



Local Lodge 1746

# insight

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

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## The Plague

After inflicting heavy damages during December 2012 and March 2013 to the bargaining Unit population in the CANMC, the Good Fellows in charge decided that it was not fair to impose calamities and despair to just one Module center in East Hartford it is better spread to other Module Centers.

Which one to pick? Which Module Center is making money and has survived untouched all the calamities like the other side of the campus?

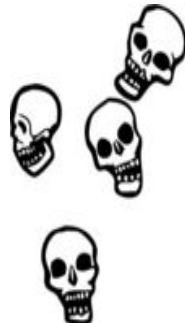
The answer was simple, TMC.

Yes, brothers and sisters the corporation has determined that it is time to inflict pain and suffering to TMC and disrupt the life of the people that work there. One single announcement on the Company Propaganda machine (Their Site). ZOOM-ZOOM (aka Jeff Smith) IN BONCELL OUT. The Plague has arrived in TMC now.

What can we expect from such a move? Let's look at Mr. Smith's track record.

"Was in charge in Cheshire" Cheshire is closed now. "Was in charge of CANMC." When he arrived as supreme commander, there were hundreds of people working 3 shifts and also AWW, many machines, hundreds of hours of work. At one point the biggest Module Center in East Hartford. Along with having every Job family in appendix A, of the CBA was represented and happily toiled in the CAN.

That was then what about now? Desolation, big "Dance Halls" where machines once stood, Members with over 33 years seniority out on layoff. Unknown amount of work vended out to the so called CANMC South ( Florida). Constantly refusing to provide the data to the Union at every letter 22 meeting. Moving people from one department to another,



while at the same time vend out the work in the department that they took the people from. Ordering those poor members to run machines with little or no training. Actually, disregarding safety concerns brought up by the Union. Then, threaten to vend out the work because 6 operators can't learn fast enough to produce the parts.

The Union asked why then layoff experienced operators with over 30 years if you need your parts out? Call 6 of them back, from layoff and problem solved. Answer, "Not interested." Then, the Creation of New Business Units, for many years with hundreds of people working, and in compliance with the CBA the can survived with 6 Business Units.

Now, let's have more with less. Create 9 business Units with less people in the CANMC. Delay notification and description of the new departments and where they are situated within the business units and notified the Union with the implementation back dated to 01/01/2013. Their explanation financial measurements called "Business Centers".

What we see happening! Pigeon hole our members in departments and business units, to disregard seniority rights when it comes to promotions, shift preferences etc...

A fundamental easy thing to do like administer overtime and keep accurate sheets is now a "Big Problem" with only lip service from the management folks and H.R. Employees are being segregated by separating the same job codes. Managers getting marching orders to "move everything to 2<sup>nd</sup> Step", that is where it is being addressed, according to the Local H.R. manager.

Then, at 2<sup>nd</sup> Step follow the Company well practiced line of action. Keep the problem alive for a few agendas and then forced the Union into arbitration. Let's see how long before

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Mr. Smith start implementing the ideas that he had used in CANMC and in TMC.

Brothers and sisters, you have been warned!

Don't fall victim to enchanted words full of lies, at Mr. Nice Guy Smith's town hall meetings, as he speaks to the crowd and promises the world, he has already done the opposite of what comes out of his mouth.

Beware his preaching of staying competitive what he really means is to have so much cross coding



going on that people will forget what Job Codes really are. Then he will micro manage the Unit and flood the shop floor with salary folks, getting their hands at every bargaining unit work they could find so they could justify their existence.

It is said that "If you want peace, you must prepare for war." We all want peace, steady employment, decent wages, prosperity, a good pension. The company has been at war with us and they just opened another front. Remember that this is a contract year, so the company will come after us with everything they could possibly think of to make our lives miserable.

If we are going to survive, we must remain united.



## WEINGARTEN RIGHTS

Nowhere is it more important to know your RIGHTS than in closed-door meetings with supervision interrogating a worker and attempting to coerce an employee into confessing to some type of wrongdoing.

In 1975, in *NLRB v. J. Weingarten, Inc.*, the U.S. Supreme Court announced the rights of employees to have union representation during investigatory interviews. Since that case involved a clerk being investigated by the Weingarten Company, these rights have become known as Weingarten rights.

### **The Rules**

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, the following rules apply:

#### **RULE 1:**

The employee **must make a clear request for union representation or name a fellow employee witness** before or during the interview. The employee cannot be punished for making this request.

#### **RULE 2:**

After the employee makes the request, the employer must choose from among three options. The Employer must either:

**Grant** the request and delay questioning until the union representative or named fellow employee witness arrives and has a chance to consult privately with the employee:

or **Deny** the request and end the interview immediately or **Give** the employee a choice of (1) having the interview without representation or a fellow employee witness (2) ending the interview.

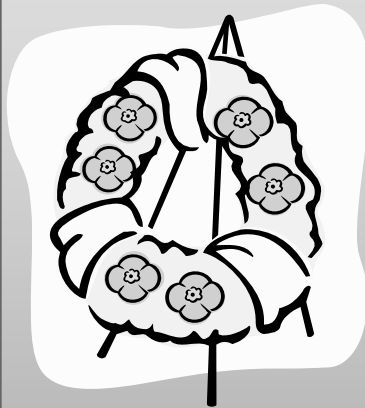
#### **RULE 3:**

If the employer denies the request for union representation or the right to have a named fellow employee witness present, and continues to ask questions, it commits an unfair labor practice and the employee has the right to refuse to answer. The employer may not discipline the employee for such a refusal.



# Sunday April 28<sup>th</sup> was Workers Memorial Day.

Deb Belancik



The ceremony was held at the State Capitol with memorial wreaths being placed on the workers memorial monument in Bushnell Park. There were several speakers at this event. I was a speaker from Connecticut Council of occupational Safety and Health.

Workers Memorial Day was initiated by the AFL-CIO after the collapse of Connecticut L' Ambiance Plaza and the devastating loss of workers' Lives.

This is an historic year for workers safety and health. It is the 100<sup>th</sup> anniversary of the workers Compensation on October 3<sup>rd</sup>, 2013. Nationally, 4,693 workers died on the job and 50,000 died from

occupational diseases in 2011 according to the most recent figures released by the bureau of labor statistics. This is an average of 13 workers a day who die on the job.

This is a day we remember those who have lost their lives and fight for Workplace Safety, Healthy Body, and Healthy Mind.

I would like to thank all that attended this program. I also would like to thank the AFL-CIO for putting on a fabulous ceremony. I spoke on what I truly believe in from the heart. Our workers are the most valuable asset we have. They are family and have families. We don't come to work to get sick or hurt or killed, only to support our families and give them the life they deserve.



As Mother Jones put it; "Pray for the Dead and Fight like hell for the living".

### Cancer Study

*Please save the date of Thursday May 23. This is when phase 3 will be revealed.*

*There will be more information coming forth.*

## ORGANIZED LABOR RECOGNITION NIGHT



*Rock Cats vs. Reading Fighting Phils  
Saturday, June 29, 2013  
Gates open at 5:05 PM  
Game Time is*

**6:35 PM**

For the fifth consecutive year, Local Lodge 1746 has purchased 200 vouchers so that our members can attend this fun-filled night in New Britain.

Tickets are on a first come first served basis and may be reserved by calling the



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## The Next Monthly Meeting is June 9th at 11:00 am

*Happy Memorial Day and Thank-you to all who served!*



# Remember Our Troops Red-Shirt Friday's!

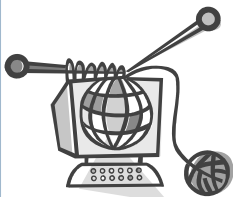


*to everyone who supported Dian Mitchell and  
the  
2013 Walk Against Hunger.*



*Thanks to your generosity, she  
was able to raise  
\$4,075.00 for Food-share.*

*Dian says "I couldn't have  
done it without you guys!"*



### **WEBSITES:**

[www.iamLL1746.org](http://www.iamLL1746.org)  
[www.iamdistrict26.org](http://www.iamdistrict26.org)  
[www.goiam.org](http://www.goiam.org)

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

*Lenny Ward EAP Coordinator  
LAP-C Certified  
NAADAC / NCAC Certified  
AFL-CIO Union Peer Counselor  
SAP (Substance Abuse  
Professional) Certified.*

*Fax 203-787-4180  
Cell 203-444-0267*



**Here are some of the  
officers email addresses to  
contact with your  
concerns and suggestions.**



- \* Juan A. Gelabert  
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### **LOCAL EXECUTIVE BOARD:**

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