



Local Lodge 1746

insight

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

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The President's Report by Kirby Boyce



I hope everyone had a great summer. Now that summer is over, there are tons of issues that we are facing. The Shop Committee had back to back second steps because of the Connecticut ALF-CIO convention coming up this week. The agenda is growing but we are doing our best to hold the company accountable for abiding to the CBA. We had to put a bunch of grievances on hold waiting more information from the company and also some follow up that the committee needs to do.

On November 11th 2017 the company will host its family day. You can bring your kids and spouses or significant others in to see your place of Employment. There will ribbon cutting will take place from 10:00 till 11:00 for the new engineering building. Family day will take place from 11:00 till 2:00 pm. The company is currently looking for people to audition for the national anthem and young children from kindergarten to 6th grade to lead the Pledge of Allegiance. The US Marine Corp color guard will be in attendance, as well as a collection benefiting Toys for Tots. Please stay tuned for any changes and registration information being posted on Mysite.

The company has mentioned that they are on track to hire about 300 people a year for the next 5 years according to their plan. Head count has not gone up that much because we are making up for the amount of people that we have lost over the course of the last several years. There have been growing pains attached to attrition as well which, I believe, could have been and continue to be handled better. Training has been a big part of not being able to fill the necessary gaps on certain job functions in certain areas. We can only hope that the company will take training seriously because if any part of this ramp up fails, we all fail.

Congratulations to all of the Employees who have retired since my last newsletter article. You have worked your whole lives to reach the moment of retirement there are some who were not able to reach that moment but for those who have, you have reached a pinnacle in your life. For all of the new hires, let's make sure that you can make a great career out of Pratt and Whitney and you too are able to experience retirement.

Security Alert: Unauthorized Vehicle Entries on Runway Road Parking Lots

There has been a rash of vehicle break-ins in the parking lots adjacent to Runway Road. The crimes are believed to be attributed to juveniles on bicycles riding through the lots at night. No vehicle damage has been reported, so the modus operandi might very well be that these kids are simply checking cars for open doors and if they find one then they steal whatever they can find inside. Security has increased patrols through these lots, but East Hartford is a large campus with many issues that require their attention, so we need to do all that we can to reduce the number of incidents involving our vehicles. Please keep valuables from plain sight and lock your vehicle before heading into the shop. Also, if you see any suspicious behavior in the parking lot, do not approach the individuals—instead, call the Security Communications Center directly at **860-565-3210**.

Runway Road is a shortcut open to the public from Brewer Street to Cabela's and Silver Lane, and as a result it's exposed to every kind of people. Changes will be coming with the advent of the new shopping center on the old runway now in its preliminary stages of construction on the old runway grounds, but those changes are still years away at this time. Until then, we need to be diligent and responsive to the situation. If we can deny these kids a source for their illegal activities, hopefully they will simply move on, especially if they get no reward for their illicit behavior.





Mandatory Arbitration: Chiseling at the Foundation of Labor Rights By Alexander Colvin, Economic Policy Institute

Mandatory arbitration is a controversial practice in which a business requires employees or consumers to agree to arbitrate legal disputes with the business rather than going to court. Although seemingly voluntary in that the employee can choose whether or not to sign the arbitration agreement, in practice signing the agreement is required if the individual wants to get the job. Mandatory arbitration agreements are legally enforceable and effectively bar employees or consumers from going to court, instead diverting legal claims into an arbitration procedure that is established by the agreement drafted by the company and required as a condition of employment or of doing business with it.

Mandatory employment arbitration agreements bar access to the courts for all types of legal claims, including those based on Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Family and Medical Leave Act, and the Fair Labor Standards Act. If an employment right protected by a federal or state statute has been violated and the affected worker has signed a mandatory arbitration agreement, that worker does not have access to the courts and instead must handle the claim through the arbitration procedure designated in the agreement.

Mandatory employment arbitration is very different from the labor arbitration system used to resolve disputes between unions and management in unionized workplaces. Labor arbitration is a bilateral system jointly run by unions and management, while mandatory employment arbitration procedures are unilaterally developed and forced on employees by employers. Research has found that employees are less likely to win arbitration cases and they recover lower damages in mandatory employment arbitration than in the courts. Indeed, employers have a significant advantage in the process given that they are the ones who define the mandatory arbitration procedures and select the arbitration providers.

A crucial 1991 Supreme Court decision upheld the enforceability of mandatory employment arbitration agreements, meaning that such agreements now had the potential to substantially change how the employment rights of American workers are protected. But the practical impact of mandatory employment arbitration depends on whether or not American businesses decide to require that their employees sign these agreements as a term and condition of employment. Research from the 1990s and 2000s found that mandatory employment arbitration was expanding and by the early 2000s nearly one-quarter of the workforce was subject to mandatory arbitration. However there was a lack of subsequent research tracking whether this growth trend had continued beyond the early 2000s and describing the current extent of mandatory employment arbitration.

In October 2017, the Supreme Court will hear a consolidated set of cases challenging the enforceability of class action waivers in mandatory employment arbitration agreements. In this set of cases, the central issue is whether requiring this waiver of the ability to use collective action to address employment law violations is a violation of the protections of the right to engage in concerted action contained in Section 7 of the National Labor Relations Act (NLRA). If the Supreme Court accepts the argument that such waivers are in violation of the NLRA, the Court's decision would effectively put an end to the use of class action waivers in mandatory employment arbitration agreements. However, if the Court sides with the employers' arguments in these cases, this will signal to businesses that the last potential barrier to their ability to opt out of class actions has been removed. This would likely encourage businesses to adopt mandatory employment arbitration even more widely. (source: www.portside.org. Condensed from Oct 2nd online issue)



Hurricane Recovery Update

In the September issue of Insight, we chronicled the devastating floods of Hurricane Harvey that dumped over four feet of rain on Southeast Texas and Louisiana. Since then, Hurricanes Irma ravaged the Virgin Islands and the Florida Keys, while Hurricane Maria devastated Puerto Rico and threatened the mainland east coast before mercifully turning out to sea.

Harvey, Irma, and Maria all reached Category 5 status at some point before making landfall. It's unusual to see one Cat 5 storm in a typical hurricane season. To see three in the span of a few weeks is mind-blowing. There's a growing consensus that these storms are becoming more powerful because the ocean waters are warmer and able to feed them better and longer as a result. Harvey took the lives of at least 82 people, displaced 30,000 residents at least temporarily, and cost an estimated \$75 billion in damages. More than 450,000 people are expected to apply for FEMA emergency disaster relief funds. (Source: CNN.com)

According to NOAA, Irma was six times as powerful as Harvey in terms of destructive force. It affected nine states, most notably Florida, knocking out power to nearly 20 million homes across the southeast. It destroyed one out of every four homes in the Florida keys and claimed at least another 75 lives. The massive storm, measured at 650 miles in diameter, prompted officials to call for the evacuation of 5,000 people in the Bahamas and another 6.3 million in Florida. But with so many residents and so few major highways leading out of the state, many chose instead to hunker down and ride it out.

Maria made a direct impact on the island of Puerto Rico, knocking out an already feeble infrastructure to cast the entire island into darkness and disrupt the supply of clean drinking water to nearly half of the island's residents. Damage estimated range wildly from \$45 to \$90 billion and fatality statistics have been unreliable because details about remote areas of the island have been sketchy with communications down. FEMA response under the Trump administration received generally good marks for Harvey and Irma, but the response to Maria has been more troubled due to logistical and bureaucratic problems that have

What Are the Duties of a Shop Steward?

By Will Carpentier

(source: Chron.com. Submitted by Brother Kirk Rideaux)

The duties of a shop steward are part of the balancing act between the wishes of management and the needs of organized labor. The steward's responsibilities, though, are to the union and the members of the collective bargaining unit. As the representative of a labor organization to both management and the members of the union's local in the workplace, a shop steward works as a facilitator and a mediator.

Preparation: Following the elections for shop steward, the chosen candidate's first duty is preparing for the office. The shop steward is the contact between company management and the collective bargaining unit members. Almost all labor organizations offer training programs for the person selected for this position, and an effective shop steward takes advantage of them.

Handles Grievances: The shop steward must have a complete understanding of the collective bargaining agreement under which the employees work. The shop steward acts as a first responder when an employee files a grievance with the union, under the terms of the collective bargaining agreement. The shop steward attempts to resolve the dispute with management.

Disseminates Policy: Not only does a shop steward act as a buffer to resolve friction between management and labor, he acts as the labor organization's local representative. Among a steward's duties is the dissemination of union policy and union news to the union members. The shop steward must familiarize himself with this information to ensure that he accurately answers questions from members.

Provides Information: A shop steward provides information to union leadership regarding new developments and issues within the collective bargaining unit and at the company. He also provides information and news from union leadership to union members, often through bulletin board postings and union meetings.

Organizes Meetings: Shop stewards also organize the meetings of the local collective bargaining unit. He is required to prepare the meeting agenda and conduct the meeting accordingly. This requires

familiarity with both union parliamentary requirements and Robert's Rules of Order, the standard for parliamentary procedure.

Welcomes New Employees: A shop steward is often the first union representative that a new employee meets. He is expected to recruit and welcome new union members. One of the steward's duties is to encourage employees to participate fully in union activities. During new employee orientation, a shop steward explains the relationship between the local collective bargaining unit and management and ensures the new employee understands applicable union policies.



Hurricane Relief Update (continued from page 2)

hampered the distribution of emergency supplies to residents in need. Here in the states, many relatives (including our own brothers and sisters) have had to agonize over their inability to communicate with loved ones on the island because of widespread power outages and interrupted cell phone service.

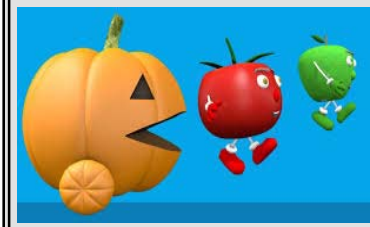
The summer of 2017 will go down as perhaps the worst hurricane season ever, and hopefully it was an anomaly and not a trend. It's human nature to put the past disasters in the backs of our minds when new crises arise like the one in Las Vegas this week, but *Insight* would like to remind everyone that there are still people suffering in great need from these wicked storm, and to support relief efforts if you can. One way to do so is through the IAM Relief Fund (www.goiam.org), which targets IAM members for assistance in the impacted areas.

Keeping an Eye on AON

There is a new company doing business in the shop called AON, which describes itself as "a leading global professional services firm providing a broad range of risk, retirement and health solutions." For Pratt & Whitney, those solutions are focusing on reducing the cost of Workers Compensation. There's nothing wrong with trying to reduce costs, as long as it doesn't impact our members' claims in a negative way. Already there has been an adverse effect to our membership, as New England Physical Therapy has been informed that they will no longer work on workers comp cases, and that employees on WC will need to travel to Wethersfield for treatment.

If you have a workers comp claim and are approached by someone to discuss it, you have a right to union representation. Ask your supervisor for a safety rep, or call the union hall at 860-568-3000.





The Next Monthly Meeting is
October 8, 2017 at 11:00 am



Remember Our Troops Red-Shirt Friday's!

Insight sends its heartfelt condolences to the families of victims of the recent Las Vegas shooting. The Las Vegas Victims Fund has been established on Gofundme.org and has already raised over \$3 million in support as the nation extends its sympathy to the Las Vegas community. Also, blood donations are always needed. Please support in whatever way you can.



August RIDII Winners

Joe Field	Wesley Lisee
Al Selvaggi	Bruce Blais
Bob Craig	Dominic Laudate
Mabell Arnold	Nate Lemieux
Verdull Achu	Ben Paquin



Congratulations!



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

- * Kirby Boyce
President1746@ll1746.comcastbiz.net
- * John C. Taylor vp1746@ll1746.comcastbiz.net
- * Howie Huestis rs1746@ll1746.comcastbiz.net
- * Kurt Burkhart st1746@ll1746.comcastbiz.net



WEBSITES:

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



***Insight* welcomes your opinion!**

Send your feedback to
1746news@gmail.com !

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