

Local Lodge 1746

insight

May 2006 Volume 9, Issue 5

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

Inside Issue

Cover Story
*Cardinal Rules
Update*

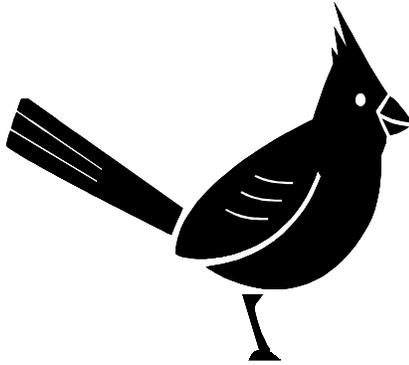
Page 2
*Continue Cover
Story &
“Get Bent”*

Page 3
*Community
Services &
Legislative
Update*

Page 4
*Workers’
Memorial
Day Article*

Page 5
*UTC Power
Negotiations &
Manchester
Living Wage*

Page 6
*Announcements
Websites
211 Info-Line*



Cardinal Rules Revisited

Last November, *Insight* ran an article entitled “**Let’s Be Frank About Cardinal Rules**”. A Middletown employee had just been suspended in October for violating a Cardinal Rule. Since then two East Hartford employees have received suspensions for Cardinal Rule violations as well. These actions understandably triggered a wave of unrest and confusion throughout the shop. It’s time to take another look at **CARDINAL RULES** and what they mean to you.

Cardinal Rules govern five aspects of workplace hazards: 1] fall protection; 2] control of hazardous energy (LOTO); 3] electrical safety/ground fault protection; 4] machine guarding; 5] confined space entry. Any of these hazards can cause severe physical harm, or even death, if safety rules and procedures are not followed properly. Much of the heart-burn among the membership is because violation of a Cardinal Rule can result in disciplinary action *up to and including termination*. So far, every employee suspended for violating a Cardinal Rule has since returned to work, thanks in no small part to the Shop Committee. **But don’t count on that trend to continue indefinitely.** Let’s face it: Cardinal Rules are driven by top UTC Corporate, and if someone on UTC’s Executive Board wants to make an example by firing a worker for violating a Cardinal Rule, there aren’t many HR managers willing to throw themselves in front of that bus.

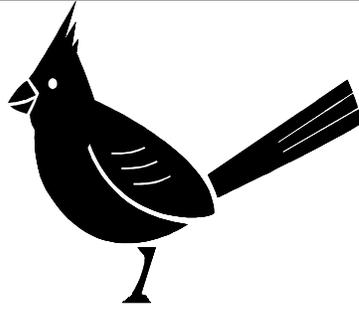
Clearly it’s more effective to motivate with a carrot than a stick. But right now, Cardinal Rule compliance is all about the **stick**. The best advice we can offer is the same advice we offered back in November: **Follow The Cardinal Rules**. They aren’t some fly-by-night program. They’re here to stay and they’re based upon sound OSHA safety standards, often written with the blood of workers who committed serious or fatal errors of judgment, or lacked proper safety equipment/training on the job. Think about the pain your wife, your husband, your parents, your children or grandchildren would feel if you were maimed, or lost your life because you didn’t follow the guidelines of the Cardinal Rules. Remember, livelihoods can be replaced, but lives can’t.

If you’re performing work that falls into the scope of the five Cardinal Rules, and you’re unsure whether your actions violate one of these rules—**STOP!** Ask your supervisor or EHS Pro, call out a Safety Rep, call the IAM VEHS Resource room at 565-3738, or call the Local at 568-3000. Someone will get you an answer. You can even get information by going to Mysite on a company computer: click on EH&S, then EH&S Cardinal Rules.

Continued on Page 2

Continued from cover story.

Many people assume that Cardinal Rules don't apply to what they're doing, or that it's OK to take a shortcut around them for a "quick job". That's when the trouble starts. You should never have to perform work that violates the safety fundamentals of the Cardinal Rules—OSHA says so. If anyone pressures you to do otherwise, it's time to raise your hand and be heard. Do it the right way: err on the side of safety, and follow the Cardinal Rules. Protect your job, but more significantly, protect yourself. It's the most important thing you'll do all day.



“Get Bent”

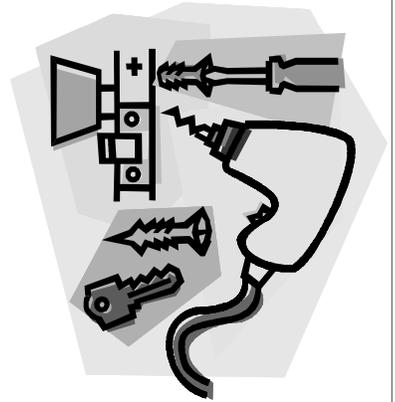
Once again the company, in its infinite wisdom, has decided that Electricians in Facilities don't need to bend electrical conduit with mechanical pipe benders. This means that larger-size pipe bending jobs will be vended out. This is not an

isolated incident. Many tools that can be utilized by various departments... pipe benders, pipe threaders etc.... are being sent to the surplus store to be sold. Facilities recently hired more tradesmen to keep up with the backlog of jobs. It only goes to reason that they need tools and a larger parts inventory as there are now more crews performing work around the facility.

This is not only happening to Electricians - all departments are off-loading tools. Some of this is justified and some isn't. It's frustrating to no end trying to perform your tasks efficiently and responsibly—without the equipment you need. There are other issues as well - barrier red safety tape is being torn down while we work; the lack of hot permits; not enough types of devices available to perform lock-out/tag-out properly; and some overhead lifts are so

touchy that you can be jerked around two or more feet if you don't actuate the controls just right. Screws in our parts bin are stocked in flat heads where most contractors use combination Philips-flat heads that can be driven by screw guns efficiently. This would save valuable time, and also cut down on repetitive motion, resulting in fewer hand-related injuries.

The one thing that keeps getting tasks accomplished in this facility **is the pride that the Trades have in doing a job well**, despite all obstacles...as well as safety policies that have been adopted without feedback of the people actually performing the work **and the fear that you can possibly be fired if you violate a safety rule.**



If we have another disaster like the Powerhouse compressor malfunction will Facilities have the tools to bring us back online in a timely manner? Why is the company courting disaster by failing to maintain equipment? All that's needed are the right parts and the right tools to do our work properly. **That's not too much to ask for...is it?**



The Bush Campaign Cowboys Get A Milking Lesson

Foodshare Walk for Hunger “2006”

Sunday May 7 was a bright sunny day, and an excellent day for Foodshare’s Annual Walk for Hunger. The day was neither too hot nor too cold; fine weather for the annual walk of 3 miles. An estimated 3,500 folks participated in an effort to exceed the anticipated goal of \$350,000. (Actual total was \$323,000 before late pledges). Once again, there was a great turnout from our labor unions, to assist the United Labor Agency.

The United Labor Agency (ULA) works with both union and non-union folks in our communities throughout the year that are down on their luck for many reasons. Getting families fed is of prime importance to those out of work, and the ULA does an excellent job in this respect, along with providing many other necessary services until the families get back on their feet.

The Machinists from Local 1746 in East Hartford, headed by Howard Haberern, were very well represented, with a group of approximately 20 individuals that raised an estimated \$2000. The Machinists from Local 743 (Hamilton/Sunstrand) were also there, as were members of IFSOA (P&W Security Union), AFSCME, 1199, UAW, teachers, and other unions. Everyone had a great time, and finished the 3 mile event.

Walkers from Local 1746 are pictured at left.

(Front; L to R) *V.P. James Bullock, Jackie Taylor (Pres. Taylor’s daughter), Waynette Pelzer, Rod Conologue, Stacey Guitard & mom, Judy Harvey.*

(Rear; L to R) *Dian Mitchell (LL Secretary) Lorna Huestis & daughter Lindsay LaChance, Nancy Flagg (LL Financial Scty), Bob Burnham, Bernice Wright, Howard Haberern (LL Walk Chair), Dave Kleczka, BR Steve Merrick, Earl Schofield (D-26 EAP Rep), LL President Taylor.*



“2006” CT Legislative Session Disappointing

Two important bills which would help working people in Connecticut died in Connecticut’s State Legislature during the final days of the 2006 session. As reported in last month’s *Insight*, the *Fair Share Health Care Bill* would have required Wal-Mart and other large companies to pay something back to the state for all their employees that use the Connecticut Husky Healthcare Plan (because they can’t afford to pay for the “company-offered” plan on the low wages they make).

Democratic Leadership in failed to get this bill through the Finance Committee, where it expired.

Another bill would have required State Agencies to report on any outsourcing of state work from Connecticut. It would also have allowed preference on certain state contracts for work done in Connecticut by Connecticut residents. This bill passed the House, but was snuffed-out by **Republican Senators**, who blocked the bill by a filibuster. *The Local Legislative Committee thanks all those that took the time to call, write, or e-mail their State Senators and Representatives on these bills.*

About the only bright note was “fixing” some loop-holes in last year’s **Campaign Finance Reform** laws. **Third Party** (not Democrat or Republican) and **independent** candidates can now have access to public campaign funds just like the **“BIG BOYS”** (Democrats & Republicans). The influence of big business and state contractors contributing to elected officials will be reduced. *Hopefully, these developments will allow more average, honest and independent Connecticut citizens to run for public office.*





Workers' Memorial Day

Each Year Workers' Memorial Day is held on April 28. This date was chosen by the AFL-CIO because this was the date OSHA was signed into law in 1971. In Connecticut there were 2 ceremonies held, one was at 6:00a.m in Groton and one was at the State Capitol in Hartford at 10:00a.m. This is sponsored each year by the AFL-CIO. Each year on Workers Memorial Day, working people throughout the world mourn for the people who were hurt or killed on the job, and renew our struggle for safe workplaces.

I had the privilege to speak at this year's ceremony at the State Capitol along with Carol Shea, She is the widow of John Shea that lost his life to brain cancer. He was a former employee of Pratt and Whitney for over 30 years at the North Haven Facility. He was a strong Machinist Union member and his wife vowed to fight for justice for him and all the others that lost there lives to brain cancer.

Work place safety and health is an important part of the job here at Pratt and Whitney; we have contract language that protects us and our rights for a healthy and safe work environment. Over the last several decades, we've made a lot of progress in protecting workers on the job. Fatality rates have fallen dramatically in many industries. But now the progress is halting and maybe reversing. Last year job fatalities in the US increased for the first time in a decade. More than 5,700 workers were killed by job injuries. Another 50,000 to 60,000 died from occupational diseases, including more then 10,000 deaths from asbestos related disease. Since taking office in 2001, the Bush administration has turned its back on workers and work place safety. They sided with corporate friends; the administration has overturned or blocked dozens of important work place protection, including OSHA'S Ergonomic Standard, which was ten years in the making. They also took away new protection on tuberculosis, indoor air quality, reactive chemicals, and cancer causing substances just to name a few.

We still have a lot to do in the workplaces. We must not turn back the hands of time but move forward to make safety and health stronger in the workplaces. Mary Harris "MOTHER JONES", the great labor leader of coal miners at the turn of the century said, "**Mourn for the Dead and Fight for the Living**".

Maybe one day if industries get on board with Health and Safety practices there won't be a need for a Workers Memorial Day and we can have a celebration for life on the job - not death on the job.

Deb Belancik
IAM D-26 H & S Coordinator

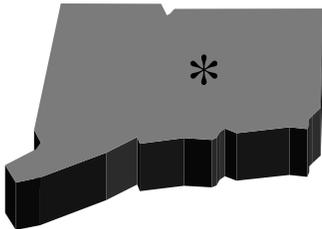


“UTC Power” Contract Negotiating Team Gets Under Way!

On May 2nd, the newly elected IAM Negotiating Committee at UTC Power (Fuel Cells) met with Grand lodge Representative William Rudis, Assistant Directing Business Representative James Parent, Business Representative Mike Stone and LL 1746 President John Taylor. This first meeting focused on planning to distribute surveys to the membership and setting the calendar for future sessions. Committee members and both Local and District Leadership will begin going over the current contract language and urge ALL members to do the same. Be sure to give thought to any ideas or issues that you may have.

A second meeting was held on May 12 to work on the membership survey and set negotiation dates to meet with the company. Surveys will be distributed on June 8th and collected by June 16th. Survey results will be shared with members as soon as they are tabulated. Pictured below at the May 12th meeting are (left to right):

***GLR William Rudis;
Negotiator George Rogers;
Alternate Negotiator Cathie Spinali;
Local 1746 President John Taylor;
BR Steve Merrick; ADBR Jim Parent;
Negotiators Dave Crandall, Carl Hervieux,
Peter Gieraltowski & Tom Wheeler.***



Living Wage Law Passes in Manchester, CT

In April the Manchester Board of Directors passed a Living Wage ordinance on a 6 (Dem) 3 (Rep) party-line vote, after months of often heated debate in town. Members of IAM Locals 1746 and 743 (Hamilton/Sunstrand) who live in Manchester were active writing letters, making calls, going to rallies and town meetings over a two-month period prior to the vote. Union members from the Hartford Labor Council, AFSCME Local 991, Food & Commercial Workers' Union & Teamsters Union also helped out. St. Bridget's Church, St. James Church, the Unitarian/Universalist Church, Manchester Coalition for Peace & Justice and Connecticut Working Families were also members of the Manchester Living Wage Coalition.

The goal of the ordinance is to help low-income employees who live in Manchester work their way out of poverty by providing better pay and benefits on their jobs. Companies who have contracts **with** or tax-breaks **from** the town of more than \$25,000 with more than 25 employees are covered by this law. They would have to pay full-time workers at least \$11.06 an hour, plus health benefits, or \$14 an hour if none are provided.

THANKS TO ALL WHO HELPED PASS THIS IMPORTANT LAW.

The next meeting of the Manchester Chapter of Working Families will be held Wednesday, May 24 at 6:00pm. Location is AFSCME Local 991, #8 Birch St, Manchester.

A report will be given on the Living Wage ordinance, and Local politicians will be invited to answer your questions. Refreshments served. Call 523-1699 for info, directions.



Next Monthly Meeting

May 21st at 11:00 am

*“In memory of all those serving and
who have served our country”*



**Have a safe
Memorial
Day !**



**“Dear Andy: How have you been?
Your mother and I are fine. We miss you.
Please sign off your computer and come
downstairs for something to eat. Love, Dad.”**

2-1-1 InfoLine



Do you have questions, and do not often know where to turn for answers?

211 Info-line may be the answer for you. The questions may range from where to take a boating course in your area; to how to obtain a passport. Where and how to get eldercare, or support for a teenager with a problem.

The answer can be as simple as dialing 211 on your telephone and talking to one of the specialized trained representatives at the Rocky Hill office. If they cannot answer your question, they can refer you to sources that can.

Working on a new initiative with United Way of Greater Hartford, your union will be providing more information on Info-line and how they help folks in Connecticut.

WEBSITES:

www.iamLL1746.org

www.iamdistrict26.org

www.goiam.org

www.shopunionmade.org

Get Involved

*We are looking for letters from
you the members!*

*Report your news, announce-
ments or anything you would
like to share!*

**Please email your announcements &
messages. Items for the next issue must
emailed by June 1, 2006.**

localldodge1746@snet.net

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 Oullette; Trustees

NEWSLETTER COMMITTEE

Dave Batchelder-Editor, Linnea Demanche-Co-Editor, layout and design.

John Taylor, Joe Durette, Mike Stone, Gerry Martin, George Rogers,

Earl Schofield, Deb Belancik & John Peretta