



President's Report By Wayne McCarthy



The 1st quarter of 2023 has given us a lot of challenges due to the inability of Pratt and Whitney to solve their supply chain issues that are affecting every area of the Middletown plant. Some of the supply-chain issues are a result of Pratt's vendors simply not having enough skilled workers to perform the critical work needed to produce the parts/castings that we need to build engines. **Then, there is the pain being caused by Pratt and Whitney's own facility in Columbus Georgia as it relates to supplying raw forgings to CSMC.** No matter what the root cause is, this failure to deliver on commitments is negatively impacting our members.

As a result of the Georgia Forging issues, management in CSMC has implemented forced temporary layoffs in some departments. This is resulting in our members going without a paycheck and having to apply for unemployment benefits. The Engine Center had also been dealing with temporary layoffs over the first few months of the year, but on a voluntary basis.

Now, what does the contract say about how temporary layoffs are to be conducted? Article 8 Section 9 (b) states: **"Selection of employees for such temporary layoffs will be made by taking volunteers in seniority order, beginning with the most senior employees in the affected**

classifications by department by shift. In the event that an insufficient number of employees volunteer, then in reverse order of seniority in the affected classifications by department, by shift, the Company will notify the least senior employees that they will be temporarily laid off".

This brings us to the big question. What is the company doing to straighten out Georgia Forgings and the entire supply chain? I have no idea. But, here are some of the actions management has undertaken while we wait for work. They are introducing the SPS (Standard Production System) in CSMC. This appears to be ACE on steroids. **They want to take away time clocks from areas of the shop that are convenient for getting to your car. They have attacked long standing past practices relating to our overtime schedules by trying to force our members to take a 30 minute unpaid break while on OT.** IR (Industrial Relations) is spending time policing the perimeter for smokers, speeders and I assume litterbugs. They are failing audits by not performing the most basic shop functions. They are not accounting for our gages and tooling. They aren't following basic manufacturing principles when it comes to ensuring that our parts can be machined to the quality standards that they have set forth in our operation sheets and quality specifications.

What else aren't they doing? They aren't listening to common sense ideas like staggering the shifts so that people can leave the parking lot without playing bumper cars or waiting for traffic jams to clear up. They aren't updating operation sheets to reflect how we "Really" build engines or manufacture parts. They aren't providing us with enough tools or gages to do our jobs. **Finally, after nearly 1 year; they still have not sent our Collective Bargaining Agreement (Contract) to the printers so that we can distribute them to all of our members.** So, if they aren't going

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to fix the supply chain problems; can't they find better things to occupy their time with? We are in no mood for these heavy-handed tactics and roadblocks that are constantly being put up in front of us. **Please, get us some parts so that we can go back to machining, inspecting and assembling and testing the best Jet Engines in the World!** Is this too much to ask for??

State Council Of Machinists Conference

By Heather Merrick - Political & Legislative Committee

On January 28, 2023 the Connecticut State Council of Machinists met in Mystic Connecticut for a conference. Many guest speakers came, including Jennifer Berigen from the CT AFL CIO and Lieutenant Governor Susan Bysiewicz.

All had unique stories that were related. But the resounding message was the same: The importance of SB 938 (unemployment for striking workers), HB 6205 (to get an aviation high school up and running in CT), and the major legal discussions surrounding the recent changes to FMLA. Brother Mark Nati has been instrumental in helping these along at the capital.

Overall the need continues more than ever for our political involvement to positively affect our communities and for the future of the labor movement.

Definition Of LL Officers

By Frank Checko - Conductor/Sentinel

I have been asked in the Shop from time to time what are the duties and responsibilities of the Executive Board members of our local. In each month's Compass, I will take a few of these duties and share the definition of various officer positions as they appear in our IAM Constitution.

This month I will share two of these position's duties, the President and the Vice President (Page 107, Article C of our Constitution). The duties of the Local Lodge President are as follows: The Local Lodge President shall preside at all meetings of the Local; decide all questions or disputes not controlled by laws of the IAM; counter-sign orders and checks properly drawn on by the Treasurer; appoint committees not otherwise provided for; appoint an Educator and a Communicator; administer the obligation to new members;

enforce the laws of the IAM applicable to local lodges and members; and perform other such duties as may be required by this Constitution, and in the case of a tie, shall cast the deciding vote. The Local Lodge President also resides over the Grievance Procedure and is Chairman of the Shop Committee.

The duties of the Local Lodge Vice President shall see that all people entering the Union Hall are members; that all property of the Local Lodge has proper care and assist the President in maintaining order; preside at all meetings in the absence of the President; be authorized to sign vouchers, checks, and other documents in his/her place and stead, subject to approval of the Local Lodge; and, in case of death, removal or resignation of the President, shall become President and serve as such until after the next regular election and installation of the successor in office. That is all for now until the next Compass.

Workers Memorial Day Scholarship Essay Contest

Each year in April, we gather together for Workers Memorial Day to honor the memory of those workers who have lost their lives on the job. During the ceremonies, we speak of the sacrifices made by these workers and of the families left behind, and we are inspired to work harder on behalf of all workers.

This year, the Connecticut AFL-CIO Health and Safety Committee is again offering a scholarship essay contest to inspire high school seniors to think about the importance of workplace health and safety.

Full details & application: bit.ly/wmd2023

In Memory Of
Our Departed Members & Retirees
*Edward Clapp, Keith Albert, Vance Jenkins,
Joe Calvi, Jimmy Denino, John Hajkowski
& Joe Daigle*

**Join us for the Next Monthly
Meeting at the Union Hall**

**April 16, 2023 At
10:00 A.M.**



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

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

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

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

03/2023

0003 Monthly Report

Chris Goodale, Alicia Boremski, David Haruza, Gabriel Balsamo and myself had the opportunity to attend [Culture Change Consultants](#) training for 4 days. This workshop consisted of learning how to implement Grass Roots Safety Leadership teams. This training gave us tools and an understanding of how the Safety Culture affects our safety performance. The implementation of these teams will give us a cultural perspective on safety, and implement grass root strategies from the ground up not from the top down.

By joining these teams and participating in the survey and workshops scheduled for March and April, you will have the opportunity to be a leader in the Culture Change process. The workshops will be a 4-hour interactive workshop with a electronic survey in groups of 20-25 in the auditorium. Once you

complete the survey, you will look at what drives the answers to the questions in the survey. The questions consist of the following:

- ⇒ Is each person trained to do the job safely.
- ⇒ Are Safety meetings effective.
- ⇒ Supervisors will act on my safety concerns.

We also talked about what really happens at our facility. What is the culture above the

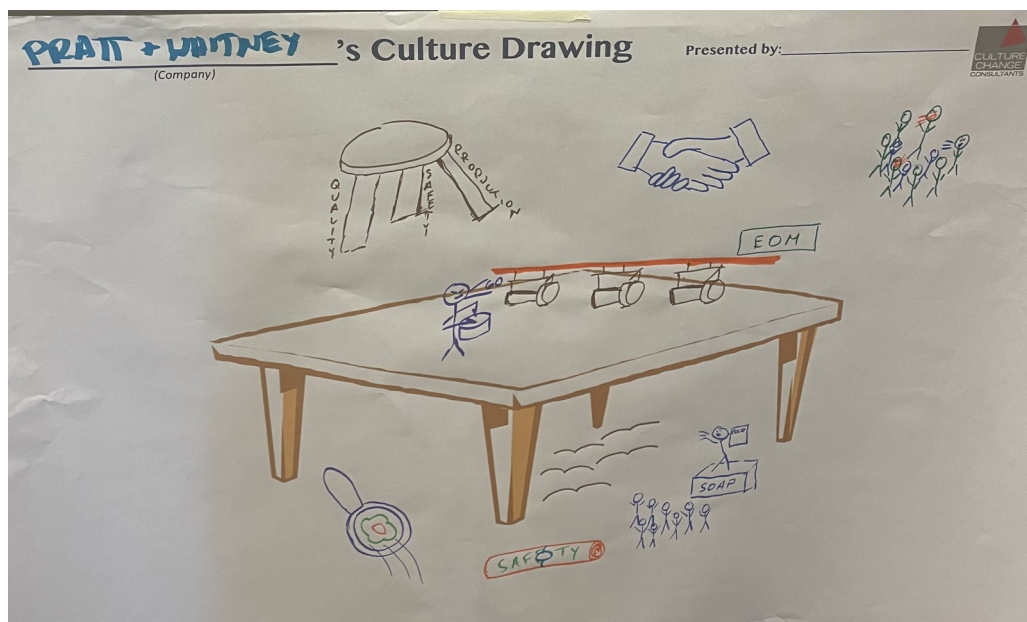
table, pie in the sky, what's on the table, what we see.

Finally, what is below the table and what is really happening.

Brothers and Sisters, the Union is asking you to participate in the journey which will take years for us to implement. We want you to attend the workshops and the training and to participate on these Grass Roots Safety teams.

By participating and joining these teams you will be the next Leaders in Safety Culture to help your Sisters and Brothers to make this a safer workplace.

The Union encourages all members to attend. We have had too many members injured and if we can prevent injuries from happening, this will be a good thing.



To learn more about the I.A.M.A.W. Safety and Health click on the link [Safety and Health - IAMAW \(goiam.org\)](#)

To view the full Monthly EHS report, go to [iam700.org](#) click on [Environmental Health & Safety – CANEL Lodge 700 \(iam700.org\)](#)

Respectively submitted Chief Union Safety Representative Paul Dickes.

Why are we doing this Culture Change? Over the past 30 plus years, we, as a facility, have had a great EH&S culture and at times a very poor EH&S culture. We need a way to sustain a positive EH&S culture.

This [Culture Change Consultants - The Leader in Changing Workplace Culture](#) is not a Behavioral Based Safety program that blames the worker. It is a grass roots safety team's process with bargaining unit members working to bring safety to the forefront of our lives with projects that make us think safety. Our Sisters and Brothers at Local Lodge 743 at Collins Aerospace have been using this program since 1991. They have had great results with this program.

Their Grass Roots Safety Teams have created a better understanding between management and our Union Sisters and Brothers. It reduced the grievances and safety complaints greatly, and created the RIDII process we have today. Their injuries have been lowered significantly.

The perception Survey that the Culture Change Consultants will use was reviewed by the Union and changes made to address any concerns you may have. Once you analyze the data you will develop strategic initiatives. We are planning to kick off the Culture Change process in Bdg. 410 Test on April 12th and it will continue through the 14th. The workshops are scheduled for four 4-hour

workshops for 1st and 2nd shift and a 1 hour meeting for third shift. The times are still being worked out to work inside your shifts. The company will be providing snacks and refreshments.

We will have Union Safety representatives in the workshops to answer any questions you may have. There is a lot that influences safety in the workplace. Some are visible and many are subtle that influence the safety culture. Think of an iceberg. You only see a small portion of the iceberg sticking out of the water, about 1/10 is above water so 90% of the ice is unseen. That means there is a large amount of safety-related items that are under the water line that need to be brought to the surface.

How many times were you not following the rules and a supervisor says its okay because production is more important, or I have done this 10000 times before. This drives a poor safety culture



Gabe Balsamo Central EH&S, Paul Dickes Chief Union Safety Rep LL700, Dave Haruza Manager MFG/OPS Bldg. 410, Alicia Boremski PDC EH&S, Mandy Hick Culture Change Consultants, Chris Goodale LL700 E-board