

The Union News

Local Lodge 743 Newsletter



Local 743

November/December 2013

www.ll743.org

Volume 9 Issue 3

A Message From The President



Dianna Koch

Brothers and Sisters of L.L. 743

First of all, I want to say what an honor and a privilege it has already been, serving as President of your Local Lodge. I have been representing our mem-

bers since 1989. Whether it was arguing a case in a grievance as a shop steward or voting on your behalf as an executive board member. Serving our members is truly what I love to do and I can't imagine myself doing anything else.

Two years ago when I was sworn into office as your Vice President Tony Walter made a promise to me. He told me that he intended to involve me in everything that went on in the daily functions of our Local Lodge. He kept that promise and I am so glad that he did. From day one I sat on the committee at step 2 of the grievance procedure with your shop committee and Human Resources. Whenever Tony was away on union business or on vacation, he informed the company that the step 2 meetings would not be canceled just because he was away. He kept the process going by telling the company that I was to chair the meetings in his absence. I really feel that it was because of my involvement in so many functions from day one that I was able to easily transition into the role as your President.

One of my first assignments as President was to attend the Pratt & Whitney negotiations. We have always supported our brothers and sisters at P&W, as they do us when we are at our contract table. Being afforded that opportunity was incredible. Because

their issues are so similar to ours, it felt as if we were back at the table in May 2013 negotiating the Hamilton Sundstrand contract. LL 743 also represents a company called TLD USA. We have contract negotiations right around the corner and we are working to organize the few remaining non-members in the plant. It is essential to have as much bargaining power at the table as possible.

I am very proud to be a part of a local that is involved in so many things in our communities as well as providing representation to the members of our lodge. I am very fortunate to be surrounded by such hard working people. No one individual can ever take credit for the work of this lodge. It is because of the combined efforts of a lot of people working together towards a common goal that make us what we are today. Whether you are a representative of this local lodge or a rank and file member, I want to take this moment to thank each and every one of you for what you do year after year to support your local. It is our solidarity that makes us as strong as we are.

I want to wish each of you a safe and happy holiday season!

In solidarity,
Dianna Koch

Local Lodge 743 President



The New Contract Books are finally at print and will be distributed soon.

Thank you for your patience!

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 January 12th at the Union Hall Bring a Friend!



2013 Safety Update

Submitted by: Bruce Gove LL743 Chief Union Safety Representative



Bruce Gove

It has been an exciting and challenging year in safety. As you are aware the parking lot improvement project has been a stressful time for all Windsor Locks employee's. This is part of a long term 5-6 M capital funding re-design improvement project. In 2013 the construction costs

were 2.6 M. There is very good reasoning for this project. The deplorable condition of the lots have greatly contributed to our site recordable and lost work days. Our site's most severe injuries including several broken bones, have been from trips, slips, and falls in the parking lots. NOBODY should have to suffer an injury due to parking lot deterioration. The redesign includes new led lighting which will be installed sometime in January. The temporary lighting will stay in use until the permanent lighting is in place. If you recognize any hazards in the parking lot please utilize the RIDII program. This is our sites hazard reporting system, and everyone now has the link on their desktop.



As 2014 approaches I would like to remind everyone the UTAS safety shoe store will re-open Thursday January 2nd at 8:00. Please take a few minutes to pick up your free pair of personal anti-fatigue mats every 6 months. If you have not tried using the insoles, ask a co-worker what their opinion is of them. They work great for your feet on the stone hard floors. We have received many positive comments from our members who use them.

Job Hazard Analyst "JHA on the fly"

We recognize that the JHA on the fly process is a valuable tool to help our members avoid injuries when performing non-routine work. UTAS has decided to start asking employees to sign that they understand the JHA on the fly process and all the questions related to it on the WI643 form. This has NOT been negotiated with the UNION and we do not endorse this verification process. Why would the company insist that you sign that you understood the process UNLESS THEY INTEND

TO DISCIPLINE YOU, OR DENY YOUR WORKERS COMPENSATION CLAIM IF YOU GET INJURED?

I encourage everyone to keep safety first in everything you do, participate in the JHA process, but I highly recommend that you do not sign the WI643 form. If the company makes it a condition of your employment, you have the right to grieve.



Injured at Work

UTAS Wlox has a pattern of denying work related injury claims. No one, drives to work saying "I am going to get injured at work today" sometimes accidents do happen. If you're injured at work, you need to protect yourself by sticking to the facts of the injury period, not you're personal hobbies or anything else they will use against you to deny your workers compensation claim.

EXAMPLE:

A worker is friendly with a supervisor. They talk to their supervisor about a lot of things on a daily basis involving their personal life. The employee thinks it's just a good boss. Until he gets injured on the job then the supervisor tells medical that the employee takes karate lessons, works on classic cars, or enjoys target shooting. The company will now feel they have a justifiable reason to deny your workers compensation claim.

If you are injured at work you have to protect your rights. DO NOT tell medical or management any personal information.

It is important for you to know that, as an injured or ill employee, it is essential for you to understand your rights and responsibilities in the workers compensation system.

Here are three things you must do to protect your rights.

Report your injury immediately to your employer, "supervisor, medical, or emergency services" who must then provide you with proper medical attention. Do not delay in reporting workplace injuries. Many claimants are initially denied benefits because they did not report their injuries immediately.

File a proper written notice of claim—a 30C Form—as soon as possible! (Go to: 11743.org for more info)

This is YOUR RESPONSIBILITY! Mail the form by certified or registered mail (Return Receipt Requested)



Shop Committee Corner

Submitted by: Larry Brooks, LL743 Vice President & Shop Committee

Becoming a Shop Steward or Safety Representative for Local Lodge 743.



Larry Brooks

Becoming an active member for your local is a very rewarding, educational, and challenging experience in the field of labor relations at work and in the community. The union provides all reps educational opportunities at the William W. Winpisinger Education and Technology Center (W3) in Placid

Harbor, Maryland. Many classes offered are 3 credits towards a college degree at no cost to you.

Members Qualifications:

1. Must have been a member of local Lodge 743 for the past 12 consecutive months prior to nomination and on dues check off.
2. Must have at least (6) month's seniority under the collective bargaining agreement with the company
3. Shop Stewards and Safety Rep's shall be nominated

by a union member in the area designated in the call for nominations and elected by the members in the designated areas.

4. The Local shall require a member to attend 50% of the regular lodge meeting held during the 12-month period ending at the date of close nominations in order to qualify for nominations. Sunday meetings are every 2nd Sunday of each month unless otherwise posted.
5. No member shall act as a Shop Steward or Safety Rep until they complete the Orientation Program.
6. Beginning in February 2014 an elected Shop Steward & Safety Rep is a 3 year term. Nomination forms are located at the union hall during that period.

If a member is interested in becoming active or wants to volunteer please call the union hall at 860-292-8577 or contact President Dianna Koch at 860-670-7778 or Larry Brooks at 860-654-5952 in the shop.

We hope to see you at the next info share or Sunday membership meeting.

Partners for Life

Submitted by: Karen Blanchard, LL743 Recording Secretary



Karen Blanchard

We all take it for granted when we wake up in the morning and open our eyes; we will see the faces of our loved ones, look out the window and see the sun shining and the trees swaying in the breeze. We get up and start our day just like every day before it. Just imagine if the gift of

sight was suddenly taken away. With that loss went your sense of independence. Never again would you walk without fear. What a deeply personal and lonely journey it must be for the blind.

What if when one gift was taken, another appeared? What if that gift provided a life partner who restored that lost independence and filled the life of the blind person with unconditional love and affection? That gift is a guide dog.

It takes dedication, training, commitment, volunteerism and love to produce a guide dog that will provide a blind individual with the gift of independence. The Guide Dogs of America is an organization which was built out of the love and unselfish giving of regular working people and the companies that employ

them. It takes more than \$40,000 to create a partnership between a dog and a human that restores independence to the blind. The Guide Dogs of America receives no government funding. They rely solely on the generosity of donors. Since 1948, guide dogs have been provided at no cost to the recipients. The International Association of Machinists and Aerospace Workers helped to start this worthwhile charity organization.

At the 2013 Local Lodge 743/UTAS negotiations, your negotiating committee succeeded in adding a check-off card for Guide Dogs of America donations. Just a dollar a week or more will provide funding for the training of another life partnership which will change the life of a blind individual. In the Fall issue of the Guide Dogs of America newsletter, guide dog recipient Mary Reifowitz expressed her gratitude to all. Mary wrote, "I would like to say thank you to the donors, volunteers, sponsors and, of course, puppy raisers who made it possible for me to honestly have a normal and productive life. In a world that can be so dark at times, you made a light at the end of the path. Thank you." Mary really said it all in that statement. Please give to the Guide Dogs of America. GDA payroll authorization cards will be available in early 2014.



Local 743

ELECTED OFFICERS

Dianna Koch	President / Shop Committee
Larry Brooks	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
Keith Dehaney	Shop Committee (TLD)

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"

New Disability/FMLA Application Process

Submitted by: Renee MacLean Shop Steward



Renee' MacLean

Recently the company informed the Union that effective September 1st 2013 they will have outsourced the coordinator for FMLA and changed the Disability/FMLA application process. The United Technologies Short-Term Disability Policy and Family & Medical Leave Policy are now administered by Liberty Life Assurance Company of Boston, a member of the Liberty Mutual Group.

The Company also informed us that this information was conveyed to supervision on September 10th, but unfortunately these changes were not flowed down to the membership.

To apply for STD or FMLA, you may obtain the new Life Liberty Mutual Authorization/Release forms from your supervisor, medical, HR or at www.LL743.org.

First Time users should register with Life Liberty Mutual via www.mylibertyconnection.com or you can call 1-800-243-8135 (follow the prompts for Life and Disability) and speak with an Intake Specialist to report your claim/leave. Company Code is: UTC UNION

Liberty mutual is also asking for you to report your FMLA usage time, in one hour increments, on a monthly basis, for auditing purposes only. (Directions will be provided with your approval letter) But remember this does not supersede your requirement to report any leave to your supervisor. Call in rules apply. We, your Union, voiced our concerns with this request to the company, but we came to an impasse because we did not want supervision to be micromanaging employees FMLA usage. Remember that you should review and approve your Kronos timecard weekly to ensure that you were input for your FMLA time correctly by your supervisor. Any approved FMLA absences shall be coded with a suffix (EO) – Excused. Your FMLA absences shall not be counted against your overall attendance. Any incorrect entries shall be brought to the supervisors' attention immediately for correction.

We have, on numerous occasions, informed HR of the problems with Liberty's ability to handle the Hourly FMLA applications and how the process is cumbersome and not user-friendly. If you are one of those who need assistance getting logged into their system or need to talk to an intake specialist, do not hesitate to contact the Liberty help line.

I encourage everyone to create a logon and user ID with Liberty Mutual while you and your family members are healthy. There is nothing worse than trying to cope with an illness and being burdened with glitches in their system.

As always I will be available to assist you with the application of your FMLA and/or Disability claims. You can contact me, Renee MacLean, M –F 7AM – 3:30PM, at 860-654-6424 or Email me at renee.maclean@hs.utc.com

If you need further assistance, please contact your HR representative.

Life Liberty phone numbers:

Liberty Mutual Leave Services (information regarding your existing leave of absence)
1-888-685-1372 Office Hours: Monday –Friday 8AM - 8PM

Liberty Mutual Disability Claims (information regarding your existing disability claim)
1-800-985-3810 Office Hours: Monday – Friday 8AM - 5PM