

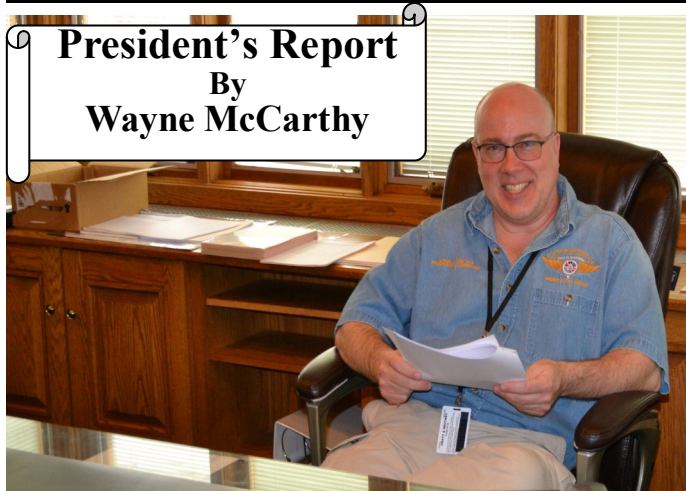
COMPASS

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

October 2019

Volume MMXIX No.5

President's Report By Wayne McCarthy



On May 1st, 2022; our current collective bargaining agreement with Pratt and Whitney expires. Now, you may think that 31 months is a long way away, but it is never too early to start planning.

As of September 2019, **Local Lodge 700** has 430 members who have never experienced contract negotiations as a Pratt and Whitney employee. On the flip side, we currently have 1030 members who have been part of at least one round of negotiations, and many have been around for multiple contract battles with the company as members of the Machinist Union.

During most contract negotiations, the company goes after an item that is critically important to our members. In the past, they have gone after our job security language (Examples: Letter 22 & Letter 20 in the contract). At other times they have negotiated to pass on higher health care costs directly to our members. During our 2016 contract negotiations, the company went after a new target. They decided to attack defined pension benefits of future employees. In the end, the contract was ratified and new hires going forward were placed into a cash balance plan with weekly company contributions going into their 401K. As a Union, we need to ensure that all our members can retire with dignity. **Our current contract with the company expires on May 1st, 2022.**

We have a significant number of current members who will likely retire before the next contract is negotiated. As those members retire with their defined pension, new hires will be needed and brought in under the cash balance plan. **Your Union must and will be united on this issue.** As the months draw closer to negotiations, we will be seeking input from all our members as it relates to retirement security and other negotiating priorities. **The key to our success will be in developing an approach that will allow us to reach our goals on many topics of bargaining including pensions and retirement security.**

In the past, we have been successful in guarding our job security language through court rulings. But, at the bargaining table, the results have been mixed. Over time, our Letter 22 language will become weaker since it does not automatically cover work that was placed in Pratt's Connecticut facilities after December 3rd, 2007. Letter 22 states: *"The Company agrees during the life of this Agreement that it will continue to employ bargaining unit members at its facilities in East Hartford and Middletown"*. Further, the letter says: *"the Company will make every reasonable effort to preserve the work presently and normally manufactured by employees covered by Article 2 of this agreement"*. The strength of this language has been proven as a result of 4 successful court decisions.

Recently, this Letter; along with Letter 20 of the CBA has been invoked by the Union to address a problem in Building 410 with Test cell 2 being down for unplanned repairs. The company informed the Union that test Cell 2 would be offline from October 6th to the 13th. As a result, the company has anticipated the need to send 2 or 3 US Military F135 engines to its West Palm Beach facility for testing. Letter 20 allows the company to swap a US military F135 to Florida, but in return, Middletown must receive a non-US military F135 Engine from West Palm in exchange.

Continued on page 2

In Memory Of Our Departed Members

*Sue Neal &
Alonzo Cambridge*

Continued from page 1 President's Report

As a result of the Letter 20 language and through conversations with PDC management, we have an agreement that will result in Middletown receiving these replacement engines and for our members to assemble and Test those engines. In 2022, we must make it a priority to strengthen this language by proposing the placement of additional NEO and JSF work into the protections of Letter 22. This will ensure that the work associated with our newest Engine Programs will benefit our members for decades to come.

Guide Dogs Poker Run 2019

By Heather J. Merrick - Community Services

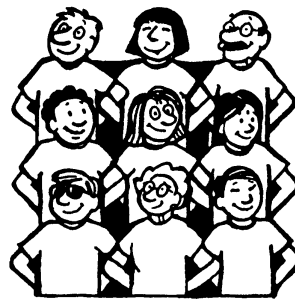
What a great day. This day I started smiling and ended with tears of joy. The Guide Dogs of America was started many years ago by a machinist union member, who was losing his sight and was turned down from other organizations for a dog, due to his age. It has been supported by the IAM and LOCAL 700 ever since. It takes over \$40,000 to train a single dog and handler. But it returns freedom and life to the visually impaired.

I met Theresa and Asia at this event. Asia is sponsored by local 743, our sister Local in Windsor Locks which represents the COLLINS AEROSPACE Machinist Members! Theresa told her story and it touched us all. Not a dry eye in the place. And then she sang.

The run was successful although they got a bit wet.

Continued on page 3

Join US For The Monthly Meeting



At The Union Hall

Next Meeting
November 10,
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.....Paul Dickes
Trustee.....Mark Harrison
Trustee.....Mark Nati

Contributing Editors of COMPASS

Paul Dickes
Mark Harrison
Heather Merrick
Carl Peterson
Mike Shermer

Shop Committee

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

Continued from page 2 - Guide Dogs

Between the run and the raffles, a total of \$12,000 was raised that day. Thank you sincerely to all of you who contributed, and thanks to Local 743 for continuing to host this great event. Thanks everyone. And keep up the great work!!!! Together we really can change lives!



It's a fact, Machinists union members live better

By Tony Walter - District 26 Business Representative

Your District 26 organizing committee is looking for workers who need a union in their workplace. It can be any worker doing any type of job. The Machinists union represents all kinds of workers including healthcare, auto mechanics, maintenance workers, truck mechanics. Machinists members build some of the most advanced military and commercial products in the world.

People want to work in IAM union represented shops like Pratt & Whitney, Electric Boat, Stanley Black and Decker, and UTAS now Collins Aerospace. Supply chain shops continue to complain about workers leaving their current jobs to work in these IAM shops because of the pay and benefits.

Under an IAM contract we can negotiate for **job security, better wages, health & safety, and respect on the job.**

If you're a new hire and the place you used to work needs a union, we can help.

If a family member, friend or coworker is unhappy with their job or has a good job and want to make it better, we can help.

It's as simple as taking the first step of getting the person contact information to an IAM district 26 representative or local lodge organizing chairperson. If you provide contact information which leads to an election at their place of work, we will give you \$125.00. If we win the union election, we will give you another \$125.00. If you have a person who is interested in sitting with us, you can contact me at:

Tony Walter

Organizer/Business Representative

Text or call at 860-752-9480

Email tonyw743@sbcglobal.net

If you or anyone else has any questions about the IAM, and want a description of our union at work, or about the process of organizing, download a free QR reader app on your smart phone or tablet and scan the logo below, or copy and paste the link to your web browser.

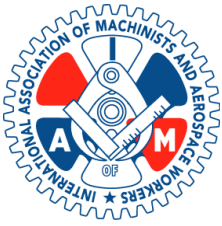


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www.iamunionstrong.org





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

MONTHLY EH&S REPORT

**You can
make the
difference**

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

October Report

82 Saybrook Road Higganum, CT. 06441

Many recent questions about what is Workers Comp and how does it work has lead me to write a series of article. The first is:

About Workers' Compensation Part 1

The Connecticut Workers' Compensation System . . .

- **Covers almost all employees**, including minors, non-citizens, and part-time employees, regardless of occupation, business size, duration of employment, or number of hours worked per day (*except for those working around a private home for not more than twenty-six hours per week*).
- **Is a no-fault system of insurance** in which private insurers or self-insured employers pay benefits to an injured employee, even if the accident was the employee's fault or the employee was born with a medical condition which predisposed him or her to the injury or increased its severity.
- **Is designed to help workers injured on the job or with an occupational disease** by providing all necessary medical treatment; weekly benefits while disabled; vocational rehabilitation, if necessary; and additional benefits for scarring, disfigurement, and permanent physical impairment.
- **Gives coverage that cannot be signed away**, except (a) by officers of a corporation or partners operating partnerships who request in writing to be excluded from coverage or (b) as the result of a stipulated settlement of an individual claim that is approved by a Commissioner.
- **Denies compensation for injuries resulting from substance or alcohol abuse.**
- **Establishes a system of Commissioners** who hold hearings to resolve disputes in workers' compensation cases.
- **Provides free self-help informational materials:** publications, this website, and information via a toll-free WATS telephone line.

[NOTE: Employees injured or ill due to a work-related accident or to working conditions are **ONLY** eligible for benefits under the Workers' Compensation Act and are prohibited from suing their employers for benefits, unless they can prove that their employers intended to cause them injury. *(However, employees and/or employers may sue a third party, if they believe that another party or a product was responsible for an employee's injury or illness.)*]

*Respectively submitted Chief Union
Safety Representative Robert Badin*