



Local Lodge 1746

insight

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

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Quality Management Moves Ahead With Blinders On

The Quality Department at Pratt & Whitney has always marched to the beat of a different drummer; largely because they are responsible to assure that the products entering service meet all the specifications necessary to assure the safety of the flying public.

Quality management has also tried desperately to remove work from the bargaining unit and assign that work to salary employees. This process of trying to deplete the bargaining unit has been going on for decades. The Union has filed charges at the National Labor Relations Board (NLRB) and all have been resolved between the parties. During the 2013 negotiations the company negotiated many of our materials jobs away, opening the Northeast Logistics Center (NELC) to do storing, packing, kitting and supplying the Engine Center. When the NELC took over in July 2015, Pratt & Whitney Quality assigned the disposition of non-conforming hardware to salary employees in North Berwick, work that is normally performed by Inspectors assigned to Quality Review. North Berwick employees were signing out parts at such an alarming rate that inspectors in Connecticut said they could not have even looked at the parts or history of the parts. This was another attempt by Quality in Connecticut to make this work salary. Your Union filed another charge with the NLRB that the company had not honored a resolution from 2006. This charge was also resolved between the parties.

Now, it has been no secret that Pratt & Whitney has increased sales in recent years especially with the sales for NEO and the F-135 alone, and there will be growth in numbers that have not been seen for decades. All the while, Quality management was being warned by the union that they need to train more people to be ready for the inevitable increase of non-conforming hardware to be dispositioned. Employees in Quality Review are one of the last lines of defense to make sure that these parts are handled properly and not assembled into engines. During the 2016 negotiations there was a lot of discussion around training employees to perform this critical function. One year later no one has been trained and there was only one meeting in April 2017 to discuss how to move forward.



To each inspector: whether you are assigned to QR or not, we thank you for your hard work. We know each of you is proud of the job you do and that you want to assure that Pratt & Whitney has the best and safest product in the market place. During skip-level meetings attended by many, you shared your frustration with senior management over issues such as being told to scrap inventory to get it off the books, and the need to train employees with a solid inspection background at P&W to become the future inspectors doing the QR function.

In the past three months the company watered down what they proposed as a six-week QRC course into a two-week course. They ran around like chickens with their heads cut off trying to start a course as fast as possible, rather than taking the time to do it correctly. For those of you who told management not to put new employees in the class, you won't be surprised to hear they didn't listen and have populated the class with many Grade 6 entry-level employees. Perhaps Quality management wants hardware moved regardless of the quality. If that's the case, it is troubling to say the least.

Your Union leadership sent an e-mail to HR urging them to step in and do the right thing. Instead, in a phone conversation with your leadership, they seemed extremely proud of the fact that they created new departments to put junior workers in the training, while ignoring the more senior experienced employees who requested the training.

See *Blinders*, page 2

The company's disregard for training hit a fever pitch with the Local Lodge leadership when the company moved forward with this course that was far from ready, so much so that the Locals decided to give Pratt & Whitney ninety (90) days' notice of our intent to completely exit the joint training agreement. Union leadership does not want to be part of the systemic problem within the Quality organization.

Now for what you can do to help! It is no secret that the volume is increasing and Quality Assurance is not close to ready to handle it. Each of you needs to be vigilant and protect the company from itself. If you see salary doing work traditionally done by your union brothers and sisters, call a steward or, at the very least, make sure the union knows. If the company doesn't follow its Quality procedures call a steward. If you think that it's alright to let the boss sign out your work, consider this: for years our members have been being laid off while Quality has tried to have salary take over your work. As sure as the schedule is increasing today, one day it will decrease. And if we don't protect the work we have always done when the schedule decreases, it won't be there to keep our members employed. If it doesn't look right, call a steward. Let's protect this great company from those who want to move hardware at any expense and steal our jobs.

Your Union leadership has asked to meet with the President of Pratt & Whitney so that he might understand what is really going on, rather than just the filtered version he is being provided. Human resources declined.

Submitted by:
Kirby Boyce, President, LL1746
Dave Durbin, President, LL700
Mike Stone, District Business Rep, District 26

Sign Up For Union Committees

At the next monthly meeting, Sunday, Feb 11, there will be sign up lists for the various committee options the union offers. Each committee has a chairperson appointed by the president. It's a great way to get involved and try something new.

By-Law Committee— Meets only when there is a by-law to be added, deleted or changed, and votes on it.

Legislative Committee— Works in conjunction with the CT State Council of Machinists to endorse political candidates.

Community Services & Recreation—This committee plans events like the Golf Tournament Fundraiser or the Union picnic that was held between four Locals last summer.

Organizing Committee— Gets together to strategize and work on organizing non-union shops.

Human Rights & Women's Rights Committee— Works on shop floor complaints dealing with Human Rights or Women's rights issues.

Education Committee— Educates our members via literature and information gathered from the media.

Newsletter Committee—Writes and submits articles that can entertain, educate or otherwise speak to the membership.

Come early to secure a spot on the committee of your choice!

The President's Report
by Kirby Boyce



There are several challenges that face us in the shop. The challenge that needs to be put in the forefront right now is the Employee/Management relationship in TMC. For the last several months, I have been bombarded with complaints from employees and stewards about the treatment from TMC management. Throughout my tenure at Pratt & Whitney, I have never heard of so many complaints from ANY of the Pratt's facilities as I have from just this one area. I'm left to wonder, from the outside looking in, who is responsible for that? Management thinks it's the hourly and hourly thinks it's management. The truth is the hourly workforce in TMC is the same except for the addition of great new talent, but the management has been new, shuffled around, regurgitated, etc.

For several years the company has used Article 1 of the CBA as a resolution to issues. The part of that article that goes around in my head every time an issue come up is "the company has and will retain the sole right and responsibility". Some can recite the rest of the article verbatim, but I am fixated on that particular piece. Why am I fixated on that piece?

It takes much more than making your numbers, catering to your shareholders, and racking up engine orders to run a successful company. If there is any member of management that feels that those items are all it takes or are like, "you mean there is more to it than that?", then shame on you! TMC management, I challenge you to take the part of Article 1 that mentions responsibility and utilize it the way it should be. I feel that it is management's responsibility to ensure a safe working environment, and I feel it is management's responsibility to foster a working environment in which employees enjoy coming to work vs. having a pit in their stomach as soon as they walk through the door. Management 101 stresses that a happy workforce is a productive work force. Try it, it works.

I want to be clear: I am not saying that all management in TMC is guilty of such behavior, however the ones who are know it. Take some responsibility and help create harmony between hourly and management. Not every fight is necessary.

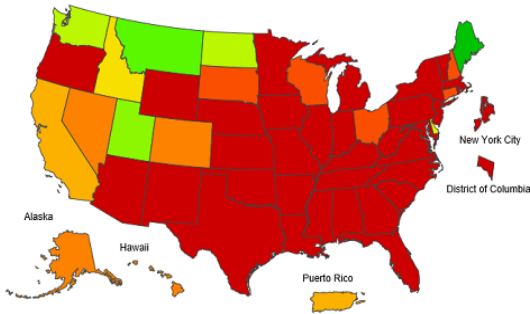
In solidarity, Kirby Boyce



Flu Season Nothing to Sneeze At

By John Hanusovsky, LL 1746 Chief Health & Safety Rep

This one just hit close to home for me. I found out today that a retired co-worker has passed away from flu-related pneumonia. Overall, 42 states, New York City, and the District of Columbia are reporting high influenza activity, and at least 53 children have died as a result of the flu. Here in Connecticut, flu related deaths topped 50 last week, while the CDC says the peak of influenza may still be several weeks away. Clearly this is a matter of life and death, so I'm asking you to PLEASE give this the attention it deserves.



(source: www.cdc.gov)

Symptoms that might indicate the flu are: fever, cough, sore throat, runny/stuffy nose, body aches, chills and fatigue. If you have flu symptoms, get medical attention.

Don't be the company "Hero"!

If you're sick with the flu... stay home! Follow your doctor's orders and **get rest**. Your contract grants you sick time, so use it.

- ♦ If you are a new hire, H.R. has agreed that your job will not be in jeopardy if you return to work with a doctor's note.
- ♦ Don't think, "The company needs me. I'm the only one that knows the job. Who will finish the part?" If no one else knows the job, it's not your problem, it's the company's problem; this is a direct result due to the lack of cross-training.
- ♦ The company doesn't need someone to come in sick and infect half the department. This is NOT a benefit to Production or to your fellow workers.

The Union will continue to request that the company returns to the past practice of providing free flu shots on site. If it's easy and convenient, people are more apt to get the shot. We want to keep people healthy! This is the right thing to do for a company to meet its commitment to creating and maintaining a safe and healthy workplace for all employees. The cost of a flu shot program should easily outweigh the loss of productivity due to high absentee rates.

In closing, protect and value your health, you'll miss it when it's gone. For more information on the flu, visit <https://www.cdc.gov/flu>

Connecticut State Council of Machinists (CSCM) Honors Two Retiring Members

By Therese Hervieux

The CSCM is the political arm of the IAM in Connecticut. Just about every state where IAMAW locals exist has a State council. So for instance, New York has a New York State Council. Some of the functions that handled by the Council are the endorsements of candidates, assist in funding candidates, and help in campaigns like knocking on doors or working phone banks. Per their website, "the Council works to protect and promote the interests of working families through the political process."

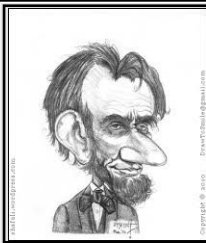
Our local elects five delegates every year to represent us. There is one meeting per month as well as two conferences per year that are educational-based with many exciting speakers. Our five delegates for 2018 are Kurt Burkhart, Kirby Boyce, Vinny Perugini, Regan Toomey, and Joe Durette. Presently, Tony Walter from UTAS Local 743 serves as the new President, along VP Patrick Buzzee from Local 1871 in Groton and Treasurer Kirby Boyce from LL 1746. There is also an executive board (E-Board) where Regan Toomey serves as Area Vice President. Regan reported to the other locals about what is going on at our local, including hiring trends to general issues in the shop.

The CSCM just concluded its first conference of the year on January 19-20 at the Hilton in downtown Hartford. In addition to the officers and delegates of the council, the conference was also honored to have several International representatives present, including President Bob Martinez and Legislative Director Hassan Solomon, both of whom delivered powerful and inspiring speeches. The January conference was also very special because it marked the retirement of two long-time members, CSCM outgoing President John Harrity and Recording Secretary Shirley Dickes. Both Harrity and Dickes have given decades of service to the IAM and the State of CT through their CSCM roles and were widely thanked, honored (and lightly roasted) for all they have done.

For any of our members who have an interest in learning more about the legislative issues and contributing by working in this political arena, you can get more information by talking to any of delegates about what draws them to work with this organization and how you can get involved. The next conference is scheduled to be held tentatively in June of this year, and portions are open to all members. It's a great way to get involved!



LL 1746 President Kirby Boyce presents outgoing President John Harrity with a service award.



The Next Monthly Meeting is
February 11, 2018 at 11:00 am.



Remember Our Troops Red-Shirt Friday's!

In Memory of

**Marvin Jones Sr.
Theresa Hlobik
Kenneth Brown**



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



The EAP Coordinator for IAM LL 1746 is **Lenny Ward**. Brother Ward is LAP-C Certified, an NAADAC / NCAC Certified AFL-CIO Union Peer Counselor, and SAP (Substance Abuse Professional) Certified.

Contact Lenny with any personal issues or concerns and be assured that he will work with you with respect and complete confidentiality.

Phone 203-444-0267 Fax 203-787-4180

Here are some of the
officers email addresses to
contact with your
concerns and suggestions.

- * Kirby Boyce
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- * Howie Huestis rs1746@ll1746.comcastbiz.net
- * Kurt Burkhardt st1746@ll1746.comcastbiz.net

January RIDII Winners

**Anmarie Simmons
Michael Fasciglione
Michael Lester
William Greer
Robert Deane, Jr.**

**David Devoe
Taylor Salman
Michael Sartori
Michael Martell
John Fazzio**

**Insight welcomes
your opinion!**
Send your feedback to
1746news@gmail.com !

We'd love to
hear from
you!



Congratulations!



LOCAL EXECUTIVE BOARD:

President Kirby Boyce; Vice President John C. Taylor; Howie Huestis, Recording Secretary;
Kurt Burkhardt, Secretary Treasurer; Roy C. Chambers, Conductor/Sentinel;
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