



Local Lodge 1746

insight

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

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Right to Union Representation, Weingarten Rights



In 1975, the Supreme Court reversed the 5th Circuit Court of Appeals in a landmark case known as “NLRB vs. Weingarten” the issue was Union Representation at the time of an interview by management over an incident or event which could lead to disciplinary action. Section 7 (of the “Act”) guarantees the right of employees to act together for mutual protection.

The employee has a right to have a Steward present during an interview with Management if he or she reasonably believes that the investigation will lead to disciplinary action. It does not apply to everyday work-related communication between supervisors and employees, not to discussions concerning job performance.

Not every management initiated discussion is an investigatory interview.

Discussion can change its character if supervisor is dissatisfied with the employee’s answers. If this happens the employee can insist on union representative before conversation goes any further.

The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request. After employee makes the request, the employer must choose from three options.

1. Grant the request.
2. Deny the request.
3. Give the employee a choice: (1) having the interview without representation or (2) ending the interview.

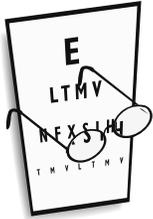
If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice.

An excellent statement to make before any investigation begins is the following:

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Without representation, I choose not to answer any questions.”



Eyeglasses please!



I would like ask everyone if they have any used eye glasses and used cell phones that they want to discard that I will take them. The cell phones are for seniors that attend The Day Club Adult Day care in Middletown for emergencies. The contacts programmed in their phone are 911 and family members . The eye glasses that are collected also go for special needs and seniors that cannot afford glasses. The lenses are properly fitted by a volunteer optometrist to special needs and seniors. We have an eye clinic every year through our Lions club and an event that we do at Southern University every June. Last year we collected over 1500 pairs of glasses and over 300 cell phones . This was a great need for our communities.

I can be reached at:

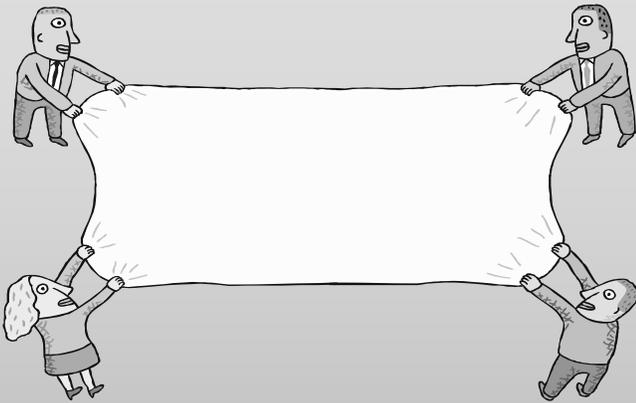
Deb Belancik 860-681-8236



"That department is so dangerous even the foreman hired a stunt double."

EH&S within PW Walls

By Deb Belancik



We will have a very busy 2014 for Union EH&S representatives. There will be a district training class in the April - May time frame. We are currently putting together an agenda that covers the needs of our Union Safety Reps. This will be held at the District 26 office in Kensington. This training is a value added tool for all Union EH&S reps to use. These classes have been proven very effective for our reps. Since the company decided that they don't need as many company reps to help with EH&S on the shop floor we must be vigilant in our task to be our brothers and sisters keeper. We have a great team of Union safety and Health repre-

sentatives that are there for our needs. Don't hesitate to utilize them. They are all here to serve you, our members. If you don't understand something when it comes to EH&S, ask a Union EH&S rep. They will find the information for you.

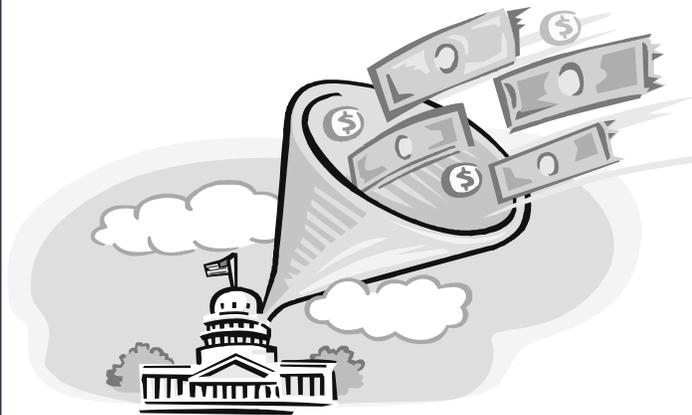
I would like to thank all the activists for all that they do. I'm still collecting information on Cancer issues anyone may have. I am currently working with 4 new cases. As far as cancer goes, it's been a rough few years for some of them. Data that is being compiled is by job code, areas they worked within the PW walls and chemicals that they used. They are not all from East Hartford. They are from other PW facilities within Connecticut operations. Many were transfers from other locations. You may contact me at any time with any concerns that you have and it will be kept confidential at all times.

Deb Belancik
Cell phone : 860-681-8236



Tax Breaks Encourage United Technologies To Stay In State

Agreement Calls For New Pratt & Whitney Headquarters In East Hartford



EAST HARTFORD — Connecticut and United Technologies Corp., the state's largest private employer, announced an agreement Wednesday that would anchor the manufacturing giant in the state with up to \$400 million in tax breaks.

The deal, which needs legislative approval, opens up more research and development tax credits to the company in exchange for continued research and development spending and half a billion dollars in new facilities, including a new global headquarters for Pratt & Whitney in East Hartford.

Much of the deal is subject to the company's creating hundreds of jobs, paying certain wages, and investing in research ventures in Connecticut, where United Technologies employs 22,200 employees.

"What we are doing today is laying the foundation for the future, a long-term foundation with respect to the relationship between the state of Connecticut with its largest employer, a future where Pratt & Whitney, Sikorsky and other United Technologies companies continue to call Connecticut home," Gov. Dannel P. Malloy said to employees packed in a Pratt & Whitney hangar scattered with aircraft engines.

The agreement guarantees that Pratt & Whitney keep its headquarters in Connecticut for 15 years and build a new engineering center; that Sikorsky keep its headquarters in the state for five years; that the company's central labs, the United Technologies Research Center, expand its facilities; and that UTC Aerospace

Systems in Windsor Locks builds a customer training center.

Construction on the new facilities is planned to begin this year and continue through 2018.

Malloy called the agreement a "once-in-a-generation opportunity" to keep and create good-paying jobs, at United Technologies and the hundreds of the aerospace companies in Connecticut that it relies on for parts. In December, Connecticut's aerospace sector counted 29,200 employees, according to the U.S. Bureau of Labor Statistics, down from its peak of 32,400 in 2008.

"No sooner had I been elected governor that I began fretting about the footprint of some of our largest employers, and United Technologies certainly being one of those," Malloy said. "We went to work to make sure that Connecticut would share for generations to come in the innovation that's already taking place on this campus."

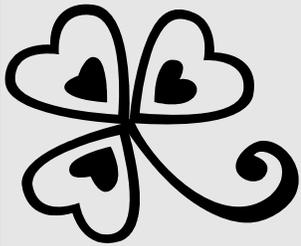
To get the most from the deal, Pratt, UTC Aerospace Systems and United Technologies Research Center will have to increase their in-state engineering head count to 5,000 from 4,900, increase total employees to 14,400 from 14,100, maintain a combined in-state payroll of \$1.565 billion, and spend \$810 million on research and development and capital projects. Separate investment levels at Sikorsky are required to guarantee additional funding.

Louis Chênevert, chief executive and chairman of United Technologies, said the "agreement supports Connecticut in ways that will be seen for many years, but people will look back a decade or two from now and say, 'This was the moment, this was the day when it all happened.' "

The mechanism for the funding, though it does not involve borrowing or payments from the state, relies on carving out new limits for how much United Technologies can gain from tax credits in a year.

In Connecticut, United Technologies' business units and central research lab spend more than \$1 billion annually in research and development, a category that includes both basic research and engineering, such as Pratt's adapting its commercial engines for various aircraft models. Last year, the company spent more than \$4.7 billion on global research and development.

Source: February 26, 2014/By BRIAN DOWLING and KENNETH R. GOSSELIN, bdowling@courant.com, The Hartford Courant



The Next Monthly Meeting is
March 9, 2014 at 11:00 am

Happy Saint Patrick's Day to all!



Machinists Club News

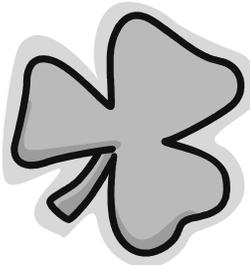


On Friday, March 28th
2014 from
4 PM to 8 PM.

The Machinist Club
will offer a

Corned Beef and
Cabbage Dinner for a
donation of \$10.00

Music will be provided
by the Tony Lee Band
beginning at 9:00 PM.



EAP Corner

For IAM Local Lodge 1746:
P&W in East Hartford and
Clear Edge Power in South Win-
dsor.

*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.)*



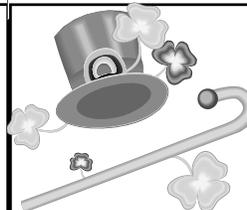
WEBSITES:

www.iamLL1746.org

www.iamdistrict26.org

www.goiam.org

www.shopunionmade.org



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

Nancy Flagg president1746@ll1746.comcastbiz.net

Ted Durkin yp1746@ll1746.comcastbiz.net

Howie Huestis st1746@ll1746.comcastbiz.net

Rodney Conlogue rs1746@ll1746.comcastbiz.net

Remember Our Troops Red-Shirt Friday's!

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