

# COMPASS

**CANEL LODGE 700 • Middletown, CT • Telephone (860) 345-2098**

May 2018

Volume XXIII No 5



*by LL700 compass Staff*

Our Union sisters and brothers (IF/SOA) represent the Protective Services at both Middletown and East Hartford Pratt & Whitney facilities.

Our Union sisters and brothers have their contract negotiations going on now. Their contract talks started May 2nd and ends May 20th. Please tell them I.A.M.A.W. Local 700 supports them when you see them in the shop.

Tell management you support them and to give them a fair and equitable contract.

Seen in the picture from the front left are ( *Jeffery Tobias President Middletown IF/SOA, John Moran President of IF/SOA Umbrella, Henry Murray Attorney for IF/SOA, Prisco Monico Chief Steward, Luigi D'Alessandris East Harford IF/SOA President, 2nd row Jaclyn Sobolewski Treasurer IF/SOA, Keith Grossi Secratry & Chief Safety Representative IF/SOA, Justin Czarnata Vice President IF/SOA, Racco Calo Secratery Treasurer Teamsters local 1150, Dianna Koch President Local Lodge 743 I.A.M.A.W., David Durbin Sr. President Local Lodge 700 I.A.M.A.W., and taking picture Kirby Boyce President Local Lodge 1746 I.A.M.A.W.*)

**GIVE THEM HELL  
SISTERS AND BROTHERS  
WE SUPPORT YOU!!!!**

## **IAM Celebrates 130 Years!**

The International Association of Machinists is celebrating its 130th birthday. Founded in a railroad pit in Georgia, the union would become one of the backbones of the American manufacturing sector by producing things like military jets, trains and steel.

The IAM has been one of the building blocks of North America's model. As our union celebrates 130 years we are reminded of the contributions of every machinist union member. Founded in 1888 we have given a voice to working families. You are the backbone of our military that keeps us safe. You make the planes, engines and trains that safely move millions of travelers each day. You sent us to the moon while making the heartland home to working class prosperity. You are the heartbeat of a proud 130 year legacy. ***Thank You and Happy Birthday Machinists.***

## **Free College**

The IAMAW Free College Benefit makes it possible for you and your family members to earn an associate degree completely online – for FREE. The Free College Benefit is an investment in you and your future. With the Free College Benefit union members and their families do not have to pay out of pocket for any tuition, fees or e-books at Eastern Gateway Community College—resulting in cost savings of thousands of dollars!

The benefit works as a “last-dollar scholarship” or grant, through Eastern Gateway Community College, that is intended to fill the gap between any federal, state or employer education grants you receive and the cost of tuition, Go to [freecollege.goiam.org](http://freecollege.goiam.org)

**In Memory Of**  
**Our Departed Members**  
**Retiree**  
**Kermit Knight**  
**Dotty Rustic**

**Hall Closed Why?**

Do you remember when the hall closed for a week because of loss of power? The average temperature outside was near freezing. We could have had damaged water pipes if the weather was below freezing for any length of time.

Your Executive Board along with the membership have decided to install generator for the building in the coming months.

Other issues with the building was the sewage system. The pipes to the septic system collapsed. This caused the Union hall to be shut down for another few days last month.

**A True Union Brother**  
**James Barton.**  
**More to follow.**

**LL 700 Picnic Save the Date**

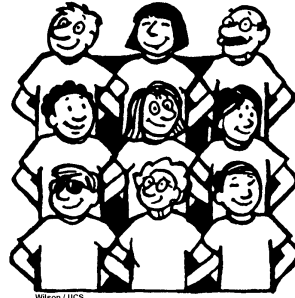
*From the Athletic & Entertainment Committee*

Just a quick update on the picnic. We are currently working on the number of tickets each Lodge will receive. As soon as we have a definitive number of tickets for sale, we will let you all know. Ticket prices will be announced soon.

We hope you will be joining us for a day of fun activities and good food. **July 15th High Meadow Resort in East Granby CT.** Ticket sales will be announced soon.

**For a Employee Assistance Professional,**  
**contact Christopher Goodale**  
**Local Lodge 700 EAP Coordinator**  
**at (860) 819-0685.**

**Join US**  
**For The Monthly Meeting**



**At The Union Hall**

**Sunday**  
**June 10th, 2018**  
**At 10:00 AM**

**C.A.N.E.L. Lodge 700**  
**Website [www.iam700.org](http://www.iam700.org)**

**Officers**

**President.....David Durbin Sr.**  
**Vice President.....Mel Tripp**  
**Recording Secretary.....Shirley Dicks**  
**Secretary Treasurer.....Robert Deegan**  
**Conductor/Sentinel.....Doug Campbell**  
**Trustee.....Joseph Arabas**  
**Trustee.....Paul Dicks**  
**Trustee.....Mark Harrison**

**Contributing Editors of COMPASS**

**Shirley Dicks**  
**Paul Dicks**  
**Valerie Stewart**

**Shop Committee**

**Chairman David Durbin Sr.**  
**1st Shift Frank Checko, Mark Harrison**  
**2nd Shift Joseph Arabas, Mike Frei**  
**3rd Shift Robert Deegan**

 **Like us on:**  
**facebook®**

## Culture Corner

*By Matt LaPointe*

What does personal safety look like to you? It should be coming to work, doing your job in a manner where your brain keeps up with your hands, while looking out for hazards. Then going home in exactly the same way you came in.

When we help our peers, salary and hourly, do the same. That is a safety culture.

In a zero incident safety culture, looking out for each other, (Just Stop) and having safety discussions, should be second nature.

There is a changing of the guard happening at the Middletown plant with influx of new members. We can decide what our safety culture should look like. Why can't Middletown become the turnaround site of Pratt? Why can't we become the benchmark for others sites to follow? We Can!

## What will be on the Jackets?

Minimum number of each jacket or can they be combined in an order? We will need a total of 12 jackets to complete the order.

Names on front of Jacket optional

Round I.A.M. Logo on front breast with est. in 1959 under C.A.N.E.L. Lodge 700

Wings logo across the back of the jacket.

American flag on left shoulder.



**C.A.N.E.L. LODGE 700**

**AEROSPACE**



**Jobs • Security • Prosperity**

## Union Jackets for Sale

If any members are interested in having a Union Jacket we will be taking orders for the above Jackets. The price including tax for this USA Union made jacket starts at (6500-Station) \$121.17 for a small up to size 5X \$126.02, if you want your name on it the price is \$124.96 - \$131.81. (Canyon Jacket)- Small \$112.73- 5X \$118.58. With name small \$117.60 up to 5X \$123.36.

Must be paid for up front, Cash Only! Please contact Joe Arabas 2<sup>nd</sup> Shop Committee.



6500 – Station

**HEAVYWEIGHT CANVAS DUCK JACKET**

100% cotton heavyweight Canvas Duck jacket with a cotton sheeting lining, tone-on-tone matching corduroy collar and a right-chest front fashion zipper. Full zip brass zippered front with slash pockets and an adjustable snap cuff. Waist-length open-bottom.

Union Made in USA. Sizes: S-5XL black 6505

Seasonal: spring, fall



**FULL-FIT DUCK JACKET Canyon**

100% cotton heavy-weight Canvas Duck jacket with quilt lining. Raglan sleeves, pouch pockets, inside pocket and brass zipper. Knit cuffs and with modified waistband and corduroy tone on tone matching collar. Union Made in USA. Sizes: S-5XL

navy 6801, spice 6804, black 6805

Seasonal: three season



# Next Up Young Worker Program

*From the AFL-CIO NEXT UP*

The AFL-CIO Next Up Young Worker Program is a place for young people and their unions, progressive allies, students and community groups to join together and work toward social and economic justice.

Young worker groups all over the country focus on everything from organizing to policy to politics to change the rules and fight for a better future for all working people.

## Next Up Mission

Our mission is to empower the next generation of labor leaders to challenge, inspire, build and organize around issues that directly affect young working people like student loans and good-paying jobs.

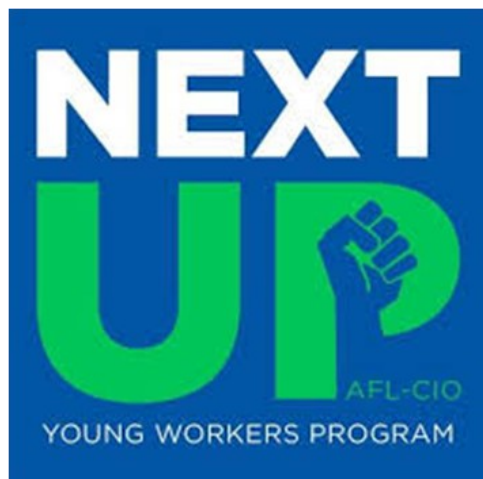
The AFL-CIO's Young Worker Advisory Council advises and helps implement the AFL-CIO's Next Up Young Worker Program. Council members are voices for economic and social justice in their communities and their unions, and they are charged, engaging young working people in the labor movement.

They mentor, train and develop young worker group leaders and represent the AFL-CIO Next Up program across the country.

Meet our Young Worker Advisory Council. Why You Should Join a Young Worker Group Today.

If you are a leader in your local union or want to learn more about being one, or if you have an organizer and activist spirit and want to be at the center of movements for change, Next Up Young Worker groups are a place to meet like-minded friends.

If you want to be involved in our own Young Worker group, inquire at the Union Hall.



**2018 UTC-4-Vets 3rd Annual Golf Event**

When: Saturday, July 21<sup>st</sup>, 2018 - 8:30 AM Shotgun Start  
Where: Lyman Orchards Golf Club – Player Course  
70 Lyman Road, Middlefield, CT, 06455

Player Cost: \$125  
Dinner Only: \$40 pp.

Registration Deadline July 6<sup>th</sup>, 2018  
*First come first service. Sign up*

Teams or Individuals, ALL ARE WELCOME!

**TOURNAMENT MESSAGE**  
2018 will be the 3rd UTC-4-Vets Open at Lyman Orchards.  
The goal for 2018 is to raise \$20,000 to benefit Project Healing Waters

Prizes: 1<sup>st</sup> Place, Long Drive Men / Women, Closest to the Pin Men / Women

501(c) 3 Non-Profit  
Reserve Your Spot, Today!

Please contact:  
Ann Gutkowski - [ann.gutkowski@pw.utc.com](mailto:ann.gutkowski@pw.utc.com) (860) 565-6950  
Mike Axler - [michael.axler2@pw.utc.com](mailto:michael.axler2@pw.utc.com) (860) 344-3928  
Emma Dugas - [emma.dugas@utc.com](mailto:emma.dugas@utc.com) (860) 565-2480  
Chris Porter - [christopher.porter@pw.utc.com](mailto:christopher.porter@pw.utc.com) (860) 704-7528

**HEALING WATERS FLY FISHING, INC.**  
<http://www.projecthealingwaters.org>

**UTC-4 VETS**

## UTC-4-Vets Golf Event

Saturday July 21st 2018, 8:30am at Lyman Orchards Golf Club to benefit Project Healing Waters. Project Healing Waters Fly Fishing, Inc.™ is dedicated to the physical and emotional rehabilitation of disabled active military service personnel and disabled veterans through fly fishing and associated activities including education and outings. We hold the following core values as central to our success.

**Compassion —**  
**Accountability —**  
**Consistency —**  
**Community —**

## Union Veterans Council

The Union Veterans Council brings working class veterans together to speak out on the issues that impact us most, especially the need for good jobs and a strong, fully funded and staffed VA. Additionally, we hold private enterprise and elected officials accountable for their words and actions. We believe wholeheartedly that the ability for someone to self-identify as “pro-veteran” isn’t determined by what lapel pin they don or what catchphrase they employ; veterans face real issues that require real actions—constructive actions that lead to positive solutions.

At the Union Veterans Council, we fight every day for those who have fought for us.  
[www.unionveterans.org](http://www.unionveterans.org) (202) 637-5233



## Steps to Manage Quit Day

*By Chris Goodale*

You've decided to quit smoking. Congratulations! Your first day without cigarettes can be difficult. Here are five steps you can take to handle quit day and be confident about being able to stay quit.

### 1. Make a Quit Plan

Having a plan can make your quit day easier. A quit plan gives you ways to stay focused, confident, and motivated to quit. You can build your own quit plan or find a quit program that works for you. Check out SmokefreeTXT, QuitGuide app, or a quitline like 1-800-QUIT-NOW (1-800-784-8669) or 1-877-44U-QUIT (1-877-448-7848) to get started. If you don't know what quit method might be right for you, you can explore different quit methods. No single approach to quitting works for everyone. Be honest about your needs. If using nicotine replacement therapy is part of your plan, be sure to start using it first thing in the morning.

### 2. Stay Busy

Keeping busy is a great way to stay smoke-free on your quit day. Being busy will help you keep your mind off smoking and distract you from cravings. Think about trying some of these activities:

- Exercise.
- Get out of the house for a walk.
- Chew gum or hard candy.
- Keep your hands busy with a pen or toothpick, or play a game in the [QuitGuide app](#).

*(continued from previous column)*

Drink lots of water.

Relax with deep breathing.

Go to a movie.

Spend time with non-smoking friends and family.

Go to dinner at your favorite smoke-free restaurant. Take quitting one day at a time. What you learn today can help you tomorrow.

### 3. Avoid Smoking Triggers

Triggers are the people, places, things, and situations that set off your urge to smoke. On your quit day, try to avoid all your triggers. Here are some tips to help you outsmart some common smoking triggers:

Throw away your cigarettes, lighters, and ash trays if you haven't already.

Avoid caffeine, which can make you feel jittery.

Try drinking water instead.

Spend time with non-smokers.

Go to places where smoking isn't allowed.

Get plenty of rest and eat healthy. Being tired can trigger you to smoke.

Change your routine to avoid the things you might associate with smoking.

### 4. Stay Positive

Quitting smoking is difficult. It happens one minute...one hour...one day at a time. Try not to think of quitting as forever. Pay attention to today and the time will add up. It helps to stay positive. Your quit day might not be perfect, but all that matters is that you don't smoke—not even one puff. Reward yourself for being smoke-free for 24 hours. You deserve it. And if you're not feeling ready to quit today, set a quit date that makes sense for you. It's OK if you need a few more days to prepare to quit smoking.

### 5. Ask for Help

You don't need to rely on willpower alone to be smoke-free. Tell your family and friends when your quit day is. Ask them for support on quit day and in the first few days and weeks after. They can help you get through the rough spots. Let them know exactly how they can support you. Don't assume they'll know.

Or go to <https://smokefree.gov/> to learn more about smoking.

# Leading by Example

*By Dan Boissonneault*

It's quite an honor to have a Member invited to the Winpisinger Center to instruct. Local 700 has 2 and a third from Local 743 has been added as well. Brother Dan Boissonneault, District 26 Senior EAP Coordinator and Brother Chris Goodale, Local 700 EAP Coordinator recently brought their skillsets and experience to the EAP II program last month and were promptly invited back to continue for the remainder of the EAP series. Brother Mike Morin from local 743 will also be joining them going forward.

Over many CBA negotiation iterations, District 26 has negotiated some of the absolute best EAP language in the industry. Our collective EAP Coordinators are able to gain professional levels of certification which benefit our Members, their families and coworkers. The very definition and nature of Employee Assistance involves the employer as well. We have always enjoyed support and referrals from HR in all locations. When the EAP Coordinators are Certified, the Company(s) have a legal and contractual obligation to consider the recommendations of the Coordinator. This is the true actionable power that we have in order to help our Members and return them to their full working potential. Obviously, this induces "buy in" from each respective Company.

Employee Assistance Programs trace their roots back to the late 30's and early 40's over the effects of alcohol in the workplace. Over the years, with both government and Organized Labor involvement, the programs expanded to broad brush issues and extended to workers' families. Since the downsizing in the 80's and outsourcing of the 90's the EAP field is once again alive in a resurgence mainly again through Organized Labor. The IAM is delivering the next generation of effective and highly skilled EAP Coordinators with the comprehensive EAP program at the Winpisinger Center. The participants in this program, are eligible for Employee Assistance Professionals Association PDH's (Professional Development Hours) as well as Labor Assistance Professionals' LAP-C hours and 2 College Credits from the University of Maryland / Baltimore County per each week of instruction.

Our Local Lodge and District Coordinators are members and or have held office in CT EAPA and CT LAP representing and advancing the field of Employee Assistance at its highest levels. At the time present Brother Ward is currently the Treasurer for CT LAP and Brother Boissonneault is the CT EAPA Chapter President and also Labor Director on the global EAPA Board.

**Your Local Lodge resources:**

**LL 700: Chris Goodale, EAP Coordinator**

**LL 743: Mike Morin, CEAP, SAP, LAP-C**

**LL 1746: Lenny Ward, LAP-C, SAP, NAADAC-I**

**District 26: Dan Boissonneault, CEAP, SAP, LAP-C**



*From left to right :Chris Goodale LL 700 EAP Coordinator, Dan Boissonneault District 26 EAP Coordinator & Doctor Jim Leslie.*

## Workplace Fatigue

*Provided by Valerie Stewart*

### What is fatigue?

Fatigue is the state of feeling very tired, weary or sleepy resulting from insufficient sleep, prolonged mental or physical work, or extended periods of stress or anxiety. Boring or repetitive tasks can intensify feelings of fatigue. Fatigue can be described as either acute or chronic.

Acute fatigue results from short-term sleep loss or from short periods of heavy physical or mental work. The effects of acute fatigue are of short duration and usually can be reversed by sleep and relaxation.

Chronic fatigue syndrome is the constant, severe state of tiredness that is not relieved by rest. The symptoms of chronic fatigue syndrome are similar to the flu, last longer than six months and interfere with certain activities. The exact cause of this syndrome is still unknown.

*(continued on next page fatigue)*



## Is fatigue a workplace issue?

Some research studies have shown that when workers have slept for less than 5 hours before work or when workers have been awake for more than 16 hours, their chance of making mistakes at work due to fatigue are significantly increased.

- 17 hours awake is equivalent to a blood alcohol content of 0.05
- 21 hours awake is equivalent to a blood alcohol content of 0.08 (legal limit in Canada)
- 24-25 hours awake is equivalent to a blood alcohol content of 0.10

- reducing mental and physical functioning,
- impairing judgement and concentration,
- lowering motivation,
- slowing reaction time, and
- increasing risk-taking behavior.

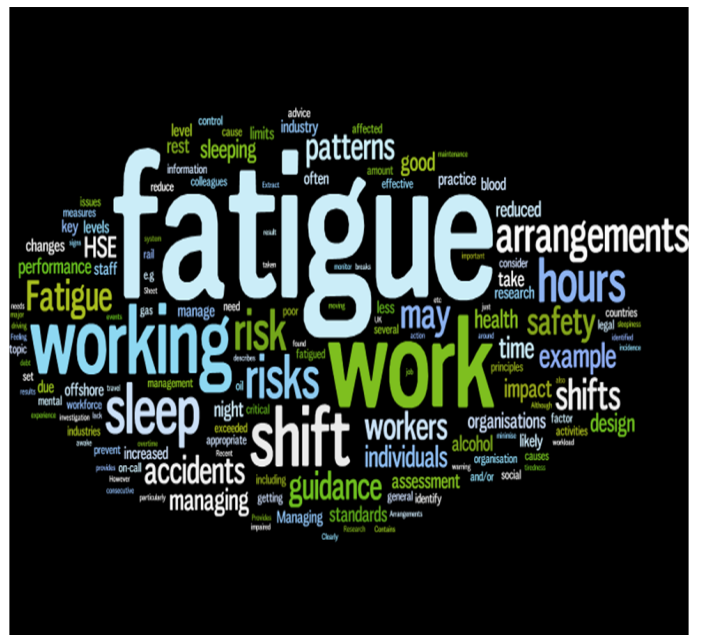
Because fatigue cannot be "measured", it is difficult to separate the effects of long working hours or lack of sleep to any changes in incident or injury rates.

(continued in next column fatigue)

However, studies report the effects of fatigue as: reduced decision making ability, reduced ability to do complex planning, reduced communication skills, reduced productivity or performance, reduced attention and vigilance, reduced ability to handle stress on the job, reduced reaction time - both in speed and thought, loss of memory or the ability to recall details, failure to respond to changes in surroundings or information provided, unable to stay awake (e.g., falling asleep while operating machinery or driving a vehicle), increased tendency for risk-taking, increased forgetfulness, increased errors in judgement, increased sick time, absenteeism, rate of turnover, increased medical costs, and increased incident rates.

There are many, many causes of fatigue.

Changes to home environments can also impact sleep such as a new baby, change in patterns and routines, new or changing caregiver roles.



# Does Safety Matter?

By Paul Dickes

It doesn't matter how many policies and practices are in place, a serious injury or a fatality can happen. In industry, companies have created thousands of policies, rules, practices and even cardinal rules. OSHA standards are based on injuries and fatalities not on culture or best practices.

These policies do not create a safety culture! A safety culture is based on management, employees, Union and health and safety teams working to create an environment that production isn't over safety. Moving ahead of another employee isn't above safety, trying to get the job done faster or saying we can't shut the machine down or it only takes a minute. Or peer pressure from management or your co-workers saying you are a wimp, or I will get someone else to do the job. That is not **SAFETY!!!** We need to create an environment that each person's actions are accepted not frowned upon. Stop the job because the machine is slippery, stop the job because you are doing it live (even trouble shooting), stop the job because you have to crawl in an awkward position.

In today's workplaces we hear I have been doing this job for 30 years, or I know this machine and I deserve what I get. That is not the case! Each year people are killed, maimed or out of work because of these misconceptions. **Do you want to leave your family without a loved one?**

**Fatalities for a fall:** The fatalities alone in 2016 were 5,190. Out of that number were the following number of fatalities nation wide for falls: 2073. The breakdown of the falls range from slip / trip 3 fatalities to 91 fatalities 11-15 feet. The greatest amount, 538 fatalities for falls to a lower level.

When climbing on a machine or a ladder the fall itself usually is not what injures or kills you it's what you are striking: machine edge, oil pan a compressor or just a sharp edge if struck the right way is going to kill you.

**Fatalities for electrical** totaled 451. They ranged from 5 fatalities for 220 volts to 154 fatalities from exposure to electricity. Numerous people have been shocked by electricity and have survived, but is it worth it to take a chance? What's a little shock you know what you are doing? Or its only 110 volts. Electricity does not discriminate if the conditions are right. You will die even on the smallest voltage/amps. Yes we put GFCI's in, amps less than that can kill you. What is the likelihood? About a million to 1. So while the odds are in your favor concerning using safe electrical work practices these numbers say different. See Chart bottom of page.

The Union has received several complaints about people driving on Aircraft Road from the Middletown Police. Several persons are driving at high rates of speed and almost striking a Police Officer and a construction worker this week. Remember fines are doubled in any area of a work zone. We don't know if it's a Union member, contractor, salary individual or a person from the area.

***Please slow down on Aircraft road.***

We have also had several complaints about members driving in the parking lots down the walk-ways not in the designated areas and at speeds exceeding the 15mph in the parking lots.

Please slow down in all areas on and off the site you don't want to have that on your conscience hitting, injuring or killing a person.

