

C O M P A S S

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

November 2011

Volume XVII No 10



Been Disciplined Lately?

By President David Durbin Sr.

Has anyone noticed the uptick in disciplinary action in CSMC? We have.

In the past year the numbers have swelled and we have to ask ourselves why?

We believe it's because we have been hijacked, again. It appears he believes by using a heavy handed management style, that he will whip the employees into shape.

I have not seen this heavy handed style since the 70's and we all know that didn't work. We're still here and that management is gone.

It seems the hijaker thinks we should go back to those times. But then, he thinks we should bend over backward to help him out. Yeah right!

Hijaker has so much overdue, he can't keep up. But yet, he thinks it's more important to spend time being the smoking police and suspending people.

Between folks working more overtime than they have in a long time, and are getting tired, plus the new people learning new jobs, mistakes will happen. But the hijaker doesn't care. There's no appreciation for all the hard work you've done. Make a mistake and you're slapped with discipline. And sometimes it's over dumb stuff.

We think enough is enough. It's time the hijaker understands the need to respect the people who do the work.

**Union Election
Wednesday
December 14, 2011
Vote
Union Hall
6:00AM to 8:00PM**

Two New Union Representatives

By Mel Tripp

Members welcomed two new union representatives at the membership meeting on Sunday, November 14. Both came to Local 700 as former workers at Cheshire and long time union activists at Local 1746A.

Brother Ivan Alonzo was nominated and elected as a second shift Environmental Health & Safety Representative. Brother Alonzo works 2nd shift as a machinist in Building 150.

Brother Doug Campbell was appointed by President Durbin to fill an open shop steward position on second shift. Brother Campbell works in the Validation area in Building 220. As a shop steward he will represent members in the Assembly and Test area as well as the Materials departments.

Please join us in welcoming both Brother Alonzo and Brother Campbell to their new position here in Middletown.

In Memory Of Our Departed Members

Holidays are Approaching

By Community Services Committee

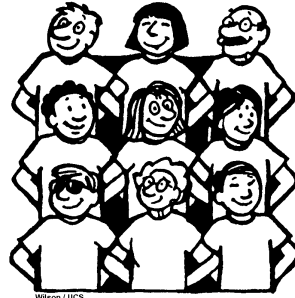
As we near the end of another year, Thanksgiving and the Christmas holidays are approaching. This has been a very long year with many changes. We have said good bye to many of our co-workers who retired and said hello to our Cheshire and CARO sisters and brothers.

The Community Services Committee is once again gearing up to help our community and our Local Lodge. Boxes have been set up at the cafeteria, B-220 West Lobby and B-410 for a canned vegetable collection. In the past this collection was donated to our local chapter of the American Red Cross. With the closing of the local office, several community-based organizations have stepped in to ensure those less fortunate have a hot Thanksgiving meal for their tables. Brenda Simmons, formerly with the Red Cross, is lending a helping hand through St. Vincent DePaul's and the Amazing Grace Food Pantry in collecting the necessary items for Thanksgiving. You may make a donation of any canned vegetables until Friday, November 18th. Sisters Sharon Connors and Shirley Dicks will be checking the boxes daily and with the help of Pratt & Whitney Community Relations liaison Rosario Rizzo (Riz) they will deliver all canned goods on November 18th.

On Friday, December 2nd, the Community Services Committee will be holding our annual Holiday Gate Collection. At the end of first and second shift, Union reps will be standing outside all the gates asking for donations. All money collected is used to help make the Holiday a little brighter for our Union sisters and brothers who are out on long-term disability. Then donations of toys from "Wish Lists" are made to the Cromwell Children's Home and Riverview Center in Middletown.

We know the generosity of our members and want to offer a huge **thank you** for your help in making the Holidays a little bit brighter for our sisters and brothers.

Join US For The Monthly Meeting



At The Union Hall

Next Meeting
December 11, 2011
At 10:00 A.M.

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

Officers

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

Contributing Editors of COMPASS

Shirley Dicks
Valerie Stewart
Mel Tripp

Shop Committee

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

GOOD ELECTION FOR WORKING PEOPLE

By Bill Shortell

Our candidates won in Middletown, New Britain, and Waterbury taking the mayor's job away from anti-union Republicans, but the big victory was in Ohio. Voters there beat back an attempt by recently elected tools of the big corporations to crush union rights.

By almost a million votes Ohio remembered its roots and listened to union leadership, including the IAM, who flocked there from all over the US. The big political donors decided not to bet on the stupid, losing campaign of the Ohio Governor, who is now busy licking his wounds and backtracking.

Earlier this year, thousands of people swarmed the Ohio Statehouse in protest when the bill was being heard. The bill strictly limited collective bargaining for public workers and dropped promotions based solely on seniority, among other provisions.

The changes the Republicans wanted included taking away the right to strike for public workers. This is something we don't have here in CT. It is a reminder of the days, before de-industrialization, when Ohio government was for the little guy.

TRUMKA IN OHIO

National AFL-CIO President Rich Trumka was there and saluted Ohio's working people for successfully fighting back "against lies pushed by shadowy multinational corporations and their anonymous front groups that attempted to scapegoat public-service employees."

He observed that Ohioans had "rejected the crazy notion that the 99 per cent - nurses, bridge inspectors, firefighters and social workers - caused the economic collapse, rather than Wall Street."

"Ohio sent a message to every politician out there: Go in and make war on your employees rather than make jobs with your employees, and you do so at your own peril," he said.

The IAM played an important role, especially the workers from the big steel plant in **our sister city, Middletown Ohio**, in Local 1943. They opened their hall to the We Are Ohio campaign and knocked on doors all over the state to get out the vote. The response was tremendous. Voters thanked the activists for what they were doing.

Anybody thinking about voting Republican because you are sick of the Democrats doing nothing about jobs, need to think twice. The economic ideas of the Republicans are no better, and when they get in office, on top of making the economy worse with massive public layoffs, they go after our union rights and our civil rights.

Our political job now is to get the Dems to stop giving away our jobs, and to fund the government with the taxes of people who can afford it.

Machinists Launch New IAM APP

From iMail

The Machinists Union launched the new IAM APP today. The web-based application will enable IAM members to use their smartphones and tablets



to read the new digital *IAM Journal*, act decisively on vital issues, share information with friends and family, and help organize new members.

For information on how to download the free IAM APP, go to GOIAM.org, look for the IAM APP graphic, and follow the links to Apple's iTunes Store or the Android Market. You will also find a how-to video that explains the IAM APP's functions.

"The IAM APP is an exciting and potentially explosive new way to communicate with our members. It places our union on the cutting edge of new technologies," said IAM International President Tom Buffenbarger. "The IAM APP is being built around the *IAM Journal*. The new digital version will be more current, more useful, more video intensive, more quickly read and more action oriented."

Digital issues of the *IAM Journal* will be published each month. They will also be available on **GOIAM.org in a PDF format** that can be viewed online or printed. Smartphone and tablet users will be notified automatically whenever a new issue is available to be downloaded.

Elections for Delegates to Conferences, Councils, Shop Committee and EH&S Representatives

By Recording Secretary Shirley Dickes

Nominations were taken at the November 13th monthly meeting for positions to Shop Committee, Health & Safety (EH&S) Representatives and delegates to conferences and councils. Elections for the positions will be held on Wednesday, December 14th at the Union Hall located at 82 Saybrook Road, Higganum. Polls will open at 6:00 A.M. and close at 8:00 P.M. The Official Notice #11-20 listed an incorrect voting date. The corrected date for the election is Wednesday, December 14th, 2011. Please refer to Official Notice #11-24.

To the members requesting an absentee ballot, please read the following:

Article II, Section 3, I.A.M. Constitution:

“Members who reside in outlying districts, more than 25 miles from the Union Hall, Members who are either confined because of verified illness or on vacation or on official I.A.M. business, approved by the Local Lodge or District Lodge or Grand Lodge or any employer travel assignment, reserve military leave or authorized Family Medical Leave as the case may be, shall be furnished with an absentee ballot. Before the absentee ballots are opened and counted, the inspectors of the election shall determine the eligibility of members to vote by that method, as defined in this section:

Any member entitled to receive an absentee ballot shall make a written request thereof to the Recording Secretary of the Local Lodge by **delivering in person or mailing** such request not later than 10 days before the date of the election.”

Retired or exempt members may **not** vote for any position that has a direct impact on the collective bargaining agreement, such as stewards or shop committee persons. Properly submitted absentee ballots must be returned by **Mail** to the Local Lodge Recording Secretary prior to the closing time of the polls on Election Day.

As recording secretary I apologize for any inconvenience this notice may have caused any of our members.

Remember to vote - It's your right



There's a New Mayor in Town

By Valerie Stewart

IAM endorsed candidate Democrat Daniel Drew, pictured above with his family, unseated three-term incumbent Republican Sebastian Giuliano, and Democrats hold an 8-4 majority on the common council and a 6-3 majority on the board of education.

Drew received 4,959 votes, Giuliano received 4,317 votes and Christine Bourne, the petitioning Democratic mayoral candidate, received 172 votes, according to results provided by the town clerk's office.

"What I heard going door-to-door throughout this election is that people want a renewed focus on the middle class and the bread-and-butter economic concerns, and that's what we're bringing to the table," Drew said of his party's elected candidates.

Drew said in the next two years he and other Democrats will focus on tax relief, education and economic development.

The top seven vote-getters in the council race Tuesday and the top five in the board of education race were Democrats. Voters selected Democrats Thomas Serra, Ronald Klattenberg, Mary Bartolotta, Gerald Daley, Robert Santangelo, Hope Kasper, Grady Faulkner and Union Brother Todd Berch for the 12-member council. Republicans Philip Pessina, Linda Salafia, Joseph Bibisi and Deborah Kleckowski were the top four Republican vote-getters.

Newly elected officials will be sworn into office on Tuesday, Nov. 15.

Now, as voters, it is our time to hold elected officials to their word. Campaign promises mean nothing without actions to back them up.

Paving the Way for Women

By Shirley Dickes

Kay Bergin is a name in which we most of us have never heard of. Yet she paved the way for today's women in our state. She was born in 1921 at a time when women became teachers, librarians or stay-at-home moms. Mrs. Bergin graduated from high school and Central Connecticut State University, then a teachers' college. She later earned a master's degree in library science from Wesleyan University. She worked in a brass mill to earn college money. She was a writer and radio commentator. She began teaching business subjects at Naugatuck High School.

At the end of the 1960s she taught business subjects at Mattatuck Community College. That is when she became involved in politics after she testified at the state legislature about issues that developed in a statewide community college system. She went on to be president of the statewide community college faculty senate. The General Assembly, in 1973 established a Permanent Commission on the Status of Women and Mrs. Bergin was selected as the first executive director. She paved the way by putting a strong focus on our issues.

Today's young women do not know of or might not remember the way it used to be. Female lawyers could not wear slacks to court, mortgage lenders ignored wives' income due to their salaries were considered to be only temporary, until they became pregnant and quit work. Women were not allowed to drink standing up in bars. The list goes on and on. Women wanted an equal playing field. We wanted equal access to credit, reform of the rape statute, equal pay for equal work and the passage of the Equal Rights Amendment.

Mrs. Bergin worked, through the Permanent Commission, for passage of a law forbidding discrimination in credit based on marital status or gender. She helped in the creation of the state's first Office of Child Day Care and she was a co-founder of the Connecticut Women's Education and Legal Fund (CWEALF), a non-profit law firm specializing in women's right that took on cases involving equal pay, equal credit and sex discrimination.

Mrs. Bergin's list of credits goes on and on. It is important to remember women who have helped

pave the way for women of today. Without women like Mrs. Kay Bergin, we would not be able to apply for a mortgage based on our salaries alone. We would not have made the strides in politics, work and equal pay. We still have a way to go, but we need to remember those that helped along the way to make changes in the way we live today.

Employee Assistance Program Update

By Jerry Marcil

My name is Jerry Marcil and I was recently appointed to replace Earl Schofield as the District 26 EAP coordinator. I am grateful to be able to take this opportunity to introduce myself to the members of Local Lodge 700.

I worked in the Middletown plant and was a member of local 700 from 1979 until I was laid off in February of 1994. I worked most of that time in Building 10, which no longer exists and was signed up as a union member by the legendary Clarence Gaskins who fortunately is still alive and well. I worked for three non-union companies (not by choice) during the 2 years and 9 months I was laid off which gave me a whole new appreciation for our union.

I was recalled to East Hartford in November of 1997 and transferred to Cheshire in 1999 where I had the privilege of serving the membership as their EAP coordinator for 11 years. In August of this year my career at Pratt came full circle when the Cheshire facility was closed and I transferred to Middletown. I am excited to once again be a member of Local Lodge 700 and along with your EAP coordinator Dan Boissonneault look forward to serving the membership and their families.

Dan and I have office locations in the plant and at the hall. We have experience in many areas of employee assistance including, but not limited to, alcohol and drug abuse, depression, family issues, work place conflict etc. Our services are completely confidential and we only refer our members and their families to providers with excellent reputations. Happy holidays to all.

In Solidarity,
Jerry Marcil, CEAP, SAP
(860) 345-2641



November is American Diabetes Month

Nearly 26 million children and adults in the United States have diabetes. Another 79 million Americans have prediabetes and are at risk for developing type 2 diabetes. Recent estimates project that as many as 1 in 3 American adults will have diabetes in 2050 unless we take steps to stop diabetes. We all need to be aware of this disease.

Two out of three people with diabetes die from heart disease or stroke. Diabetes is also the leading cause of kidney failure. It is the leading cause of new cases of blindness among adults. About 60-70% of people with diabetes have mild to severe forms of nerve damage that could result in pain in the feet or hands, slowed digestion, sexual dysfunction, and other nerve problems.

The American Diabetes Association estimates that the total national cost of diagnosed diabetes in the United States is \$174 billion. And the average medical expenditure among people with diabetes is 2.3 times higher than those without the disease.

For more information about diabetes go to the American Diabetes Association's website at:

stopdiabetes.com

Be Smart - Be Checked

November Is National American Indian Heritage Month

The first American Indian Day was celebrated in May 1916 in New York. Red Fox James, a



Blackfeet Indian, rode horseback from state to state, getting endorsements from 24 state governments, to have a day to honor American Indians. In 1990, President George H.W. Bush signed a joint congressional resolution designating November 1990 as "National American Indian Heritage Month." Similar proclamations have been issued every year.

According to the 2010 Census, the nation's population of American Indians and Alaska Natives, including those of more than one race, totaled 5.2 million. They made up 1.7 percent of the total population.



Healthtrax Turns Employees Away

By Shirley Dickes

Just when we think we have seen it all, something else pops up to make a person wonder what is going on in the world. On August 27th, many of us went through the experience of storm damage from Tropical Storm Irene. For most, the aftermath clean-up had just been completed.

Then we get the pleasure of a freak October snowstorm, a Nor'easter named Alfred, that comes through on Saturday, October 29th, a little over one month from Irene! Only this time it is not just wind, but wet, heavy snow that pushed the limits of tree limbs. As many of them came crashing down, most missing our homes, our power line structure came to a screaming halt. Power lines, transformers and even cell phone towers themselves sustained damage.

Governor Dannel Malloy can be seen, if you were lucky enough to still have power at your home, and heard on the radio urging residents to be patient and to help one another out during this time of disaster. We sat and listened to the radio DJs telling us many shelters were opening up within our communities, along with many of the fitness centers opening their doors so the public can take a hot shower.

By day three of being without power, heat or hot water, patience's were running thin. Many families and their children were in need of showers. For many Pratt & Whitney employees, we were happy to see Healthtrax Fitness Centers in Middletown and East Hartford open their doors to us. In Middletown, showers were a welcomed respite from the hardship of the storm's aftermath.

But by late Tuesday night, after first shift had left for the day, Pratt & Whitney, in its infinite wisdom, sends out a communication at 5:16 P.M. stating the fitness centers are for Pratt & Whitney Healthtrax members only! "It cannot accommodate showers for non-members." Confusing? So which organization is saying they cannot accommodate? Is it Healthtrax or Pratt & Whitney? While we are getting conflicting responses from both companies, we are still left with not being able to take a hot shower!

Members contacted the Union to find out what was going on after being turned away. President

Durbin stated blue-badge employees in Middletown would indeed be able to take showers.

After the writing of this article, another communication has come out from Pratt & Whitney telling its employees, blue-badge employees only, the Healthtrax facilities are available for shower usage. Pratt is also stating "they recognize the sacrifice and dedication that you have exhibited during these very challenging times and appreciate the commitment you bring to your work at Pratt & Whitney." How noble!

I can only state my opinion on this. Whatever happened to helping out one another during a time of extreme crisis? Whatever happened to trying to do your part in being neighborly? I guess we still have a long way to go.

WORKERS' COMPENSATION Medical Release Forms

District 26 Business Representative Steve Merrick reports that the ongoing issue over the releases of the medical information form that AIG/Chartis has been using for several years now appears to be resolved at this time. In a letter received by Brother Merrick from the Commission, dated October 12th, the Chairman of the Workers' Compensation Commission John A. Mastropietro said he has met with AIG/Chartis and they have agreed to use the official State of Connecticut Release of Medical Records Form from now on. Workers' Compensation Forms are available on the Commission's website wcc.state.ct.us. When you get to the website click on FORMS and you can get one from the website. If you have any questions in regards to this form please call your Local Lodge Business Representative. If they are not there when you call, please leave your name and a phone number that they can reach you at.





C.A.N.E.L. LODGE 700

MONTHLY EH&S REPORT

Phone: 860-345-2098 Email: eh&s@iam700.org

You can
make the
difference

11/13/2011

Mourn for the
Dead
Fight For
the Living

November Report

82 Saybrook Road Higganum, CT. 06441

Is Trucking Parts in the shop a safety issue or a labor issue? (YES for both) First we will look at the safety issue. PIVs are very unforgiving. Being in a volunteer fire department, I have responded to several incidents where PIVs were involved and every one of them was either very serious or fatal. We need to reduce then eliminate PIV interaction with people.

I do not agree that we should eliminate PIVs. They are a very useful tool and reduce injuries in their own right, by moving the material in the shop. The company needs to be smart in reducing and eliminating interaction of PIVs and individuals.

Who's job is it to truck parts? (labor side) I have always been told it's a material person's job to move material. Occ Code 901 is to truck material in the plant and Occ Code 801 to truck material outside the plant.

So why has the company told every employee in their department to have PIV/trucker license? To me it's a way to reduce the bargaining unit employees.

Liechti SAM machines in bldg 220 have been giving off a foul odor for years now and the union is still trying to find ways to eliminate this odor. Currently all the testing we have done does not violate any OSHA regulations or health standards that we are aware of. OSHA was even contacted On 12/7/2010 and the sampling results were within acceptable limits at that time.

So what is next? We just started a 2nd round of testing and trying to look at it from a different perspective. That is why on November 10th in the morning we had excessive odors from the machines. Pratt & Whitney EH&S have brought in another company to look at the mist and do more sampling.

What have we had the company do so far to try to eliminate the odor?

- Upgraded the ventilation system; put a VFD drive to adjust the ventilation system to the oil mist being generated; installed different vent inlets to catch the mist; HEPA filters, and change the coolant brand.

If you have any issues with the oil odor in bldg 220 from the SAM Liechti machines , please put in a near hit, call a union safety rep, tell your supervisor and **go to medical if you have ANY adverse health effects.**

Veterans Day: We honor our men, women and our children who have served or who are serving in the military. What is wrong with this?

All these people have sacrificed a lot and thousands have paid the ultimate price. We thank them on Veterans Day. Why? Because we set that day aside to thank them. Well that is wrong! These people are heroes. They should be thanked **every day** not just on Veterans Day. In going forward after Veterans Day , please do the following. Support Veterans Groups, and when you see a Veteran on the street tell them **THANK YOU.**

Safety Start The company has decided to once again roll out the Safety Start process with some minor tweaks and changes in the program. These changes shouldn't be controversial, or an interrogation. It should be a conversation about any EH&S issues n your area or about the job you are doing. We encourage members to bring issues forward and be involved in EH&S so items can get corrected.

But if this process fails to answer your concerns then we need a Union Rep to address the issue in the safety complaint procedure.

We need your help on the VEHS teams. Please join these teams to help make your workplace a safer place to be and have a say in your safety.

Labor quote: ""If nobody quits until I do, there will be no quitting!" UMWA organizer John R. Lawson, in 1915 after being sentenced to life imprisonment for murder in a frame-up trial

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

Labor History: 1860 The Pemberton Mill collapsed, burying 670 workers with 100s killed and many more injured.

Respectively submitted Chief Union Safety Representative Paul Dickes