

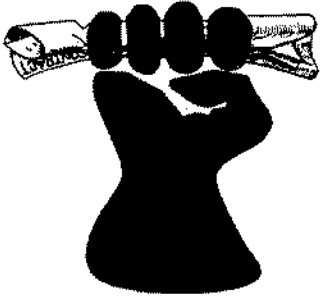
insight

November, 2004

Volume 7, Issue 11

357 Main St.— East Hartford, CT. 06118 — Telephone: 568-3000

Unite Behind the Committee



Now that the Local Executive Board elections are over, whether your candidate won or lost it's time for us all to move in the same direction. **Solidarity** is what we need as we move forward, and sticking together is the only way we can accomplish anything at the

bargaining table. It's not about Cheshire, Middletown, North Haven, East Hartford, Rocky Hill, Southington, Manchester or anywhere else that Pratt & Whitney puts bargaining unit employees. Some of the plants listed above are gone and some remain. These contract talks come down to every single bargaining unit employee being involved. **United we negotiate! Divided we beg!** Lets all support the Negotiating Committee as they work to bring back a contract we can all be proud of in the next few weeks.

Two days of talks have gone by and as always, the company is playing cat and mouse with their economic proposals. They plan to roll out their plan for health care on day three. They have a proposal on the table to keep employees from working **Sunday if they refuse to work Saturday**. If this were implemented it would be very interesting in some parts of the East Hartford facility.

Lets take the Turbine Module Center... Supervisors in TMC seem incapable of following contractual provisions for overtime: keep hours balanced, ask the people on the right shifts to do the work, put the proper codes on the sheets and train those who may not be qualified. Why do they have such trouble? Is the 4th grade math involved beyond their comprehension, or are they purposely violating our contract? Rick Gagliano can't get them to do it right--he's tried! Now the company wants

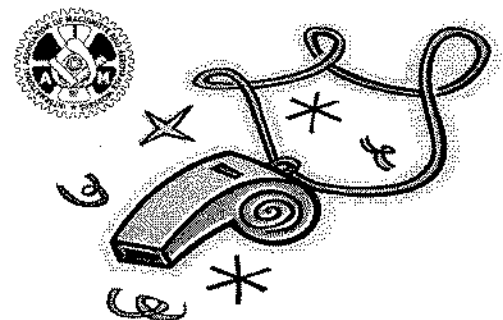
to convolute things even more by saying if employees refuse Saturday they won't be able to work on Sunday. That ought to make it easier for the supervisors in TMC. Company negotiator Tom Bowler ought to take a walk out into TMC with Larry Moore just to see how pathetic their OT records are.

Another hot item is salary doing hourly work. Again, in TMC a salary employee who was performing bargaining unit work was reminded by a shop steward that he should stop. The salary employee responded by threatening that **he would vend all the work out if the steward filed a grievance**. Well the grievance is in and now it looks like a charge at the National Labor Relations Board may be coming, as well.

Larry Moore said "It's a good time to be Pratt & Whitney" when he gave his "state of the business" presentation to the Negotiating Committee on November 4th. There is work in the shops and the company is adding to the head count...but that doesn't mean they are willing to give the employees their fair share. We will have to **take** our fair share **ourselves**, and the Negotiating Committee can't do it alone. So, remember brothers and sisters it's not the responsibility of the person who works next to you, or the members in the other locations. It's the responsibility of each of us to unite behind our Committee. Put your differences aside and lets all work to achieve a contract we can be proud of. Let's make sure that on December 5th, we're voting to accept a good package rather than voting to empty the plants.

SOLIDARITY!!!

*"Whistle
While You
Work"*



SUPERVISION AND EMPLOYEE ASSISTANCE

Pratt & Whitney has policies for supervisors to aid their employees who are experiencing difficulties. They are Supervisor Policy Guide (SPG 311): Employee Assistance, and (SPG 316): Policy on Alcohol and Drug Abuse. They have been on the books for many years. There is one thing wrong with these policies: supervision does not utilize them.

One should wonder why a supervisor will ignore an individual with a substance abuse problem to the point where they endanger themselves and possibly others. In most cases they "enable" the individual, ignoring the problem until the employee is being terminated. *Now the vampires smell blood, and react strongly to enforce policies that put the individual in the unemployment line.*

The proper thing to do is address the problem headfirst when it first arises. *Almost* any supervisor at Pratt should be able to read and understand this policy, and seek help for the individual early on. That is why the company has an Employee Assistance Program.

Your Union Employee Assistance Professional (EAP) is trained to handle these situations and to counsel, or make referrals to the proper professionals. All your Union EAPs are certified in their positions, or will be in the immediate future. They adhere to the same standards as any EAP that you may visit. And the services are *free*. So one would ask, "Why won't supervision follow the guidelines in the long-established policy?"

That's a damn good question, and one that your Union District EAP will see is corrected. If the company continues to ignore employees that need help, we will seek to correct the situation by any and all means available. I ask all supervisors to contact the medical department and/or their Union EAP, and get help early on for their employees. We are here to help. We cannot perform our duties if we are not aware of problems. We cannot assist these folks without cooperation from the company. Pratt & Whitney has decent policies in place for dealing with these issues. Read them, and use them!!!! A simple call to the Union at 568-3000 is an invaluable tool. And doesn't cost anything.

Earl Schofield, Senior Employee Assistance Professional, IAM District 26



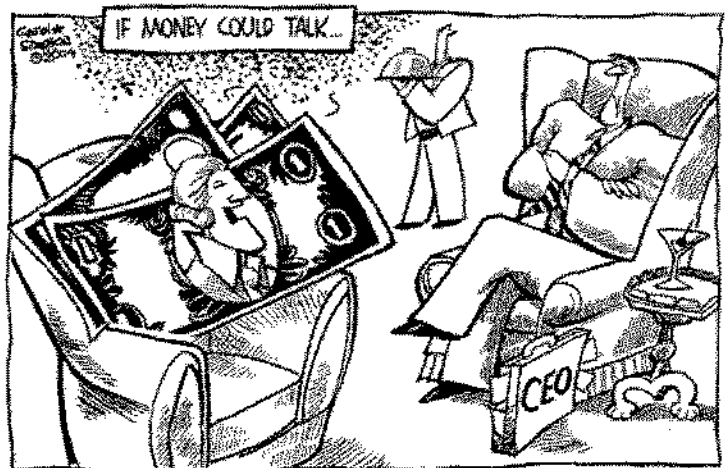
UTC Fuel Cells Update

The struggle for jobs and retention of existing work continues in South Windsor. UTC Power President **Jan van Dokkum** continues to work towards the resurrection of one of the best products that Fuel Cells ever had. This was the PC25, the worlds finest phosphoric acid fuel cell (PACF), now renamed **Purcell 200**. We all applaud Mr. van Dokkum on what is obviously to all employees, one of the best decisions made in the past several years. A word of caution to him at the same time... don't forget that there are still at least two people on his *leadership team* that were the principal champions of the death of this technology not long ago.

Fuel Cells is also continuing it's work on proton exchange membrane (PEM) fuel cells for cars and buses, as well as alkaline fuel cells (AFC), used by NASA's Space Shuttle. While morale is at an all time low, Local 1746 members are ready and able to produce quality fuel cell products. As the price of oil and gas remain sky-high, clean energy alternatives like fuel cells become more attractive to customers. Local Lodge President Stone met recently with Congressman Larson to discuss ways to increase funding for fuel cell R&D. The Local will continue to work with our Congressional Delegation, as well as the Governor and CT Legislature to retain and grow fuel cell jobs.

With both hourly and salaried employees aware of more pending reductions in our workforce, it's almost impossible to find any positive motivation. Well, remind yourselves that we now have what appears to be a leader with some vision and some life in him, not just some short-time "good old boy" waiting on his golden parachute! Also remember that he has a hard row to hoe in order to repair the damage that has been done by the "Genius Team", which has been at the helm and is still operating in self-advancement mode, not in a true collective spirit.

Finally, a tremendous thanks to our Union Local and Pratt for placing a number of our members. At least we know that they are actually saving some jobs.



2 *"You're cold, selfish & unfeeling. I'm leaving you for some union families who know what the word 'appreciation' means."*

Veterans' Day ~November 11th

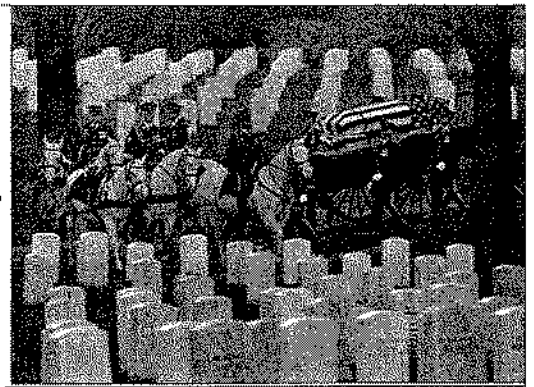
Many relatives and friends of EHRO & Local Lodge 1746 employees are currently deployed in Military service in Iraq, Afghanistan and other locations around the world. The Work Life Council is offering a way for our employees to send a reminder to the troops that they are appreciated and have not been forgotten, especially during this holiday season. We will be putting together packages to send to military service personnel. *Here's how you can help:*

Donate items from the Military Wish List below to be placed into packages by Friday Nov. 19 'Boxes will be located in the "M" building by administrative offices and in the Main entrance of IAM Local Lodge 1746.

Donations of packaged items can be placed in the container located outside the EHRO Administrative Offices. Announcements will be made for Packaging Party dates and times. Volunteer will be needed to make up packages.

Please support this effort to recognize the troops for their bravery and sacrifice by donating the following items:

Disposable razors, Playing Cards, Board Games, Compact Discs, Toothbrushes, Toothpaste, Current DVDs, Tissues, Crosswords, Shampoo, Conditioner, Disposable Cameras, Shower Gel, Sunscreen, Baby Wipes, Hand Lotion, Sunglasses, Stationery, Journals, Lip Balm, Cotton Swabs, Sewing Kits, Small footballs, Softballs, Shoe Polish Kits, CD/DVD cases with zippers, paid global calling cards, Individually Wrapped Snack Items.



Thank you for supporting our Troops! EHRO Work Life Council & Local Lodge 1746.

Look For "The Union Label"

When You Shop This Holiday Season

Holiday shoppers can please friends and family and save good-paying jobs by buying union-made gifts for the holidays.

"Buy Union Week," Nov. 26 - Dec. 5 targets the busiest 10-day shopping period of the year. Shoppers will spend a projected \$1 trillion on gifts, food and other items for the winter holidays. Under the slogan "Give the Gift of Good Jobs," Buy Union Week seeks to channel as many holiday shopping dollars as possible towards the purchase of union-made goods and services.

An all-union Internet shopping site—

www.ShopUnionMade.org -- was set up this fall by the Union Label and Service Trades Dept., AFL-CIO to make it easy for consumers to find and buy union-made items. Publicity materials for Buy Union Week, including graphics and holiday "e-cards," may be downloaded from the web site.

"If people spread the word and pledge to buy at least one union-made gift for the holidays, we will have a large positive impact on jobs. We need a grassroots movement to make it happen," said Matt Bates, secretary-treasurer of the Union Label & Service Trades Department. The AFL-CIO Executive Council voted to endorse Buy Union Week at its August meeting in Chicago.

Members: Be sure and check out the District's 26 web site for negotiation updates at: www.iamdistrict26.org

Insight has a new email address for members to contact regarding any issues concerning **Insight** or perhaps to share information of any loved ones serving our country. We would be happy to share the news with other Brothers and sisters.

Just email it to: locallodge1746@snet.net



"Happy Thanksgiving"

Next Monthly Meeting

Sunday, November 14, 2004@11:00 AM

"The Truth"

About Safety Shoe Vouchers

The word is out that hourly employees can receive vouchers for safety shoes redeemable for up to \$100. Before you run down to the Red Wing truck with your holiday shopping list, here are some important details you should be aware of.



First, the safety shoe vouchers aren't for everyone. They're based on the risk your job presents in relation to a toe or foot injury. If you work with light parts all day long, or your job presents little to no material handling risk, you may have a hard time receiving the voucher signed by your supervisor. To obtain a voucher, you must first have a Job Safety Analysis (JSA) performed on your job. Many JSAs have already been done, but not all of them have. The JSA will look at each individual step of your job and assess the hazards associated every step of the way. If you think your job presents a risk for foot injury, ask your Union EHS Rep or the EHS Pro in your area if a JSA has been conducted. Another method used to determine job risks is a Process Risk Assessment (PRA). If the JSA or PRA show that a significant foot injury potential exists for your job, then you're eligible for the voucher. If these evaluations show that foot protection is optional or not required, and you disagree, contact your Union Safety Rep so that he or she can investigate the matter further.

Once you've obtained your signed voucher, you're ready to purchase your new safety shoes. There is no restriction on the style or type as long as they are ANSI-approved safety shoes. Keep in mind that the voucher is only good for up to \$100 per year, so if you want more expensive

shoes you'll have to pay the difference. (If you have special needs, the company will pay for specialty shoes in full with a doctor's note.) It's important to remember that the vouchers are issued *because the JSA deemed that the job requires safety shoes*. So if you neglect to wear them and injure your foot, you could potentially have to face the same questions, and possible discipline, you would expect if you injured your eye while not wearing your safety glasses. Finally, you should know that while safety shoes are capable of preventing many injuries they do have their limitations, so you should still refrain from sticking your feet under rolling fork lift tires or dropping 2 ton dies on your toes whenever possible.

If you have any further questions regarding the safety shoe voucher system, feel free to speak to your Union Safety Rep about it. And of course, the IAM recommends you purchase your new shoes from a Union shop and made in the USA.



"If we cancel their eyeglass benefits, the union won't be able to read the fine print."

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