

The Union News

Local Lodge 743 Newsletter



January/February 2012

www.ll743.org

Volume 8 Issue 1

Message From The President



Tony Walter

Sisters and Brothers,
I am deeply honored and proud to serve as your new President, and I would like to thank everyone who took part in the process to elect our new Executive Board. I want to ac-

knowledge and thank our former Executive Board members for their support in the following positions: Paul Duff, *Trustee*, Steve Dumond, *Recording Secretary*, Mark Hebert, *President*, and Dave Strong, *Conductor/Sentinel*.

I pledge that during my term of office our union will continue to:

- Listen to you and act on your priorities.
- Give you a strong voice in your workplace, the media, and politically.
- Fight bad company proposals and attacks on your job and conditions.
- Invest in training for our excellent Reps.

Over the next few years, we will be faced with many challenges and uncertainties. Because of the company's bad decision to outsource our machining jobs, the operations transformation will continue to be a priority. So far the company has not followed the criteria defined in the VSO agreement for the selection process and we cannot allow this to continue. The next round of the VSO should be coming out in the second quarter of 2012 and we will continue the fight to place every affected member into a job. If you are one of the affected employees, please read the shop committee update written by Larry Brooks on page two of this issue.

We will continue to support the programs our activists and members have tirelessly worked on, like Health and Safety, Guide Dogs and the United Way, as well as our Women's and Human rights committees.

Our legislative committees in MA and CT will remain active with the upcoming Presidential election cycle, corporations agenda against unions, and the push for right to work (for less) legislation just to name a few. Our MNPL committee will be reaching out for support on these issues. For more information please read Karen Blanchard's article on page three. Organizing new members will always be a top priority at all levels of our union and our local must continue to lead the way.

Our Wednesday info shares will be structured training that will include education from the District and the International. We will also discuss information which affects the membership. We cannot afford to support these causes and fight these wars and have differences between us. The membership has chosen who they want to lead this union and it's time to support their decision. United we stand, divided we beg.

In the spirit of moving on, we have asked Vic, our communicator to come up with a plan for 2012 and beyond. We must get back to what works the best, and that's face to face communications. We are committed to communicating with you on all media's. You can expect more newsletters, fliers, and requests for outside email and text message information. With the 2013 contract negotiations right around the corner we will be preparing to ramp up other forms of social media like Facebook and Twitter.

Finally, I will end my first piece as your President by thanking you for all the support that you have given me over the years. I look forward to working with you and I know that I can count on it as we move ahead. May I also take this opportunity to wish you and all your loved ones the best for 2012.

In Solidarity,
Tony Walter



Visit us on the web:
LL743.ORG

AFL-CIO

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Wednesday Info-Share

2nd shift: 2:30 PM
1st shift: 3:45 PM
3rd shift is invited to either meeting.

Everyone Is Always Welcome!

Monthly Meetings

Our Next Monthly Meeting will be held on **March 11th** at the Union Hall **Bring a Friend!**



Shop Committee Update Submitted by: Larry Brooks, LL743 Shop Committee

Article 29 Hourly Posting Announcement Summary (HPAS) The Right Side Is The Union Side



Larry Brooks

Recently there have been numerous 2nd step union grievances regarding **JOBS**. Your shop stewards and shop committee constantly battle the company because of their blatant disregard to your qualifications and the HPAS process.

Last year, the company and the union negotiated a voluntary separation option (VSO) along with a modified HPAS for members in layoff impacted areas. The intent of this “one for one” agreement is save as many members as possible from layoff while allowing other to retire with dignity.

The company tactics used in the VSO/HPAS selection process have created many concerns by our members and the union leadership. In many cases the company simply **hand picks** who they want for the positions without even granting more senior members the common courtesy of an interview!!!

We are working hard to resolve these issues. The grievance procedure has provided many of our non-selected members who applied for Article 29 HPAS or the VSO modified HPAS an opportunity to be “heard” and to present their skills and abilities to management. Even though Article 29 limits our ability to Arbitrate HPAS jobs unless those selected were promoted, many of these grievances have been successful.

On many occasions, the company has stated that

there were many people in the impacted areas that qualify for available positions that **did not apply!** Every member in a layoff impacted area needs to **Apply, Apply, and Apply** for every job posted on HPAS and VSO modified HPAS! Don’t expect management to walk up and hand you an application. It’s up to you to check the HPAS postings on the boards located throughout the shop every week. The VSO “modified HPAS” has **no limits** on active applications, so **Apply, Apply, and Apply** for every available job! For regular HPAS job postings, you can have up to 12 active applications! So if you are looking to advance or see a job posting that interests you, **Apply!**



It is very important to treat the HPAS process just like you are applying for a new job. Remember to fill out the entire application and include a well written resume, all training records, and other skills. Before you hand it to

your supervisor, make copies for your records.

If you receive a non-selection response form back, you have five days to call out your shop steward. This is the only way to obtain the information and collect the data that the company used in their selection!!! Remember, you have a contractual right to grieve your non-selection on that HPAS job!

If you have any questions about your eligibility requirements or anything else about the HPAS process, talk to your Shop Steward or Shop Committee person in your area. We are here to help you in any way we can.

We are **“The Fighting Machinists”** and **HPAS Jobs Are: Jobs Worth Fighting For!**

Your Newly Elected LL 743 Executive Board



The swearing in of the Local Lodge 743 Executive Board during the January 8th Membership Meeting.

- President** - Tony Walter
- Vice President** - Dianna Koch
- Recording Secretary** - Karen Blanchard
- Secretary Treasurer** - Roger Nadeau
- Conductor / Sentinel** - Glen Garfield
- Shop Committee:**
 - Larry Brooks
 - Steve Dumond
 - Vic Ghidoni
 - Bob MacLean
 - Kieth Dehaney (TLD)
- Trustees:**
 - Steve Carr
 - Craig Conkey
 - Travis Williams





Citizens United?

Submitted by: Karen Blanchard, LL743 Recording Secretary



Karen Blanchard

In 2010 the United States Supreme Court made a decision which gave corporations the right to spend unlimited amounts of money on political campaigns. The decision allowed other organizations including unions to create "Super PACs" which are political action committees that are officially called "independent-expenditure only" committees. They are not permitted to directly coordinate with a candidate or political party but can use their donations to create media campaigns for or against any candidate. Traditional PACs as opposed to the new "Super PACs" are still held to certain limits and restrictions on donations to political candidates. The case was brought to the Supreme Court on behalf of a group called *Citizens United*. The name of this group led one to believe they were a voice for the people. In reality, this decision effectively allowed money to muffle the voice of workers in the political process and handed a megaphone to corporate "individuals" with unlimited corporate funds.

While money alone cannot sway our votes, it gives a huge advantage to candidates that support corporate interests over the interests of the average working American. Unlimited amounts of corporate money can be spent on broadcast, satellite or cable communication regarding any political candidacy.

The "Super PACs" created from corporate donations allow for an already uneven playing field to become even more problematic when trying to ensure worker's rights are protected.

To support candidates who promote fairness for workers, unions can only use money that is voluntarily donated to their traditional political action committees. It is unlawful to use dues money for political purposes. How can we make sure working American's voices are heard over the corporate noise? Workers can use the best weapon we possess, the voting booth. We can also contribute individually to candidates who support worker's rights. Another option is to donate to a union PAC. The Machinist Union has a traditional political action committee called The Machinist Union Non-Partisan Political League (MNPL). Our union watches political decisions in every state and donates our PAC money to candidates who best support fairness in the workplace regardless of which party they belong to. Our MNPL donates to candidates who support legislation which aims to halt the chipping away of worker benefits such as; pensions, overtime, wages and retirement. If you want to be a part of the political process to help uphold worker's rights, see your union rep to sign up for our MNPL check off.

For as little as \$2.10 cents per month you can be a sponsoring member of MNPL to keep your voice heard loud and clear in Washington D.C. and in every state legislature in the United States.

You can help make a difference!

Fill out a card today and give it to any union Rep



<p align="center">MACHINISTS NON-PARTISAN POLITICAL LEAGUE Political Action Wage Deduction Authorization Card</p> <p>I, _____ hereby (NAME OF EMPLOYEE) (CLOCK/SOC SEC. NO.) authorize and direct <u>HAMILTON SUNDSTRAND</u> to deduct monthly from my wages the (NAME OF EMPLOYER) sum of \$ _____ and forward this amount monthly to the Treasurer of the Machinists Non-Partisan Political League at 9000 Machinists Place, Upper Marlboro, Maryland 20772-2687.</p> <p>I have executed this wage deduction authorization voluntarily without any coercion, duress, or intimidation and none of the monies deducted are a part of my dues of membership fees to the local union. This authorization and the making of payments to MNPL are not conditions of membership in the Union or of employment with the Company and I understand that the money will be used by MNPL to make contributions and expenditures in connection with Federal Elections.</p> <p>_____ (EMPLOYEE SIGNATURE) (DATE)</p> <p>OPF11370AFL-CIO</p>	<p align="center"><u>FOR OUR IAM RECORDS</u></p> <p>NAME: _____</p> <p>CLOCK #: _____</p> <p>ADDRESS: _____</p> <p>_____</p> <p>TEL: _____</p> <p>MONTHLY CHECKOFF AMT.: _____</p> <p>SIGNED BY: _____</p>
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Local 743

ELECTED OFFICERS

Tony Walter	President / Shop Committee
Dianna Koch	Vice President
Karen Blanchard	Recording Secretary
Roger Nadeau	Secretary Treasurer
Steve Carr	Trustee
Craig Conkey	Trustee
Travis Williams	Trustee
Glen Garfield	Conductor/Sentinel
Larry Brooks	Shop Committee
Steve Dumond	Shop Committee
Vic Ghidoni	Shop Committee
Bob MacLean	Shop Committee

Newsletter Editor / Communicator
Vic Ghidoni

Webmaster / Videographer
Jeff Dynia

LOCAL LODGE 743
Concorde West Professional Center
2 Concorde 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.

Mike Morin

Cell: 413-977-3712
Office: 860-654-5674

Or Email:

Michael.morin@hs.utc.com

"We're always here to help"

EDUCATORS CORNER Submitted by: Renee MacLean, LL743 Educator & Shop Steward

Know Your Rights, CBA Letter 11 (FMLA)



Renee' MacLean

Many of our members struggle with knowing how to apply for FMLA. Even for those who are familiar with the process it can be confusing and frustrating. So here are some KEY POINTS to remember when considering to apply for FMLA: You need to be employed for a minimum of 1 year and have accumulated 1000 hours. FMLA can be taken in either blocks of time or on an intermittent basis.

FMLA can be taken for yourself or for care of an immediate family member (brothers and sisters or next of kin only qualify for covered military service member care). FMLA CAN be backdated from the request date. The Request form must be filled out and submitted at least 2 weeks prior for a planned or foreseen leave, this form is not applicable for emergency or unforeseen events. The WH380 form needs to be filled out completely by the treating physician and submitted to the FMLA office located on campus in the medical office. **DO NOT** make changes or write anything on the WH380 form in the sections to be filled out by the doctor, even with the best of intentions, this is against the law. The company has 5 working days to notify you and your supervisor of your FMLA acceptance, or if the form needs additional information by your treating physician. (This is what is called the Designation Notice) The company CAN request updates from your treating physician in 3 to 6 month intervals, a new WH380 form is not necessary for these updates; letterhead from the office is acceptable. Renewal applications are required in 12 months from the original FMLA start date. A fitness for duty certification will be required when indicated on the Designation Notice

You are **NOT REQUIRED** to amend your shift for intermittent leave. Overtime is paid for any time worked outside your regularly scheduled shift hours (Article 12). You CAN opt for paid leave (use of sick/personal or vacation time) in conjunction with FMLA (except for instances with short term disability) Absences caused by FMLA during part, but not in all, **DOES NOT** affect your perfect attendance eligibility (Article 13). You are **NOT REQUIRED** to apply for FMLA while out on short term disability. This is a personal choice; you may want to save your FMLA time for another qualifying event. Call in rules apply (and you must tell your supervisor if it is for FMLA at that time) In the event that intermittent leave is requested, the time on your WH380 form (Amount of Leave Needed) must coordinate with the time you request with the company. The UTC FMLA coordinator will contact you for any requests for intermittent leave and usually will suggest leave times. Don't let the company tell you or suggest what times you will be granted, **DON'T SELL YOURSELF SHORT**. Make sure you allow yourself ample time because you cannot exceed the time allotted on your application. If you feel that the time given by your doctor is not sufficient, then contact your treating physician's office and work something out with them to increase and amend that section of your application.

The Company's new FMLA coordinator still seems to be on a learning curve at the expense of some of our members, so if you have any questions in regards to FMLA contact LL743. All contact information and forms needed for applying for FMLA can be found on our website at ll743.org. Just "CLICK" on the "FORMS" button at the top of the home page.