



Local Lodge 1746

# insight

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

December 2014 Volume 14 Issue 12

As 2014 comes to an end, we have accomplished many things and still have much to do. Although many of our members have been recalled to work, we still have those out there waiting and of course the challenge of placing all of the Family 16 members once UPS is set up. We continue to devote most of our energies to see that all of our members who want to work have that opportunity. On behalf of everyone at Local Lodge 1746, I extend our best wishes to all for a Healthy, Safe, Happy and Prosperous New Year. Fraternaly, Nancy Flagg

The ConnectiCosh (Connecticut council of safety and Health ) convention and workshops took place on November 14<sup>th</sup> at the UAW Hall in Farmington. It was well attended from all different unions, Lori Pelletier was our key note speaker. She spoke on solidarity and also on keeping the union movement going. Safety and health was a large part of her speech. She praised the work of the Union EH&S reps, we are our brothers and sisters keepers. We must make sure we have a healthy and safe working environment for all of us. There was also information on the Whistle blower campaign. We insist that OSHA step up to the plate and make retrieving information more done in a timely fashion.

Another large topic was Workplace bullying. Workplace bullying is quite simply an abuse or misuse of power. It is behavior that intimidates, degrades or offends a person, often in front of others. A person who is the target of a bullying manager, supervisor or co-worker often feels defenseless and demoralized. A bullied individual may be singled out by a bully for constant criticism with no concrete or positive guidance and support for improvement.. If anyone experiences this in the workplace, contact your shop steward, if it is an EH&S issue, contact your Union Safety rep.

I would also like to wish everyone a Happy and Healthy Holiday Season and Merry Christmas, and to thank everyone for all of their hard work for representing us to the fullest and also all the business reps and the district office for all of their help.

Yours in solidarity, Deb Belancik

## From H&S

December is here and the Co. gives the membership a Holiday gift of a new Cardinal Rule, Hoist and Rigging. Training has started for F&S while Production and Support groups are still waiting. Meetings have been scheduled to organize the training for the remaining groups. Looks like the training will not happen until the end of February.

Since the Co. has not delayed the start of the new rule until training is complete. The membership needs to be advised to CALL OUT a Union H&S Rep. if there is any question or concern about any lifting device or method. The F&Q's for the new rule are written very one sided, holding employees accountable if there is an incident, while failure by the Co. would be a procedural violation. The Co. forgets that OSHA states it is the responsibility of the Employer to provide a safe work place. That would include providing the proper lifting devices and training in their use.

In other East Hartford news: Radiation sampling has been taking place in various buildings The work and material requiring special NRC permitting is no longer being performed or stored in the plant. The sampling is to verify the absence of the radioactive material and processes. This part of the termination procedure for the special permit.

Foul winter weather is upon us and with this will come the increased risk of slip and falls. If you see any walkways or parking areas not properly cleared please report it to your supervisor, enter it as a near miss or call 5-9999, of course you can also inform the Union safety Rep. as well.

Orders are being taken for Union Jackets. The Jackets are manufactured by King Louie, made in the U.S. by Union Labor. ([www.kinglouie.com](http://www.kinglouie.com)) Two styles will be offered: #6800 Canyon in 3colors, Navy, Spice or Black with knit cuffs and modified waist band or # 6500 Station in Black only, with open bottom (no elastic cuffs/waist). Jackets will have "Winged" IAM logo across the back, US flag left arm, IAM gear on Left chest and Optional name on right chest. Prices vary depending on style, size and additional name; from \$ 97.84 to \$115.76. Contact Safety Chief, John Hanusovsky at 860-818-0738 to order.

## HOW AN ARBITRATION WORKS

The following is how the arbitration process works or doesn't work depending on your point of view:

- Someone that believes they have been treated unfairly by management decides to file a grievance, so they request their Shop Steward.
- The Shop Steward along with the employee (grievant) discuss the issue together and then discuss the issue with the employee's supervisor. If they can't resolve the issue here, then it is determined whether a contract violation has occurred and a written grievance should be filed. This is known as the Oral Step of the grievance procedure.
- Once the written grievance is filed, supervision is supposed to schedule a 1<sup>st</sup> step meeting over the issue within the time frame specified in the contract in effect at the time. Present at this step should be the grievant, Shop Steward, Supervisor and Business Unit Manager. There may be a Shop Committee person present also. If no agreement is reached, then the grievance gets appealed to the 2<sup>nd</sup> step by the Shop Steward.
- The Shop Chairperson (President) puts the grievance on the agenda letter for the next Written Step 2 (2<sup>nd</sup> step) meeting. The grievance is assigned to a member of the Shop Committee who presents the Union's position on the issue to the Committee of Management (Human Resources). The issue may be heard at several 2<sup>nd</sup> step meetings because of various reasons, ie: waiting for records, either the Company or the Union researching the issue further based on arguments/discussions presented. If no agreement is reached, then the Shop Committee decides whether the issue is a legitimate contract violation and if so, the grievance is appealed to arbitration by certified letter sent by the Shop Chairperson.
- The Company responds to the appeal to arbitration and the grievance is put on the arbitration list. Terminations, suspensions and unfair labor practice grievances go to the head of the list. All grievances from all Pratt & Whitney plants in Connecticut go on the same list. Grievances are placed on the list based on the date that it was first put in writing.
- There are eight (8) arbitrators on the panel for P&W, one of which has retired and hasn't been replaced yet. Each arbitrator sends a list of dates for the year that they are available and from that list the Company and the Union agree on tentative dates to hear cases. There are no more dates scheduled for 2014 at this time. There is not a list set up for 2015 yet.
- Once the case is scheduled, it is heard in front of the arbitrator. There is also a court stenographer taking a transcript of the proceeding. This is similar to a court case, ie: evidence has to be presented by each side through testimony of witnesses. There is direct testimony and cross-examination, etc. The side that presents their case first depends on the issue. This is spelled out in the Contract under Article 7, Section 3 (f) which states "The party referring a grievance to arbitration shall have the obligation of going forward with its case before the other party shall be required to present its case or adduce any testimony; provided, however, that in cases involving discharge, suspensions, final warnings or promotions based upon "most senior qualified," the Company shall first present to the Arbitrator its case in support of such action."
- If post hearing briefs are required then within thirty days each side gets a copy of the transcript. Each side then has thirty days to write a post hearing brief (written argument). Upon receipt of the briefs, the arbitrator has sixty days to give his or her decision.
- Currently there are approximately 285 grievances on the arbitration list at P&W, not including terminations or suspensions. That means that there is a backlog. The next case up to be heard off the regular list was filed in July of 2011.



# EAP — The Way Life Should Be



Ask Lenny Ward about the Employee Assistance Program and you're bound to see a smile. Even after 12 years, the EAP still brings joy and direction to his life. "I got involved to help others, and to follow my own calling." The EAP offers Pratt employees a chance to address concerns in their personal lives. Ward sees 25 – 30 employees per year, addressing topics such as Alcohol Abuse, Family/Relationship Issues, Financial Concerns, and Physical/Mental Abuse. Sessions typically last 30 – 45 minutes, and are normally conducted in a private location. (Ward has an office in J Building on the EH campus.)

Union EAP Coordinators receive monthly training, and have additional course opportunities throughout the year. Ward is currently certified in the following areas:

- LAP-C Labor Assisting Professional
- NAADAC/NCAC- National Certified Addiction Counselor
- SAP- Substance Abuse Professional
- AFL-CIO Union Peer Counselor
- Grief Counseling

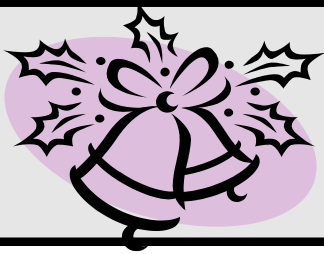
All conversations are confidential, and services are available on all shifts. No issue is refused help, and those needing an extra hand may be referred to Senior Union EAP Coordinator Jerry Marcel (Middletown campus) or to another company resource.

Not sure if the program is right for you? Need help or guidance? Contact Lenny Ward at 203-787-4180 or email [lennyep@yahoo.com](mailto:lennyep@yahoo.com).

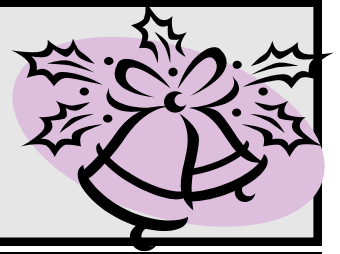
## ***COAT DRIVE***

December 8th through December 19th, there will be boxes located at most gates where you may leave Coats for the United Way to help warm our neighbors. Our Community Services Committee will pick the coats up on a nightly basis and deliver them to the United Way before Christmas. Thank you in advance for your generosity.





The next Monthly Meeting is  
 Sunday, December 14, 2014 at  
 11:00 am



**The Annual Machinist Club Holiday Buffet**

Will be held on Tuesday, December 23rd beginning at 3 PM and will also be available following second shift.

Come and enjoy the food and company of your friends!



On behalf of Local Lodge 1746  
 Thank You ALL for your generosity  
 on November 21<sup>st</sup>.  
 The Workers' Aid Fund Collection  
 brought in

**\$ 7,439**

And a special thanks to all those who volunteered to make this effort successful.

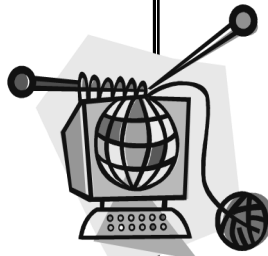
Here are some of the officers email addresses to contact with your concerns and suggestions.

Nancy Flagg  
[president1746@ll1746.comcastbiz.net](mailto:president1746@ll1746.comcastbiz.net)

Ted Durkin  
[vp1746@ll1746.comcastbiz.net](mailto:vp1746@ll1746.comcastbiz.net)

Howie Huestis  
[st1746@ll1746.comcastbiz.net](mailto:st1746@ll1746.comcastbiz.net)

Rodney Conlogue  
[rs1746@ll1746.comcastbiz.net](mailto:rs1746@ll1746.comcastbiz.net)



**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)

**Remember Our Troops Red-Shirt Friday's!**

**EXECUTIVE BOARD:**

President Nancy Flagg; Vice President Ted Durkin; Recording Secretary; Rodney Conlogue,  
 Secretary Treasurer; Howard Huestis, Conductor/Sentinel; Roy Chambers,  
 Trustees: James Bullock, Brad Chase and John C. Taylor

**NEWSLETTER COMMITTEE**

Nancy Flagg -*Editor, layout and design,* Deb Belancik, John Hanusovsky, Steve Merrick