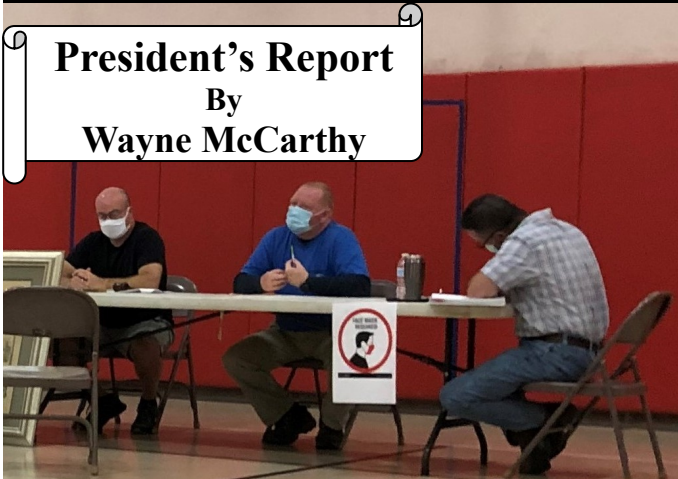




President's Report By Wayne McCarthy



This month, I am sharing an article written by our DBR (Directing Business Representative) Mike Stone concerning Pratt and Whitney's plan to open an Airfoil production plant in North Carolina. Brother Stone will be our chief negotiator at the contract table for our 2022 negotiations. For our newer members, Brother Stone is a past President of Local 1746 in East Hartford before becoming a full time IAM Business Representative. Today, Mike is the highest-ranking officer (DBR) of IAMAW District 26. Among other duties, Mike is charged with negotiating IAM Contracts across Connecticut and Rhode Island.

Mike Stone:

October 22, 2020 Pratt & Whitney management announced that they would be building a new plant in Asheville, North Carolina that would do work that would be complimentary to what our members perform in the Turbine Module Center in East Hartford. The new 1 million square foot facility would have an advanced casting foundry as well as a machine shop, and coating facility giving Pratt & Whitney the ability to do Turbine Airfoils for the F-135 as well as the GTF engine families.

What does this mean for the membership? While Pratt & Whitney is telling union leadership that they do not expect any change or work leaving Connecticut, only time will tell. **They tell union leadership that this new complementary facility will allow them to keep up with anticipated growth and that the company's investment will be approximately \$650 million dollars and this facility will be wholly owned by Pratt & Whitney.**

What does this mean for Connecticut? **The immediate future will likely not change however there was clearly an opportunity for Pratt & Whitney management to work with the State of Connecticut to obtain the tax incentives they likely received from North Carolina but the company's choice at this point has been made.**

<https://www.nccommerce.com/> wrote, "This investment will enable Pratt & Whitney to continue to modernize and transform its operations with cutting-edge technologies," said Chris Calio, President, Pratt & Whitney. **"Turbine airfoils are a critical component across our engine portfolio and demand will increase significantly as the market recovers over the next several years.** We need to invest today to ensure that we have the infrastructure, production capabilities and workforce in place to meet future market demand and provide the best products to our customers worldwide. We are grateful for the support provided by the State of North Carolina and the local community."

Brothers and sisters, the aircraft industry ebbs and flows and when it is in a down cycle what this means for the hard-working union members in TMC is anyone's guess. It's very likely that TMC Connecticut workers in East Hartford will not be put first. Pratt management told union leadership that the Asheville plant will likely deliver its first parts in the middle of 2022 and have its projected 800 hourly and salary employees in place by 2027. Pratt & Whitney Vice President of Labor Relations Dave Powilatis disrespected union leadership when he told them the company would live up to all their contractual

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obligations which he knew at the time were none. It came across like a school kid rubbing something in the face of a sibling.

The current collective bargaining agreement expires May 1, 2022 just about the same time the new plant opens. Clearly the company's North Carolina plant will be discussed during negotiations and the union will be looking to preserve at a minimum the same levels of employment for this work in CT and not let your jobs disappear to North Carolina. The company's response will remain to be seen. You never understand where you're going unless you understand where you have been and history has not shown Pratt & Whitney to be a company that has had the best interest of its Connecticut work force in mind as it moved work that used to be done here all over the globe.

We need to all start preparing for negotiations and we need to start now. A year and a half will go by in a blink of an eye. Those of you who are more senior members have lived through what Pratt is like, the court battles, the disregard for workers and the contract. Your negotiating committee always bargains for a contract they can recommend but this announcement makes it clear that the membership needs to prepare financially to be ready to fight Pratt's plan. The strength at a bargaining table comes from a mobilized financially prepared membership. Start putting money away now so you are prepared. If the contract goes smoothly you still have the money and if Pratt & Whitney forces our member's hand, then we will be prepared to do what needs to be done.

United we negotiate...divided we beg! The Machinists in Connecticut have a rich history of fighting if necessary, if we are all prepared for 2022 the result will be better for all of us!

In Memory Of
Our Departed Members & Retirees
Elsie Harris, Eddie Archacki, "Big" Steve Anderson, Robert "Bobby Ha Ha" Politz, Blake Bartlett, Thomas Fahey, Robert "Captain Bob" Sutton, Manny Silva and Edward Padzinski

Join US
For The Monthly Meeting



At The Union Hall

Next Meeting
Nov 8, 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
Mike Shermer

Shop Committee

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

UTC- 4- Vets Middletown

By Jessica Reynolds - UTC- 4- Vets Honor & Recognition Chair

What is Veterans Day? **Veterans Day** (originally known as **Armistice Day**) is a federal holiday in the United States observed annually on November 11, for honoring military veterans, that is, persons who have served in the United States Armed Forces (and were discharged under conditions other than dishonorable). It coincides with other holidays including Armistice Day and Remembrance Day which are celebrated in other countries that mark the anniversary of the end of World War I. Major hostilities of World War I were formally ended at the 11th hour of the 11th day of the 11th month of 1918, when the Armistice with Germany went into effect. At the urging of major U.S. veteran organizations, Armistice Day was renamed Veterans Day in 1954.

Veterans Day is distinct from Memorial Day, a U.S. public holiday in May. Veterans Day celebrates the service of all U.S. military veterans, while Memorial Day honors those who had *died* while in military service. Another military holiday that also occurs in May, Armed Forces Day, honors those *currently serving* in the U.S. military. Additionally, Women Veterans Day is recognized by a growing number of U.S. states that specifically honors women who have served in the U.S. military.

Does anyone know why the "s" in Veterans does not get an apostrophe? Veterans Day does not include an apostrophe but does include an "s" at the end of "veterans" because it is not a day that "belongs" to veterans, it is a day for honoring all veterans.

A little funny for those of you who don't know how the different branches came about. The military branches explained: The Army, Navy, and Marines are all brothers in a family. Army is the oldest and mom and dad made all their parenting mistakes with him. The Navy is the middle son, they're the explorers who left home and no one cared. The Marines are the youngest who mom and dad let do whatever they want and they still have an inferiority complex due to their small size. Well, mom and dad got divorced once all the boys were grown. Mom got remarried to a rich guy and quickly gave birth to a fourth son, the Air Force. Now she loves him the most, showers him with the best toys, and buys him whatever he wants. When they go on vacation they fly first class, stay in 5 star hotels, and enjoy the finest meals.

The Air Force is spoiled rotten and his three older brothers have a bitter resentment toward him for this. Then there's the Coast Guard. The Coast Guard is the rich step dad's son from his first marriage and none of the other brothers think or act like he's part of the family. Last but not least we have the Space Force the sixth member and the newest. The Space Force is a boy from mom and the milk man. It was a short fling with the milk man and the Air force dad thought Space Force was his so he didn't think anything of it. That's the best way to explain the various service branches and their internal dynamics.

No matter what branch a Veteran came from they are part of one big family and we will always be grateful for their service. From keeping things safe overseas to our local land and waters in the U.S. we will cherish the freedoms given to us. From your local P&W 4 Vets Middletown team and the local union we thank you from the bottom of our hearts for your service and dedication to our nation!

HAVING A UNION SISTERS' AND BROTHERS' BACK

By Paul Dickes

When I was hired in March 1986 there was a motto "**When You Pick a Fight with One of Us, You Pick a Fight with All of US**". Why do I bring this up? I have been told several stories and seen several incidents over the past weeks and years. We need to bring back the saying!!! To show management we have **Solidarity**, and we have each of our Union Sisters and Brothers backs.

Example 1: A Supervisor or Manager makes a statement: if you grieve this issue, I will make sure you don't get any overtime.

Example 2: A Supervisor or manager says, **You** don't want to get on my bad side. Then you are going to get all the crappy jobs in your department.

Example 3: A Supervisor or Manager encourages you to come into their office to work things out.

These are threats or coercion and is a violation of the Labor Relations Act.

We have a Collective Bargaining Agreement and the company must follow this agreement and the Labor Laws. We, the membership, are the activists that make sure when a violation or a statement is made that is *unjust* and **affects our wages, working conditions and Safety and Health**, the people who made those statements or actions are held accountable.

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I remember as a new member 34 plus years ago, I knew a little something about unions from my Mother and Father. I was ten years old when my father went on strike and he said we have to stick together because we are stronger as one. Then about eight-ten years later, my Mother said she needed a union in her workplace because management was running all over the employees. The biggest thing I learned from them is sticking together. So why am I writing about this. We need to support each other and **Fight, Fight, Fight**, together on issues that affects us.

I remember one of the first issues in my department when a member and supervisor had an issue. The supervisor told him if you keep this up, I will discipline you. The member came back to the area and after the member calmed down and explained the issues to us, we all said you are right the **supervisor is wrong!!!!** We, as a department, all walked up to the supervisor one by one throughout the night asked for a steward and filed grievances on the supervisor. Why did we all file separate grievances? Because if they could do that to one of us, they can do that to all of us and by sticking together we stopped management in their tracks. No MASS grievance since the issue affected each of us separately. What did this show? We had each other's backs, we showed **SOLIDARITY!!!**

Sisters and Brothers, we need to show **Solidarity** and a united front to the company on all issues. Even if you don't agree with your co-worker or the issue, we need to stick together. Because that is **SOLIDARITY** and **AN INJUSTICE TO ONE IS AN INJUSTICE TO ALL.**

Sisters and Brothers, **Solidarity** and **Unity** is our **strength**. If we don't stay together it's our **weakness**.

Vote For Jobs

By Mark Nati - Political and Legislative Committee

Elections have consequences. Please remember that the local State elections are very important and are more important than the federal elections in your own daily life. As a union member, I look for candidates that have or will support bills that help workers, not just the corporations and the 1 percent. Let me give you example of a worker friendly State Senator and one not so worker friendly. In the 9th Senate District which covers our plant we have Matt Lesser. Matt has shown

up at our monthly meetings to listen to your concerns and to answer your questions and to keep you updated on what is going on at the state Capitol. Bills that Matt has supported include captive audience bill, the raise in the minimum wage, family sick leave, prevailing wage and many other worker friendly bills

Matt also was at our gate last Tuesday. In 13th State Senate district which covers Meriden and Cheshire and Middlefield former State Senator Len Suzio is running the again. Len told me in 2009 when P&W was closing the Cheshire overhaul plant. QUOTE "the important thing to remember is what is good for the shareholders is what is most important. The investors must make money or they will not invest." I asked him so what are the workers in this just **COLLATERAL DAMAGE**. Len remained silent with smirk on his face. Even the Republican Governor Jodi Rell supported us trying to keep the plant open with a 100 million dollar tax break. Len is running against 13th district current State Senator Mary Abrams a retired union member, who has supported union friendly bills in her 1st term. Mary was also at our gate last Tuesday.

I know who I will be supporting November 3rd. So when we vote November 3rd if you have not already voted. Please remember the worker friendly candidates that believe in science and want to keep us safe from Covid 19, Climate change and work place injuries. Please keep your mask on when you go vote for your union friendly candidates all around the State.

New Steward Training

New steward training was August 19th. Led by DBR Mike Stone and was very informative and well attended.



Left to Right: Erin Innis, Rich Allaire, Ron Bobbish, Mike Martinnelli, Wayne McCarthy, Wes Shelley, Bryan Steeves, Peter Garcarz, Violette Garcarz, Chris Bui, Darwin Madrid, Mike Rockwell, DBR Mike Stone and Committee Person Mark Harrison