



Local Lodge 1746

# insight

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

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## Drawing a Line in the Sand

We often hear world leaders talk about drawing a line in the sand, making the point even if it's just rhetorical that they won't be pushed around. As many of our employers, both in private business and the public sector, become more aggressive about gutting our contracts, it is time for stewards to draw this same line and bring their members together to defend all we've struggled for. The most visible and highly publicized retreats by unions occur in contract negotiations, when we give up gains guaranteed wage scales, regular raises, health insurance coverage, defined benefit pensions that have been slowly accumulated over years of hard bargaining.

Unfortunately, this list of concessions seems endless. But it is in our daily work lives that we are likely to feel the employer's surge most painfully. Here is where a strong steward can make a huge difference. You are, after all, the first line of defense for union conditions and are confronted daily with the changes some dramatic, some sly that the bosses try to impose.

### "Get More from Fewer"

The management slogan for the 21st Century is, of course, "get more from fewer," a slogan that has devastated the economy but also created intense pressures to:

- 1) add additional responsibilities for each of us what used to be called "combination jobs"
- 2) increase subcontracting so that "middle-class" jobs that is, union jobs, our jobs are doled out to individuals who don't get any of our benefits, such as health insurance.

These individuals may even be misclassified as "independent contractors" so that they are without

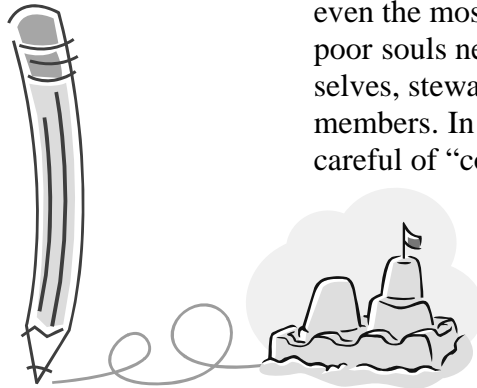
even the most minimal legal protections. While these poor souls need to organize unions to protect themselves, stewards' main concern should be our own members. In the first place, a steward should be careful of "combination jobs." Some bright industrial engineer is busy as we speak, calculating ways to get more from each worker by adding a little more responsibility, one more step in the work process, to every existing job classification. Make widgets?

Now make gizmos as well. Answer ten phone lines? Now do the filing too. Teach 30 kids? Now help mop the hall. Management hopes to take advantage of the weakened union movement, new technology and a general climate of economic fear to push through these changes. Back in the day, it was called "stretch-out" having one worker in a textile factory cover more looms for the same pay. Companion to the stretch-out was the speed-up a worker not only had more looms to tend, but the machines ran faster.

### Disappearing Positions

In every case, new technology and a weak organization by the workers allowed the bosses to move, almost without opposition, toward the "efficient" operation now called "lean and mean" and accomplished by stealthy steps until full-time positions magically disappear.

Stewards will or should notice any changes in their work areas, as additional tasks are added to the responsibility of each worker, usually without any notice to the union and certainly without any offer from the boss to negotiate the changes. A reactive steward will wait until one of the members complains about too much work or suffers a discipline for not keeping up. But a sharp and proactive one will keep track of all changes in work assignments and encourage the union officers to demand to bargain over these changes. Having a rapid communications network, linking all of the



union members, is essential so that every change will be immediately reported, rather than leaving it to some chance conversation with a steward before a union officer is alerted. Stewards should call department meetings to focus the attention of the members and even the free riders in situations where workers don't have to be union members on subtle changes that will have a negative impact on their job security. By demanding to negotiate over these changes, and spreading the word to all of the members, suddenly the union appears to be on the offense, raising the morale of the membership and maybe just maybe forcing the boss to think twice before attempting another combo job.

**Watch for Subcontracting**

Drawing the line in the sand over subcontracting uses the same proactive attitude and communications network. One shrewd steward at a Baltimore newspaper kept track of all of the subcontracted work in her department, and when the

totals began to approach the same hours as a full-time job, she went to the boss and demanded that a laid off union member be recalled to work. If you are having a hard time finding out about the amount of subcontracted work, file a request for information. It's your right to do so. It is helpful, of course, to have strong contract language about bargaining unit work but, even without it, the union should file for every available hour. It's also good to use these grievances to support a demand in your next contract negotiations for better language protecting the work.

On a global scale, of course, protecting our work changes the distribution of wealth and works to make sure that the so-called "economic recovery" also includes more jobs and increased hiring and

stronger unions.

*Bill Barry. The writer is director of labor studies at the Community College of Baltimore County.*



**“Medical Records”**

Please get copies of your medical records from the PW medical dept. You can do this by simply filling out a form. When you get them read them carefully to make sure everything is accurate and that there was no information taken out (accidentally of course). Keeping records of your on the job processes and chemicals that are used in PW is also very important. Know what the risks and hazards are. Wear your PPE that is prescribed for that job. If PPE is not available ask for it. If need be,

call a Union Safety Rep to get it documented. Don't take chances with your health and safety. Be vigilant when it comes to you and your coworkers. Don't be a statistic. Your family wants you to come home the way you went to work, healthy and safe.

*Yours in Solidarity,  
Deb Belancik*



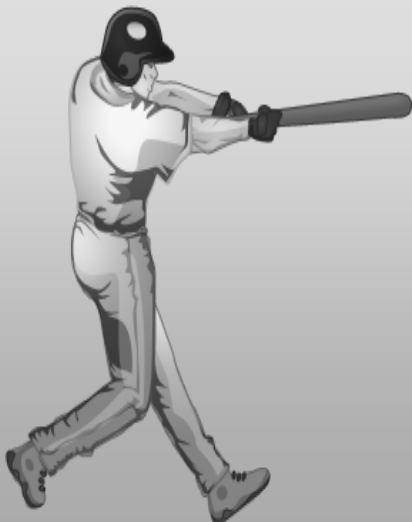
**ORGANIZED LABOR RECOGNITION NIGHT**

*Rock Cats vs. Bowie Baysox*

*Saturday, June 30, 2012*

*Gates open at 5:05 PM; Game Time is 6:35 PM*

For the fourth consecutive year, Local Lodge 1746 has purchased 200 vouchers so that our members can attend this fun-filled night in New Britain. Tickets are on a first come first served basis and may be reserved by calling the Local at **860-568-3000** between 8 am and 4 pm Monday through Friday.





*Thanks and Happy Memorial Day to all who  
have served from the Insight Staff!  
“God Bless You all and your families”*



## 2<sup>nd</sup> Annual Machinist Club Open



We are proud to announce that on Friday, September 21, 2012, the 1746 Machinist Club will hold their 2<sup>nd</sup> Annual Open Golf Tournament to benefit FOODSHARE and ULA at TWIN HILLS COUNTRY CLUB on Route 31 in Coventry, Connecticut. Last year we were able to raise over \$2,200 for these causes and this year we hope to raise even more.

Please save the date and get your foursomes together. Play will be \$100.00 per person with lunch provided. Following play, we will return to the Machinist Club @ 357 Main Street, East Hartford for dinner, raffles and prize awards.

Registration slips will appear in future *insights* and will be available at the Union Hall.

We look forward to seeing you at this fun event for two very worthwhile organizations.

If you have any questions please Nancy Flagg at 860-568-3000, or email [st1746@ll1746.comcastbiz.net](mailto:st1746@ll1746.comcastbiz.net) or contact John Taylor at 860-869-4733.



## *Operation Help A Vet*

An organization formed by Pratt & Whitney employees to show their appreciation to Connecticut's recent veterans returning to civilian life. During this difficult economic time we try to help, in small ways, to make their lives just a little easier. In the February / March timeframe we asked for “welcome laundry baskets” for the newly released veterans from the VA hospital in Newington. Your response was overwhelming. We hoped to get 70 laundry baskets and got **120**.

Now, as we approach Memorial Day, we are asking for your help again.

During our “Memorial Day Drive” we will be collecting **GIFTCARDS, BUS PASSES/TOKENS, PHONECARDS, or DONATIONS** to buy them.

**100%** of the items collected will be given to:

- 1. East Hartford Community Renewal Team (CRT) Veterans Crossing**
- 2. Veterans Administration transitioning homeless liaison**
- 3. South Park Inn- Homeless shelter**

All to help Connecticut's veterans returning to our community.

**This Drive Ends May 23, 2012**

Please contact Peter Malliet at 860-798-2660, or any Help A Vet collector, if you want to donate. We will be giving receipts for collections. Please visit [www.iamll1746.org](http://www.iamll1746.org) for more information.

Remember, ***Freedom is not Free.***



**The Next Monthly Meeting is**  
**May 20th at 11:00 am**  
*Election will be held see info below!!*



The election for the *Grand Lodge Convention delegates* which to be held at the Sunday monthly meeting, May 20, 2012 from 11:00 am to 1:00 pm.

**Tellers :**

Rodney Conlogue  
 Mark Nati  
 Jose Caranquinha  
 Jim Birtles

**Alternate Teller:**

Regan Toomey.



**We need TWO**  
**United Way Representatives!**  
 Please contact Deb Belancik  
 for details. 860-565-4766



**WEBSITES:**

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

**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

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\* Howie Huestis [rs1746@ll1746.comcastbiz.net](mailto:rs1746@ll1746.comcastbiz.net)

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**Remember Our Troops Red-Shirt Friday's!** 

**LOCAL EXECUTIVE BOARD:**

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