



Local Lodge 1746

# insight

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

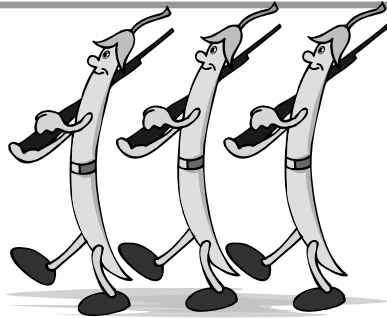
February 2012 Volume 10 Issue 2

## The Longest March

First it was the “Escort your Vehicle” imposed by EH&S Manager Morton, in the CANMC. Then it was the “Hide & Report” (the people that he didn’t like) on violations of traffic rules. Never mind the Fact that Yellow Badge Vendors, carry 10’ ladders on bicycles right in the main aisle. Morton’s reaction? You guess it, nothing. Rules are only for bargaining unit personnel, everybody else are above the Law. Now they want to really cripple our F&S capacity to work inside the plant. Effective March 1<sup>st</sup>, 2012, the Company will not allow the use of bicycles or PIVS in both the Middletown and East Hartford plants.

The group of dignitaries like Wyman, Welsh and others whose war on bargaining unit people has no boundaries, will make sure that we are more expensive than anybody else when it comes to getting the finished product out the door. Therefore, in order to make money they have to “outsource work” to other plants. They are hiding behind “Safety” to implement this policy. Their Moto is “PIV hurts people”, so they have to eliminate PIV in order to work in a safe environment. About 2 years ago a “yellow badge” driving a vehicle had an accident in which a blue badge employee got seriously hurt. The company didn’t eliminate the yellow badges from the site, because people got hurt.

The Fact is that the days when the Pratt & Whitney hourly blue badge employees were a precious commodity to the business is now gone, replaced by the greedy mentality of outsourcing everything they can find. Something breaks down in any part of the shop and our F&S brothers will have to walk and carry all



tools and materials, probably having to make numerous trips and adding considerably to machine down time; by the time that they finish marching up and down the isles, back and forth from home base, to store, to work site, it could be days before a simple 2 or 3 hour job gets done.

By then Renee and her minions will call an outside yellow badge mercenary outfit who will come, drive and park their truck right outside the building where the repair needs to be done, and will only have to “march” a few feet to get all they need to do the task. Job completed in matters of hours not days. There are Pratt’s policies in place that prohibit vehicles from being parked all day next to buildings, but like everything else, “Yellow Badges are Above the Law”. EH&S professionals and other management types turn a blind eye to this violation that occurs daily, in all corners of the site.

Will the Company take away the bicycles of the yellow badges that replaces the floor blocks in the shop? Probably not, they will give them some special dispensation so they can continue to ride around the shop adding more work to his portfolio.

It started with just floor blocks and now he graduated to paint and only God knows what other things that we have not found out about yet.

The Coca Cola & chips vendor, do you think the company will take away his vehicle? Probably not because they know that the guy is not going to “March” all over the shop with cases of soda and chips & sandwiches on his back. His company will stop that service, because they are not going to spend money. Paying him more, to do a job that used to take a couple of days and now takes a week.

Who suffers the consequences? Our brothers and sisters who will not have a vending machine where they can get something to eat or



Continued on page 2

*Continued from cover* drink. The Company's real goal is not safety, just more time at their work stations and no more food or drinks available in the areas. Safety they say! Well, now with having to march all over the shop carrying stuff, it will make it easier to sustain injuries of all kinds trips, slips and falls, back, elbows, arms, rotator cuff, hernias and who knows what else. Right into their outsourcing plan! It is cheaper to vend out F&S Work because our people are getting hurt left and right, increasing their injury rates, messing up their ACE CHARTS and adding cost to the final product which is done here in Connecticut.

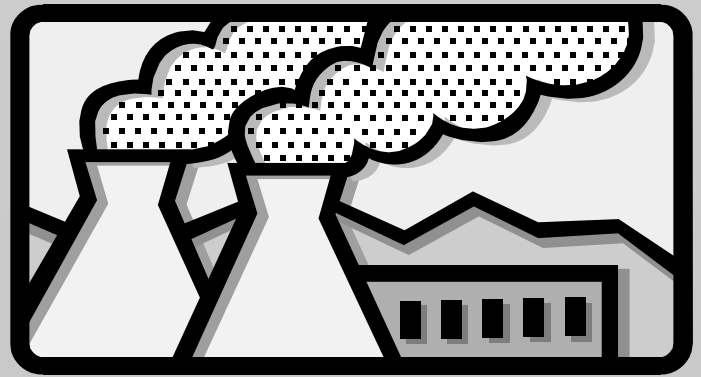
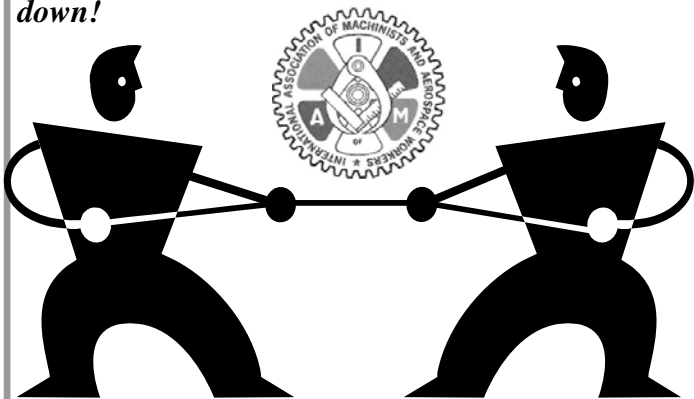
The F&S management is determined to make our F&S brothers the "most expensive people" in the business when it comes to doing a job. Do they care? Certainly, they do not.

Increased harassment, increased discipline for trivial things, increased suspension and terminations for any rule they can find, the flavor of the month is "**Cardinal Rule Violations**", anything to discourage our brothers from coming into work, so then they can hit them with increased absenteeism. Add to that "The Company will tell you if you can take vacation or not" and now you have the whole enchilada.

Brother and sisters, it is shaping up to be a very difficult year. The company is relentless in their desire to eliminate us from this site. Every year there are less and less employees than the previous year; we believe this is not by chance, just one more piece in the master plan to destroy us.

Your Union remains vigilant and is constantly fighting on your behalf! They are attacking us with everything they can get their hands on and from every angle possible.

***Our answer has been, and always will be! You want a fight? Bring it on! Our Union never backs down!***



## **The Company decides Not to Sell the Power House!**

Pratt and Whitney informed the Union on Thursday, January 26, 2012 that the East Hartford Power House was no longer for sale. After months of turmoil and heartaches, the employees of department 10 (the Power House), and the employees in department 12 (the HVAC part of F&S) can breathe a sigh of relief. This includes the recent Cheshire transferees that came into the Power House, and HVAC, only to find out that their jobs were in danger. If Pratt & Whitney had sold the Power House and the buyer decided not to take the employees, then all of the people in the 562 occupational code would have been combined, adding 15 additional people to department 12 (HVAC), and that would have certainly created a surplus. Both departments had already added people due to the Cheshire closing. What would have happened then?

We don't know for certain why the company did not sell the Power House. There are many possibilities. Did the company want "too sweet a deal"? Did they want too much money? Did they realize that with all the upcoming contracts they would need a reliable way to produce electricity, steam and compressed air for the production departments here in East Hartford? Or did they finally realize that the Powerhouse really is an Asset?

***No matter what the reason  
for their decision, it is good  
news for everyone that works  
in East Hartford.***





## DISTRICT LODGE 26

*International Association of Machinists and Aerospace Workers, AFL-CIO*

365 New Britain Road, Kensington, Connecticut 06037 / Telephone (860) 828-0359/ Fax (860) 828-9542

762 Atwood Avenue, Cranston, Rhode Island, 02920 / Telephone (401) 943-8331 / Fax (401) 943-9867

### *join us to Celebrate James :Michael Parent's 'Retirement*

On the evening of Saturday, March 10, 2012, IAM District 26 invites you to a celebration honoring Assistant Directing Business Representative (ADBR) Jim Parent, on the occasion of his retirement.

Brother Parent has a long and distinguished record of achievement in our Union. Joining the IAM in 1968, Jim was elected to a full-time Labor Representative position in 1982. Jim was elected Directing Business Representative of IAM District 91 in 1997, becoming ADBR of District 26 in 2002. Jim has been the President of the Connecticut State Council of Machinists since 1991. He *served* for many years as a member of the Connecticut Employment and Training Commission, and as a member of the CT AFL-CIO Executive Board. In 1997 Jim received the CT AFL-CIO's Leadership Award.

Brother Parent is a veteran who served in Vietnam. He and his wife Robertine *live* in Glastonbury, where they raised their two children. Jim has been proud to fight on behalf of workers for more than 40 years. Since 1995, Jim has served as the chief negotiator for all Connecticut UTC negotiations, a period that included two historic courts wins, and negotiating some of the most advanced, strongest contract language in the country. Brother Parent will be missed – and he deserves a retirement celebration worthy of his remarkable career. Join us in making that happen.

We are inviting Machinists Union leaders and activists, labor leaders from across the state, public officials, representatives of industry and many others with whom Jim interacted over his long and remarkable career. The celebration will be held at "The Gallery" at 141 New London Turnpike, Glastonbury, CT on March 10, starting at 6PM. Tickets are \$75 each, and include hors d'oeuvres, dinner and an open bar. Only 220 tickets will be sold – so make your reservation today.

A block of rooms has been reserved under the Machinists Union at the Hilton Garden Inn located at 85 Glastonbury Boulevard, Glastonbury, CT 06033. Please call 1-860-659-1025 for reservations.\*District 26 will provide shuttle service from the hotel to the dinner and back.

The event will also feature a commemorative program book. Enclosed is a reservation sheet for the dinner and information about purchasing ads in the program book. Please help us make this a special night to thank Brother Parent and his family for their lifetime of service to the Machinists Union and working families in Connecticut.

For tickets and to RSVP please contact IAM District 26 Executive Secretary Bridget Karchere at 860-828-0359, or email her at [district26@snet.net](mailto:district26@snet.net). Or for further information please feel free to contact myself or Bridget. My cell phone number is 860-250-3720.

In Solidarity.

## Welcome and Thank you!



*Tom Buffenbarger and Jim Parent*

On January 30, 2012 the Connecticut State Council of Machinists (CSCM) met in Cromwell, Connecticut, and unanimously elected John Harrity as their new President.

Harrity succeeds Jim Parent, who stepped down after eleven years as Connecticut State Council of Machinists President, during which time the Machinists Union has seen its electoral efforts grow substantially, along with its legislative influence. Jim Parent, Assistant Directing Business Representative of IAM District 26 and chief IAM negotiator for workers at United Technologies Corporation, will retire on February 29, 2012.

The International President of the International Association of Machinists, Thomas Buffenbarger, traveled from Washington DC to speak with delegates. Buffenbarger, and the numerous elected officials, praised retiring President Jim Parent and his successful tenure leading the CT Machinists Council. Buffenbarger said: "Thanks to Jim Parent, and the work of all of you, Connecticut remains a state that has resisted the

right-wing hysteria seen in places like Wisconsin." Added US Senator Blumenthal: "Jim Parent has made sure that if the Union commits to a candidate or to a cause, you deliver on that commitment. That's what makes the Machinists so effective in this state."

IAM District 26 Director Everett Corey was re-elected as Executive Vice President of the Council. Corey said he expects continued progress with Harrity. "Brother Harrity always knows who to call on political issues – and politicians know who he is. When you combine that with the State Council's grassroots mobilizing, you get a lot of traction. We have been building for some time. But the best is yet to come."

Buffenbarger talked about recent struggles with the Boeing Company – and an attempt by US Senate conservatives to vacate a pro-union decision by the National Labor Relations Board. Thanks to the support of advocates like Senator Blumenthal, the IAM and Boeing came out of the dispute with a new contract, strengthening wages and benefits, along with groundbreaking Job Security protections.

## Connecticosh convention November 21, 2011.

Connecticosh had its annual convention on November 18<sup>th</sup> 2011, at the UAW Hall in Farmington Ct. It was an overwhelming success. I had the honor along with EH&S Reps from LL 1746 and 700 of meeting and talking to Assistant Director of DOL OSHA David Michaels. He was very clear on the importance of safety and health in the workplace. It's not everyday you get to hear and ask questions from the director of OSHA himself.

The Assistant director was our key note speaker this year for our conference. It was quite an honor for us in attendance. He emphasized the importance of H&S in the workplace and the importance of employee involvement. You also need a good working relationship with all employees. He also stressed that management should work proactive with everyone concerned for a safe and healthy workplace. Places of business should educate and get input from employees for there safety programs Education is also a key to a good program in the workplace. Education is a key to a safe work place. He also spoke on the VPP program. It is a good program and everyone must be involved with it. If there is no involvement

on either side, it doesn't happen. It is a big undertaking for this program. Trust is a large factor, if the trust is gone, there is no program. It's a program that all must agree to. All employees should be treated with respect for one another. When it comes to safety it is all about us and our families. We all must watch out one another. If you see something wrong, say something to get the problem fixed. At PW we have union reps that are a big part of our team, they can get the safety problem recorded and fixed.

*Deb Belancik*



*Deb Belanick and David Michaels*

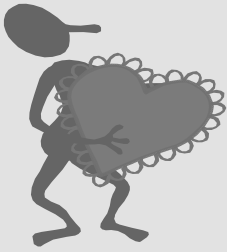
**Great Job Everyone!!**

**Thank You ALL!**

**The Workers' Aid Fund**

**Collection brought in:**

**\$ 9,859.15**



The Next Monthly Meeting is  
**February 12th at 11:00 am**  
*Unity, brotherhood and good thoughts!*



## The Machinist Club



The Machinist Club will be serving Dinner on Friday, February 24<sup>th</sup> from 4 PM to 8 PM  
**Call 568-4234 to order**

The menu will be:  
*Chopped Steak Dinner and Fish & Chips*

*The Tony Lee Band will perform at 9:00 PM*



## 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*



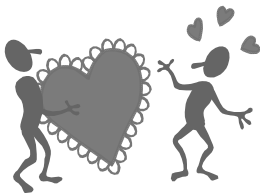
Here are some of the officers email addresses to contact with your concerns and suggestions.



- \* Juan A. Gelabert  
[prezjuan1746@ll1746.comcastbiz.net](mailto:prezjuan1746@ll1746.comcastbiz.net)
- \* Rodney Conlogue  
[vp1746@ll1746.comcastbiz.net](mailto:vp1746@ll1746.comcastbiz.net)
- \* Howie Huestis [rs1746@ll1746.comcastbiz.net](mailto:rs1746@ll1746.comcastbiz.net)
- \* Nancy Flagg [st1746@ll1746.comcastbiz.net](mailto:st1746@ll1746.comcastbiz.net)

## WEBSITES:

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



# Remember Our Troops Red-Shirt Friday's!



## LOCAL EXECUTIVE BOARD:

President Juan Gelabert; Vice President Rodney Conlogue; Howie Huestis, Recording Secretary; Nancy Flagg, Secretary Treasurer; Eustace Jones, Conductor/Sentinel; Trustees: Brad Chase, Pete Gieraltowski, Ron Ouellette

## NEWSLETTER COMMITTEE

Juan Gelabert, Linnea Thrall-Editor, layout and design, Leon Hall-Cartoonist, Peter Malliet- web design/communicator, John Gelabert and Deb Belancik