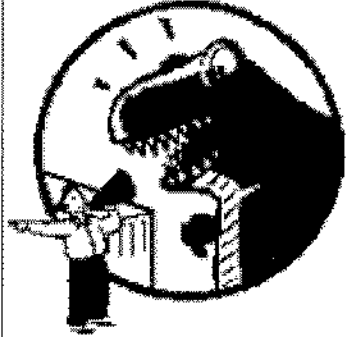


# insight

August, 2004

Volume 8, Issue 7

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



## What Lies in the “Belly of the Beast”

We know what lies in the *belly of the beast* as we prepare for talks with Pratt & Whitney.

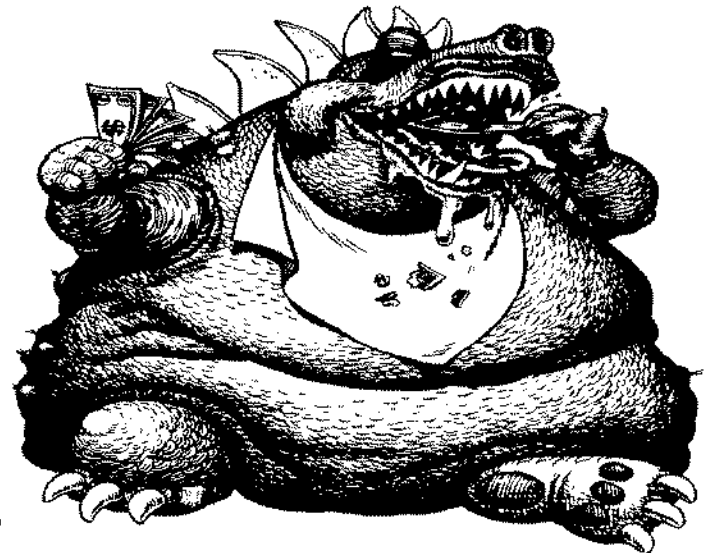
Take-aways in retiree health care contributions and cost shifting in health care costs for active employees. These items will not be a surprise when talks start. But what else do they have in mind? This is as far as they have tipped their hand at this point! With this *concoction of bile and slime* does the company really expect to reach a fair contract settlement? What are the rank and file members on the shop floor thinking? Could there be two strikes in a row? Lots of questions, with only a few answers at this point.

Membership surveys have indicated that *job security* is a big issue; but interestingly enough the results also show that the members **have had it** with salaried and yellow badge employees doing their work. **THE MEMBERS WANT IT TO STOP!!!** Are you listening Pratt & Whitney? These problems should be easily corrected under our existing contract language; but things have gotten so far out of hand that neither Labor Board charges, nor letters from senior management ordering it stopped seem to be getting the job done.

Making improvements in the UTC pension plan and adding the IAM pension plan as a supplement are also extremely important. Outsiders who look at what the hourly employees have for retirement usually say, “How can anyone retire on that?” The answer is: *they can't*. Is Louie Chenevert worried about that? Louie speaks with a forked tongue. We only have to go back to the 1998 negotiations to remember Louie's pitch to the Union: *to open negotiations early so they could of-*

*fer the best retirement ever seen and bring some young blood into the company.* The average age of the employees working at Pratt has continued to rise, so that's another thing that never happened. In fact, since Louie's promises in '98, Pratt's CT Bargaining Unit *has shrunk by over 2,250.*

So what truly lies in the *belly of the beast*?? You can bet it isn't pretty and we will have fight to get a contract that we deserve. The Negotiating Committee is working on proposals, based on survey results, which will determine the direction of our opening demands. **Thank you to all of you who took the time to complete the surveys.** Continue to participate in the process, prepare yourself financially in case it is necessary to fight, and let's continue to produce the best jet engines in the world *in spite of the hurdles management puts in our way.* If the company doesn't come up with anything good this fall, it will be *your call* to empty the plants or continue to work. The company miscalculated 3 years ago: in a few short months we will have our answer for this round of negotiations. No matter what the outcome, the company will see **solidarity** from the membership at the three Pratt & Whitney plants.



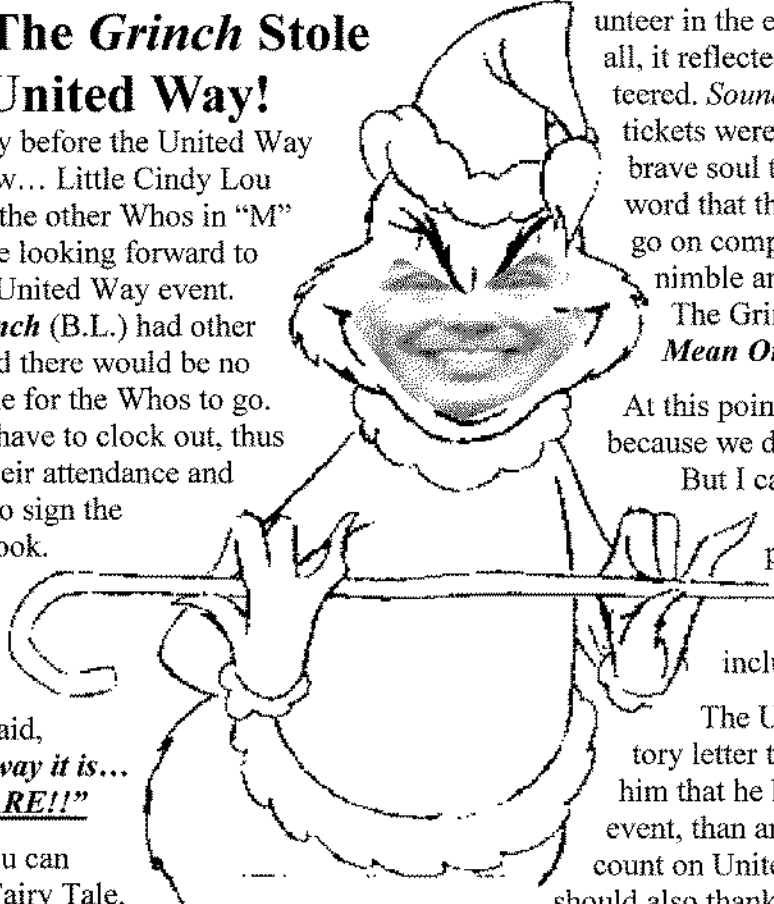
# How The Grinch Stole the United Way!

It was the day before the United Way Fashion Show... Little Cindy Lou Who and all the other Whos in "M" building were looking forward to going to the United Way event. But **The Grinch** (B.L.) had other ideas. He said there would be no company time for the Whos to go. They would have to clock out, thus destroying their attendance and would have to sign the attendance book.

The Whos complained it wasn't fair. The Grinch just said, **"That's the way it is... I DON'T CARE!!"**

Seriously, you can make this a Fairy Tale, but there are sad truths behind every fable. Here are some of them: In 2003, the "M" Building "Company Picnic" was actually a thinly veiled United Way event. Mr. Grinch, this is no way to do Team Building. Lying only makes things worse. Then there was a BBQ event held the next month for the United Way and "M" Building was the only area in East Hartford not allowed to participate on company time. Unless you were a volunteer in the event; then it was Okey-Dokey. A mass grievance was filed and the disposition stated that all employees would be allowed to attend United Way events **on company time**. Everyone was satisfied that the problem was resolved. There was much rejoicing and a very high participation rate during the 2003 solicitation drive for United Way.

Alas, the joy would not survive the following year. In 2004, another United Way event was again scheduled during working hours. When management in "M" Building (yes, Mr. Grinch) was approached, he said that the people could attend on company time. Tickets were sold, but then The Grinch reneged on his promise, proclaiming that anyone who was attending would have to do so **on their own time**. Unless, of course, you were a vol-



unteer in the event, then it was Okey-Dokey. After all, it reflected well on the Grinch if you volunteered. *Sound familiar?* Some of the purchased tickets were returned and the money refunded. A brave soul tackled the problem and brought back word that the company would allow the people to go on company time. But the Grinch was too nimble and quick. On the day before the Event The Grinch reneged once again (***You're a Mean One Mr. Grinch***).

At this point dear readers, the story must pause, because we do not know what the future holds.

But I can tell you this: there is a lot of talk on the shop floor that a great many people DO NOT want to participate in the United Way functions in any way, shape or form. And yes, this includes the Annual Solicitation.

The United Way should send a congratulatory letter to B.L. (A.K.A The Grinch) and tell him that he has just impacted more lives, in one event, than anyone else at Pratt. Those who count on United Way funded services should also thank him. You know Bob, you can learn something from R.J. - ***you can't have your cake and eat it too.***

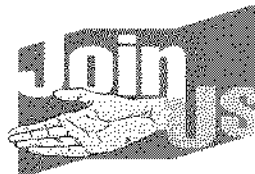


## United Way Leadership Givers

The invitations have gone out for the 2004 Leadership Reception and Fast Break Solicitation event. I urge all Leadership Givers, especially those from our 3 PWA Unions to attend both events. There are a significant number of folks from our unions who are Leadership Donors; however many of you are not present at these events. Those of us representing the unions, would like to see more of you participating, if you so desire.

There have been some glitches with the computer system this year, so if you are in the Constitution or Rentschler Circle group of donors, and have not received your invitation, please notify your steward or call me at the Union Hall 568-3000. I look forward to seeing many of you again this year, and hope to see new attendees also.

**Earl Schofield,**  
**Campaign Co-Chair (IAM)**



# TRIANGLE

THE FIRE THAT CHANGED AMERICA



DAVID VON DREHLE

On a warm and wet spring morning in Manhattan, dozens of scholars, reporters, students, and union activists gathered at Cornell University's Industrial Labor Relations facility to commemorate a sad but historic day in the fight for workplace safety and solidarity. The gathering marked the 93<sup>rd</sup> anniversary of the deadly Triangle Shirtwaist Factory fire and was keynoted by David Von Drehle, a Washington Post reporter whose book, *Triangle: The Fire that Changed America*, was recently published by Atlantic Monthly Press.

On March 25, 1911, fire broke out on the eighth floor of the Asch Building in New York's Greenwich Village, and in approximately 15 minutes swept through the top three floors of the building that housed the garment factory. 146 workers died in the swiftly moving blaze, 123 of them women - many just teenagers. Those victims who did not escape by jumping to their deaths died instead by asphyxiation or burns, often beyond recognition. Most were poor immigrants who had traveled to America from countries such as Italy, Ireland, and Russia, escaping religious persecution or poverty, only to meet their fate in a firetrap sweatshop.

Von Drehle's story is more than a tragic tale about a deadly fire. He paints a vivid picture of early-20<sup>th</sup> century New York City, when a powerful and corrupt Tammany Hall governed nearly every aspect of the city, while lining its pockets with bribery money from businessmen; when 80-hour workweeks and child labor

were the norm; when new labor organizations like the Women's Trade Union League and the International Ladies Garment Workers' Union helped stage strikes of thousands of garment workers, achieving some of the earliest labor successes in American history; when ruthless, greedy factory owners colluded amongst each other to break the strikes by bribing officials and blacklisting employees; when policemen, thugs and prostitutes were hired to harass and physically beat strikers and activists. The contrast between the rich, powerful industrialists and the impoverished, yet ambitious, working class seem to clash in Von Drehle's New York like nowhere else in the world.

At the commemoration, the author described the Triangle fire as "New York's September 11<sup>th</sup> before September 11<sup>th</sup>". Indeed, it was the worst workplace loss of life in the history of the city and remained so until the World Trade Center attack in 2001. Like 9/11, the outrage at the tragedy drove sweeping changes throughout the society, not the least of which was the creation of New York's *Factory Investigation Committee*. The FIC investigated thousands of factories across the state and pushed forward many laws that are now commonplace today, including automated sprinkler systems, mandatory fire drills for large workplaces, and standards for safe exit routes and fire escapes in times of emergencies.

The labor movement also benefited, as a wave of political unrest swept away the status quo, leaving new child labor laws, women's workplace rights, a 54-hour workweek, and the first minimum wage law in its wake. That surge of change would eventually inspire such advances as the women's right to vote, the New Deal, and safety laws like the *Factory, Shop and Office Act of 1913* and the *Worker's Compensation Act*, forerunners of the *Occupational Safety and Health Act of 1970* that established today's OSHA.

After Von Drehle's keynote speech, an assembly left the West 34<sup>th</sup> Street studio and braved the rain to New York University campus, where the Asch Building still stands today. A memorial plaque was dedicated to the 146 workers who lost their lives in the Triangle fire so many years ago, to honor their memory and to show that the fight for workplace safety continues to this day, against its sworn enemies of **complacency and greed**. Far too great was the loss at Triangle Shirtwaist Factory, but much was gained as a result.

# Next Monthly Meeting

## Sunday, August 8th, 2004@11:00 AM



# CBTU

COALITION OF BLACK TRADE UNIONISTS

## Region I to Hold Convention in Hartford

From August 11<sup>th</sup> – 15<sup>th</sup> Hartford, CT will play host to the **Coalition of Black Trade Unionists Region I Conference**, at the Crowne Plaza Hotel. Among the invited guests are: Senator Chris Dodd; State Treasurer, Denise Nappier; Hartford Mayor Eddie Perez; State Senators Eric Coleman and Toni Harp; State Representative Ken Greene; CT AFL-CIO President John

Olsen and AFSCME Council 4 Executive Director, Sal Luciano.

During the five-day conference there will be workshops for both men & women. Town Hall Meetings will also be held on a variety of topics, such as: Affirmative Action, Workers' Rights, Domestic Partners, Education, Community Organizing and National Healthcare.

On Friday, August 13<sup>th</sup> there will be an Awards Banquet and Dance. The keynote speaker will be Bill Lucy, International Secretary-Treasurer of AFSCME and CBTU National President. A Women's Luncheon will be held Thursday at noon, and a Prayer Breakfast is scheduled for Sunday, August 15<sup>th</sup> at 8:00 AM. For further information, or to purchase tickets to any of these events, please contact James Bullock at 568-3000.

**P&W United Way Poker Run Huge Success  
\$3,850 Raised....Thank You!!**

**The Union Picnic has been cancelled due to lack of interest!**

## August 2004

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

*4 Months Until New Contract*

## United Labor Agency (ULA) Celebrates 25 Years

of serving Connecticut residents.  
Special events for the Celebration include:

### Raffle of a 2004 Harley Davidson Motorcycle

Tickets - \$25....only 2,500 tickets sold.

See Steve Merrick or Dave Batchelder at IAM Hall

### Gala Dinner at Aquaturf on Sept. 30, 2004

\$75.00 a ticket come for the fun and food.

Stay to bid on awesome silent auction items.



**For more details or to purchase tickets  
Call 860-727-9301**

## OFFICERS OF IAM LOCAL LODGE 1746

**President**— Mike Stone; **Vice President** — Frank Lamagna;

**Recording Secretary**— Bill Coney; **Secretary Treasurer** — Nancy Flagg;

**Sentinel**— Dave Batchelder; **Trustees**— Warren Occhialini; Ron Ouellette; John Tronier

**Shop Committee**— Jeff Baglin; John Cloutier; Ted Durkin; Andy Santini

**Shop Committee (IFC/ONSI)** — Carl Hervieux; Mark Perrone

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