

TEAMSTERS**1150 News**

www.teamsters1150.org

Official Publication of International Brotherhood of Teamsters Local 1150

Comanche Down!

Shock Turns To Determination As Fight For Vital Programs Begins

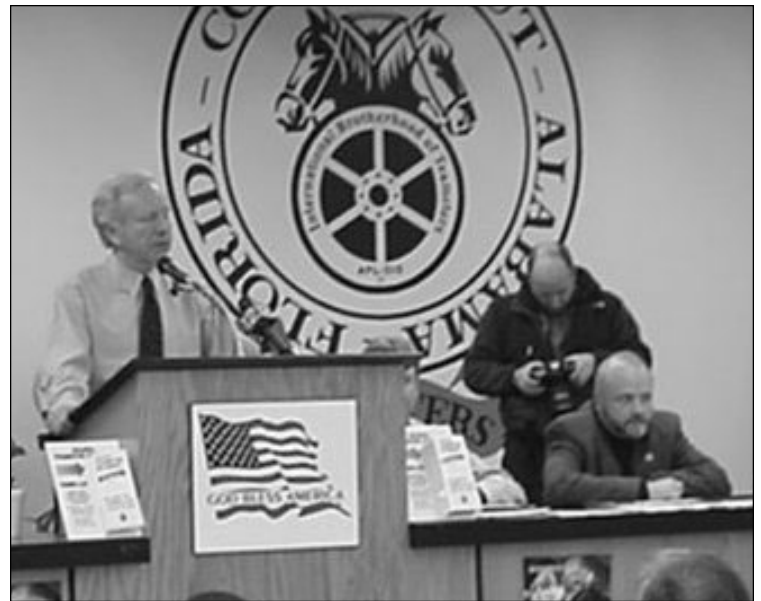
On February 23, 2004 Sikorsky employees gathered around computers, radios and televisions to confirm rumors they had heard all day: the U.S. Army was canceling the Comanche — the program that had been dubbed “the future of Sikorsky” for more than 10 years.

This was a sucker punch to everyone. Nobody saw it coming — not the workers, the union, not the company, and not even the government officials at state or national levels. It came from left field and many saw it as a knockout blow. “This could be my retirement going right out the window,” one worker said after hearing the disturbing news.

As the dust settled, the shock of the news turned to a determination to not allow this decision to become the devastation to the future that some said it would be. Teamsters Local 1150 took a lead role in fighting to ensure that Sikorsky workers did not take the fall for the Army’s decision. Within just a few days of the announcement, Secretary-Treasurer Rocco Calo organized a town meeting with House of Representatives member Rosa DeLauro at union hall so that the members could voice their concerns. Representative DeLauro took many comments and questions from that meeting into a meeting with Army top brass.

Next, Senator Joseph Lieberman visited the Union Hall during the March membership meeting to speak about this decision. He spoke at great length about the fight in the wake of the cancellation, and also spoke about the dangers of outsourcing. Lieberman assured members of his commitment to them and to the preservation of Connecticut’s crucial manufacturing industries.

The goals of the battle that has been waged following the



Connecticut Senator Joe Lieberman addresses Local 1150 members during the March general membership meeting.

Comanche cancellation are multi-dimensional. Reviving the program, as most of our congressional delegation has informed us, is not likely. Ensuring the long-term prosperity of Sikorsky Aircraft, and thus the members of our union, is certainly the primary goal of our efforts. Recognizing that the Comanche will not be revived, we must focus our efforts on ensuring that the funds previously allocated to that program

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UNION PERSPECTIVES

— BY SECRETARY-TREASURER ROCCO CALO —

Job Outsourcing: The Deadly Economic Problem With A Cure

As I sat down to write this article I first searched the Internet for information. A simple Google search revealed the following headline articles: "VT State Jobs Outsourced to India"; "GM to Increase Outsourcing"; "New Jersey Firms Outsourcing Legal Work to India"; "and Outsourcing; It's the 'In' Thing, An Unseen Peril of Outsourcing." These are but a few of the many articles about this current economic trend.

Outsourcing is one of the "hot button" issues of the 2004 presidential campaign, and undoubtedly a growing problem that poses a real threat to the American workforce. It is a problem that is not likely to go away, no matter how much we may want it to, yet it is a problem that is not without solutions.

U.S. Manufacturing Jobs Are Hit Hard By Outsourcing

The United States has lost 2.8 million manufacturing jobs over the past three years — more than we lost in the previous 22 years. Most experts agree that those jobs are never coming back. First it was blue-collar jobs, and now the trend is to send white-collar jobs, mostly high tech, overseas. Law firms are using Indian lawyers and paralegals to do research, transcription and document management. In its annual review of manufacturing operations, General Motors recently announced that it plans to increase outsourcing as part of an overall effort to reduce costs. "In 2003, we began offshoring activities moving \$3.5 million of work to lower-cost locations," the report says. "And we are planning to increase that to \$48 million in 2004."

There is a good chance that if you used a tax-preparation firm to do your tax return this year it may have been outsourced to an Indian company

without you even knowing. It is estimated that Indian-chartered accountants prepared between 150,000 and 200,000 U.S. tax returns this year, up from 20,000 last year and only 1,000 in 2002.

Connecticut Workers Feel Impact Of Outsourcing

This crisis has hit home as well. Connecticut has lost 52,900 jobs since January 2001, predominantly in the manufacturing and information services industries. Fortunately, United Technologies is not among the companies that the Department of Labor reports has slashed jobs in Connecticut due to foreign trade. However, we cannot become complacent and assume that trend will continue.

The U.S. Department of Labor has announced that at least 21 Connecticut companies have eliminated jobs due to outsourcing and offshoring. NAFTA alone has cost our state almost 13,000 jobs. The tragedy of this is that it is the good jobs that are leaving the U.S. in search of cheap, foreign labor.

The Bush administration is attempting to counter the criticism by pointing to a



Rocco Calo
Secretary-Treasurer

slight drop in the unemployment rate, saying that the economy is improving and jobs are on the rise. The unfortunate truth is that the jobs that our economy is creating are inferior to those that we are losing. Connecticut's "new" jobs average 32.9% lower wages than the declining jobs, which represents a \$17,836/year decline. The industries in which jobs are growing nationally pay 21 percent less than the industries from which jobs are leaving. Yet, while workers see their income shrink, corporate America is enjoying an increase in profits of 25 percent.

Although outsourcing and offshoring are critical problems, they are not without solutions. During his presidential campaign, Richard Gephardt outlined some strategies to combat the problems of a global economy. The implementation of an international minimum wage and the restructuring of

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Teamsters Local 1150



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Secretary-Treasurer's Report

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trade agreements to include environmental and human rights protections are ways to level an increasingly uneven playing field. This will force companies to pay fair wages and provide benefits and protections for foreign workers, thus making it less appealing to outsource and offshore jobs.

Michigan Law A Model For All States

Michigan Governor Jennifer Granholm, in the wake of 170,000 lost manufacturing jobs in three years, has taken the battle to the State House. She recently signed two Executive Orders requiring companies competing for state contracts to disclose their offshoring operations, while giving companies that employ Americans first preference in obtaining these contracts. This is what we need from our elected officials.

Corporate America must demonstrate a concern for more than just the bottom line. Companies that outsource now comprise a majority of the Fortune 500 and very few have any kind of job retraining program. Some experts suggest that companies that chose to outsource should be required to use a percentage of the savings they enjoy to retrain workers. If it is possible to retrain and retain workers affected by outsourcing, and I'm not sure that it is, then everybody wins.

This is biggest battle we have faced since the minimum wage, and it won't be won without the help of labor friendly politicians. We must be mindful of important issues when we put our support behind candidates. When you vote, and when you speak with your elected officials, do so with an informed and unified voice.

Continued Success With Job Evaluations

The success of the job evaluation system continued in April as three major evaluations were completed. Vice President Rick Rollinson and Chief Job Evaluation Steward Joe "The Chief" Mazzucco have reported upgrades in each of the cases.

Evaluations in the Machine Shop, A.F.O. (Flight Operations Hangar), and VH had taken much longer than expected because of their importance as well as the sheer numbers involved. When it finally came to a close the members were the big winners.

The Machine Shop came away with 319 upgrades while A.F.O. had 143 and VH had 71, for a total of 533. "This was probably the biggest evaluation we have done to date," Rollinson said. "We took our time to ensure that we covered all the bases." This evaluation affected about 15% of the entire membership and therefore had to be carefully done.

The job evaluation system has seen some delays as of late, due to the time involved in completing these three upgrades and also the departure of company officials who had a large part in the system. Local 1150 apologizes to members for this delay and asks that you be patient. The system has been very successful for our membership, but can take time.

2nd Annual Scholarship Fund Golf Tournament

Teamsters Local 1150 will hold its 2nd annual Scholarship Fund Golf Tournament on Saturday July 17, 2004 at Whitney Farms Golf Course in Monroe. This year's event will feature an 18-hole round of golf and a luncheon at the Stone Barn Restaurant, located on the grounds of Whitney Farms.



This event has become the largest fundraiser for the scholarship fund, which distributes \$10,000 in college scholarships each year to the children and grandchildren of Local 1150 members. Golfers will enjoy food and drink on the course while competing for prizes in the Longest Drive, Closest to the Pin, and the top three team finishes. Prizes for a hole-in-one, including a new car from Napoli Pontiac, are also offered.

The luncheon following the tournament will be a celebration of our union's commitment to its children and will feature a menu including sausage and peppers, chicken marsala, shrimp scampi, a prime rib carving station, and all of the trimmings. Raffles will be conducted during the luncheon for prizes, which include a new set of golf clubs.

Everyone, members and non-members, are welcome to participate. If you would like to golf with us contact Mitch Cairns at the Union Hall or Mark Hansen at 386-6274. The cost to enter is \$150 per person (\$600 per foursome) and includes a gift bag, photo of the foursome and the luncheon for each player. Those who would like to attend only the lunch can do so for a donation of \$60.

Local 1150's Scholarship Fund is a proud tradition that grows stronger each year. Please come enjoy a day of great fun and camaraderie while supporting this worthy cause.

Local 1150's 2004 Scholarship Winners

The proud tradition of Local 1150's Scholarship Fund continues with the announcement of this year's scholarship awards. This year's winners were chosen from among 31 applicants, all of whom submitted worthy applications. As usual, the choice was very difficult for the selection committee to make and their dedication to the children of Local 1150 is greatly appreciated.

The ten winners honored at the May membership meeting and presented with certificates of their scholarship are:

Sandra Acevedo
Tara Belton
Gretchen Doggett
Dominique Dompierre
Amy Francisco
Timothy Lavranchuk
Marcin Kloc
Laura Sherman
Melissa Skoog
Tricia Sullivan



Local 1150's Executive Board, membership, and Scholarship Fund Committee congratulate all of the students on this great accomplishment and the hard work that went into it.

Members Show What They're Made Of

Compassion is one of the cornerstones of unionism. Compassion is what drives us to fight for improvements in working conditions, wages, and benefits. Compassion is the root of all we do, seeking to make a better life for ourselves and for those who's individual voices are too small to be heard.

Local 1150 members showed their sense of compassion when they gathered at Union Hall on consecutive weekends to answer the call to raise money for members in need.

Tanner Clavarino, the eleven-year-old son of Local 1150 Elected Business Agent Carlos Clavarino, is currently battling a recurrence of cancer and is undergoing treatments that the insurance companies will not pay for in full. That kind of financial burden on a family at a time such as this is something that our members' collective sense of compassion could not ignore. So the call went out, and a benefit dinner was held at Union Hall to raise money to relieve the family's burden, Local 1150 members responded by raising more than \$28,000.

One week earlier, the Pettway family held a benefit in the Union Hall for a similar situation with their five-year-old child. With only one week's notice, our members responded by raising \$10,000 to help this family.

Through events like these, as well as ongoing programs like the Local 1150 Food Pantry, the Local 1150 Scholarship Fund, our partnership in the Sikorsky Walk Against Cancer, the Thanksgiving Food Drive, the Christmas Toy Drive, and other unplanned events which take place throughout the year, Local 1150 members never cease to go above and beyond to help.

"Raising over \$38,000 in just over a week speaks volumes about the membership of this union", Local 1150 President Harvey Jackson said. "Each time we make a humanitarian plea, members respond. This is people power at its greatest."

The Union Hall is available to anyone who wishes to rent it for parties, meetings, or as a training facility. However, using the hall to help others in need not only gives the greatest joy, but is what defines us as a membership.

Local 1150 has a reputation as a strong and vital member of the community, not just locally but nationally. Our community involvement has been talked about in the pages of local newspapers, in the Teamsters Industrial Trades News, and the IBT newsletter. IBT General President Jim Hoffa has even commented about the generosity of Local 1150 members. This legacy has taken decades to forge and is one that we can all be proud of. It is also one that should be carefully nurtured to seek out more ways to help the needy and display our compassion to all those who's eyes are on us.

Thank you to the entire membership for your continued support of events and programs that more clearly define what being a Teamster is really all about!

"I believe that compassion is a strength, not a weakness"

- Joe Moakley

Identity Theft Is An American Epidemic

According to the Federal Trade Commission, identity theft is the fastest growing crime in America and the problem is worse than expected. With 1 in 4 households reporting the crime over the past year, everyone needs to be aware of this crime and needs to take precautionary measures to avoid being victimized.

Having estimated 500,000 to 700,000 cases per year, the FTC conducted a nationwide survey that revealed their predictions to be way off base. Almost 10 million people reported being victims of identity theft last year,

losing an average of \$500 out of pocket. The total cost to American individuals and businesses during that time is \$56.6 billion while costing us almost 300 million hours to resolve the problems associated with the theft.

If you think that this can't happen to you — think again. Most victims of identity theft don't know that they are victims until its too late. The perpetrators move quickly from victim to victim and are almost never caught. They are clever, constantly finding new ways to commit a crime that always involves some sort of misappropriation of names, social security numbers, credit card numbers or other piece of personal information for fraudulent purposes.

Don't Become A Victim of Identify Theft

Identity thieves are diligent in pursuing some bit of personal information from their victims to begin the crime. They get information from employers by hacking into computer systems, stealing records or bribing employees with access to the information. They go through garbage of individuals or businesses. They illegally obtain credit reports by posing as landlords or employers or someone else with a legal right to such information. They steal credit and debit card numbers as they are being scanned using special devices known as "skimmers." They steal wallets and purses or steal mail, including bank and credit card statements, checks, tax forms and even pre-approved credit offers. They scam victims into providing information by posing as a legitimate business or government representative.

Once they have your personal information, thieves will use that information to do several things, such as using credit and debit card numbers to purchase expensive items that they can easily resell. They can open new credit card accounts in your name, leaving the delinquent account on your credit report. They may change the mailing address on your credit or debit card accounts so that they can run up charges without you knowing. They take out loans in your name, write bad checks, open bank accounts in your name and overdraw them, file bankruptcy in your name, and even give your name when being arrested, thus giving you a police record and possibly resulting in arrest warrants without you knowing.



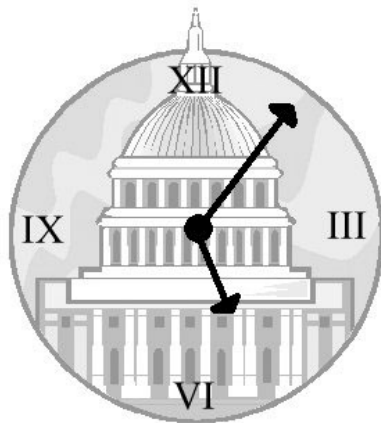
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Another Victory In Fight To Save Overtime Pay

Despite efforts by the Bush administration to spin the proposed Department of Labor changes concerning overtime pay as a good thing, the United States Senate dealt a major blow to the effort to cheat hundreds of thousands of workers out of their hard earned wages.

The Senate apparently did not buy the idea that only a few white-collar workers would lose overtime protection when the new regulation takes effect on August 23rd. They reacted by approving a measure proposed by Senator Judd Gregg (R-NH) to keep current overtime protections for a specified 55 occupations. Those

occupations range from journalists and nursery school teachers to computer programmers and funeral directors. The measure passed by a unanimous 99-0 vote setting the stage for passage of the "Harkin Amendment" (named for its author, Iowa Democrat Tom Harkin) by the slim margin of 52-47. Harkin's amendment guarantees that no job with current overtime protections will lose those protections under the new regulation.



Senator Harkin Takes Lead To Protect Overtime

The Labor Department made aggressive attempts to stop passage of the Harkin Amendment when a senior department official told the Senate that it would only succeed in adding confusion and litigation over the regulation. In spite of this attack and months of political pressure from the White House, 5 Republicans joined almost all Democrats in the vote.

Senator Harkin remarked "this is a great victory for the American worker," and argued the charge that his amendment would add confusion by stating to the contrary. "If someone is eligible for overtime now, they will continue to be under my amendment", he explained. "If you are not eligible for overtime under the old, you look at the new regulation".

Although passage in the Senate of these two measures is vitally important to our fight, we have not won the war yet. The entire package must pass the House of Representatives and avoid a veto by the president in order to stop the overtime take-away. The overtime cuts will still take place on August 23rd if we cannot get this through the House and get a signature from the president.

Please, continue to talk to your friends and family about this issue and keep those letters, phone calls and e-mails going to your representatives in Washington. You can contact your representatives by going to the Local 1150 website at www.teamsters1150.org and clicking on the "Contact Washington" link on the left side. There you will find links to all of their websites where you can email them.



Local 1150 Spotlight



Outstanding Member Rich D'Angelo

Teamsters Local 1150 and *1150 News* is proud to recognize **Rich D'Angelo** as this issue's Outstanding Member.

Rich is a 23-year Sikorsky employee and Teamster member working as a Crew Chief on the Second Shift in the Flight Hangar at the Stratford facility.

He was Team Captain for one of the eleven Gaylord Hospital sponsored teams that took part in the recent American Heart Walk, an annual event that raises money toward heart attack and stroke prevention. Brother D'Angelo's wife Kim was the Ambassador for the walk and is a stroke survivor herself.

Rich and Kim also own and operate R.J.D. Expresslane LLC, a local business that delivers groceries, meals and prescriptions to the elderly, disabled or just plain busy people.

Brother D'Angelo is a 20-year National Guardsman as well, attaining the rank of E-7 and is currently assigned to the 85th Troop Command as that organization's 1st Detachment Sergeant.

Rich D'Angelo is a dedicated Teamster, worker, husband, activist and soldier, which makes it easy to call him our Outstanding Member.



Rich D'Angelo

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

Information is vital to being a productive member of your local union. Don't rely on secondhand 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.teamsters1150.org for the latest Teamster news, labor union updates, upcoming meeting information and other special union events. Get up-to-date information on Local 1150's Community Services Committee, the EAP, and everything else you need to know to become an informed member.

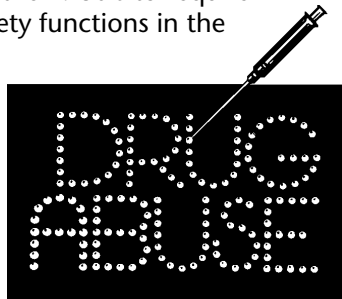


FAA Drug Testing Update

By Deb Johnson — LAP

The Anti-drug and Alcohol Misuse Prevention Program regulations are part of a long history of FAA actions to combat the use of drugs and alcohol in the aviation industry. Because of the broad use of drugs in American Society, the FAA adopted rules in the 1980's to require testing of persons performing safety functions in the commercial aviation industry for certain illegal drugs. While the drug and alcohol testing regulations have proven successful, experience has led the FAA to identify some aspects of the regulations that need to be amended.

There are changes to the regulations that directly impact our members who work in safety sensitive positions. Also, the FAA has clarified language that raised questions. Below are the answers to recent changes or clarifications as it relates to our members.



Question: I haven't performed a safety sensitive function in a while. Why am I still in the random pool?

Answer: The FAA states that if an employer, who conducts testing in accordance with FAA requirements, decides that an employee will be performing safety-sensitive functions at any time, the employer must ensure that the employee is subject to random testing throughout the year. The continuance of the testing does not depend on the volume of work, but does depend on whether the employee has been designated by the employer to accomplish safety-sensitive functions. Thus, once an employer decides that an employee is subject to the FAA-required testing program, the employee must remain subject to all forms of FAA-required testing including random testing, as long as the employee may be called upon to perform safety-sensitive functions. The FAA has made it clear in Section III, Employees Who Must Be Tested, that "employees who are designated as available to perform safety-sensitive functions even part-time or intermittently must be tested." This is not a change in the ruling but a clarification. If for some reason you feel you should not be in the pool, contact your union steward for a review of your job functions.

Question: I was reassigned and taken out of the random pool. Now, I'm being reassigned back into a safety-sensitive position and I have to go for the same training and get pre-employment tested once again. Why?

Answer: The FAA states under Section V, Types of Drug Testing required, that:

- The employer must pre-employment test an employee again, if the employee was transferred out of the pool for more than 180 days, or not assigned to the safety-sensitive position within 180 days (FAA previously mandated only 60 days). After 180 days, the employee would be considered a new hire into the pool and would be subject to pre-employ-

ment testing and must receive a negative test result before they can begin working in the safety-sensitive position. The employee would again attend the training class given by the EAP department. Implications: If an employee was removed from the random pool with a history of one (1) verified positive test result, and the employee was being reinstated in a safety-sensitive position after 180 days, a verified positive pre-employment test would be a second (2nd) positive and the employee would be terminated. Being removed from the pool does not clean the first verified positive from your record, nor does it discontinue any obligation you have left on the 5 year follow-up testing plan. The verified positive is on your record for life, no matter your employer, and you must complete your five-year follow-up testing program. Simply put, do not engage in behaviors that will jeopardize your job. The FAA offers only one (1) chance at rehabilitation, as does company policy in this arena.

- If an employee was hired for a safety-sensitive position, attended the training and pre-employment tested negative but was never placed into that position (this happened to some members last year who were hired in Bridgeport and then were transferred to the Comanche before actually working in a safety-sensitive position), after 180 days (previous regulations mandated 60 days) the person must be pre-employment tested again and receive a negative test result before they can begin working in a safety-sensitive position. The employee would again attend the training class given by the EAP department.
- If an employee is removed from the random pool for reasons unrelated to a positive test result, a refusal to test, and the employee is not a rehire, or transfer, the employer may put the employee back in the random testing pool without a pre-employment test so long as the employer is not hiring or transferring the employee into a safety-sensitive position. Examples would be if an employee, who is in a safety-sensitive position, were absent due to an illness, injury or on FML.

If you have any further questions, you can contact your Steward, the Union Hall, or Deb Johnson at 6-3516. The Employee Assistance Program is always available to you should you develop or feel that you are developing a problem with drugs or alcohol use. Come to the EAP first before you get involved in the verified positive screen system. No one can stop the testing process once you are notified to report to medical. You can contact Deb at 6-3516, or Harry at 6-4489. Help is a phone call away.

You can obtain an electronic copy of this update at <http://www.faa.gov/avr/arm/index.cfm>.

Teamsters Local 1150's Labor Assistance Program



Help Is Just A Phone Call Away!
If you need assistance call:

DEB JOHNSON 386-3516 OR 381-9240

HARRY TESTANI CONTRACTOR - 386-4489

Glad You Asked...

By Deb Johnson — LAP

Question: *I have been out of work on a compensation injury for almost a year. It is my understanding after 10 months Cigna should contact me regarding the Total and Permanent Disability Benefit (TPD). I haven't heard from anyone?*

Answer: And you probably won't! AIG is the insurance carrier for Workers Compensation claims. When you are in the Worker's Compensation system, you are not on short-term disability and therefore, Cigna does not even know you are out of work. To apply for TPD you need to contact your Human Resource (HR) Advisor and get the TPD application form. The form has different sections that must be completed by you, your doctor and HR. After you and your doctor have completed the respective portions of the form, you must return the form to HR. (Be sure to make a copy for your records). HR will then complete their requirement and send your application on to Cigna for qualification. Please see your green and white Disability Benefit Book for further information. If you don't have this book, you can obtain one at the HR Resource Center in Stratford.

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 below, 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 _____

R.I.S.E. Head Ed Stier Resigns, Hoffa Remains Committed To Ousting Organized Crime From Teamsters Union

General President James P. Hoffa immediately responded to the resignation of Edwin Stier as the leader of the Teamster's R.I.S.E project on April 29, 2004. Stier made harsh allegations upon his resignation that the Hoffa administration was no longer committed to the eradication of organized crime from the Teamsters Union. The following is the full transcript of Hoffa's official statement.

On April 29th General Secretary-Treasurer Tom Keegel received a letter of resignation from Edwin Stier. The Teamsters Union regrets Stier's decision to resign, but rejects the reckless and false allegations he makes about our Union's commitment to fighting the influence of organized crime.

As Stier himself acknowledges, no labor union in the history of the United States has conducted as extensive an internal program to free itself of any remaining influence of organized crime as the IBT has under this administration. As Stier states in his letter: "No organization that I am aware of has gone to the lengths that the Teamsters Union has to deal with the threat of corruption."

In the last five years our Union has imposed more than 30 Local Union trusteeships — many of which were done on the basis of our own investigations — and took unprecedented action against members of our own administration. Stier equates our attempt to exercise oversight of his investigations and our subsequent referral of material related to those investigations to the Independent Review Board, the United States Attorney for the Southern District of New York, and the Department of Labor, along with retaining nationally recognized organized crime expert Edward McDonald to review Stier's work, with backing away from our commitment to fighting the influence of organized crime.

Our actions demonstrate this administration's commitment to running a clean union, while Stier's resignation leads to the inescapable conclusion that his decision to step down at this time was because he did not want to answer legitimate questions about the credibility and significance of uncorroborated allegations he has made.

Once again, the Teamsters Union and its membership remain fully committed to removing any vestiges of organized crime and corruption. We will continue to fully cooperate with the IRB and law enforcement in pursuing any remnants of organized crime that may still exist in our union.

Executive Pay Continues Out of Control — UTC's David Near Top of List

While we continue to hear the sobbing from corporate America that they cannot afford to provide health care and pension benefits to their employees, what we see are signs that they are as healthy as ever.

Top executives pulled down numbers last year that looked more like the gross national product than one man's paycheck. With a mild market upturn, CEO's could not wait to take advantage of huge stock options before they expired.

Business Week magazine recently released its 54th annual **Executive Pay Scoreboard**, which revealed that the top 100 executive's average salary, bonus, and compensation increased more than 9% in 2003 — to over \$8 million. The top 25 executives on the list earned an average of \$32.7 million, that's four times the average of the entire list of 100 and more than 900 times the pay of the average American working man or woman.

United Technologies CEO George David Ranked Near the Top of Corporate Pay for 2003

Very near the top of the Executive Pay Scoreboard (top 5) was our very own George David, Chairman and CEO of United Technologies. After cashing in on stock options that he sat on for years, David managed a total 2003 compensation package of \$70.5 million. According to the company proxy more than \$11 million of that is salary, bonus and stock option granted for that year, the rest is attributed to past stock options exercised during the year. "I'm a little embarrassed about it," he said. "But it's a direct result of greater shareholder value." Mr. David's embarrassment is apparently far from over, as he still holds \$210,016,110 in unexercised stock options.

Forbes Magazine has also listed George David as one of the most highly compensated executives in the nation. He ranks number 1 on their list of CEO's of conglomerates and number 2 overall. *Forbes* reports that David took in \$139 million in salary and bonuses over the last 5 years, compared to only \$31 million over that same period for his contemporaries.

By contrast, the average hourly worker at Sikorsky Aircraft makes \$21/hour, qualifies for no bonuses, no stock options or any other means of compensation — yet it is a wage that most would consider good. That hourly worker would have to work without time off for the next 1,605 years to earn what George David took home in 2003. His compensation for that one year could buy health insurance for 34,030 workers, day care for a year for 17,262 working mothers, or enroll 61,276 workers in pension plans*.

However decadent you may find these figures, it is not the whole picture. There is a real sense of entitlement among



today's chief executives that is reflected in certain perks that most of them enjoy at one time or another. Use of corporate aircraft for personal travel is not only common practice, but the companies routinely pay the taxes on such use as well. Companies will pay mortgage interest, food and fuel bills, even purchase homes and automobiles in an effort to "sweeten the pot" for a desirable executive.

The prosperity of George David is a clear indication of the prosperity of United Technologies as a whole. Mr. David himself has consistently proclaimed the good news to shareholders and prospective investors that UTC is a solid corporation with a very bright future. For this, we at Teamsters Local 1150 are grateful. It gives us confidence that when we sit down with representatives of Sikorsky Aircraft and United Technologies in late 2005 to begin negotiations for the 2006 contract, we will be met with a willingness to share the prosperity. We look for fair wages, a good healthcare package and improved pension in exchange for our part in the prosperity of the company. We won't expect to see our names on any list in *Forbes Magazine*, but we won't be embarrassed when we cash our checks either.

** figures based on 2003 averages of benefits cost.*

PPO List Available On-Line Via Intranet

Local 1150 members can now access a great amount of information on worker's compensation through the Sikorsky Intranet. Currently available are links to the State of Connecticut Worker's Compensation Commission Website, a worker's compensation information packet (published by the CT Worker's Compensation Commission), a list of designated first providers for on the job injuries and, perhaps most importantly, the PPO list.



The PPO list is the Preferred Provider Organization List, which is a list of doctors approved by the company to treat worker's compensation injuries. As has been stressed in the past, it is important that all members ask for and use this list whenever they are hurt or become ill while on the job. Never return to the Sikorsky Medical Department for follow-up care beyond initial treatment of any such injury or illness.

To view the PPO list from a company computer you should go to the Sikorsky Intranet Homepage, click on the "Medical" link in the left hand column, click on the "Worker's Comp" link in the left hand column, and click on the "Participating Providers" link.

If you are planning to see a doctor on the PPO list, make sure you contact the Medical Department and inform them of your appointment. Do not allow the Medical Department to coerce you into changing appointments or to use the Medical Department as your treating physician. Always inform the Medical Department that you do not want them to be the treating physician for any worker's compensation case.

A LOOK AT LABOR HISTORY

JANE ADDAMS

Looking back on history allows us to learn from our mistakes and inspires us to continue great legacies. The history of the labor movement is one of hard work, suffering, perseverance and triumph. However, the labor movement of today has evolved into a complex support system that not only fights for the rights of workers on the job, but aspires to an overall standard in terms of quality of life.



In its evolution, the labor movement looks at the history of great labor leaders as well as those who fought for the equal and fair treatment of all people. One of those historic figures is **Jane Addams**.

Born in Cedarville, Illinois in 1860, Addams is most often remembered as the founder of the Settlement House Movement and the first American woman to receive the Nobel Peace Prize.

A National Leader in the Fight to Improve the Quality of Life for American immigrants

Jane was motivated by her love of humanity and gave herself selflessly to the poor — founding Hull House in the Chicago slums in 1889. Hull House was Chicago's first settlement house, and was dedicated to assisting immigrants in making America their new home. Jane Addams proved herself a tireless worker and leader, raising money and donations of services and goods to do her work. Within a few years, Hull House offered medical care, child care, legal aid and vocational training as well as classes for immigrants to learn English, music, art and drama.

During the depression of 1893, Hull House was serving so many people each week (more than two thousand) that Jane realized the magnitude of the poverty problem and that her efforts could not be restricted to the Chicago urban area. She became active in politics, fighting for changes in the laws governing child labor, factory inspections and the juvenile justice system. Along with Chicago immigrant workers, Addams worked for legislation protecting immigrants from being exploited, limiting working hours for women, mandating schooling for children, tightening of industrial safety standards and the recognition of labor unions.

Hearing the call of national and international issues, Jane Addams engaged in a regiment of public speaking and writing. She wrote and spoke on issues such as women's right to vote, economic reform, America's horrible working conditions and women and children's health. In 1915, foreseeing World War I, she spoke of peace and even organized the Women's Peace Party and the International Con-

gress of Women, which met at The Hague and made a real diplomatic attempt to stop U.S. involvement in the war. Because of her opposition to the war she was expelled from the Daughters of the American Revolution, to which she responded by successfully seeking election as the first president to the Women's International League for Peace and Freedom.

Like most visionaries, Jane Addams was criticized by many for her bold ideas. While serving as Women's International League for Peace and Freedom president she founded two organizations that continue to thrive almost 100 years later; the American Civil Liberties Union and the NAACP. For her efforts she was called an anarchist and a communist.

Through all of the criticism, Hull House continued to see great success and remained Jane's first and greatest love. When the great depression of the 1930's came, many of the ideas that Addams fought for became law under Franklin Roosevelt's presidency.

Her undaunted fight against poverty earned her many accolades, honorary degrees and awards including the 1931 Nobel Peace Prize. She continued her great work through many illnesses that she suffered following a 1926 heart attack; in fact she was hospitalized when the Nobel Prize was awarded to her. She died in 1935; her funeral was attended by thousands in the courtyard of her beloved Hull House.

UPCOMING MEETINGS

Connecticut Stewards

June 9th
1:00 p.m. and 4:00 p.m.

July 14th
1:00 p.m. and 4:00 p.m.

August 11th
1:00 p.m. and 4:00 p.m.

Connecticut Members

June 16th
1:00 p.m. and 4:00 p.m.

July 21st
1:00 p.m. and 4:00 p.m.

August 18th
1:00 p.m. and 4:00 p.m.

Alabama Stewards

June 21st @ 4:00 p.m.
July 26th @ 4:00 p.m.
August 23rd @ 4:00 p.m.

Alabama Members

June 22nd
2:00 p.m. and 4:00 p.m.

July 27th
2:00 p.m. and 4:00 p.m.

August 24th
2:00 p.m. and 4:00 p.m.

Florida Stewards

June 23rd @ 4:00 p.m.
July 28th @ 4:00 p.m.
August 25th @ 4:00 p.m.

Florida Members

June 24th
12:30 p.m. and 4:00 p.m.

July 29th
12:30 p.m. and 4:00 p.m.

August 26th
12:30 p.m. and 4:00 p.m.





Veterans' Corner

National World War II Memorial Dedicated

Memorial Day 2004 was commemorated in the nation's capitol on Saturday, May 29th with the dedication of the National World War II Memorial.

Almost 59 years after the end of the war, following an 11-year effort, the memorial honoring America's WWII generation was officially recognized. Congress authorized the construction of the memorial back in 1993 and, after many years of planning and fund-raising, ground was finally broken and construction began in September 2001.

The official dedication celebration took place over four days and included a WWII theme reunion exhibition on the National Mall, a service of celebration at the Washington National Cathedral and an entertainment salute to WWII veterans from several military performing units.

The memorial itself sits on more than 107,000 square feet of ground on the National Mall, overlooked by the Washington Monument and Lincoln Memorial. The design features two 43-foot arches which serve as entrances to the area and which celebrate victory in both the Atlantic and Pacific theatres. Flanking the arches are fifty-six granite pillars that stand 17-feet and symbolize the bonding of the nation. Each pillar is inscribed with the name of a state or territory of the time, including Washington, DC. The center of the memorial houses a commemorative area with 4,000 sculpted gold stars on a "freedom wall" to pay tribute to the more than 400,000 Americans who gave their lives in World War II.

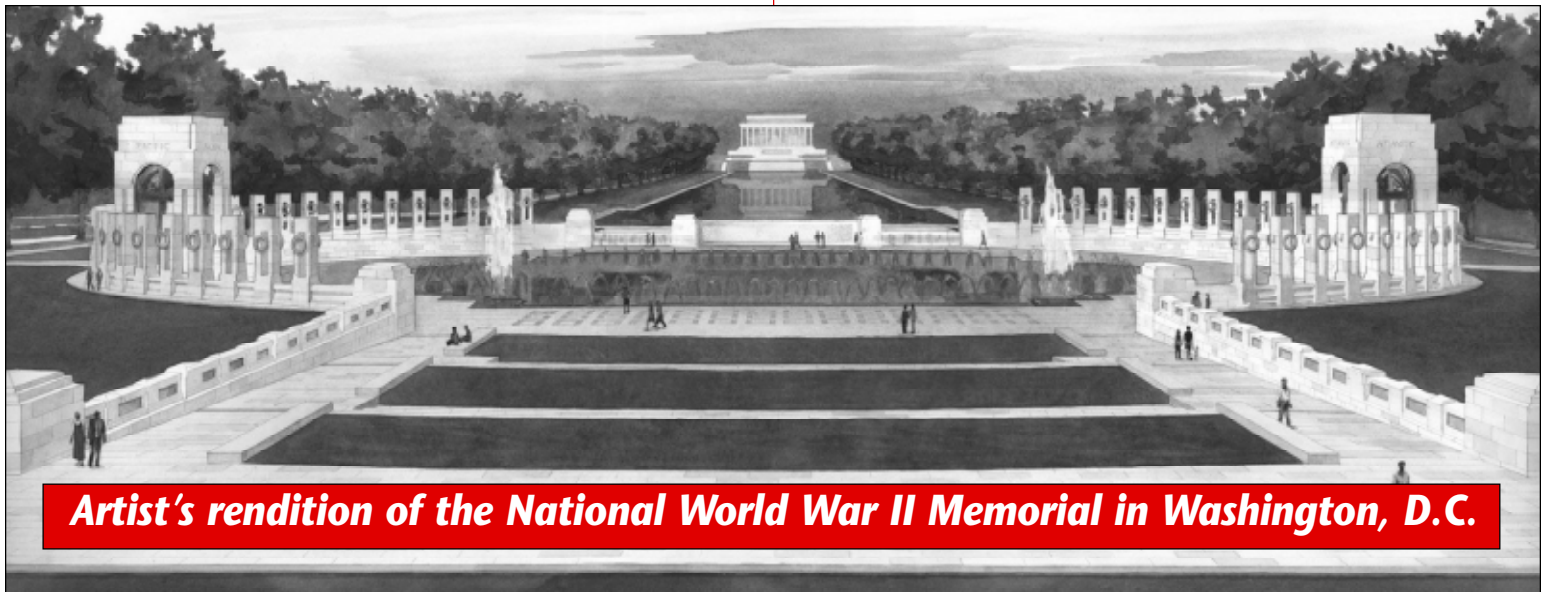
The National World War II Memorial is long overdue and is truly a glorious celebration and tribute to the men, women and entire generation that fought for freedom in WWII.

Teamsters Local 1150
welcomes home

John Orazietti

who has returned
safely from Iraq
where he proudly
served our country

THANK YOU JOHN



Artist's rendition of the National World War II Memorial in Washington, D.C.

Army Cancels Comanche

Continued from page 1

remain allocated to procurement of Sikorsky Aircraft business.

Speaking to a conference of investors on March 2nd, UTC chief executive George David said that the cancellation of Comanche would have no 'material impact' — meaning that the move would not adversely affect UTC financially. Surely David is not as concerned with job loss as we are, but his confidence is an indication that the company will survive. However, Secretary-Treasurer Calo said that if we are to survive this as workers, Local 1150 must continue to fight, not for those things that put bigger profits in the pockets of the shareholders, but for the things that keep food on our tables... namely JOBS.

Since the Army's decision, Secretary Treasurer Calo has been in contact with almost all of the members of the Connecticut Congressional Delegation to ask what they can do for us and what we can do for them. In addition, Connecticut Governor Rowland contacted Calo and visited him at union hall to discuss ways in which to seek a positive resolution to this crisis.

Fighting To Save Sikorsky Manufacturing Jobs

Key to the recovery from and survival of the Comanche loss is the retention of the Presidential Helicopter Program. Sikorsky Aircraft is the only company to ever hold this presti-



The Army has cancelled production of the Comanche helicopter.

gious contract and is in serious jeopardy of losing it. We are currently engaged in a tight race with a European conglomerate led by Augusta Westland of England for the right to build the next generation of the Marine One helicopter. Our competitor currently makes the EH-101 and is offering a variation now known as the US-101 and is using aviation giant Lockheed Martin as its American front man.

The competition for the presidential contract took an unexpected turn when the U.S. Navy announced in March that it was postponing the award decision for up to a year, well after the 2004 presidential election. Some suspect this is a political maneuver by President Bush to delay the award until after the election to lessen the political impact of choosing the European team. It is common knowledge that Bush and British Prime Minister Tony Blair are friends, and that Bush feels a sense of obligation to repay Blair for his support during the Iraq war. The Pentagon refutes these claims and says that the deadline was pushed back to ensure that enough time was afforded a decision of this magnitude.

Regardless of the politics of it all, the fact is that Sikorsky Aircraft and its employees are facing an uncertain future. The battle lines have been drawn and we must do our part to influence the outcome. Each and every member of Teamsters Local 1150 must ensure that both the President and every member of Congress are aware of our determination. Write or e-mail your senators and congressmen as well as the president and ask them to support the workers of Sikorsky Aircraft. You will find links to all of the Connecticut, Florida and Alabama Congressional Delegates on Local 1150's website by going to www.teamsters1150.org and clicking on the "Contact Washington" link. Contact President George W. Bush by visiting www.whitehouse.gov.

Remember, the decisions that are made concerning the Comanche funds and the award of the VH contract may very well affect our jobs. Teamsters have a reputation of being fierce fighters... so let's live up to it.

The Identify Theft Epidemic

Continued from page 4

There are indicators that may alert you to the presence of an identity thief or that you have already been victimized. You should frequently monitor the balances of and the activity on your financial accounts, looking for unexplained charges or withdrawals. Make sure that you continue to receive all of your bills; failure to receive a bill could indicate that a thief has changed the mailing address. Receiving a credit card for which you did not apply is a common indication that someone has accessed your personal information and should be questioned. Often you will receive phone calls from debt collectors or companies about goods or services that you did not purchase.

So, how do you protect yourself from becoming a victim of identity theft? Most experts believe that you cannot completely protect against it. However, there are certainly things you can do to make victimization less likely.

Check your credit reports periodically. If a thief has opened new accounts in your name or overdrawn your credit accounts it will show up on your report. You can order a credit report from any one of the three major credit bureaus;

Equifax (888-766-0008 or www.equifax.com), Experian (888-397-3742 or www.experian.com), and TransUnion (800-680-7289 or www.transunion.com). If you find inaccurate information on a report you should check with the other two agencies.

When your personal information has been lost or stolen you should check your reports more often for at least two years. To protect yourself you should place passwords on your credit, bank and phone accounts, being sure to avoid easily accessible information such as phone numbers, mother's maiden name, etc. Secure your personal information at home and guard your mail and trash from theft. Never throw away items containing your personal information without shredding it first and never leave outgoing mail in your mailbox, take it to the post office or drop it in a postal drop box. You should never give out personal information by phone or the Internet unless you initiate the contact and do not carry your social security number with you, leave it in a secure location such as a safety deposit box.

Identity theft disrupts lives for years and can cost victims thousands of dollars. It is a crime that can continue to victimize you for years. Be careful and diligent in protecting what is rightfully yours... your **IDENTITY**.

Ten-Hour OSHA Cards Are Issued Completing First Phase of Alliance

Several stewards, members and executive board members recently received their OSHA 10 Hour General Industry Card as part of the alliance agreement signed between Local 1150 and the administration. Receipt of the card certifies that the holder has completed the required training curriculum in OSHA standards in several categories. Among the areas of training are: introductory courses in Walking and Working Surfaces, Means of Egress and Electrical, Haz Com - MDS Training & Flammable and Combustible Liquids, Machine Guarding & Personal Protective Equipment, Blood Borne Pathogens, and Safety and Health Programs.

Having members and stewards extensively trained in OSHA regulations and safety will go a long way in ensuring that our work environment will be a safer one. Congratulations to all who worked so hard at attaining this milestone, and thanks again to OSHA for its commitment to the members of Local 1150, especially Leona May who conducted the training.

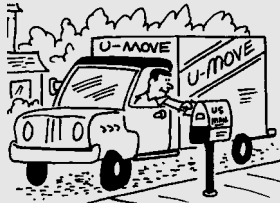
Receiving their ten-hour cards were: Paul Criscuolo, Anthony Alfonso Jr., Elaine Grant, Dennis Janes, Brian Waller, Frank Pagliaro, Angela Hazelwood, Ted Hawks Jr., Beth Switser, Cheryl Thompson, Dennis Skurjo, Joe Mazzucco, Fred Nowling, Tom Matthews, Eduardo Ponch Martinez, Ken Moffat, Dennis Hubbard, Sam Horvath, Larry Galello, Glen Mills, Bobbie Rose Austin, Bruce Blomquist, Deb Johnson, Joe Racan, and Mitch Cairns.



OSHA Instructor Leona May (left) presents steward Sam Horvath with his ten-hour card.

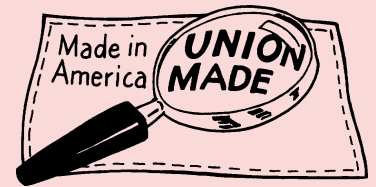
Are You Moving?

If so, contact Local 1150 right away with your new address. This way, we can keep sending you the **Teamster 1150 News** and other important local union information.



Do your Part To Help
Keep America Strong

Look for the
**UNION
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