

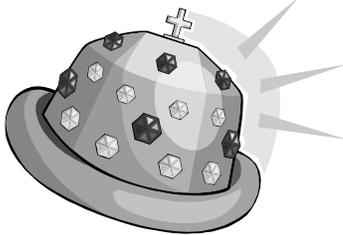


Local Lodge 1746

# insight

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

October 2010 Volume 8, Issue 10



## The Elusive Safety “CZAR”

Just when you thought that the company had enough abusing the Contract; we discover another

Article that they like to play games with and build enough road blocks that makes it nearly impossible to defend our members against the Constant attacks by the Company in the safety arena.

Article 26 is the one that specifically deals with all the EH&S issues. You may think that by following the contract, safety Complaints could be resolved in a timely and speedy matter. But we left out the ingenuity and deviousness of the management folks.

Section 2 of Article 26 deals with all the specifics of how the Union and the company must handle safety Complaints; and there is where the Games begin. Not too Long ago, Union safety complaints used to be heard and handle with the EH &S Site manager along with the Module Center managers, but that created a problem because Module center managers didn't like to be told what to do and spend money on safety fixes, that they consider cumbersome and expensive.

By the end of 2007, a new Union Safety Chief was appointed, a person who the Company doesn't like because of his activism over 30 years and his non-sense approach to the safety issues that affect our members, the Company figured that He had to be stopped, or at least find ways avoiding dealing with Him.



Then out of nowhere little Red Riding Hood, who had just recently moved up from cell manager to the Position of MC&O/EH&S Director, took command of the situation to champion the Company's interests. Why bother with EH&S Site Manager position since that is like the Queen of England or the king of Spain Ceremonial titles at best.

Then she also found out that EHRO & CARO where beyond her control, they had their own Big Cheese Aftermarket EH&S Person and that person reported to a different King than she did. Did she really fix the problem? Lets see; now module centers have their own private EH&S militia answering to nobody, but the Module Center Managers. Safety complaints get tangle up in jurisdictional battles like for example Hollow FAN Blades, where in order to have anything heard or addressed the Union have to wait for Middletown EH&S professionals to decide whether they want to show up or not; and Business unit managers who like to appoint minions to meetings where they are supposed to attend, and the Module center manager who doesn't want to come to East Hartford, because his office is in Middletown.

Another example: EHRO, they are the “Other side of Midnight” the Factory within the factory, EH&S Manager Don Chula wears any hat he pleases, EH&S Representative and EH&S manager, but then when he doesn't resolve the problems and the Union goes to the “Site Manager” we find that He doesn't report to her and she has no jurisdiction over any of the EH&S Managers of the Module Centers. EH&S Site procedures get used when it suits the Company.

In the case of EHRO & CARO, they like “global Procedures” *better no union involvement* CAMMC Mr. EH&S MANAGER SALT MAN (aka “Morton” likes to create his own procedures with the blessing of you know who, Mr. ZOOM –ZOOM himself aka ‘Jeff Smith’, TMC is not too far behind, medium Boss Ban-zai aka “Boncell” when shown safety problems during safety walks expressed his opinion that. Product comes first and safety later. Where was his EH&S Manager

*(Continued on page 2)*

(Continued from cover)



Mr. Philips? Your guess is as good as ours since he still believes he's at the Chocolate factory and as long as he stays at his desk, he is doing his job.

Who is really in charge of EH&S here in East Hartford? Last year the Company wanted to fast track VPP as the best thing that could happen to us. All they wanted was the Union to be in the Pictures and after the photo shoot, toss us out by the wayside. The problem doesn't look like is going to be resolved in the near future, since the company now wants to incorporate PIV safety into the "Cardinal Rules" Bunch, along with other changes and deviations from the procedures, courtesy of you know who, Mr. Salt Man himself. And remember nobody can tell him what to do or not do.

The Foxes are in charge of security at the Chicken Coop. So, while the Union continues to search for justice and the "SAFETY CZAR" Red Riding Hood really, *the big bad wolf in disguise* will get her elevator before this site gets the VPP's Flag.

## **MEMBERS at PRATT & WHITNEY**

On Wednesday, OCTOBER, 27 2010

Local Lodge 1746 will conduct its'

## **STRIKE AUTHORIZATION VOTE**

In the main hall at 357 Main Street  
From 6 am until 8 pm

This vote enables your negotiating committee to call for a strike vote in the event contract negotiations with the Pratt & Whitney do not come to a satisfactory conclusion.

**VOTE OCTOBER 27**

## Women's committee news

By Deb Belancik



On Wednesday, September 22<sup>nd</sup>, a Cluw (Coalition of Labor Union Women) meeting was held at 1746A Cheshire union hall, It was well attended. The Guest speaker was Clair Kaplan Msn, Aprn, MHS, from planned parenthood from Southern New England. She also teaches at Yale School of Nursing as an adjunct professor. Planned Parenthood is not about termination of a pregnancy but as a resource to educate both male and females of all ages, they promote healthy life styles and bring education to our young people. Clair spoke on the need for our high school kids is now, Education can promote healthy behavior. She discusses the ramifications of a teenage pregnancy with teenagers and there parents. She also spoke on how many parents of school age children are totally against sex education in the school system.

Clair discussed women's health issues. Many of which do not go for needed medical screening yearly. She discussed mammograms, cervical cancer and preventatives.

♦Cervical cancer is one of the few types of cancer that can be prevented through vaccinations and

regular screenings. Cervical cancer prevention:

**Age 9 – 26**

♦Ask your provider about the Human Papilloma virus (HPV) vaccine

(Hpv is a sexually transmitted disease) This vaccination has made significant progress in the lives of many. **Age 26 – Get a pap test**

**Age 30** and up – ask your provider for an HPV test along with your PAP test

♦Mammograms are also very important in women's health. Getting one can save your life. Early detection is the best protection. This should be done yearly. Give yourself a birthday present; make that the day you have one done. Be diligent when it comes to your health. Remember, your family needs you!

I would like to Thank Mary Robinson and her women's committee for hosting September's CLUW meeting

I would like to invite any women and men, to join the LL 1746 women's committee. If interest, please contact me at anytime,

*Yours in Solidarity,*

*Deb Belancik*

*Women's committee,*



There will be an election for the following **LOCAL LODGE OFFICERS and Shop Committee on October 13, 2010 from 6 AM until 8 PM**

|                                     |   |
|-------------------------------------|---|
| Recording Secretary (1)             | Howie Huestis, Paul Koretz  |
| Conductor-Sentinel (1)              | Roy Chambers, Eustace Jones   |
| Trustees (3)                        | Brad Chase, Pete Gieraltowski, Ron Lariviere<br>Ron Ouellette, Regan Toomey, Tom Wheeler  |
| Pratt Whitney<br>Shop Committee (4) | Greg Adorno, Ted Durkin, Bob Godsell,<br>Bruce Hall, Howie Huestis, Ron Lariviere,<br>Kirk Rideaux, Jeff Santini, James Taylor,<br>John C Taylor, Geronimo Valdez |
| UTC Power<br>Shop Committee (2)     | Pete Gieraltowski, Carl Hervieux, Tom Wheeler   |

All members are encouraged to vote for the candidates of their choice

At the September 12, 2010 meeting, the following members were nominated and elected for a three year term:

|                     |  |
|---------------------|--|
| President           | Juan Gelabert                                  |
| Vice President      | Rodney Conlogue                                |
| Secretary Treasurer | Nancy Flagg                                    |
| Audit Committee:    | John Hanusovsky, Carl Hervieux, George Livieri |

### ***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 unflinching 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 19<sup>th</sup>, 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.***

The Kitchen Committee will have Grinders w/chips available from 10:30 am until 8:00 pm  
On both Wednesday October 13th and Wednesday, October 27th for a \$5.00 donation



## Union Employee Assistance Program

Earl Schofield, CEAP, SAP, LAP-C, NCAC-I (860) 568-0326

A few weeks ago I was requested by Deb Belancik, D-26 H&S Representative, to speak about EAP to all of our Union Health and Safety Reps. It was well-received, and I myself learned a lot from the experience. I would like to share the some of the results of that presentation:

- \* **What is EAP?** EAP is short-term confidential problem identification/assessment services for employee clients with personal concerns that may affect job performance. It also is referral of clients for further diagnosis, treatment and assistance, as well as case monitoring and especially follow-up services. These EAP services are available to all employees and their families. All EAP services are free. Some services through outside agencies may have a cost involved, but the EAP should work with the clients to keep these costs minimal. The EAP should be knowledgeable in health benefits covering, but not limited to, alcoholism, drug abuse, and mental and emotional disorders. The employee has the right to choose from the union, company, or outside clinicians or agencies as to who they would like to represent them. We also do referrals for anger, workplace violence, legal and financial issues.
- \* **Who and how to call?** You may request your local lodge EAP, myself from the district, or through medical for the company EAP. Contact your PCP if you wish outside assistance. I have worked with the folks from ValueOptions for many years, and have strong network ties with the agency. You can meet with your union EAP after contacting your immediate supervisor, or meet them before or after work. You do **NOT** have to state to supervision why you wish to meet with any EAPs you select. This is protected health information. All meetings and topics discussed with your EAP should, by law, be held by all parties in strictest confidence.
- \* **Credentials?** I have had many inquiries and questions about all the credentials listed after my name. Quite honestly, most of them are very meaningless here at P&W. The only useful credential we need is the **CEAP** or **Certified Employee Assistance Professional**. This credential is recognized by the company in our collective bargaining agreement. It is also the only credential recognized both nationally and internationally as testament to our knowledge in the EAP field.
- \* **How does it work?** Most of our work involves meeting with the client, gathering pertinent facts and information, and offering advice to the client. For most situations, referral to an outside counselor, psychiatrist, or psychologist will be recommended. Other times it might involved finding legal, financial or other type of outside referral agencies.

*If you should have further questions or feel you might have a situation that EAP can help you with, please contact myself or the Union, or other appropriate person for assistance. The company or union can provide you with names and phone numbers.*

## Some New Drug Testing Rules to Take Effect on Oct. 1, 2010

*(Will become part of the routine random testing process)*

1. Testing for MDMA (Ecstasy)
2. Lowering of cutoff levels for cocaine and amphetamines
3. Mandatory initial testing for heroin



**The Next Monthly Meeting is In November 2010 due to Elections**

**Come "VOTE" on October 13th 6 AM- 8PM!**

**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*



**On Friday, November 5, 2010**

**The Machinist Club  
Will be serving Dinner**

The menu is Prime Rib or Fish & Chips  
from 4 PM to 8 PM.

*Call ahead please!  
Call 568-4234 to order*

*Music by Tony Lee Band  
at 9:00 PM*

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



- ☐ Juan A. Gelabert  
[prezjuan1746@ll1746.comcastbiz.net](mailto:prezjuan1746@ll1746.comcastbiz.net)
- ☐ Rodney Conlogue [yp1746@ll1746.comcastbiz.net](mailto:yp1746@ll1746.comcastbiz.net)
- ☐ Denise Kniss [rs1746@ll1746.comcastbiz.com](mailto:rs1746@ll1746.comcastbiz.com)
- ☐ Nancy Flagg [st1746@ll1747.comcastbiz.net](mailto:st1746@ll1747.comcastbiz.net)
- ☐ Earl Schofield [EJSCHOF@aol.com](mailto:EJSCHOF@aol.com)

**WEBSITES:**  
[www.iamLL1746.org](http://www.iamLL1746.org)  
[www.iamdistrict26.org](http://www.iamdistrict26.org)  
[www.goiam.org](http://www.goiam.org)  
[www.shopunionmade.org](http://www.shopunionmade.org)



# Remember Our Troops Red-Shirt Friday's!

**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- *web design/communicator*, John Gelabert, Deb Belancik,  
Howard Haberern and Earl Schofield