Quality Update
By VP Regan Toomey

HSMC-South continues to struggle with product quality. Local management seems to be crumbling under upper management’s bone-crushing pressure to deliver. They continue to spend more time trying to find ways to accept non-conforming hardware, instead of fixing the process’s that are producing non-conformances. In December, the Quality organization offloaded 2 million dollars of non-conforming hardware produced at ACT to be dispositioned by Amercon. The Company stated that we didn’t have enough QRC’s in TMC to manage the large load of non-conforming material that ACT was producing. The company committed to hire more QRC’s in TMC, but here we are heading into March and the company still hasn’t added a single QRC.

While the company continues to allow the vendors to produce bad hardware with no repercussions, they continue to hand out heavy-handed discipline for suspected “Quality cardinal rule” violations to our members. Often times our members are disciplined with zero evidence. A quality business unit manager in TMC has been overheard telling our members to ignore non-conformances when he is pressured to make end of the month commitments. “They accepted that non-conformance on other parts, so its fine to send it along…”

Upper management preaches, “We must do the right thing, even when no one is looking” Supervision on the floor seem to have their own vision, pushing hourly to do the WRONG thing every opportunity they get, then condemning capital punishment for the hourly that is following management’s directions. Maybe it’s time senior Quality leadership held its people accountable for their actions rather than focusing on heavy-handed discipline for the hourly. If the quality organization won’t stand up for the integrity of our parts and processes, who will?

Next time management tries to force you to do something unethical or in violation of company policy the answer is simple. “Get me a steward!”

The President’s Report
by Brad Chase

Trades Update

The current Trades management continues to outsource all the work to their vendor friends. Under F&S Manager Craig Matava’s leadership, vendors in our shop seem to have more rights than our Union brothers and sisters. Overtime in the trades has been extremely limited while vendors seem to have unlimited overtime. The trades manager must spend most of his days figuring out a way to push more work to the vendors while screwing our members out of their work. We have members who are retiring in the trades who should be replaced one for one. Facilities’ anti-union management refuses to do this.

While we have some of the best trained; Electricians, Carpenters and Millwrights, the company continues to give their work to the vendors. Our facilities group regularly needs to fix the work that vendors have done incorrectly. Facilities management doesn’t have a clue when it comes to the interpretation of the contract, where our member’s get first right of refusal. Instead Management ensures the vendors are working seven days a week while our members are deprived of overtime. It certainly looks like our members will be spending a lot of time in the Grievance procedure this year until management understands the contract. We are going to fight like Hell to ensure our facilities work stays in house.

KEEP THE GRIEVANCES COMING!
Monthly Meeting Schedule
March 8th, 2020, 11 a.m.
April 19th, 2020, 11 a.m.
May 17th, 2020, 11 a.m.

Steward Classes
Steward classes will be held every Monday in our union hall (except for the Monday after the monthly meeting.) These classes start at **2:00 for second shift** and **3:30 for first shift**. The classes are given to help keep all of our members informed on what is going on in the shop. The classes are not just for shop stewards, safety reps, and shop committee members. **They are for all of our members.** We need the membership to start attending the classes and to get involved.

Shop Steward/Safety Rep Elections
Wed, March 18th 6 a.m. — 8 p.m.
Shop Stewards — Area 1 only
Safety Representatives — All three shifts (site-wide)

See the Shop bulletin boards for details and candidates.

Grinders and chips available for $5
At the Hall on election day.

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

- Brad Chase
  President1746@ll1746.comcastbiz.net

- Regan Toomey
  vp1746@ll1746.comcastbiz.net

- Howie Huestis
  rs1746@ll1746.comcastbiz.net

- Kurt Burkhart
  st1746@ll1746.comcastbiz.net

The EAP Coordinator for IAM LL 1746 is Sean Marcil.
Contact Sean with any personal issues or concerns and be assured that he will work with you with respect and complete confidentiality.

Phone 203-528-8701
Email: EAPlocal1746@gmail.com

LOCAAL EXECUTIVE BOARD:
President Brad Chase; Vice President Regan Toomey; Howie Huestis, Recording Secretary;
Kurt Burkhart, Secretary Treasurer; Roy C. Chambers, Conductor/Sentinel;
Trustees: James Bullock, Therese Hervieux, John Hanusovsky

NEWSLETTER CONTRIBUTORS
Editor: Joe Durette. Contributors: Brad Chase, Regan Toomey