

Local Lodge 1746

# insight

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

February 2010 Volume 2, Issue 13



## We WIN!!!

Well, Brothers and Sisters we have won yet another round with the company.

The corporate greed of Pratt and Whitney and their unethical ways of trying to take away our rightful jobs did not succeed again! Thanks to the work of our Union Officials and our lawyers who

helped us keep our jobs. Unfortunately, this win does NOT mean we are out of the woods. It just helps send a message to the company, that we will stand together in ***Solidarity for our Rights as Hard Working Union American People.*** This Company and these jobs who we, ***the Union-Workers,*** have been loyal to, yet they still blatantly attempt to move our jobs to non-union shops and off of the American soil where they were founded. We as ***Americans and Union Members*** will ***NOT*** stand for it and will continue to fight for our jobs and for our rights as ***Americans.*** Obviously, we are not alone in seeing the truth.

Thank-you Judge Janet Hall, along with all of the Lawyers and Legal Team Members, Senators and Congressman, who saw through the injustices that Pratt and Whitney was trying to bestow upon us. Pratt and Whitney, the founder of ***American Aircraft Engines*** and who uses the ***American Eagle as their logo,*** tries to justify their ***un-American*** actions, by out sourcing our ***American Union*** jobs shops to save money? Although they have had absolutely no problem continually spending countless hours and money shipping the work to these other facilities, or on legal fee's and lame committees who come up with all these ***No-Brainer*** ways to ***SPEND*** not ***SAVE*** UTC corporate cash \$\$\$???

Not to mention the fact that while we were all waiting around in awe of their ***No-Brainer*** announce-

ments to move our jobs and close plants while our work was outsourced to others as they were paying us here yet giving us no work??? ***“Are you sleeping in the corporate gold building”?***

Here's the re-cap: Let's get out the calculator and math for dummies manual, the company paid the lawyers, committees, legal fee's, shipping costs, remodeling costs, media representation, out-sourced people to do ***OUR*** work throughout this whole fiasco. Then, there is the money and time wasted on ACE, with all their continuous efforts to show off their newly painted aisles, nice little racks, which are empty, and designed to show where all the work is supposed to be? All this for a more efficient work flow and the smaller work areas to save money on floor space. Let's not forget to add in the costs for all the charts, graphs and power point presentations just to make crap look like crap. All this was supposed to have been done for better cost effectiveness, but it would seem to have been done with the intent of getting rid of our Union jobs. Once again, keeping all these things in mind, it was said by the company, that this was about saving money? Gee, it shouldn't take rocket scientist or a jet engine science calculator to do the math on that! It cost UTC millions... Justice was defiantly



served when we won the court case. ***“Wake up you people in the gold building”!***

The important thing learned through all of this is the truth; no matter how many times or how much money the company chooses to waste, to so call save it, they still seem to waste more and more! It makes no sense! We are the winners not the whiners!

We the workers, who made the company what it is, can see the simple facts and we will and can stand together to keep our jobs. Yeah, team Connecticut, let's keep on winning and get ready for the next round!

***Local Lodge 1746*** and all of us from “Insight” want to send out our condolences and prayers for the members of ***Plumbers & Pipefitters Local Lodge 777*** and their families for the tragic Power Plant accident in Middletown.

## EHRO'S ACE

### "Metrics Bailout Program"



*Cash for clunkers?*

*Food for Silence?*

**READ AND DECIDE!**

Here in East Hartford, there is always something new in the minds of the repressive managers in charge of this place. The latest comes from our friends in EHRO "you know who they are!" They are those folks



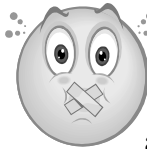
under the direction of E.F. Hutton, who don't miss a beat trying to make life in the module centers under their command a nerve racking experience. They devised a new way to improve their "Numbers" for their ACE Charts to make them look good at the expense of everybody else.

It is simple. If there are "No Injuries" you get FOOD



and if there is a particular unit that has an injury; then EHRO will have this big Extravaganza, inviting everybody in all those units that had "No Injuries" and the folks that had one or more injuries reported will not be invited.

Now these parties will take place during regular working hours and right in front of all the folks that did not get invited, so much for DCI. Some people may say, what is wrong with giving some recognition to some people? The answer brothers and sisters is the hidden agenda in their actions.



The goal is to scare everybody into "NOT REPORTING INJURIES" right against their own policies and procedures that dictate that all injuries have to be reported.

With this "NEW PLAN" If you get hurt; you may be a little apprehensive about reporting, because your depart-

ment will not participate in the feast, you become the "BAD Guy" the national man of hate by your peers, all that for the simple act of reporting an injury.

Our union has always believed that "Discipline has no place in Safety." Education, prevention and involvement are the ways to prevent injuries.

We have our EH&S Incident investigation Committee which is composed of management and our Union Health & Safety Reps. All incidents shall be investigated within 24 hours of occurrence and the Union Safety Representative shall be an active participant. These provisions are spelled out right in the East Hartford Site Procedure. This ensures that the members' rights will not get trampled and that with his full cooperation the situation will be corrected to prevent any further injuries. EHRO and CARO, which are part of after-market, don't like to abide by our East Hartford Site procedures they like "Global Procedures".

Global Procedures idea of injury procedures consist of NO Union Involvement and management does what they see fit. These procedures often involve ambushing the injured member with "Inquisition type of interrogations", manipulating the member into accusing himself of wrong. After doing so, they could administer discipline actions. Brothers and Sisters don't fall for the "Free Lunch" "type of Deal. The Real Deal, is Your Right to work in a Safe Environment."

If the Company wants to scare the work force into not reporting injuries so they can improve their ACE METRICS that is not our Problem.



**"WE ARE NOT AFRAID and we don't scare easily".**

**We will do what is Right and just for us.**

### NEW RULE FOR CDL DRIVERS



U.S Transportation Secretary Ray LaHood today (January

26, 2010) announced federal guidance to expressly prohibit texting by drivers of commercial vehicles such as large trucks and buses. The prohibition is effective immediately and is the latest in a series of actions taken by the Department to combat distracted driving since the Secretary convened a na-

tional summit on the issue last September.

"We want the drivers of big rigs and buses and those who share the roads with them to be safe," said Secretary LaHood. "This is an important safety step and we will be taking more to eliminate the threat of distracted driving."

The action is the result of the Department's interpretation of standing rules. Truck and bus drivers who text while driving commercial vehicles may be subject to civil or criminal penalties of up to \$2,750. This rule will apply to those P&W employees with a CDL license.

**(Earl Schofield, CEAP, SAP, LAP-C, NCAC-I)**

# East Hartford Hourly Training

## 2009 Summary

During 2009 a large number of training events were completed under the Hourly Training Program. These training events were conducted in accordance with the Collective Bargaining Agreement, **Letter 14** (Technical Training), **Appendix H** (Joint Company/Union Training Agreement) and the **Hourly Training Program Process** (cited in Appendix H).

In East Hartford a total of **238 one-on-one** "on the job" training events (OJT) were successfully concluded in 2009. Additionally **564** employees attended classes under the Hourly Training Program, for a total of **802** completed training events for the year. Currently, as of February 2010, there are **152** OJT events in progress

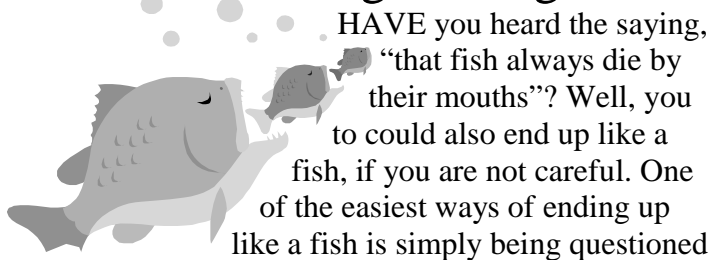


and **1,059** hourly employees scheduled for a wide variety of classes this year.

We have also opened 2 new classrooms where hourly training courses are being held. Hourly Training Center Classrooms A and B are located on the main aisle running from J and K Buildings to Willow Street. Look for the overhead signs between columns T-29 and N-29. Numerous new OJT training manuals and courses have recently been developed, and many more are being written to keep up with the training needs of the East Hartford Bargaining Unit.

The East Hartford Hourly Training Coordinators would like to extend our thanks to all those who have participated in the Hourly Training Program, as trainees, trainers or subject matter experts. We look forward to working with you in the future.

## Going Fishing?

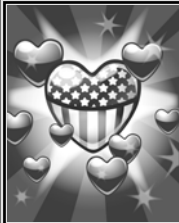


HAVE you heard the saying, "that fish always die by their mouths"? Well, you to could also end up like a fish, if you are not careful. One of the easiest ways of ending up like a fish is simply being questioned by one of the company's committees concerning records. The Company is always looking to see how they can get rid of extra aggravations with minimum costs, by allowing the "BIG fish" to do these so called inquiries, which basically are fishing expeditions to eat the small fish. During these expeditions there is " *Up dating our Medical Records*". These updating procedures can be nothing more than a Bureaucratic Fishing expedition, to see what the "Big Fish" will catch. This seems to be one of the Company's favorite ways of eliminating the extra fish. In addition to the updating is done by the Workmen's Compensation Carrier. Brothers and Sisters be very careful with the information that you may be giving to the medical department and worker's compensation representative. Questions about outside activities are being asked and admission to them may be used against you. The fact that you may have been working the same job for many years in less than ideal conditions is often overlooked. Remember you have the right to Union representation if you are told to report to medical for questioning.

The carrier committee basically determines if you will be able to perform your job based on the updated information. You will also have to pass their tests in order to perform your job. The tests appear to be designed to make injured peoples' life so aggravating that they will give up trying to get a claim in. The carriers make money by "NOT PAYING ANY CLAIMS". It also appears that in order to meet the requirements of being one of these carriers, one must have the ability to pass or fail injured workers. The criteria of getting a position as one of their employees seems to involve having the ability to say and stamp documents with: "CLAIM DENIED" as fast as possible and without breathing. They must also be on some incentive option, seeing how it appears that the employee with the larger numbers of denied claims achieved wins the post.

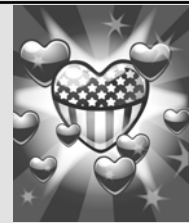
Most of the job related injuries are contested these days. Also, Cigna has a program where their representatives call some people at home to discuss the status of their conditions, the medications they are taking, etc. You are told that conversation may be recorded, for training purposes. **Yeah Right!!!!** Can this information be used against you? You can bet your last dollar that when you least expect it, the Company and their Insurance henchmen will be using it to suit their needs. If it turns out to be detrimental to your case well, "the fish always die by their mouth".

***You do not have to speak with them.  
The choice is yours!!!***



**The Next Monthly Meeting is**  
**February 14th @11:00 am**

**NOMINATIONS will be held for five (5) Pratt & Whitney  
 Negotiating Committee members**



**CONGRATULATIONS** to Brother  
 Mark Kniss and Sister Denise Kniss  
 who became the proud grandparents  
 of EMILY LYNN ROY on Saturday,  
 January 30, 2010

**The Machinist Club Dinners**

Friday , February 12, 2010  
 from 4 PM to 8 PM.

**Call 568-4234 to order**



**Congratulations** to Sr. Union  
 EAP Earl Schofield achieved his CEAP  
 certification several years ago, in accor-  
 dance with our union contract. After that he achieved  
 his accreditations as SAP, LAP-C, and NCAC-I per-  
 taining to his work as our EAP for the District. Back  
 in 2005, Earl received his credentials as a charter  
 boat captain. Last week, Earl received his Master  
 Mariner Credentials with Commercial Towing Assis-  
 tance certification, qualifying him under the 100  
 gross ton license as a Captain, and can perform Com-  
 mercial Towing Assistance under those same rules.



**Tellers for Elections**

At the next membership meeting  
**February 14, 2010**, there will be  
 nominations for members of the Nego-  
 tiating committee for local 1746.  
 If there is a need for an election, which  
 will be held the March 10th; there will be a need for  
 tellers. All those interested in being considered as  
 tellers; please send an e-mail (address below) to the  
 president of the Local. Get Involved.



**Here are some of the officers email  
 addresses to contact with your con-  
 cerns and suggestions.**



**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**

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- ☺ **Earl Schofield** [EJSCHOF@aol.com](mailto:EJSCHOF@aol.com)

**Let's all Stand together in Solidarity!**

**LOCAL EXECUTIVE BOARD:**

**President Juan Gelabert; Vice President Rodney Conlogue; Denise Kniss, Recording Secretary; Nancy  
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