

# insight

357 Main Street East Hartford, CT 06118 Telephone: 860-568-3000  
Local Lodge 1746 January 2019 Volume 19 Issue 1



## Shoe Policy Starts Off on Wrong Foot

Welcome Back! I hope our Union Members had an enjoyable (negotiated) Extended Holiday break.

Unfortunately all of our Union Members weren't greeted with a Happy New year; some were instead greeted with a **safety shoe audit**.



Hourly employees found out of compliance were given a choice, go to the Shoe Truck and buy some shoes or go home and get them. Naturally it was unpaid. The option of using the slip-on covers was not offered. The Union sees this as a form of punitive action.

At least one Safety Rep was told by management that the Shoe Program carried with it a "Zero Tolerance Policy". However, salary employees found out of compliance were not sent home; they were simply counseled and sent on their way. The page has turned on the calendar, but one-sided discipline and double standards remain the same. So much for "One Company".



If you were sent home *without pay* because you didn't have safety shoes on, you need to request a Steward and grieve the action taken against you. The Union needs to know and will attempt to correct this action. We can't fix what we don't know.

There is a Letter of Agreement dated 12/8/17 between Mike Stone (ADBR) and Chris Smith (Director, Employee and Human Relations) pertaining to the Safety Shoe Policy. This letter states that "compliance will be based on the Honor system". There is no mention of progressive discipline in this signed agreement.

**Due to the Company's quick adoption of discipline as enforcement for Safety Shoes, The Union H&S Committee of LL 1746 (Chief and Union H&S Reps.) cann ot support this program.**

Another point of contention is that the Company has been holding to their view that the \$150.00 annual credit is to cover the price of a single pair of shoes. The Union is re-questing that the Co. stick to the intent of the Letter of

Agreement that states the credit is applied "towards the purchase of safety shoes". The language of a "single pair" does not exist in the signed letter. The Union is requesting that the remaining balance could be applied towards the purchase of additional shoes.

In addition, P.W. should not be treating its employees, (Sal. and Hourly) like cattle, making them stand in line in cold, rain and snow waiting their turn to get into a shoe truck. The shoes should be at room temp. When you try them on, a cold shoe does not flex and give a true fit.



The Union has requested a Shoe Store somewhere inside the plant. Other options are:

- Provide a temporary heated shelter as a waiting area
- Utilize an indoor well bay (low volume area) as a location during winter months.

**Question:** What should you do if you if you get poor fitting shoes and are experiencing foot pain from those ill-fitting shoes?

**Answer:** Report to Medical. This will generate an ITA that can later be reference for tracking purposes. In all actually this should be considered a work connected occurrence.

**Next step,** Return your shoes to the shoe truck for something that fits. If you get any resistance, Your Union H&S Rep. can provide you the ITA number that was generated at Medical to justify your replacement.

The Union has requested a step by step process be posted for those that need Rx inserts or Rx shoes. To date, the company has not posted detailed instructions on the E.H. EHS Web site for all employees to access.

The Company has been aware of the Unions concerns since the early discussions of the Safety Shoe program. The Unions concerns listed above have not been resolved, although the Company has been aware of them for months.

We will continue to fight for these improvements for our Union Members.

—John Hanusovsky, IAM Chief Health & Safety Rep

On January 3rd, as a result of the 2018 mid-term elections, a new Democratic-controlled House of Representatives were sworn in, and former Speaker of the House Nancy Pelosi was voted in again as the Speaker. Much of this congress's focus will be on oversight of various federal agencies, but its leaders insist that it will also be pursuing an agenda of its own. One of the agenda items that is already bubbling up is the notion of a "Green New Deal" (GND). If you haven't heard of it, or you're a little fuzzy on what it constitutes, you're not alone. *Insight* will try to shed a little light on it here.

The Green New Deal is currently a draft proposal for a bipartisan Select Committee to examine and make a recommendation to the House. This committee will have "the authority to develop a detailed national, industrial, economic mobilization plan for the transition of the United States economy to become greenhouse gas emissions neutral and to significantly draw down greenhouse gases from the atmosphere and oceans and to promote economic and environmental justice and equality," according to the proposal submitted by Rep. Ocasio-Cortez (D-NY).

In a nutshell, the scope of the Green New Deal is climate change and jobs. The ultimate goal is to replace our aging energy and transportation grids to allow the U.S. to take major steps in the elimination of greenhouse gases, a major element contributing to climate change. The goal is to meet 100% of the nation's power needs through renewable sources, build an energy efficient "smart" grid, and eliminate greenhouse gas emissions in manufacturing and agricultural industries. It also seeks to make "green" technology, products, and services a major U.S. export, to help other countries achieve zero greenhouse gas emission status and benefit the planet as a whole.

It's plain to see where the jobs benefit would come from with a major 21st-century overhaul to our infrastructures and industries. But the GND seeks to establish more than just "jobs". It seeks to require things that unions have long stood for, including establishing a Living Wage, guaranteeing training and education for changing workforces, and securing the rights of workers to organize and unionize without coercion, intimidation, or harassment. The proposal seeks to protect the sovereign rights of tribal nations, infuse opportunities and investments in hardcore, impoverished neighborhoods, and "deeply involve national and local labor unions to take a leadership role in the process of job training and worker deployment".

This might sound like Pie in the Sky to some, but the idea is gaining momentum. Already 45 congresspeople have signed on to the proposal, as well as more than 200 organizations, including locals of the UAW and SEIU. While the IAM and CT representatives have not endorsed the proposal as of yet, *Insight* will keep an eye on any developments moving forward, and we will continue to keep the membership informed of any significant developments. (Source: [www.jdems.us/GND](http://www.jdems.us/GND))

## Your Union Requires U

It's January, and that means it's time to populate our Local Lodge Committees for 2019. Serving on these important committees is a great way to have some input into the operation of your Union without having to get elected to a position. Here's a list of the committees available and a brief description of what they entail:

- ◆ **Bylaws Committee** — Research the IAM constitution and other documents and be able to make recommendations on changes proposed to the membership. Review the Local Lodge bylaws to assure that they are accurate.
- ◆ **Human Rights/Women's Committee** — Responsible to monitor all discrimination grievances and complaints in the workplace. Responsibilities are extensive and contained in Grand Lodge literature.
- ◆ **Organizing Committee**: Assist in District organizing drives and do house calls when necessary.
- ◆ **Newsletter Committee** — Responsible for producing a monthly newsletter for the Local Lodge.
- ◆ **Education Committee** — Work with the Executive Board and Business Reps to implement programs for Stewart education. Arrange for speakers of interest to come to Stewards' meetings or membership meeting. Write educational articles for the newsletter.
- ◆ **Community Services/Recreational Committee** — Work on coordinating charitable events, the annual Workers' Aid Fund Collection, and assist members in need. Responsible to conduct all fundraisers, dances, and other recreational events such as trips to ball games, etc. Responsible for coordinating activists' party.
- ◆ **Legislative Committee** — Keep the membership informed about legislation important to labor. Coordinate letter writing campaigns and lobby at the Capitol as needed.

If you have any questions about these committees, call the hall at 860-568-3000 or reach out to your shop steward/safety rep for more information. Signups for committees are generally held at the January monthly meeting, but if you cannot attend this month (or this newsletter reaches you too late), you can still sign up for one of these committees if you contact the hall by the end of the month. No one is turned away, and every member who pitches in is one more hand pushing in the right direction.



# IAM Mourns Brother Dorsey



(reprinted from goiam.org)

Retired Assistant Secretary Michael L. Dorsey passed away on the evening of December 26, 2018.

“The IAM benefitted from decades of service by Mike Dorsey,” said IAM International President Bob Martinez. “He was a great leader and a strong asset to our union. We grieve along with his family.”

Dorsey initiated into East Hartford, CT IAM in Local Lodge 1746 in September of 1966. He served the union in many capacities including shop steward, shop committee member, negotiating committee member, Local 1746 Secretary-Treasurer, District 91 Treasurer as well as various positions within the Connecticut State AFL-CIO. Dorsey also served in many capacities for the IAM Grand Lodge including Grand Lodge Auditor, Special Assistant to the General Secretary-Treasurer and in 2002 he was appointed Assistant Secretary. Dorsey retired in August of 2007.

In 2016 General Vice President Rickey Wallace presented Dorsey with his 50-year service pin and certificate. (Photo with Rickey Wallace)



## Congratulations!



The winner of the Insight Caricature Contest last month is **Evan Hill**. Brother Hill named all eight caricatures correctly! The correct answers were:

1. Ben Franklin
2. Emily Dickenson
3. Jack London
4. Edgar Allen Poe
5. Mark Twain
6. Pocahontas
7. William Shakespeare
8. Tom Hanks (Forrest Gump)

Brother Hill won a gift basket including the following:

- Gift Certificate courtesy of Maddie's Restaurant, 395 Main Street, East Hartford, Breakfast & Lunch, 860-569-7339
- Gift Certificate courtesy of Pancho Loco Restaurant, 218 Talcottville Road, Vernon, CT. Mexican food and cantina, 860-871-1819 [www.pancholoco.mobi/](http://www.pancholoco.mobi/)
- PartyLite Candle gift box set, courtesy of Wicks by Wendy, Independent Consultant. 860-648-0858, [www.partylite.biz/wicksbywendy](http://www.partylite.biz/wicksbywendy)
- Two Free-Drink tickets, courtesy of the Machinists Club, 357 Main Street, East Hartford. 860-568-4234
- A Machinists Union T-shirt and assorted IAM goodies, courtesy of IAM Local 1746.

## Thank You!

Special thanks to our gift basket donors, to all who entered the contest, and to everyone who read Insight in 2018! We appreciate you!





The Next Monthly Meeting is  
January 13<sup>th</sup>, 2019 at 11:00 am.



# Remember Our Troops Red-Shirt Friday's!



Celebrating the 90th birthday  
of Martin Luther King, Jr.

January 15th, 1929

In Memory of :

Bill Pagani



IAM District 26 office has moved!

The new address is:  
300 State Street, Suite 504-506,  
New London, CT 06320



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)
- \* John C. Taylor [vp1746@ll1746.comcastbiz.net](mailto:vp1746@ll1746.comcastbiz.net)
- \* Howie Huestis [rs1746@ll1746.comcastbiz.net](mailto:rs1746@ll1746.comcastbiz.net)
- \* Kurt Burkhardt [st1746@ll1746.comcastbiz.net](mailto:st1746@ll1746.comcastbiz.net)



Make your  
voice heard!

**Insight welcomes  
your opinion!**

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 confi-  
dentiality.

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



**WEBSITES:**

[www.iamLL1746.org](http://www.iamLL1746.org)

[www.iamdistrict26.org](http://www.iamdistrict26.org)

[www.goiam.org](http://www.goiam.org)

[www.ctaflcio.org](http://www.ctaflcio.org)

## November RIDII Winners

Chris Jones  
Brian Shiveley  
Zack Haiman  
Edward Howard  
Don Erazmus

Terrance White  
Debra Possardt  
Joseph Roxo  
Amelia Marchesi  
James Crimmins

## December RIDII Winners

Bryan Omicioli  
Mark Becker  
Jesse Ruminer  
Ezra Bloom  
Oliver Tito

Wesley Rockhill  
John Vincent  
Garvin Martina  
James Carriere  
Natanael Rodriguez

**Congratulations!**

## 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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