

Local Lodge 1746

# insight

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

November 2009 Volume 12, Issue 11

## The “Gremlins” of TMC



It is now time to talk about what goes on in TMC. People may think that everything is okay and that everybody is happily going about their business, but the truth is far from that.

Let's start with grievance activity according to the last Company Chart. The Union was shown that the Grievances are higher in TMC than anywhere else. Pratt of course is saying, “it is the Union's fault.”

Now, let's look at all the factors in the equation. First off salary employees are doing bargaining unit work at will and the Company's answer is the same in every grievance, “H.R. will talk to salary.” They must be speaking in Cantonese, because nobody is listening. The New and Improved “Larry Moore” stated, “that the letter re-issued by Goluska, has dealt with that problem?” Which would probably get more attention if you printed it on toilet paper.

Another issue is “Well 4” in which you could probably wonder how deep is that well, because all the work that used to be there has just about disappeared from the face of TMC.

The O-Really Factor is that he and his other accomplices keep making trips to Georgia. “Oh, isn't

that where they want to take all the Cheshire Work?” Then there is the factor of Big Boss Bonzai wanting now to change the furlough days in some areas of TMC? What about gestures and language used in TMC by the supervisors? In D.O. supervisors could use profanity when addressing bargaining Unit employees, and that my friend is considered “Shop Talk”. In TMC there is a different set of standards, where anything other than 19<sup>th</sup> Century's Queen Victoria's English approved by TMC's H.R. (B.B.) will get you suspended and or terminated.

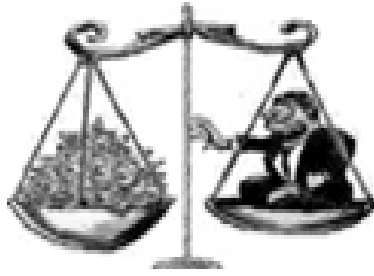
The issue of using violence is Okay, when it is administered by management. TMC management approves of this tactic and they go as far as to encourage and condone this type of corporal punishment.

AWW supervision in this area of Pratt and Whitney can slap or shake people at will with no repercussions.



This *Gang of salary Gremlins* have a Leader, although we don't know who it is yet, maybe we have to follow the water trail to see where all of the *Gremlins* are multiplying. When we find out we will be waiting for his promotion to occur after having caused so much havoc, confusion and disruption. It is nothing more than a premeditated attack on the Union Force. The struggles continue until we the Union and all our members flush them out!

## Negotiations Begin With UTC Power



Contract talks with UTC Power began on October 28, 2009 at the Marriott Courtyard in Windsor with both the company and the union passing opening proposals across the table. During the next two sessions the company intends to give a state of the business presentation, and a presentation on health care benefits.

We are all aware of the callous indifference shown to UTC workers in order to fatten the pockets of a few at the top. **The recent announcement of Pratt's intention to close the Cheshire plant and CARO business unit typifies management's incestuous relationship with increased profits.**

So what do upcoming contract talks have in store for our members at UTC power? Only time will tell but if there are any members who think that management's lust for increased profits might not include sticking it to the workers at UTC Power, they should think again. There are two phrases that are inextricably connected to contract talks.

The first is, "You only get what you are strong enough to take!"

The second is, "United you negotiate, divided you beg!"

Unity is what it is all about brothers and sisters. If the bargaining unit is united it will show when the company is at the bargaining table. If you are looking for a good contract, a contract that you will be proud to vote for, then you better be united on the shop floor as we go through this process. **Anything short of complete unity allows the company to exploit your weakness in the form of reduced bargaining power for your committee.**

Stop your negotiating committee in the aisle and thank them for the job they are doing for you and remember brothers and sisters, the strength they gain is from your solidarity. Sometimes tough decisions need to be made, and sometimes they are unpleasant. Sometimes you have to stand up and be counted and take the company on by striking them if the final offer is substandard. Your negotiating committee hopes this is not one of those times. The committee is prepared to do what it takes to bring back a contract you can approve and be proud of. All they ask of you is to remain united and be prepared to make tough decisions if UTC Power forces your hand.



## Annual GATE COLLECTION -NOV. 12<sup>TH</sup>, 2009



On **Thursday, November 12th**, 2009 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 salary and hourly 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 12<sup>th</sup>, please come prepared to contribute to a familiar face collecting for the Workers Aid Fund on the behalf of still other familiar faces in need.

## Health & Safety Article from the Secretary of Labor



Hilda L. Solis, despite decline, still too many workers deaths, (From the National Safety Council) Washington -- Even with workplace fatalities at an all-time low, Secretary of Labor Hilda L. Solis recently announced her intent to continue "Strong Enforcement" of

safety standards, asserting one death is too many.

On August 20, the Bureau of Labor Statistics (BLS) released preliminary figures showing a 9 percent decline in the number of on-the-job deaths from 2007 - 2008. A total of 5,057 worker deaths occurred in 2008. This is the lowest total since data collection began in 1992; in 2007, 5,657 worker deaths were recorded.

While the decrease in the number of fatal work injuries represents change in the right direction, it does not lessen the need for a strong enforcement to ensure that safety is a top priority at every work place, Solis said in reaction to the report.

According to the BLS report the fatality rate also

decreased. In 2007, 4.0 work injuries per 100,000 full-time equivalent workers occurred in 2008, there were 3.6. There was a 17 percent decline in Hispanic workers deaths - to 774 in 2008 from 937 in 2007.

Transportation incidents, which accounted for about 40 percent of all workplace fatalities in 2008, fell 13 percent from 2,351 in 2007, which had been record low. Don't be a statistic, watch your surroundings and watch out for one another and most of all watch out for safety on and off the job.

\*Fact check according to The National Safety Council "Injury Facts" 2009

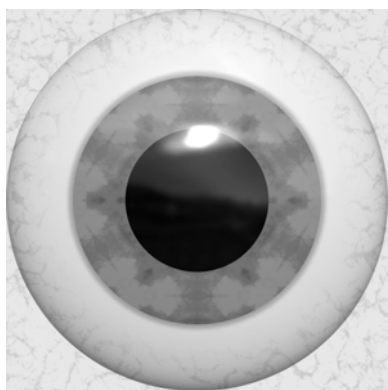
\*Fact Check, 444 total number of women killed in all industries in 2006

\*For a full report go to :

[www.bls.gov/news.release/cfoi.toc.htm](http://www.bls.gov/news.release/cfoi.toc.htm)

to read the full report

***Respectfully submitted,***



## “Eyesight” is one of the most precious God-given gifts.

- In the Shop toxic materials that can get in our eyes and temporarily or permanently affect our ability to see surround us. There are throughout the shop eyewashes that are to be used if something gets in your eyes. Some of these eyewashes are hooked-up to city water others are self contained and filled with the appropriate fluid.

- If per chance you go by one of the self-contained eyewashes and notice that it is empty, please notify someone in the area so it can be refilled, it may save someone's eyesight, maybe even yours.
- Report any and all injuries to your Supervision or on Weekends report it to the Fire Department and have them entered on your record. This way if you have a problem in the future there is a record of it.
- You have the right by Law to request your records. And it is a good idea to keep copies of them at home as records have been known to be lost by the medical department.

***Joe C.***

# DOT OFFICE OF DRUG AND ALCOHOL POLICY AND COMPLIANCE NOTICE



Recently, the Department of Justice (DOJ) issued guidelines for Federal prosecutors in states that have enacted laws authorizing the use of “medical marijuana.” [http://www.justice.gov/opa/documents/medical\\_marijuana.pdf](http://www.justice.gov/opa/documents/medical_marijuana.pdf).

We have had several inquiries about whether the DOJ advice to Federal prosecutors regarding pursuing criminal cases will have an impact upon the Department of Transportation’s longstanding regulation about the use of marijuana by safety sensitive transportation employees – pilots, school

bus drivers, truck drivers, train engineers, subway operators, aircraft maintenance personnel, transit fire armed security personnel, ship captains, and pipeline emergency response personnel, among others.

We want to make it perfectly clear that the DOJ guidelines will have no bearing on the Department of Transportation’s regulated drug testing program. We will not change our regulated drug testing program based upon these guidelines to Federal prosecutors. The Department of Transportation’s Drug and Alcohol Testing Regulation – 49 CFR Part 40, at 40.151(e) – does not authorize “medical marijuana” under a state law to be a valid medical explanation for a transportation employee’s positive drug test result.

That section states:

- **\$ 40.151 What are MROs prohibited from doing as part of the verification process?**

As an MRO, you are prohibited from doing the following as part of the verification process:

(e) You must not verify a test negative based on information that a physician recommended that the employee use a drug listed in Schedule I of the Controlled Substances Act. (e.g., under a state law that purports to authorize such recommendations, such as the “medical marijuana” laws that some states have adopted.)

Therefore, Medical Review Officers will not verify a drug test as negative based upon information that a physician recommended that the employee use “medical marijuana.” Please note that marijuana remains a drug listed in Schedule I of the Controlled Substances Act. It remains unacceptable for any safety sensitive employee subject to drug testing under the Department of Transportation’s drug testing regulations to use marijuana.

We want to assure the traveling public that our transportation system is the safest it can possibly be.

**Jim L. Swart**

**Director**

**Office of the Secretary of Transportation**

**Office of Drug and Alcohol**

**Policy and Compliance**

**Department of Transportation**

**October 22, 2009**

## The “Powerhouse Leprechaun”



It is not the first time that attention has been brought to East Hartford’s Powerhouse, I am sure it will not be the last. The management characters that get assigned there make it inevitable and with utmost certainty they keep drawing unwanted issues.

It looks like everything started when supervisor McCarthy was assigned the job of being in charge. Since that moment, it has been “Yellow Badge Heaven” or the “Bargaining Unit Hell”. This guy is so in *Love* with yellow badges, that maybe he should start his own, Yellow Badge Company! Maybe, he could consider probably buying a “School Bus” to really blend, when he brings them in. When he was in charge of the HVAC Department, he hired a couple of yellow badges. The yellow badges were working right along with the Union Folks. It looked like a **“One Big Happy Family”** sharing the work tickets and singing CUMBAYA! Since he left, his parting gift was another yellow badge to join the ranks.

*McCarthy’s latest accomplishments include:*

- replacing hourly people, that had the tragedy of dying, with a Yellow Badge.
- scheduling overtime work for yellow badges
- keeping the hourly workers at home during the weekend even after the union folks worked on the Job all week and gave him the idea of how to expedite the repair to minimize down time.
- It doesn’t stop there H.R. Julio who was *GIFTED* to us from Cheshire argues that **IT IS OK. TO DO THAT!** I guess his body is here; but his brains are still down by the school yard, with that type of statement when dealing with grievances on the subject. You think that is it?

Wait there is more.

- Mr. McCarthy and his gang believe that they are “above the Law” Article 7, means nothing to them and they refuse to schedule 1<sup>st</sup> steps and decide not to deal with any grievances, oral as well as written. And Julio? Well, read a couple of paragraphs above and you’ll have the answer.
- Reitzma. the Manager? What can we said? He encourages and condones all of this behavior; after all his beloved yellow badges are benefiting from all this and like we said before, he has not met a yellow badge he doesn’t like. You would think it couldn’t get any worse.
- Well the new Health & Safety Manager for OPPI is no other than the One that was for CARO.

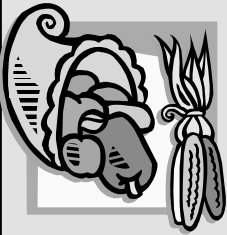
The one that hides behind machines and waits for people to make mistakes to turn them in for Cardinal Rules Violations. The One that doesn’t like to abide by Site Procedures, because going global is better and especially having NO UNION 2. The OPPI organization is doing everything possible to make Life “Better” for all the Bargaining Unit employees.

“If you believe their story, we have a Bridge we’d like to sell you!”

*Beware! The bright light at the end of the Powerhouse Rainbow is not a “POT OF GOLD” it is more like a “Wagon full of Yellow Badges “ being hit by SUNLIGHT, WAITING to move in and do your Job.*







***The Next Monthly Meeting is  
November 8th @11:00 am***

***We From Insight wish all you & your family A Safe & Happy  
Thanksgiving”***

**Fuel Cells Negotiations will end with Ratification Dec. 6**



*On left-President of  
Local Lodge 1746,  
Juan Gelabert, on the  
right- Lewis Fyles 50  
year member*

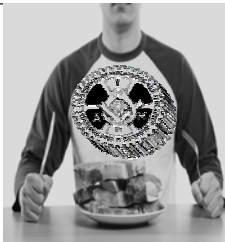
**Celebrating “50”  
Years of membership  
in Local Lodge 1746**

Brother Lewis Fyles Jr was honored for his 50 years as a proud member of Local Lodge 1746 at the October meeting. Besides serving as a Business Representative, Lew was very active in most aspects of the grievance procedure while employed at SWEFT and Pratt & Whitney. Thank you Lew!

The Machinist Club dinners are being served on Friday nights from 4 PM to 8 PM. Call ahead please!

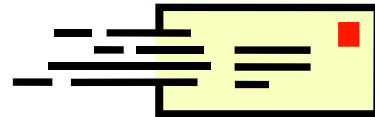
**Call 568-4234 to order**

Menus will be posted weekly



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

- ☺ Juan A. Gelabert [prezjuan1746@ll1746.comcastbiz.net](mailto:prezjuan1746@ll1746.comcastbiz.net)
- ☺ Rodney Conlogue [vp1746@ll1746.comcastbiz.net](mailto:vp1746@ll1746.comcastbiz.net)
- ☺ Denise Kniss [rs1746@ll1746.comcastbiz.net](mailto:rs1746@ll1746.comcastbiz.net)
- ☺ Nancy Flagg [st1746@ll1746.comcastbiz.net](mailto:st1746@ll1746.comcastbiz.net)
- ☺ Earl Schofield [EJSCHOF@aol.com](mailto:EJSCHOF@aol.com)



**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 Cell: 203-444-0267**

**Pager:860-708-4186**



**Brother Paul Neilson from CARO** is in need of support. He was in a serious accident



recently and there is a card and collection for his family going around in CARO. Please contact the shop stewards for more information if anyone wishes to help out!



**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)

**Don't Forget to Wear RED on Fridays**



**LOCAL EXECUTIVE BOARD:**

**President Juan Gelabert; Vice President Rodney Conlogue; 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.**

**Mike Stone, Deb Belancik, Jose Carranquinha,  
Earl Schofield, and George Rogers**