



Local Lodge 1746

# insight

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

November 2014 Volume 14 Issue 11

## MATERIALS WORK

Employees working in Occupational Group 901 have been under attack by Pratt & Whitney management for many years. During bargaining in the fall of 2013, Pratt & Whitney explained that an unprecedented ramp up of the Geared Turbo Fan is causing the need for centralized parts distribution to their network of engine centers in North America. This change is causing the elimination of many of the jobs in Family 16.

Elimination of these jobs is further exacerbated by management's blatant disregard for the work that these highly skilled employees perform. Management and salary employees routinely physically move parts on the shop floor or in the computer system, this work is supposed to be performed by employees in Occupational Group 901. Management also assigns employees in other Occupational Groups to perform this work in addition to carrying out their regular assigned duties. Employees in Occupational Group 901 whose work is performed by salary employees and employees in other Occupational Groups filed several grievances. The union also filed a charge with the National Labor Relations Board. The NLRB deferred to arbitration and after one day of hearing, the parties were able to resolve the issue.

On Page two of this *insight* is a copy of the resolution between Pratt & Whitney and the Union. While we understand the resolution is not perfect the Union discussed the outcome thoroughly with our lawyers who urged the Union to accept the terms contained in this document.

Now comes the tough part, monitoring the company's actions. The letter indicates a 90-day window for the company to comply. The 90-day window expires on December 17, 2014. Workers on the shop floor who are not in Occupational 901 should not voluntarily do the work of employees in materials. If management assigns you to perform materials work, do not refuse but you should immediately exercise your right to call

a shop steward and get that work assignment on record. When Union members observe salary employees moving material they should document the event and turn that information over to the Local Lodge. The best way to do so is to write down the violation, who is involved, and what they were doing. Present that information to a Shop Steward so they can give it to the Local President for appropriate action. While in a perfect world, we would never see any violations, we realize we do not live in a perfect world. When the expiration occurs, we should be seeing a distinct improvement in management's approach to this subject.



September 11, 2014

**Re: NLRB Case 01-CA-107806**

Dear Mr. Stone:

I am writing to confirm our agreement to resolve the grievances underlying the above-referenced unfair labor practice charge.

The Company and the Union agree that the Company will continue to utilize occupational group 901 employees and occupational group 176 employees in the Turbine Module Center to perform "materials handling" work as defined in the Hourly Job Descriptions for Job Codes 7778.5, 7778.4 and 8786.6, including the physical movement of material between business units, departments or cells, packing and unpacking materials, verifying accuracy of materials received and disbursed, performing periodic physical inventories of parts, materials and tools on hand, assuring that all appropriate documentation is complete and correct, tracking work in progress, and tracking or expediting material as it flows through production.

The Company and the Union further agree that this work will not be performed by management or employees in other occupational groups except when such work is integral and necessary to those other employees' respective job functions, or when business needs require that the work be performed immediately and there are an insufficient number of occupational group 901 or 176 employees available who are capable of performing the work.

In order to help minimize the need for management or employees in other occupational groups to perform this work, the Company agrees to implement the following actions within 90 days of the acceptance of this letter of understanding:

Initiate training to occupational group 901 employees as necessary to enhance their capability to perform materials handling work consistent with their grade levels. Such training will specifically include training on the SAP system. Employees will be required to participate in such training at the Company's direction.

Review with management this letter, and the parties' contractual obligations, and direct management as to their obligation to comply with same.

Recall into its East Hartford operations occupational group 901 employees to increase the availability of employees available to perform materials work. The Company will need to recall at least four employees to achieve this objective.

The Parties further agree to meet monthly upon request of either party to review progress against these objectives, and to discuss related issues, including possible redesign of the occupational group 901 job, as well as review disputes that may continue to arise over materials work.

The Union will withdraw the charge in NLRB Case No. 01-CA-107806 with prejudice, and any underlying grievances related to materials handling work. The Company agrees to arbitrate in one hearing Grievance Nos. 404290, 214557, and 400342 (Tom Griffin).

Nothing herein should be construed to amend or modify any provisions of the collective bargaining agreement.

Sincerely,  
Terrence J. Nolan  
VP, Employee and Labor relations

Accepted this 17th day of September, 2014

## **Economic equality, Thank you for getting out the vote this year.**

On the average, women still earn only 77 cents for every dollar a man earns for the same job. For women of color, that gap is even bigger, and that is the beginning of gender inequality in the workplace.

While women make up 46.9% of the US labor force, only 14.3% of executive officers are woman, only 8.1% of them are top earners.,

I would like to thank everyone that went out to vote. This is your right as an American.

Here at Pratt and Whitney, we have Union leadership that is looking after our rights. We have union representation that can protect those rights. They are here for you,

I would like to see more women activist and also more women at our Sunday Union meetings. We meet the second Sunday of every month and it is posted on the bulletin boards around the shop. Get active, Voice your concerns and please attend your Union membership monthly meeting. Everyone is welcome to participate. Just think about what would happen if we didn't have IAMAW protecting our rights. We are not just women we are working women with families and want the best for them.

Yours in Solidarity, Deb Belancik



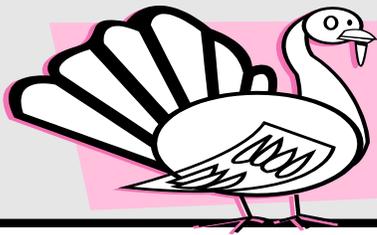
## **Health and Safety training held at Industrial Aircraft Lodge 1746 October 13<sup>th</sup> and 14<sup>th</sup>, 2014**

There were 2 full days of EH&S training for District 26 representatives held at LL 1746. All the Union EH&S reps were in attendance from LL 700 , 1746, 743and IFSOA, I would like to thank Paul Dickes, Bruce Gove, John Hanusovsky , Prisco Monico and Larry Brooks for all of the time they put into this. It was intense and there was so much knowledge and feedback from everyone. It was a great experience to share concerns ,problem solving and ideas. The topics included, The Voluntary Protection plan and how it works, (OSHA VPP PROGRAM) that was given by VP Larry Brooks of UTAS (743) . Paul Dickes gave training on performing an effective injury investigation to protect our members. John and I did some role playing on an incident that happened in the shop. It was interesting to play a supervisor with an attitude, John was the Chief handling the situation and Paul played the disgruntled employee. Prisco Monico did a section on how to report an incident. It was very well received by all. This was how to report and provide information for a responder and make the phone call..

There was much discussion on the cardinal rules. The newer reps and the veteran reps walked away with a great understanding of Safety and Health.

I would like to Thank President Nancy Flagg for the use of the Hall, also District 26 for providing lunch for everyone. Also a special thank you for Union EH&S reps for making these things possible and for helping make District 26 IAMAW members safer.

Yours in solidarity, Deb Belancik



The next Monthly Meeting is  
Sunday, November 9, 2014 at 11:00 am

**VETERANS DAY**

**Tuesday November 11, 2014**

“We need to thank all of our troops, and particularly those for whom we can never express enough gratitude for they have given their lives so that all of us may be free and that our democracy can be a shining light for the rest of the world.” ~ Virgil Goode



On Friday, **November 14**, IAM Local Lodge 1746 will be conducting a gate collection for the **WORKERS AID FUND**. Contributions from hourly and salary sustain this fund at Pratt & Whitney and are available on the same basis to all. Our Community Services Committee coordinates this collection and our Financial Office administers the fund. In the past, your generosity has helped many of your co-workers. We ask that you once again be generous and help keep the true spirit of the holidays alive.

The Officers, Staff and Representatives of Local Lodge 1746 would like to wish everyone a safe and happy holiday season.

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

Nancy Flagg  
[president1746@ll1746.comcastbiz.net](mailto:president1746@ll1746.comcastbiz.net)

Ted Durkin  
[vp1746@ll1746.comcastbiz.net](mailto:vp1746@ll1746.comcastbiz.net)

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**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!**

**EXECUTIVE BOARD:**

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