



Local Lodge 1746

# insight

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

December 2006 Volume 9, Issue 12



## Whither (Wither) the Trades???

The company has stretched its capacity and capabilities beyond their limits and is in violation of Letter 20 of our Bargaining Agreement. Letter 20 was formed and written for the purpose of reviewing the subcontracting work in Facilities & Services (F & S), Machine Tool Services, and Tool, Die & Gage, along with Materials.

Since Jan. 2005 we have lost 18 members in Facilities, Mechanics (MTSE), and TLEH (Tool & Die). On Nov. 30, 2006 there will be at least another 17 members taking the SSP which will make the trades departments down 35 people since Jan. 2005. East Hartford Materials groups have also been losing employees due to cutbacks.

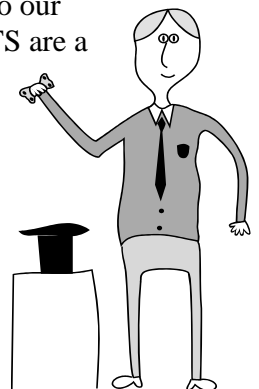
The Union believes the company's "**lean manufacturing**" initiatives are planned to set us up to fail. There are business units that are behind by eight months or more on their Total Preventive Maintenance (TPM) initiatives, performed by F&S employees. There are hundreds of open job tickets not being tackled for F&S related jobs, but the company is now endorsing a plan to loan F&S employees over to the MTS (machine maintenance) side *because MTS is behind "1900" job tickets*. How are F&S (electrical) people going to bail out MTS (mechanical) when *neither Trades group has enough bodies to keep up with their work load now?* They're behind on job tickets, working little or no overtime to catch up, and face more attrition with this SSP (polite layoff). Are they expecting people to work out of their job codes and expose themselves and others to unsafe conditions?

PWA's "**lean manufacturing concept**" of doing more with less is stretched beyond reason. We have been telling management to hire more Trades people for months, but our pleas fall on deaf ears. The only thing H/R has to say is "*it's gonna get worse*". The Shop Committee has asked why all this work but no overtime? The company response is "budget problems". We all know they have a "*bottomless pit*" of money for any ACE project to paint the floors and walls, or to re-lamp the plant. I guess keeping up the machines, grid, & infrastructure is obviously not as important. There are so many job tickets not being worked on by our F&S and MTS people that it is only a matter of time before engine deliveries are impacted and we "*delight*" *no one*. Perhaps that is the plan: many of us in the Union believe that ACE stands for **Abandoning Connecticut Entirely**. They certainly are making plenty of money here at PWA and corporate-wide as well. PWA continues to "*delight its shareholders*" at our expense...with ALL of our jobs on the line. Pratt's ethics, quality, and safety policies grow more hypocritical by the day.

We recently demanded a Letter 13 (Trades Subcontracting) meeting, after 8 months of **dysfunctional** Letter 20 meetings. We requested that Dave Russell, Director of F&S, to be there to hear our concerns...it was a miserable failure. Director Russell said he needed to use F&S people to work on MTS work because he didn't have the right skill set. Wow! That pretty much says it all about supervision in the Trades...this problem didn't happen overnight, did it? Director Russell further admitted that he is not going to be able to provide as much service to our business units and is going to have to prioritize jobs. That's real comforting, knowing F&S and MTS are a couple of thousand jobs behind, with less of a budget for 2007, fewer people next year, and no plans to hire anybody.

### Is that oxymoronic or is that the definition of insanity?

If that wasn't insulting enough they handed us a Letter 13 Subcontracting Review summary with the following: "**F&S continues moving towards preventative and scheduled maintenance**". They are hundreds of jobs behind now, and with Facilities people now being loaned to do MTS work, someone better check the compass to make sure **F&S is moving in the right direction**. Stay tuned, we will not take this lying down.



# "CONGRATULATIONS" TO OUR IAM RETIREES

The Local Lodge would like to take this opportunity to congratulate all of our members who retired under the SSP on November 30<sup>th</sup>. The dedicated P & W employees listed below have a grand total of **1,773 years of service to the company, an average of 33 1/2 years each.** We wish them well, and remind them to stop by the union hall to sign up for their IAM Retirement Card. (Below are Names, Departments & Years of Service)



Alston,Willie G	PWH020755	41 YRS
Backus,Lester M	PWH000734	41 YRS
Baker,Maxine P	PWH000361	28 YRS
Belz,Leon B	PWH450609	25 YRS
Bernocco,Louis J	PWH020752	29 YRS
Bibek,John E	PWH000275	33 YRS
Blount,Robert G	PWH020754	41 YRS
Bonilla,Perfecto	PWH450405	24 YRS
Bouchard,Joseph A	PWH000353	34 YRS
Brackett,Basil O	PWH000913	41 YRS
Brown III,William E	PWH020451	43 YRS
Butler,Kathleen A	PWH450638	18 YRS
Butler,Mary M	PWH020513	29 YRS
Caldwell,Isabel	PWH410402	30 YRS
Cappiello,Richard J	PWH000024	32 YRS
Cianfaglione,Luisa R	PWH450455	29 YRS
Clark,James	PWH410407	40 YRS
Cleary Sr,Joseph D	PWH000872	28 YRS
Colonna,Joseph	PWH410409	22 YRS
Coney,William J	PWH000956	28 YRS
Cowen,Robert J	PWH000956	40 YRS
Davis,Charles E	PWH410407	31 YRS
Deleone,John J	PWH020757	19 YRS
Dlizarraaga,Edward C	PWH000246	25 YRS
Dooey,Samuel P	PWH000034	40 YRS
Doyer,Ralph E	PWH000346	41 YRS
Draughn,Alphonza	PWH020515	40 YRS
Durham,Richard W	PWH410402	24 YRS
Ewings,Melvina L	PWH020496	40 YRS
Ferguson,Leroy	PWH020512	37 YRS
French,Edward F	PWH020515	32 YRS
Gagnon,Laurier J	PWH000031	26 YRS
Gwiazdowski,Mieczyslaw	PWH450739	29 YRS
Haungs,Edward R	PWH000024	37 YRS
Heck,Douglas J	PWH000034	43 YRS
Higgins,Robert G	PWH000114	40 YRS
Humphrey,James D	PWH000991	33 YRS
Hutchinson,Francis D	PWH020987	39 YRS
Jackson,Barbara J	PWH020756	38 YRS
Jerome Jr,Edwin L	PWH000355	41 YRS
Jones,John B	PWH020452	33 YRS
King,Clarence E	PWH000034	39 YRS
Kravitz,Carey L	PWH000344	28 YRS
Kuljkowski,Richard J	PWH000872	33 YRS

Ladson,Donald	PWH000916	39 YRS
Lajara,Gilberte O	PWH000234	32 YRS
Leonard,Charles	PWH020798	33 YRS
Lomax,John H	PWH410407	41 YRS
Lyons,Ernie B	PWH020754	36 YRS
Main,Gary E	PWH020798	27 YRS
Maloney,John R	PWH000366	34 YRS
Mccray Jr,Robert	PWH410407	34 YRS
Mclaughlin,Donald	PWH000246	42 YRS
Menefee,Irene	PWH000346	32 YRS
Milne,Alexander J	PWH000012	33 YRS
Moselsky,William	PWH000246	33 YRS
Muir,Robert L	PWH450695	29 YRS
Munley,Edward	PWH000010	38 YRS
Naud,Leon E	PWH020751	20 YRS
Olbias,Robert A	PWH000956	27 YRS
Orange,Dennis W	PWH000366	42 YRS
Peel Jr,Jesse J	PWH020514	40 YRS
Peters,David M	PWH000041	37 YRS
Petrosky,David A	PWH020986	39 YRS
Pijanowski,Allen C	PWH410407	27 YRS
Platt,Ronald J	PWH000026	32 YRS
Qualls,Nathan C	PWH450609	25 YRS
Ribera,Paul P	PWH020791	33 YRS
Robinson,Andre J	PWH000025	40 YRS
Rountree,Joseph	PWH020755	27 YRS
Samuel,Albert L	PWH000246	24 YRS
Savage,Richard G	PWH020797	41 YRS
Savage,Thomas L	PWH000246	40 YRS
Savino,Joseph A	PWH000983	41 YRS
Schlosser,Ronald	PWH000943	34 YRS
Shum,Kin-Chee	PWH450614	20 YRS
Snietka,Robert C	PWH020798	27 YRS
Squirewell,Leon	PWH000246	41 YRS
Sullivan,James R	PWH000956	34 YRS
Szymaszek,Gregory	PWH020065	27 YRS
Taylor,Ruth H	PWH020798	31 YRS
Titus Jr,John L	PWH000014	42 YRS
Upshaw Jr,Jake	PWH000112	41 YRS
Vaillancourt,Rejean	PWH000010	41 YRS
Wade,Nettie L	PWH000041	33 YRS
Warren,Donald C	PWH020051	41 YRS
Williams,Barbara O	PWH000041	25 YRS
Williams,Sarah W	PWH020591	34 YRS

# **New Contract Ratified at UTC Fuel Cells**

Members at UTC Fuel Cells voted overwhelmingly to accept a new contract on December 3, 2006. The package did include a health care plan with increased costs passed on to the membership but the negotiating committee unanimously recommended acceptance feeling that the total package was economically sound. Highlights of the new agreement include:

## **Article 11 – Wages**

- Add 56 cents COLA prior to adding general wage increases
- 3.5% General wage increase effective December 4, 2006
- 3.5% General wage Increase effective December 3, 2007
- 3.0% General wage increase effective December 1, 2008

## **Article 12 – Overtime**

- Overtime sheets kept on an electronic form will be 12 font for readability
- A substantial inequality defined as forty hours except for absence due to vacations, transfers, military service, or the first week of a protracted illness. If substantial inequality is identified negatively, affected employees will be asked to work all overtime until the disparity is corrected.
- In the first half of 2007 the company will explore making overtime records available electronically to shop stewards
- V – Vacation used for 8 hours or more vacation. If employee notifies management that they are available during vacation, they will be asked as outlined in the remainder of the article.
- New code “B” for posting Bereavement on overtime sheets so an employee who has a death in the family is not charged

## **Article 13 – Vacations**

- Employees recalled after the first quarter will be eligible for pro-rated vacation eligibility
- 5 sick and personal days will not count against perfect attendance

## **Article 14 – Holidays**

- A total of 38 paid holidays during the life of the agreement

## **Article 15 – Sick and Personal Leave**

- When time-keeping system changes, scheduled for 1-1-08, sick and personal time may be taken in 1 hour increments

## **Article 26 – Environmental Health & Safety**

- Remove requirement in the area an employee is working for an employee seeing an unsafe condition to file a complaint
- Require company to take immediate steps to eliminate a hazard or unsafe condition

- Change time periods to furnish answers to complaints from 5 days to 3 days
- Company to provide an immediate answer at the meeting in Section 2d with an immediate action taken by the Chief Union Safety Representative during the meeting unless mutually agreed to hold by the parties
- A copy of all initial accident or spill reports for incidents occurring on site provided to the Chief Union Safety Representative when generated by EH&S

### **Article 29 – Job Posting and Bidding**

- If the company posts a job and later cancels the posting they will be required to communicate the rationale for the cancellation to the shop committee

### **Article 30 – Duration**

- 3 year agreement expiring on December 6, 2009

### **Letter 7 Pension**

- \$5 Dollar increase bring the max to 50 per month per year of service

### **Letter 8 -Savings Plan**

- \$2 Increase up to \$60 max matched effective 1/1/07
- \$2 increase up to \$62 max matched effective 1/1/08
- \$2 increase up to \$64 max matched effective 1/1/09
- \$5 increase up to \$73 max unmatched effective 1/1/07
- \$5 increase up to \$78 max unmatched effective 1/1/08
- \$7 increase up to \$85 max unmatched effective 1/1/09

### **Letter 18 – Environmental, Health & Safety Employee Involvement**

- A minimum of three representatives on the EH&S council
- Additional participants by mutual agreement
- Safety volunteers training added to the councils responsibilities

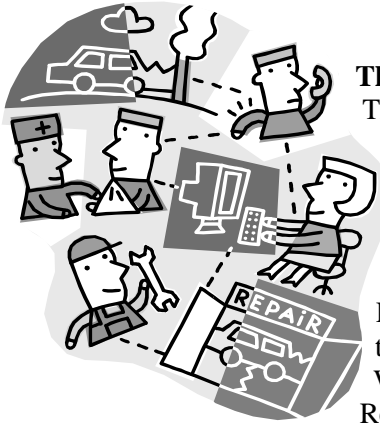
### **Letter 22 – Ratification Bonus**

- \$1000 signing bonus
- May be deposited into the savings plan unmatched in \$250 increments checks will be distributed no later than December 22, 2006

### **New Letter – Personal Protective Equipment**

- Company will provide or reimburse for (1) one pair of safety shoes per calendar year up to a value of \$60, or
- Provide (1) one pair of EH&S-approved dual-density safety shoes per calendar year, or
- Provide or reimburse employees requiring Electrical hazard-rated shoes per calendar year
- Company will provide (1) one pair of prescription safety glasses every 24 months, unless the glasses are damaged or employee receives a new prescription

# Local Delegates Attend Safety Conference



The National Safety and Health Conference was held in San Diego, California this November. This is also where the Labor Division Council meets. District 26 and CT IAM Machinist locals attended both conferences. **Mike Flynn** who is the IAM's Safety and Health Director was there, along with other IAM representatives. We met with other IAM Locals and Districts, with much discussion about the Cancer Study at Pratt & Whitney.

While many had issues with lack of H&S training at their facilities, here at Pratt, our District and the Local Lodges are farther along on many safety and health issues. We have very strong EH&S language in our contract and we also have full time H&S Chiefs in all of our facilities, to guide the union EH&S issues and make sure our members have their concerns addressed. We also have joint labor/management safety teams. They work on Ergonomics, Design Process Review, Audits and communication/news letters.

At the National Safety Council program, there were many workshops to choose from, including topics such as: Health and Safety issues for the older (or younger) work force; OSHA programs and how they can work for you; Safety on and off the jobs; Fall protections, LOTO, Soft tissue injuries & how to prevent them; How to start a safety and health joint committee; Asthma in the workplace; Ergonomics and why we need it; How to do a proper audit and the training that goes with it. These are just a few and there were many more. It was a good learning experience for all of us. We left with more ideas for safety and health programs and how to put them into use.

Attendee's from East Hartford Local 1746 were **H&S Chief John Tronier** and **Union H&S Representative Mark Becker** and **Deb Belancik** from **IAM District 26**. *If anyone would like more information on EH&S and joint committees, please see H&S Chief John Tronier or a Union H&S Representative.*

## LETTER FROM SANTA:



TWAS THE NIGHT BEFORE CHRISTMAS, HE LIVED ALL ALONE, IN A ONE BEDROOM HOUSE MADE OF PLASTER AND STONE.

I HAD COME DOWN THE CHIMNEY WITH PRESENTS TO GIVE, AND TO SEE JUST WHO IN THIS HOME DID LIVE.

I LOOKED ALL ABOUT, A STRANGE SIGHT I DID SEE, NO TINSEL, NO PRESENTS, NOT EVEN A TREE.

NO STOCKING BY MANTLE, JUST BOOTS FILLED WITH SAND, ON THE WALL HUNG PICTURES OF FAR DISTANT LANDS. WITH MEDALS AND BADGES, AWARDS OF ALL KINDS, A SOBER THOUGHT CAME THROUGH MY MIND.

FOR THIS HOUSE WAS DIFFERENT, IT WAS DARK AND DREARY, I FOUND THE HOME OF A SOLDIER, ONCE I COULD SEE CLEARLY.

THE SOLDIER LAY SLEEPING, SILENT, ALONE, CURLED UP ON THE FLOOR IN THIS ONE BEDROOM HOME.

THE FACE WAS SO GENTLE, THE ROOM IN SUCH DISORDER, NOT HOW I PICTURED A UNITED STATES SOLDIER. WAS THIS THE HERO OF WHOM I'D JUST READ? CURLED UP ON A PONCHO, THE FLOOR FOR A BED?

I REALIZED THE FAMILIES THAT I SAW THIS NIGHT, OWED THEIR LIVES TO THESE SOLDIERS WHO WERE WILLING TO FIGHT.

SOON ROUND THE WORLD, THE CHILDREN WOULD PLAY, AND GROWNUPS WOULD CELEBRATE A BRIGHT CHRISTMAS DAY.

THEY ALL ENJOYED FREEDOM EACH MONTH OF THE YEAR, BECAUSE OF THE SOLDIERS, LIKE THE ONE LYING HERE.

I COULDN'T HELP WONDER HOW MANY LAY ALONE, ON A COLD CHRISTMAS EVE IN A LAND FAR FROM HOME.

THE VERY THOUGHT BROUGHT A TEAR TO MY EYE, I DROPPED TO MY KNEES AND STARTED TO CRY.

THE SOLDIER AWAKENED AND I HEARD A ROUGH VOICE, "SANTA DON'T CRY, THIS LIFE IS MY CHOICE; I FIGHT FOR FREEDOM, I DON'T ASK FOR MORE,

MY LIFE IS MY GOD, MY COUNTRY, MY CORPS."

THE SOLDIER ROLLED OVER AND DRIFTED TO SLEEP, I COULDN'T CONTROL IT, I CONTINUED TO WEEP.

I KEPT WATCH FOR HOURS, SO SILENT AND STILL AND WE BOTH SHIVERED FROM THE COLD NIGHT'S CHILL.

I DIDN'T WANT TO LEAVE ON THAT COLD, DARK, NIGHT, THIS GUARDIAN OF HONOR SO WILLING TO FIGHT.

THEN THE SOLDIER ROLLED OVER, WITH A VOICE SOFT AND PURE, WHISPERED, "CARRY ON SANTA, IT'S CHRISTMAS DAY, ALL IS SECURE." ONE LOOK AT MY WATCH, AND I KNEW HE WAS RIGHT.



"MERRY CHRISTMAS MY FRIEND, AND TO ALL A GOOD NIGHT."

## The Holiday Gate Collection was a Great success!



**\$11,111**  
**Record Total Collected!!**

**Thank-you to all who gave.**

## Thanks

**to all who gave on the Coat collection!**  
**Over 800 coats were collected, which means you helped over 800 people stay warm this season.**



**If you would like to show support for our troops here are some web sites you can go to and send them you support through the internet.**

**[www.supportyourtroops.us](http://www.supportyourtroops.us)**  
**[www.operation-support-our-troops.org](http://www.operation-support-our-troops.org)**  
**[www.americasupportsyou.com](http://www.americasupportsyou.com)**  
**[www.supportustroops.com](http://www.supportustroops.com)**



**"We wish you and your family a  
Safe and Happy Holidays"**

**Next Monthly Meeting  
December 10th at 11:00 am  
ELECTIONS WILL BE HELD FOR CT AFL-CIO DELEGATES**



## **THANK YOU to Everyone for another successful United Way Campaign**

As a member of both the PWA, and United Way 2006 Campaign Cabinets, I would like to take this opportunity to thank everyone, both hourly and salary that participated in this year's successful campaign. We once again met our overall campaign goal, and in doing so, help to provide many of the necessary services to members of our communities in need.

**Over 2.3 million dollars was raised at P & W Connecticut sites.**

It is important to always keep in mind that we are doing this to help our neighbors during the coming year. Your dollars may help an ill person, someone who was a victim of a fire, or even assist a person in getting their own first home.

We achieved many significant milestones in this campaign, had some great events, and most importantly had fun doing so. I would like to thank everyone personally, but space constraints don't allow me to do so.

I especially thank all my union brothers and sisters for all their hard work, and their donations. Without those donations, United Way could not do all the great things they do every day in our communities. Once again, thanks to each and every one of you.

Have a Merry Christmas and a Happy New Year. May we have a great year 2007.

*Earl Schofield United Way of the Capitol Area Campaign Cabinet---Labor Representative*



### **WEBSITES:**

[www.iamll1746.org](http://www.iamll1746.org)

[www.iamdistrict26.org](http://www.iamdistrict26.org)

[www.goiam.org](http://www.goiam.org)

[www.shopunionmade.org](http://www.shopunionmade.org)

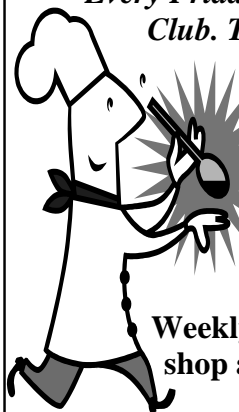
**Please email your  
announcements  
& messages.**

**Items for the next  
issue must emailed by  
Jan. 1st 2007.  
[localldodge1746@snet.net](mailto:localldodge1746@snet.net)**



## **Dinners are Served**

*Every Friday Night at the Machinists  
Club. Take out orders are available,  
portions are BIG and the  
price is right..*



**To Order: Call 860-568-  
4234 after 2:00pm**  
*Call early to ensure  
availability!*

**Weekly Menus are posted in the  
shop and at the Union Hall.**

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**John Taylor, President; James Bullock, Vice-President;  
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