

Local Lodge 1746

insight

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

November 2008 Volume 11, Issue 11

BE AWARE of what's Happening In our Work Place



Brothers and sisters there is a new concern you need to be aware of if your management comes over to talk to you. While we all know that a conversation with management is not necessarily private, most of us did not know that some supervision actually tapes you when they talk to you.

That's right brothers and sisters the union has just learned that a supervisor on the 2nd shift in the CAN Module Center, Quality Assurance departments, actually tapes employees when she talks to them.

Let's look at what happened. An employee who was diligently performing his work assignment, was approached by his supervisor to sign the attendance book for time the employee was out of work for a company suspension. Now everyone in the plant including the supervisor knows that employees sign for absences, not suspensions. In doing so, the supervisor was trying to get a rise out of the employee so she could administer further discipline. We know it sounds like something the Federal Government might do to catch a mafia boss, but never considered this type of behavior would go on right here in Pratt & Whitney.

Your probably wondering **don't employees have rights**, well the answer is **yes they do!** In this instance, the employee was afraid that the supervisor was up to no good, and any dialog with her might lead to discipline, so he requested a shop steward. The supervisor denied the request!

Here's what the law says:



NLRB v. J. Weingarten, Inc., [420 U.S. 251](#) (1975), was a case decided by the Supreme Court of the United States that ruled that employees in unionized work-places have the right under the National Labor Relations Act to the presence of a union steward during any man-agement inquiry that the employee reasonably believes may result in discipline.

The employee had reason to believe that anything this supervisor came over to discuss might result in disciplinary action, after all he didn't even work for her and she had been the root of the problem that lead to the original suspension.

So why is Pratt & Whitney allowing supervision to tape employees and violate their rights as protected under the law? At this point, the union is not sure. President Cloutier and the Shop Committee will get to the bottom of this at future Step 2 meetings, and if necessary will file unfair labor practice charges against the company at the National Labor Relations Board.

Perhaps this is part of the companies continued attack on union representatives that we discussed in an earlier edition of insight, since the employee involved is a union representative. At this time, the issue is in the grievance procedure and the union looks for a speedy resolution.

We hope that this is an isolated incident and not a pattern of behavior we can expect form the company, we also expect the company to take the proper disciplinary action against the supervisor and **turn the tape over to the union** in the grievance procedure. The union also demands that employee's rights not be violated. President Cloutier said, "*We will not allow supervision to blatantly violate the laws of the land and the collective bargaining agreement in the course of their interactions with our members. We will pursue this issue until it is resolved.*"

Until then if the boss comes over to talk to you, you might want to ask if the conversation is being taped. Especially if your supervisor is on the 2nd shift in the CAN Module Center in Quality Assurance.



STATEMENT FROM DBR TOM WROBLEWSKI:

“Our Union has delivered what few Americans have – economic certainty and quality benefits over the next four years. We have secured health care benefits with no additional cost shifting. The amount members will pay in deductibles and co-pays by the end of this contract, will have remained constant since 2002. Preserving a defined benefit pension plan for all members is becoming rare; improving the defined benefit plan is a positive move. As the financial markets have crumbled, the Union delivered 15% guaranteed pay increases for every member over the life of the agreement. In addition, there are significant lump sum payments in the first three years.

The fight for job security is something we battle every contract, every opportunity and every day. In this round, we won the battle and made some significant gains. In the fight for job security, we won. We will fight again in every contract going forward, as long as companies like Boeing see an advantage in bolstering their bottom line by sacrificing quality for the cheapest labor. At 30,000 feet airline customers want quality.

Letter of Understanding #2 – Updated Letter of Understanding to protect nearly 2,200 facilities/maintenance employees currently on the payroll for life of the Agreement.

Revisions to Article 21.7 - Expanded the scope of our subcontracting review. Secured the ability to compete for work that moves from one Boeing facility to another Boeing facility.

Improved Letter of Understanding #37 with the following protections.

Forklift Drivers, MPRF’s, Factory Consumables Handlers, Environmental Control Workers and Shipping/Distribution will not be laid off or removed from their job classification and grade as a result of Materials Delivery and Inventory Process. This revision expanded protection to 2,920 jobs for the life of the Agreement. Except for 787 final assembly, vendors are limited to delivering products to designated areas only. From there, bargaining unit employees will track use, disbursement, acquisition, and/or inventory of parts, materials, tools, kits and other goods or products. Jointly work with the Company to improve material delivery process and ensure our members grow with the new technology and innovations. Parties will explore options for re-training or reassigning bargaining unit employees to equal level jobs when employees are impacted by process and technology change.

General Wage Increases

1st year – 5%

2nd year – 3%

3rd year – 3%

4th year – 4%

Lump Sum Payments

1st year - 10% (of previous year’s earnings) or \$5,000, whichever is greater

2nd year - \$1,500

3rd year - \$1,500

In addition, the second and third year lump sum can be diverted into VIP to bolster members’ pension savings.

Rate Range Minimums – All rate range minimums increased by \$2.28

Progression – Employees in progression on 9/3/08 will receive supplemental wage increase sufficient to bring them to the new rate range minimum or \$1 per hour, whichever is greater.

Effective 1/1/09 - \$81 per year of service

Boeing retreated from their takeaways and cost shifting in medical and benefits and reverted to the 2005 contract levels. This means the medical cost structure and benefits remain the same through 2012. Then, Boeing went back to the 2005 language – eliminating language that would have been detrimental to existing retirees currently on retiree medical. Four years, expiring September 8, 2012

Celebration of the State of Connecticut's

*Permanent Commission on the Status of Women.
(PCSW) Deb Belancik,
(Taken from the census and the PCSW)*



This year marks a terrific accomplishment of women in our State, it is the 35th year of this women's commission. Women have made great strides in 35 years, to celebrate how far we have come since the inception of the PCSW, we thought you'd like to see some interesting facts on women in Ct based on US census data:

1973

- 61.1% of women over 14 were married.
- 2.3% of women were divorced.
- 3.2% of the female population were African - American.
- 79,441 are female head of household.
- The median family income was \$11,811.
- 10% of women had 4 or more years of college.

The Coat Drive at Pratt in East Hartford is a signature event held here in recent years. As the cool weather approaches and you find yourself combing through your closet for just the right coat to fend off the early chill, please take an additional moment to glance around and see if hanging among your favorites is a coat or two that you no longer use.

October 27 marks the first day of this year's Annual Coat Drive to benefit patrons of local charitable agencies throughout Connecticut. It is the result of a collaborative effort between Local 1746 and the Company, forged with the express purpose of collecting outerwear for its dissemination by community organizations in Connecticut to those unable to purchase adequate jackets, coats and scarves for themselves in anticipation of our harsh New England winters. As fuel prices drive all of our living expenses ever higher, funds for basic necessities such as warm clothing are increasingly more impossible to come by for many

- 12,218 women were self employed.
- Women made 56.6 cents for every dollar a man earned.
- There were 17 women in the house and 3 in the senate.

VS. 2008

- 49% of women of over 15 are married.
- 11% of women are divorced
- 10% of the female population are African-American.
- 160,504 are head of household.
- The median family income is \$78,154.
- 32.4% of women have bachelor's degree of higher.
- 118,583 women own there own business.
- Women make 77.8 cents for every dollar a man earns.
- There are 45 in the house and 8 in the senate.

We should be proud of our accomplishments through the years, as women we should be more involved in our Union and activities of our local lodge, we should also be more vocal in politics. We need our voices to be heard on our concerns and issues.

We need to address health issues for women. Get involved, Stay involved,

It is not just women issues, It is family issues. If any one would like to get involved, Please contact me at, 860-565-4766, email, debra.belancik@pw.utc.com

families within our own communities.

Our Annual Coat Drive has consistently provided hundreds of gently-used coats and jackets to just such families across Connecticut. Its previous success is a simple testament to the generosity of Pratt employees, many of whom have donated not only used, but also newly-purchased coats, jackets, hats, and scarves to those less fortunate.



This year's Coat Drive will run from October 27- 31. Collection boxes will be stationed throughout the East Hartford campus. Please remember the Drive when you pull out your winter wear, or when you seek to replace jackets for your children and grandchildren this year. There are countless many more children who would welcome last year's coats *this* winter.

Just in case we forget how Important it is for us to VOTE.



This is the story of our Grandmothers and Great-grandmothers; they lived only 90 years ago. Remember, it was not until 1920 that women were granted the right to go to the polls and vote. The women were innocent and defenseless, but they were jailed nonetheless for picketing the White House, carrying signs asking for the vote, one being a woman named Lucy Burns and by the end of the night, they were barely alive.

Forty prison guards wielding clubs and their warden's blessing went on a rampage against the 33 women wrongly convicted of 'obstructing sidewalk traffic. They beat Lucy Burns, chained her hands to the cell bars above her head and left her hanging for the night, bleeding and gasping for air. They hurled Dora Lewis into a dark cell, smashed her head against an iron bed and knocked her out cold. Her cellmate, Alice Cosu, thought Lewis was dead and suffered a heart attack. Additional affidavits describe the guards grabbing, dragging, beating, and choking,

Even though this has a U.S. orientation the same things happened to women in England and Canada. Just in case we forget how important it is for us to **VOTE**.

Thus unfolded the 'Night of Terror' on Nov. 15, 1917, when the warden at the Occoquan Workhouse in Virginia ordered his guards to teach a lesson to the suffragists imprisoned there because they dared to picket Woodrow Wilson's White House for the right to vote. For weeks, the women's only water came from an open pail. Their food--all of it colorless slop--was infested with worms. When one of the leaders, Alice Paul, embarked on a hunger strike, they tied her to a chair,

forced a tube down her throat and poured liquid into her until she vomited. She was tortured like this for weeks until word was smuggled out to the press.

Some women didn't vote this year because, why, exactly? We have carpool duties? We have to get to work? Our vote doesn't matter? It's raining? It is a graphic depiction of the battle these women waged so that I could pull the curtain at the polling booth and have my say. I am ashamed to say I needed the reminder. All these years later, voter registration is still my passion.

The actual act of voting had become less personal for me, more wrothe. Frankly, voting often felt more like an obligation than a privilege. Sometimes it was inconvenient. I realize this isn't our usual idea of socializing, but we are not voting in the numbers that we should be, and I think a little shock therapy is in order. It is jarring to watch Woodrow Wilson and his cronies try to persuade a psychiatrist to declare Alice Paul insane so that she could be permanently institutionalized. And it is inspiring to watch the doctor refuse. Alice Paul was strong, he said, and brave. That didn't make her crazy. The doctor admonished the men: 'Courage in women is often mistaken for insanity.

We need to get out and vote and use this right that was fought so hard for by these very courageous women. Remember to vote. Remember to vote always even though this article came out after November 5th 2008 election. We hope that all women and man will remember to always vote. <http://memory.loc.gov/ammem/collections/suffrage/nwp/prisoners.pdf>





Identity Theft

By Earl Schofield

A thief could have changed your address with a financial institution and started using your credit card. Since the bills are no longer coming to your address, it will take longer for

you to figure out the problem. Most financial institutions allow you to look at your accounts online. Do so regularly to avoid this problem. If you see charges you don't recognize, call your bank's customer service line immediately.

You start to receive credit cards for accounts you didn't open yourself.

A thief may have responded to a credit card offer using your name and credit history and been planning to intercept the card from your mailbox. Don't hesitate one second. Call the financial institution that issued the card immediately and explain that the account was opened fraudulently.

You are denied credit even though you know you have a good credit history.

Whenever you are denied credit -- for whatever reason -- you are entitled to free copies of your credit reports from each of the three top credit reporting agencies; Equifax, Experian and TransUnion. As part of that denial, you should get a letter that tells you how to

obtain those free credit reports. Take advantage of this law and review your credit report to see what the problem is. If you find fraudulent accounts on your report, follow the instructions that explain how to get them removed.

You get a call from a store about a purchase you know you didn't make.

If you do get this type of call, don't give out any information because the call could be a phishing attempt (that's when thieves pretend to be calling or emailing from a store or bank in hopes you will disclose personal financial information -- like your Social Security number or bank account password).

Find out as many details about the purchase as you can, as well as the caller's name and contact information. Look up a contact number yourself. Call the company after you've checked it out. Only after you know the company is legitimate should you give out any personal information. Then, call your credit card company and let them know that your card was used fraudulently.

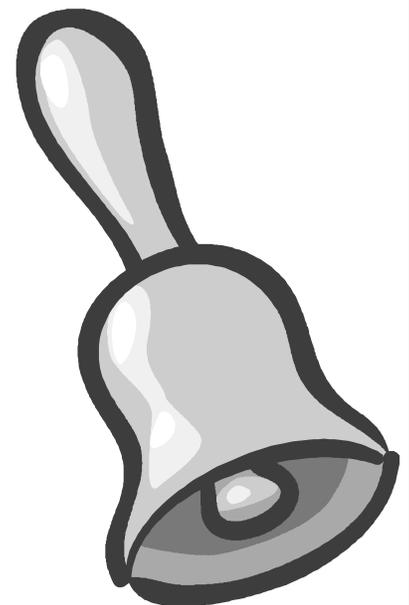
“Gate Collection”

On **Friday, November 14**, familiar faces from Local Lodge 1746 will be conducting a **gate collection** for the **Workers Aid Fund**. Monies donated by both hourly and salary employees comprise the fund, a resource made available to current and former Pratt & Whitney and UTC Fuel Cell employees who demonstrate severe financial need due to long-term illness or other unavoidable hardship.

The Workers Aid Fund has existed as a result of the stewardship of our Local's Financial Office, which has administered the fund; the commitment of our Community Services Committee, whose volunteers brave the cold and man the gates; and the unflagging generosity of employees, whose contributions have sustained the Fund for years. There are familiar faces present at every stage of the Fund's existence--from inception to use.

On November 14th, please come prepared to contribute to a familiar face collecting for the Workers Aid Fund in the behalf of still other familiar faces in need.

http://www.boeing.com/2008negotiations/pdf/IAM_agreement_factsheet.pdf





The Next Monthly Meeting is November 9th @ 11:00 am

*The Local Lodge 1746 wishes all members,
A Happy & Safe Thanksgiving to you and your families!*



A **Big** congratulations to *Charlene Krumm's, 10th anniversary of her kidney transplant 10-13-1998* and thanks to all the support she was given by everyone especially Jake!



**MACHINIST CLUB
DINNER MENU
FRIDAY, November 21, 2008
4:00 pm to 8:00 pm**



Fish & Chips- Donation \$ 8.00

*Center Cut Pork Chops, Potato and Veggies -
Donation \$ 7.00*

*Cheese Ravioli &
Meatballs-Donation \$ 6.00*

*Meatball Grinder W/Fries-
Donation \$ 6.00*



WEBSITES:

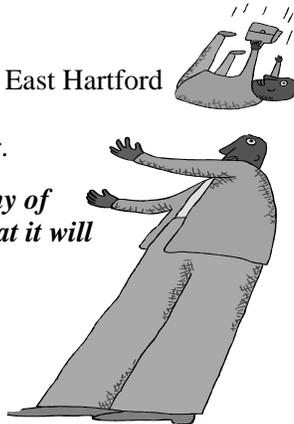
www.iamLL1746.org
www.iamdistrict26.org
www.goiam.org
www.shopunionmade.org

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.*

*Cell: 203-444-0267
Pager: 860-708-4186
Lenny Ward*



Just call ahead at
568-4234

EAT IN or
TAKE OUT
Stay and enjoy the
Tony Lee Band



Don't Forget to Wear RED on Fridays



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