

Local Lodge 1746

# insight

August, 2005

Volume 8, Issue 8

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

## Labor Movement is Always Changing

There has been a lot of commotion recently over several unions disaffiliating with the AFL-CIO. Some see this as a new beginning of the labor movement; others see it as problematic. All of organized labor has one unified agenda, whether or not they are affiliated with the AFL-CIO. **Giving their members the best representation possible.**

The staff at *insight* has listed a few significant events in labor history that had everyone second-guessing at the time. The unions who withdrew from the AFL-CIO had their reasons and we are not second-guessing any decisions made; only reminding our members that being UNION is what makes the difference in working families' lives! We are all in this together! Look at this timeline and see how many of these events you remember.

1935: The Wagner Act (National Labor Relations Act) establishes the first national labor policy, protecting the right of workers to organize and to elect their representatives for collective bargaining.

1938: The CIO (Congress of Industrial Organizations) splits from the AFL (American Federation of Labor). The CIO wanted to focus more on organizing production workers, immigrants, women and minorities, not just the predominantly white, male skilled trades focused on by the AFL.

1941: Ford Motor Company recognized the United Auto Workers. They sign a union-shop agreement - the first in the auto industry. The United States entered World War II on December 8. The AFL and the CIO announce a no-strike pledge for the duration of the war.

1952: George Meany became president of the AFL following the death of William Green. Walter Ruether, former UAW president, became president of the CIO following the death of Philip Murray.

1955: AFL and CIO reunite into one strong national labor organization. Union membership reaches highest percentage in US history, at 33% of the workforce.

1962: Federal employee's unions given the right to bargain collectively with government agencies because of President Kennedy's executive order.

1972: Coalition of Black Trade Unionists (CBTU) founded in Chicago.

1974: Coalition of Labor Union Women (CLUW) formed in Chicago.

1981: Most of the nation's air traffic controllers fired by President Reagan who then de-certified their union in response to an illegal strike.

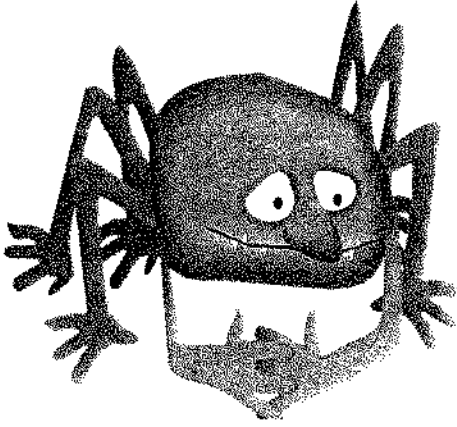
1995: IAM, Auto, and Steelworker unions discuss plans to unify by year 2000.

2005: Only 12.5% of U.S. workers belong to unions. Millions of jobs in manufacturing and other sectors sent out of the country by U.S. businesses, driven by corporate greed and the world economy.

2005: SEIU (Service Employees Intl. Union), Teamsters, Food & Commercial Workers leave AFL-CIO.



## Kaizen + Carts = Cobwebs



It's just another day of disaster in **Kaizen-Land**. Walking through the **M-Building** you'll see many *empty carts*. The carts were part of a recent **Kaizen** event that was designed to prevent part damage. That's a good thing-Right? Well, it should be!

Unfortunately, there has been a rising interest in these carts lately, since there are so many of them sitting empty, **with no parts**, collecting cobwebs.

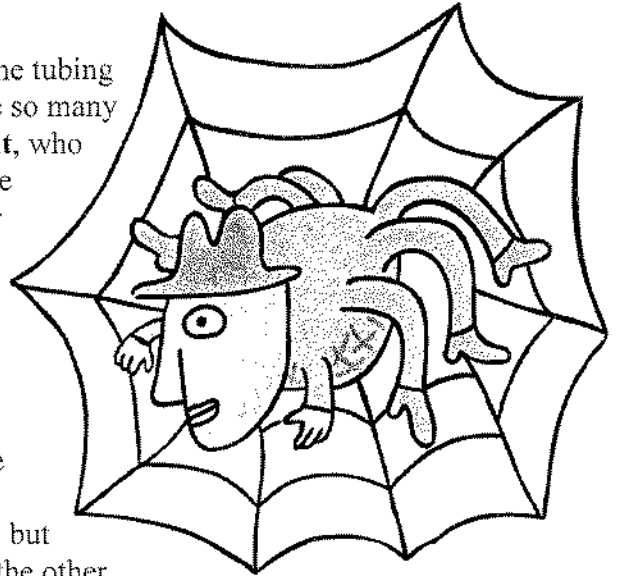
Let's take a closer look at the carts. Oh, there is a business card attached to most of them with a web address... [SHINGIJUTSU.html](http://SHINGIJUTSU.html) and a picture of the leader of our recent Kaizen event. Why is his picture and card on the carts?

Wouldn't it be ironic if he owned the business which made the tubing to make the carts for the Kaizen? Maybe that's why there are so many carts...but why are they empty? Could it be that **management**, who vends out all the work, and **Kaizen Teams**, who order all the **carts**, aren't on the same page! If they were, maybe *the carts would be full of parts* and not cobwebs!

The carts aren't rolling in the shop, yet the work is still rolling out. What is wrong with this picture??? Maybe management could vend out the carts with the work?

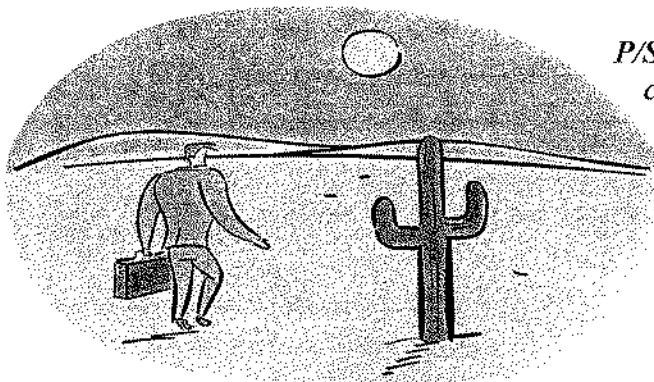
One can only imagine the expense of all those carts that were specially designed for the Kaizen event.

Get a grip, management; you nickel and dime us to cut costs, but if it involves **Kaizen**, *no expense is spared*...you'll just look the other way and let the costs run amuck. Or in this case, collect cobwebs.



Where does the costs of all those empty carts figure in to your budget? Hopefully, not against your **TURNTIME** costs? Cut the carts and their cost, not jobs!!!! *The carts aren't protecting any parts if there are none in the shop!*

**Stop vending out all the work.** Give your work force a fair chance to make the turn times. Hire more workers, stop cutting overtime and stop spending money on **CARTS** that aren't being used because you're vending out all the work ... DUH!!!!



*P/S, the next time someone from your Kaizen team gets a so-called "brain storm", why don't you check the schedule to see if there are any PARTS for the CARTS.*

*Oh by the way, maybe Pratt would like to buy some ocean front property in Arizona.*

*Now, that could be a good investment too... since Pratt is investing so wisely these days!*

# HEY You Should Read This! Workers' Compensation

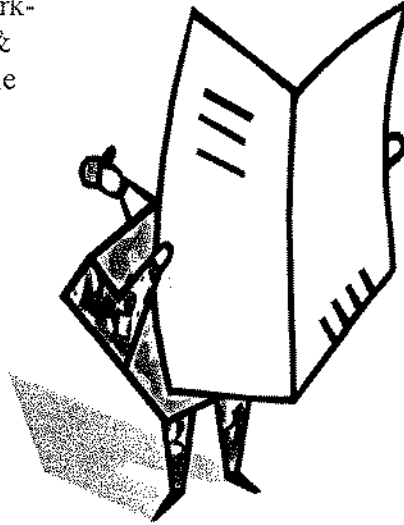
By IAM District 26 Business Representative  
Steve Merrick

There have been a number of problems over the last several years with the way Workers' Compensation works at Pratt & Whitney and UTC Fuel Cells. Some of the hardest injuries to get recognized are **hernias**. You may not think you really hurt yourself, when in fact, you may be seriously injured. There are two types of hernia, umbilical (belly button) and inguinal (groin). A hernia is a tear in the abdominal wall muscle which may have some of your intestines pushing through. It is a potentially dangerous situation.

In the last two years, there have been at least a dozen people that have approached me to help them file Workers' Compensation claims involving hernias. The Company's insurance carrier has **denied** each of these claims, mainly because the employee could not remember a specific incident where they hurt themselves. I personally knew all of the people that filed these claims. I am convinced that none of them are trying to "beat the system" and actually did get injured lifting on their job. If you feel an uncomfortable feeling in either of the above mentioned areas such as a sharp pain, or a tugging feeling particularly after lifting something, make sure you report it.

The following are a few simple steps that you should follow whenever you get injured:

- Tell your supervisor and try to have a witness there when you talk to him/her. Also ask to go to plant medical to report your injury.



- Once you have reported your injury to plant medical, ask to see the PPO list for Workers' Compensation to get names of specialists that handle your type of injury. (UTC Fuel Cells does not have a PPO list). You may want to get your Primary Care Physician to recommend someone. If medical refuses to let you see the list

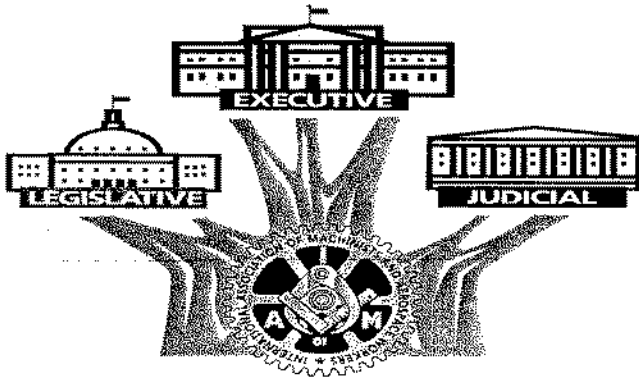
make sure you notify the Union Hall [568-3000] as soon as you can.

- You have a right to see a doctor of your choosing from the PPO list, once you have received the initial treatment and evaluation from plant medical. For those at Fuel Cells, make sure the doctor that you see is in the **State of Connecticut**. They don't have to cover out of state doctors, *even if the claim is recognized*.
- You **do not** have to accept treatment from plant medical *beyond the initial reporting*. You **do** have to keep them informed of your medical situation.
- According to the Workers' Compensation laws under the State of Connecticut General Statutes, in order for your claim to be officially reported you **MUST** file a "FORM 30C" *within one year of your injury*. Your Business Representative can help you fill out this form or you can get them from the Workers' Compensation office.
- If you receive a VA (Voluntary Agreement), a four page form which is currently green in color, sign it and return immediately. The VA is supposed to be issued whenever there is any lost time in a "recognized" claim.

Any questions in regards to this, contact your **Business Representative** at 568-3000.

## "Energy Bill" Passed

Legislation Will Help Revive  
Fuel Cell Industry in State



An important energy bill was passed by the Connecticut Legislature during the recent Special Legislative Session. Parts of the bill are written to encourage the use of renewable and clean energy in our state. Hydrogen-based fuel cells are an important source of clean energy. Besides UTC Fuel Cells, a number of other companies in Connecticut that manufacture fuel cells and components.

Provisions in the Energy Bill will help fuel cell manufacturers in two ways. First, bureaucratic state regulations and costly economic requirements were eased for those who wish to purchase fuel cell generation equipment. Secondly, environmental credits (tax incentives for using clean, renewable energy sources) will be granted *to the businesses who purchase the equipment*, not to the utility companies, who received these tax incentives in the past. The environmental tax credits will be allowed only if fuel cell equipment was manufactured in Connecticut.

Both of these measures - along with the steep rise in gas, oil and electricity prices - will make purchasing fuel cell equipment more attractive to potential customers. As more fuel cells are purchased, production should increase, leading to further reduction in costs. There is already talk at UTC Fuel Cells of re-opening the PC-25 production line, which was shut down a couple of years ago. Fuel cell technology is also being applied in the automobile industry, to increase mileage, save money and protect the environment.

Thank you once again to all union members and salaried employees who signed petitions, contacted your elected representatives, or visited the Capitol to help get this bill passed.

## Judy T "Wanna- B" Cop on the Beat!

Like a cop on the beat, Judy Tierney walks the aisles and alleyways of the M Building, looking for those annoying smokers. A one-woman goon squad, Judy has caught several employees violating the com-

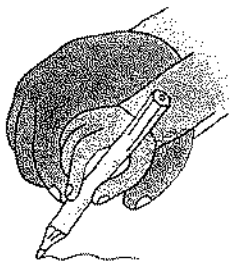
pany's no smoking policy. She doesn't just catch them, she puts them on report, running like a childish schoolgirl to tell anyone in management who will listen. Members of management actually turn their heads, hoping she won't notice them when she runs down the aisle in one of her tizzies.

But what is her real job, employees might ask? Does she contribute anything to the after-market business? Others might wonder how she can catch them smoking *when the cigarette isn't even lit*. Judy is everywhere, at all times, and sees everything: *so please be careful*. She also knows if you *intend* to smoke!

If you see a blur go by dressed in a cop's uniform yelling, "Yoo-hoo, Rich... I caught another one," as she seeks out Rich Joseph or one of the other jamokes who work for Littlefield, **DON'T WORRY**. You can take comfort in knowing it isn't an escapee from an institution, it's just **Chief Judy** of the M Building Smoking Police.



# Union Brother from HFB Needs Help



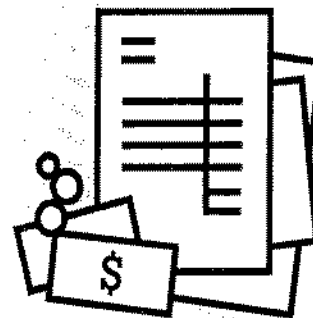
Don Gadbois, 51, has struggled all his life with lung problems. His lung conditions include Chronic Respiratory Failure, Chronic Obstructive Pulmonary Disease, Asthma and other difficulties. Don has worked as a machine operator at Pratt & Whitney, East Hartford, for 30 years. He was working in Hollow Fan Blades until his hospitalization in August of 2002, due to the severity of his lung condition, prevented him from returning to work.

Don's lung condition is progressive and his only hope for survival is a double lung transplant, for which he is considered to be an excellent candidate by Brigham and Women's Hospital in Massachusetts. He is on multiple medications and oxygen 24/7, and has been actively awaiting a transplant since April 2003.

While Don and his family have always lived a modest life, the cost of a lung transplant is extremely expensive. There are many pre and post transplant related expenses that are not covered by Don's health insurance.

To help pay for uninsured medical expenses, a fundraising campaign has been established, in Don's honor, with the National Transplant Assistance Fund (NTAF). NTAF is a non-profit 501(c) (3) organization that has been helping the transplant community for over 30 years. All donations to this campaign are tax-deductible and are to be used for transplant related expenses only. If you wish to make a donation:

Make checks to:                   NTAF Northeast Lung Transplant Fund  
Note in memo section:        In Honor of Don Gadbois  
Mail to:                             3475 West Chester Pike, Suite 230  
  Newtown Square, PA 19073



Your prayers, as well as your financial gifts will be greatly appreciated and will help us through this very difficult time.

Family and Friends of Don Gadbois

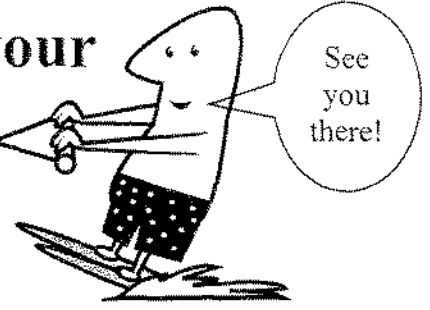
**CARO Fashion and Talent Fund Raiser** had a GREAT turnout. Thanks to all who were involved. It was great fun, food and company for a good cause...The United Way.





# Beat The Heat and come to your "IAM Local Lodge 1746"

Next Monthly Meeting  
August 14th @ 11:00a.m.



## Bikers Join to Kick Cancer

<http://www.kickitride.com/>

September 25, 2005

Third Annual Ride.

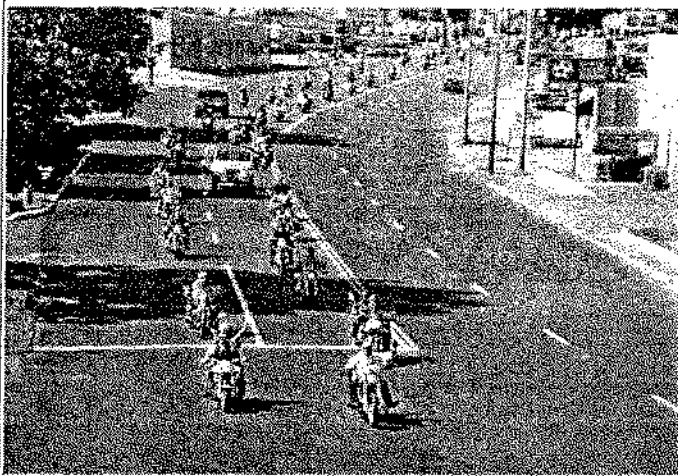
Rain or Shine. Police Escort.

Free Lunch & Party.

Pre-register for a FREE shirt & pin!

Our web site is under construction.

Check back soon for on-line registration form, photos from last year's ride, sponsors and more.



## Back to School time is getting near Buy Union.

Here are some web site links for Union made clothes.

[www.nosweatapparel.com](http://www.nosweatapparel.com)

[www.justiceclothing.com](http://www.justiceclothing.com)

[www.unionjeancompany.com](http://www.unionjeancompany.com)



### Get Involved

We LOVE hearing from you !

- Birth Announcements
- Loved ones stationed overseas or in the service
- Retirement announcements
- Anything that you the member, would like to share, on a monthly basis.

Please email your announcements & messages. Items for the next issue must be emailed by September 1st.

[locallodge1746@snet.net](mailto:locallodge1746@snet.net)

### WEBSITES:

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

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

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



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