

Local Lodge 1746

# insight

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

February 2009 Volume 12, Issue 2



## **THE BIG SQUEEZE PROFITS BEFORE “PEOPLE”**

Citing “the economy”, cancellation of orders or any other rationale does not explain the bean counters decision

to reduce jobs based on pure greed rather than proactive action. They forget that Pratt and Whitney has made billions of dollars through the skills and dreams of past working members.

The current involuntary reduction is a result of a directive from corporate to take action to turn around the downward spiral of the UTC portfolio and their greedy attitude. How does it make sense to cancel orders and outsource our jobs, so that other countries and companies prosper while our economical status is in a downward spiral?

What has the Union response been? The first proposed solution from this Local was “Manage your Overtime!” By scheduling work during regular work hours and **NOT** asking for large amounts of Overtime, no adjustment to the workforce is necessary. The company response was that it is too late for that and that it would be considered in the future. History has shown that even in areas affected with temporary layoffs they do not manage without Overtime. The fact remains though that without some overtime more members would maintain employment. Yet the corporate officials are still getting their huge bonuses and outsourcing our jobs.

The second solution refers to the Workplace Guarantees in Letter 22 of the Collective Bargaining Agreement. This recent mandate from corporate flies in the face of that Letter and this Local is committed to pursue the

spirit and intent that was negotiated especially, but not limited to, the case of the “indirect” workers who have been affected.

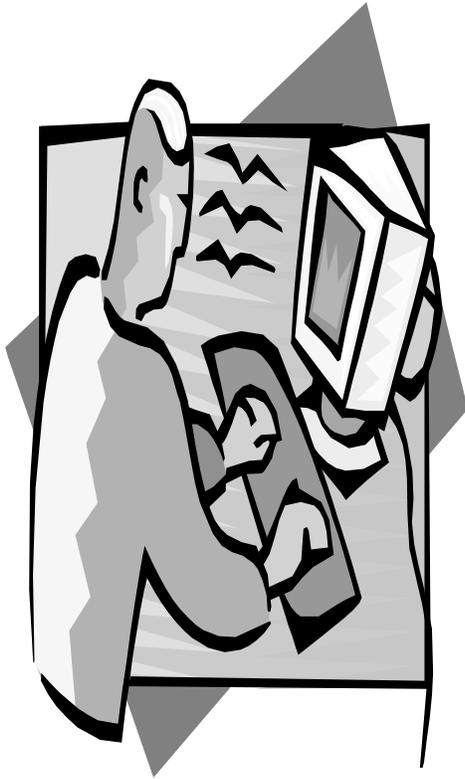
In 2008 we were able to avoid involuntary layoffs because of two factors - 1. the contractual Voluntary Separation Option (Letter 33) and 2. the available jobs in other areas (Surplus to Need.) Currently there are no need areas and the number that signed up for the Voluntary Separation fell far short of the announced surplus. The original number was reduced and some who remain should be thankful to those who made the decision to take the VSO. The fight will continue on behalf of all of those who were involuntarily laid-off.

What is to be done? First, as previously mentioned, this Local will pursue enforcing Letter 22, and in the case of Facilities & Services (and other indirect workers) having subcontractors and others absorb our work while our people are on layoff is absurd and unacceptable! For many years F&S Management has cited “not enough arms and legs” as an excuse to subcontract work. It is one thing to shrink the workforce by attrition but it is unacceptable to reduce the Bargaining Unit with any involuntary layoff.

Other areas to watch, which have been fairly continual in the Grievance Procedure, are Salary and others doing Bargaining Unit work, Crossing Job codes and classifications and Improper Job Assignments. These issues where either Salary is absorbing Bargaining Unit tasks or where jobs are improperly assigned to the wrong Occupational Group have a result of absorbing work that could keep others employed.

The fight continues and this Local will utilize all means available to preserve work here. We are processing several issues with upper management but results are undetermined at the time of this writing. Solidarity is a key to securing the best result, so let us move forward together in this struggle.

## *Americans Want* **“Health Care Reform”**



*Recent AFL-CIO opinion research of union members and retirees and polls of the general public show Americans overwhelming agree on the need for health care reform.*

**AFL-CIO opinion research of union members and retirees found:**

- 71 percent of union members believe it is “critical” for elected officials to address health care (compared with 75 percent for Iraq, 67 percent for terrorism and 43 percent for economic conditions).
- 82 percent of union members say the health care situation is either in a “state of crisis” (32 percent) or has “major problems” (50 percent).
- 76 percent of union workers believe the health care situation either needs an “overhaul” (30 percent) or “major reforms” (46 percent).
- 82 percent of union members say the “government should do more” in the area of health care (compared with 67 percent for education and 63 percent for labor/employment issues).

*Source: Financial Dynamics International Ltd. for the AFL-CIO, a nationally representative survey of 601 working members and retirees, July 25–29, 2007.*

**Polls of the general public show strikingly similar results:**

- 90 percent of respondents to a CBS/*New York Times* poll of the general public earlier this year said the U.S. health care system needs to undergo fundamental change
- (54 percent) or be rebuilt completely (36 percent).
- 95 percent of the public believes the fact that many Americans do not have health insurance is a very serious
- (70 percent) or somewhat serious (25 percent) problem, according to that same poll.
- 84 percent of the same respondent pool said they would favor expansion of a government program that provides health insurance for some children in low- and moderate-income families in order to cover all uninsured children.
- 85 percent of respondents to an Associated Press poll earlier this year said health care was either extremely or very important to them as an issue while
- 86 percent of those polled in another CNN survey around the same time agreed.
- 76 percent of Americans either strongly support (53 percent) or somewhat support (23 percent) providing guaranteed health care coverage for every American, according to a recent Gallup poll.



## Machinists Fault Boeing for Triggering '08 Strike

The IAM today called on leaders of the Boeing Company to end their misinformation campaign regarding the 57-day strike by 27,000 Machinists union members.

“The strike was triggered by a Boeing strategy to create a separate and lower class of employees in its manufacturing facilities; one with lower pay, fewer benefits and a cut-rate retirement plan,” said IAM President Tom Buffenbarger.

Despite an overwhelming vote by union members to strike over Boeing’s divisive proposals, IAM negotiators delayed the shutdown in response to requests by federal mediators for additional bargaining. Still, Boeing refused to move off proposals that were certain to trigger a walkout.

“Boeing had every opportunity to avoid this strike,” said Buffenbarger. “Even after the strike vote, they refused to modify their proposals in the misguided hope that they could pit one half of the workforce against the other half.”

Additionally, Boeing’s claim that the global credit crisis is to blame for a fourth quarter net loss of \$56 million fails to acknowledge strategic management errors, including a reliance on contractors and an outsourcing strategy that compromised the quality control that Boeing was once renowned for.

“Boeing’s global outsourcing of design and manufacturing has been a failure,” declared Buffenbarger. “They lost control of the final product and held Machinists out for 57 days, over language that could have been offered and accepted from day one.”

## Help Support the ‘Buy American’ Act



You can help save our economy and more than 11 million people currently out of work, by contacting your Senator and urging them to support Sen. Byron Dorgan’s (D-ND) “Buy American” provision within the economic stimulus bill.

The Buy American Act, which was enacted during the Great Depression, requires all stimulus-funded projects use only American-made equipment and goods. Inclusion of the provision in the economic

stimulus package is essential to ensuring the \$819 billion does exactly what it is supposed to do: stimulate the American economy and create jobs here at home – not overseas! The provision ensures the money goes into the pockets of American workers – not those of foreign corporate executives and contractors.

The U.S. Department of Labor shows we have lost more than 4 million manufacturing jobs over the past few years. The current unemployment rate is at 7.2 percent, and is climbing towards the double-digits. Passage of the stimulus package is the last hope for millions of U.S. workers struggling to stay afloat in the midst of this economic storm.

“Millions of U.S. families are going without food and shelter, they’re behind on their mortgage, staring at an endless pile of bills and are unsure about tomorrow,” says IAM International President Tom Buffenbarger. “Allowing foreign companies to line their pockets with U.S. dollars and U.S. jobs at a time like this is unfathomable.”

Some argue that using U.S. taxpayer money to support U.S. workers will force other countries to do the same, and further exacerbate the crisis. The truth is, they’re already doing it. Many countries have already implemented measures to protect their jobs and their workers. The time has come for the U.S. to do the same.

**To call your Senator use the toll-free number 877-331-1223, and tell them to support U.S. workers by supporting Sen. Dorgan’s “Buy American” amendment.**

## EFCA is Key to U.S. Economic Recovery



A new report by the American Rights at Work organization shows passage of the Employee Free Choice Act is imperative to pulling the country out of economic crisis.

The report shows a direct link between the current downturn, and weak labor laws coupled with relentless corporate anti-union activity. According to researchers, “a lack of bargaining power in the hands of workers... is at the heart of the U.S. economic quagmire.” They say restoring the right to form unions, and empowering workers with the protection they need in order to bargain for better wages, benefits and working conditions, is necessary for economic recovery.

“With expanded collective bargaining power, more workers would move into the middle class,

*Continued on page 4*

stimulating economic security,” say researchers.” Allowing workers to freely form unions is essential to putting money back into the pockets of those whose spending drives the economy, producing spending a highly skilled workforce to promote future economic growth, and increasing the political participation of workers to shape new economic strategies that benefit the middle class.”

The Employee Free Choice Act gives workers the freedom to form a union without the risk of employer intimidation. Be sure to sign a “Million Member Mobilization” card to support The Employee Free Choice Act. The AFL-CIO will present the cards to President Barack Obama and the new Congress to demonstrate the widespread support for stronger laws to protect the right to choose a union and bargaining a first contract free from unfair employer tactics.

Cards were sent to every IAM local and district lodge in the United States, and should be returned to local or district lodge representatives who will then forward them to their respective territory offices. For information about the Employee Free Choice Act, including a fact sheet and other background information, <http://www.freechoiceact.org/page/> for the aflcioweb page, and to sign up for a membership card if you haven’t done so already go to, <http://www.aflcio.org>

**Source:<http://www.goiam.org/publications>**



## **“American with disabilities Act of 2008 signed into law”**

On September 25, 2008, the ADA Amendments act of 2008 was signed into law by President Bush. The Act, which is effective January 1, 2009, expands the scope of disabilities covered under the ADA Act of 1990, The act broadens the scope of protection available to employees by rejecting two Supreme Court decisions which narrowly construed the definition of **“DISABILITY”** under the **ADA**.

### **The act contains the following amendments:**

- The Act specifically provides the term “disability” shall be construed in a favor of broad coverage for individuals;
- The Act prohibits the consideration of “mitigating measures”, such as medication, medical supplies, prosthetics, hearing aids, mobility devices and assistive technology, in determining whether an individual has a disability;
- The Act clarifies that an impairment that substantially limits one major life activities in order to be a disability
- The Act states that an impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active.

***The ADA Coalition of Connecticut*** will be given an information session on the newly revised ADA ACT. . This is one thing that President Bush did right. It was a hard sell but mostly every state had something to say in favor of a newly revised ACT for people with disabilities. They will be addressing the hidden disabilities as well as many others types of disabilities that were not considered when the first act of 1990 was written.

***Respectfully Submitted,  
Deb Belancik***

# OUR TAKE:HEALTH CARE REFORM

## Health Care Our Take: Health Care Reform

As the health care reform debate shapes and heats up, we will post many of reports, papers and plans from organizations and individuals. We also will provide readers with an AFL-CIO "Our Take" on the each item we post, summarizing the contents, explaining its relevancy and offering a look at health care reform through a working families lens.



- \* Jacob Hacker report, *The Case for Public Plan Choice in National Health Reform: Key to Cost Control and Quality Coverage*
- \* AFL-CIO take
- \* New America Foundation Announces Health CEOs for Health Care Reform
- \* AFL-CIO take, *Man Bites Dog: Healthcare Plan CEO's Call for End to "Business as Usual"*
- \* America's Health Insurance Plans report, *Now is the Time for Health Care Reform: A Proposal to Achieve Universal Coverage, Affordability, Quality Improvement and Market Reform*
- \* AFL-CIO take, *What's Up With the Insurance Companies Calling for Health Reform?*
- \* Congressional Budget Office report, *Key Issues in Analyzing Major Health Insurance Proposals*
- \* Kaiser Family Foundation report, *CBO Reports Analyze Major Health Insurance Proposals' Potential Effects on Federal Budget, the Uninsured, Costs*
- \* AFL-CIO take, *Yes We Can! Major Savings Possible in Health Care*
- \* Senator Max Baucus (D-Mont.) report, *Call to Action: Health Reform 2009*
- \* Read the statement from AFL-CIO President John Sweeney on the Baucus Health Care Report
- \* AFL-CIO take, *Summary of Baucus White Paper on Health Reform*
- \* Center for American Progress report, *The Economic Imperative for Health Reform*
- \* New America Foundation report, *The Cost of Doing Nothing: Why the Cost of Failing to Fix Our Health System is Greater than the Cost of Reform*
- \* AFL-CIO take, *The Need for Health Care Reform: Center for American Progress Report & "The Cost of Doing Nothing"*
- \* Milliman report, *Hospital & Physician Cost Shift: Payment Level Comparison of Medicare, Medicaid, and Commercial Payers*
- \* AFL-CIO take, *National Hospital & Health Plan Associates and Blue Cross Report Highlights Caused by Different Payment Rates Between Public and Private Insurance Plans*
- \* Read the Institute for Health and Socio-Economic Policy report, *Single Payer/Medicare for All: An Economic Stimulus Plan for the Nation.*
- \* AFL-CIO take, *Single Payer/Medicare for All: An Economic Stimulus Plan for the Nation.*
- \* Read the Children Defense Fund report, *Summary of State Children's Health Insurance Program Legislation.*
- \* AFL-CIO take, *Summary of State Children's Health Insurance Program Legislation.*
- \* Read the Main Street Alliance report, *Taking the Pulse of Main Street.*
- \* AFL-CIO take, *New Study Shows Small Business Views on Health Care Reform.*
- \* Read the Kaiser Family Foundation report, *The Public's Health Care Agenda for the New President and Congress.*
- \* AFL-CIO take, *The Public's Health Care Agenda for the New President and Congress.*

**For more information and details to <http://www.aflcio.org/issues/healthcare/ourtake.cfm>**



The Next Monthly Meeting is  
 February 8th @11:00 am  
 "Happy Valentine's Day"



**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**

**Dinner Menu for February 20th**

Prime Rib dinner \$15.00 donation

Fish and Chips \$ 8.00 donation

Music by the  
 Tony Lee Band  
 @ 9:00 PM



**WEBSITES:**

[www.iamLL1746.org](http://www.iamLL1746.org)  
[www.iamdistrict26.org](http://www.iamdistrict26.org)  
[www.goiam.org](http://www.goiam.org)



Please email your  
 announcements & messages.  
 Items for the next issue must  
 be emailed by  
 March 1st, 2009.  
[locallodge1746@snet.net](mailto:locallodge1746@snet.net)



Remember to call **EARLY**  
 to order  
 568-4234

**EAT IN or TAKE OUT**

**Don't Forget to Wear RED on Fridays**



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