



Local Lodge 1746

# insight

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

December 2008 Volume 11, Issue 12

## Work on December 24<sup>th</sup>

On the eve of Thanksgiving the Union was notified that for TMC and CANMC the company is utilizing the **NON-SCHEDULED WORKDAY**. What does this mean?

For those that have saved vacation time for that day- sorry you can not get paid vacation for an unscheduled day! TMC put out a memo that instructs supervisors “record the absence as not scheduled to work (NSW) in SAP.” Absent on a non scheduled day- an intriguing concept. Members in affected areas have grieved the situation by the hundreds while managers in other areas are thinking of jumping on the bandwagon. The spirit of the Holidays- **HUMBUG!**

It should be pointed out that the date, December 24, 2008, was a topic of discussion at Contract Negotia-



tions last year where the Union proposed that it be a paid Holiday. This proposal was rejected by the company as they did not want to add to “paid time off.” Also there is a provision (Letter 24) about the Connecticut Work share Program, which would avail Unemployment Benefits to those affected. Both scenarios spell **COST** to the company and this is the endgame as far as they are concerned. It is about saving cost.

If you have never experienced the sensation, we can now say that we have been **SCROOGED**. Efforts will continue to resolve the grievance as situations exist where management had already committed to granting vacation time to those who put in for the 24<sup>th</sup> but the whole intent on this move is to deny pay for that date. So beyond the shortage in pay for the holiday week,.

**HAVE A HAPPY AND SAFE HOLIDAY!**



*“It’s going to be a light load. He’s boycotting all toys made by Third World slave labor.”*



## Now that the election is over,

What is President Barack Obama going to do about putting OSHA on the right track for all workers.

I have my Christmas

wish list for Safety and Health,

We need to increase the OSHA Inspectors and have more programs that will help the workers of America., There are more work sites that need to have surprise inspections for Safety, We need an ergonomic standard that would be enforceable. Right now we have to go by the General duty Clause.

When Bill Clinton was in Office, He signed on to an ergonomic standard, When George W., Bush came into office, He got rid of it with one swipe of a pen. Ten years of work went into writing that standard and all that work went by the wayside. He said it would be too costly for companies, Well, What about the workers that get injured on the job? Don't they count? They are the ones that make the product and make the profits the companies and there stock holders enjoy. We can only hope that the OSHA standards get better for us. OSHA needs to have more teeth to enforce the standards and regulations that are on the books now. The government needs to let OSHA do there job they way it was originally intended to do.

I would like to commend all the Chiefs and all Union Reps from East Hartford, Cheshire and Middletown. They really keep up on all safety and health issues at there sites.

We are starting the Voluntary Protection Program from Osha at two of the sites, That is a special program that is an honor to be in. It is a hard journey to get there, Let's put it this way, The facilities have to be squeaky clean to fly that special flag and there injuries must be down as well, there is a review process every few years to keep that special flag flying. Everyone must work together to get there, There is plant protection, the fire fighters ,contractors, in other words, everyone that works at the site and all the unions must be involved,

There are ways to get involved on the shop floor and to help out your friends, coworkers and of course, your union, Be part of the Voluntary, Environmental, Health and Safety Committees, (VEHS) We're always looking for hourly participant in this program.. If you would like to get involved, you can see one of the Chiefs or safety reps at your facility, East Hartford, Chief, Rodney Conlogue, Middletown, Chief, Paul Dickes, Cheshire, Chief, Chuck O'Neal. Or see any of the Union Reps for more information.

There are several committees to be part of, Ergonomics, Design process review, Communication, Audit, and Pollution prevention . .With that said, I would like to Wish All of You and Your Family a very Happy and Healthy Holiday Season.

*Fraternally yours, Deb Belancik*

## The Coat Drive 2008

Thanks so much for the wonderful generosity shown by all of our Pratt and Whitney coworkers. This year's coat collection surpassed last year's record amount of 770 coats by 23% to total a whopping 950 men women and children who will have a warm winter this year.

Agencies throughout CT will be grateful because their needs this year are even greater than last year's. Most agencies are experiencing a 40-45% increase in need. We also collected 2-3 times more outer wear this year such as gloves, scarves, mittens, etc.

I want to also thank all of the volunteers who helped by giving up some of their free time to do this collection. Without them this collection would be impossible.

Everyone who donated and or volunteered to help should take a moment to congratulate themselves for they have truly touched someone in need. Last of all we wish Julie Triggs, who helped restart this joint union- company event the best of luck. Julie left Pratt at the end of November and will be missed. Her smile and optimism was a big part of the reason why we were so successful. We look forward to working with Viola Tine who will be taking her place.

*Best of holiday wishes to all of you,  
Howard A. Haberern  
Chairperson Local Lodge 1746  
Community Services Committee*



## “FOOL’GOLD”

The yellow medal that drives managers crazy is ACE Gold. The Finger legacy is to propel Business Units to ACE Gold as soon as possible or sooner. Why is there apprehension from the Bargaining Unit? Why do we not share the excitement for the crusade? Through experience this “operating system” does not work for us! The reward for success translates to the loss of **JOBS**.

History has shown the Bargaining Unit that ACE Gold packages **OUR JOBS** for export. Remember the sterling Composite Operation we once had in Rocky Hill?

Remember the Plant we had in North Haven, complete with a fitness center? Remember the manufacturing center known as General Machining? Remember John Sich’s vision of Development Operations? All proud operations populated with a proud workforce.

The latest trend in the drive for Gold is to have decisions made that change working conditions because of a Kaizen Event. Damn the **CONTRACT**, damn the established past practices, damn the grievance dispositions- Full Speed Ahead! Does Management have that right? **NO** they do not! There is an excep-



tion to Article 1, Management Functions, of the Collective Bargaining Agreement...” unless otherwise hereinafter provided.” The “hereinafter” part is the Agreement as negotiated and management is bound to work within those restrictions. Disputes are supposed to be worked out through the Grievance Procedure.

A graduate of Ito University does not have authority to make changes to work assignments which cross “Occupational Groups.” Why can that be important? When it comes to crunch time when there are declared surpluses and, in the extreme case, involuntary layoffs, those that hit the street are determined by Occupational Group. When the Company vends work out because we do not have enough “arms and legs” and adding to the headcount of the Bargaining Unit is **IMPOSSIBLE**; push back from the Union on crossing codes? You bet there is!

There will be opposition to the latest and greatest “operating system”, no matter what it is called, whenever the end result of that system compromises the Collective Bargaining Agreement or threatens the Job Security of any group covered by the Agreement.

*The Gold Standard offered by ACE* as historically demonstrated to this Bargaining Unit, is a FOOL’S GOLD which nobody wants.

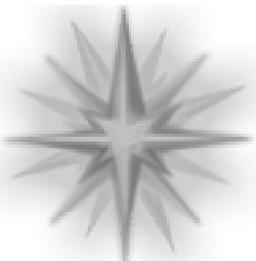
## “Gate Collection”

Our Workers Aid Collection was a true success again this year, a real cause for celebration. With this terrible economy, we managed to break the records!! The amount collected was \$10,181.66. We beat last year’s total by \$1,118.66. This is truly remarkable with the present financial challenges facing everybody.

Once again, Pratt workers from all sectors have risen to the occasion to show that they care about their co-workers who may be facing a financial challenge. This fund is available to all Pratt employees who have a need. I want to also thank the company for allowing this collection to take place, the volunteers who manned the entrances, the union for coordinating this drive, and of course to all of you who so generously donated your time and money.

Big time thanks too, for Brad Chase, Nancy Flagg, and Ron Ouellette, my co-chairs, who keep me straight each year, and to Cathy Spinali and Carl Hervieux of UTC Power for coordinating the collection at their site

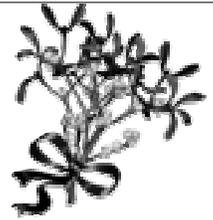
*Howard A. Haberern*  
*Chairperson Local Lodge 1746*  
*Community Services Committee*





# The Next Monthly Meeting is December 14th @ 11:00 am

*The Local Lodge 1746 wishes all members to  
Have Happy & Safe Holidays to both you and your families!*



### WEBSITES:

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

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

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

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



### EAP Corner

For IAM Local Lodge  
1746: P&W in  
East Hartford and  
UTC Power in  
South Windsor.

*Please feel free to contact  
me with any of your issues  
or concerns and know that it  
will be in  
total confidentiality.*

Cell: 203-444-0267  
Pager: 860-708-4186  
Lenny Ward

### Machinist Club Dinners

Friday Night from  
4 PM - 8 PM

Call 568-4234



*December 12th Special  
Stuffed Chicken Breast*

*December 19th Special  
Roast Pork Dinner*

*Also available*

*Fish & Chips- Donation \$ 8.00*

*Cheese Ravioli &*

*Meatballs-Donation \$ 6.00*

*Meatball Grinder*

*w/Fries-Donation \$ 6.00*

Don't forget to shop for  
your gift's this Holiday  
season at Union stores  
both online and I stores!



### LIVE Music

Dec 12th

**ALEXIS**

Dec 19th

**BASICALLY BLUES**



# Don't Forget to Wear RED on Fridays



## LOCAL EXECUTIVE BOARD:

John Cloutier President; Juan Gelabert Vice-President;

Denise Kniss, Recording Secretary; Nancy Flagg, Secretary Treasurer;

Roy Chambers, Conductor/Sentinel; Trustees: Jeff Santini, John Spinelli and Tom Wheeler,

## NEWSLETTER COMMITTEE

John Cloutier, Linnea Demanche-Editor, layout and design.

Leon Hall-Cartoonist, Deb Belancik, Jose Carranquinha,

George Rogers, Earl Schofield, Mike Stone and Lenny Ward