

Local Lodge 1746

insight

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

July 2008

Volume 11, Issue 7

“THE PROBLEM WITH ACE”

In recent months the Company has been trying again to get a Union Leadership “Buy in” for the Pratt & Whitney operating system of “Achieving Competitive Excellence.” The prevailing attitude of the Company is that it is what it is and that the Union should accept it for that water under the bridge...So what is the problem with “ACE”?

The key to achieving the goals for mutual benefits of both sides is to empower the workforce into a position of having input to decisions that affect the workforce. ACE was originally rolled out with an “I don’t care” attitude towards the hourly workers. There was a time when active input was utilized and productivity was increased but the incentive was to preserve work in Conn-Ops. The imperative was that if we do not meet productivity goals for two consecutive quarters, the Company has the right to vend the work out.

With that motivation and during tumultuous times jobs were reprocessed and productivity skyrocketed. Then decisions were made and they have continued to be made without hourly input and oftentimes **in spite of** hourly input. “This job is going to Maine” or “due to an offset agreement this job is going to South Korea” or “this job is going to our Partner or some joint venture elsewhere.” Our reward for process improvements translated to neatly packaging the jobs into exportable units that invariably went away. The sense of job security eroded and the ability to project our careers into the future waned. Active participation in process improvements disappeared because the reward was getting closer to the exit. ACE became “Abandoning Connecticut Entirely.”

Job Codes were rewritten to gain a more flexible workforce which led to many upgrades and **The Training Agreement**. Work assignments did not change and jobs continued to be offloaded. In Hollow Fan Blades the Company had a “meet and confer”

on a decision to “offload the cold-side (machining) work and only do the hot-side work.”

The promise was that none of the Bargaining Unit Employees would be involuntarily laid-off. The reward once again was no **OPPORTUNITY TO INCREASE THE SIZE OF THE BARGAINING UNIT**.

The connections and pride of being part of “the best jet engine manufacturer in the world” where we did it **ALL** has been severed and we roll with the punches to sustain our careers. Many groups look in the rearview mirror and see no-one behind- Outside Truckers with 40 years, Development Operations workers with 30 years, Tool Room with 35 years and CANMC Machinists with 30 years! The effect of ACE has been to flush our future down the toilet and expect a positive response.

The Union Leadership delighted with ACE?
NOT EXACTLY!!!





Environmental, Health and Safety, Hazardous Materials and Health Awareness class

By Deb Belancik

There was a class on Hazardous Material and Health Hazard Awareness held at the Middletown facility, June 9th to the 13th. The course was given by Instructor Jim Smith from the Training Institute Education Center OSHA New England at Keene State. In attendance were IAM Union Safety Representatives from LL 700, LL 1746, LL 1746A. There were also salary EH&S reps as well. The class was an overwhelming success. The education that we received was a great learning experience for all of us. There was a wealth of knowledge that was shared among all of us and it was very interactive with the group. One key factor was communication and training was needed for employees in the work force whether it be hourly or salary. Employees should get active in EH&S.

One way that employees should get active is in what we call our Voluntary, Environmental, Health and Safety Committees (VEHS). They work very proactive. To get involved, you can contact the Chief IAM EH&S Rep or a safety rep.

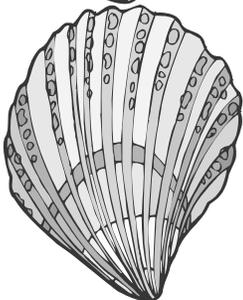
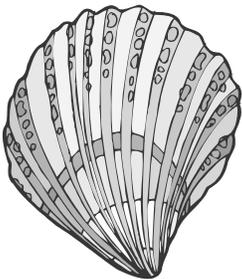
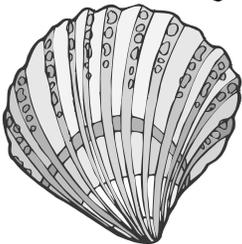
LL 1746, Rodney Conlogue, ext 5- 3748 LL 1746A
Chuck O'Neal -ext 1-4463 and LL 700 Paul Dickes – ext 4-7102

There are several VEHS Committees, AUDIT, Ergonomics, Design Process Review, Pollution Prevention, to mention a few, Training is given for all committees.



THE SHELL GAME

The long awaited meeting with Dave Russell as Manager of Facilities for Conn-Ops finally took place last month. Oh, by the way, the only topic was for his Facilities & Services group which meant that MTS, the Tool Room and Materials were not a part of the discussion. The mission statement was that his facilities group was fully engaged in maintaining the operation of facilities throughout Conn-Ops. While there is no intent to replace Bargaining Unit employees with subcontractors there is also apparently no intent to “add to the headcount.” Any proposal from the Union to hire Bargaining Unit employees rather than subcontract work is dismissed because “the Budget is set and so the headcount is determined for the year.” The Union left the meeting no closer to the goal of formulating a mechanism for our members to compete with subcontractors to secure jobs on-site more efficiently and cost effectively than the subcontractors.



By having no intent to add to the Bargaining Unit the need to hire at an entry level position for future talent to learn the Trades is also discounted. The toll of attrition continues to erode the group and expand the need to subcontract **OUR WORK**. While in the spirit of Letter 22 jobs of hourly workers are not jeopardized by subcontracting, it just happens that they are!

Discussions will continue as the fight goes on.

THESE CONTRACTUAL COMMITMENTS were won and the union will work on behalf of the membership to effect the best possible result despite management’s lack of vision for the future.

Stay tuned Brothers and Sisters as it appears that we are in for a helluva ride!!!



Rell Vetoes Health Care Pooling Bill

Once again Governor M. Jodi Rell vetoed a bill that would improve the quality of life for many working people while offering relief to taxpayers. Passing this bill seemed like a no brainer unless you factor in the potential for lost profits to the insurance industry. Our gutless Governor again has chosen the interest of big business over the interest of the people. This bill would have allowed small business, municipalities, and nonprofits to join the state employees health insurance pool, reducing their cost by placing them in a larger pool. A reduced health care cost for municipal employees, is a savings for taxpayers.

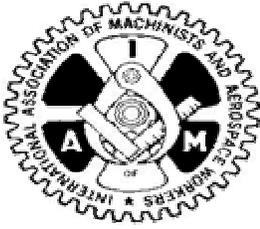


Leading lawmakers believe the governor's decision was just plain wrong. Majority Leader Chris Donovan stated, "The information the governor used to reach her decision is wrong, she was swayed by threats and numbers from the insurance companies and not the comprehensive analysis that we provided."

Attorney General Richard Blumenthal said, "This veto will be a lasting legacy, an unnecessary, unfair setback to public health. This tragic missed opportunity blocks good insurance for hundreds of thousands of Connecticut citizens."

Senate Majority Leader Martin Looney, D-New Haven, said, "Friday the 13th has proven to be an unlucky day for families and small businesses in Connecticut who are struggling to pay healthcare costs."

It is extremely unfortunate that again this month we are reporting that our governor has ignored the needs of working people here in the State of Connecticut. Fortunately our legislators have not given up the fight and this will come up again during the next legislative session. We would like to thank all our members who took the time to write their legislators and contact the governor asking them to support this bill. The fight to make health care a right for every American is a good fight; this pooling bill would have been a step in the right direction.



Working Men and Women Score a Big Win!

While Stevie Finger and the rest of the big shots around Pratt & Whitney sat around and did nothing in support of Boeings protest of the Air Force tanker decision, working people, unions and politicians decided to take on the fight. That fight led to the Government Accounting Office siding with Boeing. The Government Accounting office said that the Air Force made “significant errors” in awarding the \$35 billion contract to **Northrop Grumman Corp.** and Europe's **EADS Inc.** The agency, which reviews government contracts, called for the competition for the work to be re-opened.

“Our review of the record led us to conclude that the Air Force had made a number of significant errors that could have affected the outcome of what was a close competition between Boeing and Northrop Grumman.” Said Michael R. Golden the GAO’s managing associate general counsel for procurement law. “We therefore sustained Boeings protest.”

The GAO laid out a number of reasons why they sustained Boeings protest.

Among the reasons the Air Force didn’t assess the proposals for the work in accordance with the criteria it laid out when it requested proposals. The Air Force also “conducted misleading and unequal discussions with Boeing.” The GAO said Air Force officials told Boeing it had satisfied a “key performance parameter objective” but later determined the company hadn’t and the Air Force failed to inform Boeing of the change.



This decision is huge giving Boeing another chance and hopefully levels the playing field. Now we all know what side of the decision Presidential candidate John McCain is on. The Republican candidate for President and his team lobbied for Airbus. On March 12th The Washington Post reported, “McCain finance chairman Thomas G. Loeffler and Susan E. Nelson, who left Loeffler's lobbying firm to be McCain's finance director, both began lobbying for Airbus's parent company in 2007, Senate records show. William L. Ball III, a former secretary of the Navy and frequent McCain surrogate on the trail, also lobbied for Airbus, as did John Green, who recently took a leave from Ogilvy Public Relations to serve as McCain's legislative liaison.

*****IMPORTANT NEWS*****

New Federal Rules on Drug Testing to Be



Implemented by The DOT (49 CFR Part 40)

Effective August 25, several new rules concerning Drug Testing, which will affect people at Pratt and Whitney,

will go into effect. Because this is a 15-page document (small type), I will only highlight at this point the most significant changes. Please remember this is a Federal mandate:

1. It will be mandatory for laboratories to test all specimens for specimen validity (adulterants and urine substitutes).
2. This means any attempt to use chemicals that you may drink, or to add chemicals to your specimen, or to use specimens other than your own will result in your receiving a "Refusal to Test". This means you will be taken off your covered work, and have to see an SAP.
3. The second and most significant change is regarding Observed Collections. Starting on August 25, 2008, ALL return to duty testing, and ALL follow-up testing will be directly observed.

Here is the actual wording of the new regulations on 49 CFR part 40, sect. 40.67: When and How is a directly observed collection conducted:

As an employer, you must direct a collection under direct observation of an employee if the drug test is a return-to-duty test, or a follow-up test.

As the observer, you must request the employee to raise his or her shirt, blouse, or dress/skirt, as appropriate, above the waist; and lower clothing and underpants to show you, by turning around, that they do not have a prosthetic device. After you have determined that the employee does not have such a device, you may permit the employee to return clothing to its proper position for observed urination.

While this is an attempt to thwart those people that have been using substituted specimens, or using prosthetic devices, etc, in order to produce a non-positive specimen, it certainly raises many issues of invasiveness of the privacy of the individual in question.

This ruling only affects those that have recently had a non-negative test result, or those that are in the follow-up pool.

Pratt and Whitney has always had the right to perform observed collections in the past, but had elected not to do so. This new ruling makes it mandatory.



I welcome all questions/comments on these and other changes that I will discuss at a later date. These 2 are the most significant at this time!

Earl Schofield, CEAP, SAP, LAP-C
Senior Union EAP

Right to know

You, as an employee have a right to know what chemicals you are handling and working with.

Before you start work, check what chemicals you are using. **You can do this by viewing the operation sheets and MSDS sheets for information.** At Pratt they are on line. If you can't get them, ask your supervisor to get



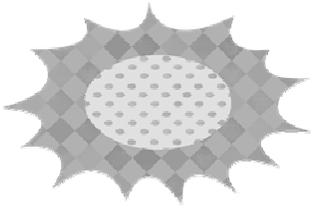
you a copy of them.. Keep a written record of what you are using and exposed to. Give your information to your personal doctor and keep a copy for yourself. Make sure that the PW medical dept has a copy as well.

They should be placing this information in your medical files.

You also should get a hard copy of your medical records. You can do this by filling out a medical record request forms from the medical dept. By our union contract, you are allowed to do this twice a year. Review them to make sure that they are accurate. Give a copy to your personal doctor for his files. If you notice any discrepancies on your records, bring it to the attention of the union.

Last but not least, Watch out for each other. Remember there is only one you!

You want to go home to your families with everything intact. Safety should be watched on and off the job.



The Next Monthly Meeting is July 13th at 11:00 am



Benefit for Breast Cancer Victim Linnea DeManche

Held on Sunday August 3rd from-1:00pm-6:00pm
Local Lodge 1746, 357 Main St. East Hartford, CT
\$20.00 Donation includes: Buffet Style Food, Beer, Wine,
DJ Music, Dancing and Raffles !

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For IAM Local Lodge 1746:
P&W in
East Hartford and UTC
Power in South Windsor
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with any of your issues or
concerns and know that it
will be in
total confidentiality.*
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Pager:860-708-4186
Lenny Ward



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



Congratulations
to "Dave Joseph" who
retired on June 27th, 2008!
*He will be greatly missed and a
BIG THANKS for all of his
dedication to our Union and
appreciation for true solidarity!*

**Please email your
announcements & messages.
Items for the next issue must
be emailed by
August 1st, 2008.
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Don't Forget to Wear RED on Fridays



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