

# The Union News

## Local Lodge 743 Newsletter



March / April 2009

www.ll743.org

Volume 5 Issue 2

### Hourly Furlough Options By: Mark Hebert



Mark Hebert  
LL 743 President

The company has forced all employees to take off five furlough days this year. **Monday, April 13** (after Good Friday); **Friday, May 22** (before Memorial Day); **Friday, September 4** (before Labor Day); **Monday, October 12** (Columbus Day); **Wednesday, November 25** (before Thanksgiving)

While all salary people are getting 1.9 percent pay deductions out of their paychecks each pay week, the bargaining unit members will get other pay options. Your union negotiated an agreement with the company that, if you so choose, you can take a vacation day on the furlough day and get paid for the day. (Pratt's employees are not eligible for this benefit.) If you elect to take the furlough day without pay, it will NOT affect your perfect attendance or be held against you in any way.

Your Union fought hard to get the company to apply for the Connecticut Work Share Program, which they did.

It takes 30 days for the Department of Labor to approve or deny the program. We suspect the date of notification will be sometime around April 16, 2009. If the program is approved, you will get retroactive unemployment compensation for April 13. To qualify for the CT Work Share program you cannot be paid more than 32 hours in a normal week. A normal week according to the state of CT is Sunday through Saturday. For example, if you work on Sunday OT, Monday through Thursday and the following Friday is a furlough day you would have been paid MORE than 32 pay hours in that week, thereby disqualifying yourself for benefits. The same holds true if you work Monday and Tuesday, Wednesday is a furlough day, are paid for Thanksgiving (Thursday and Friday) then work on Saturday OT. You cannot make more than 32 pay hours in a Sunday to Saturday workweek.

The CT Work Share Program benefit is approximately \$103.00 (excluding potential stimulus money). Company Human Resource representatives will be in control of the forms to apply for this benefit.

### AFL-CIO

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### Wednesday Info-Share

2nd shift: 2:00 PM  
1st shift: 3:45 PM  
3rd shift is invited to either meeting.

*Everyone Is Always Welcome!*

*The LL743.org website will be updated the minute we receive the Department of Labor's decision on the Work Share program.*

### Date set for local 743 annual picnic

Mark your calendars! On Sunday July 19th, the 2009 member appreciation picnic will take place once again at High Meadow in East Granby, CT. The picnic committee will be providing more details on this event soon. Make plans now to celebrate with your union brothers and sisters on this fun filled annual event spent with family and friends.



### Monthly Meetings

Our Next Monthly Meeting will be held on **April 19th** at the Union Hall **Bring a Friend!**



# Hourly Posting Announcement System (HPAS) By: Larry Brooks



Larry Brooks  
Shop Committee

Recently, a number of HPAS issues have been addressed at Shop Committee. Your Committee would like to share some helpful hints regarding Article 29 and the importance of tracking your HPAS application after you apply.

- Before you begin the application process, take a few minutes to read the HPAS guidelines listed in Article 29 of your contract (p.94-96).
- Always follow all the instructions and fill out the entire application. You are applying for a job; it helps to include a well prepared resume. Make copies of all paperwork for your records prior to submitting the application to your supervisor.
- All openings subject to the HPAS will be posted for a minimum of seven working days. After the 7<sup>th</sup> day of the posted job, the posting is closed to HPAS and the clock starts ticking.

- All eligible employees who have applied through the HPAS and were not selected will be notified by the Company of their non-selection on or about ten (10) working days following the acceptance date of the selected employee. The Union President will be notified of any employee selected.
- If you do not receive written notice from the hiring supervisor after the notification period, or if you haven't heard anything in a reasonable amount of time, it's up to you to take action.
- Tell your supervisor that you want to speak to a Shop Steward. The only way to track down all the information and get the facts you need to fight for your job is through the grievance process.

If you don't do anything about the outcome of the posted job you applied for, the company's decision stands. They may even decide to post the job you applied for externally on their website. As always, you have a right to grieve your non-selection. Remember,

HPAS jobs are ***Jobs Worth Fighting For!***

# Obama Signs Lilly Ledbetter Act

By: Vic Ghidoni LL743 Communicator

The first piece of legislation that President Barack Obama signed into law was pro-labor. Less than ten days after taking office Obama signed the Lilly Ledbetter Act. "This is a huge win for every working man and woman in this country," said Local 743 President Mark Hebert. "It indicates that pro-labor forces in Congress have the majorities they need to pass other bills that we support."

The new law reverses the effect of a Supreme Court ruling that upheld severe time limits on lawsuits alleging illegal pay discrimination.

Ledbetter had worked for Goodyear Tire & Rubber Co. for almost 20 years before she learned she hadn't been paid as much as male employees with similar jobs. She sued the company for the difference in back pay. Ledbetter won the case, but an appeals court ruled that she had to act within 120 days of each discriminatory paycheck in order to collect.

Ledbetter appealed the decision, objecting that she didn't know about the discrimination because the company kept it a secret. The Supreme Court voted 5-4 to reject her appeal.

The new law amends the federal statute of limitations to give workers like Ledbetter the ability to collect damages in such cases.

The House of Representatives passed the Lilly

Ledbetter Fair Pay Restoration Act last year, but Republicans used a political maneuver to prevent a vote in the Senate. This year, Democrats used their new, larger majority to overcome the maneuver. The Senate approved the bill with a 61-36 vote.

"The passage of this bill is a critical step forward in the ongoing equal pay for equal work battle in this country. We are optimistic that this labor victory is a prelude for the passage of the Employee Free Choice Act later this year," Hebert said. "The Employee Free Choice Act is a bill designed to restore workers freedom to join unions and bargain for a better life. While Corporate Front Groups collectively spend almost \$100 million spread-

ing misinformation about the Employee Free Choice Act, Local 743 and the fighting Machinists across the country will continue this David and Goliath battle on the streets and in the political arena."





# 2009 Legislative Agenda Set for Connecticut By: Bryan MacLean



*Bryan MacLean  
Legislative Committee*

Elected delegates from the Greater Hartford Labor Council and Local 743 President Mark Hebert recently attended the Connecticut AFL-CIO legislative conference in Hartford. The five key issues discussed were Organizing, Healthcare, Taxes, Jobs, and Budget. There were three panel discussions on Quality

Healthcare for all, Progressive Taxation that Supports Public Services and Freedom to Organize.

John Olsen, president of the Connecticut AFL-CIO, urged everyone to show their support for AT&T workers whose nation-wide contract is up on April 4, 2009. President Olson also asked to support the workers at the Hartford Hilton who are going through difficult negotiations. Lori Pelletier, Secretary Treasurer of the Connecticut AFL-CIO, gave an overview of labor-friendly legislation and where they stand on the legislative agenda. Speaker of the House, Christopher Donovan, talked about the economy of the state. Donovan assured the delegates, they are working hard to keep the state up and running during these difficult economic times.

President Pro Tempore, Donald Williams Jr., spoke on his recent trip to Washington, DC. He and other

state representatives met with President Barack Obama and Vice President Joe Biden to discuss the stimulus money and how it will benefit each state. He commented about how much time President Obama and Biden spent with the state reps, and added “Bush never gave us the time of day.”



*Visit: [LL743.org](http://LL743.org) for detailed information concerning our key 2009 legislative issues in Connecticut and Massachusetts*

# Solidarity between members By: Tony Walter

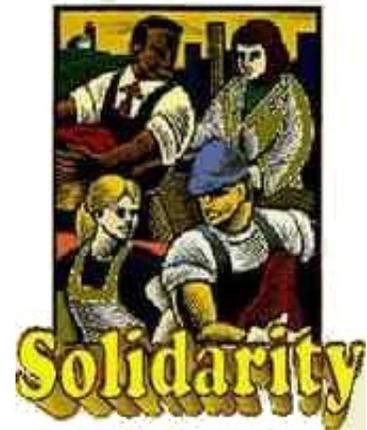


*Tony Walter  
LL 743 Vice President*

Webster’s dictionary defines **Solidarity** as, “Unity based on shared interests, objectives or standards.” My definition is, “Honesty to the membership.” Your elected and appointed Union officers, Shop Stewards and Safety Representatives take an oath to represent you, the membership, to the best of their ability.

We all take this oath very serious and will do whatever it takes to represent our sisters and brothers honestly, professionally, and aggressively. Most of us

have worked together for many years and are like family. We are the only organization where we refer to each other as Sisters and Brothers. It is true we face tough times but we cannot allow the company to pit us against each other. We must remain solid as a family, now more than ever, and as always “**an injury to one, is an injury to all.**”



## Help a friend organize today for a better tomorrow

Every Machinist is an organizer, and because we all realize the benefits of union membership we must work to organize the worksites of our family and friends.

If you know of a company that needs to be organized call the local lodge or email [tonyw743@sbcglobal.net](mailto:tonyw743@sbcglobal.net) and we will ensure the proper information is forwarded to the IAM District 26 Organizing Department.



## Local 743

### 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

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

Beeper 860-473-8500 (0306)

Office 860-654-5674

Or Email:

moriniameap@yahoo.com

*"We're always here to help"*

Visit us on the web:  
**LL743.ORG**

**Women's Labor History** By: Karen Blanchard LL743 Women's Committee

## The Bread and Roses Strike of 1912



*Karen Blanchard*

The textile industry was strong in Lawrence, Massachusetts back in the early 1900's. Many immigrant women and children found employment in the mills. The conditions under which they worked were so bad that many mill workers died before the age of 30.

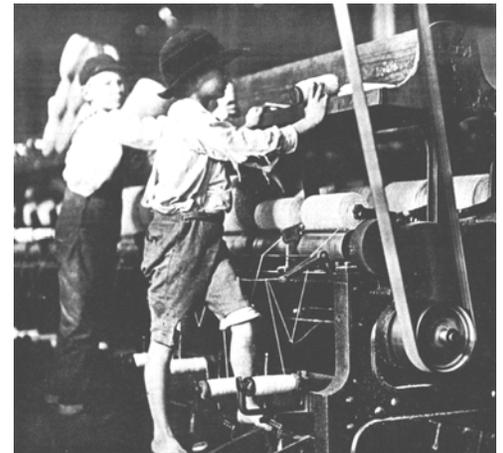
In a small win for workers, the Massachusetts legislature, in 1912, reduced working hours from 56 to 54 hours a week. In response to the cut in hours, the mill owners sped up the looms and cut the pay for the workers. The average wage was 12 cents an hour. This wage was barely enough to cover rent, food and necessities. In many cases, whole families had to work in the mills to survive. When the workers, mostly women, received their first pay with the reduced wages, more than 20,000 workers hit the streets in the bitter cold of winter where they were met by Militia, the police and strike breakers. Women and children were beaten and some even killed in the clashes for worker's rights.

The AFL at that time did not repre-



*Lawrence strikers parading on Essex street on the afternoon of February 15, 1912*

sent women workers or low wage, unskilled workers. The International Workers of the World (IWW) came to lead the strike. The IWW believed all workers should be unionized no matter what race or gender or social class. This strike was different than any before it. It was led mostly by and for women. An IWW organizer named Elizabeth Gurley Flynn was one of the main leaders. She was the first woman to help lead a major labor strike.



*Child workers at the Lawrence Massachusetts Mill*

The strikers showed their spirit through songs, parades, debates and shows. They picketed with signs, one of which said, "We want bread and roses too." This became a symbol of the strike in Lawrence. It was forever after named the Bread and Roses strike. It symbolized the workers need for not only decent wages, but a quality of life too. These workers were not just tools to get the job done. They were people with dignity and pride who deserved more than just to survive in exchange for their hard labor. The strikers were ultimately victorious, winning wage increases for the Lawrence mill workers.

### References

<http://www.h-net.org/reviews/showrev.php?id=14417>  
<http://www.lucyparsonspj.org>

*"The American labor movement has consistently demonstrated its devotion to the public interest. It is, and has been, good for all America. Those who would destroy or further limit the rights of organized labor--those who cripple collective bargaining or prevent organization of the unorganized--do a disservice to the cause of democracy." John F. Kennedy*