



**President's Report
By
Wayne McCarthy**

We have had a very busy month in and out of the shop. First, I would like to take this time to thank the membership for re-electing me (unopposed) as your Local Lodge President. **This is a great honor and privilege and I am looking forward to representing the best workers in the Aerospace Industry for the next 3 years!!**

I also want to congratulate our newly elected members to our Executive board. **Robert Deegan as VP and our elected Trustees are Heather Merrick, Chuck Hermann and Matt Rzeczka. Paul Dickes is the newly elected Chief Health & Safety Rep. Our remaining E-Board members are unchanged: Doug Campbell (Financial Officer), Chris Goodale (Recording Secretary) and Frank Checko (Conductor Sentinel).**

Now, with our officer elections behind us; our focus turns to contract negotiations. The Contract Bargaining Surveys have been distributed into the shop. **These surveys need to be returned by November 19th.** Completed surveys can be given to your nearest Union official or drop them off at the Union Hall. If you did not receive a survey, check with your steward or committee person for your copy.

Next, our negotiating committee and the East Hartford committee will travel to the Union's Education Center in Maryland. While there, we will go over the survey results and begin the process of writing proposals and formulating our negotiating

priorities and strategy. The IAM Education Center is a great resource and their instructors and staff will help us through this important process.

Then, we will be focusing our time and energy on getting ready for our proposal meeting. **The proposal meeting will take place in early 2022. This meeting is open to ALL dues paying members.** This is where all our proposals are read, debated and voted on for approval. This meeting is also the opportunity for members in attendance to offer up their own ideas on what they would like to see changed, added or removed from the contract. If you want your voice to be heard, this is the meeting that you will want to attend!

In closing, I would like to take this opportunity to thank Ron Frost for his service to our local as VP over the past 3 years. **Ron was a great asset to me and to the local. Ron did a lot of behind the scenes work, attended dozens of meetings with me and was also a valued member of the shop committee. As a proud Union member, I know that Ron will continue to play a pivotal role within our Local.** As Ron ends his term in January, I look forward to working with our new VP Robert Deegan. **Bobby and I have known each other for many years. We have served on multiple negotiating committees and we've worked on the shop committee together. Bobby is extremely experienced and knowledgeable. I am excited to have Bobby on the team.** Together, your local lodge leadership is prepared and ready to bring you back the best contract we can in 2022!



Donations will be collected from Thursday November 4th – Thursday November 18th. Boxes for donations will be located at each of the thermal scanners, Thank you!

NEGOTIATIONS FREQUENTLY ASKED QUESTIONS & ANSWERS

By Paul Dickes- Part of the Contract Negotiations Survival Series

“Leading the fight to make it right.” We believe the right thing to do is to work to maintain and improve the quality of life for every member.

We have put together a communications plan that will increase participation from all levels of our membership and your help is vital to the success of these negotiations. As we progress closer to the final contract vote, communication with each other is the key. We will be calling on you to step up and help us lead our membership to a successful contract victory.

This questions and answers section was developed to provide you with answers to many common questions you may have throughout negotiations.

Your support throughout this process will determine our strength at the bargaining table.

Q: How can I help during the negotiations process?

A: Participate in the discussions, rallies, surveys and other events showing solidarity. Wear the appropriate union insignia at the designated times in unity with your brothers and sisters. Talk strong about the issues on the shop floor because solidarity works. Encourage everyone you know to become involved.

Q: Why might we have rallies during negotiations?

A: It is very important that our membership demonstrate their support for the Union and the issues the members have said are critical to them. Large numbers at rallies sends a powerful message to the company that we are unified and strong. Family and friends are highly encouraged to attend. The more people the company sees at a rally, the more we show how much support the negotiators have from the membership.

Q: How will the Union keep me updated on the negotiations?

A: We will provide regular updates using our website, information hand bills and through your shop committee representatives. It is important that our membership recognizes that Company e-mails do not reflect the Union's position.

Join US

For The Monthly Meeting At The Union Hall

**Next Meeting
December 12,
2021 At 10:00 A.M.**

In Memory Of Our Departed Members & Retirees

*Charlie Drain, Robin MacKinnon,
Kerry Marshall, Lorraine
Spakowski & David Unikewicz*

Q: What should I say to support the Union's efforts in negotiations when I am asked by management to give them my opinion?

A: Supervisors and other managers will be out in force trying to gauge our members' support for various issues. They in turn send this information right up to the company negotiators. The best way to win a good contract is to be strong and together on the shop floor. The Union negotiators are looking out for your best interests; the company is looking out for its own best interests. You can help support your co-workers (your Union) throughout negotiations by sending a strong unified message to company management about better pensions, lower health care costs, job security, and issues important to all of us. Tell the company to do the right thing on these issues.

Q: How much influence does the IAM Grand Lodge have on the outcome of our contract?

A: Your Negotiating Committee gets advice and any help they need from the top leaders of the IAM during negotiations. We get help from Headquarters' Departments such as; Strategic Resources, Legal, Communications, and Community Services. Our local leadership relays to them our membership's needs and concerns. Only your elected negotiating team votes on whether or not to recommend the company's offer and/or to recommend a strike, and only the membership votes at the ratification meeting.

Q: When will we be able to get details on any proposed settlement?

A: When negotiations have been completed the Union will have available for members a summary of the contents highlighting important issues.

Q: Sometimes the Company delivers their final offer to the Negotiations Committee, what happens next?

A: The Union negotiating team has to review the proposal, make a synopsis of the key issues, and get copies printed so that the membership can start to review the contract as soon as possible. The negotiating team will also inform you about its recommendation on whether or not to accept the company's proposals and if it recommends a vote to strike for a better agreement.

At the same time, the Company will launch their own campaign to sell the contract immediately following its delivery to the Union negotiators. They will include their reasoning and rationale of why it is a fair offer from their perspective.

Q: How and where do I vote on the contract offer?

A: A ratification meeting will be held, at which the proposed contract will be presented and discussed and voted upon. There will be announcements for when and where the meetings will take place.

Q: How long will we get to look at the proposed settlement?

A: The information will be passed out to the members at the beginning of the contract ratification meeting and we will go over the information line by line to explain the contract changes. Then we will vote on the offer.

Q: How does the contract vote work?

A: There are two separate votes. The first one is to accept or reject the contract offer. The second vote is yes or no to authorize a strike. If a majority votes to accept the contract, negotiations end and the contract goes into effect after signing between the two parties. If more than 5% vote to reject the proposed contract, but less than two-thirds of the votes cast are in favor of strike, the contract offer is accepted by default. The only way there can be a strike is to have a majority reject the proposal AND have two-thirds vote for strike action.

Q: Who is eligible to vote?

A: Members in good standing who have submitted an application are eligible to vote.

Q: How are the ballots counted?

A: The ballots will be counted immediately after the vote in the presence of the membership and the results will be announced as soon as the count is completed. We will also post the results on our website, and media is likely to publicize the results as well.

Q: Why does it take two-thirds vote to call a strike?

A: Any time you go into a possible strike situation, you want to be sure that a 2/3 majority of your membership support calling a strike. Going on strike with less than 2/3 results in a possible weak picket line. This is why the IAM Constitution requires 2/3 majority to call a strike. If the majority of the membership - 50% + 1 - was all that was required to call a strike, our chances of winning a good contract through a strike would decrease dramatically. The bottom line is: calling a strike is serious business. The leadership needs to be sure that 2/3 of the membership is willing to walk the line before taking that type of action.

Q: Can the Company fire me if I go on strike?

A: No! The National labor Relations Act protects you.

Q: Can the Company hire replacement workers if I'm on strike?

A: Yes, And they may threaten to do so. But in reality hiring 3,800 highly skilled and certified workers would be a huge and extremely costly task.

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Q: Can a non-member stay out and support the Union?

A: Yes, if you are bargaining unit worker covered by the collective bargaining agreement you can stay out and support the strike, and your action will be protected by the law to same extent as union members.

Q: How much money a week will I get for strike benefits?

A: As of January 1, 2009 the IAM's strike benefits are \$150.00 per week. Benefit payments are paid commencing with the 3rd week. Strike benefits shall continue to be paid through the last day of the week in which the strike terminates. Remember the company payroll is one week back in pay for the current week and the company cannot withhold pay you are owed.

Q: How much time is required of me each week to qualify for strike benefits?

A: At least 4 hours of time to a committee per week. i.e., picket kitchen, etc.

Q: Will I still have benefits if I go on strike?

A: You will be able to continue your medical coverage through COBRA.

Q: What are strike committees?

A: Strike committees are used to help organize and lead an effective strike and to help our members.

Q: How can I participate on one of these committees?

A: your union representative will have forms for you to fill out to volunteer for different committees.

Q: What if I physically can't do picket duty if we go out on strike?

A: There are many jobs that don't require much physical strength which need to be done (i.e. clerical, phone, etc.) The Union will work with our members with special needs.

Q: What will happen with my 401K loans if I go on strike?

A: The employee retirement Income Security Act ("ERISA") will protect what is in the 401k plan. You will be notified on how to continue your loan payment during a strike.

Q: If I have Paid Time Off on the books can I use it while on strike?

A: No

Q: What are the different strike committees?

A: The first and foremost is the Strike Committee itself. This committee serves as your overall coordinating center and works directly and closely with the business representatives and the Grand Lodge Representatives / Aerospace Coordinator to provide leadership and direction to other committees and the members on the picket line. Other committees that have responsibility for particular areas are:

Picket Committee - responsible for overall administration of the picket line, including organizing and scheduling picket teams, arranging for the equipment and supplies that will be needed and maintaining order on the lines.

Strike Finance Committee – makes up overall budget, solicits donations from whatever sources possible, audits expenditures and helps keep financial records during the course of the strike.

Community Services Committee – works to make sure that members get the full benefit to all services they are eligible for from the public and private agencies in the community during the strike.

Kitchen Committee – helps to strengthen morale by preparing or arranging for hot coffee and other refreshments to be available to picketers and others carrying out the strike duties.

Public Relations Committee – gets information about the Union's message and its goals to the media, the public and above all the members and their families. This committee contributes to morale by keeping members informed and presenting the Union and the issues in the best possible light. The committee plays an important role in counteracting company propaganda.

Q: Will the Union continue to negotiate if we're on strike?

A: Yes. Since the ultimate goal is to get a good contract, the Negotiating Committee will continue to meet with the company to try and reach agreement.