



# insight

Local Lodge 1746

357 Main Street East Hartford, CT. 06118 – Telephone: 860-568-3000 Volume 18 Issue 7 August 2018

## Training? Uhhh...not so much.

We are about five months removed from the joint training program. The Union Training Reps did an excellent job to ensure that the training program was firing on all cylinders. Once the new salary training coordinators took over, we have not seen manuals go out to new employees and, if they have, it's been slow at best! Training matrixes, assessments, business needs, all of these things come in to play to ensure that the training program is successful. From what I see right now,, the training program is going to fall flat on its face.

### The President's Report

by Kirby Boyce



We have been bringing in new employees by the boatloads and our members have not been provided the proper tools to succeed. Members that barely know the jobs that they have been trained on are having to train their counterparts. How can you as a company put employees on complex machines, train them for less than a week, and leave them alone without even giving them a manual to sign off on saying that they are ready to be sent in to the wild. This is not good practice and I would want nothing more than for the company to do the right thing. Don't choose to do the wrong thing due to panic and temporary chaos.

The Union doesn't appreciate the Company feasting on new employees thinking they don't know any better. The company is basically telling our new members to work out of labor grade in some instances. We're well aware that it's happening and it needs to stop. We're also tired of suspensions due to quality cardinal rule violations! How can you blame an employee from not following their sheets while at the same time you fail to provide a signed manual stating that they have been fully trained and are competent on that function? Yeah, I'm not sure, either.

Again, I urge the company to do the right thing. Make sure our members are geared for success. Under the current state of the Company's training program, that is certainly not the case.



## Fighting the Good Fight

A few weeks back, MSNBC's Andrea Mitchell interviewed Erik Prince, the former Navy Seal and founder of Blackwater, a private military contractor company that came under intense scrutiny after it was linked to the death of 14 civilian Iraqis in 2007. Since then, Blackwater morphed into Xe Services in 2009 and became a company called Academi when it was bought out by private investors in 2011. Mitchell asked the former Navy Seal about the logic of his endeavors to privatize military operations in Afghanistan, in light of his company's previous difficulties. "If we leave decisions on welfare solely to the Pentagon," he said, "we will be at war forever."

Prince asserted that, with 2,000 Special Forces and 6,000 contractors, he could accomplish what the Pentagon could not accomplish with \$62 billion in spending this year alone, by waging "small, unconventional" war against the Taliban. And while viewers were scratching their heads wondering how a private company of mercenaries could ever really want Peace on Earth against its bottom line, the reporter asked Prince about a disparaging nickname President Trump purportedly used in reference to his sister, Secretary of Education Betsy DeVos. "I've been traveling abroad and I really don't follow the day-to-day political comings and goings of America," he said, smugly adding, "I worry about bigger things."

Whoa. What exactly does he mean by that? Because if he's just talking about White House gossip, that's one thing. But if he's reflecting an attitude that minimizes our country in favor of some global vision where companies like his know no bounds, then that's far more disturbing, especially when he is expecting the American taxpayer to subsidize his operations. There's a reason why the U.S. Military is under civilian oversight, chiefly to keep its power in check. And it's not clear that there would be any such public oversight of Academi under Erik Prince's proposition.

When Barack Obama delivered his controversial "You didn't build that" speech, he was roundly criticized by his opponents for seeming callous to hard-working American entrepreneurs who built their livelihoods from their own sweat, grit, and determination. But the point he was trying to make was that these entrepreneurs needed more than those personal attributes to succeed, they needed the support of this nation through hardware like transportation and communication networks as well as "software" like financing and

corporate law that created a favorable atmosphere for free enterprise to flourish.

And flourish it did. By the turn of the 20th century, American industrialists like Andrew Carnegie, J. Paul Getty, and Henry Ford had helped our country become the leading industrial nation in the world. But great industrialization did not automatically lead to great labor conditions, and as some industrialists grew richer and more powerful, those who worked for them toiled harder and longer under increasingly poorer conditions.

The advent of trade unions was instrumental in changing the narrative. Workers organized and fought back against unscrupulous companies, sometimes paying for advances with blood, pain, and even their lives. Union activism has never been an easy road, but its rewards can be monumental, like the end of the 70-hour workweek that was the norm in the mid-19th century. Left unfettered, however, companies and countries will tend to exploit their workforces. When we fall short, we get the Triangle Shirtwaist Fire, we get NAFTA, we get Citizens United, we get Right-to-Work. Companies oppose unions not because of our wages or benefits, but because we stand up to their power, and every so often we win. American unions are made of the people, and we stand by the people for the people, even when the rich and powerful work on a national or even global scale to undercut us every step of the way.

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## RIDII's are like a box of chocolates.

You never know what you're going to find.

By John Hanusovsky



RIDII (Report It Don't Ignore It) is a Hazard Recognition Program, sometimes you end up recognizing more than you first expect.

Take for example RIDII #46527. It was submitted for unnecessarily long transportation of hazardous chemicals. This was due to the location of the storage area, weight scale and process chemical tanks.

The employee, his supervisor, and Union H&S Reps reviewed the RIDII submission. The risks that were first identified were ergonomics as well as the chance of a having a chemical spill in an area not suited to contain the type of material being transported. Moving hazardous material by hand thru production departments is not a preferred method of transport.

The recommendation made by the RIDII investigators was to install a scale adjacent to the Chemical tank line to reduce the transportation and spill risks. If everyone involved had just focused on the issue submitted, this is all that would have been addressed.

But while looking at the acid storage room, something didn't seem right. Someone noted excessive corrosion to the metal parts in the area including the latching mechanism on the door. The latch was corroded in the open position the door was unable to be locked, and the self-closing door springs no longer functioned properly. The room was listed as having an existing stack ID number and an exhaust ventilation system that should've helped prevent this condition. More importantly, this system was designed to help protect the employees accessing the storage room from chemical exposure.

The Union Safety Reps conducted further investigation on the exhaust ventilation system and quickly discovered that both the motor and blower were inoperable. How did he know that? Because they were not there! For some unknown reason, they were removed 18 years ago and

were never replaced. A Plant Maintenance Request (PMR) was submitted for all repairs.

Curiously, this condition wasn't identified by:

- Monthly department audits
- Annual Local exhaust ventilation checks
- Review of the Stack I.D. inventories / emissions
- The Dept's equipment Periodic Maintenance list

What did identify the hazards? The RIDII submission that was submitted by a Union Member. In an attempt to improve the safety of his workplace, he helped to identify a problem that had gone unnoticed for 18 years..

Thanks to all who have submitted a RIDII, The participation and input of our Union Members is helping to provide a Safer Workplace. In this instance, we picked a chocolate out of the box hoping to find a chewy caramel, but what we found was just plain nuts.



### *Fighting, continued*

Last week, the country mourned the loss of Senator John McCain, who succumbed to brain cancer after a courageous yearlong battle. The height of McCain's political career came in 2008, when he won the Republican nomination for President in the summer, only to lose the election to Obama in the fall. McCain's campaign slogan was "Country First", and his passing gave each of us a moment to reflect on what that actually means to us, from part-time fast food workers to billionaire corporate bosses. Wouldn't it be great to see American CEOs start their global town halls and shareholder meetings the same way town councils and union membership meetings start all over this country, with a Pledge of Allegiance to the flag, and to the Republic for which it stands? It might seem like a small gesture, but maybe it would give them pause to remember, that what matters most in the world lies right here at home.





The Next Monthly Meeting is  
September 9<sup>th</sup>, 2018 at 11:00 am.



# Remember Our Troops Red-Shirt Friday's!

## In Memory of :

**Charlene Crumm  
Thomas Heal  
Thomas Wheeler  
James Lindsay**



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

- \* Kirby Boyce  
[President1746@ll1746.comcastbiz.net](mailto:President1746@ll1746.comcastbiz.net)
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your opinion!**

We'd love to  
hear from  
you!

Send your feedback to  
[1746news@gmail.com](mailto:1746news@gmail.com) !



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

## Wanted: 3rd Shift Activists

Due to the current and future Production load, Third shift has started to be repopulated. There will be an increasing need for Union Representation with the increased headcount. Local Lodge 1746 is looking into addressing this concern.

If you are interested in serving this Local as a Union Health and Safety Representative and you are an active employee of the Company assigned to Third Shift with **12 months** of Seniority as defined in Article 8, or you are interested in serving as a Shop Steward and you are an active employee of the Company assigned to Third Shift with **6 months** of Seniority as defined in Article 8 please let your interests be know.

If you have any questions about duties and responsibilities on either position, please contact President Kirby Boyce at:

[President1746@ll1746.comcastbiz.net](mailto:President1746@ll1746.comcastbiz.net)

For Health and Safety related questions, contact Chief Health & Safety Rep. John Hanusovsky:  
[john.hanusovsky@pw.utc.com](mailto:john.hanusovsky@pw.utc.com)

## LOCAL EXECUTIVE BOARD:

President Kirby Boyce; Vice President John C. Taylor; Howie Huestis, Recording Secretary;  
Kurt Burkhardt, Secretary Treasurer; Roy C. Chambers, Conductor/Sentinel;  
Trustees: Bruce Blais, James Bullock, Brad Chase

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