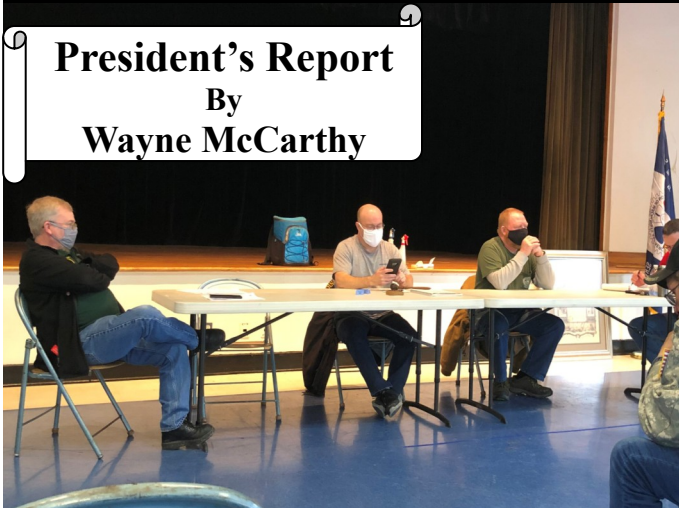




President's Report By Wayne McCarthy



As everybody is aware, COVID-19 Vaccinations are rolling out across Connecticut. **The state abandoned their previous plan to prioritize essential employees and has now shifted to an age-based process.** Currently, those aged 55 and up are eligible to register to receive a vaccine. Also, as I write this article, the company/state has plans to set up an RTX specific clinic at the Rentschler Field runway. Middletown employees 55 and older can sign up for 1000 available Johnson & Johnson doses to be distributed on Sunday, March 14th at the East Hartford airfield. The expectation is that additional doses will be made available to Pratt and Whitney/RTX employees through the Rentschler clinic with age restrictions being lowered as doses become available. Stay alert to company communications on when/how you can sign up for these future vaccination opportunities.

With that being said, the company is also allowing our members to use COVID-19 pay if they are scheduled to receive their vaccination during their regular work hours. This is part of the overall 80 hours of COVID-19 time that has been allocated by RTX/Pratt and Whitney for 2021. Further, if you have an adverse reaction to the vaccine

that requires you to stay home for a day or longer, you can use your COVID-19 time for work hours missed as a result. **It is important that you communicate and confirm this time through your supervisor. If your supervisor is not aware of the policy, they need to reach out to your IR rep for guidance.**

On the shop front, 2021 is looking to be a year of recovery for Middletown. We are expecting to see our Engine build schedule increase on the NEO line. This is resulting in the company posting for occ. 400 positions in PDC. We are also expecting to see additional needs in the SEV area. As mechanics post back to their former positions, CSMC will be trying to manage their schedule requirements through overtime. The CSMC management team is expecting our military spares schedule to remain near 2020 levels. However, the commercial spares volume is increasing and may double in 2021. It will be interesting to see if CSMC is able to keep up with demand without adding to headcount. Time will tell.

We are also seeing several skilled trade jobs being posted. This is critical to our continued success as many of our most senior members from the trades have retired in recent years and more are getting close to calling it a career. The skills that they possess are what keeps the shop running and our machines and equipment operating. **As a Union, we continue to stress to management the need to ensure that the next generation of workers are brought in now so that they can learn from those who have the experience and job knowledge to pass on.**



In Memory Of Our Departed Members & Retirees

*Allyn "Rocky" Nelson, Dennis
Dutil, Lenny "Draino" Drains,
Margaret "Peg" Kieffer*

We Are Here

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

The world is in a different frame of mind nowadays and sometimes we forget that there are others in the same situation. We are here to listen and try to guide you. We have you six!

I would like to take this moment to let everyone know that we at P&W 4 Vets are here for you. veteran or not, we are here. Even though there are only a few of us in this group right now, we want to grow. "We want you!"

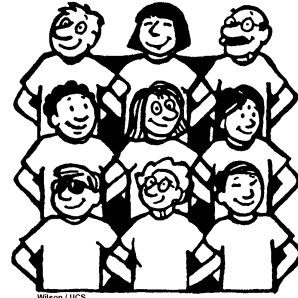
We are looking for people that are not just veterans. Anyone who wants to help is welcome. If you would like to join our growing team to become part of something special here at Pratt & Whitney, please reach out to me or any of the other members.

We have been part of many events in the past. For example, we have performed in Pratt & Whitney events in uniform, have cleaned, maintained, and planted some plants at the nearby cemetery for Memorial Day. We have organized a Holiday Troop drive by collecting food and games for the troops overseas, and many MANY more events to help the veterans and others within the community. 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. This is just a few ideas that we as a group could build from and would appreciate your involvement.

The world is our canvas and we are the painters. Will you help P&W 4 Vets paint a grand picture for those who have served?

Join US

For The Monthly Meeting



At The Union Hall

Next Meeting
April 11, 2021
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
Jessica Reynolds
Mike Shermer

Shop Committee

Chairman Wayne McCarthy
1st Shift Frank Checko, Mark Harrison
2nd Shift Ron Frost, Mike Frei
3rd Shift John Piekarski

Wages incorrect? What to do

by Paul Dickes

If you have had an issue with your pay and the company has failed to correct it you have the right to file a complaint with the **Connecticut Department of Labor**. (<http://www.ctdol.state.ct.us/wgwkstnd/forms-wwsInstruct.htm#WageComplaintForms>) You will find this page below and it will explain how to file a complaint with the CT D.O.L. We cannot file this complaint for you it must be filed by YOU since wages are specific to each employee. Why are we telling you this? The company has failed to pay numerous employees correctly and have failed to address these issues in a timely manner with those employees/members. The union is urging all members who have had a pay issue that the company has failed to address to follow the directions below. *(Note: hyperlinks are active below with online version)*

WAGE & WORKPLACE STANDARDS COMPLAINT FORMS INSTRUCTIONS FROM THE CT D.O.L.

PLEASE READ THE FOLLOWING INFORMATION CAREFULLY BEFORE SUBMITTING A COMPLAINT FORM TO THE WAGE AND WORKPLACE STANDARDS DIVISION

The Wage and Workplace Standards Division investigates alleged violations of labor laws under its jurisdiction in an employee-employer relationship. We do not possess statutory authority to investigate complaints such as, but not limited to, wrongful termination, employment discrimination, un-employment matter, business expenses, and tax issues.

Based on provisions outlined in Connecticut General Statute 52-596 (Actions for payment of remuneration for employment), investigations of failure to pay wages are limited to the previous two years from the date of submission of a complaint to the division. "We reserve the right to reject anonymous complaints with respect to wage and working condition matters"

For specific laws we do enforce, please refer to our complaint forms and our website.

If you need to file a wage or workplace standards complaint with the Wage and Workplace Standards Division, you may access the complaint forms by clicking the link provided below. This form was previously available only through the mail or by visiting your local American Job Center. The [Wage Payment Laws](#) are available on our website for your convenience.

If you need assistance in completing this form, please contact the Wage and Workplace Standards Division at (860) 263-6790 (Monday, Wednesday, Friday - 8am-4:30pm) or visit your local [American Job Centers](#).



Negotiations Ramp Up

by Paul Dickes

Over the next year or so and in the next several Compasses you will see articles selected from the Negotiations handbook you will be receiving in the near future. This is being published in the Compass beforehand to help you understand the negotiations process. This hopefully will have you ask questions of your Union leadership and your Union sisters and brothers who have been through the negotiations process over the years.

So please as you read these articles think about attending union meetings to ask questions about what you can do to support your Union sisters and brothers.

Our Monthly meeting dates and locations are posted on the bulletin boards at work and on the [IAMAW CANEL Lodge 700 Facebook page](#). Go to this page and like it so you can receive updates on meetings and negotiations.

There will be picket Duty assignments and Committees to support at the Local Lodge if we have to go on strike. So stay tuned and stay informed.....

Continued on page 4

HOW THE NEGOTIATIONS PROCESS WORKS

By Paul Dickes

It starts when the membership elects a Negotiating Committee and this new committee is seated. The Committee reviews what took place over the last few years. The Negotiating Committee carefully looks at what has worked and what has not worked, and what has had a positive or a negative effect on the hourly workforce.

Any committee member will be able to tell you that there is a lot of discussion among the committee members as to what can be done to improve the next contract's outcome. They will also tell you that they rely on what they hear from you, the members.

Some of the things that help the Committee focus on the areas for negotiations, include, but are not limited to:

- Feedback from surveys that are designed to learn what is most important to the membership. These surveys provide important information that might otherwise not be known.
- Discussions with members at the work site and at scheduled meetings. These town halls bring to light issues about which the membership is passionate and that no survey or second-hand reporting could possibly communicate to the committee.
- A complete review of sample bargaining agreements in our industry.
- Feedback from shop stewards, who will be on the front lines with this company on a daily basis during bargaining. Your representative can't be everywhere, so he or she must rely on you to know what everyone in management is up to.
- Information requests are carefully prepared and submitted to the company. The company has the obligation to respond to the Union's request for all information that is necessary and relevant for bargaining.

- Industry standards are carefully reviewed by the committee, as well as nationwide trends in our field, in order to craft the best possible proposals.
- Local, State and national cost of living indexes also are key part of the Committee's preparation.

These are just some of the resources the Committee relies on to begin putting together a contract proposal.

How does the Committee actually do its work? As the date for the contract talks gets closer, the Committee starts to meet more frequently. The Committee leaves the plant site to do its work. The committee members then meet full time every day to continue putting together a settlement offer prior to the start of face-to-face negotiations with the company.

Both the Union and the company Negotiation Committee meet off site for full time sessions at mutually agreed upon times, frequency and location. It is always the Committee's desire to have an agreement completed as soon as possible without leaving any subject of concern go without being addressed.

This is a brief summary of the negotiations process, which we hope sheds some light into all the steps that go into creating a contract. More importantly, we hope you never forget that the wages and benefits you receive are the result of the collective bargaining process and not a gift from the company. Without the legal protections of a collective bargaining agreement, the company can change, alter the health insurance, paid time off, holidays, shifts, pensions, and many other benefits we now or will enjoy. Without the support of all employee, the Union's ability to protect and improve wages and benefits in the future will suffer.

There is one more very important piece in this process and that is you, the Union member! You are the true power, you are the Union. You can let the company know how you really feel. You have the final say as to whether or not you will accept or reject the company's "Last Best and Final Offer". You are the real force that makes this Union!