

Local Lodge 1746

# insight

357 Main St.— East Hartford, CT. 06108 — Telephone: 568-3000

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## How Is Letter 22 Working For Indirect Labor

As most of you know the difference between the first 2007 negotiations where the membership soundly rejected the contract and the second 2007 negotiations, where the contract was accepted was the inclusion of materials, machine repair, tool die & gage and facilities and services into the language in Letter 22, Workplace Guarantees.

With that said it is important to update the membership on the progress achieved to this point! When I think about what the company has done at this point I come up with nothing, nada, zippo, you get the picture they have ignored the language. Surpluses have occurred, Bruckner has expanded their turf and Chief Negotiator Rick Wartars is doing nothing to correct the problems. If dragging your feet were an Olympic event Rick and his cronies would have picked up another gold metal to add to the USA's metal count.

Rick's arrogance is so ridiculous that in a meeting over the expansion of work by yellow badges he told the union, *I hate to be an ahole but as long as we don't lay anyone off we can do what ever we want, nee nee nee nah nah!*

Well let's remind Rick that last time the company had a person in his position that was that arrogant they found themselves explaining company arrogance in federal court, and oh by the way Rick, "How did that work out for you?" Our recollection is Pratt was two time losers, first in federal court and then at the court of appeals. Must of slipped your mind when you stuck your nose in the air and decided to put on the Walt Eells stupid hat for the afternoon.

President Cloutier is committed to correcting these problems and all avenues are being explored including a return trip to court if necessary. Rick has been cautioned

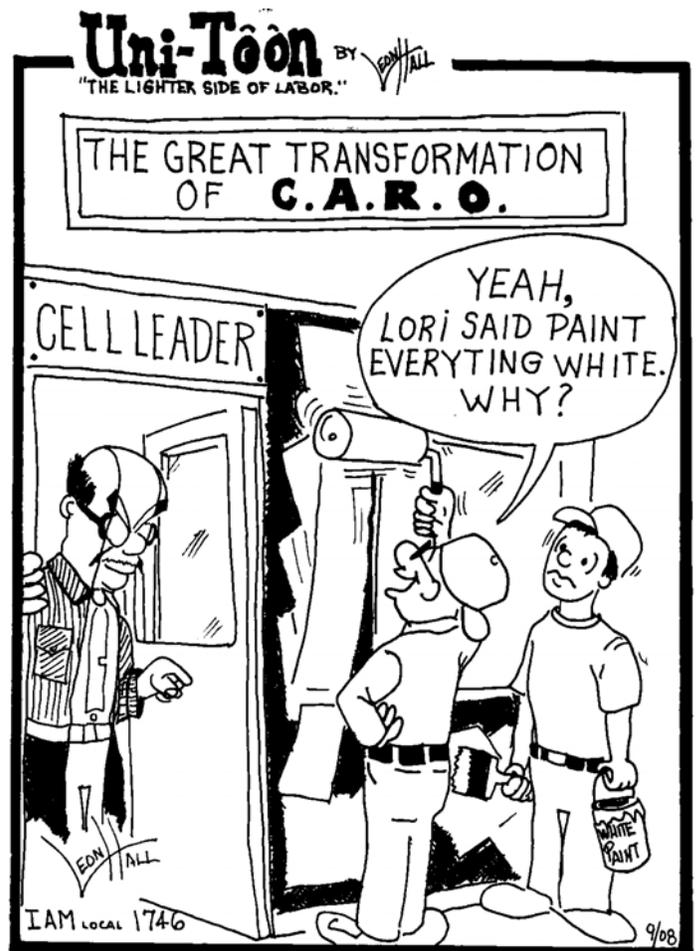
by President Cloutier on more than one occasion that our members are watching and if continued arrogant behavior is displayed by the company the membership may very well repeat their actions of 2001 if the company doesn't honor the language.

It might be poetic justice in 2010! Let's try a riddle on for size! What do you get when you have Beth Amato, Rick Wartars and Steve Finger involved in how contract talks end?

Oh I know, I know!!!

I bet the answer is empty plants!

*That's right ask your friends at Sikorsky!*



Dear Mr. Stone

Knowing of your strong interest in the issue, I wanted to take a moment to update you on my work in Congress on the aerial refueling tanker replacement program.

As you know, on June 18, 2008, the Government Accountability Office (GAO) released their review of Boeing's protest of the selection process that chose the KC-45A built by Northrop Grumman/EADS over their own KC-767. The GAO upheld Boeing's protest of the \$35 billion award, finding that the Air Force made "a number of significant errors" that likely affected "the outcome of what was a close competition." The report also found that the Air Force failed to judge the competitive bids based on the Air Force's own evaluation criteria, made significant mistakes in considering the life cycle costs of each of the two aircraft and "conducted misleading and unequal discussions with Boeing."

I strongly believe that the GAO made exactly the right call. The GAO confirmed what Connecticut knew all along: that significant errors made by the Air Force throughout the process led them to choose the wrong plane. The GAO's rejection of the Air Force's tanker selection process is unprecedented and, given how important the replacement of our aerial refueling aircraft is to our airman and the security of our nation, it is important that they finally get this right.

On June 27, 2008, I joined over 60 bipartisan members of Congress in sending a letter to the Air Force urging the service to take into account all of the GAO findings and re-open a fair competition between the two companies. As a result of this clear message from Congress, on July 9, 2008 Secretary of Defense Robert Gates announced that his office, rather than the Air Force, will re-bid the tanker contract and announce the results at the end of the year. However, there is still the possibility that the revised procurement proposal could tilt the process towards the Airbus plane and simply rubber stamp the original decision.

In a July 10, 2008 hearing before the House Armed Services Committee, I questioned Undersecretary of Defense John Young, who has been tasked with overseeing the re-bid process for the KC-X tanker program, on how the process announced by Secretary Gates earlier this week will move ahead in a fair manner. I told him that I am deeply concerned that this new review may be set up as a rubber-stamp of the original flawed selection process or, as I put it in baseball terms during the hearing, that we will just have the same umpire making the same call. You can see the exchange between Secretary Young and me here.

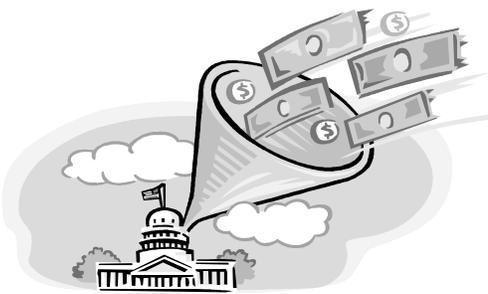
The Defense Department has not yet released a review procurement proposal for the re-bid of the KC-X program. As a member of the House Armed Services Committee, I am deeply committed to ensuring that our airmen have the proven aircraft and resources they need to support their mission. Please be assured that I will continue to closely monitor the tanker re-bid process and ensure that the two planes in the tanker competition are evaluated on a level playing field.

Should you have any additional comments or suggestions, please do not hesitate to contact me in the future. For more information on my views on other issues or to see what I have been working on in Congress, please feel free to visit my official website at [www.house.gov/courtney](http://www.house.gov/courtney) and sign up for my e-newsletter.

Sincerely,



JOSEPH COURTNEY  
Member of Congress



2008 Pratt & Whitney, Day's of Caring  
September 13<sup>th</sup> & 20<sup>th</sup>

Name (First Last): \_\_\_\_\_  
Clock #: \_\_\_\_\_ Phone: \_\_\_\_\_  
Email: \_\_\_\_\_  
(Either Phone or Email is required)

Department: \_\_\_\_\_ Plant: \_\_\_\_\_  
Hourly: \_\_\_ Salary: \_\_\_ (Please Check One)

Non-Employee Volunteer Information, List Names (add age if less then 18yrs):  
\_\_\_\_\_ Total Qty: \_\_\_\_\_

Are you available to possibly be a *Site Captain*?

Yes: \_\_\_ No: \_\_\_ (Site Captains takes attendance, handout T-Shirts, and coordination with site & team)

**NOTE: Not all agencies have "Day of Caring" on both days or offer half days. Contact your local Site Coordinator or go to MySite→ United Way website for a complete listing.**

1<sup>st</sup> Agency Choice: \_\_\_\_\_  
Day: \_\_\_\_\_ Session: \_\_\_\_\_  
2<sup>nd</sup> Agency Choice: \_\_\_\_\_  
Day: \_\_\_\_\_ Session: \_\_\_\_\_  
3<sup>rd</sup> Agency Choice: \_\_\_\_\_  
Day: \_\_\_\_\_ Session: \_\_\_\_\_

Mail completed forms to Mark Flores, M/S 169-04.  
Forms must be mailed by 9/3 to be received by 9/5.  
For questions email: [gppwdayofcaring@pw.utc.com](mailto:gppwdayofcaring@pw.utc.com)



# Pratt & Whitney Cancer Study Update

## University of Pittsburgh to Present the 1st Phase Study Results

Hear the results of Phase I of the Cancer Study directly from the research team:

Mark Your Calendar Today:  
**Thursday, September 18, 2008**  
**3:00 p.m. – 4:30 p.m. \***  
**Middletown Cafeteria and**  
**East Hartford J Conference Center**

To register log-on to: <http://itsyourbusiness.pw.utc.com>

\*Limited to P&W employees only. Badges will be required for entry.  
If you are unable to attend, a video of the employee presentation will be available Fri. Sept. 19.

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You and Your Family are Welcome to Attend the Following Public Meeting:

**Thursday, September 18, 2008**  
**8:00 p.m.**  
**Hartford Marriott Rocky Hill Hotel**  
**100 Capitol Boulevard**  
**Rocky Hill, CT**

For more information call the P&W info line: 860.557.2222, Deb Belancik:  
860.565.4766 or your union EH&S Chief, or email: [pwstudyinfo@pw.utc.com](mailto:pwstudyinfo@pw.utc.com)



**Pratt & Whitney**

A United Technologies Company



# HOURLY TRAINING PROGRAM UPDATE

There have been many problems with the **Hourly Training Program** at P& W over the last few years. Due to constant reductions in the hourly workforce, there are fewer employees to do the jobs that need to be done. With the hourly ranks spread so thin, training has often taken the back seat, as the company struggles to meet "**production goals**". Reduced personnel on the shop floor means management and supervision are often reluctant to release people for training, either as trainees, or as trainers.

Another problem has been the amount of time it takes to develop courses and/or training manuals, once a training need has been agreed to and scheduled. Again, a lack of manpower, in terms of tech-writers and course developers, has been part of the problem. The "approval process" for new classes and training manuals has also, at times, caused lengthy delays in the delivery of training materials. *In many areas of the shop hourly training has become minimal, or non-existent.*

In light of these problems, during last fall's contract negotiations **Letter 14**, entitled "**Technical Training**" was revised to resolve these issues. **Appendix H, the "Joint Company/Union Training Agreement"** was also re-written during the First Quarter of 2008 to reflect changes in Letter 14. *The changes to these documents and to the Hourly Training Program are intended to deliver consistent, high-quality and timely training to the hourly workforce at Pratt & Whitney.* More responsibility has been given to General Managers of Module, Part and Repair Centers to ensure that training takes place. Each GM will conduct a monthly meeting to focus on hourly training, and ensure that goals are being met. The local union president (or designee) as well as three additional union representatives will attend these meetings. If training goals are not met in the General Manager's area over three months, that GM will have to report to the Executive Steering Committee to explain why, and to provide solutions.

On the union side, the Union District 26 Senior Training Representative position has been eliminated. Now each Local Lodge has a **Local Lodge Training Representative (LLTR)** assigned by the president, who will be responsible for coordinating and monitoring training activities for the local, and working with Training Coordinators to ensure requirements of the Hourly Training Program are fulfilled. David Batchelder has been appointed as LLTR for Local 1746. A **Joint Hourly Training Committee** has also been established (with one Union and one Company member from each plant) to meet as needed to resolve training issues.

In many areas where training has been "dormant" for some time, there is a need to re-assess equipment and processes, as well as the skills of employees. With so much equipment moving out, new equipment coming in, and changes in employee rosters due to retirements, new hires, shift changes and transfers, re-assessments must be done to create accurate training plans. Training Coordinators in your work areas will soon begin to review equipment and conduct employee assessments, as needed, to get the Hourly Training Program back on track.

## New assignments for Union and Company Training Coordinators (East Hartford)

**CANMC:** (U) Hector Torres; (C) Gail Klein **EHRO:** (U) Hector Torres; (C) Kevin Brown  
**CARO:** (U) Wayne Sims; (C) Kevin Brown **HFB:** (U) David Batchelder; (C) Laura Bordieri  
**TMC:** (U) Ben Belancik; (C) Tim Gagnon **MML & POWER SYSTEMS:** (U) H. Torres; (C) K. Brown  
**D.O., FOUNDRY, WILGOOS:** (U) David Batchelder; (C) Oz Gibbs & Shelly McEwan  
**ENGINE PROGRAMS, TECH SUPPORT, MILITARY ENGINES:** (U) H. Torres; (C) K. Brown  
**QUALITY (OCC GROUPS 460 & 464):** (U) Mary Ellen Wetteman; (C) Bernie Dixon  
**F & S, MTS, TOOL ROOM:** (U) Peter Malliet; (C) Oz Gibbs & Shelly McEwan  
Curriculum Coordinator for F&S, MTS and Tool Room (new equipment-all plants) (U) John Cyr

## Grievance Gridlock

As Pratt shuffles their HR department around who lands running the show in East Hartford? You guessed it a real blast from the past! Walt Eells and his infamous stupid hat, which by the way is permanently affixed to his head with a chinstrap, are running the grievance procedure for the company in East Hartford.

Let's look at Walt's history. When he was here last time he authorized the promotional bypasses of 24 hard working union members so management in experimental assembly could get to the person they wanted to promote. Then what did he do? He left the mess for others to clean up as he skipped down I 91 to North Haven with his stupid hat tightly affixed to his head! It took months for the mess to be cleaned

up but all those who grieved were either promoted or paid off because they really didn't want the job anyway!

Now he's back leading a bunch of rookies that are out to attack union reps! Walt and his hat and his trusty little sidekick macho man Steve McQueen are heading for a show down at the board if upper management doesn't cut the stupid hat off Walt's head!

It looks like the days of credible HR repre-

sentatives at step 2 that really wanted to resolve issues and work with the union are over! Somebody at Pratt decided to back the clock up two decades when they put this bonehead in charge!

When the union calls Walt to try to correct an issue, standard operating procedure is to not return the call! It is too much for Walt to do his job, it always has been! So stay tuned brothers and sisters because the crap is about to hit the fan and the assault on the union at the direction of Walt Eells is coming to a head!



## Obama Picks Biden and McCain Picks What's Her Name!

Well brothers and sisters the suspense is over, the Democrat and Republican presidential nominees have picked their Vice Presidential running mates. Barack Obama picked Delaware Senator Joe Biden and John McCain picked Alaska Governor Sarah Palin! Now I don't know about you but before the announcement was made if you asked me who Sarah Palin was I likely would have answered, "Hmmm, I don't know is she a contestant on American Idol?"

While Local Lodge 1746 and the Machinist Union have not endorsed anyone for President at this point it is probably safe to say that if and when an endorsement does come it won't include "what's her name!"

We are sure she is a fine woman with good intentions and a wonderful opportunity has just landed in her lap but all I can say is "HELLO!" She would be a heart-beat away from the President! Not quite sure what the GOP was thinking with this one!



# The Next Monthly Meeting is September 14th @11:00 am



## Written by a L.L. 1746 caring member

September 15th marks opening day of the annual solicitation for the Pratt & Whitney Employee United Way Community Campaign. You may have seen the notices for the various fund-raising events scheduled to occur throughout the East Hartford facility and surrounding community—from talent shows to bake sales, online auctions to chili cook-offs, golf tournaments to ice cream socials. These are the endeavors of a joint committee of union and salaried Pratt employees who aspire to make this year's annual United Way campaign both the most enjoyable and the most successful to date. Their success would be particularly poignant this year, as community needs are greater than ever. Jackie Campion, director of volunteer services at MACC, a local United Way agency that provides food, shelter, clothing and employment support services to those in need from the Manchester area, reports a 48% increase in food pantry guests this summer alone. People who have never before sought assistance are turning up at pantries statewide. We are all aware of the strain that fuel prices have placed on our own households.

Through the efforts of our active Community Services volunteers and the participation of our union's membership, our local lodge has the opportunity to once again demonstrate the generosity of spirit that truly characterizes its members' contributions. After all, our pledges are made voluntarily. They throw a spotlight on the capacity for empathy and concern for the welfare-of-the-whole that is at the foundation of unionism. Pratt has once again allocated both the time and the space for the United Way Community Campaign solicitations, and this year's United Way Joint Committee asks that all Pratt employees please attend. *Live United* is this year's United Way campaign theme. It could very well be our own. As we stand together to secure our own livelihoods, let us remember those whose basic needs are as yet unmet. With the resolve that is a hallmark of unionism, let's *all* stand united to meet those needs.

### EAP Corner

For IAM Local Lodge 1746: P&W in  
East Hartford and UTC Power in South Windsor  
*Please feel free to contact me with any of your issues or  
concerns and know that it will be in  
total confidentiality.*



Cell: 203-444-0267  
Pager: 860-708-4186 Lenny Ward

### 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)



# Don't Forget to Wear RED on Fridays



## LOCAL EXECUTIVE BOARD:

John Cloutier President; Juan Gelabert Vice-President;  
Denise Kniss, Recording Secretary; Nancy Flagg, Secretary Treasurer;  
Roy Chambers, Conductor/Sentinel; Trustees: Jeff Santini, John Spinelli and Tom Wheeler,

## NEWSLETTER COMMITTEE

John Cloutier, Linnea Demanche-Editor, layout and design.  
Leon Hall-Cartoonist, Deb Belancik, Jose Carranquinha,  
George Rogers, Earl Schofield, Mike Stone and Lenny Ward