



YOUR WEINGARTEN RIGHTS: THE ESSENTIALS YOU NEED TO KNOW

Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of *National Labor Relations Board vs. J. Weingarten Inc.*, must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation.

So what exactly is an Investigatory Interview? An investigatory interview is one in which a Supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct. If an employee has a reasonable belief that discipline or discharge may result from what she or he says, the employee has the right to request Union representation.

Examples of such an interview are: 1) The interview is part of the employer's disciplinary procedure, or is a component of the employer's procedure for determining whether discipline will be imposed. 2) The purpose of the interview is to investigate an employee's performance where discipline, demotion or other adverse consequences to the employee's job status or working conditions are a possible result. 3) The purpose of the interview is to elicit facts from the employee to support disciplinary action that is probable or that is being considered, or to obtain admissions of misconduct or other evidence to support a disciplinary decision already made. 4) The employee is required to explain his/her conduct, or defend it during the interview, or is compelled to answer questions or give evidence. It is an obligation of the Union to educate bargaining unit employees about their Weingarten rights BEFORE an occasion to use them arises. An employee must state to the employer that he or she wants a Union representative present; the employer has no obligation to ask the employee if she or he wants a representative.



Weingarten Rules

When an investigatory interview occurs, the following rules apply:

Rule 1 - The employee must make a clear request for Union representation before or during the interview. The employee can't be punished for making this request. **Rule 2** - After the employee makes the request, the supervisor has 3 options. He or she must either: A) Grant the request and delay the interview until the Union representative arrives and has a chance to consult privately with the employee; B) Deny the request and end the interview immediately; or C) Give the employee a choice of having the interview without representation or ending the interview.

Reprinted from: <https://www.umass.edu/usa/weingarten.htm>

Rule 3 - If the supervisor denies the request and continues to ask questions, this is an *unfair labor practice* and the employee has a right to refuse to answer. The employee cannot be disciplined for such refusal but is required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination.

Union Representative's Rights Under Weingarten

Stewards are not required to merely be a 'silent witness'. You have the right to: 1) Be informed by the supervisor of the subject matter of the interview; 2) Take the employee aside for a private conference before questioning begins; 3) Speak during the interview; 4) Request that the supervisor clarify a question so that what is being asked is understood; 5) Give employee advice on how to answer a question; 6) Provide additional information to the supervisor at the end of the questioning. You do not have the right to tell the employee not to answer nor, obviously, to give false answers. An employee can be disciplined for refusing to answer questions.

A standard statement to suggest to members is, "**If this discussion could in any way lead to my being disciplined or discharged, I request that my Union representative be present at the meeting. Without representation, I choose not to answer any questions.**" The employer will be ordered to cease and desist and to post a notice. Discipline that is imposed for insisting on Weingarten rights will be overturned. Discipline will not be overturned if the discipline was for reasons other than insistence on Weingarten rights, but information gained by the employer from the employee in a meeting, during which a breach of Weingarten rights occurred, may be excluded from a hearing on the matter.

An employee has NO right to the presence of a Union representative where: 1) The meeting is merely for the purpose of conveying work instructions, training, or communicating needed corrections in the employee's work techniques; 2) The employee is assured by the employer prior to the interview that no discipline or employment consequences can result from the interview; 3) The employer has reached a final decision to impose certain discipline on the employee prior to the interview, and the purpose of the interview is to inform the employee of the discipline or to impose it; 4) Any conversation or discussion about the previously determined discipline which is initiated by the employee and without employer encouragement or instigation after the employee is informed of the action. Even in the above four circumstances, the employee can still ask for representation. Most employers will permit a representative to attend even when not required to. Reprinted from: <https://www.umass.edu/usa/weingarten.htm>

It's Time to Modernize Bereavement Leave

By Donnie Huntley

My Union Siblings, I am asking for your help. Bereavement time was one of the topics that came up during negotiations last year. I hope not many of you have had to familiarize yourself with the article since the new contract. If you'd like to read it, it's Article 17 of the Collective Bargaining Agreement. In short, there's a list defining "immediate family" for which we get 3 paid days off and up to 5 days of unpaid leave.

At the state and federal levels, there's no requirement for employers to provide bereavement leave, paid or unpaid. A death in a family is not a qualifying event for FMLA or CT Paid Leave. Like millions of other employees, we have no legal protections or guarantees unless we fight for it in our labor contracts.



My problem with this is that any definition of "immediate family" is going to exclude someone, somewhere. Not every family looks the same. In fact, 82 percent of U.S. households depart from the traditional nuclear family structure.¹

About one in three kids grow up in an extended family household and about one in five of those were raised by an aunt or uncle.² These figures interact with demographics, but a conservative estimate would be around 100 of our Union Siblings in East Hartford having been in this situation. That's a huge portion of our Union where their guardian can pass away and they'll have to use vacation time or plead with HR for a leave of absence. I don't trust HR or management with that kind of discretion. Policies like this also disproportionately affects our LGBTQ+ Union Membership and Members who are from non-traditional homes, who may have been adopted or raised by a foster family. It is very common for these people to rely on and be relied upon by chosen family or found family.³ These connections are as real and visceral as any relationship you might have with a blood relative,⁴ often with no legal or contractual protections and no paid leave.⁵

For inspiration, we can look at what some other states and countries are doing. In Oregon, employees can get up to two weeks of protected leave.⁶ The State of Washington entitles employees up to five paid days of leave and includes household members and loss of pregnancy.⁷ In New Zealand, employees can qualify for paid bereavement leave for the loss of someone outside their immediate family.⁸

We can do better, too. It's a challenging topic, but I know we can come up with a policy that's more equitable and humane for all our members, regardless of their background or what their family looks like. I don't have a solution yet, but I'm writing this in part because I have such high hopes for our

Local. One of our activists may hear of another contract with strong bereavement language. One of you may have some grand idea in the next few years that we can bring up at the next negotiations.

If you do, please write it down and tell our leadership. It may be the kind of thing that sets a new standard for labor negotiations. It may end up helping hundreds at our Local and countless more workers who learn from our progress. Our contract is exceptional and often a model for other unions because of constant innovation with generations of Machinists fighting the company so we can be treated with dignity and humanity. We deserve dignity and humanity every day, but we never need it more than when we are suffering the loss of those closest to us.



April Showers Was A Success!

The 2026 April Showers Collection has finished with great success. Thanks to the generous donations across the campus and the incredibly generous monetary collection in M building, we were able to purchase so many items still needed after counting and organizing what was collected.

We delivered so much to the shelter right here in East Hartford, including many gift cards for places the women can easily travel to get emergency items as needed, or a treat. What we learned is that while federal grants and programs allow for the shelter to exist, there is no formal program for the residents of the shelter to get personal care items supplied like laundry detergent, shampoo, soap, etc.

But you all knocked it out of the park with your extreme generosity and those in need will truly be supported in their time of need. Thank you to our amazing employees.



1 <https://www.census.gov/newsroom/press-releases/2021/families-and-living-arrangements.html>

2 <https://doi.org/10.1080/00324728.2018.1468476>

3 <https://www.norc.org/content/dam/norc-org/pdf/2024/la-times-lgbtq-report-final.pdf>

4 <https://doi.org/10.4135/9781483369532>

Holding the Line to Protect Job Safety

By Therese Hervieux

On April 28th, 2026, union members, activists, health and safety advocates and local politicians gathered in Hartford for the annual Workers Memorial Day Ceremony at Bushnell Park. This day is always a stark reminder of why we fight for health and safety on the job. Hosted by the AFL-CIO and observed at sites across the country, our commitment and dedication is renewed to protect workers so they can go home safely and live free from long-term occupational illnesses caused by exposure on the job.



The most current national data we have is from 2024. During that year, 5,070 workers were killed on the job and an estimated 135,000 died from occupational diseases. Here in Connecticut at the memorial event, a solemn bell was rung for 41 workers who lost their lives to work-related injuries last year. Sadly, this included one of our own union members, Don Cote. Another 34,600 suffered injuries and illnesses. We can do better. We **MUST** do better.

For me, the amount of occupational disease related deaths and illnesses stood out more than usual. Maybe because lately, I have been more focused on leaking machines, Magna-helic gage effectiveness and reducing our members' exposure to the chemicals in the shop. It's easy to recognize immediate hazards like lacerations, ergonomic pain, or slip—trip—fall issues, but occupational disease hazards often take years before symptoms appear. Lead, hexavalent chrome, silica and so many others usually don't spark an immediate reaction. Pratt needs to do a better job not only educating our membership but also on fixing leaking media blasters and ensuring that exposures in plasma and paint booths are given the best protective measures available. We deserve nothing less.

Now, more than ever, we must hold the line on safety for workers. OSHA inspectors are currently at the lowest numbers in the history of the agency since its inception. It is estimated that with the present number, it would take the Federal OSHA 191 years to inspect every workplace once, and Congress only allots the agency to spend \$3.85 protecting each worker that it covers.

Source: <https://afclcio.org/about-us/conferences-and-events/workers-memorial-day>

These types of funding and staffing cuts will make oversight of businesses nearly impossible, and we all know that if no one is watching, companies will not do the right thing. Unions in the workplace continue to watch and hold companies accountable to do the right thing, including the Union Safety Reps you elect every three years.



LL 1746's newly-elected Health & Safety Reps gather at Bushnell Park for Workers Memorial Day.

AFL-CIO statement: "Workers continue to organize for strong health and safety standards from employers and governments to improve working conditions, however our hard-won workplace safety protections are being stripped away. Working people have fought for our rights for decades and still do every day. But now, accelerated deregulatory attacks—such as the removal of OSHA coverage, weakening mineworker silica protections and destroying the regulatory process altogether—threaten the gains we have won, and will prevent OSHA and MSHA from setting needed job safety standards that raise the floor for everyone."

Mother Jones' "Mourn the Dead but Fight for the Living" slogan continues to be the call for workers and unions to hold the line and continue to fight back against lessening regulations and gutting OSHA. We need to hold the line in the halls of government and on the shop floor to protect our fundamental right to a safe job. Our nation's strength depends on safe workplaces and workers who can return home to their families at the end of each shift. We must demand dignity at work.

"As we grieve those we have lost from unsafe working conditions, we must hold the line against worker health and safety attacks."



By contract, every business unit is required to support **Voluntary EH&S** teams including Audit teams. Audit teams are currently looking for new safety auditors to help find safety issues in the shop before they become injuries. Will someone make a movie someday about your adventures as a safety auditor? Probably not. But it's a chance to team up with co-workers in a proactive way and break up your daily routine

by seeing other processes outside of your own work area. Plus, we train you and support you. And who knows? That issue you identify just might be something that helps your friend go home to his or her family someday. Auditors never know who they help, but they know they do good. Talk to your supervisor, EHS pro, or Union H&S Rep about becoming a safety auditor today!





The next Monthly Meeting
will be held on June 14th
in Grace Baker Hall
at 11 a.m.
There will be no monthly meeting in July or August.



Remember Our Troops Red-Shirt Fridays!!!



WEBSITES:

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

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.

LOCAL LODGE EXECUTIVE BOARD

President Howard Huestis
president1746@iamll1746.org

Vice President Geronimo Valdez
vp1746@iamll1746.org

Secretary/Treasurer Taylor Salman
st1746@iamll1746.org

Recording Secretary Teesha Grant
rs1746@iamll1746.org

Conductor/Sentinel John Hanusovsky

**Trustees: James Bullock,
Steve McLaughlin, Jackie Taylor**

IAM Benefits Coordinators
Chelsea Pullen 860-620-3934/Jackie Taylor 959-262-4027

NEWSLETTER COMMITTEE

**Joe Durette, Editor
Therese Hervieux, Co-Editor**

Test Your Brain & Win A Prize



**TRIVIA
NIGHT**

EVERY WEDNESDAY

1746 Local Lodge Machinist Club
357 Main st East Harford, CT 06118

Bar opens at: 3pm
Game starts at: 4pm

**FREE TO
PLAY**

For further Information

www.iamll1746.org



March

- William Costa
- Mike Pelletier
- Jacob McLaughlin
- Sarah Dyttmer
- Steven Whitehead
- Paige Pelletier
- Stephen Palardy
- Al Pranka

April

- Amanda Seeley
- Jonathan Rodriguez
- Donald Casoni
- Trevor Calve
- Franklin Diaz
- William Potter
- Wael Dabash
- David Georgetti

PRESIDENT'S REPORT

Article 1

Management Functions = Dysfunctional Management

*It is recognized that in addition to other functions and responsibilities, the Company has and will retain the sole right and responsibility to direct the operations of the Company and in this connection to determine the number and location of its plants; the product to be manufactured; the types of work to be performed; the assignment of all work to employees or other persons; the schedules of production; shift schedules and hours of work; the methods, processes and means of manufacturing; and to select, hire, and demote employees, including the right to make and apply rules and regulations for production, discipline, efficiency, and safety **unless otherwise hereinafter provided.***

Article 1 clearly states the Company's rights and responsibilities when it comes to directing operations, assigning work, setting schedules, enforcing discipline, and managing production. However, with those rights comes the obligation to manage fairly, consistently, and in accordance with the negotiated contract. Unfortunately, what we continue to see on the shop floor is a growing disconnect between management's authority and its accountability.

Why am I bringing attention to Article 1? Simple: this year alone there have already been 12 terminations, averaging approximately 2.4 per month. That number should concern everyone. Instead of focusing on building a stable workforce, improving morale, and supporting production, too much time and energy is being spent dealing with disciplinary issues and terminations instead of things like vending out our work. Or maybe that's the point. Our shop cannot succeed when fear, inconsistency, and poor communication become part of the daily environment. As Union Members, we also have a responsibility to protect ourselves and one another. If you are dealing with attendance issues, make sure you understand and utilize protections available to you, including FMLA and negotiated benefits. Reach out to EAP Chase Phillips 860-207-6777 and reach out to our hourly benefits coordinators; Chelsea Pullen 860-620-3934 and Jackie Taylor 959-262-4027. They are available to help with all negotiated benefits. Those resources exist for a reason, and members should not hesitate to use them.

If you are unclear about a work assignment or instruction, stop and ask questions. Request proper training. No member should feel pressured into performing work they do not fully understand without support. If mistakes happen, address them immediately and work toward correcting them. Looking out for yourself and your coworkers is part of solidarity and maintaining a strong Union workforce. At the same time, members must remain aware that the Company continues to enforce a zero-tolerance approach toward theft and theft of time. Leaving your work area while clocked onto parts, leaving company grounds while on the clock, or taking property that does not belong to you, often does result in termination. Protect your job, your seniority, and your future by making smart decisions.

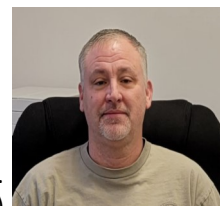
The huge dysfunctional issue, however, continues to be management's failure to properly uphold portions of the negotiated contract without constant pressure from the Union. It should not require repeated Union intervention just to ensure overtime records are accurate, updated, and compliant with the contract. The Union should not have to continuously audit and chase down issues that management is already obligated to handle correctly per our CBA. Let it be known that the Union will continue to fight and do whatever is necessary to protect our negotiated rights.

Concerns surrounding Article 12 and Letter 4 have been raised multiple times through all proper channels, including Letter 21 discussions that I get to go to. All I hear are crickets for responses to these valid concerns. Members are growing frustrated with management's continued disregard for contractual obligations while expecting employees to meet every expectation placed upon them. Accountability must go both ways. I really want to meet the person who said yes to the cameras and wrote the check. The camera and workflow system that employees were told would improve efficiency, support team engagement, and identify operational improvements is a huge waste of money. The cameras have been up for over a year and not a single event has been performed. It would be nice if the company spent the money on some new machines instead of dust magnets. Employees continue to question why this substantial money was spent on surveillance-style systems while many areas of the shop floor still need updated equipment and investment. The perception from many members is that management priorities remain disconnected from the actual needs of the workforce.

The Union has pushed management into discussions regarding camera placement and removal concerns, and that pressure matters. Only time will tell if they are serious or are they just going through the motions, but these conversations are happening because you, the Members and your Union Representation continue speaking up and demanding accountability. In the next news flyer, I will address the blatant manipulation and dysfunction from the company when it comes to Letter 31 and our agreement of the Co-equal factors. The integrity of the agreement matters, and the Union will continue pressing these concerns until they are properly addressed.

At the end of the day, it is a privilege to work for Pratt & Whitney, but that privilege does not eliminate the need for fairness, respect, and accountability in the workplace. Strong unions exist to ensure workers have a voice, protections are enforced, and contractual obligations are honored — not selectively applied when convenient for management. I hope everyone has a safe and enjoyable summer and remember to wear sunscreen as I still have sunburn from May 2025.

In Solidarity, President Howard Huestis.
(sunburn not depicted)



Golf Tournament **New Location**

Join us Friday, September 25, 2026 at

Twin Hills Country Club

199 Bread & Milk St. Route 31 Coventry, CT

Registration 8am, 9am Tee Time

14th Annual Machinist Club Open Golf Tournament to benefit Local 1746 Veteran's Committee

Get your foursome together.
\$150 per Golfer Pre- Register
Breakfast to be included.

Format:
Four Person Scramble
Make your own Foursome!



Following golf, return to
357 Main St East Hartford, CT

For Dinner,

Raffles and Prize Awards (Lowest Score, Closest to
the pin, and Longest Drive)



Contact:
Taylor Salmon
860-568-3000
st@IAMLL1746.org



REGISTRATION

Team: 1. _____ 3. _____
2. _____ 4. _____

Team Contact Person: _____ Phone : _____

Holes Sponsored levels \$500.00 \$250.00
 \$125.00 Other \$ _____

SIGN WORDING _____

Send payment to 1746 Machinist Club, 357 Main Street, East Hartford, CT
06118