



insight

Local Lodge 1746
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UNDERSTANDING OUR PAST HELPS US GROW IN THE FUTURE

President John Kennedy once said, *“Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours and provided benefits. Through collective bargaining and grievance procedures, unions have brought justice and democracy to the workplace.”*

The history of the labor movement has been rife with battles with management, government, and sometimes with each other. Local Lodge 1746 has long rich history representing workers at Pratt & Whitney, as well as other shops that came in and out of the Local through the years. Since President Kennedy was in office, Pratt & Whitney has been a division of United Aircraft Corporation, United Technologies, and now Raytheon Technologies, but one thing has remained constant, the membership of Local 1746 past and present, working at Pratt & Whitney, manufacture the best aircraft engines in the world. Each employee should be proud of their contributions to those engines and the Union Local they are members of. The staff at *Insight* is going to provide a look at some of the history from the 1960s to present day so today's members can understand some of that rich history.



A postcard of Pratt & Whitney Headquarters, from the days when people would send postcards from work.

The 1960s were tumultuous beginning in 1960 when workers at Pratt & Whitney joined their Brothers and Sisters at the Hamilton Standard plant in Windsor Locks and participated in a deeply divisive strike. The strike lasted nine weeks and began a time when relations between the company and the union were at a low point. Family members didn't talk for decades—sometimes for the rest of their lives—because one family member participated in the strike while the other crossed the picket line and worked. The company's reaction after the strike was anger and retaliation against the Union and its workers. The Union and the company were involved in a prolonged court battle that went on for decades.

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While the parties were still bound by a contract, negotiations were bitter and contentious for many years. The shop was open, meaning that employees could join the union if they chose and remain out of the union if they desired. This put the union in a situation where they were constantly organizing in order to increase the union density.

United Aircraft and Pratt & Whitney had one attitude in those days, and their negotiators were brazen enough to state it at the bargaining table. *“You will only get what you are strong enough to take away.”* Their ruthless attitude with their employees over time made the union stronger but it did not happen overnight. Union members fought the company in the courts, at the bargaining table, at the labor board, and in the grievance procedure, but even during times where there was a slight feeling of harmony, the company always had something negative to throw their way to punish them for the strike. One example of this ruthless behavior happened in the materials job codes.

Every day you go to work, using a computer is part of the job. When Pratt & Whitney first introduced computers in the materials job codes, they made a unilateral decision that the hourly workforce was not smart enough to use the computers to expedite work, so they took the work away from hourly workers and gave it to salary. The Union fought this injustice to the materials workers by legal means and ultimately prevailed, but it was a long-drawn-out battle. The company negotiators' words came back to haunt them because the Union and their attorneys were strong enough to take that work back.

In a future issue of *Insight*, we will move the clock forward and provide some clarity to other events that shaped the history of our Local, eventually bringing us to modern day and the current contract which the membership ratified on May 1 of last year. Until then, remember that the Union is not the Local President across the street, nor the Business Representatives at the District office. The wages and benefits that you enjoy today are the result of the members actions that came before you. You are the Union. Membership meetings are the 2nd Sunday of each month and we encourage you to come and participate.

You Are Not Alone

By Sean Marcil



Brothers, sisters and friends: You are not alone.

This past May was Mental Health Awareness Month. I had the opportunity to participate in some really awesome events for the cause and it was a reminder to express to each of you sincerely, that no matter what you're going through, you are not alone.

Over the course of the last several years, I've had the honor and privilege to be of service to this amazing membership as your Employee Assistance Coordinator. In that time, I have gotten to know so many of you, and it's an experience I'm truly grateful for. However, in those meetings, I don't always get to chance to explain how I got here. It certainly wasn't my plan, but it doesn't feel like an accident, either.

I am a person in long-term recovery from a substance use disorder, and multiple mental health disorders. These are issues I still grapple with today. They haven't fully gone away, but I've learned to work with them, accept them to some degree, and make the necessary adjustments to have built a life I'm genuinely excited and proud to call my own. Most importantly, I'm grateful to have found a way to turn some of my darkest moments into a skillset that allow me to be helpful to others. Obviously I hated some of the worst moments I was going through at the time, but I've made peace with my past and my experience has become an amazing tool in helping others. My struggle is a huge part of my story and it has helped me to understand others in a way that I probably couldn't have if I hadn't lived it myself.

So why the heck am I telling all of you this? I guess mostly to let those of you out there who might be struggling and feeling stuck know, that you are not alone.

Solidarity and unity are not just catchphrases that we preach at contract time. These things are a part of what makes us who we are. We support each other, even in the dark times... ESPECIALLY, in the dark times.

If you or someone you love is struggling with mental health issues or substance use problems, or maybe just the stress of everything you're carrying right now, you don't have to carry it alone. There is capable, confidential help available.

I know that I may not be the perfect person to talk to for everyone, but I also know that if that's the case, I will get you to the right person as quickly as possible. For many folks, I'm not the last step in the journey towards getting help, I'm the first. So if you're stuck, struggling or know someone who is, it's ok to take that first step. Reach out any time and there will be a hand waiting to help. You don't have to do it alone.

In solidarity,
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The President's Report

By Howard Huestis



Sisters and Brothers

We all spend more time at work and in our shops than we do with our families. This can sometimes lead to a difference of opinions between members. It can be caused by OT distribution, work assignments and yes, politics to name a few. These differences of opinions can start out as verbal conversations and lead to heated discussions. It can get so heated someone may feel the need to go to Human Resources. If you're in a confrontation with another member and you think it's getting out of hand, its simple, walk away. The last thing any member needs to do is go to supervision or HR and turn in another member.

If you choose to go to HR and file a complaint against another member many things could happen. You both could be disciplined; you could be requested to give a statement which could be used in an arbitration. None of these will have good results.

If you have a difference of opinion with another member, walk away. If that doesn't work, talk to a steward and if need be, bring it to the union hall. We all want to work together to help support our families and going to HR on another member is not in the best interest of anyone.



Legislative Update

by Joe Durette

Members from District 26 Locals 1746, 700, 743, and 1871 descended upon the US Capital last month to help lobby for Workers' Rights and advocate for Organized Labor. There wasn't a lot of time for sightseeing as we visited the offices of both senators and all five representative from Connecticut. Many issues were discussed with our Congressmen and women and their staffs. Insight plans to delve more into these issues as time and space allows.

We also heard from many great speakers during the three-day event, all of whom greatly respect the power of the Fighting Machinists. The thing to remember is that we do not promote any party agenda—rather, we promote an agenda for workers and their families, and will work with any legislator who has those principles in mind. More to come.





Fun, For a Cause

By Therese Hervieux & Chelsea Pullen

According to the National Alliance on Mental Health (NAMI), May is the annual Mental Health Awareness month which has been observed in the U.S. since 1949. NAMI's campaign this year is **More Than Enough**. This year our community service/recreational committee held a bingo night at our local lodge to raise awareness and donate all of the proceeds to the NAMI organization. We had a taco bar with freshly made guacamole and salsas, tons of prizes, and a 50/50 raffle. The members brought along family and friends, and everyone enjoyed themselves in a fun and relaxed setting. We look forward to seeing you all at the next event. Shout out to our brothers and sisters from LL 700 who showed up in support, and a huge thanks to all of the volunteers who helped in many ways to put this event together. We raised over \$1,000 and we look forward to another bingo night!

If you want more information on NAMI or the More Than Enough Campaign, visit <https://www.nami.org/Get-Involved/Awareness-Events/Mental-Health-Awareness-Month> or #MoreThanEnough. Our own EAP, Sean Marcil is a fantastic and confidential resource to reach out to. See his article in this month's newsletter for more.



From the Office of Shay

Here's what's going down at the Hall these days:

Hoodies: I've been approved to order a small amount of zip up hoodies. It will be announced in an upcoming newsletter when they arrive. Stay tuned!

Jackets: If you who ordered an embroidered jacket, please contact the office, as they have arrived. At this time, we are no longer taking future orders for jackets.

T-Shirts: There have been many inquiries about new t-shirts. Here's the scoop: no new shirts can be ordered until most of our current stock is gone. The t-shirts we have now are discounted to \$10 so come in and buy them so Shay can order new stuff!!

Hall Rentals: Shay doesn't play when it comes to hall rentals! If you are interested in renting, come see me and we can go over the rental contract. We'll go over the rules (especially the big ones that people lose their deposits over), and you'll receive a copy of the signed contract to take home with you. Shay makes sure you are fully aware of your expectations as the renter. The disrespect to the hall and property that people have shown, and the disregard for the contract rules, has led us to go back to renting only to our Union Members. Even so, there's still been a lack of respect for the rules.

With that said, a \$100 increase in the rental price was recently voted upon and passed. If you want to rent the hall, it will now cost you a security deposit of \$300, which is refundable *if* the contract rules are followed, *if* the hall is left clean, and *if* everyone is out on time. The hall rental itself is now \$500, meaning you will need to pony up \$800 when you sign your contract. If you're renting the hall for someone else, keep in mind it is YOUR name on the contract, YOU are responsible for the event and all who attend and these people could affect your eligibility to rent the hall for future events. So send invites wisely!



There will be no Monthly meeting in July or August, per Membership action.

Enjoy the summer off!

Dr. Sommerov says!



Remember Our Troops Red-Shirt Fridays!!!

Clip and Save!



WEINGARTEN RIGHTS

If this discussion could in any way lead to me being disciplined or terminated, or have any adverse effect on my personal working conditions,



I respectfully request that a Union Shop Steward or Shop Committeeman be present at this meeting. Without this representation, I choose not to participate in this discussion, per law.

Laminate for your Badge Clip!

Yard Goat Labor Night

Sept 2nd-- Limited Tickets Available at the Hall NOW!



Check out our New & Improved Website!!!
www.iam11746.org



WEBSITES:

www.iam1746.org
www.iamdistrict26.org
www.goiam.org
www.ctaflcio.org



May RIDII Winner

Diane Jameson
Ian Porter
Nicholas Grandon
Garrett O'Laughlin
Nicholas Bednaz
Zachary Borley
Ryan Hodis
Joshua Silva

June RIDII Winners

Kyle Beauchesne
Vera Myers
Sandra Johnson
Zachary Borley
Ritchie Bonaiuto
Daniel Neveu
Douglas Forget
Kiana Reynolds-Lagace

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