



insight

Local Lodge 1746
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'Tis the Season for Union Charity

What a year it's been for Local Lodge 1746! We started the year with over three hundred Step 2 grievances and seven terminations throughout the year, to date we're down to about sixty Step 2 grievances and we've been able to resolve all seven terminations with three of them being returned to work. We've also seen the company hire 125 new employees—new members in our coffers—while 43 of our members finally grabbed that brass ring and entered retirement. Congratulations to all of them!

Health & Safety has been busy as well with the RIDII program chugging along and the new H.O.P program being rolled out. (More about that on Page 2.) The Lodge's Women's Committee, Community Services Committee and Veterans Committee are all very active and engaged in many events, including the Back to School backpack drive, S.T.E.A.M night for East Hartford elementary kids, the Chili Cookoff at the Hall, and Bingo Night to benefit mental health services. There was also a Hygiene and Supply drive for a local women's shelter, the Local's annual Golf Tournament for Foodshare, and a Veterans' pancake breakfast free for our vets before our Sunday meeting last month.

There was also a successful winter coat drive in the shop, and our activists were out in force last Friday, holding the bucket for our Workers' Aid Fund to assist both hourly and salary employees in times of hardship. As of 5 p.m. on Friday, the collection totals were \$3730 on 1st shift and \$1824 on 2nd shift, for a total of \$5554 including Venmo donations, which are still coming in. Thanks to all of our activists for the work you put in, and thanks as well to everyone who reached into their wallets and purses to help this important cause! As IAM Business Rep Tony Walter commented at the November membership meeting, "Our Machinists flag reads "Service to the Community", and this Local has certainly lived up to that creed."



A big shout out to our own Santa's helper, Balin. Thank you, Balin, for decorating the LL 1746 Holiday Tree!

It's been an honor to serve as your President this year, and I'm hopeful for lots more in 2024! Good things are happening at our Local, and there's plenty of opportunity if you're looking for a way to contribute to your community. We're also marching forward on the back half of our contract that ends in May 2025, so it's super important to stay plugged in, now more than ever.

*Happy Holidays
from President Howard Huestis!*

Breaking Away from the Blame Game

In the H&S Organization, we are starting to explore the Hop, (Human and Organizational Performance) Principles.

The Five basic HOP principles are;



After a negative event, we should be looking to see if things failed safely, what worked and what didn't. It's important to encourage people to open up with their ideas of where the problem is in the system, and share ideas on how to prevent a reoccurrence. Conversations should foster employee suggestions and ideas, and not lead to blame or self-blame. Operators and others close to the process often know where improvements are needed, and their participation is invaluable.

That's enough HOP for now, we can review more next month. Until then, I wish you and yours a peaceful and happy Holiday Season, take some time for yourself and enjoy your Union-negotiated week off.

John Hanusovsky

This month I would like to talk about the first two on the list.

1. People make ~~misteaks misstakes~~ mistakes.

No matter who we are or what job we perform, mistakes will happen. This includes *all* tasks, from designing a part, writing operation sheets, ordering materials, production, inspection..... all the way to shipping engines out the door.

Failures will happen. When failures go well, they fail safely, with a goal to avoid injury and minimize equipment damage. A good example of failing safely is an electrical circuit breaker or fuse. This builds in a point of failure into a system that fails safely. Replacing a fuse or resetting a beaker is better than an overloaded wire starting a fire.

2. Blame fixes nothing.

For some, nothing is more rewarding than finding fault in others. Unfortunately it's not satisfying for operational safety. Blame creates a vicious cycle that can prevent forward progress.

The Blame mindset often leads to justification for punishment or retaliation. When people fear punishment, they are less likely to speak up. They often withhold facts that could identify failure points in a system. Missing information often leads to incomplete solutions and uncontrolled risks.



Volunteers Needed for Wreaths Across America

By Therese Hervieux



Honor our veterans by joining the LL 1746 Veteran's Committee and volunteer to help place 223 wreaths in the Hillstown Road Veteran's Cemetery in Manchester, CT on Saturday December 16th. On this day, we honor deceased veterans across the country by placing wreaths on their graves. The event begins at 12:00 with wreath laying directly following the ceremony. Wreaths Across America describes this event as a way "to Remember and Honor our veterans through the laying of Remembrance wreaths on the graves of our country's heroic men and women."

To volunteer and for more information, contact our Veteran's Committee chair Taylor Salman at: taylor.salman@prattwhitney.com





Legislative Update

Pratt & Whitney Awarded \$702 Million Sole-Source Contract

By Kurt Burkhardt

Let's be honest, most people's eyes glaze over when you talk about politics. But when it affects our wallets and our job security, everyone should pay attention. Please understand this article is not about the left or the right; it's about our Constituents supporting CT workers.

Last year, a team of Brothers and Sisters from our shop floors flooded politicians' offices in DC with an agenda to secure our current and future work. We pounded the pavement hard. On the cover of every Washington Post was a GE Aerospace advertisement pushing to take our F-135 work. That same week, Greg Ulmer, Lockheed Martin's Executive Vice President of Aeronautics, made a statement at the Paris Air show supporting GE over Pratt. I was able to meet with our IAMAW President, Robert Martinez and voice my concerns. President Martinez came off the floor from Lockheed Martin, and within 10 minutes he was on the phone with the head of Lockheed asking him about his statement. After some back pedaling, Mr. Ulmer said he was misquoted! **Understand the power we have when we stand united!**



Reps. John B. Larson (CT-01), Rosa DeLauro (CT-03), and Joe Courtney (CT-02) are a few that have worked tirelessly in our favor to secure our contracts at Pratt & Whitney. Nearly half the new engine work will take place at Pratt & Whitney facilities in Connecticut. 40% will be done in East Hartford, with another 6% in Windsor Locks. The balance will be performed at facilities around the world.

"The International Association of Machinists and Aerospace Workers/District 26 Machinists Union are truly grateful for Congressman Larson and the Connecticut delegation's unwavering fight and support of the F-135 and engine enhancement program. The Machinists Union has continued to benefit from their efforts to keep essential union jobs in CT," said Jeff Santini, IAMAW/District 26 Assistant Directing Business Representative.

The Department of Defense (DOD) contract with Pratt & Whitney provides for design engineering, program support, and weapons system integration to support F135 engine enhancement efforts, with 92% of contract work performed in East Hartford.

President Biden announced support for the F135 Engine Core Upgrade (ECU) program in his Fiscal Year 2024 budget request, after Rep. Larson led a coalition of machinists and bipartisan members of Congress in support of F135 modernization. As Ranking Member of the Appropriations Committee and Ranking Member of the House Armed Services Seapower and Projection Forces Subcommittee, Reps. DeLauro and Courtney ensured the program was fully funded in their respective committees' markups of the FY 2024 National Defense Authorization and Defense Appropriation Acts.

Point of Personal Privilege

By Joe Durette

As 2023 winds down, I'd like to take a moment as the editor of *Insight* to reflect on the year from a personal standpoint. Every year has its ups and downs for everyone and my year was no different. A couple of significant low points were a three-week illness from RSV that went largely undiagnosed at the time (it's a really nasty virus) and the passing of my father Ray, who was a 30+ year Pratt employee himself and a former Shop Steward for our Local. We all get sick and we all lose loved ones, so I'm not looking for any additional sympathy here, but I do appreciate the expressions of kindness and understanding shown by my Brothers and Sisters during that difficult time.

Some highlights for me in 2023 included representing our Local in Washington DC for the IAM Legislative Conference and at the AFL-CIO Convention. And having the opportunity to lift up the *Insight* newsletter and work with a great newsletter team has been a positive development, not only for the good of our Local but for me personally as well. I want to thank my fellow committee members, contributors, and the executive board for their support in making *Insight* a viable publication once again.

The highpoint of the year for me came at the end of March, when I finally self-published my novel *Fight or Flight: A South Side Story* after years of writing and editing. It's a YA action-suspense story about a young suburban gang leader who meets and falls in love with the police chief's daughter, but when he tries to break from his past to be with her, he finds his enemies and the police have other intentions for him. The book was named as a Finalist in the 2023 American Fiction Awards in the Adventure genre, and is available in paperback on Amazon.com, and eBook on Amazon.com and Barnesandnoble.com. There's also a really cool full-cast audiobook version available on most audiobook sites, including Audible, Spotify, and AMPLify Audiobooks, who produced it for me. (And it makes a great gift! Easy to wrap!)



Finally, I wish to thank the CT State Council of Machinists for their support in my endeavor. I also want to shout out to my co-editor, Therese Hervieux, for all that she does to make our Local what it is today. I would say she works tirelessly but I know she gets tired, yet somehow she finds more energy somewhere. Our Local and our community is in a much better place thanks in no small part to her leadership and effort. I wish everyone a happy and safe holiday season—get rested up, because 2024 promises to be a year of the ages!



The next Monthly Meeting will be held on December 10th in Grace Baker Hall at 11 a.m.




Remember Our Troops Red-Shirt Fridays!!!

There will be elections at the Hall this Sunday to choose delegates for:

- New England Council of Machinists
- Aerospace Conference
- Eastern Conference of Machinists.

All members in good standing are welcome to vote. Polls open at 11 am and close at 1 pm. Please come by and support your fellow Machinists! Candidates are posted on the IAM bulletin boards in the shop.



MACHINIST CLUB CHRISTMAS PARTY
WEDNESDAY DECEMBER 20th
4 PM – 1 AM (CLOSING)

 **HAPPY HOUR SPECIALS**
 **FOOD**
 **KARAOKE**

COME CELEBRATE WITH US!
 **Merry Christmas** 

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

  

WEBSITES:



www.iamll1746.org
www.iamdistrict26.org
www.goiam.org
www.ctaflcio.org

PRE-ORDER THE 2024 IAM Calendar



Order forms are at www.goiam.org. Calendars are \$7 each.

Pre-Order the 2024 IAM Calendar

October RIDII Winners	November RIDII Winners
Thomas Tassmer Seth Ciejka Tom Bieback Mike Pelletier Joshua Silva Shanta Cribb Amaya Albright Mark Riveglia	Giuseppe D'ambrogio Nicholas Grandon Mike Lester Robert Skubisz Timothy Arkenburg Curtis Clark Timothy Shafer Luis Candelas



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