UTC Fuel Cells in Contract Negotiations

Negotiations between the IAM and UTC Fuel Cells, whose workers are members of IAM Local 1746 in East Hartford, CT., began on October 22.

“We’re not intending to go backwards,” declared IAM chief negotiator James Parent. The union’s goal is simple; to negotiate a contract that FC IAM members can accept, by addressing the key goals of job security and retirement security.

IAM Aerospace Coordinator Frank Santos, pointing to reports that UTC CEO George David has made $327 million in the last 10 years, stated that if UTC can pay the CEO so well, the company can well-afford to address our demands, especially on pensions.

After hearing company negotiator Ryan Jurkovic complain about steeply rising health cost and saying the Union “would see proposals on this”, IAM Rep. Bill Rudis challenged Fuel Cells and UTC management to join the IAM in lobbying for national health care rather than dumping more costs onto its workers.

Having completed two sessions with the company and having sat through a “state of the business” presentation by UTC Fuel Cells’ Ed Dlugolenski, who repeated time and time again the dilemma of “cost” as a major drawback in getting products to market, it’s clear that Fuel Cell workers and Hamilton Sundstrand workers whose contract ends in May, need to be prepared to fight to get a good contract.

The Greater Hartford Labor Council, AFL-CIO

After a long absence, local 743 has reestablished affiliation with The Greater Hartford Labor Council.

The GHLC is a gathering of many different Unions and labor organizations in the Hartford area, from aircraft engine manufacturers to TV and radio professionals to pizza dough makers. They all share a common goal, fighting for the rights of organized workers.

I was proud to be appointed a temporary delegate to the Council, representing Local Lodge 743. We will learn a great deal, offer support to those in need, and if needed, gather support from others.

It is extremely important that we become involved in our community of organized labor. Each group in this organization can not, and should not, fight alone for their deserved rights. We must fight together. United we stand divided we beg.

The Greater Hartford Labor Council is asking for your support and generosity this holiday season to help families in need. We are asking for either a monetary donation (checks should be made payable to the United Labor Agency) or a donation of an unwrapped toy. Donations should be dropped off at the union hall by December 10th.

We thank you for your support.
What is HPWO and Why is it Good For Everyone? (Letter 25)
By Mark Hebert

The Machinist Union’s High Performance Work Organization partnership is a process that will strengthen both the Union and the Company. Union and Company representatives use key components to guide the creation of their partnership. The understanding and fulfillment of these components will create a strong foundation. The partners can then achieve the goal of implementing a new work system that will save and create Windsor Locks jobs.

Both Union and Company must be committed to the partnership, to produce a real change in the workplace culture. In the past, management-driven change efforts usually did not have the full commitment from labor and generally were not successful.

In an HPWO partnership, the partners create a new work system together that draws on the insights and talents of all employees. Together, they define new roles for salary and hourly employees that benefit everyone. The Union and Company draft an agreement that is signed by individuals with the highest level of responsibility within the Company and Union.

The following nine components define what constitutes a full partnership in HPWO.
♦ Shared Decision-Making.
♦ Development of Continuous Learning and Skill Building.
♦ Continuous Integration of Leading Edge Technology.
♦ A Co-Determined Definition of Quality.
♦ Shared Technical and Financial Information.
♦ Ongoing Joint Determination of Cost.
♦ A Labor Union.
♦ Dedicated Individuals.
♦ A Jointly Developed Strategic Business Plan.

HPWO is designed to be a high involvement program and its success depends on buy-in from the Union and the Company. The Union benefits because HPWO has job security language attached, unlike ACE which ignores any workplace securities. The Company benefits through productivity improvements and efficiencies by strong work-force involvement.

The HPWO partnership is not a substitute for collective bargaining. However, the HPWO process changes the way work is done, how decisions are made, and provides a more secure workplace for both hourly and salary employees.

I believe that implementing HPWO is the best guarantee for job security and continued business growth for all employees at Hamilton Sundstrand, Windsor Locks. Let your area management know that you and your Union are ready and serious about a partnership in the business. HPWO will provide global competitiveness that will “Grow Windsor Locks” and provide a future for all of us, including our children. HSD should implement a program that does not ultimately lead to work-force reductions and/or plant relocations, and HPWO is it!
Recalled Sisters and Brothers as of 11/01/03

Ramon Almodovar
Myron R. Avery
Michael D. Balboni
Peter A. Baldiga
Mark S. Bay
Scott J. Buckler
Anthony Carter
Roland R. Chagnon
Mark R. Chapin
Joseph P. Chartier
David A. Clough
Wallace G. Colpitts
Mark E. Cote
Raymond E. Coughlin
Magella T. Couturier
Richard E. Crowley
James P. Cunningham
Mark A. Daigle
Gene E. Davis
James A. Degray
Alfred A. Desantis
Chris K. Devlin
Normand J. Dupuis II
Mark W. Gagnon
David O. Gilbert
Vauvelle Goffe
Daniel J. Grandfield
Perry J. Grant
Daniel R. Gzimalowski
Robert W. Hampson
Cheryl A. Hawksworth
Linda R. Hennessey
Robert C. Hill
James R. Hoffa
Raymond E. Holmes
Walter Justesen II
Paul A. Kluntz
Edward G. Lagasse
Gerald C. Lapointe
Beverly M. Lemire
Raymond A. Letendre
Timothy E. Locke
Larry J. Losa
Robert E. MacLean Jr
Bryan S. MacLean
David Malboeuf
John F. Maynard
William McCollum Jr.
Douglas J. Metivier
Kenneth M. Moreau
Roger A. Nadeau
Paul L. Nguyen
Jan W. Nowak
Harold A. Odom
Richard A. Pitkin
Nieves Pizarro
Karlene C. Quaglieroli
Jeffery A. Ramsdell
Joseph M. Rancourt
Danice L. Sargent
Peter N. Seguin
Andrew R. Selinger
Patricia P. Semanie
Carl J. Shaw
Robert A. Skoumal
Paul R. Slimm
Lisa J. Smith
Allen D. Sperry
Horace D. Starks
John L. Sullivan III
Edmund Szol
Steven J. Tencati
Michael P. Tocoinis
James C. Tolisano
Darren Tucker
Keith K. Underwood
Scot P. Vatteroni
Andrew C. Votta
Paul J. Walsh
Calvin D. Warner
David P. Wassung
Earl T. Wheeler
Bryan L. Whipple
Gerrard A. White
Daven M. Winiewski
Sonia E. Zelaya

Rehires
Ronald A. Borrego
Robert T. Chaput
Matthew Bassette

New Hires
Theodore S. Baricak
Alain Durafourt
Ronald H. Rainbow

“Welcome and Welcome Back”
From Your Union

 sekew

GROW WINDSOR LOCKS!

“My friends, it is solidarity of labor we want. We do not want to find fault with each other, but to solidify our forces and say to each other: We must be together; our masters are joined together and we must do the same thing.”—Mother Jones, 1902
Dear Fellow Members

For the first time in their history, Food Share, which provides basic staples for the less fortunate, as well as for striking union members, has had to ration the amount of food that they distribute to the less fortunate.

A collection box was placed at the Union Hall on Sept. 14th during the monthly membership meeting. If you can help in this collection effort please bring non-perishable food items to your Union Hall and your contributions will be donated to the local Food Share site. A heartfelt THANK YOU goes out to all of our members for making a difference in someone's life! Below is some recommended items you can donate.

Fruits & Vegetables
- Canned vegetables
- Canned fruits
- Canned juices
- Boxed potato dishes

Meat Group
- Canned Chili
- Canned Beef
- Chicken Stew
- Canned Tuna
- Canned Salmon
- Condensed or Chunky Soups

Grain, Pasta, Beans, Etc
- Oatmeal
- Baking mixes
- Corn meal
- Dry beans
- Pasta
- Rice
- Pancake & bread mixes

Special Holiday Items
- Canned cranberry sauce
- Dry dressing mix
- Gravy mix
- Brownie mix
- Pie filling
- Canned yams
- Jell-O
- Fruit cocktail
- Canned green beans

Food Share is located in Windsor Ct and is a United Way agency.
Food Share is also affiliated with the United Labor Agency.

Tom (the turkey) Skinner says:
“Happy Thanksgiving to our Members and their Families.”

Eat Healthy and Stay Safe this Holiday Season.
Enjoy your Negotiated Holiday,
Thursday, November 27 and Friday, November 28!