdale Theater 30 Minutes after the Meeting ends.
- Parking Is Limited so we **STRONGLY** Recommend Carpooling or Taking the Bus. Only 1800 Parking spaces for 3,400 people. Please be early.
- Sign-Up Deadline: November 29th .

Name _____

Clock _____

Phone Number _____

E-Mail _____



KNOW YOUR LOCAL

(In this new feature we will familiarize you with the purpose and functions of the various committees and officers that make up Local Lodge 1746)

Local Lodge 1746 Building Association: The Building Association is incorporated under the laws of the State of Connecticut and every member of the Lodge in good standing is a member of this Association.

There are nine (9) members of the Board, six of whom are nominated and elected: 2 each year for a 3 year term. The other three members of the Board are the President, Vice President and Secretary Treasurer of the Lodge who serve the Association as President, Recording Secretary and Treasurer respectively.

The Board meets every month prior to the Local's monthly meeting where matters relating to maintenance and improvement to the building and grounds are discussed. It falls to the members of the Board to perform maintenance work around the building such as fixing lights, pipes, floors etc and also mow the lawn, trim the bushes and clean the parking lot with much of this done on their own time. In addition the Board members volunteer their time to inventory and shop for supplies for the Building such as paper towels, toilet paper, soap, coffee: all of which is necessary for the benefit of the members and the tenants in our offices. If there is work that cannot be done by the members of the Board, it is

up to the members to contact appropriate parties and get bids for work to be done (such as roof replacement or snow plowing). The Board then discusses the bids received and votes on which contractor to use.

It is also the duty of the Board members to be on site during Hall rentals to ensure that the renting parties do not damage the property or inhibit the regular business of the Lodge.

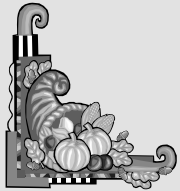
Local Lodge 1746 House Committee: The House Committee manages the operation of the Machinist Club which has been established under the Liquor Control Act of the State of Connecticut. There are seven (7) members of this committee, one who is the elected Secretary Treasurer of Lodge 1746 and the other six(6) who are nominated and elected, three (3) each year for a two (2) year term.

The duties of this committee are wide ranging. The Committee first and foremost must make certain that the Club remains in compliance with all Federal, State and Local laws which are ever-changing. The House Committee meets following the Local's monthly meeting and discusses maintenance of the Club's equipment, prices of products, necessary repairs and any issues with employees or vendors. The Committee is responsible to ensure that the Club has all of the equipment and supplies necessary to maintain efficiency while controlling costs and prices. As the employees of the Club are organized, it is the responsibility of the House Committee members to negotiate contracts with the Bartenders' Union.

If you have any questions or suggestions for this column please send them to: 1746com@homail.com



Picture source: <http://www.goiam.org/index.php/territories>



The Next Monthly Meeting is November 14th at 11:00 am

Local Lodge 1746 wishes all a Safe and Happy Thanksgiving!



EAP Corner

For IAM Local Lodge 1746: P&W in East Hartford and UTC Power in South Windsor.

Please feel free to contact me with any of your issues or concerns and know that it will be in total confidentiality.

Lenny Ward

**EAP Coordinator
LAP-C Certified
NAADAC / NCAC Certified
AFL-CIO Union Peer
Counselor
SAP (Substance abuse Professional)
Certified.**

**Fax 203-787-4180
Cell 203-444-0267**



Nominations at the MEMBERSHIP MEETING, SUNDAY, NOVEMBER 14, 2010

Connecticut State Council of Machinists – 5 positions

New England Conference of Machinists – 3 positions

Greater Hartford Labor Council – 8 positions

Greater New Haven Labor Council – 2 positions

Connecticut AFL-CIO – 4 positions

Local Lodge Building Association – 2 positions

Local Lodge House Committee – 3 positions

Elections, if necessary will be held at the December monthly meeting on Sunday, December 12, 2010.

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Here are some of the officers email addresses to contact with your concerns and suggestions.

- ☐ **Juan A. Gelabert**
prezjuan1746@ll1746.comcastbiz.net
- ☐ **Rodney Conlogue** **yp1746@ll1746.comcastbiz.net**
- ☐ **Denise Kniss** **rs1746@ll1746.comcastbiz.com**
- ☐ **Nancy Flagg** **st1746@ll1746.comcastbiz.net**
- ☐ **Earl Schofield** **EJSCHOF@aol.com**

Remember our Troops and our Veterans

Veterans Day is Thursday, November 11



WEBSITES:

- www.iamLL1746.org**
- www.iamdistrict26.org**
- www.goiam.org**
- www.shopunionmade.org**

LOCAL EXECUTIVE BOARD:

President Juan Gelabert; Vice President Rodney Conlogue; Denise Kniss, Recording Secretary; Nancy Flagg, Secretary Treasurer; Roy Chambers, Conductor/Sentinel; Trustees: Jeff Santini, John Spinelli and Tom Wheeler

NEWSLETTER COMMITTEE

Juan Gelabert, Linnea Thrall-Editor, layout and design, Leon Hall-Cartoonist, Peter Malliet-communicator, John Gelabert, Deb Belancik, Howard Haberern and Earl Schofield