

TEAMSTERS**1150 News**

Official Publication of International Brotherhood of Teamsters Local 1150

Vol. 1, No. 1 — May/June, 2002

New Strike Fund Will Enhance Teamster Power In Negotiations**IBT Convention Delegates Approve Dues Increase To Strengthen Finances**

Democratically-elected delegates to the IBT's Special Convention held April 30th in Las Vegas, Nevada took an important step forward in enhancing the IBT's strength and power as a leading voice for working men and women.

After serious discussion about the current status of the IBT's finances, the convention delegates overwhelmingly approved a new financial plan that will raise dues an average of 5¢/hour. This plan will boost the union's financial security and enhance strike benefits for members, while guaranteeing the IBT's continued leadership and effectiveness in the 21st Century.

IBT Delegates Approve Plan To Strengthen Teamster Power

By a wide margin, the convention delegates approved the recommendations of the IBT's Blue Ribbon Commission. A final vote showed that more than 98% of the 1,748 delegates to the convention voted YES to build Teamster power and create strong and meaningful strike benefits.

"We will show UPS, the freight companies and all other employers that we mean business," IBT General President Jim Hoffa told delegates. "Teamster members will have a union that will be there for them during a strike. They will have a union that will build its ranks

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(RIGHT) IBT General President Jim Hoffa tells delegates to the IBT's April 30th Special Convention that the key to a secure future rests with a strong Teamster strike fund and an effective union organizing program.



(LEFT) Delegates join hands in a show of pride and unity as they pledge to continue building Teamster power and influence to keep the IBT a leading voice for workers.

Teamsters 1150 News Launched

Effective communication is vital to the success of Local 1150. Responding to several member requests, your Executive Board has launched a rank-and-file newsletter **Teamsters 1150 News**. Each issue will feature important local union news, as well as events from the labor movement in general.

We hope you enjoy this publication. Remember, **Teamsters 1150 News** is YOUR newsletter. If you have any stories you believe will be of interest to the membership, or if you have ideas for making this newsletter better, please give Local 1150 a call today.

UNION PERSPECTIVES

— BY SECRETARY-TREASURER ROCCO CALO —

Dues Increase Is Necessary To Strengthen Teamster Power

Teamster delegates from around the country who gathered in Las Vegas, Nevada on Tuesday April 30th came together with one goal in mind: building Teamster financial power. Recognizing the challenges facing our union in the coming months and years, delegates overwhelmingly approved a new financial proposal that will raise dues slightly to build a much-needed strike fund.

Local 1150's delegates proudly joined this Special Convention to help build a 21st century union. We were actively engaged in the many discussions about how best to give members real and meaningful strike benefits, as well as enhance the IBT's ability to continue its work on behalf of ALL Teamsters. Our delegation was a vocal supporter of the Blue Ribbon Commission's proposed dues increase as an important step in getting the IBT's finances in order and securing the resources we need to fight, and win, for rank-and-file Teamsters.

Teamsters Unite To Build A Strong Strike Fund For Today and Tomorrow

The bottom line is that for far too long, Teamsters have been without a meaningful strike fund. Because of this fact, employers confronting us at the bargaining table have stalled and played hardball — knowing that we would be less likely to walk out without the backing of a strong strike fund. Now, thanks to the overwhelming vote of the delegation, the Teamsters will have a strike fund. This will bolster our efforts at the bargaining table, and give us one more tool to use in the fight for workplace justice.

The convention's theme "A Nickel An Hour For Teamster Power" was more than just another slogan. This plan, as proposed by the IBT's Blue Ribbon

Commission on Teamster Finances, is a workable solution to keep the International Union on a positive path into the future. It is a plan that is dedicated to improving their quality of life for all Teamsters.

A Positive Change For All Rank-and-File Members

What does this mean for us? Well, for Local 1150 members, it means that when we enter contract negotiations our employer will now face the reality of a possible strike. This will change the political dynamics of the talks so that employers will be less inclined to drag their feet if they know we will call a strike. It also means we will be better prepared to negotiate a contract that will address the needs of rank-and-file members. This will be a positive change that will directly impact the lives of all Teamsters.

This financial plan also means that every Local 1150 member will receive strike benefits that are **ten times their hourly wage**. In other words, if you make \$10/hour, you will receive \$100/week in strike pay; if you earn \$15/hour you will receive \$150/week

in strike pay; if you earn \$20/hour, you will receive \$200/week in strike pay, and so on. This is a major improvement from the current \$55/week strike benefits. A chart detailing the new 10 times the hourly rate strike benefits appears on page six.

This financial proposal was approved by nearly all delegates to the Special Convention. However, not everyone in attendance wanted to have a strong Union with meaningful strike benefits. The narrow-minded TDU minority who fought hard to kill this proposal were fighting against the best interests of all Teamsters. They were putting their politics ahead of you and your family.

Thankfully, when all was said and done, TDU lost — and Teamsters around the country won. Now, thanks to the efforts of REAL Teamsters, we will have greater power and influence to continue building a brighter future for all rank-and-file members.

Rocco Calo
Secretary-Treasurer



Teamsters Local 1150



EXECUTIVE BOARD OFFICERS

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Delegates Approve Plan To Build Teamster Power

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through organizing. They will have a union that will be financially secure and stable for many years."

Last June, delegates to the Teamsters' 26th International Constitutional Convention approved creation of a Blue Ribbon Commission on Teamster Finances. The Commission recommended several changes that will allow the IBT to create a dedicated strike fund, enhance organizing campaigns and rebuild the union's net financial assets.

"A Nickel An Hour For Teamster Power"

The approved proposal will result in an increase of about five cents per hour, per member - less than \$2 per week. The theme for this convention was: "A Nickel An Hour for Teamster Power."

Local 1150's delegates were among the majority who voted YES to support the proposal as put forth by the Blue Ribbon Commission to build Teamster power.

"This was a very important decision for us in determining what kind of union we will have in the future," Local 1150 Secretary-Treasurer Rocco Calo said. "The choice at this convention was between maintaining the status quo, or doing something for the future. It was a choice between a strong Teamsters Union, with the resources and power to stand up and fight for members, especially those on strike for justice, or a weak union unable to negotiate good wages, benefits and job security. Thankfully, the delegates voted for the proposal to keep the IBT a leader for all Teamsters."

Local 1150 members will see an increase in benefits on July 31, 2002 when weekly strike benefits become 10 times a member's hourly wage (see chart below). This means that if a strike is necessary, rank-and-file members will get the assistance they deserve.

"This proposal gives us the warchest we need to take on the big employers," IBT President Jim Hoffa added. "We will not back down. Anti-union employers everywhere should be aware, because the Teamsters are back."

DELEGATES APPROVE PLAN TO ENHANCE STRIKE BENEFITS

Under the proposal approved by delegates to the Special Convention, membership strike benefits will be as follows:

<u>HOURLY WAGE</u>	<u>MEMBER STRIKE BENEFIT</u>
\$10/hour	\$100/week strike benefit
\$12/hour	\$120/week strike benefit
\$15/hour	\$150/week strike benefit
\$20/hour	\$200/week strike benefit
\$23/hour	\$230/week strike benefit

WHAT DOES THE DUES INCREASE MEAN?

Below is a breakdown of how this increase will impact Local 1150.

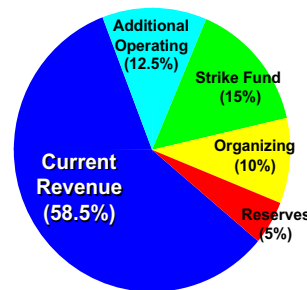
CURRENT DUES

Monthly Dues per Member	\$43.00 (2X average hourly rate)
International Receives	\$ 5.00
Local 1150 Receives	\$38.00

DUES INCREASE

Monthly Dues per Member	55.00 (2.5X average hourly rate)
International Receives	\$12.00 (increase of \$7.00)
Local 1150 Receives	\$43.00 (increase of \$5.00)

How the extra \$12.00 will be used by the International Union



Get A Withdrawal Card When You Leave Your Job

Be sure you request a withdrawal card when being laid-off, going on leave of absence, lengthy medical leave or terminating your employment. The charge for a withdrawal card is still only 50¢, but all initiation fees and back dues must be paid before the withdrawal card is issued.

Stop by Local 1150's office, or complete the form on the right, and mail it to our office along with your check or money order for 50¢. It is your responsibility to obtain a withdrawal card after leaving the company so that you will not be obligated to pay extra dues. Failure to request a withdrawal card may cause you to pay back dues.

Mail to: Teamsters Local 1150
150 Garfield Avenue
Stratford, Conn. 06615-7101

Please enclose 50¢ check,
money order or coin

WITHDRAWAL CARD REQUEST

NAME _____

SOCIAL SECURITY # _____

LAST DAY OF WORK _____

NAME OF EMPLOYER _____

REASON FOR LEAVING _____

(quit, laid off, terminated, etc.)

Signature _____



SIKORSKY PLANT NEWS



2,500th H-60 Blackhawk Delivered

Since 1978, Teamsters Local 1150 members have been building, repairing and refurbishing what is no less than the greatest helicopter the world has ever seen. On April 26th delivery of the 2,500th Blackhawk aircraft was accepted during a ceremony at Hilo, Hawaii to the Hawaii Army National Guard Company D 1-207th Aviation Regiment. Four new UH-60L aircraft were assigned to the unit to replace aging UH-60A models.

On December 23, 1976, Sikorsky Aircraft was awarded the contract to produce the UH-60A Blackhawk. Since then we have worked millions of hours to proudly set the benchmark for the entire industry.

"We are privileged to be the recipient of this landmark," Maj. Benedict Fuata, Commander of the aviation support facility, remarked at the Hilo ceremony.

"The Blackhawk and Seahawk have been the workhorse for U.S. and international military fleets since the late 1970s and will continue to serve this role for decades to come. The versatile H-60/S-70 has proven its mettle in a multitude of missions on every continent," said Sikorsky President Dean Borgman.



Stay In Touch With All Union News... Get "On-Line" With Local 1150

Information is vital to being a productive member of your local union. Don't rely on second-hand information or rumors. When you want to know what's really going on, the fastest way to stay informed is via the World Wide Web.

Visit www.teamsterslocal1150.org for the latest Teamster, labor union updates, upcoming membership meeting information and special union events. Get up-to-date information on Local 1150's Community Services Committee, the EAP, and everything else you need to know if you are a member with Veteran status.



Get "connected" with Local 1150!

Comanche Continues Moving Toward Full-Scale Production

The RAH-66 Comanche Program continues its swift move toward full scale production, with the final flight of Comanche Prototype Number 1 now complete and the resumption of test flights for Prototype Number 2 underway.

In the first of what appears to be several changes to the Comanche Program, the Boeing Sikorsky team announced in January its plans to move the Comanche Program Office from its current home in Huntsville, Alabama to an industrial location in Bridgeport, Connecticut. The move, expected some time this summer, will include approximately 350 employees currently working in Trumbull, Connecticut and will house the production facility for the first phase of assembly and delivery of the RAH-66 Comanche. It is expected that the relocation to Bridgeport will create up to 150 new manufacturing jobs as well.

Chuck Allen, Comanche Program Office Director, is pleased with the program's progress to date. As Prototype Number 2 made its first flight with a new Mission Equipment Package (MEP) and new engines, Allen was quick to point out that it happened more than a month ahead of schedule. Prototype Number 2 had been off flight status since May of 2001 for installation of the engines and MEP and it was hoped that it would resume flying by the end of June 2002. "This is a great first achievement for the restructured Comanche program," Allen said following the flight.

Department of Defense and Army leadership will review the restructured, \$3.2 billion Engineering and Manufacturing Development (EMD) contract for the Comanche over the next several months.



Local 1150 members are proud to support the U.S. military's venture into the 21st century with the Comanche.

Rank-and-File Members Eagerly Await New Contract

After seeing the landmark success achieved in Contract 2002 for Florida and Connecticut, our brothers and sisters in Troy Alabama eagerly await the start to their contract negotiations to replace the current deal, which expires in October.

Many of the same issues that dominated talks in January and February are at the forefront of concern in Alabama. Just the same, there are issues unique to Troy and the Executive Board and Negotiating Committee need the input of the membership to ensure that each and every concern is addressed. Your input is greatly needed and appreciated.

Remember to fill out the Contract Questionnaires and have them ready to give to Carlos Clavarino at the next membership meeting.

CONTRACT 2002 — IT'S NOT OVER YET!



The West Palm Beach Facility Is Still Here!

By member Cliff Carrier

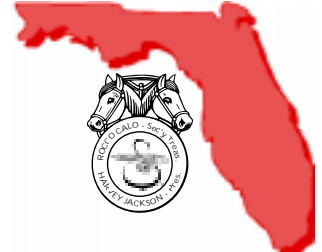
A couple of days ago, I got a phone call from a member of our Executive Board asking for something from West Palm Beach to put in this newsletter. At first, I thought it's time to call in a favor from one of our members, because I had no idea what to write. Then it hit me: this is the perfect opportunity to tell all of our brothers and sister that we're still here!

A little over two years ago we were told the West Palm Beach facility was going to be closed. It hurt watching many of our brothers and sisters go out the door. It hurt to watch what was a top-notch facility filled with craftsmen turn into empty buildings. It hurt to see what happened to our once solid West Palm membership.

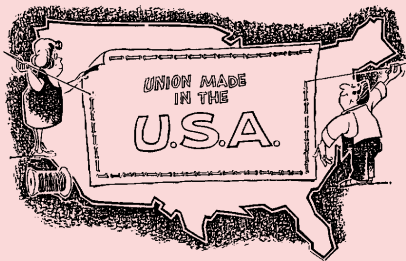
The buildings didn't go away, and neither did our members. Somehow, the bleeding stopped and we began to heal. It hasn't been easy for any of us — but we have survived.

We have seen some of our members recalled, but we still have way too many out on the street. We have seen some of the closed buildings reopened, but above all our membership has once again become united.

Hopefully, some day all of our members will be back and this place will be going strong again. However, for right now we want everyone to know that our members in West Palm are unified — and that WE ARE STILL HERE!



KEEP AMERICA STRONG

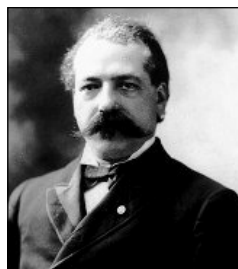


Buy
American.
Buy
Union!

Labor History Notes Samuel Gompers

Labor leader Samuel Gompers was president of the American Federation of Labor from 1886 to 1924. During this time he became known as the nation's exclusive labor spokesman. He was unrelenting in his quest for shorter hours, higher wages, democracy in the workplace, and safe and clean working conditions.

Gompers began working at age 10 first as a shoemaker and eventually as a cigar maker. By age 18 he had gained a reputation as a highly skilled cigar roller and, more importantly, as an aggressive spokesman for his fellow workers. He was only 25 years old when he became the president of Local 144 of the Cigar Makers International Union and 36 when he became the vice-president of the international. Throughout his career as a union leader, Gompers believed and promoted the idea that strong, well-financed unions would create more humane conditions in the workplace, create educational opportunities, protect the interests of workers, and were the key to a "more satisfying life" in and out of the workplace.



After an unsuccessful attempt to form an alliance of trades unions in 1881, Gompers joined the movement that eventually formed the American Federation of Labor (AFL) and later was elected its president in 1886. During his tenure he is credited for being instrumental in starting many labor movement milestones such as the regulation of child labor and the 8-hour workday.

During a most difficult time in labor history, when critics of the labor movement were many, even from within the working class ranks, Samuel Gompers made no apologies. "Our mission has been the protection of the wage-worker now; to increase his wages; to cut hours off the long workday, which was killing him; to improve the safety and the sanitary conditions of the workshop; to free him from the tyrannies, petty or otherwise, which served to make his existence a slavery," he said during a speech given in 1911.

Gompers held his position as president of the AFL until his death on December 13, 1924. Two days before he died, he gave a friend his farewell message: "Say to them that as I kept the faith I expect they will keep the faith... Say to them that a union man carrying a card is not a good citizen unless he upholds the institutions of our great country, and a poor citizen... if he upholds the institutions of our country and forgets the obligations of his trade association."

IMPORTANT UNION BENEFIT NEWS

Clearing Up Confusion About The Three Tier Prescription Plan

By Deb Johnson — Union EAP Coordinator

Cigna Three-Tier Prescription Program Connecticut & Florida 1-800-882-7701

There have been many questions regarding the **Three Tier Prescription Plan** that will take effect July 1, 2002 under the Cigna Health Care Plan. The following is a brief outline of the coverage tiers and your options for ordering your prescription drugs.

Tier 1 – Generic drugs. Generic drugs are the FDA approved, chemical equivalents of brand-name medications that are no longer covered by an exclusive patent. Generic drugs contain the same active ingredients as their brand-name counterparts and are equivalent in strength and dosage. These drugs are the most cost-effective and members will pay the lowest co-payment. This is \$7.00 for up to 34-day supply retail and \$7.00 for mail order up to 90-day supply.



Tier 2 – Preferred brand name drugs. The preferred brand name drugs will appear on the Preferred Drug List (PDL) but will generally cost more than the generic drug. These are drugs for which there are no generic equivalents or for which AdvancePCS was able to negotiate a discounted price. While not as cost-effective as the generics, the price paid by the plan is better than for other brands and are therefore placed in the medium co-payment. This cost is \$15.00 for retail up to 34-day supply and \$30.00 for mail order up to 90-day supply.

Tier 3 – Non-preferred brand name drugs. These drugs are **NOT** included on the PDL and will generally cost more to obtain. These drugs have a generic equivalent and are the highest cost to the plan. PCS is not able to negotiate a discount; therefore you will pay the highest co-payment for any of these drugs. This cost is \$25.00 for retail up to 34-day supply and \$50.00 for mail order up to 90-day supply.

Important Tips: If a generic drug is available, pharmacists will substitute the generic form of the drug in lieu of the more expensive brand name at the point of sale. You should

request that your doctor prescribe drugs with generic versions available whenever possible for maximum cost savings. If a generic is not available, ask your doctor to prescribe a preferred brand **from the drug list** when and if appropriate. If the doctor believes it is necessary for the member to have the brand in lieu of the generic, the doctor should write "**Dispense As Written**" on the prescription. In this case, you will pay the Tier 2 co-payment only.

If you request the brand name at the point of sale, you will be required to pay the Tier 1 co-payment plus the difference in the cost between the generic and the brand.

If you are on maintenance drugs, you should consider using the mail order prescription plan for maximum cost savings. Mail order forms should be located at your Human Resource hub at each plant location. Or, you can access the web site of AdvancePCS. This web site will also identify which Tier your drugs are in.

Just a note on Experimental Drugs: **if the drug is on the market and FDA approved, AdvancePCS might cover it. You would need to call member services at PCS to see if the drug is in their system and available. If the drug is not in the system, it is not likely the drug would be covered. You can utilize the appeals process and have your doctor advocate for you. If the drug is not FDA approved, it is not covered.**

If you have additional questions, please access Cigna's website, <http://cigna.com/consumer/index.html> and click on "Drug Store" for in-depth information.

If you are a member of a plan other than Cigna, you need to check with your insurance plan for their process on Experimental Drugs.

Connecticare (Connecticut only) 1-800-251-7722

Connecticare also has a three-tier drug program. The third tier of their program requires a \$30.00 co pay.

For more information, access Connecticare's website, www.connecticare.com and click "Pharmacy Central" for details.

Health Options (Florida Only)

North: 1-800-734-6656
Central: 1-800-445-1494
West: 1-800-583-9072
South: 1-800-964-6595

Please contact the Health Options number closest to your area. If you have any further questions please contact Deb Johnson at 6-3516 or the union hall at 381-9240 or 800-526-4971. Or call the HR benefits office. Florida, please contact Cliff Carrier or the HR Benefits Office

IMPORTANT UNION BENEFIT NEWS

Utilizing Your Employee Assistance Program

By Deb Johnson — Union EAP Coordinator

With our global business society in continuing rapid change, our personal worlds have been impacted just as dramatically. Job changes, promotions, demotions, cause stresses that may leave you feeling helpless, angry, guilty, or depressed about the loss of what was once so familiar. Controlling your response to change will make all the difference in whether you perceive that change as opportunity or failure. Knowing yourself and how change affects you is the first step in developing specific skills to help you cope with change in a healthy way

Take a minute to answer a few questions. You can use this simple assessment to evaluate and understand your own stress level. This information can be used to deal with change in a productive, positive manner.

- Are you experiencing changes in your job responsibilities?
- Has your job changed by promotion, transfer, merger, retirement or layoff?
- Do you consider your workload too much or too little?
- Do you have fears about job security?
- Are you experiencing conflicts with coworkers, subordinates, or superiors?
- Are your job expectations unclear? Are you anxious due to insufficient feedback?

Once you have identified your stresses, you can begin to take control of how you handle them. Depending on where you are in your lifetime (adulthood, middle adulthood, and maturity) may determine how you cope with the transition.

Tips For Coping With Change

When change happens, whether foreseen or sudden, the impact may cause shock, feelings of anger, and/or panic. Your coping skills can help you adjust to and move along with those changes. You may be experiencing a job change. Your product, project, or department may have been changed or discontinued. You may be working for a new supervisor. Taking a step back to observe and understand the big picture will help you to see where you fit in with the organization. Letting go of the old and accepting the new as a challenge can help cope with feelings of loss. Get involved and don't be afraid to learn. Changes for you might lead to promotional opportunities. Even positive change can cause stress and anxiousness as you still experience the loss of familiarity: and anticipation can cause anxiousness. Seek support from peers, mentors, family and friends. Take time periodically to reassess

your situation.

Technological changes have had a huge impact in the workplace. The key to moving along with these changes is to **KEEP ON LEARNING**. Seek out new information **BEFORE** you need it. Increase your value by continuing to educate yourself. Taking advantage of the UTC Scholar Program is a good place to start.

If one of the changes you experience is layoff, evaluate your situation. Assess areas of control, priority of bills, feasibility of unemployment insurance. What are your skills, accomplishments and career goals? Be sure to attend the layoff seminar at union hall. Use your personal network by talking to friends, mentors, union stewards and officers, and career centers to find work. If you are considering a package for early retirement but are self-doubting, assess your situation by crunching the numbers. Expand on current meaningful activities or develop new interests.

A positive attitude is crucial to coping with change successfully. Reach out when you are feeling low. Laugh, live well, relax and let go and love a pet! Keep your self-talk on the positive side, and get a way from it all once in a while.

Keep in mind that some activities do not reduce stress. Be careful not to abuse alcohol, drugs, tobacco, or even coffee. Organize your time effectively. Don't burn yourself out. Try to maintain a healthy balance in your lifestyle. Use positive coping skills and don't rely on sympathy. If you get stuck, Get **HELP**. Even with the use of coping skills stress may still build up. Depression is a common response to a big change, but it is reversible.

Your Employee Assistance Department (EAP) is available for help and information. You can reach Deb Johnson in the shop at 6-3516, or the union hall at 381-9240 through one of the officers or union stewards. This program is free and confidential, if and when you ever need it. **REMEMBER, HELP IS JUST A PHONE CALL AWAY!**

STRESS

Need Counseling For A Personal Or Family Crisis?



If so, then contact
Local 1150's Employee
Assistance Program
at **386-3516**

**REMEMBER: All calls to the EAP
are FREE and CONFIDENTIAL**

Women's Committee

Teamsters Local 1150 invites you to join the Women's Committee. This committee has been established by women and for women to:

- ✓ **UNITE** women members for the purpose of addressing their concerns and issues in the workplace;
- ✓ **PROMOTE** women's involvement and recognition within our union;
- ✓ **FOSTER** better relationships and communication between members;
- ✓ **HELP** with organizing efforts and other activities to enhance union power;
- ✓ **STRENGTHEN** and build solidarity within the union.



Some of our concerns and training programs include: Equal Pay, OSHA, Pension, Work/Family, Women in Politics, Social Health Issues, Domestic Violence, Advancement throughout our union, Sexual Harassment, Legislative Issues, Networking/ Mentoring, Community Service, Education and Awareness.

We are in direct Solidarity with the International Teamsters Women's Caucus (ITWC) and the Coalition of Labor Union Women (CLUW). Anyone is eligible to sign up and become active on this committee. Please contact Deb Johnson, Sandy Bennett, Bessie Fisher or the union hall for more information.

Meetings are held the same day as the steward meetings: ?? hour before the 1:00 p.m. meeting and immediately following the 4:00 p.m. meeting.

UPCOMING MEETINGS

At their May membership meetings, Local 1150 members in Connecticut and Florida voted to suspend general membership meetings for the months of June, July and August. All other meetings are as follows

CONNECTICUT STEWARDS

June 12 @ 1:00 p.m. and 4:00 p.m.
July 10 @ 1:00 p.m. and 4:00 p.m.
August 14 @ 1:00 p.m. and 4:00 p.m.

ALABAMA MEMBERSHIP

June 18 @ 4:00 p.m.
July 16 @ 4:00 p.m.
August 20 @ 4:00 p.m.

ALABAMA STEWARDS

June 17
July 15
August 19

Your OSHA Health and Safety Rights

*How well do you know your health and safety rights?
Take the OSHA quiz below and find out.*

1. All workers in the U.S. are covered by the Occupational Safety and Health Act (OSHA).

TRUE FALSE

2. Whose responsibility is it to provide a safe and healthful workplace under OSHA?

A. The employer B. The worker C. The Union
D. OSHA E. All of the above

3. Which is not a worker's right under OSHA?

A. To have a workplace free of health and safety hazards
B. To file a complaint with the Occupational Safety and Health Administration and remain anonymous if desired
C. To inspect the workplace immediately when an unsafe or unhealthy condition is suspected
D. To see publicly posted notices of OSHA citations for health and safety violations in the workplace

4. Under OSHA, workers have the right to see their company medical records.

TRUE FALSE

5. Legal protection under OSHA makes employer reprisals against workers who complain about unsafe or unhealthy conditions illegal.

TRUE FALSE

6. OSHA is part of the U.S. Department of Labor.

TRUE FALSE

7. Once an OSHA standard is set, it is almost never challenged or amended.

TRUE FALSE

8. A worker who files an OSHA complaint must be directly affected by the hazard in question.

TRUE FALSE

9. Only a company representative can accompany an OSHA inspector on an inspection.

TRUE FALSE

10. State OSHA agencies do all of the following except:

A. Provide more inspectors than there are under Federal OSHA
B. Make a state standard that is more stringent than the federal standard
C. Make a state standard that is more lax than the federal standard
D. Create its own safety and health standards, even in areas where Federal OSHA has not established a standard.

Community Services Committee Update

Local 1150 is currently working to improve the networking pool of volunteers for the Community Services Committee. Our mission is a simple one: to actively participate in our local communities in projects of good will.

The call to volunteerism has never been so needed. This is a great opportunity to give back to your community through your local union. Some of the activities we have participated in over the years include a Mail Handlers May Food Drive, Walk for Cancer, VFW events, American Legions Events, Thanksgiving Food Drive, IBT Disaster Relief (Care Bears), Holiday Toy Drive and our own Local 1150 Food Pantry, just to name a few.

Maybe you are already actively involved with in a project that you would like the union to be aware of. If you are interested in joining this important committee, please contact Joe Racan, Mitch Cairns, Deb Johnson or Sandy Bennett. Our meetings are held on the same day as the membership meetings: ??? hour before the 1:00 p.m. meeting and immediately after the 4:00 p.m. meeting.

We look forward to seeing you at the next meeting!

Calling All
Volunteers!



Come and Join the 2002 Cancer Walk

Local 1150's Community Services Committee urges you to help in the fight against Breast Cancer by joining in or supporting the 2002 Walk for Breast Cancer.



Date: September 22nd

Where: Captain's Cove
Bridgeport, CT

Time: More info to come in the next newsletter

Picnic for Connecticut Members To Be Held At Lake Quassapaug Saturday, July 20th

Teamsters Local 1150 has selected Lake Quassapaug in Middlebury, Connecticut as the location for the 2002 Membership Family Outing on Saturday July 20.

Rank-and-file members and their families will enjoy all day rides, attractions, free parking, and an all you can eat buffet served from 12:00 noon until 5:00 p.m. The park will be open from 11:00 a.m. to 10:00 p.m. RAIN OR SHINE.

Tickets will be on sale at Local 1150's Union Hall from June 17th through July 17th during regular business hours, 8:30 a.m. to 4:30 p.m. Monday through Friday. Ticket cost for union members and their families is \$7.50



each, children aged three and under are welcome free of charge. There will be a limited amount of tickets sold and tickets will be sold on a first-come, first-served basis. So if you want to attend, get your tickets early.

For your eating pleasure, the following menu items will be served continuously from 12 noon until 5:00 p.m.

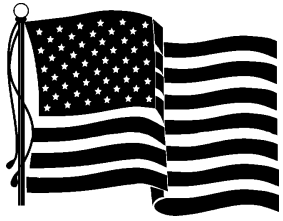
Jumbo hot dogs, hamburgers, cheeseburgers, Italian sausage patties, vegetarian hamburgers, turkey hot dogs, sauteed peppers and onions, macaroni and cheese, homemade potato salad, homemade cole slaw, home made macaroni salad, sauerkraut and onions, lettuce and tomatoes, mustard, relish, catsup, beer and wine, soft drinks, iced tea, coffee, hot tea, ice cream (one per person) and watermelon

In addition, to make sure that everyone had a great time, Quassy Amusement Park will be providing the following entertainment:

- ✓ Exclusive use of the Fieldside Pavilion
- ✓ Free Swimming
- ✓ Unlimited ride wrist band for
- ✓ RAFFLE: We will give raffle ticket to every guest and provide small prizes to the winners at 3:00 p.m.

There will also be volleyball, horeseshoes, bocci ball, bingo for one hour and a disc jockey for three hours.

Every year this picnic is one of the most anticipated events. Come and join the 2002 picnic as we unite to celebrate together as Teamsters.



Veterans' Corner

National Veterans Wheelchair Games To Open In July

The Department of Veterans Affairs and Paralyzed Veterans of America will present the 22nd National Veterans Wheelchair Games July 9 through 13 in Cleveland, Ohio. Veterans of military service who use wheelchairs due to spinal chord injuries, amputations, or neurological problems will compete in over 20 events including swimming, basketball, archery, rugby, wheelchair slalom, and several track and field events.

Each year, the games attract more than 500 athletes making the National Veterans Wheelchair Games the largest annual wheelchair sports event in the world. Although the games have produced some national and world-class champions in the past, the sponsors have another mission in mind.

A strong commitment to improving the quality of life of veterans with disabilities and the promotion of better health through sports competition are why these games are held. Veterans are becoming disabled every day, and this event provides them with the opportunity to get involved in wheelchair sports and to meet other wheelchair athletes. Last year approximately 25% of the athletes who participated in the games were experiencing their first such competition.

The games will be held at The Cleveland Convention Center, Cleveland State Natatorium, Palisades Palace Lanes, VA Medical Center Brecksville, Brecksville-Broadview Heights High School and Euclid Sports Plant.

For more information visit the web page at: <http://www.va.gov/vetevent/nvwg/2002>

New Shelton Cafeteria Dedicated To Armed Forces

Citing the fact that the product we make supplies the men and women in uniform with the tools they need to perform their most difficult job, director of Sikorsky Overhaul and Repair Bob Leavitt (*shown below with Sam Ranno and members of the honor guard and Veterans Administration*) dedicated the Shelton III facility's new dining room to the US Armed forces.

The ceremony included honor guard presentation of the flags of each branch of the Armed Forces as well as the USA, Veterans Administration Armed Forces and a POW/MIA flags. In addition, there were speeches from State Representative Richard O. Belden, State Senator Alvin W. Penn and Commissioner of Veteran Affairs Eugene Migliaro. In addition, Local 1150 Director of Veteran Affairs Sam Ranno supplied the honor guard and was instrumental in organizing what was an extremely patriotic ceremony.



A first-class ceremony helped dedicate the new Shelton cafeteria to the men and women of the U.S. Armed Forces.

Problems with Safety Glasses?

Are you having problems getting safety glasses?

Do you need help finding a provider?

**Call Joe Grabinski
386-5241**

Saluting Local 1150 Outstanding Members

Local 1150 members are a special group of people whose hard work over the past several years has improved the lives of others.

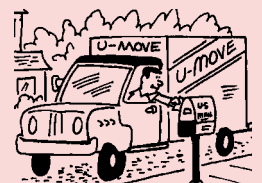


We would like to publicly salute members for their accomplishments. If you are aware of a Local 1150 member who should be recognized for his or her outstanding deeds, please contact Stephen French or Mitch Cairns at the Union Hall.



Are You Moving?

If so, then please contact Local 1150 right away so we can continue sending you the *Local 1150 News* and other Local Union information.



Disability Payment Process

— *Non-Work Related Claims*

By Deb Johnson — Union EAP Coordinator

As we all know from experience, following any insurance claims process can be tedious at best. However, in the wonderful world of HMO's, POS's, PPO's and whatever acronym will come along in the future, the bottom line, you must follow procedure to minimize system tie-ups and to maximize your benefit protection. Applying for Weekly Disability Payments is no exception to the rule.

Weekly Disability Payments are those weekly income checks that you apply for when you are out on medical leave due to your illness. The following are some very important facts to remember when applying for your payment:

- Unless you are hospitalized or have an outpatient procedure within 5 days of your absence, your Weekly Disability Payment does not begin until 5 days after you are continuously out of work.
- Both you and your physician will need to fill out the pink disability form. These forms are located in designated areas in each plant in Human Resources.
- It is important to fill out all the required information.
- It is important for your doctor to fill out your return to work date as well as can be estimated.
- (Should you be out of work beyond your estimated return to work date, you would need to reapply for benefits. At this point, the insurance company may send you a different form with a request for more information. Your doctor would need to fill out this form.)
- All things being equal, you should receive your first check within 2-3 weeks.
- This benefit lasts one year.

SOCIAL SECURITY

For folks who are experiencing long term disability, other factors come into play. After 5 months of continual absence, under the law you may apply for Social Security Benefits. This process is very involved and takes approximately 3-5 months. You would need to contact Social Security yourself (a phone call should do it) to begin the process.

If Social Security accepts your claim, you will receive a monthly check FROM social Security for the amount awarded to you. However, you must report this award to the insurance company and your Weekly Disability Payment will be OFFSET by the Social Security payment. You will receive no more than what you would be receiving under the insurance plan.

Example:

\$1,600 (approximate total monthly disability payments)
-\$1,000 (approximate monthly SS payment)

+\$600 (difference in the two checks)

The \$600 would be the only money you would receive from Disability. You would not receive both checks in total. This is what is meant by an OFFSET.

You may ask why would you opt to start Social Security Disability so soon. The primary benefit is: you must be collecting Social Security Disability for at least two years

before you qualify for Medicare. If it is apparent you will not be returning to work, you want to get a seven-month jump-start on the two-year waiting period. Once you are terminated from the company, your waiting period would be that much less for you to qualify for Medicare and would save you a substantial amount of money in insurance coverage payments.

Should your absence continue past your first year, you would enter into a new and more in depth process to apply for Total and Permanent Disability (T&PD). The Insurance company would send you the forms and the process of you and your doctor reporting your condition starts again. The amount of your payment comes from your life insurance benefit under the contract and can last for several years. You must be totally and permanently disabled in order to qualify for this payment.

Please see Letter 3 in the contract. This will give you a basic outline of the coverage.

There are many tax questions that surround these incomes. It may be wise to contact a tax expert to help you when you file your income tax.

Please feel free to contact Deb Johnson, 6-3516, 381-9240, 800-526-4971 for further information. Also, you can dial Cigna direct at 1-800-362-4462 or HR Benefits.

OSHA QUIZ ANSWERS — From Page 8

1. **False.** While nearly every working man and woman in the nation comes under OSHA's jurisdiction, exceptions include miners, transportation workers, many public employees, and the self-employed.
2. **A.** The Employer. The Occupational Safety and Health Act requires employers to provide a safe and healthful workplace free of recognized hazards and to follow OSHA standards. Employers' responsibilities also include providing training, medical examinations and recordkeeping.
3. **C.** To inspect the workplace immediately when an unsafe or unhealthy condition is suspected. If you suspect an unsafe or unhealthy condition, file a complaint and request OSHA to conduct an inspection. You can file a complaint online, in writing, by telephone or fax. If you want an OSHA inspector to come inspect your workplace, put your complaint in writing and send it to the OSHA office nearest you. An authorized employee representative (such as a Union representative) can accompany the OSHA compliance officer during the inspection tour.
4. **True.** Employers must inform you of the existence, location and availability of your medical and exposure records when you first begin employment and at least annually thereafter. Employers also must provide these records to you or your designated representatives within 15 days of your request.
5. **True.** The OSHA Act and other laws protect workers who complain to their employer, Union, OSHA or other government agencies about unsafe or unhealthy conditions in the workplace or environmental problems. You cannot be transferred, denied a raise, have your hours reduced or be fired as a result of a health and safety action.
6. **True.** OSHA was created by Congress in 1970 to help protect workers by setting and enforcing workplace safety and health standards and by providing safety and health information, training and assistance to workers and employers.
7. **False.** Public hearings are scheduled to provide interested parties the opportunity to orally present information and data when standards are challenged or amended.
8. **False.** Any worker may file a complaint and request OSHA to conduct an inspection if you believe serious workplace hazards or violations of standards exist in your workplace.
9. **False.** An employee representative has a right to accompany an OSHA compliance officer (also referred to as a compliance safety and health officer (CSHO) or inspector) during an inspection. Under no circumstances may the employer choose the workers' representative. Where there is no union or employee representative, the OSHA inspector must talk confidentially with a reasonable number of workers during the course of the investigation.
10. **C.** Make a state standard that is more lax than the federal standard. State OSHA programs must be at least as effective as the federal program and provide similar protections for workers.

President Hoffa Emphasizes National Security and Job Security

IBT Lobbies To Expand Production of U.S. Army Blackhawk Helicopters

Stressing national security needs in the fight against international terrorism, IBT General President Jim Hoffa and International Union representatives successfully lobbied the U.S. Congress to add 12 U.S. Army Blackhawk helicopters to the budget beyond the amount requested by President George Bush. This political victory means continued job security for the 3,600 Local 1150 members at the Sikorsky plants in Connecticut, Alabama and Florida.

IBT Puts Political Clout To Work For Local 1150 Members

Following a face-to-face meeting between IBT representatives and members of the U.S. Congress Armed Services Committee at the International Union's headquarters, the committee members put politics aside and, on a bipartisan vote, approved increasing production by 12 helicopters. As a result, total production of Blackhawk helicopters will be 39.

This was just the latest victory for workers at Sikorsky Aircraft Corporation. On February 17, the members voted 1880-331 to ratify a four-year contract.

"The membership showed great unity during the contract negotiations," Local 1150 Secretary-Treasurer Rocco Calo said.

Highlights of this contract include:

- ✓ A \$1,000 ratification bonus for each employee;
- ✓ Three percent wage increases in each year of the contract;
- ✓ Improved pension and severance pay;



IBT General President Jim Hoffa (right) met with Congress Curt Weldon (R-PA), Chairperson of the House Armed Services Committee, to urge increasing production of Blackhawk helicopters.

- ✓ Increased COLA's; and
- ✓ Enhanced job security, grievance and safety language.

Just as he did with the lobbying effort to increase Blackhawk production, IBT President Jim Hoffa also assisted in these contract talks. On February 11, Hoffa joined Local 1150 in a meeting with company management representatives.

"President Hoffa has give us a great deal of hands-on help," Secretary-Treasurer Calo said. "The fact that he took the time to come and meet with the company had a big impact. It is great to have an International President who will go out of his way, whether at the bargaining table or in the political arena, to fight for the membership."



U.S. Army Blackhawk helicopters train for the battle against terrorism. The IBT successfully lobbied the U.S. Congress to increase production by 12 helicopters, protecting jobs for Local 1150 members.

International Brotherhood of Teamsters Local 1150

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