



Local Lodge 1746

insight

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

May 2016

Volume 16 Issue 3

Local Lodge 743 ratifies 5 year Contract with UTAS

As most of you know. IAM Local 743 was in negotiations until very late on Friday, April 29, 2016. The new CBA was voted on and accepted on Sunday, May first.

Highlights of the new agreement:

- 5 year contract with 2.5% raises in each year, maintain their quarterly COLA\New agreement expires May 2, 2021
- \$2,500 bonus May 2016 and \$2,000 bonus January 2020. Option for 50% match in 401K or HSA in \$500 increments
- Bridge broken time for anyone involuntarily terminated without just cause, for the purposes of layoff, recall, promotion and shift preference
- Temporary layoffs reduced from 60 to 30 days
- June 6, 2016 Matched contribution to savings plan is \$78; all unmatched, changed to IRS maximum
- June 5, 2017 Matched contribution to savings plan is \$80; all unmatched, changed to IRS maximum
- June 4, 2018 Matched contribution to savings plan is \$82; all unmatched, changed to IRS maximum
- June 3, 2019 Matched contribution to savings plan is \$84; all unmatched, changed to IRS maximum
- June 1, 2020 Matched contribution to savings plan is \$86; all unmatched, changed to IRS maximum
- Employees hired after June 30, 2016 will receive a company automatic contribution to the UTC savings plan each pay period equal to 4% of their gross wages
- Sliding scale removed from the Pension Plan with a benefit of \$79 per month per year of service effective June 1, 2016
- Pension benefit of \$84 per month per year of service effective January 1, 2020
- Employees hired after June 30, 2016 are not eligible to participate in the Pension Plan
- Non Production work added to transfer of on going production work

In East Hartford, we have a very busy year ahead. On Wednesday, May 11 we will elect our Negotiating Committee. They will have the responsibility to formulate our proposals for the upcoming negotiations that begin on Tuesday, November 1, 2016.

On Sunday, May 15, during our regular monthly meeting and up until one pm, we will also elect 5 delegates to represent our interests at the upcoming Grand Lodge convention.

The day to day issues continue, with the training of new hires a top priority, It is important to our future to help these folks in any way we can. Please join me in welcoming the next generation of Machinist members to our ranks.

In order to succeed in our endeavors, we must work TOGETHER.



SOLIDARITY

Ethic Statement missing for Health & Safety

Brothers and Sisters, We have been hearing about Ethic requirements in production and quality. What the Union has been seeing lately is the need for an Ethics reminder for a couple EH&S folks.

During past EH&S Complaint procedures, the Union has been told that there are special agreements or conditions written into contracts that allow others to act in a manner that would be considered a Safety Violation for you and me. What happens when we request the Documents proving such permissions or agreements? REQUEST DENIED. The Union reads this as the Documents Don't Exist. Someone is blowing smoke.

The latest "Pants on Fire" award would have to go to the Co. EH&S Pro who, during an investigation concerning hazardous/toxic material used in a process without any control measures, kept stating "We did sampling in 2009 and didn't see the hazardous material in the results." It sounded so convincing, one of the Production Managers started believing that it must have been safe in 2009.

What was the reply when the Union requested the sampling data? Ahhhh, well..... We did sampling in 2009, but not for that hazardous material and not on the process in question.

The Union then reinforced to the Production Manager, that we don't know if it was deemed safe in 2009 if the process wasn't tested.

To add insult to injury, the Company vended out the Job before they sat with the Union to discuss corrective actions that would allow the job to be done safely "In-House".

This type of deceptive behavior has No Place in EH&S nor does threatening to vend out work when EH&S issues are brought up.

I need to check the dictionary to see if Threats and Deception defines **ETHICS**. I don't think I'll find it there; I don't think I'll find that anywhere.

Your Union is trying to keep you safe and the Company honest.

John Hanusovsky, Chief Union EH&S Representative



An IMPORTANT Reminder:

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 the supervisor is dissatisfied with the employee’s answers. If this happens the employee can insist on a 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.

Grant the request.

Deny the request.

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.”





The next Monthly Meeting is
 Sunday, May 15, 2016 at 11:00 am



EAP Corner

For IAM Local Lodge 1746: P&W in East Hartford
 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 Certi-
 fied, NAADAC / NCAC Certified, AFL-CIO
 Union Peer Counselor, SAP (Substance Abuse
 Professional) Certified.*

Phone 203-444-0267 Fax 203-787-4180

REM SAFETY SUPPLY INC

Will be at the EAST HARTFORD plant
 In front of L Building

Wednesday, May 18 from 6am to 11 am
 and 1 pm to 4 pm

It is almost planting season!!!



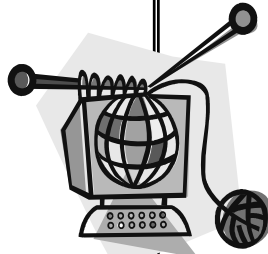
Here are some of the officers email
 addresses to contact with your
 concerns and suggestions.

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WEBSITES:

www.iamLL1746.org

www.iamdistrict26.org

www.goiam.org

www.shopunionmade.org

Remember Our Troops Red-Shirt Friday's!

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