



Local Lodge 1746

insight

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

January 2018 Volume 18 Issue 1

A Resolution for Brotherhood and Solidarity

Happy New Year from Insight and Local Lodge 1746! We hope you had a great holiday season and we wish you a peaceful and prosperous 2018.

Brothers and sisters, we have a problem. And while it's a problem that is within our own control as a union, it's also one that needs to be nipped in the bud before it gets too serious.

It's already gotten serious. Some members have been disciplined to the point of dismissal. And without getting into details, the reason they have been disciplined is that other members have reported their behavior to management.

It's hard to say what someone's motivation is to do something like that. Maybe they have a genuine dislike for the person. Or maybe they have a close relationship with their manager/supervisor/cell leader/favorite salary person and feel a need to mollify them by offering them an hourly person. Or maybe they have been granted a pseudo-management position and think they are obligated to assist management in its enforcement role.

Last month, our sister IAM lodge in Middletown, Canel Lodge 700, posted an article written by editor Shirley Dickes, wrote of solidarity in regard to this issue, asking what the word "solidarity" actually means to union workers? She writes, *"we need to protect and stand up for one another. We do not let something happen to another member, whether it be a suspension or termination, without rallying to protect that member."*

Truth be told, we have a section in our by-laws that back that sentiment entitled "Conduct Unbecoming of a Member." This language specifically calls out the action of reporting a union member to management for a wrongdoing. Excluded from this section are actions that encompass violations of the law, of course. But reporting another member for misuse of company time, routine safety issues, or for violating "quality cardinal rules", for instance, are not acceptable under our by-laws. And it can have serious consequences for someone who chooses to violate this rule that we won't expand upon at this time.

Aside from that, there's another perfectly valid reason not to turn in another member. Despite what you feel about this person, he or she has a life outside of Pratt & Whitney. They could have a mortgage or rent, and most likely others who depend upon them and their employment. If you turn someone in and he loses his job as a result, what happens to his homestead, his marriage, his children? There are some in management who probably couldn't care less, but an association based on the values of brotherhood and sisterhood cannot tolerate such callous behavior if it wants to maintain solidarity. And without solidarity, we're just a bunch of people complaining about things without a unified voice, and that's exactly what they want us to be.

Sister Dickes goes on to write, *"If one member has an issue with another member, bring it to the attention of your local lodge president, a shop steward, or shop committee member. Do not go to management, no matter how upset you are. We need to keep these issues in-house, and not with human relations personnel."* Amen, sister. Let's all resolve to do just that..

Join Us for A Retirement Dinner

John Harrity & Shirley Dickes

Saturday, January 20, 2018

At the Hartford Hilton

Cocktails at 6:30 pm

Dinner at 7:30 pm

Brief Program Following Dinner

John Harrity has served as president of the CT State Council of Machinists since 2012. John retires as a lifelong friend of LL1746 with 38 years of IAM membership & 30 years serving members full-time.

Shirley Dickes has been the Recording Secretary of the CT State Council of Machinists for the past three years, and is *beyond compare* in her fulfillment of those duties. After decades of activism on behalf of the members of IAM 700, Shirley retired from Pratt last year, and takes another step towards more time with family as she retires from the CSCM Executive Board.

Tickets: a limited number of tickets are available to organizations and individuals outside the IAM who may want to attend. **Tickets are \$35.** Cash bar. To reserve dinner tickets, contact CSCM Executive Vice President Tony Walter at 860 752-9480 or tonyw743@sbcglobal.net.

Celebrate Our History & Our Future!

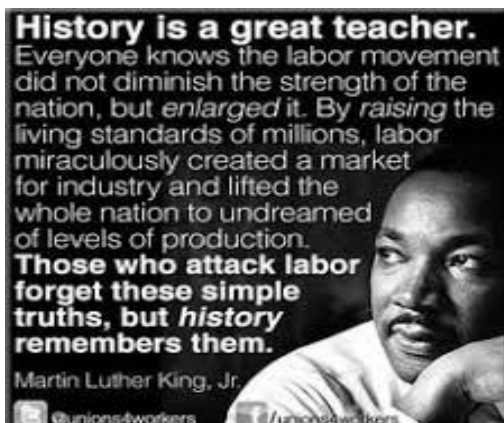
Dr. King, Labor Leader

January marks the federal holiday of Martin Luther King Jr.'s birthday. Everyone knows that Dr. King was a great civil rights activist whose famous "I Have a Dream" speech inspired millions to demand a more fair and just society. Dr. King's life was cut short by an assassin's bullet in 1968 at the height of political turmoil in our country, yet his ideals continue to inspire millions to fight for justice and equality to this very day.

Dr. King was also a staunch advocate for organized labor. In fact, the reason he was in Memphis Tennessee at the time of his death was to support striking sanitation workers. Over the years Dr. King spoke often about the need for labor unions in America, including this powerful speech to the Illinois AFL-CIO in 1965:

"At the turn of the century women earned approximately ten cents an hour, and men were fortunate to receive twenty cents an hour. The average work week was sixty to seventy hours. During the thirties, wages were a secondary issue; to have a job at all was the difference between the agony of starvation and a flicker of life. The nation, now so vigorous, reeled and tottered almost to total collapse. The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief for the destitute, and above all new wage levels that meant not mere survival, but a tolerable life. The captains of industry did not lead this transformation; they resisted it until they were overcome. When in the thirties the wave of union organization crested over our nation, it carried to secure shores not only itself but the whole society."

2018 marks the 50th anniversary of Dr. King's death in Memphis on that early April day. His role in lifting up the rights of all in this country is unquestionable, but his role as a labor activist is sometimes overlooked. As we struggle with a massive disparity of wealth in our nation, it's vitally important that we remember his message about the role labor unions played in the past, and the role they must continue to play in the future.



This month in Union History

by Therese Hervieux

January has many interesting union related events. Unionist.com website lists happenings by date. I picked a few favorites to share with all of you.

January 8 is the birthdate of Mary Kenny O'Sullivan who was the first AFL woman organizer and she organized the Women's Bookbinder Union in 1880 and also founded the National Women's Trade Union League in 1864.

On **January 9, 2003**, the George W. Bush administration declares federal airport security screeners would not be allowed to unionize so as not to "complicate" the war on terrorism. The decision was challenged and eventually overturned after Bush left office.

January 11, 1912: A 10 week strike, called the "Bread & Roses textile strike of 1912" was Industrial Workers of the World (IWW) organized and consisted of women and children in Lawrence, MA. The first of the "Wobblies" to walk out were Polish women who felt they were cheated in their pay and they abandoned their looms. The strike was a success for the workers.



January 12, 1876: Novelist Jack London is born. The author of *Call of the Wild* and *White Fang* held a special dark place in his heart for those who crossed the picket line, which he penned in his 1915 poem, "Ode to a Scab":
"After God had finished the rattlesnake, the toad, the vampire, He had some awful substance left with which He made a scab. A scab is a two-legged animal with a cork-screw soul, a water-logged brain, a combination backbone of jelly and glue. Where others have hearts, he carries a tumor of rotten principles."



And, last but not least, **January 14, 1993:** Clinton-era OSHA issues confined spaces standard to prevent more than 50 deaths and 5,000 serious injuries annually for workers who enter confined spaces. The confined space standard is an important addition to the OSHA standard and saves lives when followed and used.

ESP Is For Everyone

Here at Insight it's not often that we toot the company's horn—the company is usually pretty good at doing that without us. But when they provide a benefit that is of great value to our membership, it's important that we get that word out so that you can take advantage of it. Such is the case with the Employee Scholar Program.

The Employee Scholar Program (ESP) was rolled out in the 1990's as the brainchild of then-CEO George David. George David was many things to UTC, and not all of them good for the union, but he did have a unique vision for the role education can play in self-fulfillment. He knew that a rising level of knowledge among the workforce would ultimately lift the company as well. Some of the perks offered by the ESP—graduation stock awards, unlimited access to the program—were chipped away by the Louis Chênevert leadership around 2011, but compared to other educational assistance programs in the industry, it's still pretty darn good.

To use the ESP, you have to be continuously employed for one year. The courses you take have to be from an accredited college or university. And these days the program is a little stricter in the fact that you have to be enrolled in a degree program, but that's easy enough to do and you can always change that later if you like. If you meet these criteria, ESP will pay 100% of your college tuition, as well as the full cost of required academic textbooks, and many (but not all) academic fees. And for every three credits you take, the company will give you 1½ hours *paid time off* for studying purposes, up to 3 hours a week. Try finding that benefit from an employer on the outside. True, there may be tax implications, but the IRS allows an annual exemption of \$5,250 for educational assistance. You might experience some tax liability if you go to Yale, but generally speaking you can

take a couple of courses per semester even at some of the more expensive private colleges nearby and experience little or no tax liability whatsoever.

The best part about the program is that there are no restrictions as to what you can take in terms of subject matter as long as it is from a UTC-approved accredited institution. There are more than 35 different colleges and universities in Connecticut that are on that list, and the subject matter they offer is seemingly endless. Maybe you love what you are doing here at Pratt, and that's a good thing. But isn't there something you always wanted to know a little more about? Photography, theater, culinary arts, auto repair, computers, music, engineering, finance? Or something—anything—else? You can do it with this program. It might be a little hard, but what in life of value isn't? And if the cyclical nature of the aerospace industry turns from bull to bear in the next 10 or 15 years—which seasoned workers know all too well can happen—you'll be better equipped to take whatever happens in stride, knowing that you have other options available to you.

For more information on ESP, go visit the Employee Scholar Program link on the Employee Self Service under Quick Links or go to EmpowerU, My Job & Development, and click on My Learning. If you don't have computer access, ask your supervisor or HR representative. Enrollments for the Spring semester are underway, so don't wait too long if you want to take advantage of this now.



MACHINIST CLUB DINNER MENU

FRIDAY, JANUARY 19, 2018

Fish & Chips	Donation \$10
Prime Rib Dinner	Donation \$18

To place an order call

568-4234

Eat In or Take Out

**LL1746 wishes to thank
everyone who donated to the
Workers Aid Relief fund. You
helped us raise \$8,014
for members in need.
Thank you kindly.**





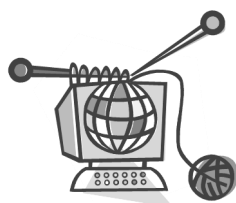
**The Next Monthly Meeting is
January 14, 2018 at 11:00 am.**



Remember Our Troops Red-Shirt Friday's!

In Memory of

**Kenneth Colvert
Collie Isom**



WEBSITES:

www.iamLL1746.org

www.iamdistrict26.org

www.goiam.org

www.shopunionmade.org



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

- * Kirby Boyce
President1746@ll1746.comcastbiz.net
- * John C. Taylor vp1746@ll1746.comcastbiz.net
- * Howie Huestis rs1746@ll1746.comcastbiz.net
- * Kurt Burkhardt st1746@ll1746.comcastbiz.net

The EAP Coordinator for IAM LL 1746 is **Lenny Ward**. Brother Ward is LAP-C Certified, an NAADAC / NCAC Certified AFL-CIO Union Peer Counselor, and SAP (Substance Abuse Professional) Certified.

Contact Lenny with any personal issues or concerns and be assured that he will work with you with respect and complete confidentiality.

Phone 203-787-4180 Fax 203-787-4180

December RIDII Winners

**Roxanne Bartlett
Alan Pranka
William Stone
David Kaczinski
William Nyquist**

**Justin Goodrich
Brandan Kauffman
Abuid Colon
Andrew Hallgren
Philip Deane**



Congratulations!



***Insight* welcomes
your opinion!**

Send your feedback to
1746news@gmail.com !

We'd love to
hear from
you!



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