Local Lodge 743
2005 Solidarity Picnic

On Sunday August 7, 2005 the members of Local Lodge 743 and their families were invited to the 3rd annual LL743 Solidarity Picnic at High Meadow Resort in Granby CT. Attending the event were approximately 350 adults and 200 children with all day food and drink, organized sporting events, games, swimming, horseback riding, kids’ and members’ raffles, rock climbing, shuffle board and much more. Everyone had a great time, especially the kids, and many members expressed an interest in doing something similar next year.

As in past years, it is always a pleasure to see the happy faces of our members’ children when they are having fun at our union picnic. There is something about the face of a kid when they win a prize or a raffle item. With their eyes lit up with excitement and a smile from ear to ear, you can tell they love being the shining star for a brief moment. It is a time that they will remember forever and will share with their children for years to come.

Our Solidarity Picnic sends a strong message that family is important. Just like your union is a family — we are all brothers and sisters to each other. The sooner we teach our children about the advantages of unionism the more they begin to understand the value of being in a union.

Our Solidarity Picnic is a way to say thank you to our members. It is a small token of appreciation for the dedication and support you have given to your local lodge over the past year. Our thanks go out to our members for attending this event and for making your family a part of your Machinists Union.

Mark Hebert

(You can view more pictures on our website: http://ll743.goiam.org)
Hamilton is using cost cutting techniques across the Windsor Locks site. Most recently, in the past couple of years, the company has been replacing humans at the entrances with turn-styles and with badge readers. These badge readers are the small gray boxes at the shop entrances, the gym and other locations around the site. The light turns green and it beeps when you wand your badge to enter an area where a guard is not present. What the company is not telling you is that every time you wand your badge it’s being recorded. There have been several instances where the recording of employees badge numbers on these readers has been used in the discipline process. If supervision requests to talk to you about an investigation of time-punching or any other issue please request the presence of a shop steward even if you are not the one being investigated.

You have the right to representation under the Weingarten Act but,

You have to ask for a shop steward before the investigation begins.

**YOUR RIGHTS UNDER THE WEINGARTEN ACT**

In 1975, the U. S. Supreme Court ruled that the National Labor Relations Act gives employees the right to request union representation during investigatory interviews by management. These are called **Weingarten Rights**. An **investigatory interview** occurs when a supervisor questions an employee to obtain information which could be used as a basis for disciplining an employee. The employee must have a "reasonable belief" that discipline may result from what they say at the interview. When Weingarten applies, employers and employees must follow these rules:

1. **The employee must make a request for union representation** before the interview. Employers have no duty to inform workers of their rights. Workers who fail to request union representation can be questioned by management.

2. Once the employee makes the request, **the employer must choose one of the following** three options:
   
a. The employer may grant the request; the questioning is halted until a union representative arrives and a union representative has a chance to consult with the employee.
   
b. The employer may deny the request and end the interview.
   
c. The employer may give the employee the choice of continuing the interview without a representative or discontinuing the interview.

3. If the employer ignores a Weingarten request and continues asking questions, the employer is guilty of breaking the law.

4. If the employer refuses a request for union representation in an investigatory interview, the worker has the right to refuse to answer any further questions and cannot be disciplined for insubordination.

If any of these rights are denied, your Union may take the employer to court. Violation of Weingarten would also be presented as part of the argument in a disciplinary appeal, and the arbitrator would determine what weight to give the violation as part of her/his decision. **You Have the Right!**

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**Help a Friend Organize Today For A Better Tomorrow**

Contact us at: 860-292-8577 or email: Organizer743 @Hotmail.com

Everyone has the RIGHT TO A VOICE IN THEIR WORKPLACE.

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Every Machinist is an organizer, and because we 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 and we will ensure the proper information is forwarded to the IAM District 26 Organizing Department.

If capitalism is fair then unionism must be. If men have a right to capitalize their ideas and the resources of their country, then that implies the right of men to capitalize their labor.

Frank Lloyd Wright
Women’s Committee 1st Educational Grant Winner

The first annual LL743 Women’s Committee Educational Grant was won by Sarah Young. Sarah is the daughter of Robert Young, an IAM member for 35 years.

Ms. Young attended Marist College in Poughkeepsie, New York, attaining a B.A. in Psychology and a minor in Spanish. She is currently enrolled in the 5 year Master’s Program for Counseling/Community Psychology. She is planning to graduate in the spring of 2006.

Sarah is employed with a non-profit agency called Hudson River Housing, where she works as a Residential Counselor/Assistant case manager with homeless teenagers between the ages of 16 - 21. She is also committed to a 1 year program with Big Brothers/Big Sisters of America.

The LL743 Women’s Committee was proud to present our first educational grant to such an outstanding young woman. We would also like to thank all the applicants and encourage them to apply again next year.

Presenting the award to Sarah were LL743 Women’s Committee members Holly Salemi, Karen Blanchard, Pat Price and Kathy Miskin, while proud parents Robert and Ann look on.

A Four - Legged Miracle

On Sunday, August 7, I met a guest at the LL743 Family Picnic at High Meadow. This guest was a black Labrador Retriever named Kaddy. Kaddy is a guide dog in-training with Guide Dogs of America. Trainer Trina Began and Kaddy were here from California for the GDA Golf Tournament sponsored by LL743. They were invited to our picnic, along with GDA President Jay Bormann.

As Trina and Kaddy mingled through the crowd, it was both fun and training at the same time. Trina asked several people if they would like to get the feel of a guide dog as a blind person would experience it. I accepted her offer. Trina showed me how to use hand signals and voice commands to handle Kaddy. With eyes closed, off we went. My first reaction was fear. It seemed like we were walking so fast, when in reality we were going at a normal pace. Even though I knew Trina was right there with us, I felt very uneasy, knowing all the obstacles in our path. Kaddy carefully maneuvered me through the crowd, stopping at the top of a flight of stairs so I could feel the steps with my feet before proceeding. The trust that develops between dog and handler is truly amazing. When the walk was over, Kaddy was highly praised for a job well done! I sat and thought about what a miracle it is that humans and canines can be trained to be so committed to each other as partners, helping a blind individual lead an independent life and become a valuable community member.

It takes hundreds of puppy raisers, volunteers, donors and staff to keep these partnerships going. The next time someone asks you if you want to buy a Guide Dog pin or to support the GDA Golf Tournament fundraiser, think of it as your small piece of a miracle, a four-legged miracle.

Players at the 2005 Guide Dog of America Golf Tournament, held Aug. 6, had a beautiful day of golf. 40 foursomes enjoyed 18 holes of golf along with a delicious lunch and dinner. Mark Woike of LL1746 was the lucky golfer who won the chance for the 1 million dollar hole-in-one shot but he was just a little too far to the left. Over $31,000.00 was raised for this very special cause and once again I wish to thank all of you that helped and were involved, because without you, it wouldn't be possible.

Sincerely,

Paul Duff

(You can view pictures on our website: http://ll743.goiam.org)
Thank You Local Lodge 743

Just a small letter of appreciation for the care package that was sent to me. Me and my friends are really enjoying the many surprises in our package. It was received a couple of weeks ago. Sorry it took me so long to respond, but we have many duties and even more letters to respond to.

Things are going well here, and we are in a comfortable location. But the heat is high and the wind makes the heat feel like an oven. Other than that everything is okay. We are all in good spirits and taking each day, one day at a time. We are over half way through our deployment here, and that is a good thing.

Have a good day and thanks for the package and the well wishes

SPC Scott O. Beerbower
HSC 891st EN BN

My fellow soldiers and I want to say thank you so much for your letters and packages. I am truly sorry that I have not responded until now. Our platoon has been extremely busy. We are spread out on 8 different missions right now. Just know that every package, letter and email you send is greatly appreciated by each soldier. You are our strength

Thanks again
Yours in service,

Staff Sergeant Michael E. Carnes
michael.carnes@us.army.mil
michael.carnes@moore.scc.edu

We received your package a little while back and have gotten enough of a breather to respond. Things stay pretty busy here at times. I wanted to pass on how much we appreciate the support and generosity of Americans like yourself and Union Brothers and Sisters. We are truly blessed to have such a great nation behind us that continues to support their Marines and soldiers despite the length of the effort over here. Your package and letter was a tangible reminder of that support and I thank you very much.

We are definitely in the middle of summer here. It seems to get hotter every day and every time we think the sandstorms are finished another one roars through. It Definitely makes one appreciate the air conditioning in the huts in camp and there is never a need for hot water since the water is near boiling from sitting in the shower tanks.

The Marines pass on their best to you all and thank you again for your support.

Semper Fi

Capt. Justin Dyal
dyaljw@cssemnf-wiraq.usmc.mil

I wanted to write and thank you on behalf of the 18th Aviation Brigade for the package I just received. I kept some of the stuff (I loved the body spray!) and distributed the rest among our soldiers. We are all very appreciative of your thoughtfulness and support.

As you know, we are an aviation unit comprised of Chinook, Blackhawks, Apaches and a few smaller fixed wings, so it was nice to receive a package from an aircraft lodge!

As of today, we only have less than 5 months left until we get home (we’ve been here seven months) so we are all looking forward to getting back to the homeland.

Well, thanks again.
Mail is the biggest motivator over here so we can’t thank you enough.

Very Respectfully,

Sgt. Jennifer Hansen
HHC 18th AVN BDE
Camp Anaconda (USA)
APO AE 09391

Brother Roger Nadeau and some of the goodies donated by the good folks of Local Lodge 743. The good work continues, so drop off your gifts at the Hall or give them to your local union rep.

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