



Local Lodge 1746

# insight

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

January 2011 Volume 9 Issue 1

## The “Challenge”

As we begin a New Year and with a new contract, you may think that all is well and the future is ours.

The Sad truth is that this year we are going to be facing great difficulties and obstacles.

The first hurdle facing us are the efforts to place all the brothers and sisters that are going to be affected by the CARO and CHESHIRE closure, close to 500 persons need to be placed in new jobs. While the preliminary numbers that we have from the company of the volunteers taking the package, the new openings promised in the Middletown plant, plus the opening of an apprenticeship program, all point to a success, hard work still needs to be done.

One of the first problems is that we still have Job Codes that have Layoff liability and that has to be cleared before any changes of codes could occur. We also have trades people that would like to leave but there is no direct replacement for all of them and then add to that the issue of training employees in their new jobs coupled with release dates from their existing jobs to the new jobs and you can judge for yourself that it is a monumental task which will require skillful handling to make sure that we abide by the contract and that every person affected suffers the minimum impact in their daily lives.

Here in East Hartford CARO has 111 brothers and sisters left and out of that 20 of them are Job Code 400 which the transition team will work to place in openings whether they are here or in the Middletown plant.

The Company has maintained the position that they will decide when the people can

leave but as of now nothing will start happening until January 31, 2011 and could stretch all the way until September 30, 2011.

There is also the commitment that no involuntary Lay-offs will occur for the first 6 months of this year.

The transition team is confident that everybody can be placed in jobs before the third quarter of this year. With all that you may think we are doing well, but for every brother and sister that changes his/her mind and decide not to take the package, there will be another person that needs to be placed somewhere else.

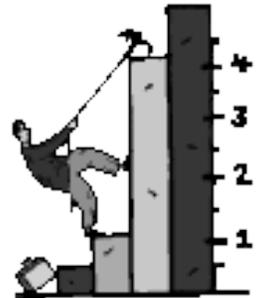
Your Union will fight to bring work back from the Vendors to increase the need inside the Shops for more workers. During the final hours of negotiations the Company agreed that it will work with the Union to place all of the displaced workers in the two shops.

Let's see if they will live up to their words. You can rest assured that your Union will fight until every Bargaining Unit brother and sister remains employed.

What we can't forget is that when every thing is said and done there will be one less Plant and fewer

bargaining unit employees here in Pratt's Connecticut Plants, that is something that we have to be focused on every hour of the day. This Company got what they wanted, they closed another Plant and have reduced the membership again to record low numbers.

It is not only imperative that we remain united against the common enemy; it is a matter of Survival.



## Workers Compensation



Under the Workers Compensation Act in the State of Connecticut, companies have the right to maintain what is known as a “PPO” list (Preferred Provider Organization). This list as part of an overall plan to provide medical coverage under Workers Compensation must be submitted for approval to the Chairman of the Commission every two years for approval. There are requirements which must be met for a medical provider to be included in such a plan, one of which is they must be licensed to practice in the State of Connecticut. There has to be a list which is available for employees to select a doctor from if they have a work connected injury.

Even if management or plant medical decides that your injury is not work connected, you still have a right to select a medical provider from this list. We have been getting some complaints about employees who are injured at work not being allowed to look at or get a copy of the Physicians that specialize in what their injury is. This list has changed from time to time and we usually don’t find out until someone uses a Doctor that is not on the list. If you knowingly use a medical provider that is not approved and on this list, the Workers Compensation carrier (AIG/Chartis), may be able to get out of paying for this treatment. Further, if that happens and the medical provider is not covered under your group insurance as well, guess who is responsible for the bills? That’s right, it could be you.

If you have been injured on the job and the medical department refuses to let you see the “PPO” list, please contact **Business Representative Steve Merrick**, so this can be documented and brought up to the Workers Compensation Commission. Steve can be reached at **(860)568-3000**, if he is not in when you call, please leave a phone number where you can be reached on the answering machine.

## **Thank-You EH&S Rep’s!**

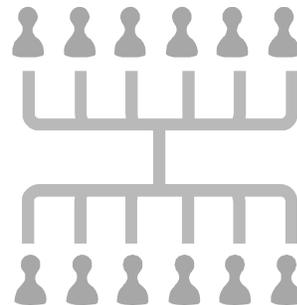
The Union has wonderful EH&S representatives. They are all very knowledgeable and have many years of expertise. They are in position to help all the employees on the job. Our goal is to make the shop a safer place to work. We all want to come to work with everything in tact and we also like to leave work the same way. If you find a discrepancy on the shop floor or if you notice a safety concern, bring to the attention to a union safety rep. They can direct it to the right person to get it fixed. There are also many committees for our Voluntary Environmental, health and safety teams. (VEHS) Get involved, you can make a difference. We can always use a fresh set of eyes. See a Union rep for more information on the teams. There are several teams , ergonomics, audit, pollution prevention, design process review. There is training provided for these groups,

If you would like more information on what these team do, contact a union rep, or myself, I will help you contact the appropriate person, The teams are very beneficial for safety. They meet once a week or sometimes by weekly. They are in the union contract. Time is also allowed to attend such meetings and participation is encouraged.

*Have a very progressive and prosperous 2011.*

*Keep safe, Deb Belancik*

*District 26 EH&S Coordinator*



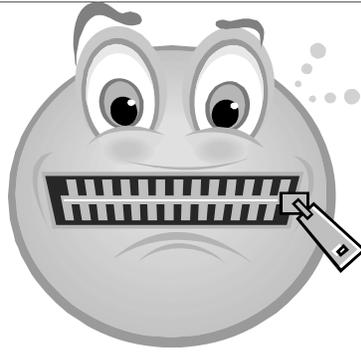
# KEEP IT QUIET!!!

*By Earl Schofield, CEAP, SAP*

Confidentiality is the backbone of any successful EAP Program. In cases where it involves substance abuse issues it is not only paramount, it is a legal requirement. It is something that I personally put a lot of value on.

That's why I am writing today. There are too many folks at Pratt & Whitney that fail to respect the privacy of others.

When you send an e-mail regarding an individual that may be in therapy, or seeking assistance, you should NOT be including the person's name. Especially in the subject line, which occurs all too often. Dealing with these issues for years, I too often receive messages from supervisors, Human Relations, union representatives, or co-workers with names in-



cluded in it.

I have overheard conversations between these same persons where the individual's name is spoken all too loudly, often including mention of the person's problems.

If the individual being discussed were you, would you not expect, or demand, respect and confidentiality? Show some empathy; treat others as you would like

to be treated. If you don't want to have your dirty laundry exposed in public, please respect the rights of others.

Don't wait until you are on the receiving end of a lawsuit. Learn to keep things quiet. Just because you may know or work with a person does not mean that you have the right to question me, the EAP or anyone else about their situation. If you feel you must know (?) and the person is really your friend, then discuss it with them in private.



## It was a tough year.

Even though the union won the court case against the company, we all knew that the closure of the Cheshire facility and CARO would be the primary issue during contract talks. Thoughts of a strike were on everybody's minds. Now, though, we have agreed to a new three year contract that will see a lot of people shifting positions. It's time to think about our union brothers and sisters and how we need to work together to survive.

Over the years the company has thrown many challenges our way. They have closed four plants that I remember. The people that survived those closures had some hard times moving to new positions in other locations. It's easy to understand how someone can feel like an outsider in those circumstances, but through all the difficulties we have remained united. Now, they're going to close two more divisions, CARO and Cheshire, and there will certainly be more difficult circumstances.

Soon we will have less than 3000 members. That's a big difference from the tens of thousands we

had back in the boom days. We need to remember that we are all members of the same union.

Get involved with your union. Unions are born from the votes of the rank and file. They represent the common working man and woman. Go to your Sunday meetings. Go to the Steward Classes on Monday afternoons.

*You are the union. We are the union.  
Together we will survive.*





**The Next Monthly Meeting is January 9th at 11:00 am**

***Local Lodge 1746 wishes all a Safe and Happy New Year!***



### **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*



**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**  
[vp1746@ll1746.comcastbiz.net](mailto:vp1746@ll1746.comcastbiz.net)
- ☐ **Denise Kniss** [rs1746@ll1746.comcastbiz.com](mailto:rs1746@ll1746.comcastbiz.com)
- ☐ **Nancy Flagg** [st1746@ll1746.comcastbiz.net](mailto:st1746@ll1746.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**