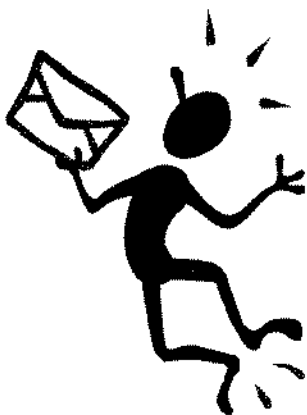


insight

January, 2005

Volume 8, Issue 1

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



Some Good News at UTC Fuel Cells

Being aware of a void in a much needed skill set at UTC Fuel Cells, Manager Jim Dayton, along with Human Resources representatives Jim Girard and Barry Solnick, are starting up a

machining training program with Asnuntuck Community College in Enfield. After speaking with both Jim Dayton and Mr. Frank Gulluni of Asnuntuck, some interesting information emerged.

First of all, Asnuntuck offers a complete Machining Technology Center with both degree and certificate programs. Mr. Gulluni has worked with both Pratt & Whitney and Hamilton Sunstrand, resulting in nearly 5000 persons receiving training over the last six years. It was graciously noted by Mr. Gulluni that UTC initially outfitted the machine shop at Asnuntuck with surplus equipment, which enabled the provision of valuable training for workers in Connecticut. It also helped establish this program and led to its successful existence today.

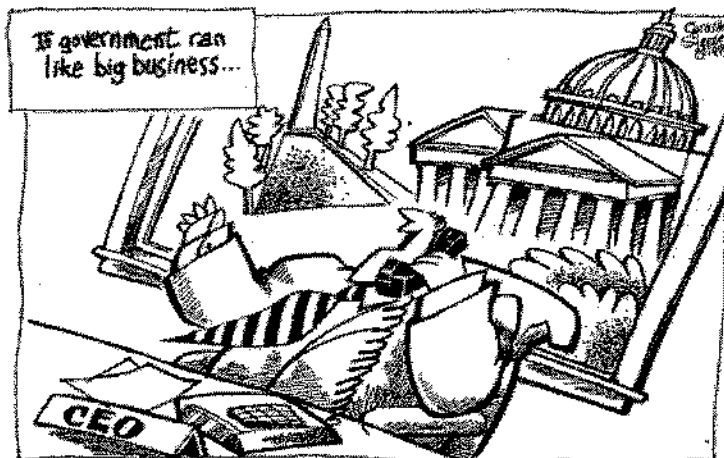
Training will be available to all personnel in Dept. 794 (PEM Manufacturing). Blueprint Reading and Interpretation and Basic Machining will initially be offered. An assesment of UTC Fuel Cells personnel for development of curriculum was done by Mr. Gulluni on December 16. The exact length and overall content of the training will be tailored to the individual, according to the assessment results. The current plan is for the curriculum to be set and training to begin by late February

of 2005. It was noted that during the assessment period, all employees appeared to be excited and very receptive to this opportunity.

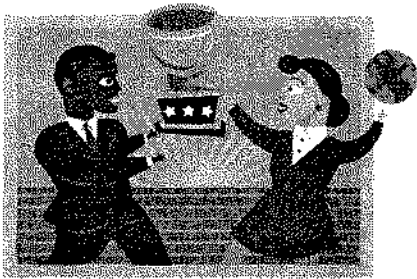
As hard as it is to find positive motivation at Fuel Cells these days, it's like a breath of fresh air to hear about this move by the company to provide some much needed training with some depth to it. Management has stated that they plan to continue the program to progress to the advanced machining and machine programming levels as well. Another item on the agenda at Fuel Cells is the upcoming training and qualification of all inspectors on weld inspection. This will insure that our quality standards are upheld, as well as retaining as much work as possible in the bargaining unit.



UTC Fuel Cells seems to be serious about training. Hopefully Pratt & Whitney will follow their lead.



"Okay, we move the White House to Mexico...the Congress to Indonesia...the Supreme Court to Nigeria..."



Looking Back and Looking Forward

Looking back on 2004, we saw many things we didn't think were possible. Men's and women's basket ball championships at UCONN; the Red Sox winning the World Series (**Yes that's right, the Red Sox!**); the resignation of Connecticut's governor; the national Republican sweep of the House, Senate, and White House. Closer to home the membership ratified a new three-year agreement at Pratt & Whitney that increases wages as well as out-of-pocket costs for medical insurance. While it's true you can't change the past, you can and should work to make a difference in the future.

Moving forward in 2005 we face many changes both in and out of the labor movement. We need to work to correct the injustices happening in our lives, as the middle class slowly disappears. Here at Pratt & Whitney the company and the union should work together to pressure lawmakers to find a solution to the health care crisis facing America. It should not be an item for the bargaining table.

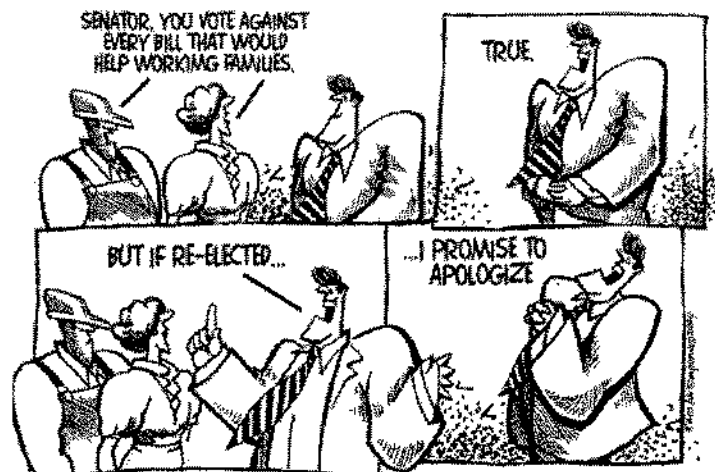
Quality health care should be a right of all Americans, without the "free enterprise system" rearing its ugly head to gobble up as much of everyone's hard-earned cash as they can.

What can we do? First thing is, remember who put these people in office. Although the large corporations may spend huge sums to see to it that candidates friendly to big business are elected **we have the power of the vote.** *Power we must begin to harness* if we are to control the destiny of working people like ourselves. We are getting attacked on all fronts. We pay the majority of the taxes because we don't have loopholes that the rich have. Our seniors have to make crucial decisions, like the decision for *food or medicine*, because they can't afford both. Are the children of politicians or the wealthy of this country going to Iraq? I don't think so. It's the sons and daughters of the middle-class, and those trying to reach the middle-class, who are fighting the war for Bush and his corporate buddies.

While we earn a good living at Pratt & Whitney, just ask one of our brothers and sisters who used to work here how good it is. They see their jobs going all over the world...because there is **no political agenda** on the Federal *or* State level to stop the drain of good jobs. Many of us laughed when Ross Perot said that NAFTA would cause a "giant sucking sound" as jobs went south. The drain hasn't stopped and there is no end in site. We're not laughing now.

Here's the point brothers and sisters. While we are sitting back having a frosty cold one, watching, UCONN win championships, and the Red Sox break *The Curse*, we think things look good. When we negotiate wage and pension increases, we feel that things are going well. And for some of us, they are. Many of our goals are far beyond our reach, as union members at the bargaining table. Things like legislation to keep work, *especially defense work*, in America. Things like stopping insurance companies from screwing the public the way they do. We need to elect candidates who care about people, not just the ones who are lining their pockets.

Local 1746 has an extremely active Legislative Committee. We try to keep you informed on the best candidates for working people at election time...and on issues affecting us between the elections. But we can't do it alone...Each of you needs to get involved. The fights aren't over, brothers and sisters; they never end. As we look forward, 2005 will bring us many challenges. We will fight them all as they arise and hope that all of you will join with us to fight for one simple thing: **What is Right!** Working together we can make a difference. Check future issues of *insight* for articles on important State & Federal legislation.

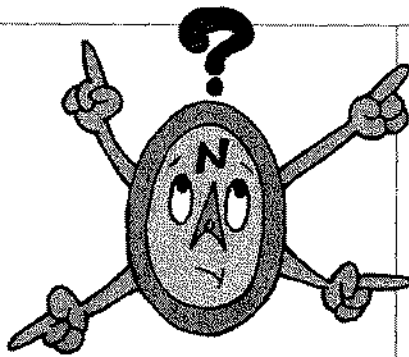


Where Do We Go Now?

It is a new age at Pratt & Whitney. Despite *record profits* the com-

pany has seen it necessary to pile more healthcare costs onto our backs. One can venture to guess that other companies are also facing increased insurance costs, but most of them are struggling financially. In our case that isn't the issue. Both P&W and UTC are financially "robust" and the future looks bright. But George David and his gang need more profits. Our workforce is aging. With the increase in our insurance premiums, for diluted insurance coverage, it is a very sad time. This is definitely a case where we don't get what we are paying for. As a result our brothers and sisters, whose average age is in the low fifties, are having health issues and there are no younger workers replacing them. It's like a whole generation of workers is being passed over by this company, at least in the hourly ranks.

The company wants to dictate our pensions and refuses to embrace ideas brought forward by our members to improve productivity and quality. It is a shame to read about our company's dirty laundry in the paper and having the Middletown plant shut down. Maybe this is a wake up call for Pratt. Listen to your employees. When we inform you of problems with quality and productivity, **fix them**. Don't wait until our customers threaten to take their business elsewhere. The company is good at reacting to situations of this type. The real answer is not to place ourselves in this situa-



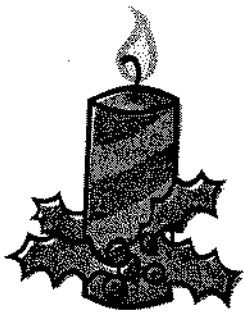
tion to begin with. Quality has slipped away due to emphasis being placed on meeting schedules rather than fixing on-going issues. It is black and white in front of you. **Fix It!!!!!!** It would be nice to see an

end to our work being vended out because of the company's incompetence. Vending work out is a sign of your failure as managers.

We have some real talent in this company. Our customers come here and see this first hand. It's time to stop playing musical chairs with our continued employment. Pratt wants to invest elsewhere instead of here in Connecticut. **Wake Up!** We are skilled, honest, and hardworking employees here. We care about our jobs and our product as was demonstrated on the shop floor during contract negotiations, when everyone came together to voice our displeasure with the direction the company is going in. To all of you who marched, blew whistles (loved those whistles), and participated in the rallies...**thank you!** To the Agency Fee Payers and Objectors...please thank our **UNION** brothers and sisters for standing up and being counted, for sending a message to the company, that things had to change. Without our **solidarity**, the contract would have been much worse.

We must go on now and be vigilant to protect the jobs we still have from being lost due to incompetence at management levels. In 2005 let us resolve to work hard...not only to hold onto what we have left, but to **increase the number of bargaining-unit workers in CT.**





“Happy New Year”

To All Our Members from All of Us!

Next Monthly Meeting

Sunday, January 9th, 2005 @ 11:00 AM

Local 1746 Website: www.iam11746.org

IAM District 26 Website: www.iamdistrict26.org

insight email address: locallodge1746@snet.net

Local 1746 and The staff at insight want to offer our condolences to our Brothers & Sisters whose families may have been effected by the recent tsunami in Asia. Anyone wishing to make donations to relief efforts can contact the following organizations: >**CARE**

151 Ellis St, NE, Atlanta, GA 30303

[www.care.org]



>**OXFAM-AMERICA**

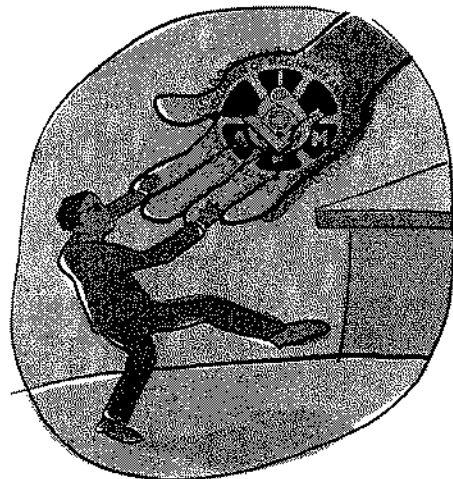
29 West St, Boston,

MA, 02111 [www.oxfamamerica.org]

>**Save The Children**

54 Wilton St, Westport, CT
06880

[www.savethechildren.org]



EAP NEWS Anyone who might be struggling with any issues of stress, alcohol and drugs that help is available through your **Union Employee Assistance Professional (EAP)**. If you need help, or are having issues in your live, please contact your EAP: at **860-568-3000**. *Please remember your not alone. We are a Union that means Unity...and we stick together.*

OFFICERS OF IAM LOCAL LODGE 1746

President— Mike Stone; **Vice President** — Frank Lamagna;

Recording Secretary— Bill Coney; **Secretary Treasurer** — Nancy Flagg;

Sentinel— Dave Batchelder; **Trustees**— Warren Occhialini; Ron Ouellette; John Tronier

Shop Committee— Jeff Baglin; John Cloutier; Ted Durkin; Andy Santini

Shop Committee (IFC/ONSI) — Carl Hervieux; Mark Perrone

NEWSLETTER COMMITTEE

Dave Batchelder-*Editor* Linnea Demanche-*Co-Editor*

Joe Durette, Jerry Martin, George Rogers, Mike Stone, Mary Ellen Wettemann