

Local Lodge 1746

# insight

357 Main St.— East Hartford, CT. 06108 — Telephone: 568-3000

January 2008 Volume 11, Issue 1

## Can We Trust “Good Old Tom”?



The union met with the company on Sept. 21, 2007 concerning the Development Operations/Tooling Management change. The company said their objective was to combine D.O. with Tooling Services to improve service and reduce cost.

Looking towards tomorrow, they said they would have one manager (Tom Butler), a consolidated salary staff, a single focal point for customers, while leveraging the combined skills of the hourly workforce. We were also told that the intent of the organizational change was to grow the GG8 and F135 Joint Strike Fighter work. We're still waiting for that to happen.

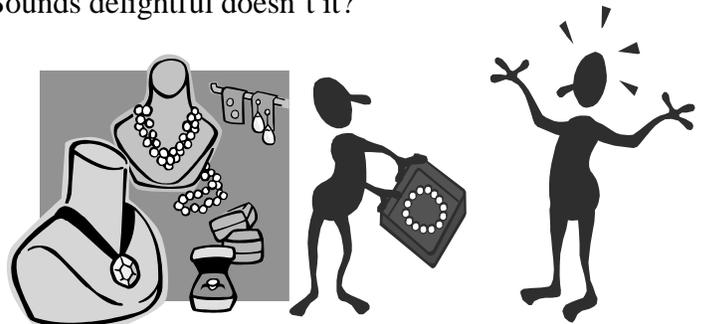
I'm sure the few of you that survived the ravaging of the tool room remember “Good Old Tom”. Those in D.O remember during August negotiations when P&W feigned labor peace and at the same time Tom Butler stated in an e-mail we intercepted that he was going to leverage his tooling suppliers to move all recurring production work out of D.O. and into the supply base. Yeah, we can trust “Good Old Tom”. He's shown how much he cares about a viable Development Operations.

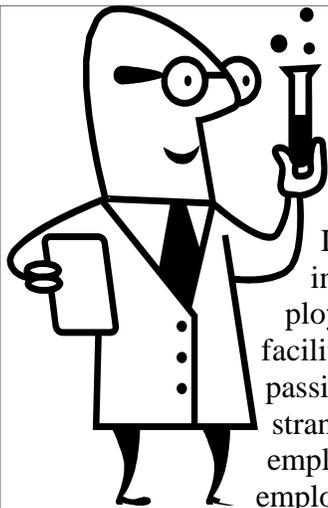
Presently the combined D.O. & Tooling structure for East Hartford and Middletown is roughly comprised of 63 salary (40%) and 94 hourly (60%) people. Here in East Hartford D.O. is down to 11 salary and 32 hourly people. The mantra from Tom Butler during our September meeting was that his goal was to “please our customers”. We mentioned that machines were being tagged and targeted for removal that would deny us the capacity to do much of anything. **He said there were no plans to cut machines.** We met again on November 2, 2007 where Tom Denino (another “Good Old Tom”)

admitted the company actually was targeting 5,600 sq. ft. for International Aero Engines to expand their office space into the D.O. shop area. He said more machines were targeted for removal, leaving D.O. with even less capacity and capability for future growth. We were previously told that there were no plans to cut machines... needless to say machines were cut.

As if they didn't know, they had the audacity to ask us to help them find out *why Product Centers no longer wanted to use D.O.* We told them that the total overhead costs in D.O. due to the salary vs. hourly ratio plus the prohibitive salaries (L4 and above for some of them) had an adverse impact. We also explained that the lack of flexibility by having so few hourly people-along with minimal off-shift coverage throughout D.O.-inhibits the turn time needs of “in house Product Center customers”. In addition, we showed proof of Product Centers waiting weeks for D.O. management to get back to them with answers.

The new D.O./Tooling management team claimed that through an ACE tool (Market Feedback Analysis) they would be able to find the reasons for former customers abandoning D.O. and going elsewhere (vendors). We gave them the names of engineers in different Product Centers that were former customers but it all fell on deaf ears. It's January 2008 and we haven't heard anything about Market Feedback Analysis or answers why Product Centers aren't sending work to D.O. Perhaps their Market Feedback Analysis couldn't handle the truth. Sounds delightful doesn't it?





## 2008---The Year of Recovery

By Earl Schofield, CEAP, LAP-C, SAP  
(District 26 Senior Union EAP)



I look back at the year 2007 with mixed emotions. Being involved with the FAA/DOT drug testing of employees at the Pratt & Whitney and Hamilton Sundstrand facilities, I have seen improvement in the number of persons passing their drug tests each month. At the Hamilton Sundstrand facility, they actually had a whole year (2007) with **no** employees failing their drug tests. Congratulations to all these employees!

**Zero drug test failures** is my personal goal for the employees of Pratt & Whitney. As the Substance Abuse Professional (SAP) representing you, the union members that are in the covered work pool, I am happy that the number of those failing drug and/or alcohol tests in 2007 was lower than the previous year. However, we still had too many individuals that for whatever reason, failed 2 drug tests, and were terminated. One person being terminated is one too many.

For that reason, as we enter into a new year, I challenge each and every employee that has, or thinks they have, a substance abuse or dependence problem, to contact me. I want to help you. I have resources available to help you if you need it. But only **you** can request help. Make 2008 the year you seek out assistance. Not only will you most likely save your job, but you could also save your life, save your marriage and your home.

The odds are great that your supervisor or co-worker will not offer assistance to you. The supervisor has an obligation, and it is part of his or her job, to try to get you help. Don't count on it! They will continue to receive their paycheck long after you are gone!

Everyone in the East Hartford plant probably knows a person that has lost their job due to alcohol or drugs. Will this be you? It certainly will, if you continue to play Russian roulette with your career. Rest assured, if you come to me after you have a failed drug/alcohol test, the treatment recommendations will be a lot more involved. Keep in mind that the ramifications of a failed test can last up to **5 years**. Call me at the Union Hall (568-3000); explain your situation, and together we can reach a solution to getting you back to being a safe, healthy, productive worker.

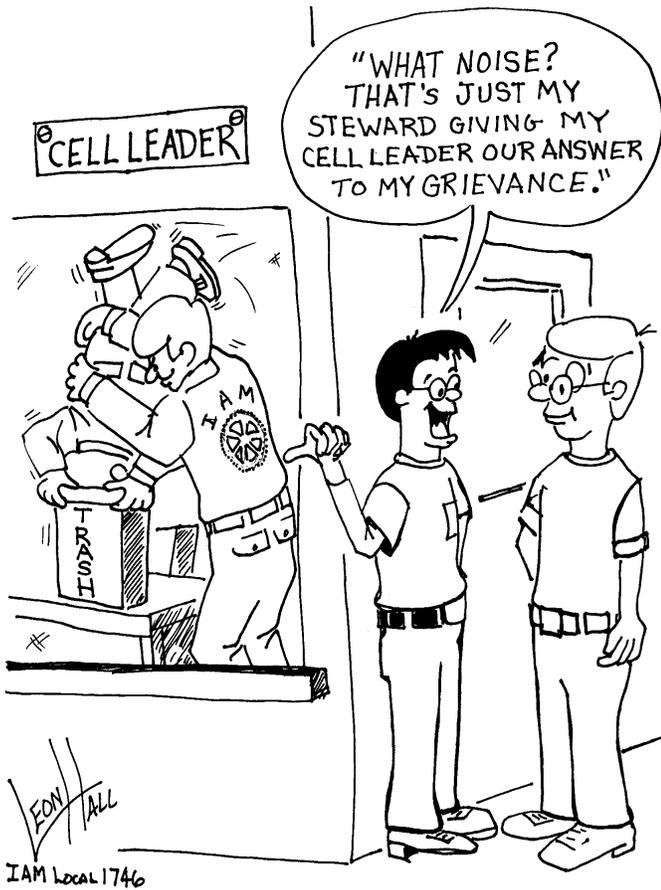


At the present time, I have more resources available than ever before. Take advantage of them. No problem is too small. If you just have a question, or want to talk, pick up the phone and call me. I have years of experience in this field. I treat each case with confidentiality and compassion. My job is to help you. Help me to do that.

(You can also e-mail me at [ejschof@aol.com](mailto:ejschof@aol.com)).

**Thank you, and have a safe and Happy New Year.**

**RECOVERY 2008**



## Purported Purpose

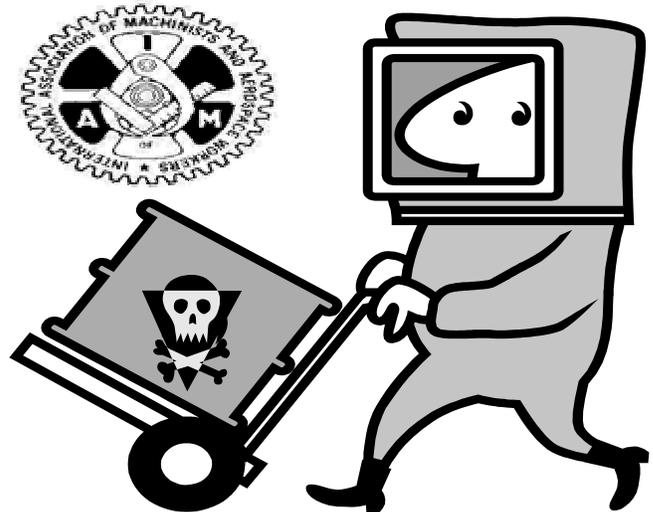
On page one in our contract (as it's always been) lies the PURPOSE of the Collective Bargaining Agreement. It reads: *"It is the intent and purpose of the parties hereto that this Agreement promote and improve the industrial and economic status of the parties, provide orderly collective bargaining relations between the Company and the Union, and secure a prompt and fair disposition of grievances so as to eliminate interruptions of work and interference with the efficient operation of the Company's business"*.

There are presently 88 grievances on the arbitration list that includes East Hartford, Middletown, and Cheshire. A full 80 of them are from East Hartford...that's 91%. At the next 2<sup>nd</sup> step grievance agenda we have over 250 Second Step grievances scheduled in East Hartford. We are lucky to get to 60 of them on any given day. There is a plethora of reasons and excuses for this, with neither the Union nor the Company blameless. However, there is an incredible amount of turnover in supervision with

little or no training for them in the grievance procedure. The Union trains them in large part by grieving when they ignore and violate the contract.

During 2007 there were dozens of grievances for salary doing bargaining unit work--many of them repeat offenders. Dozens upon dozens more for the lack of earnest effort, bargaining in bad faith, sub-contractors doing our work, people working out of code and overtime issues. The list goes on and on. On several occasions we have caught salaried employees red handed violating the contract; they shrug and say "grieve it". The most frustrating grievances for the Union are the amount of Article 7 Section 5 grievances, "the company not adhering to previous grievance dispositions". Our only recourse is to grieve again and/or put them on the arbitration list.

Our frustration reaches toxic levels when we see Union brothers and sisters given warnings, suspensions, and terminations while salaried employees repeatedly ignore and violate the contract. An astounding number of salaried employees have absolutely no clue and no desire, or need, to abide by the contract. Salaried employees have done everything from threatening, harassing, making disparaging remarks, taking crowbars to company property,



and even slapping Union members. There are simply no repercussions for them... a double standard of epic proportions. An hourly employee would certainly be disciplined for any of these infractions.

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Yet when a Union member or official gets frustrated with management's attitude or incompetence and allegedly says or does something, discipline is swift. It has even reached the point where a Union official fighting for you in the grievance procedure has been suspended. According to the National Labor Relations Act (NLRA), Union officials are equals to management in the grievance procedure and protected under the NLRA.

It's not the first time, nor the last time that P&W thinks it's above the law. **We challenge P&W to obey the law, and to adhere to the letter and intent of THE PURPOSE in our contract.**



**Dinners are Served Again**  
*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**  
**Orders taken every day after 2pm.**  
*Weekly Menus are posted in the shop and  
at the Union Hall.*



# Repugnant Ruse in CARO

In CARO the company continually whines about turn times and fundamental cost problems, yet they make no effort to fund the product center with coating booths of their own. This keeps CARO dependent on the availability of TMC coaters, which are at full capacity. A previous CARO manager gave compelling business reasons to buy coating equipment, to increase the volume on part numbers, and proved it was viable to do so. He's gone! This would have brought work vended to Chromalloy back in house.

P&W and Chromalloy formed a joint venture in 1992 called Advanced Coating Technologies (ACT) in Middletown, N.Y. Funny thing about Chromalloy...in 1996 a jury unanimously rejected its claims against P&W on compensable monetary damages for monopolization of the jet engine repair market. A jury also found that Chromalloy engaged in unfair competition, fraudulent concealment, and misappropriation of P&W data and drawings. So what do Pratt and Chromalloy do in January 2007? Announce plans to invest \$60 million in new machinery and equipment to expand operations of their joint venture, ACT.

**The sparkling new 86,000 sq. ft. advanced coatings facility** will be located adjacent to ACT's existing 21,500 sq. ft. facility, enabling it to double the capacity of the operation. This project was expected

to be completed by December 2007, and will create more than 80 jobs over a two year period, in addition to retaining the 35 current jobs. Perhaps this is why the company at negotiations projected 40 fewer people needed in CARO for 2008. I guess you can lie, cheat, and steal and still get P&W funds. They say crime doesn't pay!

In an obvious "designed to fail" scheme, P&W denies CARO money to buy coating equipment, making them dependent on TMC's coaters, knowing full well TMC's shop load is at or near capacity. Recently CARO sent parts all the way to Russia to be coated because they would get them back faster than waiting for TMC to coat them. TMC and CARO are in the same building.

This **repugnant ruse** of denying CARO monies while P&W gives \$32 million to the corrupt former competitor (ACT) chokes the life out of CARO. Then CARO is

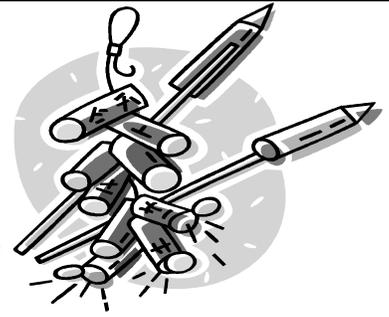
blamed for not being able to make turn times acceptable to customers. In September 2007, there was a celebratory lunch for all CARO employees for \$7 million in sales during August. In December 2007, CARO held another free feed for all employees, for on time delivery (OTD) improvements. Perhaps success is really not an option. With this infusion of Pratt money ACT has achieved ACE gold status so all is forgiven from the ugly court cases. *As long as you achieve ACE gold, your business ethics mean nothing.*





*The Next Monthly Meeting is  
January 13th at 11:00 am  
Happy New Year*

*Installation of new Executive Board  
Officers and Shop Committee*



**THE LOCAL EXTENDS A BIG “THANK YOU” TO  
BROTHER BILL CONEY**

**FOR HIS MANY, MANY YEARS OF SERVICE TO OUR LOCAL LODGE  
AS RECORDING SECRETARY, SHOP STEWARD, SENIOR STEWARD  
AND DELEGATE TO NUMEROUS IAM CONVENTIONS & FUNCTIONS**

**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 and concerns and know that it will be in total confidentiality.*

Cell: 203-444-0267

Pager: 860-708-4186

*Lenny Ward  
Employee Assistance Professional*



**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)

Please email your announcements & messages.

Items for the next issue must be emailed by February 1st, 2008.

[localodge1746@snet.net](mailto:localodge1746@snet.net)



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



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