

# insight

March, 2005

Volume 8, Issue 3

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



## UTC Fuel Cell Arbitration

Testing fuel cells at UTC Fuel Cell's Engineering Lab has been an issue since it began. The company is trying to deplete the bargaining unit by assigning work that has been traditionally done by our IAM members to salaried technicians.

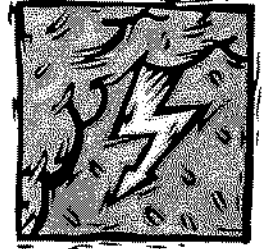
Efforts to resolve this issue in the grievance procedure have been unsuccessful. The company also initially refused to put the issue before an arbitrator, saying the assignment of work was covered by Article 1 of the Contract, and not subject to arbitration.

The Union filed charges with the National Labor Relations Board, and the Board issued a complaint against the company. The two sides met on the complaint and came up with an agreement. Part of that agreement allowed the Union to view documents of some of the testing done in the lab. If the Union felt the work violated previous assurances by the company, and that the Union felt the work still belonged in the unit, the company would agree to arbitrate.

Finally, on February 10<sup>th</sup> and 11<sup>th</sup>, the arbitration was held at the Sheraton at Bradley Field. Both the Union and the Company presented their cases, cross examined witness, and will submit briefs. The arbitrator will decide if bargaining unit employees should run the test stands, duties which are included in their job descriptions.

The staff at *insight* would like to thank all those involved in the case: The members on the shop floor, the Stewards, Shop Committee and special thanks go out to attorney Tom Meiklejohn who presented the Union's case. He did a great job. Now all we can do is wait for the arbitrator's decision.

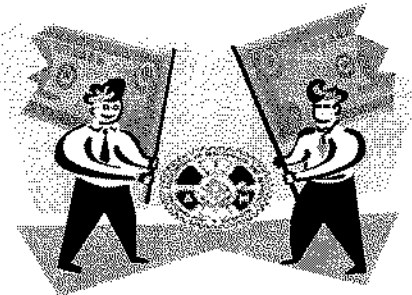
## CAN Mod Center in Turmoil



Mismanagement of the CAN Module Center has hit an all time high. Union leadership recently met with CAN management because they changed employees' hours. The reason senior management gave for the change was that they had **15,000 hours of unauthorized overtime a month**, so they needed to go to standard shifts. Taking mid-range of the grade 3 pay at \$25 per hour (\$37.50 at time and a half) mismanagement is costing this module center \$562,500 per month or \$6,750,000 per year.

Wow, that's some serious mismanagement!!! So how do they fix the problem? John Thackrah's answer was to make everybody work standard shifts. Turn the shop upside down and make all the employees angry! Good plan John, maybe that's why your not here anymore.

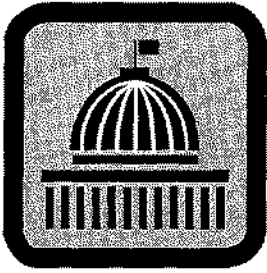
The staff at *insight* would like to offer a suggestion: Get rid of some of the morons that are running the cells and the Business Units!!! That's where the problem is.



The Union has been working to have the hours changed back. The overtime hours have been changed back. We will continue working to fix the rest of the problem ASAP.

## IAM 2005 Legislative Agenda

### *For Connecticut General Assembly*



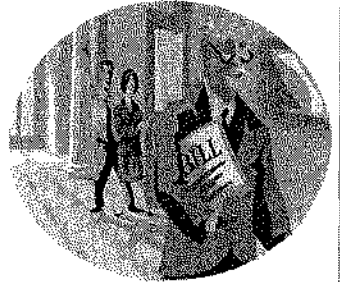
On Thursday March 3<sup>rd</sup>, a busload of union members paid a visit to the Legislative Office Building in Hartford to talk to our elected representatives

about issues of vital importance to all working people in Connecticut. The delegation included members of the Machinists, United Auto Workers, Steelworkers, and Food & Commercial Workers Unions, as well as representatives from CT Working Families. We broke up into five smaller groups and spent the whole day meeting with Legislators and Senators. We had appointments with about thirty politicians, from both parties, where we explained the importance of our issues, and asked for their support.

In General, we got a good reaction from most of the legislators we met with. This is not surprising, since this year's General Assembly has a 2/3 Democratic majority in the Senate, and is only 1 vote short of a 2/3 majority in the House. Democrats have a solid, nearly veto-proof majority in the Legislature, and with the exception of the Governor's position, hold all top state constitutional positions as well: Lt. Governor, Treasurer, Secretary of State, Attorney General and State Comptroller. Since the IAM and other unions backed these Democrats with campaign contributions, and hundreds of volunteers during the elections, we have high hopes of getting our Connecticut Legislative Agenda passed during this session.

However... "**the proof is in the pudding**". We can take nothing for granted. We know from past experience that we must work hard, *regardless of who is in office*, to achieve our goals. An example of this is what happened in the Commerce Committee hearing when House Bill 5903, "***An Act Concerning Retention of Jobs in Connecticut***", was killed by **Democratic Co-Chairman Jeff Berger** of Waterbury. Bills must be voted out of Committee, with the approval of both Committee Co-Chairman, to come to a vote of the full Legislature.

HB5903 would have ensured that companies getting state contracts do not outsource jobs. Apparently **Representative Jeff Berger** has a problem with this concept, and refused to let the bill out of the Commerce Committee. You can give **Rep. Berger** a call at (203) 755-1963 (home) or at the State Capitol (800) 842-1902; (860) 240-8500. Ask him why he killed a bill that would have saved jobs for Connecticut workers. **Senator Gary LeBeau** (D-East Hartford) is the other Co-Chairman of the Commerce Committee. You can also call him and ask him what Representative Berger's problem is. **Senator LeBeau** can be reached at (860) 240-0511 or (800) 240-8600.



*Here are some of the other Bills we are trying to get passed this year:*

#### **An Act Concerning Standards for Recipients of State Economic Development Financial Assistance:**

Investing our state tax dollars to promote economic development is an important aspect of revitalizing our state economy and expanding local businesses. Currently, in Connecticut, companies that receive subsidies from the state to help create jobs have no standards and very little monitoring. Many times companies have received tax breaks, grants or low cost loans from the state, and have not created the jobs they promised. Some took the state subsidies, closed down their CT operations, and outsourced the jobs. This bill would ensure proper monitoring of these companies, and impose penalties if they do not create the jobs they promise.

#### **An Act Concerning the Manufacturing of State Purchased Merchandise:**

This bill would mandate that State Institutions give preference to purchasing goods from manufacturers that do not violate US labor & safety laws. This would not only apply to items purchased in Third World countries (such as clothing and hats for sale at UConn), but also to US garment factories, which still violate labor laws, and exploit Third World workers here at home.

As these and other Bills work their way through the legislative process, we will keep you informed on their progress. We may also be asking you to make calls, to sign petitions or postcards, or write a short letter to your State Legislators and Senators.

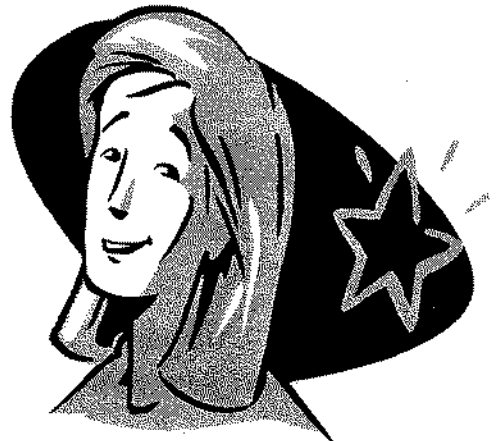


## March is Women's History Month

*"CAN YOU IDENTIFY THESE WOMEN?"*

*[answers on page 4]*

- 1] Afro-American woman who led march of 80,000 for the 8-hour day in Chicago, Mayday, 1886. Founding member of Industrial Workers of the World (IWW), 1905. Saw her husband framed and hanged for leading Chicago Haymarket workers' rally. Quote: *"Whenever wages are to be reduced, the capitalist class uses women to reduce them."*
- 2] Born in 1830, she was known as "The Miners' Angel", and was active in the labor movement from the 1870s until her death in 1930. Organizer for United Mineworkers Union, founder of Social Democratic Party (1898), IWW (1905).  
Quote, after hearing of the 1914 Ludlow, Colorado machine gun massacre of 20 women and children in miners' tent camp by National Guard: *"Pray for the dead, and fight like hell for the living."*
- 3] Hartford resident who organized massive rally in support of striking garment workers in the early 1900s. Founder of local chapter of American Labor Party, 1919. Candidate for U.S. Senate from CT, 1920, running on the Farm/Labor Party ticket.
- 4] Member of Textile Workers Union of America while working at American Thread Company in Wilimantic. First woman to become president of Connecticut State AFL-CIO (1985) and first woman in nation to hold top State AFL-CIO position. Appointed as Connecticut's first female Commissioner of Labor, 1988.
- 5] This daughter of Afro-American sharecroppers in Mississippi worked with the Mississippi Freedom Labor Union, an organization of plantation workers. In 1965 the union struck for the 8 hour day, minimum wage, sick pay & health insurance. Also active in fighting racist voter registration laws and other injustices during the 1960s. Member of Student Nonviolent Coordinating Committee (SNCC).

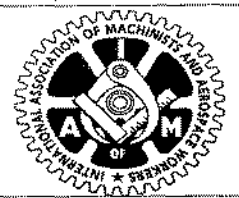


- A] Josephine Bennett; B] Betty Tianti  
C] Fannie Lou Hamer; D] Mother Jones E] Lucy Parsons

# Next Monthly Meeting

## Sunday, March 13th, 2005 @ 11:00 AM

### Nominations for Local Lodge Executive Board Positions



## SOCIAL SECURITY "CRISIS"

**BUSH'S PLAN  
WOULD  
HURT FUTURE  
RETIREEES**



**Herbert Hoover**, the Republican President, left this country and seniors with the Great Depression in the early 1930s. It took a Democrat, President Roosevelt, to help the country out of the Depression. He did it by providing jobs for the unemployed, and by helping today's seniors by enacting into law our present Social Security System.

Today major employers have raised \$200 million dollars to saturate the air-waves and news media with propaganda to privatize Social Security. Their puppet, President Bush, is leading the charge.

Changes to privatize Social Security will hurt retirees, and help more stock brokers to get rich. The Social Security program is solvent until 2050. If politicians would stop robbing from Social Security funds to pay for other projects, we would be fine. We need to band together to save a program that has served us well for many decades.

In May there will be a mass rally at the East Hartford Union Hall to stop privatization of our Social Security System. Date & time will be announced in future fliers.

Submitted by George Poulin, IAM District 26 Seniors in Action.

## Answers to Women's History Quiz

- 1—E; Lucy Parsons
- 2—D; Mother Jones
- 3—A; Josephine Bennett
- 4—B; Betty Tianti
- 5—C; Fannie Lou Hammer



## Friday Night Dinners

*Dinner is Served* Friday

Nights at the Machinists Club from 4-8pm.

Take out orders are available, portions are big, and the price is right.



To Order Call 860-568-9832

Orders taken on Thursday or Friday from 4-8pm.  
Weekly Menus are posted in the shop and at the Union Hall.

## COCA COLA NEWS

Teamsters Local 1035 is still negotiating with the Coca-Cola Bottling Plant in East Hartford.  
Watch Coke vending machines for strike info.

## 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**— John Taylor; Ron Ouellette; John Tronier  
**Shop Committee**— Jeff Baglin; John Cloutier; Ted Durkin; Andy Santini  
**Shop Committee (UTC Fuel Cells)** — Carl Hervieux; Tom Wheeler

## NEWSLETTER COMMITTEE

Dave Batchelder-*Editor*, Linnea Demanche-*Co-Editor*,  
Joe Durette, Gerry Martin, George Rogers, Earl Schofield, Mike Stone, John Taylor, Mary Ellen Wettemann