



President's Report

By
Wayne McCarthy



May 1st, 2022! That is the day that our current Collective Bargaining Agreement (CBA) expires. In less than one year, we will have a very important decision to make. **We will decide if the company's last best and final offer is fair and acceptable or if we need to reject their final offer in order to reach an agreement that is equitable to our members.**

For many of our members, this will be their first exposure to contract negotiations between the company and the Union. Our current CBA was ratified on December 5th, 2016. Local Lodge 700 today has 1340 members. **444 or 34% of our members were hired after the last contract was agreed to.** With that, I would like to cover the steps in our negotiating process for those who haven't experienced it before.

Our contract covers Pratt and Whitney Bargaining Unit employees working in Middletown and in East Hartford. East Hartford has approximately 1500 members who are represented by Local Lodge 1746. In June, both Local Lodges are going to be holding nominations for their negotiating committees during the monthly membership meetings. If necessary, an election will be held on July 23rd, from 6:00 AM to 8:00 PM. More information will be distributed as the date grows closer. Each Local Lodge elects 5 members to their negotiating committees. Also, each Local Lodge's President attends negotiations as the Chairperson for their elected committee.

After the two local lodges elect their negotiating committees, we go to work on designing a survey that is distributed to all our members. **The purpose of the survey is to determine what your bargaining priorities are. The results of the survey will be used by the committee to make sure that we are addressing your most important concerns.** We will ask that people rate the importance of different contract issues/proposals. The survey also gauges what issues our members are most passionate about. For example: You will be asked, "How important is it for the Union to negotiate defined Pension Benefits for all of our members"? My hunch is that this question will score very high on the priority list. Members will also be asked if they are willing to strike in order to achieve a specific goal.

When the survey results are collected and tabulated, the Committees will then meet as a team under the direction of our DBR (Directing Business Representative) Mike Stone to begin drafting contract proposals. **Mike is a former President of Local Lodge 1746 and was a long time Business Representative for the Machinist Union before being elected as our DBR.** Mike is also the chief negotiator for all other IAMAW contract negotiations under District 26 in Connecticut and Rhode Island.

While the committees continue to meet through the winter and into early 2022, our proposals will take form. Each local lodge will then hold a Proposal Meeting. **It is during these meetings that all our proposals are presented to the members in attendance. The members decide if a proposal should move forward. The meeting is also an opportunity for our members to make their own proposals for discussion and to be voted on.** This is democracy in action! There are clauses in our current contract that have come from our members who have attended these meetings in the past. Again, as we approach the date for this meeting; it will be communicated out to the membership as to where and when the meeting will take place.

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After all of this, it is now time to meet with the company to negotiate a new CBA. The company will have their Operations Managers, Labor Relations team and representatives from RTX. They will give us updates on the current state of the business and what can be expected in the coming few years. At some point, they will claim to be broke and times are tough. **I have never seen the company come to the table to inform us that they have more money than they know what to do with.** That is why we have representatives on our side who are economists from the International Union's Department of Strategic Resources. They can cut through the BS and provide us with costing analysis for our proposals and on the company's proposals. IAM Strategic Resources are a great asset to have on our team.

During the negotiating process, we will keep everyone informed on what is happening at the table through flyers and through our [website](#) and [Facebook page](#). **Now would be a good time for you to start following us @ IAM700.** Behind the scenes, we will have our Strike Preparation team putting together plans in case we are unable to reach an agreement with the company. As time draws closer, we will be looking for volunteers to help to support the Strike Committee.

This brings us back to May 1st, 2022! On that day, we will all be gathering at the Oakdale Theater in Wallingford to go over the Company's last best and final offer. The contract changes will be read and then the final decision will be left in our hands. Under the IAM constitution, there are two votes. First, there is a vote on whether to accept or reject the contract. **If 50% of those in attendance plus 1 vote to accept, then we have a contract. If the contract is rejected, then we count the 2nd part of the vote. This is the strike vote. If the contract is rejected and 2/3's of those in attendance vote to strike, then we are officially on Strike with picket lines going up on the evening of May 1st.** If the contract is rejected but we do not have a 2/3's strike vote, then the contract is accepted by default.

I know this is a lot to take in all at once for those of you who are new to the negotiating process. That is why the executive board of local 700 encourages everyone to try and attend our monthly meetings so that we can address any questions or concerns that you may have.

Join US

For The Monthly Meeting

Next Meeting
May 16, 2021 At 10:00
A.M.

In Memory Of

Our Departed Members & Retirees

Robert Berry Jr., Kevin Dinda, Carl Widell



Tentative date for our Union Picnic is set for Sunday August 8, 2021 at Holiday Hill in Prospect, CT. More details to follow soon.

Is Your Job Safe?

by Mike Stone - District 26 Business Representative

The simple answer is "NO!" Next year at this time we will be fully engaged in contract negotiations and while no one can predict what managements agenda will be, history has shown at times management uses negative agendas against a particular group of workers to achieve a goal that aligns with their overall agenda. The last time this occurred was after the announcement that Pratt & Whitney lost a court battle to close an overhaul plant in Cheshire and promised to absorb the workers in Middletown. The workers were indeed spared layoff but the job security language took a severe hit during the next round of negotiations when management inserted the December 3, 2007 date into Letter 22 eliminating job security protections for work associated with engine models that went into production after that date.

While the union prevailed in court to protect the Cheshire plant and the work, when the contract protecting the work expired and a successor agreement was bargained between the parties the December 3 date was inserted into the last best and final offer and ratified by the membership. Inserting this date took the best job security language in aerospace and significantly watered it down. What does the landscape look like today with that change? NEO work and JSF work is not protected and as older models that are protected exit production there is less and less work that the company has to preserve in Connecticut.

Let's fast forward to current times and last October's announcement that Pratt & Whitney will build a 1-million square foot facility in North Carolina to produce turbine airfoils. This is work that is currently manufactured in East Hartford and employs approximately half of the membership in the plant. Management explained to union leadership that they expect the new plant will not affect our membership and that previously management decided to sit out an entire cycle on narrow body aircraft. They do not intend to sit out another cycle so there is a need for both facilities. All it takes is one person with a higher position to make a decision to expand North Carolina or build a plant elsewhere and not only would the turbine airfoil work be in jeopardy but any job could disappear.

So where does that leave the membership as we are one year away from this contract's expiration? Bargaining a labor agreement is a give and take process. Your bargaining committee is committed to negotiating an agreement that protects all jobs and provides a fair compensation package and working conditions for all of our members. It is incumbent on all members to take some simple steps in the year leading up to the contract. Each member should begin thinking about and implementing a plan to get ahead on expenses. While this is often easier said than done you should sit down with your spouse or partner if you have one and talk about how you can put yourself several months ahead on your expenses in the next year. Maybe it is creating an account or a rainy-day fund. Maybe it is getting a few months ahead on rent, mortgage, and utilities. Each member needs to look at their individual situation and how they make their goal work. Maybe it is as simple as saving all overtime for the next year but however you decide to prepare, **START NOW!!!**

While it is always the goal of the union to negotiate a contract not a strike, ask yourself are the jobs in East Hartford and Middletown worth

fighting for if the company continues their attack on the Connecticut workforce? Pratt & Whitney's history of attacks over the last 28-years is clear and for those of you who are new to the workforce we are listing those attacks which eliminated thousands of good paying jobs. United the workforce can negotiate an agreement all workers can be proud of but a injury to one group is an injury to all workers. Preparation is everyone responsibility.

Pratt & Whitney's attack on Connecticut workers:

1993 – Pratt & Whitney closes (2) two plants in Southington CT

1997 – Pratt & Whitney closes Rocky Hill Plant

1999 – Pratt & Whitney closes TALON plant also located in Rocky Hill

2002 – Pratt & Whitney closes North Haven Plant

2011– Pratt & Whitney closes Cheshire Plant

History of Memorial Day

By Jessica Reynolds - **P&W- 4- Vets** Honor & Recognition Chair

Memorial Day is an American holiday, observed on the last Monday of May, honoring the men and women who died while serving in the U.S. military. This year it will occur on Monday, May 31.

It is unclear where exactly this tradition originated; numerous different communities may have independently initiated the memorial gatherings. And some records show that one of the earliest Memorial Day commemoration was organized by a group of freed slaves in Charleston, South Carolina less than a month after the Confederacy surrendered in 1865. The Civil War, which ended in the spring of 1865, claimed more lives than any conflict in U.S. history and required the establishment of the country's first national cemeteries. In 1966 the federal government declared Waterloo, NY, the official birthplace of Memorial Day.

Did you know? Each year on Memorial Day a national moment of remembrance takes place at 3:00 p.m. local time.

Originally known as Decoration Day, it originated in the years following the Civil War and became an official federal holiday in 1971. The date of Decoration Day, as General John A. Logan called it in 1868, was chosen because it wasn't the anniversary of any particular battle.

Many Americans observe Memorial Day by visiting cemeteries or memorials, holding family

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gatherings and participating in parades. Cities and towns across the United States host Memorial Day parades each year, often incorporating military personnel and members of veterans' organizations. Some people wear a red poppy in remembrance of those fallen in war. Unofficially, it marks the beginning of the summer season.

Memorial Day originally honored only those lost while fighting in the Civil War. But during World War I the United States found itself embroiled in another major conflict, and the holiday evolved to commemorate American military personnel who died in all wars.

This year at Pratt and Whitney we are participating in a few of those events to remember those who have given their lives. In East Harford Pratt is recording an event of laying a wreath on the gravesite of Sgt. Heman Baker at the P&W Campus. I will be the Military person laying the wreath. The video will be on My Site to view just prior to the Memorial Day weekend.

Another event that the Middletown P&W for Vets is participating in is the cleanup at the cemetery at the entrance of Middletown Campus. Before the pandemic the group and volunteers cleaned up and planted flowers at the cemetery. Then a few days prior we had a ceremony. This year only the group will be doing this. We hope next year volunteers will come back to help.

When the pandemic is no longer restricting us, we would like to continue our efforts to help strengthen our community. We are striving to build a strong network of all Pratt & Whitney employees through events such as BBQ's, lunch and learns, and ice cream socials with the veterans. Maybe even place flags and wreaths at the veterans' graves.

In the upcoming weeks/days please remember those who gave the ultimate sacrifice, whether that is going to a parade, wearing a red poppy, or grilling out with family.

COPING WITH THE PRESSURES OF NEGOTIATIONS

By Paul Dickes

Negotiating a contract for our members is one of the most important reasons for having a Union. The contract sets the stage for a given period of time (normally 3 years) and dictates all wages, benefits and working conditions. The contract has a major impact on each of us. Our new contract will determine how much money we will have to support our families, our ability to keep up with the ever rising cost of living (the cost of gasoline, the cost of groceries, your utility bills), what medical options we have, life insurance, the out of pocket costs for those benefits, how we will be able to plan for retirement, and how the company deals with us.

Having a good Negotiating Committee is an important step in this process but the single most important factor in the negotiations process is you -- the membership. This cannot be stressed enough. Our strength as workers is in our unity. The greater the number of bargaining unit

employees in the Union the greater our ability to negotiate the best possible contract. The more workers who are active and involved in the Union and the negotiating process, the better our chances for the contract every one of you deserves.

We shouldn't kid ourselves long before negotiations begin the company has a good idea of our strengths and our weaknesses. They know our membership strength and because they listen to what we are saying on the floor, they have a pretty good idea of what we are thinking. They know this not necessarily because we tell them (some members do tell their supervisors) but because we air our dirty laundry (our likes and dislikes) in front of them. ***As an hourly employee we all need to understand that everything we do and say out on the floor is communicated right up the chain of command. The company knows our business.***

Have you ever noticed that management never airs its dirty laundry in front of us? That's not because they don't have complaints and gripes about their own leadership. They are just better about airing their complaints behind closed doors, where we can't hear them. We as Union members need to take notice of this and be as professional if not more so than them and keep them guessing. When we do this it keeps them off balance, and they have no idea what we are thinking or planning. It makes the Company approach us more cautiously because they are not sure how we will react to an unfair contract offer. This sets the mood of the negotiations at the table. *What can you do to help?*

As a member, there are many things you can do to help increase our chances for successful negotiations.

- Explain to management that you expect the company to give you a fair contract.
- If your supervisor asks if the Union is going on strike tell him or her that it depends on the Company's willingness to negotiate in good faith and give us a fair contract.
- Support each other, talk to your fellow members and share information with them.
- Participate in the Union surveys.
- Participate in all union meetings and informational forums.
- Wear your Union gear (T-shirts, stickers, etc.) to give the Union visibility and to show our solidarity.
- Make sure your committee reps are forwarding you information and updates during negotiations.

Volunteer for one or more of the sub-committees that will have been formed in the event we vote to have a work strike. Volunteer any talents or skills you may have to help other members in times of need. We have many trades and skills in our ranks and we can provide vital services to one another should they be needed.

We hope you can see how critical you are to the outcome of negotiations. *If you are interested in participating in any of the above or need help, contact your committee reps.*