



## President's Report By Wayne McCarthy



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I am happy to report that our proposal meeting was very well attended, and we had a lot of great discussions around our negotiating committee's proposed changes and improvements to our contract. **Most importantly, we heard directly from our members, and we were able to address your concerns and questions!** Following the meeting, the negotiating committee incorporated your ideas into our proposals that we will be presenting to the company.

**Opening day of negotiations with the company will be held on March 30<sup>th</sup> in Cromwell CT.** Leading up to these talks, we have met with our IAM Eastern Territory General Vice President Brian Bryant and his staff. Brother Bryant is the top officer for the Machinist Union in the Eastern Territory of The United States. We were honored to bring Brian and his team along on a tour of the Middletown plant. They were able to see firsthand the level of skill that our members bring to the job each day. They witnessed the entire process from the manufacturing of critical parts to the final assembly and testing of the Engines. They left with a greater understanding of the important work that we do in providing the most reliable engines to our

Commercial and Military customers. **They also received briefings from the highest levels of management on Pratt's plan to continue investing tens of millions of \$'s each year on machines and capital improvements here in Middletown!** This is all great news as we head into negotiations.

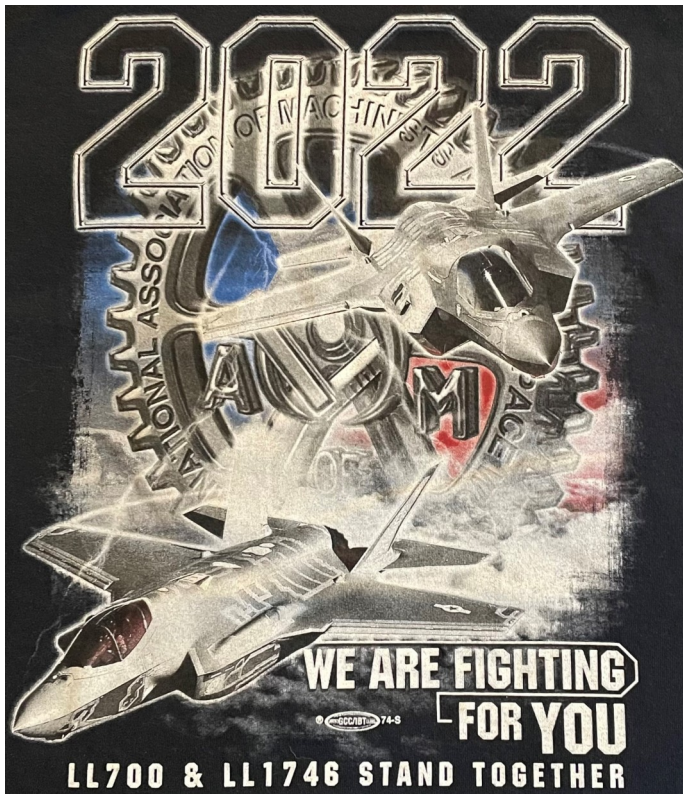
**The next important date for our members to keep in mind is April 1<sup>st</sup>, 2022. That is the day that we will be holding our Strike Sanction vote.** For our newest members, this vote **DOES NOT** mean that we will be going out on strike. This vote is required by our IAM constitution so that our International can sanction a strike. A strike vote can only be considered if 50% + 1 of our members rejects the company's last best and final offer on May 1<sup>st</sup>. If the majority of those in attendance at the May 1<sup>st</sup> Ratification Meeting rejects the company's final offer, then we will tally the Strike Vote. In accordance with the IAM's constitution, 2/3 of our members who attend the ratification meeting need to vote to strike for a job action to occur. If this threshold is not met; even if we reject the company's last best and final offer, the contract is accepted by default. **This is referred to as "Backing into a contract". Ultimately, the final decision is yours to make.**

So, back to April 1<sup>st</sup> and the Strike Sanction vote. We refer to this as the **"Yes Vote"**. Why, because if we don't vote yes then a potential Strike would not be "sanctioned" by the International and we would not be eligible for Strike Benefits! **So, go out and VOTE YES on April 1<sup>st</sup>.** The vote will be held at the old Haddam Elementary School from 6:00 AM to 8:00 PM. The school is 0.8 miles down from the Union Hall. **The address is: 272 Saybrook Road, Higganum CT.** Everyone who shows up will receive a free **T-Shirt** and other tokens of appreciation.

Continued from page 1 President's Report

**Do not miss this critical vote!! The company is paying attention and they will gauge our strength by observing our participation and enthusiasm throughout negotiations. During this critical time, we can never do too much to secure a strong contract; we can only do too little.**

**I look forward to seeing you all on April 1<sup>st</sup>!!**



## Make it a Personal Choice

By Paul Dickes

Your safety in the workplace is the company's responsibility. It is essential and required by OSHA that the company has a hazard free workplace. This latest document by the company (**Make it a Personal Choice**) is a blame the worker program.

Why is that said? If you get hurt at work or perform an unsafe act and the company asks you did you stop and think? And you say yes or no, and they say it was a choice for you to act unsafely. I am concerned that this document will lead to blame the worker and not address the failed actions of the company to address the worker's safety by fixing the hazards in the workplace.

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Sisters and Brothers, if you are involved in an EH&S incident or are injured at work, you have the right to call a Union Safety Representative. It is highly recommended to have a Union Safety Representative there to protect your rights under OSHA and your **Weingarten Rights** offered you under Labor Law.

We have had numerous cases over the years where a manager or a supervisor will talk with you about an incident and use it against you.

All you need to say is the following: **If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request my union representation, Officer, Steward or a Union Safety Representative to be present at this meeting or discussion. Without union representation, I choose not to participate in this discussion.** (Please read rules in this article and follow them.)

*Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of (NLRB vs. Weingarten, Inc. 420 U.S. 251, 88 LRRM 2689) must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation.*

### What is an Investigatory Interview?

An investigatory interview is one in which a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a **reasonable belief that** discipline or discharge may result from what he/she says, the employee has the right to request Union representation.

It is an obligation of the Union to educate bargaining unit employees about their Weingarten rights before an occasion to use them arises. An employee must state to the employer that he/she wants a Union representative present; the employer has no obligation to ask if the employee if he/she wants a representative.

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## Weingarten Rules

When an investigatory interview occurs, the following rules apply:

**Rule 1** - The employee must make a clear request for Union representation before or during the interview. The employee can't be punished for making this request.

**Rule 2** - After the employee makes the request, the supervisor has 3 options. He/ she must either:

1. Grant the request and delay the interview until the Union representative arrives and *has a chance to consult privately with the employee*; or
2. Deny the request and end the interview immediately; or
3. Give the employee a Choice of: **1)** having the interview without representation or **2)** ending the interview

**Rule 3** - If the supervisor denies the request and continues to ask questions, this is an unfair labor practice and the **employee has a right to refuse to answer**. The employee cannot be disciplined for such refusal but is required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination.

## Union Representative's Rights Under Weingarten

You are not required to merely be a "silent witness". You have the right to be informed by the supervisor of the subject matter of the interview prior to the interview.

## **Union Representation**

Take the employee aside for a private conference before questioning begins.

You are allowed to speak during the interview

Request that the supervisor clarify a question so that what is being asked is understood.

Give member advice on how to answer a question. (*Caucus*)

Provide additional information to the supervisor at the end of the questioning.

Please make it **YOUR PERSONAL CHOICE** to call Union representation when in any discussion with management.

# Join US

## For The Monthly Meeting At The Union Hall

Next Meeting  
April 10, 2022 At  
10:00 A.M.

## In Memory Of Our Departed Members & Retirees

*Cheryl Pelland, Mike Guilian &  
Henry Martin*

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

### Officers

President.....Wayne McCarthy  
Vice President..... Robert Deegan  
Recording Secretary.....Chris Goodale  
Secretary Treasurer.....Doug Campbell  
Conductor/Sentinel.....Frank Checko  
Trustee.....Chuck Hermann  
Trustee.....Heather Merrick  
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### Contributing Editors of COMPASS

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Paul Dickes  
Mike Shermer

### Shop Committee

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



[Interested In Joining a Union click here](#)

MONTHLY EH&S REPORT FOR  
**C.A.N.E.L. LODGE 700**  
est. in 1959

82 Saybrook Road Higganum, CT. 06441  
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Email: p.dickes@iam700.org



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**Mourn for the Dead**  
**fight like Hell for the**  
**living by Mother Jones**

## March 2022

## 0002 Monthly Report

**Union Sisters and Brothers** we have faced a very challenging time over the past two years with Covid-19. Hopefully we are coming out of the this pandemic and we can all focus on reducing injuries.

We have had far too many members injured over the past few years and we need to look at what we are doing to prevent those injuries. Covid-19 has created a large distraction in our home and work life. I don't know of any member who wants to get injured at work.

I am asking you all to double your efforts and look at the work you are performing, and if items in your area are unsafe then JUST STOP. Put in a RIDII. If you think it is of a serious nature get a Union Safety Representative out there immediately.

Putting in a RIDII or calling out a Union Safety representative is your right under the law and the CBA. I have heard members say will I be discriminated by management for reporting a incident. No you won't and if you are that is a violation of the law and agreements with the Union and senior management. If you feel you may be discriminated against, then call me and I will address your issue with the supervisor or manager saying you have employees afraid of putting in a RIDII or a Safety complaint. You have a right under the law. Please report EH&S issues as soon as you see them.

The EH&S reports are sometimes multipage documents. To see the full report go to the Local Lodge 700 web page [iam700.org](http://iam700.org) and click on <http://iam700.org/environmental-health-safety> . You can look up past EH&S reports.

Sisters and Brothers, we need your support for the VEHS Teams. Voluntary Environment Health and Safety (VEHS) committees are joint salary and hourly teams that work together throughout Module Centers and Operations. Their goal is to help implement local programs that promote a safe and healthy workplace within P&W facilities in CT. We're looking for new members to participate on the following VEHS committees:

**Audits, Ergonomics,**

We would like involvement from all Module Centers, Business Units, and Departments - and we need YOU. Employee teams are essential to accomplishing all of our EH&S goals. Membership information is available for bargaining unit members by contacting Paul Dickes or your MC EH&S Professional in Middletown. There will be a brief interview and discussion about the VEHS team/s you wish to join and what your role and responsibilities are.



**WE NEED YOU!!!!!!  
TO BE ON A VEHS TEAM**

To view the full Monthly EHS report, go to [iam700.org](http://iam700.org) click on [Safety Representative](#) then Monthly Report.

Respectively submitted Chief Union Safety Representative Paul Dickes.