



insight

Local Lodge 1746

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The Fruits of Labor Activism

In case you missed it, last week the nation held its mid-term elections. The results were a resounding victory for unions and labor-friendly candidates. According to the AFL-CIO, at least 743 union members were voted into office, including right here in Connecticut, where Jahana Hayes was elected to the 5th District House of Representatives seat formerly held by Elizabeth Esty. Overall, Democrats picked up at least 32 seats in the House with 10 seats still undecided, while Republicans maintained control of the Senate by a 51-47 margin, with three senate seats still undecided as of the writing of this article.

On the gubernatorial front, notorious union-busting governors Scott Walker of Wisconsin and Bruce Rauner of Illinois were sent packing, and pro-worker governors were elected in those states as well as Pennsylvania, Nevada, Colorado, Kansas, and Maine. Overall, there were 36 states electing governors, and in those races Democrats flipped seven Republican seats in their favor, while Republicans flipped Alaska from an independent governor.

In Connecticut, Democratic candidate Ned Lamont defeated Republican candidate Bob Stefanowski by a little less than 17,000 votes, making him the first governor elected since 1924 to be from the same party as the outgoing governor. Stefanowski's bold public statement thanking God and clicking his heels three times for the Janus decision, then praising Right-to-Work as an opportunity to take union leadership out at the knees sent shock waves throughout the Connecticut labor community. We responded by knocking on doors, making phone calls, mailing flyers, and supporting pro-labor candidates across the state, not only for the governorship but for the State Senate and state House of Representatives as well. The result? Every single one of the IAM's endorsed candidate was elected or re-elected, and Stefanowski was defeated by Lamont. The State Senate tipped from an 18-18 gridlock to a 20-11 Democratic advantage with an edge in



four of the five undecided seats, and an 82-55 advantage in the state House of Representatives, with a 10-4 edge in undecided seats.

Across the nation, union members knocked on an estimated 2.3 million doors and distributed more than 5 million flyers were distributed at more than 4,600 worksites. Union activists sent more than 260,000 texts and mailed over 12 million pieces of direct mail. Labor sent a strong message that we are activated and motivated, and legislators or candidates who think that Right-to-Work is a good idea will be met with a vengeance at the ballot box. The middle class has faced an onslaught for decades, but united in solidarity Labor has demonstrated its strength to the electorate, and that the days of passive acceptance that our influence is somehow in decline are in our rear-view mirror.

It's understood that not everyone who reads this agreed with our choice of endorsed candidates and their positions. Everyone has interests outside of the workplace, and for some of us those interests are more compelling in our decision at the voting booth. For *Insight*, however, our primary focus remains the well-being of working-class families and the support that union solidarity can provide them in achieving their dreams and goals.

The 2018 ConnectiCOSH Convention

By Therese Hervieux

On Friday October 19, your union Safety Representatives went to United Association 777 Plumbers and Pipefitters Training Center in Meriden to attend the annual Connecticut Council on Occupational Safety and Health convention, also known as ConnectiCOSH. ConnectiCOSH brands itself as “a non-profit, statewide organization which helps unions, individuals and communities win healthier and safer working and living conditions.” The convention was well-attended by many different union brothers and sisters from across the state. It’s a great way to come together to share the challenges and successes of other unions when it comes to fighting to protect the health and safety rights of all employees. Steve Schrag, president of ConnectiCOSH, once again facilitated lively discussions to emphasize that the job of protecting employees from harm is vital and never-ending.

This year’s workshops were some of the best we’ve seen and we wished we could have attended more than two apiece. The morning session consisted of four workshops: “Labor’s Untold Stories in the Fight for Better Working Conditions”, “The Opioid Epidemic: Hidden in Plain Sight”, “Prevention of Occupational Exposures to Tick-Borne Diseases by Implementing Health & Safety Work Rules”, and “How Have Workplaces Used Hazcom 2012 to Enhance their Hazard Communication Programs?” Our safety reps divided the seminars among themselves in order to have representation in each seminar.



I personally attended the “Labor’s Untold Stories” workshop and was quite pleased with the information we were given. There is so much rich union history related to how people have fought (and sometimes died) to protect the life of workers in the past and present. So many of these hard-won battles for protections are taken for granted today. I enjoyed learning more union-related historical events specific to health and safety. Look for more union history to come in future newsletters!

The second set of workshops was equally important and relevant. “Sista in the Brotherhood”, “Worker’s Compensation Basics: What is Covered and What are your

Rights?”, “Machining and Metalworking Fluids: Health Hazards”, and “OSHA’s Respirable Crystalline Silica Standards for General Industry and Construction” were also difficult to choose from, as every subject applies to us here at Pratt & Whitney. Your safety reps again chose to split up for representation in every seminar so that we could bring back the knowledge to help all of you.

As a woman, I found the “Sista in the Brotherhood” workshop most compelling. I’m so proud to say that all the men who attended were from our Local. I was encouraged by their questions and interest in regard to understanding women’s issues in a male-dominated workplace. We are lucky to have such great representation here at Local 1746 in East Hartford. We openly discussed various forms of sexual harassment that women experience on the job, clarifying the terms of Sexism, Benevolent Sexism, Sex-Based Discrimination, Sexual Harassment, and a Hostile Work Environment. Please feel free to contact me if you want to talk about this more.

The day ended with a keynote speaker, Les Leopold, discussing his current book, *Runaway Inequality: An Activist Guide to Economic Justice*. His presentation was not specific to safety but more on the timeline of changes to Wall Street regulation and the ever-widening gap in pay between “Main Street” workers and CEOs across the country. His message was that there are things that can be done here and now to change the disparity between the pay and benefits of executives and workers. He was quite passionate about his mission and stressed that unions have a part to play in fighting for economic justice.

Thank you to our local for sending us to this educational convention. It is extremely important that we stay informed on current issues in safety to help us protect our membership.

Last month, *Insight* announced that it had won an award in the IAM Newsletter Contest, but that we didn’t know what we won. The results are in and we received an Honorable Mention in the category of **Best Layout and Design** category. This was while we were still publishing in black & white, so hopefully we’ll do even better next year! We’re always looking for great writing, graphics, and design, and if you think you can help, we’d love to hear from you! Onward and upward!



Let's Talk About Trust

Last week, employees across the company received an email from Vice President of Quality, Jill M. Alterbelli on the subject of World Quality Day, November 8th. In her email, Albertelli writes, "Im especially glad that the international quality community has focused this year on trust." She went on to say, "Trust is hard to gain and easy to lose."

That is true. Trust *is* hard to gain and easy to lose. So let's talk about trust.

How do we gain trust? Trust is a desired end result, an output based on a variety of inputs. Honesty is one of these inputs—nobody trusts a liar. Integrity is another. People who act in a shady or subversive manner, who seem like they are working toward a hidden agenda or ulterior motive do not instill a sense of trustworthiness in us. There are other factors, too, that demonstrate how much or how little we trust someone, such as like dependability, commitment, honor, equity, and respect. The more you demonstrate these qualities to people, the more trust you will gain over time.

True trustworthiness is a cumulation of how well you conduct your affairs, keeping principles listed above in mind. These principles must be unwavering; if you make 99 bank deposits in a row for the company, none of that matters if the hundredth one winds up in your personal checking account. And they must be universal; you can't expect the neighbor on your left to trust you when you're dumping your compost in the yard of the neighbor to your right. Trust is also affected by the company you keep; you can have all the integrity in the world, but if you spend your free time hanging out with burglars and pickpockets, you will surely be tainted by negative perceptions.

The Trust email centers on the relationship between the business and its customers, and that's vitally important. Unions members want to manufacture dependable engines just like the company does. Anyone who doesn't is working in the wrong field because it's ultimately the lives of the flying public that are on the line. Machinist, mechanics, assemblers, and operators all have a stake in producing the finest jet engines in the world, and it's something to be proud of. And quality inspectors are often the last line of defense to keep sub-par products from reaching our customers. Which brings us back to trust.

The Quality department in HSMC-South recently endured a management style that did not foster trust. Efforts were made to divide the union against itself through favoritism and discrimination. Contract language was scoured, not to determine how best to respect the agreement, but rather to identify fissures to justify unfair treatment. New employees were fed disparaging rhetoric against the union, and

seasoned members were sometimes targeted and harassed. Grievances soared. Employees were spied upon. Some lost their jobs. The leadership has since changed and there is hope for a return to normalcy, but a lot of damage to trust was done.

Hopefully Jill Albertelli's letter signifies that we are turning a corner, because everyone wants trusting relationships, including employees and management. It won't happen overnight, and it'll take hard work, but we can get there. Respect for the contract is one sure-fire way to start, because, when there is faith in our contract, grievances diminish and trust builds. We're happy to talk about trust because it means a better workplace for all of us. Trust is a good thing. Let's *keep* talking about trust.



MACHINIST CLUB DINNER MENU

FRIDAY, November 16, 2018

4:00 to 8:00 p.m.

Clam Strips..... \$ 6.00 Donation

Wings..... \$ 5.00 Donation
(Buffalo, Garlic Parm & Honey Mustard)

Chopped Steak Dinner..... \$ 9.00 Donation
(with gravy, mushrooms, and onions)

Remember to call EARLY to order
860-568-4234

Order hours

Mon-Fri 3PM-12PM

Sat & Sun 8PM-12PM

357 Main Street, East Hartford

EAT IN OR TAKE OUT



**The Next Monthly Meeting is
November 18th, 2018 at 11:00 am.**



Remember Our Troops Red-Shirt Friday's!

This month's membership meeting was postponed from November 11th to November 18th to observe Veterans' Day. Insight thanks our veterans for their service, and we hope everyone enjoyed the holiday weekend!



The EAP Coordinator for IAM LL 1746 is **Lenny Ward**.



Contact Lenny with any personal issues or concerns and be assured that he will work with you with respect and complete confidentiality.

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

In Memory of :

**Harriet Harris
Guy Jacobs**



Insight apologizes to the family of Gary Stickels for the incorrect spelling of his name in the October issue.



WEBSITES:

www.iamLL1746.org
www.iamdistrict26.org
www.goiam.org
www.ctaflcio.org

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

- * Kirby Boyce
President1746@ll1746.comcastbiz.net
- * John C. Taylor vp1746@ll1746.comcastbiz.net
- * Howie Huestis rs1746@ll1746.comcastbiz.net
- * Kurt Burkhardt st1746@ll1746.comcastbiz.net

October RIDII Winners

Daniel Yeschick	Craig Ostrout	
Michael Charbonneau	James Peplau	
Norman Johnson	Brian Carr	
Patrick Dougherty	Brian Upham	
Stewart Glew	Deborah Bartlett	

Looking for a place to hold your holiday party?

The **Machinist Hall** has dates available Monday thru Sunday! \$400 for members with a \$100 deposit for a 6½ hour reservation.

We can accommodate all kinds of parties. Call 860-568-3000 for details or to book your date today!



We'd love to hear from you!

***Insight* welcomes
your opinion!**

Send your feedback to
1746news@gmail.com !

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