IAM Members at P&W Vote ‘YES’

IAM members at Pratt & Whitney in Connecticut voted overwhelmingly to approve a contract that protects workers impacted by the planned closure of two Pratt & Whitney factories in Cheshire and East Hartford. The agreement was unanimously recommended by the union’s negotiating committee and clearly demonstrates the value of collective bargaining when a company is seeking to eliminate jobs.

At issue in the talks were the fate of Pratt’s 500 Cheshire and CARO (East Hartford) workers, facing company plans to close these facilities. At stake too was the bigger issue of Job Security for all Connecticut Pratt workers. The negotiations began with management at Pratt talks insisting on elimination of all Job Security protections for Connecticut workers.

The closure of CARO and Cheshire will proceed. But the parties reached agreement on steps that are intended to prevent or minimize involuntary layoffs of any Cheshire or CARO hourly workers.

Among the most significant achievements in the negotiations is a Special Separation Program (SPP) that pays a week of severance for each year of service, a year’s paid medical and dental insurance, and a lump sum payment of $20,000. With 1,300 hourly workers age 58 or older, including more than 300 who are at least age 64, it is anticipated that SPP volunteers will create openings for displaced Cheshire & CARO workers.

Management also committed to adding 75 new jobs due to incoming F-135 military production. The company and the Machinists Union will also work jointly on job placements, training and reducing vended-out work.

“We now have a good package that will allow senior members to leave with financial dignity, and a joint process for making sure Cheshire & CARO workers get placed,” said IAM chief negotiator Jim Parent. “This fight has gone on for more than 16 months – since we got the Cheshire and CARO closing notices in July, 2009. Our members never gave up, gave in or stopped fighting. We have had a lot of support along the way, from elected officials, the labor movement, many local businesses and others. We thank all those who helped. But I especially want to thank our members. Nearly half our membership is age 55 or older. The company had originally dismissed us as too old and tired to put up a fight. But our members raised hell in every shop, and convinced the top brass at UTC and Pratt that they were looking at a strike. That’s when management began to really negotiate and address our concerns.”
What Every Member Needs To Know

Local 743 continues to train and educate both shop stewards and safety representatives to better serve our members. On Tuesday November 9th shop stewards from local 743 met at the union hall for a two hour training session to discuss issues in the shop that affect our members. Some of the topics discussed were the offloading of work, new overtime recording policies, and the recent modifications to the company general rules.

Another big concern discussed was the growing increase in disciplinary actions by Human Resources against our members. Your elected shop stewards work hard to effectively enforce the collective bargaining agreement to the fullest, but we can’t do it without you!

Remember that you have the right to call your Weingarten rights into play if you have any reasonable expectation that a disciplinary action may result from the meeting. The key word here is may. If there’s the slightest concern that the session could bring about discipline, the worker has the right to ask for union help even though the supervisor who calls the employee in may not be intending to take such action. Many workers crumble in the face of questioning by their supervisor or other management type. Some members get rattled and start explaining and making excuses and apologizing and often end up giving the employer ammunition to do whatever they want. They often become like the suspects you see in cop shows on television: they ‘fess up to things that maybe never even happened or say things in such a way that they worsen the problem. If other workers have been disciplined for similar alleged situations, or if the worker being called in has had a previous discussion with the supervisor about discipline, or is working under the threat of a work performance warning...any of these things can cause a worker to think that discipline may be an outcome of the meeting. When in doubt, request a Steward!

Company Interview Tactics.
Do’s and Don’ts...

1. If you get questioned by Management or Human Resources about any situation...
   - Don’t go alone!
   - Don’t believe anything management says!
   - Don’t apologize for anything!
   - Don’t ever sign anything!
   - Don’t implicate or rat out other members!
   - Don’t answer any questions without your Steward!
   - Don’t discuss the discipline with supervision.
   - Do exercise your Weingarten Rights and request a Shop Steward!

REMEMBER!!!
Anything you say, can and will be used against you, or another member!

If Management or HR calls you into an investigation of another member, think about the possible implications before you decide to speak. Keep in mind that everything you say is being documented. If discipline is handed out, the company can force you to testify against another member at arbitration. Very recently, the company forced five members to testify against another union brother in a termination case because of what they said during the investigation.

Bottom line...remember the Do’s and Don'ts. Clip and save your Weingarten Rights, and don’t be afraid to exercise them if you ever get questioned by the company for any reason!
Alberta Hall and her guide dog "Loman".

Alberta and Loman are the recipients of our team sponsorship from last year's Guide Dog of America golf tournament at Oakridge Golf Club in Agawam Massachusetts. Together in a joint partnership with Hamilton Sundstrand, we raised $55,000 as part of our 2009 United Way G.D.A. program. Alberta lives in Sidney, New York with her husband Mike Barnard, a machinist's union member from Local 1529. He works for Amphenol.

Organize a Friend Today

Do you have a friend a family member who has a job that isn’t represented by a union? Does your friend or family member have problems at work? Joining a union can give them protections under labor law and a good union contract.

Improved Wages

The bottom line is union members make more money
Union Members earn 28% more than non-union workers

Benefits

86% of union members are covered by health care plans
90% of unions have pension plans
68% more paid leave

Job Security

Protection from subcontracting
Protection from layoff
Protection from unfair dismissal

Training and knowledge on a safe workplace
As an IAM member you will enjoy safety and health protection second to none. Have them fill the card out below and drop it off at the union hall.

I.A.M. LOCAL LODGE 743, ORGANIZING LEAD CARD

<table>
<thead>
<tr>
<th>Name:</th>
<th>Address:</th>
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<tbody>
<tr>
<td>City:</td>
<td>State:</td>
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<tr>
<td>Home Phone:</td>
<td>Cell:</td>
</tr>
<tr>
<td>Employer:</td>
<td>Employers Address:</td>
</tr>
<tr>
<td>Day and times you can be contacted:</td>
<td></td>
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<tr>
<td>Type of Work Performed:</td>
<td>Person who informed you of the IAM:</td>
</tr>
<tr>
<td>Any other information:</td>
<td></td>
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</tbody>
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Please fill this card out if you are interested in joining the I.A.M.A.W. Once this card is received a person will contact you and ask you some questions. Note: this information will be kept strictly confidential.

Local 743 Members that provide an organizing lead that leads to an election will be awarded $500.00


**Elected Officers**

Mark Hebert  
President

Tony Walter  
Vice President

Steve Dumond  
Recording Secretary

Roger Nadeau  
Sec. / Treasurer

Karen Blanchard  
Trustee

Paul Duff  
Trustee

Glen Garfield  
Trustee

Dave Strong  
Conductor/Sentinel


**Shop Committee**

Larry Brooks

Steve Dumond

Vic Ghidoni

Bob MacLean


**Newsletter Editor / Communicator**

Vic Ghidoni


**Webmaster / Videographer**

Jeff Dynia


**LOCAL LODGE 743**

Concord West Professional Center
2 Concord Way, Bldg. 4.
P.O. Box 3218
Windsor Locks, CT 06096
Tel (860) 292-8577  Fax (860) 292-8506

**LOCAL 743 EAP**

Employee Assistance Program

Call your EAP Representative for a Confidential Session.

Michael Morin

Phone: 860-654-5674
Cell: 413-977-3712
E-mail: Michael.morin@hs.utc.com

“We're always here to help”

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**Community Outreach**  Submitted by: Local Lodge 743 President, Mark Hebert

**Volunteers Needed for Toy Drive**

Brother or Sister, can you spare some time? The Pioneer Valley United Way is desperately looking for volunteers to help load trucks for their annual toy drive at STCC Saturday December 11th from 8am to 8pm. We are attempting to fill 2 hour spots. The PVUW has been collecting toys throughout the year and now the agencies will come and pick them up. We need volunteers to unload boxes of toys, sort toy orders and dispense toy orders for over 90 agencies and 29,000 toys. Experience driving a forklift and using a manual forklift is especially needed but all helping hands are greatly appreciated.

Can you spare just 2 hours on Saturday for the kids that are less fortunate than our own children? You can bring your family too if you would like. If you can spare 2 hours please contact Local 743 President Mark Hebert at 860-752-9407 and let us know what time slot you can be available for. Please leave your name and phone number for confirmation.

Thank you for helping the less fortunate children of Springfield!

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**You’re Invited!!**

Local Lodge 743

*Member Appreciation Holiday Gathering*

At Your Union Hall

Wednesday December 15th

2:00pm until???

Due to Liability

BYOB