



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

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MONTHLY EH&S REPORT FOR

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

est. in 1959

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09/11/2022



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0007 Monthly Report

Below The Hook Lifting Devices are any device that lifts material and are required to be inspected annually per Middletown Work Instruction. (MD WI 22.30.7).

In 2001 the Union identified a problem that our Below the Hook Lifting Devices were not being inspected. This was followed up with a Union Safety complaint and in a OSHA complaint. After several years of negotiations concerning this issue Pratt & Whitney agreed to have all the BTHLD inspected annually and all inspectors trained initially and every three years. The Union is currently working the issue with Pratt & Whitney management to insure all the BTHLD are inspected by trained and qualified individuals.

This is critical that all BTHLD are inspected annually and by a qualified individual. The Union has great confidence in our quality inspection brothers and sisters concerning inspection of the device. The company has failed to keep their knowledge up to date and this needs to be rectified.

The Union is requesting that before you use a BTHLD that it has an inspection sticker and there is no damage to the device and it is the specified device for the part your are lifting up. We have identified devices with no blue prints or capacity on them recently and we are working the specific issues. Please be safe when using these devices. If there are issues with the device, no inspection sticker or it is out of

date or doesn't look right call a Union Safety Representative to verify it is in good working order. If there is no inspection sticker or it is out of date please submit a RIDII and take the device out of ser-

What is CULTURE? First, it's a noun or a verb. In EH&S, it a thought process or belief that we are environmentally with safety and health. We believe that we all are stewards of EH&S for everyone, our sisters and brothers our coworkers and for our family and children and loved ones.

Why am I writing about this? In the contract, Letter 27 the Union and the company agree that we will work towards a culture change program. At this time we are exploring our options with management on a culture change process that doesn't involve Behavioral Based Safety (BBS). We are looking at program that we work cooperatively and proactively to jointly foster membership involvement along with management in EH&S.

Bottom line is we need to grow and change our thought process going forward and work together on EH&S issues. We will need your help as members joining VEHS teams and even becoming Union EH&S representatives. Please keep an eye out and a ear to the shop about being involved in EH&S. If you are interested contact Paul Dickes about being involved on EH&S to help drive the future of our Union Brothers and Sisters for a safer workplace.

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

Respectively submitted Chief Union Safety Representative Paul Dickes.

Update on the RIDII process

The Union and the company have come to a resolution on fixing the RIDII award process. The issues arose when the company created the new Rstars process limiting us on how we hand out the 10 RIDII awards per month at \$150.

- Moving forward, we agreed with the company, eight individuals will be recognized with a \$250 award monthly. The eight monthly \$250 award winners to start in September.
- Due to the delay in a decision on how to proceed forward, Pratt & Whitney will grant ten \$250 awards for each of the months we have identified winners but not yet provided an award in 2022.
- Upon the next procedure revision, Pratt & Whitney and the Union will update to reflect the new monthly award count and value.

Per Letter 27 of the Collective Bargaining Agreement, we are to identify and administer a joint EH&S Culture Change process.

We are currently exploring a company called [Culture Change Consultants - The Leader in Changing Workplace Culture](#). Our Union Sisters and Brother at I.A.M.A.W. Local Lodge 743 [Local 743 \(II743.org\)](#) representing the members at Collins Aerospace [AERO-SPACE REDEFINED | Collins Aerospace](#) have been using this program since 1995 and have created Grass Roots Safety Teams that has embraced and sustained a EH&S culture and has reduced work place injuries significantly. The Culture Change concept was developed by Culture Change Consultants led by Steven I. Simon, Ph.D. We will need your input concerning this process.

First, the Union and the Company will be looking for a few pilot areas to try on the Middletown site. These areas will be determined by area that is interested, size, and current culture.

After we pick the area a communications will go out from Pratt & Whitney and the Union together supporting this project.

Assessment Elements: **Administration of the CCC Safety Culture Perception Survey®**: the 52-item survey has been tested for reliability and validity across the globe.

Focus groups and interviews that provide a realistic, useful portrayal of employee opinion.

Safety Culture Assessment Report: includes complete quantitative and qualitative data, expert consultant assessment of cultural strengths and weaknesses and recommendations for both consultant-led and internal interventions for improvement.

Survey Action Planning and Feedback Day: Face-to-face communication of the survey results, delivered personally in such a way that all different perspectives are validated. This is a jumping off point for the collaborative action necessary to effect positive safety culture change.

These teams are led by two different factors one from the top down supporting the Grass roots Safety teams who determine the projects that will be submitted from the surveys in the area.

This is not a Behavioral Based Safety its changing safety at a grass roots level in the organization to improve communication, cooperation, foster trust, and build teams.

If we go down this road of creating a Safety Culture together, we will need your participation, your help and your leadership to bring this together.

Brothers and Sisters safety isn't just injuries. Safety is caring about one another at work, at home, and in our community.

Please keep an eye out to be a part of this and help make changes together.

[Environmental Health & Safety – CANEL Lodge 700 \(iam700.org\)](#) Has been updated. Please go the link above to see the links provided for you. Thank You Mike Shermer for Updating.