

Local Lodge 1746

insight

357 Main Street East Hartford, CT. 06118 – Telephone: 860-568-3000

April 2017 Volume 17 Issue 2

I want to first of all apologize for not being able to compile a newsletter over the last couple of months due to a vigorous transition period. It will be a period that will take some time but I am positive that as time goes on things will smooth out. I am proud to have been elected as the Local Lodge President of your Union. Thank for the support that everyone has given me, and I will promise my best effort throughout it. We had elections last month and will like to say congratulations to our newly elected Shop Stewards and Safety Reps.

On Sunday July 16th from 10am until 5pm Locals will be holding their first ever joint Member Appreciation Picnic at High Meadow in North Granby, Ct. The Picnic will be held together with Local 62A, Local 700, Local 743, and Local 1746. The flyers will be posted soon and tickets will be available for sale shortly. The price of tickets will be \$10.00 per ticket. This will be the first picnic that this local has participated in for quite some time and due to the erosion of our membership over the years, the union leadership put their heads together and decided to do the event together.

I will be taking orders for the Local Lodge 1746 polo shirts. They can be viewed on our website which is iam11746.org. I am pleased to also announce that we also have a Facebook page so you can follow what the Local has going on each month so that you will not skip a beat. I want to encourage our young members to get active because after all this is **Your** Union and together we will build longevity for workers' rights. The members before us worked very hard to establish what we have and it is up to us to reciprocate to keep it going. No one said that it will be easy, and nothing happens without hard work and commitment. Come across the street to the local to gather information and get active. Right now we are getting our committees set up and will appreciate everyone participating in a committee. We sure could use the help. The committees are as follows.

Bylaws Committee, Human rights and Women's committee, Organizing Committee
Newsletter Committee, Education Committee,
Community Services/ Recreation Committee
And Legislative Committee

"It is our Union"

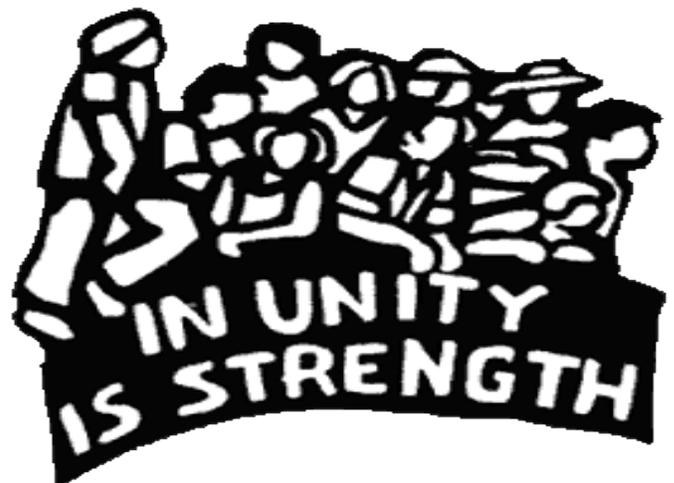
President Kirby O. Boyce

THIS IS YOUR TIME

I wish all our new and seasoned brothers and sisters a Happy New Year. This year will be a time of change. A new United States president and a new Union President take the stage but we do not have to just sit in the audience. We need people to be stage hands...to help our union and our country be the best they can be. This year's super bowl is a great example of how we can make a difference. The Patriots pulled out of a hole no one thought possible. Teamwork and a plan brought the Patriots to an exciting win. Pratt & Whitney (P&W) is growing and our union membership is growing along with it. You, our members and our team, can help ensure we grow as a united, successful and safe workplace.

Calling all members! WE NEED YOUR HELP! There are several ways to join in the rewarding experiences your union offers. Run to become a Union Safety Representative or a Union Shop Steward. Training coordinators are needed to help bridge the gap for training needed for P&W's ramp up. Consider joining a Voluntary Environmental Health and Safety team (VEHS) or join one of several union committees. There are so many ways to build our strength and our community. Attend the monthly meeting this Sunday. Find your niche to be involved. Help us and yourselves make our workplace a safe and strong shop. This is *YOUR* union. Come and experience... come and make a difference.

Therese Hervieux



NEGOTIATIONS...Sort Of

At our recent negotiations it was said by many that we were in our best position, leverage wise, in decades. This was due to the many plant closures, incredible downsizing and lack of replacing those leaving thru attrition over the years. We were and are for that matter much too lean. IAM Strategic Resources puts together a book (pamphlet) that helps the negotiating team in crunching the numbers for a variety of contractual issues. In addition, the ongoing "ramp up" for engine hardware is supposed to dwarf anything we've seen since World War II.

IAM Strategic Resources showed us that between Middletown and East Hartford (EHTFD) we had 2,591 employees between the two plants as of August 2016 with 65% of us being over the age of 55 while 55% of us were over the age of 60. The average age in the plants was 58 years old. In EHTFD we only had 1225 people. All of this made us feel going into negotiations that we would be able to extrapolate a fairer and more humane Collective Bargaining Agreement (CBA) than we've had in quite a while.

As we negotiated the CBA during the final week, the IAM Local Lodges thought we had a very good chance to secure added sick/personal days as well as more vacation time for new employees and our long tenured members. Across the table we had proposed having seven sick/personal days, a vacation day added at 30 years, another at 35 years, again at 40 years and so on. We also had on the negotiating table, four weeks' vacation at 15 years, and more vacation earlier for our newly hired union members.

This all went by the wayside on early Friday afternoon when PWA came to the IAM Negotiating Committee and wanted to give us their last, best and final offer.

PWA's last best and final offer did not include better healthcare and also did not include pensions for new hires although both were proposed and on the bargaining table from the IAM. Changes to sick/personal days (7) as well as any additions to vacation days were also wiped off the table once PWA put down their last, best and final offer. The IAM had put forth strong arguments for more sick/personal days and added vacation due to the fact how few days of vacation a new hire gets and how long one has to go to get two weeks (2 years), three weeks (8 years) and four weeks' vacation (18 years). An example of what was argued was that young people with families coming in certainly need at least two weeks' vacation and that the older population (avg. age 58) is prone to having multiple health issues that require taking more time off for different Dr. visits as well as having more dental and visual appointment needs. PWA obviously wasn't listening and didn't care what the hourly "associates" needs were. However, salary employees already have an enhanced sick/personal day policy and a couple weeks after the CBA was signed, PWA gave their salary employees a much better vacation policy. Bargaining in good faith? For me...not so much, I was there.

My opinion notwithstanding, the membership voted to accept the contract.

John C. Taylor

2017 Workers Memorial Day

On April 28, the unions of the Connecticut AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe jobs.

This year we will come together to defend hard-won victories by working people from attacks by anti-worker legislators and business groups. We will commit to fighting until all workers have safe jobs and the freedom to form unions to seek a better future.

Workers Memorial Day Friday, April 28 1:00 PM
Workers Memorial in Bushnell Park, rain or shine
The Occupational Safety and Health Act and Mine Safety and Health Act promise workers the right to a safe job. Unions and our allies have fought hard to make that promise a reality – winning protections that have made jobs safer, saved hundreds of thousands of lives and prevented millions of workplace injuries and illnesses.

But our work is not done. Nationally, 150 workers

die each and every day as a result of workplace injuries and diseases.

And recent attacks at the federal level have threatened the safety and health gains we have fought so hard to win. We must fight back. Join us on April 28.

Questions? Reach us at office@ctaflcio.org or 860-571-6191.

**MOURN
FOR THE DEAD**

**FIGHT
FOR THE LIVING**

RIDII - Report It Don't Ignore It

Communications have started going out on the RIDII program. Your Supervisor should have reviewed the Co. H&S communication last week.

Where did it come from? How will affect the Shop, the Union Members and Union H&S Reps?

RIDII was started as a joint effort at Hamilton Standard in conjunction with I.A.M. Local Lodge 743. It is an enhanced Hazard Recognition program, think Near Hit with follow up and feedback.

What makes it different from the Near Hit program is Union involvement and a recognition/reward element. OSHA has approved the reward aspect since the intent is to reward positive reporting. This is opposite of the Pizza for No Reported Injuries parties.

The other major difference from the N.H. system is that the Union H&S Reps will receive the employees RIDII's. The Union H&S Rep. will review the submission with the employee and Supervision. The intent is to resolve your concerns by an immediate fix (if possible) or create a Plant Maintenance Request, PMR. If the issue requires Major changes or Capitol \$ then a Corrective Action Request is activated in EHSDesk. The CAR will be followed up at the monthly meeting. When the CAR is ready to be closed, the union H&S Rep. will review the completed actions with the employee before it is closed. The Union H&S Rep. will close the CAR at that point.

What RIDII is NOT! This is not a program that encourages one Union member to turn in another Union Member. A "Rat out RIDII" will be rejected.

The Union will be asking for your submissions and your patience. The Union H&S Reps have been working on learning the EHSDesk system and how to electronically manage the CARS.

This has been a bumpy start, but the Union is willing to put in the extra work if we can help get recognized hazards fixed. We are still working on the final details as well the date to start the drawings.

More to come.

Thanks, John Hanusovsky
Chief Safety Rep.
I.A.M.- L.L. 1746



Cell 860-818-0738
Office 860-565-3748

Sisters and Brothers,

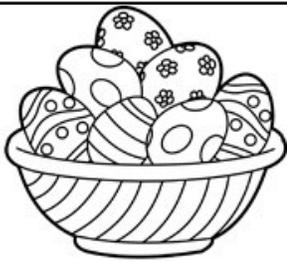
The annual ConnectiCOSH Awards Night Dinner will be held on May 5th, 2017, at the Region 9A UAW Hall, 111 South Road, Farmington, CT, at 6:00. ConnectiCOSH will honor four individuals who have fought hard for justice on the job and safer workplaces

ConnectiCOSH will honor **Jorge Deleone** and **Bruce Gove** as Co-recipients of the **Ed Eagan award**.

Bruce Gove has been a member of the International Association of Machinists for 31 years. For ten of those years he served as a full time Safety Rep until 2010, when he became the Chief Union Safety Representative in charge of overseeing all safety reps for other lodges. In 2016, Bruce was promoted to District 26 Senior Environmental Health and Safety Coordinator. In this new position he oversees Chief Union Safety Reps in all the different locals in District 26 and is the person that IAM members go to when they need hard answers to health and safety questions. Bruce is also a Special Government Employee under OSHA and as an SGE has sat on the board of the Voluntary Protection Program. He also goes to other facilities in other companies and audits them for safety. If a company wants to be in the VPP, Bruce meets with other board members in order to determine if the company meets the requirements to be a VPP facility. He attends all regional and national VPP conferences annually and has been schooled in their Maryland facility on leadership and workplace safety concepts. Bruce is respected and admired for his proactive and intense approach to keeping his members and other workers safe in their respective workplaces.

ConnectiCOSH Awards Night Banquet
May 5, 2017 – 6:00
UAW Region 9
Farmington, CT





The Next Monthly Meeting is April 9, 2017 at 11:00 am



HARTFORD YARD GOATS

ORGANIZED LABOR NIGHT

*Hartford Yard Goats vs Reading Fightins
Saturday, July 29, 2017*

Gates open at 5:35 PM; Game Time is 6:35 PM

Local Lodge 1746 has purchased 50 vouchers so that our members can attend this fun-filled night in Hartford. Tickets are on a first come first served basis and may be reserved by calling the Local at **860-568-3000** between 8 am and 4 pm Monday through Friday.

In addition to the game and recognition of the various labor unions, the Yard Goats and The Connecticut Building Construction and Trades Council, AFL-CIO will be collecting household and toiletry goods for the John J. Driscoll, UNITED LABOR AGENCY. Be sure to bring your donations with you.

At the April membership meeting, in addition to the regular order of business, there will be the second reading of a proposed bylaw change to Article VI, Section 3, Paragraph 3.

Membership action will be required for adoption or non-adoption of this change.

Join us and let your voice be heard.

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
- * Nancy Flagg st1746@ll1746.comcastbiz.net



WEBSITES:
www.iamLL1746.org
www.iamdistrict26.org
www.goiam.org

Remember Our Troops Red-Shirt Friday's!

LOCAL EXECUTIVE BOARD:

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