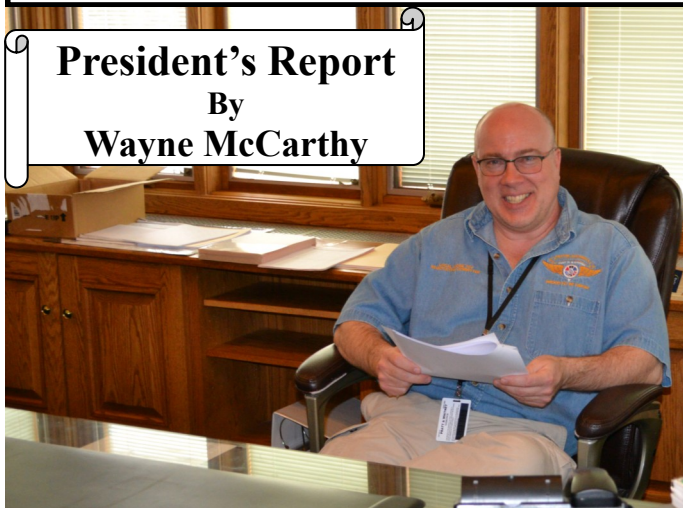




## President's Report

By  
Wayne McCarthy



### Vaccination Communication

I am quite sure that all of you are aware of RTX CEO Greg Hayes' recent announcements around COVID Vaccine mandates for employees. But, in case you were in a coma; here we go: The overall messaging from the CEO was that the company is **mandating** that all employees must be **"fully vaccinated"** by January 1<sup>st</sup>, 2022. If that announcement stood, then our members would have needed to receive their final COVID vaccine dose no later than December 17<sup>th</sup>, 2021 including a requirement to disclose by a certain date. **Of course, this message was soon amended by Mr. Hayes with a NEW "fully vaccinated" date of December 8<sup>th</sup>.** Confused? You're not alone!

So, let's stick to what we do know. The 1<sup>st</sup> vaccine mandate hurdle is the October 15<sup>th</sup> verification form. **The company has made it clear that disclosing your vaccination status is "a condition of employment"**. That means, they feel that they are within their rights to terminate anyone who refuses to fill out the disclosure form. My opinion, this form is not the "line in the sand" that you want to draw in this fight. **To the contrary, the Union can make a more concise argument in opposition to the company's job vs vaccine mandate decision if we have up-to-date accurate information.**

In other words, fill out the form so you can be here to see what the results of bargaining may bring.

Under the law, the company must bargain over this mandate. The NLRA states: **Employers have a duty to bargain with the Union over wages, hours, and other terms and conditions of employment.** With that said, the IAM will be meeting with Raytheon Technologies on Wednesday, October 13<sup>th</sup> to bargain over this decision. **The meeting will include the 5 Local Lodge Presidents who have labor agreements with Raytheon Technologies under IAMAW District 26.** Our team will be led by our DBR (Directing Business Representative) Mike Stone.

**This issue will not be resolved in a day.** I am expecting that we will have a lot of questions and concerns that cannot be answered in one meeting. The law says that the company must bargain over this change. However, there is a legal term in bargaining known as impasse. **An impasse occurs when both parties' negotiations reach a point where they feel neither compromise nor agreement is possible.** So, if we reach an impasse; we will have a new hurdle to clear if we haven't moved the company off their uncompromising position. Let's hope that we don't reach that hurdle.

## Thankful

By Heather Merrick - Local 700 Community Services



Just a quick note and reminder that your Local Lodge 700 community services committee will be once again collecting food for the Thanksgiving project as well as Amazing Grace again this year.

With even more families in need this year your donations as needed. Be on the lookout for signs and drop boxes. Thanks in advance for helping those less fortunate. So thankful for all of you and have a lovely Holiday season.

## **YOUR RIGHTS TO UNION REPRESENTATION**

By Paul Dickes- Part of the Contract Negotiations Survival Series

- The right of employees to have union representation at investigatory interviews was announced by the U.S. Supreme Court in a 1975 case (**NLRB vs. Weingarten, Inc 420 U.S. 251, 88 LRRM 2689**). These rights have become known as the *Weingarten* rights.
- Employees have *Weingarten* rights during investigatory interviews. An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.
- If an employee has reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required to inform the employee of his/her *Weingarten* right; it is the employees responsibility to know and request.
- When an employee makes the request for union representative to be present, management has three options:
  - 1) it can stop questioning until the representative arrives.
  - 2) it can call off the interview or,
  - 3) it can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (**an option the employee should always refuse.**)
- Employers will often assert that the only role of a union representative in an investigatory interview is to observe the discussion. The Supreme Court, however, clearly acknowledges a representative's right to assist and counsel workers during the interview.
- The Supreme Court has also ruled that during an investigatory interview management must inform the union representative of the subject of the interrogation. The representative must also be allowed to speak privately with the employee before the interview. During questioning, the representative can interrupt to clarify a question or to object to confusing or intimidating tactics.

**Join US**  
**For The Monthly Meeting**  
**At The Union Hall**

**Next Meeting**  
**November 14,**  
**2021 At 10:00 A.M.**

**In Memory Of**  
**Our Departed Members &**  
**Retirees**

*Janet Newton & Charles*  
*"Chuck" Wendt*

### **Apply Now for the 2022 IAM Scholarship Competition**

The 2022 IAM Scholarship Competition is [accepting applications](#). The competition is open to members of the IAM and their children throughout the United States and Canada. **The Application packet must be postmarked by February 11, 2022, and received no later than February 23, 2022.** Applications, rules, and general information can be found on the [2022 IAM Scholarship Competition](#) page. In 2021, the IAM [awarded 16 scholarships](#) valued at \$64,000. The winners were selected out of over 300 applicants. The IAM also has a vocational-technical two-year scholarship available to both members and their children.

The IAM Scholarship Fund, which is used exclusively to make these awards possible, was established by the delegates of the 1960 IAM Grand Lodge Convention. Our local itself has had multiple scholarship winners. All links will be accessible with the online version of the [Compass](#).

# EAP Corner

*By Chris Goodale*

Life in today's fast-paced world is complex, with more stressors and less direct social support than in past generations. Exposure to multiple life stressors has been shown to leave people vulnerable to illness and other negative outcomes, making it all the more important that effective coping strategies are developed and utilized.

One of the most common reactions to stressful life events and transitions is anxiety. One of the most widely reported mental health challenges that people face in the United States is anxiety, it affects about 40 million adults ages 18 and older.

Common symptoms of anxiety include feelings of panic, fear and uneasiness, difficulty sleeping, muscle tension, cold or sweaty hands/feet, shortness of breath, heart palpitations, restlessness, dry mouth, nausea, dizziness, excessive or unrealistic worry, and avoidance of triggering situations. Temperament and prior experiences with stressors are key determinants of whether a person develops problematic anxiety in response to life events. Though their genetics and past experiences cannot be changed, people can better prepare for the inevitable ups and downs of life by understanding their emotional responses and by nurturing healthy daily practices.

## The Fight-or-Flight Response

Fear and anxiety are natural and adaptive responses to stressors. Fear is a reaction to a present danger in the environment, while anxiety refers to the anticipation of some potential threat in the future.

When the mind perceives a threat, the nervous system activates the fight-or-flight response. A complex physiological event, the fight-or-flight response mobilizes a person for action in the face of a life-threatening danger. Because the human nervous system does not distinguish between real and imagined threats, this response system can work against a person, resulting in panic and anxiety.

*Continued next column*

The good news is that our understanding of the biological underpinnings of the fight-or-flight response has led to well-researched, effective treatments and coping methods. Below are some healthy strategies that you can begin to practice right now, regardless of whether this is a time of stress:

1. Practice deep breathing, meditation, or relaxation: breathing and meditation can help you focus on the present moment and reduce ruminative worry and anticipatory anxiety. Regular relaxation exercises lower overall physiological arousal.
2. Look back to other stressful times: reflect on past stressors and remind yourself that stressful periods are temporary and will pass.
3. Identify effective coping from the past: you've been through tough times in the past. Review what helped you during those times.
4. Accept negative feelings: don't deny anger, guilt, sadness, or negative feelings. Try to accept and acknowledge your feelings. Journaling can provide a safe space to express and process feelings.
5. Engage in active problem solving: identify aspects of the situation that you have control over and appropriate responses.
6. Maintain and utilize supportive relationships: build loving and warm relationships with trusted others you can lean on during difficult times.
7. Get plenty of sleep: aim to get seven to eight hours of sleep each night. Establish a regular bedtime and wake-up time.
8. Exercise: daily exercise is one of the most effective ways to reduce stress and anxiety. If cleared by your physician to do so, try to exercise vigorously four or more days a week.
9. Eat well: eat a balanced diet, and don't skip meals and snacks.
10. Schedule rest breaks: set an alarm on your phone to remind you to take a few minutes several times a day to meditate, breathe, or otherwise relax.
11. Engage in pleasurable activities: Be sure to carve out time to engage in things you enjoy on a daily basis.
12. Avoid caffeine and alcohol.

Everyone goes through difficult and stressful times. It is important to cultivate a robust set of coping strategies to build your resilience and reduce the negative impact of life's challenges. If you find that you are having trouble coping, consider seeing a therapist or seeking out a support group.



# Election Friday

This is to inform the membership an election will be held for the following positions:

**VICE PRESIDENT (1 position):**

Robert Deegan, Ron Frost

**TRUSTEES (3 positions):**

Chuck Hermann, Heather Merrick, Mark Nati, Mike Shermer,  
Steve Smith, Bryan Steeves, Matt Rzezczka

**CHIEF HEALTH & SAFETY REP (1 position):**

Ron Achille, Paul Dickes

**DISTRICT 26 DELEGATES (5 positions):**

Chris Bui, Chuck Hermann, Heather Merrick, Chris Porter,  
Matt Rzezczka, Bryan Steeves

The election is scheduled for:

DATE: Friday, October 15, 2021

PLACE: C.A.N.E.L. Lodge 700

TIME: 6:00 A.M. until 8:00 P.M.

82 Saybrook Road

Higganum, CT 06441

## In Memoriam - Charles "Chuck" Wendt

Middletown Pratt & Whitney Retiree Chuck Wendt passed away on October 6, 2021. He worked alongside his family at Rowe Machine and both he and his brother Ron also came to Pratt & Whitney as machinists and LL700 members. He was passionate about motorcycles and hot rods and fabricated many custom bikes and cars. The Wendt Brothers were known at the time for providing Orange County Choppers with the wheels for the TV shows bikes. In late 2007, one of his bikes that was custom built by Rowe Performance that was to be raffled off at the 27th annual W.W. Winpisinger Charity Banquet in Las Vegas to benefit the [Guide Dogs of America](#) made a stop at the Union Hall to be shown off. It was at the end of a cross country tour of bike events to raise money for the Guide Dogs of America. Chuck and Ron did the majority of the fabrication on the build along with a little help from other Local Lodge 700 members.

The paint job on the custom-built bike was designed by the International Association of Machinists and Aerospace Workers. It detailed the history of the organization with machinist logos on the bike and rims, railroad tracks from fender to fender and train to show the history of the start of our union as rail yard workers to the pinnacle of the space shuttle as well as an embroidered Guide Dogs of America leather seat. If you look close at the wheels, they are micrometers forming the spokes.....true machinists!

