



Local Lodge 1746

# insight

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## SSP-WHERE ARE THE REPLACEMENTS?

A month or so ago the Union was approached by the company so as to allow 264 employees the ability to retire with a

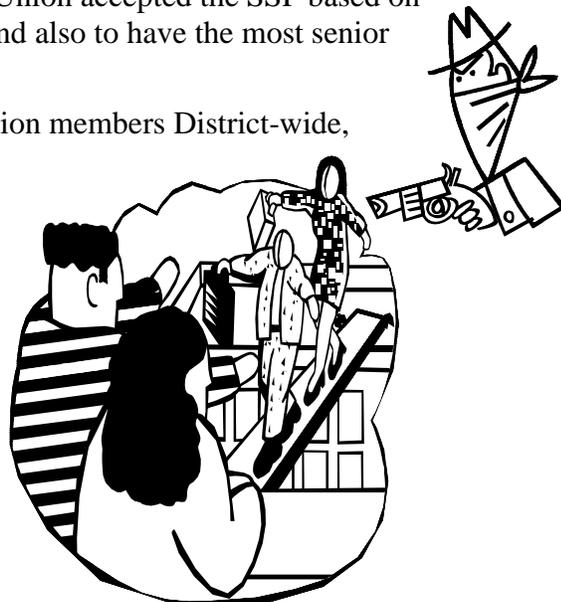
Special Separation Package (SSP). This request

came during the middle of a contract where the company is required to replace those who leave through attrition at a 75% rate. In other words the company must replace one person with three quarters of a human being.

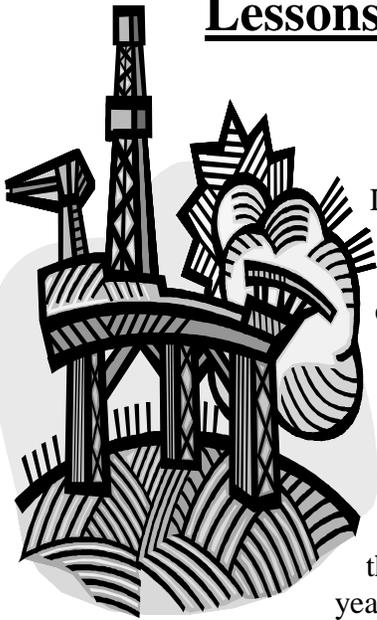
The Union had to “sign off” on letting 264 employees go, without hiring replacements. We did so for the following reasons: If the Union had said no to this SSP the company in all likelihood would have laid off 264 less senior employees and not allow the most senior employees to retire with the enhanced package. The Union did not want to see anyone get laid off and also wanted to ensure that those who wanted to go received the SSP.

Can you imagine the outcry if the Union had said no to the SSP? The members that would have been laid off would have been furious and the more senior members that wanted to leave, but now could not, would have also blamed the Union, and been just as mad. The Union accepted the SSP based on wanting to keep everyone employed and also to have the most senior leave with a better package.

However, there are now 264 fewer Union members District-wide, which means the Union's resources to fight Pratt during the upcoming 2007 negotiations are that much weaker. After enduring thousands of lay offs over the years this SSP is nothing more than a polite lay off that the Union would not and could not refuse to its members. It can be argued... but in effect the company circumvented the 75% employee replacement formula spelled out in our contract, by holding a gun to our collective heads.



## Lessons Learned from Texas City BP Explosion



Last month, CBS' *60 Minutes* ran a story about the British Petroleum Texas City refinery explosion, which killed 15 workers and injured 170 more when a gasoline explosion rocked the facility on March 23, 2005. *60 Minutes* labeled the BP disaster "the worst workplace disaster in this country since 1989", the year of the Exxon Valdez oil

spill. BP blamed the catastrophe on

"operator error" and fired six employees as a result, but deeper investigation by CBS showed other familiar and sinister culprits implicit in the disaster: profiteering, production demands, and the apathy of senior management to safety concerns. This week, the corporation goes to trial in Galveston, Texas, as a defendant in a lawsuit filed by Eva Rowe, daughter of two BP employees killed in the explosion.

According to the report, BP executives ignored numerous warnings from workers and plant management that trouble was looming. Despite raking in more than \$1 Billion in profits at Texas City in 2005, the company failed to pay for key improvements in plant equipment, including "antiquated equipment, corroded pipes about to burst, and safety alarms that didn't work," according to U.S. Chemical Safety Board chairman Carolyn Merritt. "The problems that existed at BP Texas City were neither momentary nor superficial," and were due to a culture of "risk denial and risk blindness...not being addressed anywhere in the organization."

The explosion originated when a gasoline tower was overfilled and flowed into a back-up tank, which also overflowed, sending gasoline and vapors into open air to seek an ignition source, most likely an idling truck engine. The situation was not unlike the story of Charlie Moorecraft, the Exxon employee who spoke at *The Choices We Make* Trades safety stand-down held at the Hangar in 2004. Moorecraft became embroiled in a New Jersey refinery fire following his own admitted neglect of safety procedures. But in Texas City hundreds of innocent workers were killed or injured without knowledge of the dangerous procedure being conducted that day. In fact, as *60 Minutes* points out, BP ignored

its own procedure by placing office trailers in the proximity of hazardous processes, and failed to speak of the impending, dangerous task at an employee meeting that very morning.

BP has set aside a fund \$1.6 Billion to pay for lawsuit settlements with explosion victims and their families. That amounts to approximately 800 times the cost the company would have paid for the necessary safety equipment before the disaster, but the money isn't as important to Eva Rowe as the need to expose the BP senior management culprits. "I want everyone to know what they did," she told Ed Bradley of *60 Minutes*, "if we settle...everything we know has to remain confidential. I don't want that to happen." *Insight* applauds the courage of people like Ms. Rowe who stand up for their principles against rich and powerful corporations and hold them accountable for their decisions.

For more information, visit *60 Minutes* at [www.cbsnews.com](http://www.cbsnews.com) or the U.S. Chemical Safety Board at [www.csb.gov](http://www.csb.gov).

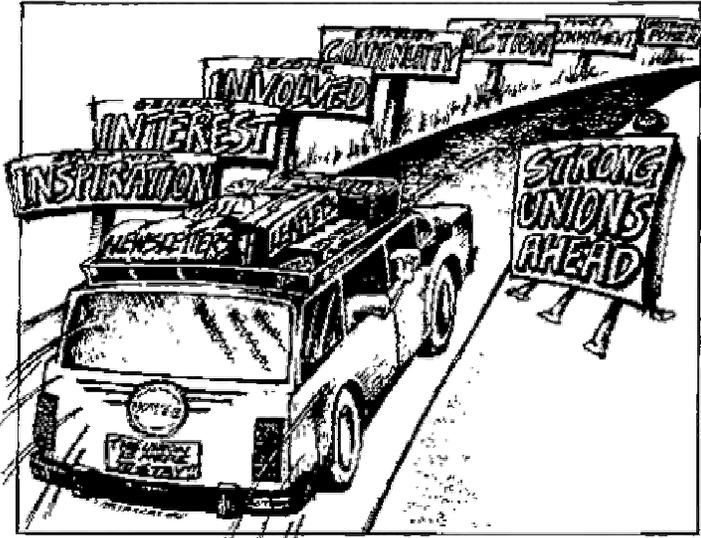
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## The IAM LL 1746 Fuel Cell

negotiating team has met with management at UTC Power concerning the collective bargaining agreement that will be voted on Dec. 3, 2006. Talks have been slow and we are honoring a requested news blackout at this time, but that could quickly dissolve. There is much at stake here for our 87 brothers and sisters who formally numbered 240 members just a few years ago. UTC Power has received several grants in the millions of dollars and has working relationships with Hyundai, Nissan, BMW, and to help power fleet vehicles (buses) as well. Fuel Cells is internationally known for their expertise in the Space and Defense field and in cooling, heating, and power solution programs as well. These negotiations will really put to the test how "ethical" the UTC Corporation is as it continues to reap billions in capital and make millions for their shareholders. We all know what UTC did to their latest victim-Sikorsky-on healthcare, that forced them to strike causing much pain and suffering to UTC employees as well as to their bottom line. Let's make sure we stand together with our Fuel Cells brothers and sisters by supporting them as they fight for what is right. We will be updating you with flyers in the coming weeks.



# THE ROAD TO STRONG UNIONS



management, as did they from their predecessors. **It is time for the buck to stop here.** Supervision now in an effort to control their labor expenses have expanded the alternative work week to F&S. In an even stranger twist to control costs, every workman has a \$5.00 limit at the Bruckner crib where we order our materials. Now what can you buy for five bucks? Not much at all. So now employees have to wait for the Business Unit Manager or one of his representatives to approve their purchases. This in turn takes an already ineffective and counterproductive system and bogs down the process even more. How can people in the Skilled Trades “delight our customers” when we can’t even get the materials we need in a timely fashion?



## Who Is Watching The Store?



*Who is overseeing the work that outside vendors are performing at Pratt?* It seems that in some buildings electrical conduits, large steam pipes and cable trays are being installed underneath factory lighting. With the new ACE initiative, old buildings are being spruced up by painting and lighting upgrades. While this is a welcome sight, it is uncovering years of neglect and mismanagement of the routine maintenance of these very same buildings. During some recent lighting work in J Building, some major issues were discovered with the way some of these factory upgrades were installed.

Is anyone overseeing the way these systems are installed? With Mr. Finger’s concept of doing more in less space, wouldn’t make sense to have someone go over the routes of these systems **before they are installed** to make any adjustments to existing lighting? This is not just an issue in the factory buildings. In different areas of the plant new walls are being installed without concern of how exit and emergency lighting will be affected. In East Hartford we have a Fire Marshall. Is he being contacted about these changes and what effect they have on their operations? These are easy fixes. If the company had a simple checklist, many of these issues could be avoided. These issues were around long before the current upper-level management of Facilities & Services were in place. They inherited this nightmare from previous

Outside contractors can call a supply house and normally have their material delivered to their jobsite the very next day. Why is it a major production to order material for our jobs? If there are problems with certain individuals and their purchasing habits, deal with those individuals rather than grinding the ability to perform work to a halt. F&S work has been neglected for quite some time. Jobs are piling up because many issues are labeled EHS issues that aren’t legitimate. Does a light for a coffee pot have a higher priority than a whole row of lights being out over a production area?

We don’t have enough staff to maintain our facility. People are leaving without being replaced. Managers are being asked to do more with less. So where is the plan to fix this problem? It won’t be fixed by having four employees working on ACE. We need to better manage our facility and all work together. This can be fixed.

## THE UNION BUSTING LAWYER



A. Ford '90



## October 18<sup>th</sup> Town Hall Meeting on Cancer Study Update

On October 18, 2006 there was a meeting for the General Public and Pratt & Whitney employees held at the Cromwell Crowne Plaza Hotel and Conference Center, starting at 7:00 p.m. All shifts were allowed to attend. We had record attendance. Prior to the meeting there was a retiree mailing done. There were roughly 10,000 letters sent out. This was to keep the retired folks informed of the progress of the cancer study. Both hourly and salary folks received this information. I have received many positive phone calls from these folks along with our current work force.

The research teams gave a great big “thank you” to the union for all of our help. Many people that attended said that it was good to see something proactive and positive being done. They were glad to receive the information packet. Joe Abshire from the IAM Headquarters was in attendance. Our International has been very supportive of this study.

There are 3 components to the cancer study: Epidemiology, Genetic, and Exposure Assessments. The Epidemiology research team (Dr. Marsh) is working with the Department of Public Health Tumor Registry to identify people with brain cancer and to trace the cause of death for all deceased individuals in the study. Over 250,000 individuals will be included in the study. These people worked at Pratt & Whitney from 1952-2001 at any one or more plants in Connecticut.

The Genetic part of the study will include the brain tissue for examination by Dr. Frank Lieberman. The team is conducting DNA analysis on the tumor tissue specimens.

The Exposure Assessment Team is where Dr. Esmen’s group comes in. He is examining over 3000,000 unique work history entries received from the University of Pittsburgh. There are also 50,000 industrial hygiene records that were received as well.

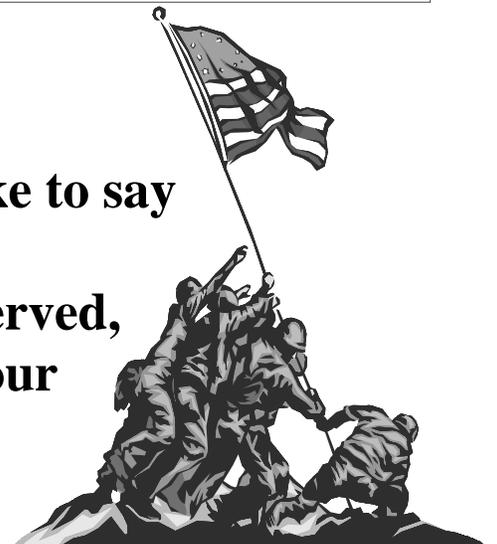
Much has been done in 2006. Just collecting all the data was a challenge. The researchers are working very diligently on the study. They have a huge job to do, going through all past records, old maps of all P & W’s Connecticut facilities, as well as interviewing employees and retirees. *Insight* will keep you posted with further updates.



For more information please visit the Dept of Public Health Web site at: [www.dph.state.ct.us](http://www.dph.state.ct.us). Or you may contact me at any time, *Deb Belancik*; 860-565-4766



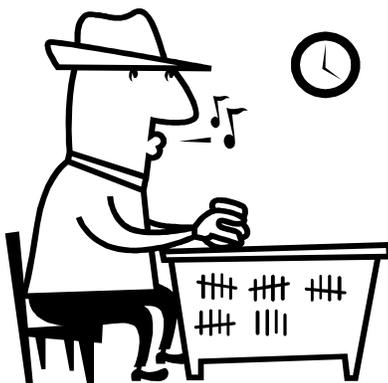
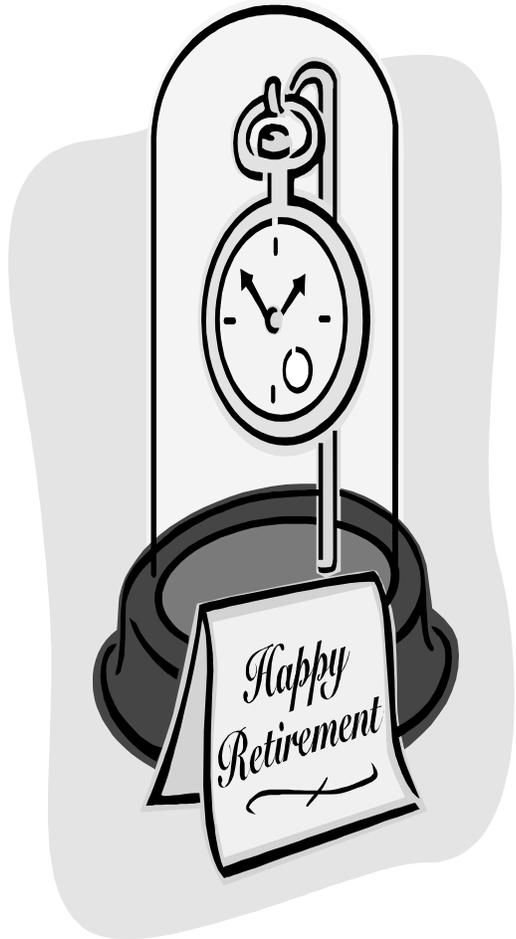
**In recognition of  
Veterans Day  
Local Lodge 1746 would like to say  
“Thank-You”  
to all Veterans who have served,  
and who are now serving our  
Country!**



# “CONGRATULATIONS” TO OUR IAM RETIREES

The Local Lodge would like to take this opportunity to congratulate all of our members who retired under the SSP on October 31<sup>st</sup>. The dedicated P & W employees listed below have a grand total of **899 years of service to the company**. We wish them well, and remind them to stop by the union hall to sign up for their IAM Retirement Card.

<u>NAME</u>	<u>OCC.</u>	<u>DEPT.</u>	<u>HIRE DATE</u>
Bacon, Frederick D	176H	PWH410407	6/9/75
Baraw, David C	240H	PWH000353	9/18/72
Brown, Richard A	176H	PWH000104	5/30/73
Burrus, Arthur L	176H	PWH410473	12/21/77
Daly, Jonathan R	176H	PWH000246	3/28/73
Davis, Donnie E	460H	PWH000983	2/4/74
Depauw, Joseph V	580H	PWH000028	6/29/73
Easton, Eugene O	400H	PWH450759	8/22/85
Francis, John S	240H	PWH000351	9/12/73
Hackett Jr, Robert	400H	PWH410402	11/13/67
Hunter, Pearl	901H	PWH000041	6/21/73
Lloyd, James E	176H	PWH020051	4/19/78
Mcdougald, Keneth	380H	PWH450614	11/10/73
McNeil, Juanita	901H	PWH010122	7/3/75
Michalski, Mildred	460H	PWH000991	10/6/72
Milliner, Winifred	176H	PWH000246	7/29/65
Miner, Arthur K	901H	PWH010046	1/19/78
Nadeau, James A	240H	PWH000363	3/29/73
Occhialini, Warren	464H	PWH000991	3/7/83
Perez Jr, Herbert	344H	PWH000184	2/18/81
Plourde, Reginald	176H	PWH000234	10/19/73
Robinson, Sharon W	176H	PWH020051	11/27/73
Rodriguez, Samuel	240H	PWH000346	4/30/75
Singleton, James W	530H	PWH000026	9/10/80
Slaughter, Jimmy C	176H	PWH000114	7/21/66
White, Jessie S	583H	PWH000361	7/15/67
Wood, Guinnon J	460H	PWH000355	4/21/76
Zawistowski, Gary	460H	PWH000364	5/11/66



Unfortunately, in some areas of the shop, these long-term employees are not getting the respect they deserve from company management... In CARO, it was reported to *insight* that Manager Lori Gillette refused to have the traditional retirement plaques made up for five retirees, saying that it was “too expensive”, due to the high number of people leaving. Their co-workers had to pay to make the plaques out of money that they had raised. Also, Manager Bob Littlefield didn’t even bother to show up for their retirement party, held right in the area, on company time. CARO employees Fredrick Bacon, Arthur Burrus, Robert Hackett, Allen Pijanowski and John Lomax had a total of **167 years** of experience among them. (Allen and John will be leaving the company November 30<sup>th</sup>).



# **“Have a Safe and Happy THANKSGIVING”**



## **Next Monthly Meeting November 12th at 11:00 am**



### **Holiday Gate Collection**

**Friday, December 1, 2006**

The holiday season is a time of joy and giving, a time to forget our worries, count our blessings and celebrate.

On Friday, **December 1**, IAM Local Lodge 1746 will be conducting a gate collection for the **WORKERS AID FUND**. Contributions from hourly and salary sustain this fund at Pratt & Whitney and UTC Fuel Cells. The fund is available on the same basis to all. We created this fund to help past and present workers at both companies who are facing extreme emergencies. Our Community Services Committee coordinates this collection and our Financial Office administers the fund. In the past, your generosity has helped many of your co-workers. We ask that you be generous again and help keep the true spirit of the holidays alive.

The Officers and Representatives of Local Lodge 1746 would like to wish everyone a safe and happy holiday season. **Peace on Earth**



**Please email your announcements & messages. Items for the next issue must emailed by Dec. 1st 2006.**  
[localodge1746@snet.net](mailto:localodge1746@snet.net)

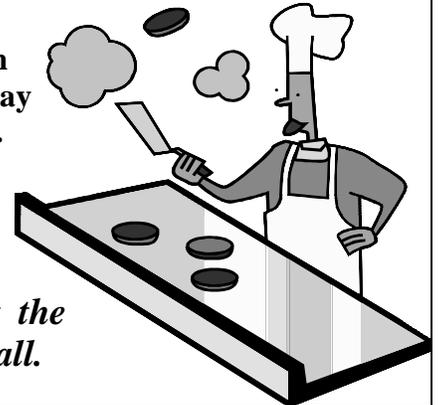
### **Dinners are Served Again**

*Every Friday Night at the Machinists Club. Take out orders are available, portions are **BIG** and the price is right.*

**To Order Call 860-568-9832**

**Orders taken on  
Thursday or Friday  
From 4-8pm.**

*Weekly Menus  
are posted in  
the shop and at the  
Union Hall.*



### **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)

### **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 Ouellette, Trustees**

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John Taylor, Joe Durette, Gerry Martin, George Rogers,  
Earl Schofield, Deb Belancik & John Peretta**