

C O M P A S S



CANEL LODGE 700 • Middletown, CT • Telephone (860) 345-2098

January/February 2010

Volume XVI No. 1

Court Tells Pratt: “Stay Where You Are!”

Connecticut’s US District Court sided with the Union and issued an injunction against Pratt & Whitney, prohibiting them from moving work and equipment out of their Cheshire and East Hartford CARO operations. The decision by Judge Janet Hall sustains a lawsuit brought by our Union through District 26 on behalf of IAM members working in those locations.

The lawsuit was initiated after Pratt & Whitney management informed the Machinists Union last July of their intentions to close the two facilities, putting more than 1,000 hourly and salary workers out on the street. Under the union contract, management has an obligation to make every reasonable effort to preserve the work in Connecticut, and to explore alternatives to do so with Union representatives.

Despite a 45-day “meet and confer” process, millions in concessions offered by the Union, and up to \$100 million in proposed aid from the State of Connecticut, the company rejected all proposals, sticking to its plan to shut down these work sites.

Through the lawsuit, the Machinists Union was able to obtain evidence showing that Pratt and corporate parent, United Technologies Corporation, had been planning to close these facilities long before giving notice to the union, and had considered and rejected alternatives without assigning any extra value to options that would have kept the jobs in Connecticut, as the contract stipulates.

Judge Hall’s decision is not only a win for the workers in Cheshire and East Hartford, but also a victory for the State of Connecticut. Connecticut Attorney General Richard Blumenthal supported the Machinists Union’s position, and argued in

court about the over-riding importance to the people of Connecticut of the IAM contract being enforced and saving jobs.

The court ruling stops the company’s immediate plans to move the affected work to Georgia, Singapore and Japan. But the collective bargaining agreement expires in December. We will be gearing up for whatever fight is necessary to preserve these jobs and expand future opportunities in the next contract.

As Jim Parent, IAM District 26 Assistant Directing Business Representative stated: “We have a big job ahead of us now, securing these jobs in the next contract. We’re ready for a fight, if that’s what it takes. But we hope that after the dust settles, the company will recognize what we have said all along – these are the most highly skilled overhaul, repair and refurbishment workers in the world. Pratt may think that moving the work will save costs, but quality and reliability are crucial in aerospace operations. If they want the best performance possible for their demanding customers, Pratt should keep the work here.”

**Remember
Gate Collection
Friday
February 19th
To Benefit
Victims and Families
of the
Kleen Energy Plant**

In Memory Of
Our Departed Members
Margaret Ruffin

Retiree

AFL-CIO Scholarship

The Connecticut AFL-CIO is once again offering a \$500 tuition award for study at any accredited college or university to a high school senior who is the son or daughter of a dues-paying member or him/herself the member of any union affiliated with the state labor federation. The scholarship may be used for either part-time or full-time study and is renewable annually upon successful completion of each year's studies. Please stop at the Union Hall to pick up the application form and mailing address for this scholarship.

If you wish to apply for this scholarship, applicants should forward a copy of their high school transcript, evidence of acceptance to a college or university, and an essay of no more than 500 words answering the following:

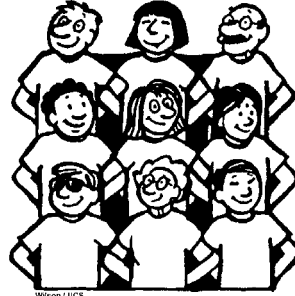
How do unions give people voice in the workplace and politically?

The closing date for final submission of all papers in connection with the award will be Friday, May 7. The winner will be chosen by June 1, 2010.

In addition, there are scholarship funds for union members to attend programs available through the Labor Education Center at UConn. They are the Betty L. Tianti Scholarship, the John Driscoll Scholarship and the Robert Kanter Scholarship.



Join US
For The Monthly Meeting



At The Union Hall

Sunday
February 21, 2010
At 10:00 AM

C.A.N.E.L. Lodge 700
Website www.iam700.org

Officers

- President.....David Durbin Sr.**
- Vice President.....Mel Tripp**
- Recording Secretary.....Shirley Dickes**
- Secretary Treasurer.....Robert Deegan**
- Conductor/Sentinel.....Nancylee Waters**
- Trustee.....Joseph Arabas**
- Trustee.....Paul Dickes**
- Trustee.....Mark Harrison**

Contributing Editors of COMPASS

- Steve Baronowski**
- Shirley Dickes**
- Mel Tripp**

Shop Committee

- Chairman David Durbin Sr.**
- 1st Shift Mel Tripp**
- 2nd Shift Ronald Frost, Joseph Arabas**
- 3rd Shift Robert Deegan**

Dodd Announces His Retirement

By Shirley Dickes

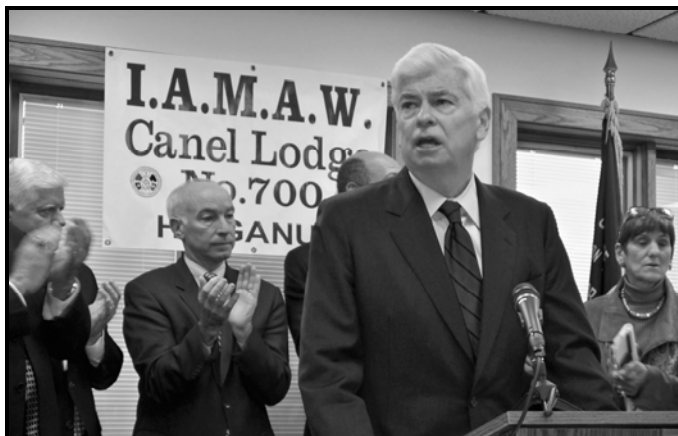
Recently Senator Chris Dodd announced he is retiring, with many people saying good riddance! The banking crisis, along with the so-called favorable mortgage he supposedly received, are cited as reasons why many within our state say it is time for him to go. Polls were showing he was indeed beatable, even among the Democrats. The list just seems to go on and on.

In a recent Middletown Press editorial by writer Jeff Mill, I found myself mesmerized by what he wrote. Mr. Mill spoke of Senator Dodd, his accomplishments and of being honored by the Cromwell Democrats last year as their "Man of the Year," and how Senator Dodd "stopped at every table to shake hands and share small talk." He also spoke with the waitresses. But Senator Dodd always made you feel special, like he was listening to what you had to say. He never brushed you to the side.

Senator Dodd has been a driving force for children's issues and the Family Medical Leave Act. He worked hard to gain tax relief for working families, authorized legislation to help cities and town train police and first responders to handle disasters, worked to pass legislation on the America Votes Act. Dodd is a strong supporter of retraining Americans and to retain work in America along with being an advocate of better education. These are just a few of the many issues Americans face today that Senator Dodd worked on to make America a better place for us.

But Senator Dodd is calling it quits. I am most concerned about what will happen to us as workers in this state. Our current congressional delegation fights hard as did Senator Dodd when United Technologies or Electric Boat, even the insurance giants and AT&T, announced their plans to move our work. Who will speak for us in the Senate? I cannot hang my hat on Senator Lieberman. I worry about his intentions with anything that affects our state. I worry about our future and the manufacturing base of this state.

I recently learned of a neighbor, whose husband works construction and has been out of work since before Christmas and now she has lost her job. A good friend was recently let go from Aetna after



About: Senator Dodd speaking about the recent F117 contract at a news conference held at LL 700

twenty-seven years! Where will this all end? Who will be the voice for us within the state and the nation? Who will replace Senator Dodd and work to ensure our jobs, all our jobs in this nation, stay in this nation? I do know one thing I am sure about; we are losing a great voice for the people of our state. While some of you say it is time for Senator Dodd to go, I worry about who will replace him. Will it be someone who will work for the people or for corporations and big business? As Mr. Mill said at the end of his editorial, "did he (Dodd) change, or did we?" Think about that.

I want to thank Senator Dodd for his hard work over these past forty years and wish him well in his future endeavors. I know I will miss him.

Update on Wayne Anthony

By Steve Baronowski

Many members have asked how shop steward Wayne Anthony is doing. If you haven't heard Wayne was at a New Years Eve party and was badly hurt during an altercation with some locals of Queens N.Y. He was seriously hurt but his injuries were non life threatening. He ended up with a lot of staples holding him together. I spoke to him recently and he is doing well. He is very appreciative of all the concerns of his co-workers and wanted everyone to know that he is doing well and thankful for the cards and well wishes. Wayne has seen the doctor and has had the staples removed. He looks forward to being back at work as soon as he is able.

Union Membership Survey for EH&S

Environmental Health and Safety - and the well being of our membership - is a major concern and a top priority of Local 700. To help us provide a safer work environment that meet your needs, please complete this survey in these 6 categories. **Please Return to Paul Dickes or any Union Safety Representative by 3/19/2010. A box will set up at the Union EH&S office in B-130.**

| Module Center: | Department: | | | Shift: | |
|---|-----------------------|--------------|----------------|-----------------|--------------------------|
| 1. Injury investigation | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| I am satisfied with the way injury investigations are performed. | | | | | |
| Injury Investigations have become a interrogation | | | | | |
| The corrective action that was implemented had my input. | | | | | |
| I believe I will get disciplined for reporting an injury | | | | | |
| I believe the company will retaliate against me if I report an <u>injury</u> , (i.e. reduce overtime, and/or move me to another department). (<i>Explain in comments</i>) | | | | | |
| I am satisfied with my management for resolving EH&S issues with me. | | | | | |
| Comments: | | | | | |
| 2. Near Hit Incidents | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| The near hits I have generated have been fixed in a timely manner. (Timely manner is weeks not months). | | | | | |
| I am satisfied the corrective action of the near hit. | | | | | |
| I know how to enter a near hit. | | | | | |
| Are you encouraged to enter near hits? | | | | | |
| My supervision communicates the corrective action to me of my near hit. | | | | | |
| Supervision & EH&S talk with me about my near hit and how to correct the issue. | | | | | |
| Comments: | | | | | |
| 3. Management Satisfaction | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| | | | | | |
| EH&S Professionals are activists for my health and safety | | | | | |
| EH&S manager is an activist for my health and safety | | | | | |
| I am satisfied with the way EH&S management in general acts on my behalf concerning EH&S issues. | | | | | |
| My management still pushes production over safety. | | | | | |
| Comments: | | | | | |

This is not the forum to initiate a safety complaint. If you have a specific EH&S issue contact a Union Safety Representative.

Union Membership Survey for EH&S

| 4. Overall | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|--|----------------|-------|---------|----------|-------------------|
| I believe EH&S is a priority. | | | | | |
| I believe the company will retaliate against me if I report an EH&S issue to my supervision or call a Union Safety Representative. (i.e. reduce overtime, and/or move me to another department). | | | | | |
| EH&S issues are responded to in a timely manner. | | | | | |
| I believe we should make EH&S priority. | | | | | |
| I believe that Pratt & Whitney will vend out or move my job overseas because of a EH&S related issue. | | | | | |

Comments:

| 5. Safety Start | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|--|----------------|-------|---------|----------|-------------------|
| My supervisor sees me daily on safety issues | | | | | |
| My supervision supports me joining a VEHS team. | | | | | |
| I am comfortable bringing EH&S issues to my supervision. | | | | | |

Comments:

| 6. VEHS & VPP activities | Yes | No | N/A | | |
|---|-----|----|-----|--|---------------------------------|
| My supervision supports me joining a VEHS team. | | | | | |
| I know what the VEHS teams are. | | | | | Option: Use comment field below |
| I know what the VPP stands for. | | | | | Option: Use comment field below |

Comments:

After the data is compiled the results of the survey will be in the EH&S Monthly report.
We really need your input on this matter so please fill out the survey.

General comments and views concerning EH&S:

This is not the forum to initiate a safety complaint. If you have a specific EH&S issue contact a Union Safety Representative.

Be Prepared

By Steve Baronowski

At the January monthly meeting, President Durbin made his committee appointments. Somehow, I was appointed to be the chairman of the strike committee. As much of an honor as I take that to be, it is a lot of work and preparation. I have been on the strike committee for several contracts and I do know the routine. So I feel that I am in a good position to make some suggestions to our membership through the Compass.

Our contract expires on December 5, 2010. That is not as far away as it sounds, the first Sunday of December will be here before you know it. Because of the company's stand on the Cheshire plant, this year's contract has the potential to be very hard fought. So be prepared.

Take care of your financial situation, pay your bills and try to put some cash aside for the "just in case" scenario. It's better to be safe than sorry. Make a list of your creditors so that if you have to contact them to let them know we are on strike, they will all be in one place. Sometimes, the stress of being on strike can confuse folks and someone could be forgotten. If you start now, you have several months to make sure all are listed.

Another suggestion, stock up on non-perishable items. If we happen to go out, cash flow could be tight and having a back-up stock could be extremely helpful. Food is always a good thing to have, in my case, I like to eat and non perishables will never go to waste.

My last suggestion is get involved. The union is not just the regular activists, it's you. Being involved is the best way to dispel rumors; if you hear information straight from the source you will know when someone is giving you a line of bologna. There is a steward meeting every Tuesday and everyone is invited. There is no clique that you have to get through, the activists are always willing to help and trying to figure out ways to get the membership involved and welcome new faces and new ideas. Volunteer, there are always tasks that need attention.

With any luck, none of this information will be needed and the contract will go smoothly but there is definite potential, given the situation. All we can do is hope, and pray, and prepare.



Pictured about are Alliance for Retired Americans CT President Cal Bunnell and LL700 Retiree Committee Chair Jerry Guarino

CT Alliance for Retired Americans

Jerry Guarino

A Senior to Senior informational meeting took place recently, and was very powerful to members of many national and state groups in attendance. Focus is protecting senior citizen's rights and programs with all agreeing that health care reform MUST pass.

The members all know their next step is to "constantly nag our Congressional delegation to do the right thing!"

If you would like to join our retirees and help in their efforts to protect senior rights, please contact Local Lodge 700 for more information.

Community Services Update

With the start of a new year, the Community Services Committee is very busy. We would like to take this opportunity to thank you all for making the gate collection for Haiti a huge success! The total amount of our donation was \$4500 with a donation made from the Local. Thank you again!

We are holding another gate collection. This one is to take place on Friday, February 19th at the end of first and second shift. This is to help the victims of the horrible explosion that occurred at the Kleen Energy Plant on River Road. Five Union brothers were killed with twenty-four injured. Please keep all of the victims in your thoughts and prayers and be as generous as possible.

The Community Services Committee would like to thank you for your support throughout the year.

I.A.M. vs. P&W Trial

By Joel Strillacci

I had the opportunity to observe the court proceedings of the International Association of Machinists vs. Pratt & Whitney trial, which concluded on January 13th. At stake was the proposed closure of the Cheshire engine overhaul facility and the airfoil repair unit (CARO) in East Hartford. The case was presided over by Judge Janet Hall of the Federal Court in Bridgeport.

The trial consisted of five full days of testimony, cross examination and rebuttal of numerous witnesses. These included some familiar faces, Tom Hutton and Tom Mayes the respective vice presidents for CARO and Cheshire as well as District 26 ADBR Jim Parent and LL1746-A president Wayne McCarthy. David Hess the new president of P&W even made a cameo appearance on the witness stand.

The company attempted to prove that the proposed closures were forced upon them by deteriorating business conditions fueled by the poor economy and erosion of the customer base due to subpar performance and an aging product line. The Union countered that it had been blindsided by the closure announcements as the company had continually been lauding the improved performance of both CARO and Cheshire and had given the IAM no indication of this impending disaster at the monthly Letter 22 meetings on job security.

The Union's case was certainly aided when Tom Mayes had to admit under oath that his proposal to close Cheshire was initiated back in July 2008, a full year before the union was notified. Evidence from the company's own email records seemed to indicate that Tom Hutton had proposed closing CARO several times but had been thwarted by not having "an iron clad case" to avoid his Letter 22 responsibilities. The Union's attorney Gregg Adler, referred to another email, from UTC CEO Louis Chenevert to an assistant; which said in reference to Hess "His request is not to go ahead with Cheshire, which I will not support." This missive was dated September 10th in the midst of the meet and confer process. Wayne McCarthy testified that he met with Rick Warters, vice president of Industrial Relations, in the months prior to the announcement, and asked

him point blank if there were any plans to close Cheshire, to which Warters responded that the company continually reviews options to improve the business.

The attorneys for both sides submitted briefs to Judge Hall. The Judge ruled on February 5th that Pratt had indeed not made a reasonable effort to preserve the bargaining unit work as required under Letter 22 of the contract. Judge Hall felt that Pratt's efforts were a facade to try to avoid their contractual responsibilities. She also ruled that Pratt overvalued their potential savings from the proposed closures, while undervaluing the Union's and the State's counterproposals. She determined that Pratt failed to bargain in good faith, as there was no amount of money that would have changed their closure decision.

In conclusion Judge Hall issued a declaratory judgment that Pratt's actions constituted a breach of contract. She issued a permanent injunction prohibiting Pratt from moving the work to locations outside of Connecticut during the term of the collective bargaining agreement.

Pratt and Whitney indicated that it will consider whether to appeal Judge Hall's decision to the U.S. Court of Appeals in New York.

Regardless of the outcome of this case, there are certainly lessons to be learned. It has become painfully obvious that we are all at risk to outsourcing and foreign partnerships. It seems no matter how caring our management behaves, their only loyalty is to the bottom line. Many of the company's witnesses that took the stand in this case were well liked by their employees before this fiasco, but the only one that gave even the outward appearance of being bothered by the fact that over one thousand workers were potentially losing their jobs was David Hess.

The bottom line here is that Tom Mayes and Tom Hutton failed to manage their businesses well enough to satisfy their customers or their bosses. They failed in their own vernacular to achieve competitive excellence. As a result they opted to abandon Connecticut entirely. If these one thousand jobs are lost, Pratt & Whitney soon will have more presidents, vice presidents, directors and managers than production workers in Connecticut. And they wonder why we struggle to be competitive.



MONTHLY EH&S REPORT

February Report

Phone: 860-345-2098

Email: eh&s@iam700.org

82 Saybrook Road

Higganum, CT. 06441



Kleen Energy Plant Explosion

On February 7th around 11:15A.M. on beautiful and quiet Sunday morning a tragic event occurred in Middletown, CT. Over 100 workers were at the Kleen Energy plant going on with their everyday duties to help bring the plant to completion. Natural gas reached limits to cause an ignition source to ignite the vapors. Not one of those



workers expected to be involved in an incident like this and not one of them thought this would be their last day with family and friends.

We will not know the root cause of what happened until OSHA, the Chemical Safety Board and the State of CT determine the cause of this terrible incident.

There is one item I would like you to take away from this. Can the work I do today at Pratt & Whitney have a tragic effect on me, my family or friends.

We all perform work here that could lead to a tragic event or even death of you or a co-worker, union brother or sister. Please always look out for EH&S issues with your job or process and tell management **NO!**

IF YOU FEEL IT IS UNSAFE.

On behalf of the Union Safety Representatives of LL700 we would like to offer our condolences to the family members of :

Peter Chetulis of Thomaston, CT

Ronald J. Crabb of Colchester, CT

Raymond Dobratz of Old Saybrook, CT

Roy Rushton of Ontario, Canada

Chris Walters of Florissant, Mo.

Our deepest sympathy and regrets also go out to their co-workers, friends, union brothers and sisters.

Could this tragic incident happen here in the Middletown Pratt & Whitney facility? YES it could. The union has currently requested a meeting on purging operations with flammable gases such as hydrogen and natural gas. The meeting is set up to review our practices on how we purge these gases and then document the best possible way to perform these events safely.

Also we are looking at ways to have better accountability for employees, guests, visitors and any other person that enters the facility.

On February 7th Fire, Police departments and EMS personal had a day that would challenge anyone. These individuals went above the call of duty and during this entire time they acted professionally and didn't get rattled. Why? Because they are trained to the highest standards. The work they did on that day and the days afterwards shows how professional and dedicated they are. The work they did that day saved lives.

To all union brothers and sisters: when you see emergency response personnel tell them thank you for the work they did that day and every day they respond to an incident. It takes a special individual to respond to these incidents, and deal with the loss of life and injured individuals.

THANK YOU

Respectively submitted Chief Union Safety Representative Paul Dickes

To view the full Monthly EHS report, go to iam700.org click on Safety Representative then Monthly Report.