



President's Report By Wayne McCarthy



On February 15th, dozens of members of IAM Local 700 gathered in Cromwell to participate in our Contract proposal meeting. **After this 5-hour meeting, we can say with great confidence that we came away with a clear blueprint from our members as to where we need to be at the end of these critical contract negotiations.** These are the top three goals that we need to address at the negotiating table:

Wage Security: We need a contract that addresses the erosion of our wages that occurred over the last 3 years. All of us have been the victims of higher inflation. **According to the department of labor, inflation rose by 15% from 2022-2024. Meanwhile, our general wages rose by 9% over the same period (along with 57 cents of cola added to our base wage). That means that all of us have received a 6% pay cut in real wages since our last contract!** This trend must be addressed at the table. Connecticut's Pratt workers are the most highly skilled in the world. We will not take a backseat to anyone when it comes to wage security. Keep in mind, the Cost of Living in Connecticut is higher than almost every other state in the US. **For comparison, our cost of living is 9.3% higher than that of Florida.**

Retirement Security: Let's be very, very, clear; **RTX wants to steal the defined pension!** Aside from that reality, we also have a generation of machinists with no pension at all. **Your elected committee is super focused on ensuring that all our members can retire with dignity once they decide that it is time to move on from Pratt and Whitney.** For decades, this has been a fundamental social contract between Labor and Corporate America. Now, Pratt and Whitney and RTX are trying to rip this benefit away from our members. There are many of us who have or who will in the future end up giving over 40+ years of our lives to the continued success of Pratt and Whitney. **We have no intention of leaving our dignity on the factory floor when we walk out the door for that last time. Any path to an acceptable contract must address retirement security for ALL!!**

Job Security: There is no labor contract worth the paper that it is written on if it does not contain strong job security language. **We are fortunate that those who came before us have fought the battles that are captured in Letters 20, 22 and 22A of our CBA.** Yet, we cannot rest on our past success. During our meeting, we came away with proposals that will strengthen our job security language, with the goal of securing new work under the protections of Letter 22. **Your shop committee is already using Letter 22A language to go after new work for CSMC.** We aren't there yet. If we can't get it done before negotiations, then we will be demanding an agreement on capturing this new work at the negotiating table! **On the Engine Center side, we are looking to improve Letter 20 by placing the PW1900 GTF/NEO work that will be coming to Middletown from Canada in 2025 under the protections of this Letter.** We will also be looking forward to helping our Union Brothers and Sisters in East Hartford in their fight to secure work guarantees for their facility. **Together we win, divided we beg!**

Union Basics Pt. 2

By Clayton Smith

We have gained many new employees since our last contract in 2022. I wanted to go over some of the basics of unionism as we approach our next contract negotiation.

Why do I need a union?

Workers in a union, compared to non-union workers, have:

- higher wages (11.2% more than what nonunion workers)
- employer-provided health insurance (96% compared to 69%)
- access to paid sick days (93% compared to 75%)
- retirement benefits through private employers (82% to 48%)

Why do I need a union now?

Some politicians and pundits like to blame union workers for America's problems. They say we earn too much, our benefits are too rich, and we have too much political power. They besmirch our hard work and call us greedy while lining their own pockets. They give our jobs away to private contractors and foreign countries who pay lower wages.

They want to privatize our jobs, strip us of our rights, and dismantle our unions. No one who earns their pay by the sweat of their brow, no one who cares about supporting a family, no one who cares about building a strong middle class should let that happen.

Union workers are the backbone of the American economy and built the middle class. Together, we fight for prosperity and opportunity for all working-class citizens.

We have to act now to stop the attacks on our rights and our ability to earn a decent living. That's why getting active in the union and bargaining for a better life is so important.

As a union, we work together to build and defend the safety and dignity of our co-workers. We make our families, our communities, and our country stronger.

What is collective bargaining and how does it work?

Collective bargaining is the process of negotiation between employees and their employer over wages, working conditions, benefits, and other aspects of workers' compensation and rights.

A committee of our co-workers — chosen by you this past May— sits down and hammers out an agreement known as a "Collective Bargaining Agreement" on every issue of concern to our bargaining unit. The committee sits at the bargaining table as equals with management.

The union negotiating committee represents the united strength of all union members.

The majority of members must approve the agreement before it can become accepted as a contract. In order to adopt a proposed contract 50% plus one employee must vote to accept. If this vote fails, 66% of the membership must also vote to go on strike. To return from strike and adopt a proposed contract the membership must vote in favor by 50% plus one employee.

Does having a union mean there will be a strike?

A strike is just one tactic available to workers to pressure their employer and is a tactic of last resort when the company is unwilling to agree with their workers' demands. The decision to strike is made locally by you and your fellow workers. It is rare when our members have found it necessary to strike to achieve dignity on the job. Members always make the decision whether or not they should strike.

Political and Legislative Report

By Heather Merrick—Connecticut State Council of Machinists

Your Connecticut State Council and Central Labor Council in conjunction with the AFL-CIO have been working hard to protect, preserve, and obtain more rights for workers and working families.

The Connecticut State Council of Machinists had our semi annual conference in January to set the tone for the tough year ahead. In February some members of our CCLC and State Council along with other activists joined with the AFL-CIO and many other unions at the state capital and gave testimony in favor of Senate Bill 8, unemployment benefits for striking workers. Mark Nati, Kylie McCarthy, Chris Jackson and Chris Bui and myself all gave written and oral testimony on this bill.

What does that mean?

It would give workers on strike unemployment benefits after 2 weeks of a strike. This means basically the difference between starving or not. It won't replace all your wages, but you can feed your families.

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It also means it successfully ratifies contracts sooner! It evens the playing field for negotiations.

This will be our 3rd go at this type of legislation. The bill has currently out of committee and in the Senate for debate. You will once again be seeing the QR code posted all over the shop asking you to contact your house representatives. You did great last year. Your input as constituents makes a huge difference. Thanks in advance for your support.

Negotiations Text Updates

It's not too late to sign up for Negotiations update texts. See a Shop Steward for the sign up card.

IAM PRATT & WHITNEY LOCAL LODGES 700 & 1746

SIGN UP FOR TEXT UPDATES!
Receive News and Updates from...

- Your Bargaining Committee
- Your Leadership
- And More!

See Reverse To Submit Digitally

Fill out the form below and return it to your bargaining committee

First Name: _____ Last Name: _____

Local Lodge: _____ State: _____ Cell Phone: _____

Email: _____ Shirt Size: _____

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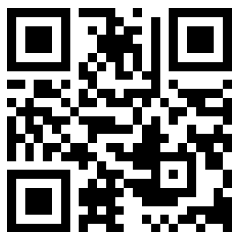
IAM Local 700: Your negotiating committee is hard at work. Our first meeting with the company is 4/2/25. Save this number as Negotiations 2025 for future negotiation texts to get the latest info. Any coworkers can still sign up for the text blasts by seeing their shop stewards. Some future texts may contain attachments so please be sure to open them. Txt STOP to OptOut

Text Message

Negotiations Survival Handbook

If you didn't receive a copy of the handbook, please see a Shop Steward or you can scan below.

CONTRACT 2025
NEGOTIATIONS SURVIVAL
HANDBOOK



In Memory Of Our Departed Members & Retirees

*Donald Daniels, Casey Crafton,
Gerry Guarino, Jesse Hunter &
Mike Lucht*

Join US

For The Monthly Meeting
At The Union Hall

Next Meeting
April 13, 2025
At 10:00 A.M.

C.A.N.E.L. Lodge 700
Website www.iam700.org

Officers

President.....Wayne McCarthy
Vice President..... Chuck Hermann
Recording Secretary.....Chris Goodale
Secretary Treasurer.....Doug Campbell
Conductor/Sentinel.....Heather Merrick
Trustee.....Chris Jackson
Trustee.....Jeff Kearney
Trustee.....Michael Shermer

Contributing Editors of COMPASS

Wayne McCarthy
Michael Shermer
Clayton Smith
Heather Merrick

Shop Committee

Chairman Wayne McCarthy
1st Shift Mike Kalinowski, Jeff Kearney
2nd Shift Mike Frei, Chuck Hermann
3rd Shift John Piekarski

IAM Local 700 STRIKE SANCTION VOTE!

April 4th, 2025

6:00AM-8:00PM at the Union Hall

The Strike Sanction vote is required by our IAM constitution in order to authorize a strike in the event that we reject the company's last, best, and final offer on May 4th, 2025. Voting yes to authorize a strike does not mean that we will go on strike. That can only be decided by those who attend and vote during the May 4th ratification meeting in Wallingford CT. A Yes vote is required by the International to authorize a potential strike. Voting yes will ensure that our members will receive their Strike Benefits while on the picket line.

Vote Yes on April 4th, 2025!!

Vote and receive a free "CONTRACT 2025" Solidarity T-SHIRT!

IAM Local 700 UNION HALL

6AM TO 8PM

82 SAYBROOK RD HIGGANUM CT 06441

Scan For Directions



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