



Season of the Strike

By Joe Durette

The coronavirus pandemic changed many of society's norms, and labor-management relations were no exception to these changes. While white collar workers and administrative personnel zoomed their jobs from the comfort and protection of home, and continue to do so in a large part today, hourly workers across the public and private sectors found themselves deemed "essential workers" and therefore required to report to their jobs amid the virulent virus.

Many of those workers lost their lives as a result, including some of our co-workers here at Pratt. And while we mourn our losses, we also move forward with a greater resolve and sense of purpose. With the pandemic now declared officially over, the nation's economy has sputtered and lurched through high inflation, supply-chain struggles, and a labor shortage that was fueled in no small part by the loss of workers who either died or retired from their jobs. As the smoke clears, organized labor finds itself in a unique position of high demand, favorable public opinion, and the most pro-union presidential administration in nearly a century.



Unions across the nation are seizing upon that opportunity. Companies like Kellogg and John Deere won big gains by walking the picket line, while workers at Amazon, Starbucks, Apple, and Uber all voted to unionize. Not all of them yet, but enough to create a stir in the industry. A major rail strike was averted in 2022 due to congressional

intervention over concerns for the economy, and the nation breathed another sigh of relief in August when 300,000 Teamsters working at UPS voted to ratify a new contract following much contention. Meanwhile, Hollywood studios were dealt a double-whammy when the Writers' Guild of America and SAG-AFTRA both walked

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Turning the Ship Around

By John Hanusovsky

Pratt & Whitney East Hartford has had a consistent approach to Safety for decades: Follow the Policies, don't deviate from the Procedures, Comply and Control. When injuries happen or parts are scrapped, they write even more restrictive procedures and step up enforcement, up to and including termination. Does this sound familiar?



Union H&S and H&S Management have been looking at various approaches to Safety. One approach is **HOP**, Human and Organizational Performance. HOP has been around a while, It just never found its way to Pratt. But Upper Management and Union Leadership mutually agree, it's time to try a new method, and we have agreed upon HOP. HOP is not a program or a package, It's a thought method. It looks at why actions take place. What was influencing the actions?

Operation sheets and policies are work as it's imagined, it's not always work as it's performed. The work place is full of variables, employees do the best they can, with what they have.

Five of the basic HOP principles are:

1. People Make Mistakes
2. Blame Fixes Nothing
3. Context Drive Behavior
4. Learning and Improving is Vital
5. Leader's Response Matters.

Sounds different from what we have been living, eh? They say it takes a long time to turn a big ship, The East Hartford plant is a very big ship, please be patient and supportive of your Union Health & Safety Reps as we start taking a big turn.



A Page from October Union History

By Therese Hervieux



Many of us enjoy taking advantage of overtime. Working 10 or 12 hours a day and/or Saturday and Sunday is a CHOICE we all are allowed to take advantage of, or not, as we choose.

Until October 24, of 1938, working overtime did not exist. Employees worked whatever the boss said they were going to work and they were going to like it! There was no such thing as time-and-a-half or double-time to compensate you for the 70 plus hour work-weeks. But through union workers striking, picketing, SOLIDARITY and FIGHTING, the 40-hour work week, as part of the Fair Labor Standards Act of 1938 (FLSA), took affect and became law. This gave workers the right to actually *have* a weekend to spend time with their families. OT after 40 hours had to be compensated for *and* it became a choice.

The Fair Labor Standards Act

was signed by President Franklin D. Roosevelt on June 25, 1938.



This law was not perfect. It did not initially apply to workers in homes like cooks, housekeepers, maids, etc. and also did not apply to farm workers. But the law did establish more things like a minimum wage of a whole 25 cents an hour! President Roosevelt defended the law from the top 1% who, just like today, fought against a living wage and increases to the minimum wage for those who work hard to bring company owners and CEOs their lifestyle.

The best part is hearing that Roosevelt, on the night prior to him signing the FLSA into law, spoke to Americans across the country through his infamous Fireside Chats. He sent a strong message to all who agreed or disagreed; "**Do not let any calamity-howling executive with an income of \$1,000 a day, ...tell you...that a wage of \$11 a week is going to have a disastrous effect on all American industry.**" Sound familiar? UAW strike? Writers strike? History repeats itself again and again as corporations try to take back things we now consider basic to our working rights.

Remember Brothers and Sisters, there are few things we cherish like safety, wages, overtime, etc., that weren't fought for by our union predecessors. Never take anything in our contract for granted. We need all of you to continue to fight to keep the benefits we have today and ensure them for tomorrow. In Solidarity, Thérèse Hervieux

Sources; <https://www.laborpress.org/october-labor-history>



By Kirby Boyce, President, Eastern CT Area Labor Federation

On September 6th the Greater Hartford Labor Coalition held their first ever Mayoral Forum ahead of the primaries. It was held at Shiloh Baptist Church in Harford so that members of the community could weigh in and hear what the candidates had to say. Arunan Arulampalam won the primary and appears to have the inside track to become the next Mayor of Hartford.

On Thursday September 7th, Congressman John Larson held a meet and greet at his favorite place Augie and Rays which was well attended by members of many different Labor Unions. Currently all of the CLC's have finished their questionnaire interviews with the municipal candidates. This process helps the AFL-CIO decide who to endorse. Our legislative committee from Local 1746 also collaborates with the legislative teams from Local 700, 743, and 1871 to advocate for practices that will ensure that we all have jobs for several years to come. I will like to thank the Legislative Committee for all of their hard work and dedication.

Delegate Nominations Coming in November!

It's that time of year again when we need to be thinking about running for our delegate positions. Nominations will be at the November membership meeting. Please attend to be nominated and/or support those who are nominated. Yearly delegate openings will be as follows;

Greater New Haven Labor Coalition-2 positions, expected to attend monthly meetings.

AFL-CIO 3 positions- Expected to attend 1 conference per year.

New England Conference of Machinists (NECM)-4 positions, expected to attend 1 annual conference.

Greater Hartford Labor Coalition-3 positions, expected to attend monthly meetings.

Eastern Conference of Machinists-3 positions expected to attend 1 annual conference.

Aerospace Conference-3 positions, expected to attend 1 annual conference.

Connecticut State Council of Machinists (CSCM)-5 positions, expected to attend 2 annual conferences, Area VP to attend monthly meetings.

Local Lodge Building Association-2 positions (3) year term see LL1746 Bylaws for description.

Local Lodge House Committee-3 positions (2) year term. See LL1746 Bylaws for description.

Open Enrollment notice

Sisters and Brothers,

It is that time of year for you to update and make any changes to your health benefits. This is also the **ONLY** time of year where you can purchase your extra week of **VACATION**. This option has to be updated as it will not roll over just because you elected this benefit last year. Also, please update your beneficiary for your life insurance, 401K and pension. There have been a few examples where the wrong person or no one has received these death benefits. So please do yourselves a favor and make sure you and your family get what you have worked so hard to earn.

Open enrollment is open from **October 2 to October 13**. There is a Benefits Fair in the Old Engineering Cafeteria on October 6th, 6AM-4PM where you can ask questions in person. There are informational sessions that day as well. Take advantage of this and ensure you enroll for the best possible options. — Prez. Howie Huestis



Strike (Cont.)

off the job over concerns of low wages and royalty disputes rising from the emergence of artificial intelligence (AI) in the television and motion picture industry. The WGA recently settled their strike after nearly five months on the picket line, while SAG-AFTRA and the studios have finally agreed to resume talks after more than 80 days out of work.



Finally, there's the UAW strike against the Big Three automakers: Ford, GM, and Stellantis (formerly Chrysler). The issue here is a familiar one: Corporate Greed. The UAW gave up huge concessions during the Great Recession of 2008 when the auto industry was on the ropes, and now that the industry is recording record profits, the workers want their fair share of the prosperity. Ford CEO Jim Farley pulled in nearly \$21 million in compensation in 2022 (it's hard to say "earned"), more than 280 times the median salary of Ford auto workers. GM CEO Mary Barra made about \$29 million last year, while Stellantis CEO Carlos Taveres hauled in \$28.4 million. UAW is seeking a 40% pay increase for its workers, meaning if you're making \$30/hr today, you would be earning

\$42 an hour by the end of the contract. It doesn't seem outrageous given the concessions given up and the exorbitant pay of the bosses.

Of course, nobody wants to strike. Voting to strike means taking an ambiguous path with an uncertain conclusion, and there's never a guarantee that things will work out for the workers. It may take months or even years to make up for lost earnings on the picket line. Voting to ratify a strike is a personal decision that everyone must make, unlike complying with an authorized strike, which goes to the heart of solidarity. In 2022, IAM District 26 members voted to ratify the Company's last best final offer, even though we didn't get everything we wanted, because the majority of the membership felt the proposal was adequate. But unions are often faced with decisions about what is acceptable and what isn't. For the WGA and SAG-AFTRA, the threat of technology undermining their earning potential was unacceptable, for the UAW workers, it's the inequity and lack of reciprocity in the face of past concessions. As we approach the midway point of our current contract, it's not too soon to start thinking about what conditions are acceptable to us as a membership and what issues we need to focus upon to preserve and improve our livelihoods.

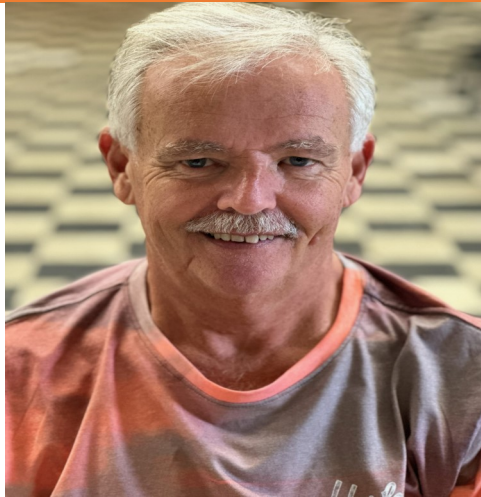


The next Monthly Meeting will be held on October 8th at 11am in Grace Baker Hall.



Remember Our Troops Red-Shirt Fridays!!!

And Thank a Veteran on Veteran's Day, November 11th!



Bob Johnson depicted in his natural habitat at the Union Hall.

LL1746 and Insight are thrilled that Shop Committeeman and Activist **Bob Johnson** has returned to the shop after a lengthy illness. Bob is a passionate leader and tireless advocate for the membership who was sorely missed over the past 7 months. Thanks go out to the Stewards, Safety Representatives, and Union Officials who stepped up to fill Bob's shoes while he was out.

Welcome back, Bob!

LL 1746 is hosting a Veteran's Pancake Breakfast on Sunday November 12th 7am- 10am, before the monthly meeting. Veterans plus 1 guest are free, all other guests are a \$5 donation. **RSVP No Later than October 27th!**

To RSVP call the Union Hall at 860-568-3000.



Check out our New & Improved Website!
www.iamll1746.org



WEBSITES:

www.iamll1746.org
www.iamdistrict26.org
www.goiam.org
www.ctafcio.org



DON'T FORGET—CHILI COOKOFF!!!

FRIDAY, OCT 13th

- Register by October 9th
- \$20 to enter, call 860-568-3000
- \$5 at the door to partake in tasting
- Hot dogs and beverages available
- Family and Friends welcome!

Reminder: The following people MUST pick up their jackets from the Union Hall ASAP!!

Austin Miller
Carlos Montilla
Eustace Jones
Patty Kelly
Steve Benjamin
Tatiana Diaz



LOCAL EXECUTIVE BOARD

President Howard Huestis; Vice President Geronimo Valdez; Secretary/Treasurer Kurt Burkhart; Recording Secretary Teesha Grant; Conductor/Sentinel Steve McLaughlin

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NEWSLETTER CONTRIBUTORS

Joe Durette, Editor; Therese Hervieux, Co-Editor.

Contributors: John Hanusovsky, Kirby Boyce, Howie Huestis