

COMPASS

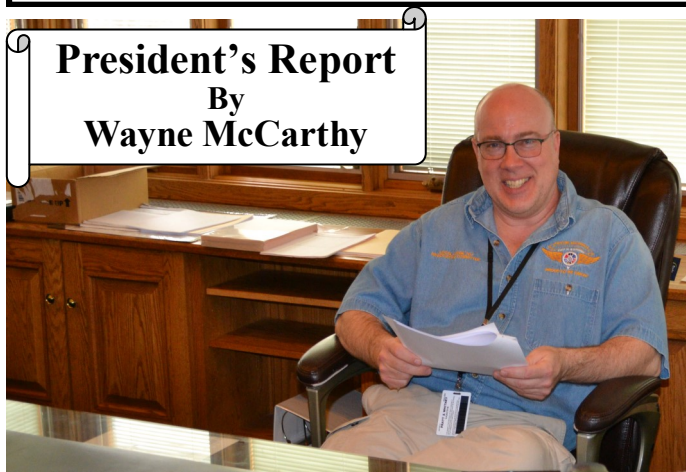
CANEL LODGE 700 • Middletown, CT • Telephone (860) 345-2098

June 2019

Volume XXIV No.3

President's Report

By
Wayne McCarthy



There are two words that seem to be lacking on the shop floor here in Middletown as of late: Communication and Respect. In recent weeks, your Union has been dealing with an onslaught of disciplinary issues at the 1st and 2nd steps of the Grievance Procedure. **When there are Communication breakdowns between our members and supervision, management has been utilizing the "indefinite suspension" method of corrective action in dealing with these issues.**

On many occasions, before a proper investigation can even be conducted; our members have already been walked out. The vast majority of these cases end up as being unpaid 3-day suspensions. Your stewards and shop-committee have been able to resolve most of these issues for our members in the grievance procedure. However, when someone is out of work for any amount of time, it causes a financial hardship and creates stress and anxiety. **My goal in addressing this issue in the Compass** is to ask supervision and management to show some restraint and to treat our members with **respect**. Quite often, these perceived problems can easily be resolved by engaging in a good conversation.

With that said, **if you find yourself in a situation where management is negatively questioning you about your work performance/behavior**

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or they are conducting an investigation, call for your Shop Steward. If supervision/management is giving you a direct order that seems unreasonable or compromises the quality of your work, do not escalate the situation; just simply ask for a shop steward so that your Union has a chance to document and resolve the issue for you.

As most of you know, CSMC is very busy. There is a lot of pressure to get the work out on time for our valued customers. However, the one thing that we cannot do is compromise the quality of the product because of schedule demands. With that said, **we have seen some work instructions that are inaccurate or leave some of the process open to interpretation.** If your work instructions do not allow you to machine your part correctly, bring the issue to the attention of supervision and engineering. The same goes for Assembly and Test. If you have instructions that are vague or inaccurate, you can use the red-light system to stop the job until the inaccuracy can be addressed. Those were the instructions that everyone was given by the highest level of management within the Engine Center.

If your direct supervisors have an issue with that, then politely remind them that you are following the orders of their bosses. At the same time, we don't want to abuse the red-light system. Use it only when it is appropriate. The Union also suggests that our members use the turnback process, in conjunction with informing management; whenever there are work instructions that need correction or improvement. By doing this, we will have a record of our concerns so that we are in a better position to ensure that these problems have been fixed.

At the end of the day, we must make sure that the parts that we machine and the engines that we assemble are produced to the highest quality standards. Our reputations and the safety of our customers can never be compromised.

In Memory Of
Our Departed Members -
Henry Bradley,
Bob Renzoni, Randall
"Rudy" Russell
&
Rocco "Rocky" Marone.

(203) 272-5358 | 43 Candee Road, Prospect, CT 06712



C.A.N.E.L Lodge 700
Annual Family Picnic
will be held at
Holiday Hill, Prospect,
CT

July 21, 2019

It will be a fun packed day with lots of food and activities.

The picnic hours will be from
10:00 A.M. to 5:00 P.M.

Ticket prices: AGE BREAKDOWN: 0-2
 NO CHARGE, 3-11 CHILDREN \$5, 12 &
 UP ADULTS \$10

Beer and Wine Bracelets will be available at the door.

Tickets Available at the [Union Hall](#) M-F
 8am-4pm

Holiday Hill Address [43 Candee Road Prospect, CT 06712](#)

Join US
For The Monthly Meeting



At The Union Hall

Next Meeting
August 11, 2019
At 10:00 A.M.

C.A.N.E.L. Lodge 700
 Website www.iam700.org

Officers

President.....Wayne McCarthy
 Vice President..... Ron Frost
 Recording Secretary.....Chris Goodale
 Secretary Treasurer.....Doug Campbell
 Conductor/Sentinel.....Frank Checko
 Trustee.....Mark Nati
 Trustee.....Paul Dickes
 Trustee.....Mark Harrison

Contributing Editors of COMPASS

Wayne McCarthy
 Chris Goodale
 Cindy Cook

Shop Committee

Chairman Wayne McCarthy
 1st Shift Mark Harrison, Frank Checko
 2nd Shift Joseph Arabas, Mike Frei
 3rd Shift Robert Deegan

IAM Union Legislative Conference

By Heather J.Merrick - Legislative Committee

Machinist Union members from across the country were delegates to the legislative conference in Washington D.C. We hit the historic and vibrant streets of D.C. in early May, to connect with our current representatives and to hear their positions on our issues. Some of these included: putting the export-import bank back to work for workers, single payer healthcare, federal contract worker back pay, opposition to federal freeze, support the federal adjustment of income rates, multiemployer pension loan program, NAFTA fix, Amtrak workers, defense spending, repeal of Cadillac tax, right to organize, and opposing right to work. All our key issues to the working class.

We also heard from many potential presidential candidates. There will be a change in the non-partisan political league. We want your voice to be heard loud and clear.

Go to: iam2020.org.

You'll need your book # fill out the form to register. Stay tuned for emails updates on how to make your voice heard. Power to the people. Where it should be.

In solidarity, Heather J.Merrick - Legislative Committee



Joe Courtney meeting with IAM members at the IAM Legislative Conference

Building Pathways - CT

By Shirley Dickes- Retired CANEL 700 Member

Building Pathways - CT is an Apprenticeship Readiness program designed to promote disadvantaged and low-skilled area residents into the Building Trades. Building Pathways Connecticut offers the only certified pre-apprenticeship program in the state, and its certification is accepted and supported by all of the Connecticut building trades. Candidates are carefully screened for interest in (and appropriateness for) a construction career and then are provided with a seven-week union-led training program that encompasses the multiple skill sets required of increasingly technical building and construction crafts.

The program also introduces participants to the realities and expectations of multiple trades, so each participant can choose a path that meshes with her interests and abilities. The concept is that a program designed and led by experienced union leaders and apprenticeship instructors is optimally-suited for preparing enrollees for successful entry into and completion of a multi-year registered apprenticeship in their chosen craft.

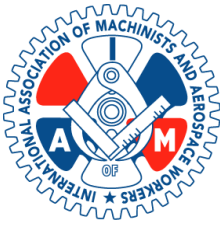
BUILDING



PATHWAYS CONNECTICUT

Link to website: <http://ctula.org/index.php/building-pathways-ct/>

Facebook: <https://www.facebook.com/Building-Pathways-CT-351433841880041>



C.A.N.E.L. LODGE 700

MONTHLY EH&S REPORT

**You can
make the
difference**

**Mourn for the
Dead
Fight For
the Living**

June Report

82 Saybrook Road Higganum, CT. 06441

APRIL 28th - WORKERS MEMORIAL DAY

In 1989, April 28th was designated Workers Memorial Day to direct attention to workers who have been killed or injured on the job. This day was chosen because it is the anniversary of the Occupational Safety and Health Act (OSHA). The first Workers Memorial Day was observed in Canada also on April 28th. Today, labor unions, employers, community groups and others around the world now mark April 28th as an International Day of Mourning.

The goal of Workers Memorial Day is to remember those who have suffered and died on the job. As we remember those who have died in workplace catastrophes, suffered diseases due to exposure to toxic substances or been injured because of dangerous conditions, it is also an opportunity to reflect on the need to revitalize our commitment to improving health and safety in the workplace.

For this reason, the day has special significance to those who are dedicated to addressing occupational health and safety issues. Despite the difficulties and challenges we face in realizing the goal of reducing and eliminating workplace hazards, we must remain ever vigilant. Since the passage of OSHA, the number of worker deaths per year has been reduced from approximately 14,000 in 1970 to 5,147 death in 2017 down slightly from 2016 at 5,190 deaths. One death is to many!

That is why workers, employers, unions, community leaders, city council, state legislative representatives and others commemorate and publicize this important day. OSHA's past efforts have demonstrated that worker safety and health is directly linked to the existence and effectiveness of a safety and health program in the workplace.

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As of March 2019 Pratt Middletown had 13 trips to Medical (TTM), 4 Recordable injuries, and 2 lost time. No fatalities! Do we have risks that can cause someone to die? The answer is yes we do. The safety programs have recognized these hazards. Pratt has taken the proper steps to eliminate or guard against them. Fall protection, LO-TO, confined space entry, and P.P.E are programs to protect the worker from injury, illness or death. So please follow safety rules don't become a statistic. Keep The RIDIIs coming!! The risk you recognize/eliminate could save a life. You just never know.

On April 26 2019, the unions of the AFL-CIO observed Workers Memorial Day remembering those who have suffered and died on the job and renewed the fight for safe jobs.



CANEL 700 Member Paul Dickes, former chair of the Connecticut AFL-CIO Health & Safety Committee, receives our health & safety award for a lifetime of work to further advance work safety in the state. (Picture : [Connecticut AFL-CIO Facebook page](#))

**Respectively submitted Chief Union
Safety Representative Rob Badin**