

Local Lodge 1746

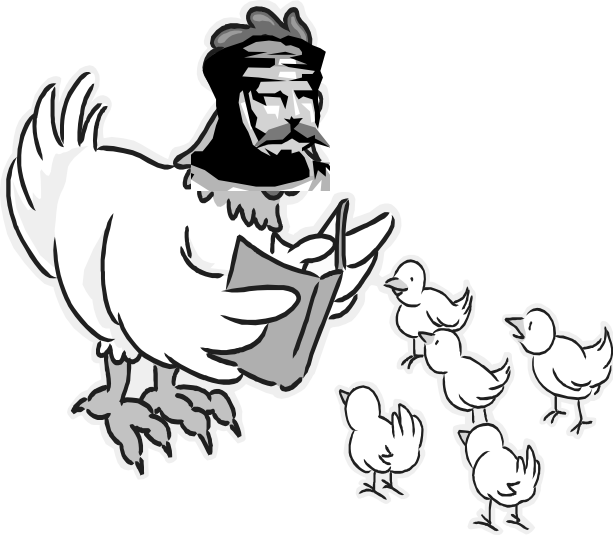
# insight

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

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Volume 12, Issue 6

## " Attila The HEN"



East Hartford has the unique characteristic of having 2 shops under one roof. In one of these so call shops aka "**CARO**", the only thing missing for the area to be called a " War Zone" is that management doesn't have swords or any other weapons which they could use against the innocent workers who happen to work or try to work in such a "Hostile Zone".

Let's start with the "Head Manager/BUM/ Big Boss" or whatever she decides she wants to be called. This Lady has taken the art of managing to a new level. Since she doesn't have much to do because she just about out-sourced the entire business unit; she spends her time antagonizing, harassing, intimidating and provoking any bargaining unit member who has the misfortune to be in her path of destruction.

There is no certain day or time or month, in which a person could make a calculated guess when this individual will engage in this destructive behavior. It just Happens. The amount of grievances generated in that Business Unit alone could rival any shop in the district and probably surpass them, 100% of those grievances end up at 2nd step. This is where we hear all the company's excuses about why she acts the way she acts and, you guessed it, it is always the "Union People's fault."

We don't think anybody could create that much trouble unless they have "somebody" high enough in the power chain who encourages and allows this to happen. Could it be another "Ace Road Map" to show that work can't be done in **CARO**, because of a non productive work force? After all, wasn't **CARO** where they first started the "Escort Service to Medical"? Wasn't **CARO** the area where supervision was encouraged to get into an ambulance with employees who were sent to the Hospital and then supervision went right into the observation room?. Wasn't **CARO** where the "medical evaluations" started to go after people with medical conditions? Please— let's not forget **CARO** does what **CARO** wants, when they want and how they want it; because when "E.F.HUTTON speaks, everybody listens or else."

Here is our answer to **CARO's** management:

*"Keep terrorizing our members and we will continue defending them in the grievance procedure and any place else we may have to. We are not intimidated by the company's tactics, nor are we going to continue being subjected to her erratic behavior, no matter how many more roosters or chickens she adds to her coop."*



# **“The Challenge”**

## **Brothers and Sisters of 1746**



It was with **great pride** and humility that I accepted the job as your Local Lodge President. I never actually expected to see myself in such an honorable position. The last thing on my mind as a 14 year old Cuban immigrant arriving at JFK on the afternoon of 04/15/1968 was leading one of the greatest Local Lodge's in the IAM's Eastern Territory.

The formidable task now is to protect and service the members of this local in these difficult times. I believe this can only be accomplished with a **united front** composed of a united executive board, stewards, safety reps. and most important; the membership.

The union is nothing without its members; and all of us that are in office temporarily; put there by the members to serve can't ever forget or lose sight of the goal and the purpose to which we are elected to do.

Our challenge together in solidarity; is to finally put aside all of the divisive issues that have plagued our local for a long time, we are no longer from Southington, North Haven or East Hartford, we are all member of Local 1746. This was not the result of the lodge's location or anything we did wrong or planned. It was the company who chose which plants to close and merge. *We are all IAM Members.*

It is our duty to protect the only thing that we have to fight this company, that is focused on eliminating as many bargaining unit jobs as they can. I don't mind the battles; and in a way, people say I thrive on conflict. What you can be sure of is this:

*I will not back away from a fight.*

*I will always lead the charge, not back away from the action.*

*Bargaining Unit members rights, will be defended.*

*I will not bow down to management; nor will I accept meager dispositions on grievances for the sole purpose of clearing a 2nd. step agenda.*

### **Now that I have this job, this is my plan:**

*1) Unite the membership.*

*2) Keep everybody holding an appointed union position, that is doing the job that they are supposed to do.*

*3) I will not replace Peter with Paul to appease or gain political allies.*

*4) I will not be held hostage by dissident factions, clicks or, other individuals that don't have the welfare of the membership at heart.*

*5) I will fight the company at any time, anywhere, in order to preserve our Union, our rights, and the chance for a better life.*

This is a new beginning. Lets all work together and make this Local the best it can be. I, along with all of our members pledge to take the challenge. Brothers and sisters; will you join me? I hope so and thank-you for allowing me to serve you,

**Sincerely, President Juan Gelabert**



## **The 4 members running for the position of Vice-President**



***1) James Bullock ~ 2) Rodney Conlogue ~ 3) Wayne Fields ~ 4) Bruce Hall.***

***Thanks. Have a Safe Day.***

## The contract at UTC Power

expires on December 6, 2009 and the process toward securing a new agreement began when the membership elected their negotiating team. The five (5) union members elected from the shop floor are Tony Genovese, Peter Gieraltowski, Carl Hervieux, George Rogers, and Tom Wheeler. Cathy Spinali serves as the first alternate in the event that one of the five (5) members is unable to serve at anytime. These committee members will work along with Local Lodge President Juan Gelabert, Chief Negotiator Jim Parent and other members of the District 26 staff to formulate proposals for membership approval at the proposal ratification meeting. That meeting is an opportunity for union members to approve, modify or delete from proposals that the union presents to the company. It is important that members from UTC Power participate in this process.

It is equally important that as this process moves forward that union members at UTC Power prepare both personally and collectively as the December 6 deadline approaches. Negotiations are never easy however; a united bargaining unit strengthens the union's ability to secure a favorable agreement at the table. It is not the handful of negotiators at the table that move the company in the direction of resolution, it is the unity and solidarity of the membership that inevitably secures the outcome of negotiations. All union members are in this together and sticking together and progressing as one unified body is critical.

The other way that union members need to prepare is personally. It is imperative that as we move forward each member develop a financial plan that will sustain him or her in the event of a strike. Putting some money away, getting a couple of months ahead on the rent or mortgage and paying utilities a few months ahead makes it easier as the process moves forward in the event that a strike occurs. The time to prepare is now. Your negotiating committee is committed to se-

curing an agreement that they can recommend to the membership at UTC Power. But never underestimate the arrogance of the company. We all recently witnessed two troubling events. Right on the heels of retired CEO George David collecting a whopping 23.9 million in compensation, UTC Power and Pratt & Whitney looked for and received concessions from the guards and firefighters of the Independent Fire and Security Officers Association. It was a despicable move orchestrated by the fat cats at UTC and perpetrated on this small group of employees by their human resources department. UTC leveraged this unit by threatening to take away a contract provision preventing the company from subcontracting their work. Who knows what tricks they have up their sleeves for the membership at UTC Power.

On the heels of your contract talks, your brothers and sisters at both Hamilton Sundstrand and Pratt & Whitney have their contracts expiring in 2010. In closing brothers and sisters, prepare for the worst while your committee and union staff work to secure a fair agreement, an agreement that you can be proud of and collectively, we can continue to be the best manufacturer of fuel cells in the world.



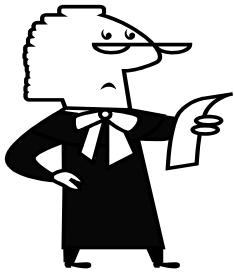
### ADA & FMLA Information Session

Attorney Mary Kelly will be conducting an information session about the recent changes in the Americans with Disabilities Act (ADA) and the Family Medical Leave Act (FMLA). Mary is a partner in the law firm of Livingston, Adler, Pulda, Meiklejohn and Kelly, P. C.

The information sessions will be as follows: **Date: Monday, June 15, 2009**

**Times: 2:00 PM – 3:00 PM – 2<sup>nd</sup> Shift**

**4:00 PM – 5:00 PM – 1<sup>st</sup> Shift**



# HOW AN ARBITRATION WORKS

*The following is how the arbitration process works or doesn't work depending on your point of view:*

1. Someone that believes they have been treated unfairly by management decides to file a grievance, so they request their Shop Steward.
2. The Shop Steward along with the employee (grievant) discuss the issue together and then discuss the issue with the employees supervisor. If they can't resolve the issue here, then it is determined whether a contract violation has occurred and a written grievance should be filed. This is known as the Oral Step of the grievance procedure.
3. Once the written grievance is filed, supervision is supposed to schedule a 1<sup>st</sup> step meeting over the issue within the time frame specified in the contract in effect at the time. Present at this step should be the grievant, Shop Steward, Supervisor and Business Unit Manager. There may be a Shop Committee person present also. If no agreement is reached, then the grievance gets appealed to the 2<sup>nd</sup> step by the Shop Steward.
4. The Shop Chairperson (President) puts the grievance on the agenda letter for the next Written Step 2 (2<sup>nd</sup> step) meeting. The grievance is assigned to a member of the Shop Committee who presents the Union's position on the issue to the Committee of Management (Human Resources). The issue may be heard at several 2<sup>nd</sup> step meetings because of various reasons, ie: waiting for records, either the Company or the Union researching the issue further based on arguments/discussions presented. If no agreement is reached, then the Shop Committee decides whether the issue is a legitimate contract violation and if so, the grievance is appealed to arbitration by certified letter sent by the Shop Chairperson.
5. The Company responds to the appeal to arbitration and the grievance is put on the arbitration list. Terminations, suspensions and unfair labor practice grievances go to the head of the list. All grievances from all Pratt & Whitney plants in Connecticut go on the same list. Grievances are placed on the list based on the date that it was first put in writing.
6. There are eight (8) arbitrators on the panel for P&W, two of which have retired and haven't been replaced yet. Each arbitrator sends a list of dates for the year that they are available and from that list the Company and the Union agree on tentative dates to hear cases. There are seven more dates scheduled for 2009 at this time.
7. Once the case is scheduled, it is heard in front of the arbitrator. There is also a court stenographer taking a transcript of the proceeding. This is similar to a court case, ie: evidence has to be presented by each side through testimony of witnesses. There is direct testimony and cross –examination, etc. The side that presents their case first depends on the issue.
8. If post hearing briefs are required then within thirty days each side gets a copy of the transcript. Each side then has thirty days to write a post hearing brief (written argument). Upon receipt of the briefs, the arbitrator has sixty days to give his or her decision.
9. Currently there are 65 grievances on the arbitration list at P&W, not including terminations or suspensions. That means that there is a backlog. The next case up to be heard off the regular list was filed in July or August of 2006.

## United Way Community

The 2009 Investment Helps Senior Citizens and Veterans. Pratt & Whitney Employee United Way Community Campaign is gearing up for another year of fundraising to help those in need. From time to time Mysite will feature stories about United Way agencies to help you better understand how your donation helps the community in which you live.



**"I Could Sleep Again."** – A Veteran residing in Middlesex County said.

Because of contributions to United Way *Community Investment* last year, nearly 250 senior citizens received free transportation for medical appointments and errands, allowing them to live with dignity on limited and fixed incomes. Through St. Luke's Eldercare Solutions of Central Connecticut, volunteer drivers helped seniors arm-through-arm and door-through-door to medical visits, and remained with them throughout the visit to ensure they obtain all the necessary information from the doctor. One veteran, struggling to figure out how to pay the \$90 taxi ride to the hospital for an appointment, found the free transportation program to be a weight off his shoulders that helped him "sleep again." Another senior going to a hospital for treatment used to rely on bus service that made her exhausting day last from 7:00 a.m. to 4:00 p.m., an especially difficult journey in winter.

Contact Middlesex United Way to learn more about how United Way supports seniors and veterans in Middlesex County. Or, to find information and referral to these programs and services, dial 2-1-1 from anywhere in Connecticut. United Way 2-1-1 is free, confidential, and available 24 hours a day/ seven days a week.

Community Investment helped seniors and veterans travel to appointments for a total of nearly 20,000 miles last year.

***Continue to help them get the medical care they need and deserve: please give generously through the Pratt & Whitney Employee United Way Community Campaign.***

 *Thank You* 



## ARBITRATION WIN


A union member was by-passed for promotion to a labor grade 2 inspector in "M" Building in May of 2006. He subsequently filed a grievance which was unresolved in the grievance procedure. Local 1746 brought this "most senior qualified" promotional grievance in front of arbitrator Michael Stutz on November 5th and 22nd, 2008. Testimony was given by both the Company and Union witnesses, with a transcript taken of the proceedings by a court stenographer. Post hearing briefs were submitted to the arbitrator in January of 2009. Arbitrator Stutz rendered his decision on March 18, 2009 which states in part: "The Company violated the collective bargaining agreement by bypassing the grievant, and they will be receiving the promotion to the Labor Grade 2, in Overhaul & Repair Inspector.

As remedy, the Company shall promote the employee to the Labor Grade 2 Overhaul & Repair Inspector retroactive to the date the promotions were made in May 2006, and make him whole for lost pay."

## **A word from the District 26 EAP**

After many discussions between the company and union, there has been a change in the placement of workers that have either a refusal or positive test result in the FAA/DOT drug and alcohol testing program at P & W.

The company will no longer place you into a non-covered work area. Hopefully, affected employees will take advantage of treatment opportunities available to them. You will be allowed back to your

 covered work assignment upon completion of your requirements as prescribed by your Substance Abuse Professional (SAP), and a negative return to duty test at work. The company will be making their official statement shortly. In the meantime, please contact me if you have any questions or concerns.

**Earl Schofield, CEAP, SAP, LAP-C, NCAC-I**  
**District 26 Senior Union EAP**  
**(860) 568-0326**  
**2nd floor Machinist Building**

## The Next Monthly Meeting is June 14th @11:00 am

### Local Lodge 1746 Brothers and Sisters:

*In accordance with Article B of the IAM Constitution;*

Listed below are the names of the persons selected to work as TELLERS and alternates for the Vice - Presidential election which will be held at IAM Local Lodge 1746 on July 15, 2009.

#### TELLERS:

- 1) Carl Hervieux ( From UTC Power )
- 2) Claudette Kostek ( From "L" Bldg. ).
- 3) Eustace Jones ( From "J" Bldg. ).
- 4) Hector Torres ( From "M" Bldg. ).
- 5) Regan Toomey ( From "K" Bldg. ).

#### ALTERNATES:

##### First Alternate:

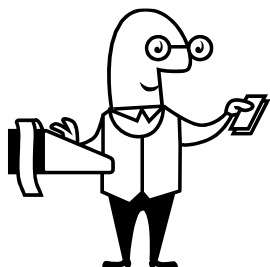
- 1) Dave Batchelder ( From "J" Bldg. ).

##### Second Alternate:

- 2) Lenny Ward ( From "K" Bldg. ).

##### Third Alternate:

- 3) Mike Dellarippa. ( From "L" Bldg. ).



Recording Secretary Denise Kniss will be the person in charge of the election. Thank you all for volunteering for such an important job. Have a Safe Day.

### AN IMPORTANT MESSAGE FROM the RECORDING SECRETARY

Article II, Section 3 of the IAM Constitution lines 13 through 16 states,

"Any member entitled to receive an absentee ballot shall make written request therefore to the R.S. of the L.L. by delivering in person or mailing such request..." **In addition**, Article B, Section 4, lines 20 thru 22 state (1) the written request for an absentee ballot must be received by the R.S. no later than 30 days before election;

Due to some misunderstandings in the past, I requested a clarification of this requirement from the International. I have been informed that absentee ballot requests must be handed directly to me by the individual making such request or mailed to me individually. This means that an absentee request mailed in bulk (with others) **will NOT** be honored. ***So please mail your absentee ballot request separately or hand it to me in person.***



#### 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)



**The Local** has purchased **200** tickets for  
Organized Labor Recognition Night  
Saturday, **JUNE 27, 2009**

**NEW BRITAIN ROCK CATS vs the DEFENDERS**

@Willow Brook Park in New Britain

Gates open at 5:05 PM Game starts at 6:35 PM

If you are interested in **FREE** tickets to this game  
***Please contact your steward or call 860-568-3000***

# Don't Forget to Wear RED on Fridays



### LOCAL EXECUTIVE BOARD:

President; Juan Gelabert Denise Kniss, Recording Secretary; Nancy Flagg, Secretary Treasurer;  
Roy Chambers, Conductor/Sentinel; Trustees: Jeff Santini, John Spinelli and Tom Wheeler,

### NEWSLETTER COMMITTEE

Juan Gelabert , Linnea DeManche-Editor, layout and design.

Leon Hall-Cartoonist, Deb Belancik, Jose Carranquinha,

George Rogers, Earl Schofield, and Mike Stone