



Local Lodge 1746

insight

357 Main St.— East Hartford, CT. 06118 – Telephone: 860-568-3000

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With air horns and banging hammers, chanting marches and noisy rallies, members of IAM Locals 1746 and 700 helped IAM negotiators pound out a new collective bargaining agreement with many gains, and one clearly repugnant provision. But even this issue – the removal of materials jobs to a “materials logistics center” – became less ugly and job-killing as members’ militancy on the shop floor forced management to backtrack at the bargaining table from the worst of their proposals.

Pratt’s original plan was to eliminate 250 jobs in materials work, trucking and receiving inspection throughout all of East Hartford and Middletown. Job codes involved included Occ Groups 901, 801, 176, and 460. Managers even proposed having yellow badge subcontractors perform work **inside** the plants that had traditionally been done by IAM members. Union negotiators – and IAM members in the shop – convinced management this was the road to chaos.

The company’s commitment to a new third-party logistics center was too strong to break. Though management agreed to retain inspectors, Occ. Group. 176’s in Turbines and inside trucking as IAM bargaining unit jobs – they would not back off the outsourcing of warehousing, picking, kitting, receiving inspection and on-road trucking. This eliminates 140 Pratt jobs. Faced with these job cuts, your IAM bargaining com-

mittee looked for negotiated steps that could work to avoid involuntary layoffs. The final agreement includes a number of provisions designed to lessen the number of forced job cuts:

A buyout package which includes a \$10,000 lump sum, 1-week of severance for each year of service, and 1-year medical and dental coverage.

This package will be offered first to materials employees and will reduce the number of threatened employees down from 140.

Management will then expand the package to Occ Codes 176 and 460 in seniority order because these codes are the other affected codes of the company’s original project. Members in these codes who elect to take the package will create an opening for a materials worker whose job is affected by the 3PL project.

Training will be provided to materials employees placed in a new job.

If a materials employees previously held a position in one of the other not mentioned codes, management will offer employees in seniority order an opportunity to take the package.

If someone agrees to leave then another position is created for that affected employee.

The number of packages is limited to the number of affected employees and are offered on a one for one basis in seniority order.

Management also agreed to initiate two newly created apprenticeship programs, into which some materials workers may find placement.

Finally, IAM negotiators were able to push back any involuntary layoffs due to this material re-organization for one year, with the goal to place every affected employee.

OTHER HIGHLIGHTS: 2.5 pc, 2.5 pc, 2.5 pc GWI, \$2000 ratification bonus matched 50% if put in savings plan. \$1000 restructuring bonus. Bridge Pratt & Whitney Bargaining unit Seniority for Promotion, Layoff and Recall. NO Insurance increases until January 2015.





The Next Monthly Meeting is December 15th at 11:00 am

Local Lodge 1746 wishes all a Safe and Holiday Season!



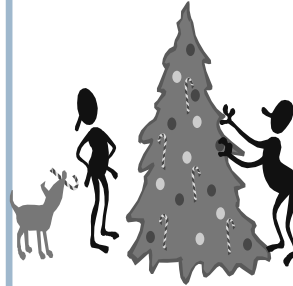
Thank-You!

On behalf of Local Lodge 1746 and everyone who is helped by the Workers' Aid Fund, **THANK YOU!** The 2013 Gate Collection raised \$ 8,174.00 to date. This will go a long way to helping our brothers and sisters. Also, an enormous **"Thank You"** to those who volunteered their time to help with the collection. We could never do it without your help. Merry Christmas and a Safe, Healthy, Happy and Prosperous New Year!



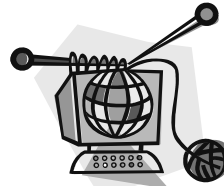
Remember Our Troops Red-Shirt Friday's!

EAP Corner



For IAM Local Lodge 1746: P&W in East Hartford and Clear Edge Power in South Windsor. *Please feel free to contact me with any of your issues or concerns and know that it will be in total confidentiality.*

*Lenny Ward-EAP Coordinator
LAP-C Certified: NAADAC / NCAC
Certified, AFL-CIO Union Peer Counselor, SAP (Substance Abuse Professional) Certified.
Fax 203-787-4180
Cell 203-444-0267*



WEBSITES:

www.iamLL1746.org
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Here are some of the officers email addresses to contact with your concerns and suggestions.

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