



# CONTRACT 2016

DISTRICT LODGE 26 AND ITS AFFILIATED LOCAL LODGES 700 & 1746



## A Rumble at the Bargaining Table

Negotiations continued well into the night on Thursday. The long day was a roller coaster. By mid-afternoon, discussions at the table had turned into shouting matches, as management jumped off the tracks and presented proposals squeezing the IAM out of training and attacking Job Security protections.

It was only after IAM chief negotiator Mike Stone confronted company flack Terry Nolan directly that management regained some order. At 4 pm, before that hostile session ended, Stone said, “You think you’re going to have a contract approved by the members on Sunday? Well, Mr. Nolan – we shall see.” The question is still up in the air.

Management backed off attacks on language, and important provisions addressing Job Security, new job descriptions for entry-level work, and a commitment to continue and expand joint training efforts were hammered out.

But the company has proposed a FIVE YEAR agreement – a long time to go without being able to address contract language problems that will without a doubt turn up over that length of time. In fact, the IAM has proposed a 2.5 year agreement – so that we can get off of a December contract deadline that disrupts workers and hangs over the holidays like a dark cloud. The December deadline is a bitter left-over – slightly modified – from the Thanksgiving weekend date shoved on workers after a turbulent strike in 1960. The IAM’s message to Pratt – let it go.

### *Thunder in the Shop!*

The determination of the IAM committee at the bargaining table was outdone only by what you all were doing in the shop. If managers had any doubt that you will walk if forced by a substandard offer, those doubts were erased, for sure.

Management also knows that whatever happens on Sunday, angry workers short-changed by a billionaire corporation makes it tough to get the productivity and quality they seek. This time, they are the ones in need. Pizza parties and a couple of coins will not make this place hum. That requires a contract worthy of the workers that make these complex products.

Management’s first contract pass came late last night. It is on the other side of this flyer. It is not enough. So – we shall see, Mr. Nolan, whether you can deliver. We shall see.

***We DEMAND a Fair Contract!***

# What Are YOU Worth?

**Management's first pass on economics was an insult. Plain and simple.**

We understand how the game works – but this was a low-ball pitch that would leave workers sinking economically as health care costs pile up. Here's the “highlights”:

- Raises: 1% annually in a five year agreement.
- Pension: \$76 per month per year of service (the “multiplier”) in 1<sup>st</sup> year; \$78 multiplier in 2020.
- Pension for New Hires after December 6, 2016: 4% employer contribution to Savings Plan account. No defined benefit pension for new workers.
- Pensions retain “sliding scale” that hurts workers with low earnings due to absences caused by illness or injury.
- Savings plan: January 2017, \$77 employee matched contribution weekly; \$1 increase in matched employee contribution annually thru 2021.
- Ratification bonus: \$1,000 in December 2016; \$500 in 2020. 50% company match if money put in savings plan or Health Savings Account.

Your IAM Negotiating Committee told Pratt the offer is not good enough, not by a long shot. Negotiations resume Friday morning at 9 am. Stay strong!

# MORE!

***Ratification Meeting***

***Xfinity Theater***

***Hartford Meadows- Ex. 33 off I-91***

***61 Savitt Way, Hartford, CT (for GPS routing)***

***Doors Open: 8:00 am. Meeting Begins PROMPTLY at 10:00 am.***