



Local Lodge 1746

insight

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

January 2007 Volume 10, Issue 1

Inside
Issue

Cover Story

*Fuel Cells
Contract
Update*

Page 2

*Continue cover story
Health and Safety
Cancer article*

Page 3

*FAA/DOT
Drug testing
Statistic's and
Information*

Page 4

Committee survey

Page 5

Taxes upon taxes poem

Page 6

*Announcements:
Committee members
Websites*



“A Tale of Two Contracts”

UTC Fuel Cells

VS

P&W Florida



As you know our IAM LL-1746 brothers and sisters at UTC Fuel Cells recently ratified a contract agreement on Dec. 3, 2006. Negotiations were slow, somewhat comical, and definitely frustrating. At the table the company put on quite a show on how they wanted to work together to “*grow the business*”, with cooperation from the Union. After all, as they said, it was in our *mutual best interests*.

Unfortunately, during negotiations the company was training salaried employees to be licensed forklift drivers, in case there was a strike. Salaried employees were in the same classrooms with hourly employees for this training. We understand that UTC Fuel Cells has the right to prepare for a strike...but to force hourly workers (whose numbers have dwindled from 260 to 87 since the last contract) to sit side by side with salaried employees, who are training to perform hourly functions during negotiations, is blatant bad faith bargaining. It could be called harassment and intimidation. I'm sure the salary employees forced into this “job assignment” felt that it was unfair to them as well.

The company has insisted that they have the right to prepare for a strike. But all that was accomplished by this act of arrogance was a stark reminder that the company will go to any lengths to scare the membership into a contract settlement. Can you believe that none of the salaried individuals trained ever got their PIV forklift licenses? By the way...the number of salaried employees at UTC Fuel Cells is approximately 400 to our 87 hourly. Quite a ratio, don't you think?

We did not want to dampen the spirit of the holidays in writing this perspective of UTC Fuel Cells negotiations. After all, the “*last, best and final offer*” was ratified overwhelmingly, if reluctantly, by the membership. However, when you are down to 87 hourly co-workers and have salaried employees training right in your face to do your job, it makes it quite difficult to strike – especially knowing the sordid history, throughout the previous 3 year Contract, of the company constantly assigning work outlined in hourly job descriptions to salary.

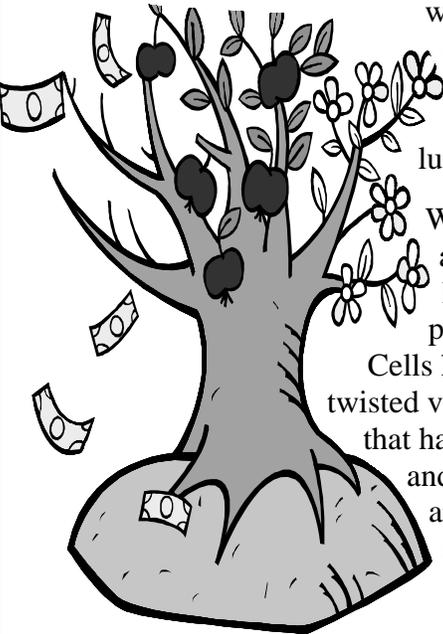
That being said, it is important for us to know that 4 days after ratifying the contract at UTC Fuel Cells, UTC gave a *last, best and final offer* to employees at another round of IAM negotiation at P & W in Florida. This offer was much better than what was put on the table up here. UTC offered \$52 per month per year

Continued on page 2

Continued from cover story

Of service over our \$50 per month for pensions. We received wage increases of 3.5%, 3.5%, and 3%, while P & W, Florida got 3.5%, 3.5%, and 3.5%. In addition, our \$1,000 cash bonus was topped by their \$2000 cash bonus which was actually \$3,000 (an additional \$1000, company-matched) if placed in the Savings Plan. We are paying higher dental contributions as well.

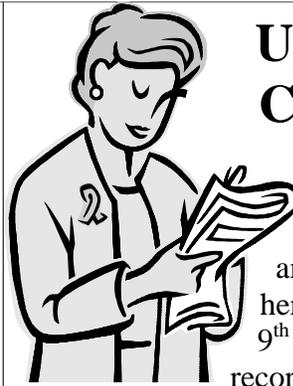
Last and certainly not least, UTC offered Florida a Voluntary Separation Package Program for employees 55 years old with 15 years of service as of December 21, 2006. It was limited to 50 employees and includes;



one week's pay per year of service, one year's medical and dental coverage, and a \$15K lump sum payment.

Why didn't UTC make a similar offer to their loyal, long-term employees at UTC Fuel Cells here? With UTC's twisted view on ethics, it seems that harassment, intimidation, and bad faith bargaining are not only OK, but entirely justifiable...

if a few bucks can be saved & more profits made!



Update on P & W Cancer Study for January 2007

Researchers Roger Hancock and Kathleen Kennedy were here in East Hartford on January 9th and 10th. They are reviewing records and work information in the archives and will also talk to a few engineers and machinists. They received the old maps from the North Haven facility. They are evaluating processes and pin-pointing where machinery was located within the grind lines at the North Haven plant. They are also looking into other processes and work performed near the grind lines.

There were also some high speed grind lines that went to Middletown. They will be checking on them, as well. They are reviewing the type of coolants that were used throughout the different locations. One was oil-based and one was water-based. At one time Pratt Whitney used different types of coolants from different companies. As we continue to review all Pratt & Whitney locations, I will keep you updated on the progress as it becomes available.

*For my Brothers and Sisters,
Have a Happy and Healthy New Year 2007.*

*Deb Belancik 860-565-4766
IAM District 26 Health & Safety Coordinator*



IAM Members from CT P&W Locals, Hamilton/Sundstrand, CT AFL-CIO, Teamsters and other unions show their support for UTC Fuel Cells workers during negotiations at the Quality Inn, Vernon, CT.

[Photos by Mark McWilliams, President, IAM Local 1746-A]

FAA/DOT STATISTICS AND INFORMATION FOR 2006

During the 2006 calendar year, I was involved with slightly more than one case per week with P&W employees regarding mandatory FAA/DOT drug and alcohol testing. Many of these cases were for new individuals just entering the expanded pool, who may have had situations to take care of before submitting to drug and/or alcohol testing.



There were a significantly higher number of individuals that failed a drug or alcohol test during the year. Of those that failed their first test, approximately 8 individuals who were clients of mine as a SAP (Substance Abuse Professional) also failed a second test. They are no longer PWA employees.



If you fail your second drug or alcohol test, the company is not interested in keeping you employed. *Too often the individual thinks the company will place them on uncovered work.*

The rules of the FAA/DOT Random Drug and Alcohol Testing are non-negotiable.

If you fail either a drug or alcohol test, you **MUST** see a Substance Abuse Professional, and follow their instructions exactly. You will not be in the covered work pool **for at least 4 weeks**. This is not a “race-to-get-back-to-work” situation. The SAP counselor has strict legal and professional guidelines which must be implemented and followed.

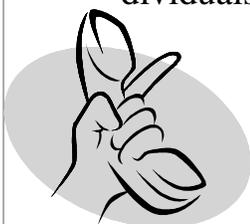


The SAP, PWA, and the FAA are not interested in how you may have gotten drugs into your system, *only that they are there*. The easiest method of dealing with the situation is to admit that you have taken some sort of drug, and move on with your treatment. This is the fastest and easiest method of dealing with the issues. The first step is to admit that there is a problem.

If you are currently using illicit drugs, or have an alcohol problem, please seek professional help to address your problem. It is certainly easier than alternate routes, **which may include dismissal**.

If you have any questions, or concerns regarding the **PWA Drug and Alcohol Misuse Program**, please feel free to contact me now. I am available at 568-3000 or e-mail at ejschof@aol.com.

I would also like to do some lunch and learn seminars early this year for all interested individuals. Please contact me if you would like to have, or attend such an event.



Earl Schofield, CEAP, SAP, LAP-C

(Certified Employee Assistance Professional, Substance Abuse Professional, Labor Assistance Professional-Certified)

Local Lodge 2006 Committee Survey

Local Lodge Committee appointments will be made soon. To assist all stewards and activists in choosing what is right for you I have included a brief outline of the function of each committee.

Bylaws Committee: Research the IAM constitution and other applicable documents and be able to make recommendations at membership meetings on changes submitted by the membership. Review the Local Lodge bylaws to ensure that they are current.

Recreation Committee: Responsible under bylaws to conduct all fundraisers, dances, and other recreational events such as trips to ball games etc. Responsible for coordinating activists party.

Human Rights Committee: This committee is responsible to monitor all discrimination grievances and complaints in the workplace. Responsibilities are extensive and contained in Grand Lodge literature.

Organizing Committee: Assist in District organizing campaigns and house call when necessary.

Newsletter Committee: Responsible for producing a newsletter for the Local Lodge

Education Committee: Work with the E-Board and Labor Representatives to implement programs for Steward education. Arrange for speakers of interest to come to steward class or the monthly membership meeting.

Community Services: Work on coordinating charitable events and assist members in need.

Legislative Committee: Keep the membership informed about legislation important to labor and coordinate letter writing campaigns and lobby at the capitol as needed.

Name: _____ Dept: _____ Shift: _____

I volunteer for the following committees and would consider the Chairperson position if indicated:

1. _____ Chair: Yes _____ No _____

2. _____ Chair: Yes _____ No _____



Please submit completed forms in person to the Union Hall, Attn: President John Taylor.

TAXES UPON TAXES!

Tax his land,
Tax his bed,
Tax the table
At which he's fed.

Tax his tractor,
Tax his mule,
Teach him taxes
Are the rule.

Tax his cow,
Tax his goat,
Tax his pants,
Tax his coat.

Tax his ties,
Tax his shirt,
Tax his work,
Tax his dirt.

Tax his tobacco,
Tax his drink,
Tax him if he
Tries to think.

Tax his cigars,
Tax his beers,
If he cries, then
Tax his tears.

Tax his car,
Tax his gas,
Find other ways
To tax his ass

Tax all he has
Then let him know
That you won't be done
Till he has no dough.

When he screams and
hollers,
Then tax him some more,
Tax him till
He's good and sore.

Then tax his coffin,

Tax his
grave,
Tax the sod in
Which he's laid.

Put these words
upon his tomb,
"Taxes drove me
to my doom..."

When he's
gone,
Do not relax,
Its time to apply
The inheritance tax.

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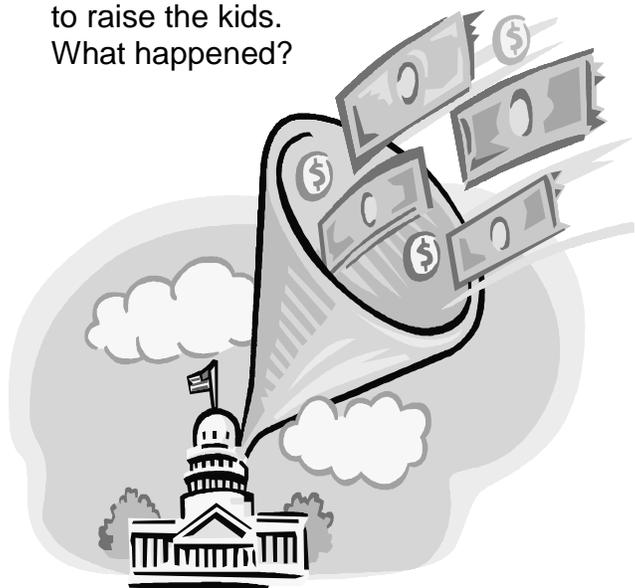
Accounts Receivable Tax
Building Permit Tax
CDL license Tax
Cigarette Tax
Corporate Income Tax
Dog License Tax
Federal Income Tax
Federal Unemployment
Tax (FUTA)
Fishing License Tax
Food License Tax,
Fuel permit tax
Gasoline Tax (42 cents
per gallon)
Hunting License Tax
Inheritance Tax
Interest expense
Inventory tax
IRS Interest Charges IRS
Penalties (tax on top of
tax)
Liquor Tax
Luxury Taxes
Marriage License Tax
Medicare Tax
Property Tax
Real Estate Tax
Service charge taxes
Social Security Tax
Road usage taxes



Sales Tax
Recreational Vehicle Tax
School Tax
State Income Tax
State Unemployment Tax (SUTA)
Telephone federal excise tax
Telephone federal universal
service fee tax,
Telephone federal, state and
local surcharge taxes
Telephone minimum usage
surcharge tax
Telephone recurring and non-
recurring charges tax
Telephone state and local tax
Telephone usage charge tax
Utility Taxes
Vehicle License Registration Tax
Vehicle Sales Tax
Watercraft registration Tax
Well Permit Tax
Workers Compensation Tax

\$

COMMENTS: Not one of these taxes
existed 100 years ago,
and our nation was the most
prosperous in the world.
We had absolutely no national debt,
had the largest middle class
in the world, and Mom stayed home
to raise the kids.
What happened?





**The Next Monthly Meeting is
January 14th at 11:00 am**



Please email your announcements & messages. Items for the next issue must be emailed by Feb.1st, 2007. locallodge1746@snet.net

WEBSITES:

- www.iamLL1746.org
- www.iamdistrict26.org
- www.goiam.org
- www.shopunionmade.org



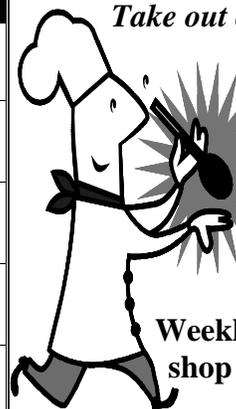
January 2007

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

11 Months Until New Contract

Dinners are Served

Every Friday Night at the Machinists Club. Take out orders are available, portions are BIG and the price is right..



To Order: Call 860-568-4234 after 2:00 pm

Call early to ensure availability!

Weekly Menus are posted in the shop and at the Union Hall.

LOCAL EXECUTIVE BOARD:

John Taylor, President; James Bullock, Vice-President; Bill Coney, Recording Secretary; Nancy Flagg, Secretary Treasurer; David Batchelder, Conductor/Sentinel; Howard Huestis, Brad Chase, Ron Ouellette; Trustees

NEWSLETTER COMMITTEE

Dave Batchelder-Editor, Linnea Demanche-Co-Editor, layout and design. John Taylor, Joe Durette, Gerry Martin, George Rogers, Earl Schofield, Deb Belancik & John Peretta