

This Month's *insight* is Dedicated to Rosa Parks

Local Lodge 1746



insight

November, 2005 Volume 8, Issue 11

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

Pratt Announces Latest Restructuring Plan

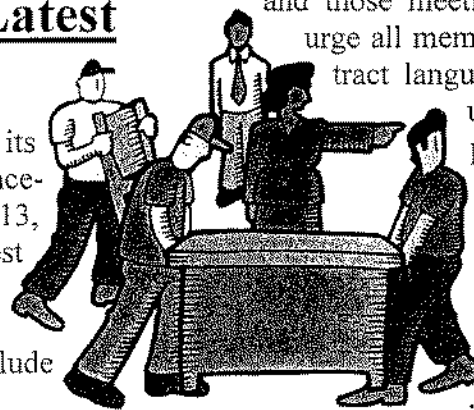
Pratt & Whitney has announced its latest restructuring plans. In an announcement given to the union on October 13, 2005, management rolled out its latest plan that will affect approximately 200 hourly positions in Connecticut Operations. The proposed moves include the following:

- 2nd stage blade grinding from TMC East Hartford to Israel
- Hollow Fan Blade cold operations to subcontractors
- Integrally Bladed Rotors to subcontractors
- Diffuser / TEC Case Part Family to subcontractor
- Commercial Brackets from CAN East Hartford to subcontractor
- SMMO to Dallas
- Cheshire Warehouse from East Hartford to Cheshire

The company also announced its plan to reduce floor space in Connecticut by demolishing the following areas:

- South Production Test
- South Experimental Test
- Hanger (partial demolition)
- Buildings A and B
- Building C (partial demolition)

The company said the announcement is part of their strategy to move high-tech core work in and non-core work out. The announcement was the company's 6-month notice required in **Article 27** of the Agreement. The union has requested to meet and confer with the company over all the moves,



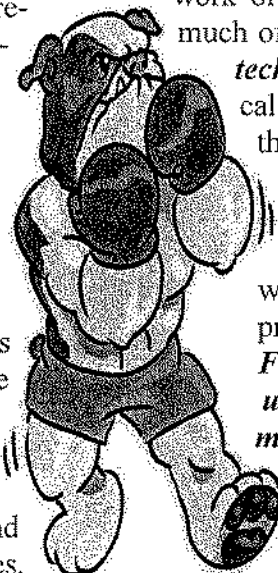
and those meetings have started to take place. We urge all members to take the time to read the contract language related to this announcement to understand the obligations of the company. The language is contained in two places: **Article 27 and Letter 22**. Reading this language thoroughly will answer a lot of questions members may have.

Updates on the meet and confer process will appear in future issues of *insight*. The union will look

at ways to keep work in Connecticut and members are urged to share their thoughts on how the company can be more efficient in the various operations. The company will also discuss with the union sourcing decisions to bring new work into Connecticut, as well as returning some work back to Pratt & Whitney's Connecticut locations presently done by subcontractors.

Management also committed to the union that **no employees will be laid off** as a result of the change in work or reduction in floor space. We are aware that much of the work that the company describes as "**low tech**" is extremely complicated and highly technical work. We believe that when the company uses the phrases *low tech* and *high tech*, they actually mean *low profit vs. high profit*. They can make a higher profit on the work they're keeping by keeping it in-house; and on the work they plan to move, they can make a higher profit on by vending it out.

For the company, it's all about money. For the union, it's all about jobs and keeping our members working.



We will fight to keep the work here!



ROSA PARKS

1913—2005

Rosa Parks, a black seamstress whose refusal to relinquish her seat to a white man on a city bus in Montgomery, Ala., almost 50 years ago grew into a mythic event that helped touch off the civil rights movement of the 1950's and 1960's, died October 24th, 2005 at her home in Detroit. She was 92 years old.

For her act of defiance, Mrs. Parks was arrested, convicted of violating the segregation laws and fined \$10, plus \$4 in court fees. In response, blacks in Montgomery boycotted the buses for nearly 13 months while mounting a successful Supreme Court challenge to the Jim Crow law that enforced their second-class status on the public bus system. Recalling the incident for "Eyes on the Prize," a 1987 public television series on the civil rights movement, Mrs. Parks said:

When he saw me still sitting, he asked if I was going to stand up and I said, 'No, I'm not.' And he said, 'Well, if you don't stand up, I'm going to have to call the police and have you arrested.' I said, 'You may do that.'

10/25/05 New York Times

"THE REST IS HISTORY"



If there are any LL 1746 members who participated in the Civil Rights Movement during the '50s or 60s, please contact us at [insight](#). We would like to hear about your experiences for a future article. Email us at: localodge1746@snet.net, or call 568-3000.

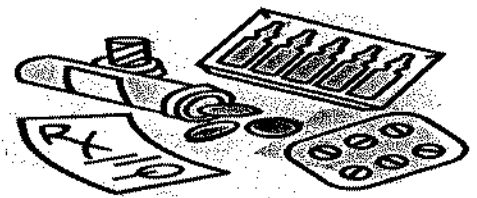
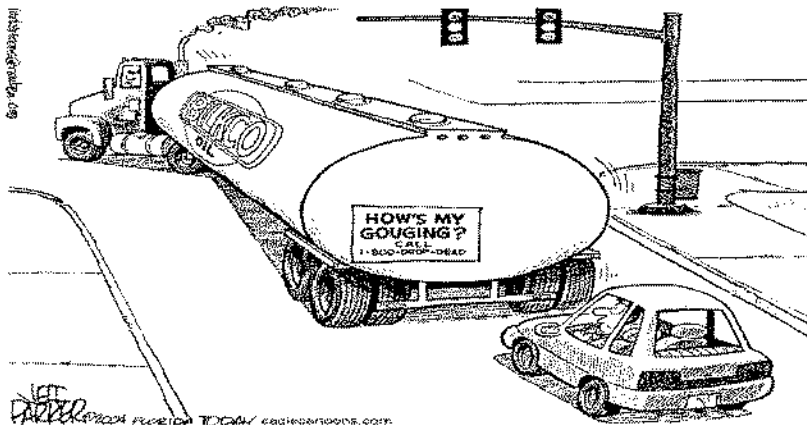


Fuel Prices: Is There a Better Way?

With the recent rise and fall of gasoline, diesel and home heating oil we all ask ourselves, *is there a better way?* The answer is yes. There are many alternatives but they all have their drawbacks and limitations. With our vehicles there are bio-diesel conversions for trucks and cars that utilize recycled vegetable oil as fuel for diesel burning vehicles (<http://www.greasecar.com>). Some manufacturers are beginning to offer hybrids, but the price and choices available is still limited. For the few popular brands on the market right now, manufacturers are having a tough time keeping up with demand.

For commuters where the distance is not too far, electric vehicles may fit the bill. Battery technology has improved but the drawbacks are driving distances and speed. Kits are available for gas/electric conversions of smaller cars (<http://www.electroauto.com>). Carpooling is a choice we can make to save the wear and tear on our cars, not to mention the money we save from stopping less at the pump. These are all economical ways we can benefit from. Riding a bicycle is another alternative, offering great exercise as well as health benefits. Although not perfect, there are better ways if we want to make sound environmental *and financial* choices.

Our homes can have furnaces cleaned and serviced on a regular basis. Programmable thermostats can control our heat when we are at work or when our homes are unoccupied. Saving energy is everyone's responsibility. If we work together and decrease demand, prices will fall. Time will tell. In the meantime we all can do our part to conserve energy. With technological advances, surely more energy alternatives will be available in the near future.



DRUG TESTING ISSUES

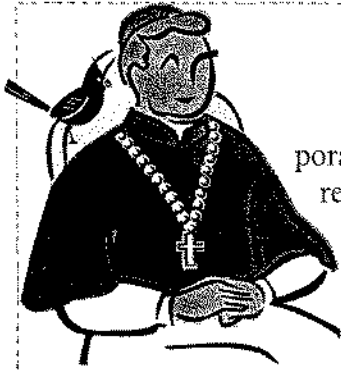
Some information you should be aware of concerning the FAA/DOT drug testing program at United Technologies plants:

This is federally mandated. Your District EAP representative, Earl Schofield, oversees the monthly random pool selection to verify that it is done properly. It is not negotiable. These guidelines must be followed.

If you are sent to medical for a drug or alcohol test, your supervisor should indicate to you that it is for the DOT drug testing program. If they do not, you should inquire as to why you are being sent to medical. Is it for "reasonable suspicion" testing? You have the right to question, and/or request a steward. The medical department ***will not*** add your name to the random list that is drawn monthly, just because your supervisor requests it; **that violates Federal law.**

When you are at medical, keep in mind that the collectors are simply doing their job as prescribed. If you leave the area, or act unreasonably, they have the right to consider your test as a "refusal to test". If you have questions or concerns, request a steward, or bring your concerns to Earl at the union hall.

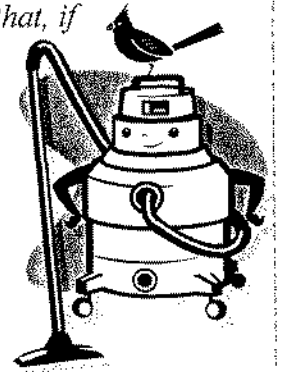
Drug testing is something no one wants, but it is the law. If you currently have a drug or alcohol problem, contact your local lodge EAP representative, or other professional before you "get caught". In today's job market, it is not worth losing your job and career at Pratt & Whitney. Union literature is available at your medical department to assist you in selecting the proper representative to assist you.



Let's Be Frank About "Cardinal Rules"

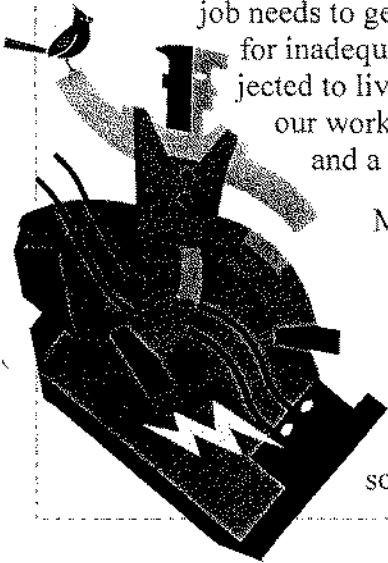
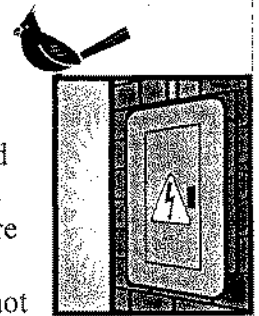
Unless you've been on vacation all year, by now you've probably heard about a corporate safety initiative called **Cardinal Rules**. If the company blitz wasn't enough to reach you, then maybe it was the news that workers from both Middletown and East Hartford have been suspended for violating these rules. If this is the first you've heard about them, pay close attention because there's a lot at stake involving these rules.

Last year, UTC declared five safety arenas as **Cardinal Rules** in an effort to highlight the seriousness of not adhering to safe working practices dealing with these arenas. The five arenas include Confined Spaces, Fall Protection, Electrical Safety, Hazardous Energy (LOTO), and Machine Guarding. A company webpage reads: "**A Cardinal Rule is a rule that, if violated, has the potential to cause a fatal or serious injury. Any employee who violates a Cardinal Rule is subject to appropriate disciplinary action up to and including dismissal.**" Some folks probably thought it was just another gust of hot air until this past September, when Middletown was slam-dunked by a UTC Assurance Review with more than 300 findings including *over 70 Cardinal Rule violations*. Management hadn't even wiped the egg off of their faces before descending on the shop floor and walking out a member for not using a ground-fault circuit interrupter (GFCI) on a Wet-Vac vacuum cleaner. Since then, the member has returned to work, but that knee-jerk reaction sent a message rippling through the shop floor that the company had drawn a line in the sand.



First, let's clear up any misunderstanding. The concept of **Cardinal Rules** may seem new, but the safe working practices they call for are not. The IAM wholly supports a safe workplace so that you can return home every day in the same condition that you came in. If you subject yourself to heights without fall protection, if you enter confined spaces without following procedures, if you bypass machine guarding, fail to lock-out energy sources before working on equipment or subject yourself to an electrical ground fault condition, the penalty may be severe, up to and including *your life*. Nothing in the workplace is more important than that. **Follow the Cardinal Rules.** From a safety perspective, they are all sound principles, and someday they may save your life.

What we don't agree with is creating an atmosphere of arbitrary enforcement with statements like "**up to and including dismissal**". It's *not* okay for supervision to turn a blind eye to their "A-guys" and vendors for violations while they're walking other employees out the door. It's *not* okay for management to dole out safety harnesses to the workers and ignore issues with anchorage points and rescue plans. It's *not* okay to ask an operator to remove or work around a machine guard—or imply that it's OK by looking the other way—when the hot job needs to get done by the end of the month. And it's *not* okay to fire someone for inadequate ground fault protection while other employees and vendors are knowingly subjected to live electrical hazards without the required PPE. If we're really serious about making our workplace safe through Cardinal Rules, we need proper training, adequate equipment, and a fair approach to everyone involved, salary, hourly and vendors alike.



Moving forward, you may at some point be approached by a Union Health & Safety Representative, especially if one sees you violating a **Cardinal Rule**. Remember, the Safety Rep is on your side and his or her role in this situation is two-fold: to alert you of the hazard and to warn you that you may be subjecting yourself to negative action by the company. Don't be afraid to ask your Safety Rep if you have any questions about following **Cardinal Rules**, including specific situations that may arise. If the rep can't give you the answer right away, he or she can find someone who can. Don't take a chance and put your job—or your life—on the line.

\$\$ UTC Sees Green \$\$ Flies The RED Flag



When the communist Chinese flag was raised at Hamilton/Sunstrand's Windsor Locks plant, many IAM members, veterans and other UTC employees took great exception to the insult. IAM LL 743 President Mark Hebert wrote a letter to the Journal Inquirer, and many others let their feelings of disgust and betrayal be known to Hamilton / UTC executives. Below are some responses from LL 1746 members:

"COMMANDER-IN-CHIEF"

As a Viet Nam Veteran, I would like to express my thank you to our illustrious UTC "commander-in-chief", Sir George David. Seems as though to placate and impress (polite way of saying kiss-up) to the Chinese Republic, Sir George removed the Connecticut State and POW-MIA flags at Hamilton/Sundstrand's Windsor Locks facility. They were replaced with the red flag of the People's Republic, as their delegation arrived to visit the plant.

This is not only a slap in the face to all the veterans of UTC (and the State of Connecticut), but a clear demonstration of just how low this company will sink in the interests of making another buck.

I am sure that Sir George, just like our other commander-in-chief in Washington, has a clear understanding of what it means to be a veteran.

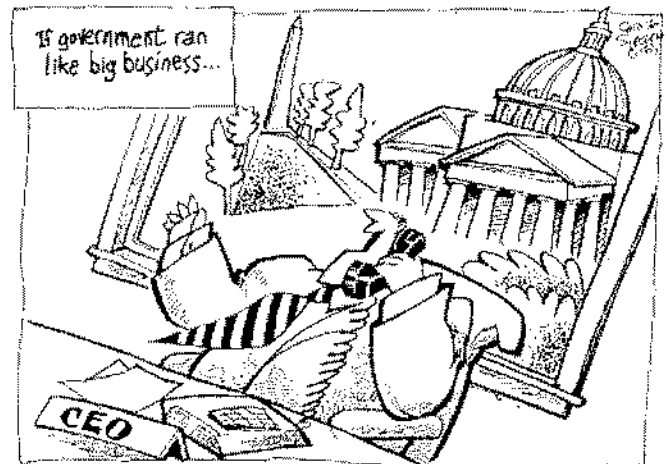
They both have *extensive* and *distinguished* military backgrounds. And to do this just before Veterans' Day too! Shame on you, George!!

(Earl Schofield)

ANOTHER RESPONSE

"If the International Association of Child Molesters was in the market for a UTC product, the company would make up a banner for them, if they thought it would help the sale."

(An inspector, EH P&W, IAM Local 1746)



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

**United
Way**

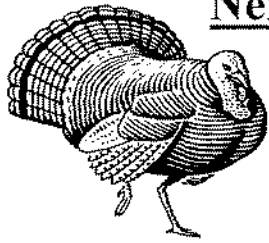


Thanks to everyone who participated in the **United Way 2005 Campaign** and hurricane relief efforts at P&W and UTC Fuel Cells. We appreciate all those that worked at the various United Way special fundraisers, spent money at the events, and for your annual contributions. Special thanks to all our Union **Leadership** contributors for their continued generosity, with of donations of \$1000 or more.

It is always great to see the compassion of our union membership, which was especially significant this year, with added generosity displayed for the victims of the hurricanes in the South. Pratt workers contributed close to \$250,000 to hurricane relief efforts.

Thanks

Don't be a "Turkey"...Come down to the Union hall for the
Next Monthly Meeting: Sunday, November 13th, 11:00 am



Just remember "Birds of Feather Stick Together"
 & there's safety in numbers - so play it safe and attend!

HAVE A SAFE & HAPPY THANKSGIVING



Nov. 25-Dec.4, 2005 is Buy Union Week



**Give the Gift of Good Jobs
 Shop Union for the Holidays**

www.shopunionmade.org

In Memoriam:



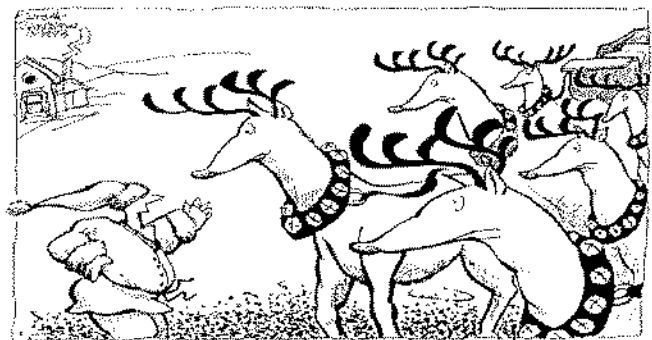
Long time member **Jerline Gilliard** passed away in late September. Sister Gilliard, employed at P&W for 39 years, most recently worked on First Shift in TMC, D-20753. She was also a faithful and active member of Church on the Rock, in New Haven.

Retired member **Robert Slamon**, former Steward and Union Safety Representative for Local 1746, passed away in October.

Brother Rich Whitehead also passed away in October. Laid off from Pratt in the early '90s, Rich was a Steward and activist in Local 1746. He will be best remembered for leading marches to protest layoffs at the Gold Building, and at the homes of numerous UTC Executives.

Thanks to all who gave to the ALS (Lou Gherig's Disease) fundraiser in memory of Don Quinn. **Over \$600** was donated. **Thanks a whole lot!!**
Cecile Miller

Don Gadbois Fundraiser was held in September at the Union Hall to help pay bills from Don's double lung transplant. **Over \$4000** was raised!! Don is recovering very well, and is now able to walk a mile or more a day. Thanks for all who donated.



"It's going to be a light load. He's boycotting all toys made by Third World slave labor."

We LOVE hearing from you !



- ☉ *Birth Announcements*
- ☉ *Retirements*
- ☉ *Anything that you, the member, would like to share, on a monthly basis.*

Please email your announcements & messages. Items for next issue must be emailed by Dec. 1st.

Friday Night Dinners at Machinists Club
 Starting Nov 11th...4 to 8 PM: Call 568-9832



WEBSITES:
www.iamLL1746.org
www.iamdistrict26.org
www.goiam.org

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