



President's Report By Wayne McCarthy

During the June 13th Monthly Membership meeting, nominations for our 2022 negotiating committee were held. In total, 12 members have been nominated for (5) positions on the Local 700 committee. **As a result, there will be an election on July 23rd at the Union Hall from 6:00 AM to 8:00 PM.**

The five members that are elected for the negotiating committee will represent our local at the table along with the Local Lodge President. This is a very important election and the company will be paying close attention. A strong turnout will let the company know that we are ready and that our members are very engaged in the negotiating process. **There will be refreshments during the vote and the Local will be giving away new Solidarity T-Shirts to each member who comes down on election day.**

After the election, our next event as a Local Lodge is going to be our Union Picnic at Holiday Hill in Prospect CT. The picnic will be held on August 8th from 10:00 AM to 5:00 PM. Tickets are going fast so make sure to stop by the Union hall between 8:00 AM and 4:00 PM to purchase your tick-

ets. As always, there will be food all day, clams on the ½ shell, two swimming pools and lots of activities for the kids and there will be many raffle prizes for the adults. **For further picnic details and the Holiday Hill address, refer to the flyer on the back of this edition of The Compass. We are looking forward to seeing our members and your families at the picnic.**

In closing, I hope that everyone has a very enjoyable summer and I want to remind you all that May 1st, 2022 will be here before we know it! **As we negotiate a new contract with Pratt and Whitney, we will hope for the best; but we also need to be prepared to fight for a strong and fair contract!**

Thanks

On behalf of the Independent Fire/Security officers Association (IFSOA) at Pratt & Whitney we want to thank the IAM locals 700, 1746 and District 26 for their support during our bargaining with Pratt & Whitney.

This time bargaining was different because Pratt made clear that it was their intent on eliminating the security work in East Hartford and Middletown and replacing our members with employees of a subcontractor, Allied Universal. This would have impacted the jobs of 40 of our members leaving only 20 employees in Middletown whose work would be limited to fire/life protection. Essentially the company's position was that their proposals on the first day of bargaining was what they expected to end up with no matter what the union proposes. Adopting a "my way or the highway" approach to contract bargaining by Pratt.

In our new agreement the Union retained all security work at the Middletown plant (which the company estimates to be 25 jobs) as well as the existing 21 firefighter positions, and Pratt gets the right to subcontract the security work in East Hartford. While this result was not optimal, the agreement contains a guarantee for East Hartford

Continued from page 1 : Thanks

security guards to transfer to the new positions in Middletown, preferential hiring with the new security vendor in East Hartford and enhanced severance agreement for any employees who wish to retire rather than transfer to Middletown or take a job with the vendor. So while the East Hartford work will be vended out, the union retains Middletown as a union facility for both security and firefighter/ work.

Again we truly appreciate the support from our union brothers and sisters from the I.A.M. and IAMAW Lodge District 26.. I really believe that made a big difference in getting the company to move off of their hard stance.

Sincerely
John Moran
President / IFSOA

Change is easier than you think!

By Steve Smith

In 2019 I had a conversation with Tony Walter; (He is a District 26 business rep). I asked Tony about making changes in our state that support labor. Tony told me about a program called Path to Power that the CT AFL-CIO runs every few months. Tony and I both enrolled in this program. This program teaches you how to get involved in State and Local politics.

At first, I took it all with a grain of salt. Then, I started on my journey and made a phone call to my Democratic Town Committee (DTC) Chairman. I began attending the monthly Town Committee meetings. (very similar to our local lodge meeting). I started to meet some interesting folks who have the power to make change. Eventually, I worked my way up to an elected position on the DTC and shortly thereafter was elected to the Executive Board. This all happened so fast, less than a year.

Now I had a voice in what happens in my town. I am now going on my 3rd year involved in my town and I have been elected to serve on the building committee. This is where it gets interesting! I live in Manchester, a largely Democratic run town. You would expect them to openly endorse Union labor for our building projects. I found out that this was not a given and that I had to fight for it. Fight for it I did! I started working with the new powerful friend

that I had made at the DTC. We had meetings, debates, and outright arguments about Union Labor. Working with the Building trades President and their senior officers, along with our elected officials; we were able to convince the town of Manchester not only to endorse the use of PLAs (Project Labor Agreements) but to adopt them in their party platform for this election cycle.

Long story short.... if you want to make meaningful change you need to get involved in your town. Change starts locally. Do not just focus on national politics, make change at your local level!

In Memory Of
Our Departed Members &
Retirees

Antonio Secusa, Eddie Wickers &
Louise Snipes

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
 Shirley Dickes
 Steve Smith
 Mike Shermer

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

THE MEMBERS' ROLE IN THE NEGOTIATIONS PROCESS

By Paul Dickes

Negotiating a contract for our members is one of the most important reasons for having a Union. The contract sets the stage for a given period of time (normally 3 years) and dictates all wages, benefits and working conditions. The contract has a major impact on each of us. Our new contract will determine how much money we will have to support our families, our ability to keep up with the ever rising cost of living (the cost of gasoline, the cost of groceries, your utility bills), what medical options we have, life insurance, the out of pocket costs for those benefits, how we will be able to plan for retirement, and how the company deals with us.

Having a good Negotiating Committee is an important step in this process but the single most important factor in the negotiations process is you -- the membership. This cannot be stressed enough. Our strength as workers is in our unity. The greater the number of bargaining unit employees in the Union the greater our ability to negotiate the best possible contract. The more workers who are active and involved in the Union and the negotiating process, the better our chances for the contract every one of you deserves,

We shouldn't kid ourselves long before negotiations begin the company has a good idea of our strengths and our weaknesses. They know our membership strength and because they listen to what we are saying on the floor, they have a pretty good idea of what we are thinking. They know this not necessarily because we tell them (some members do tell their supervisors) but because we air our dirty laundry (our likes and dislikes) in front of them. *As an hourly employee we all need to understand that everything we do and say out on the floor is communicated right up the chain of command. The company knows our business.*

Have you ever noticed that management never airs its dirty laundry in front of us? That's not because they don't have complaints and gripes about their own leadership. They are just better about airing their complaints behind closed doors, where we can't hear them. We as Union members need to take notice of this and be as professional if not more so than them and keep them guessing. When we do this it keeps them off balance, and they have no idea

what we are thinking or planning. It makes the Company approach us more cautiously because they are not sure how we will react to an unfair contract offer. This sets the mood of the negotiations at the table.

What can you do to help?

As a member, there are many things you can do to help increase our chances for successful negotiations.

- Explain to management that you expect the company to give you a fair contract.
- If your supervisor asks if the Union is going on strike tell him or her that it depends on the Company's willingness to negotiate in good faith and give us a fair contract.
- Support each other, talk to your fellow members and share information with them.
- Participate in the Union surveys.
- Participate in all Union meetings and informational forums.
- Wear your Union gear (T-shirts, stickers, etc.) to give the Union visibility and to show our solidarity.
- Make sure your committee reps are forwarding you information and updates during negotiations.

Volunteer for one or more of the sub-committees that will be formed in the event we vote to have a work strike. Volunteer any talents or skills you may have to help other members in times of need. We have many trades and skills in our ranks and we can provide vital services to one another should they be needed.

We hope you can see how critical you are to the outcome of negotiations. *If you are interested in participating in any of the above or need help, contact your committee reps.*

Join US
For The Monthly Meeting
At The Union Hall

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

Organizing, Still the Same Fight Today

By Shirley Dickes

In cleaning out an office at the Connecticut AFL-CIO, we came across a copy of The Hartford Courant Magazine dated September 6, 1981. On the front page is a picture of John J. Driscoll, President of the State Labor Council, the State's largest labor organization being interviewed by Steve Kemper.

I started reading the article and had to laugh. Since 1981, nothing has changed much. We are still fighting the same fight to organize the unorganized. The same tactics companies use today are the same as back then, only the name changes. Many of the then-Senators were working to push the Labor Movement back, "back to the 1920's!"

John Driscoll was president for twenty years at that time and for twenty years he stood tall for the working men and women of our State. He worried workers would lose health and safety rights in the workplace, feared they would lose their jobs. There were corps of "Labor-management consultants." The Pinkertons of the 1920s were the most vicious anti-union corporations hired by many companies when their workers went on strike. Today we have the same companies coming after labor in the form of the National Right to Work Foundation, Freedom Foundation, and the infamous Jackson Lewis, fight organizing.

Why is it so threatening to have a voice in the workplace such as a union? Why do companies fight so hard to keep unions out of the workplace? Is it because unions are there to protect you? They fight for you when an injustice is done to a member. They negotiate contracts so you receive pay raises, health and safety, vacation time, sick time, and pensions. The company does not automatically give you these things. Most companies will offer some form of them because they need to keep up with the larger corporations. Otherwise, why would you stay at a low-paying job if a larger company is hiring with a better wage package.

The Labor movement offers you protection, a living wage, a better retirement, and fairness in the workplace. Labor unions will never go away. They may have to change tactics along with the times, just as the Pinkertons evolved into anti-union businesses. But we all still live by the motto, "An injury to one is an injury to all." There is strength in numbers. Just as John Driscoll fought for workers, we must continue that fight.

As you prepare for contract talks next year, remember just how important your union is to you. You currently make a good wage, have health care, have a pension, vacation time and sick time. We have had some of these items curtailed from what was in place when I worked there. But it is important to stay organized, to support your union and together you will win a fair and just contract.



C.A.N.E.L Lodge 700 Annual Family Picnic will be held at Holiday Hill, Prospect, CT August 8, 2021



It will be a fun packed day with lots of food and activities.

The picnic hours will be from 10:00 A.M. to 5:00 P.M.

Bring your bathing suits and towels (hot showers are available). Holiday Hill supplies the sporting equipment.
Due to health and food safety, COOLERS AND PETS ARE NOT ALLOWED ON THE PREMISES

Ticket prices: AGE BREAKDOWN: 0-2 NO CHARGE, 3-11 CHILDREN \$10, 12 & UP ADULTS \$20

Beer and Wine Bracelets will be available at the door.

Tickets Available until July 30, 2021 at the [Union Hall](#) M-F 8am-4pm or see a Union Rep

Holiday Hill Address [43 Candee Road Prospect, CT 06712](#)