

Brothers and Sisters

Entering Retirement I started working at Electric Boat in November 1973 as a welder, graduated the apprenticeship and in the early eighties got involved in the union and became a union steward for the Boilermakers union local 614, in 1986 I was elected Business Manager, in 1991 elected President of the Metal Trades Council until this August.

It has been a big responsibility to represent the unionized men and women who all contribute to building the most advanced submarines in the world. We have been through tough times when submarines and funding crashed which caused massive layoffs throughout the shipyard.

Today the Virginia class is moving along and in the south yard construction continues at a furious pace to complete the new facility to build the new Columbia class submarine.

Our sub base work continues and the road work fluctuates as needed by other shipyards. We have come a long way with Safety in the shipyard and must be vigilant to constantly reducing injuries.

Please get involved with your union, attend union meetings, become a union steward or union counselor, perhaps volunteering at the food bank or united way. Over the years I've met many talented and wonder people at Electric Boat and it has always been an honor and privilege to serve you. Thank you.

Vice President Peter Baker will fill the president's position until December in which an election will determine the president and officers for the 3 year term.

UNITED WE STAND, DIVIDED WE FALL! **Kenneth J. Delacruz** *President Metal Trades*

Council

4	KENNETH J. DELACRUZ,
	MTC President
	PETE BAKER
	MTC Vice President 445-1277
1	RICHARD McCOMBS,
	Rec. Sec'y. MTC445-1277
	CAT RACE,
	Sec'y Treasurer
	GEORGE NOWOSIELSKI,
i	Local 777445-8170
	DENNIS URQUHART.,
2	Local 1122
À	RICHARD (CHICK) McCOMBS,
	Local 261
	JIM SPENCER
	Local 1871
1	PATRICK JOYCE, Local 614445-4973
	PETER BAKER, Local 547 448-2577
	ROBERT HILL, Local 493575-1384
į	PAUL BRUNO, Local 106 445-1216
	CAT RACE,
	Occup. Health & Safety Comm 445-1277
	FRANK WARD,
	MTC Benefits 501-3263
1	







IF YOU HAVE A CHANGE OF ADDRESS please communicate that to us. The company does not alert us to address changes. Pass the word.

As of right now, it looks like the bonuses will be issued around the end of July or beginning of August. Blue/Gold team payouts for the difference in time are still being worked on.

OSM has a road trip to Virginia coming up. I would like to remind people to be diligent in wearing their masks there. I ask the same for us here in Groton. The mask is to protect others, not yourself. You may not be worried about getting sick but keep in mind that others may already have weakened immune systems or be living with a family member who does. Please be considerate and wear your masks when around others.

One issue I would like to clear up is about how to handle direction that we disagree with from a supervisor. We are supposed to follow all directions given by supervisors. If you have an issue with the direction, document the event and grieve it afterwards. If you feel the direction creates a safety hazard, stop work and have the supervisor fill out an AVO and then take that AVO to Safety. If Safety finds an issue, they will communicate with the supervisor. Other than that, you need to follow any direction given by a supervisor and then grieve it afterwards if need be. DOCUMENT! Immediately document what was said and what happened and keep it in your records for the grieving process. Talk to your stewards as well.

Unfortunately, the REM truck driver is retiring and not being replaced. This means there will no longer be a

REM boot truck outside of the gate. If you wish to buy boots from them you will need to go to the actual store located at 789 Long Hill Rd, Groton, CT 06340.

Also please keep this in mind... everything you do on social media can and will be checked by your employer. They take hate speech and threats very seriously, as well as damaging remarks about the company.

If you would like a copy of each Labor View sent to your email, please email your Recording Secretary, Mel Marshall, at melihnam@gmail.com and ask to be added to the email list. Thank you.

If you are a Military Veteran, please see Christopher Wasilewski on first or James Palmer on second shift for any support.

New Members: Between days 0-30 days after your date of hire you must log onto the General Dynamics Service Center website at www.gdbenefits.com to enroll yourself, and your dependents, in the benefits package.

As always, do not forget to use the safety boot and eyeglass program that was negotiated by the MTC. A list of the different shoe manufacturers and times that they will be outside the front gate is available. The eyeglass store is open on both the inside of the main gate and the outside entrance for your convenience, check bulletin boards for the times they are open.

IMPORTANT:

f you are put on notice, going to be disciplined, or sent to Security to give a statement of any kind, you have the right to have a steward present. Your first words should be, "I want to talk to a Steward".

MEETING NOTICE:

Our meetings for June, July and August have been suspended. Next meeting will be September 17th at 3:00 p.m. at 18 Pleasant St Groton, CT 06340.

Fraternally,
Jim Spencer
President/Chief Steward

STEWARDS

Chief Steward:

James Spencer 860-705-2266

First Shift OSM:

Bill Harris 860-510-8315 Mark Sousa 401-743-3033 Mike Fantacci 860-884-7339

First Shift Machine Shop:

Mike Shell 860-790-9136 Kristina Gauthier 860-705-0010

First Shift All Other Areas:

Janet Orr 860-608-8528

Second Shift ISM:

George Raposa JR 860-908-0002

Second Shift OSM:

George Blanchette 860-908-4149 Bill Ericson 860-705-6739

Second Shift All Other Areas:

James Marcy 860-617-8035

Third Shift All Areas:

Nate Cook 401-578-2199

United Way Contact:

Janet Orr 860-608-8528



The Local would like to congratulate our four latest retirees: Mark Carchidi – who worked as a pipecoverer and started in 1976, Steve Farrell- a pipefitter who also started in 1976, Wayne Morse- a pipefitter who started in 1976, and Robert Rosso- a nuclear inspector who started back in 1963. All together thats over 125 years of experience going out the gate. Best wishes and a long and happy, healthy retirement to all. Also, Dave Crowley will be replacing Bob on the MTC Safety Committee, and can be reached at 860-326-4729, for any safety problems or concerns.

As we are all trying to return back to normal, before the Covid -19 hit us, I think we are all permanently changed. There are things going on in this Country now, I thought I would never see. I think the upcoming elections are going to set the tone and direction, that this country will move in for the future. Whatever any ones position is, remember to vote. The good news is the shipyard has plenty of work, for the years to come. The Virginia Class construction, along with some PSA and repair work, should carry us right into the new Columbia Class Submarines. Hiring should be continuing for attrition only at this time, but will ramp up in the future. The company will be re-enforcing the no smoking policy here in the shipyard. And, they are taking a hard look at the vandalism of the 260 area bathrooms. The phone policy here in the shipyard is also on managements radar. Hope everyone is having a safe and happy summer remember, summer is vacation and travel season. Be aware of the quarantine rules regarding entering and re-entering different states.

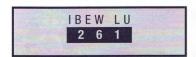
Fraternally yours, George C. Nowosielski, Business Agent/ Chief Steward, Pipefitters Local 777



Summer is finally here....And with that comes the hot weather and high humidity. I can't stress enough to everyone to make sure you are drinking plenty of fluids and staying hydrated. We all get caught up in our busy schedules here in the shipyard as well as at home. Staying hydrated will help keep you more alert, focused, and comfortable. Keeping cool, staying healthy, and working safely should be everyones priority this summer!

Ken Delacruz has announced his retirement. Yes this isn't a typo...he's actually retiring. Ken has been President of the MTC for many years. He has been a diligent leader, always looking to maintain and better all of our union benefits throughout the years. Ken has been a mentor to me personally and I appreciate that as well as all that he's done for the MTC. Have a healthy and happy retirement!

Fraternally Yours Robert Hill Chief Steward



Union Meeting:

As you know our membership meetings have been postponed due to the social distancing regulations imposed by the State and Federal regulations. In addition to this the Executive Board met and approved a motion to suspend the July & August membership meetings for Vacation Purposes, but mostly for social distancing purposes. I have received permission from VP Monahan of the International 2nd District to suspend these meeting. During this period, the Executive Board will continue to meet and take any action that the Local Union can and should take in accordance with Article VI, Section 5 of our by-laws. The membership will be properly notified of this change.

We are hoping the next scheduled meeting is 2:45PM on Tuesday, September 2020 at the IAM Lodge 1871 Hall located at 18 Pleasant Street. You will be notified. All members are welcome and encouraged to attend to discuss any issues or concerns they may have. Note that 2nd shift members who would like to attend do not have to use their own time; an appropriate union business shop order is provided.

Thoughts:

I would like to thank all of you for adhering to the Company's and the Communities social distancing guidelines. It seems to be working here in the shipyard thankfully. Connecticut is one of the few states that have reduced the COVID-19 threat. This couldn't have happen without all of your participation. Wearing face covering is a hassle but it needs to be done when it is possible. Thank you to all.

I would like to welcome our new members who have been recently been hired. Many of them are unfamiliar with this kind of work environment and will need our help to adjust. I would hope all will be willing to provide this service.

Safety:

It should be noted that I have made a commitment to the Company that Local 261 will work with them on promoting a safe environment here in the shipyard. One of our initiatives is to promote a culture that has everyone thinking about safety no matter where we are. Naturally performing our scheduled work comes with

hazards where we have to be diligent every second that we are performing these tasks.

The Company helps by engineering the hazards out or providing PPE. Our experienced workers help by teaching and demonstrating safe work practices. We have been successful in this area. Our injury rates have steadily been reduced. Other parts of the job, like travel to and from the job site has been identified as an area of concern. Many of these injuries are from members with less than 5 years. I have participated in a "round table" discussion trying to determine how we can get this message to our new members as well as some of our senior members who sometimes become complacent with the job. I am curious on how messages are received by the younger generations. I am sure educators have changed their training process from the "Baby Boomers" to the "Generation X"s. I think we should take a look at this. It could help all of us to communicate better. Something that needs to be said again.

While the OSHA General Duty Clause requires that employers furnish it's employees a workplace free of hazards that are likely to lead to serious physical injury or death, we also have just as much responsibility to ourselves and our fellow workers to be accountable for workplace safety. That is not to say that the company is free of blame when an injury occurs and it is definitely not OK for them to ever take it out on any employee, but often times we as employees are not 100% free of blame either. We are given many of the tools and means to maintain our safety while on the job and it is up to us to use them effectively to maintain personal accountability for ourselves and to ensure we leave the yard the same way we entered it.

The company is again stating that if you do not feel your job site is safe, then you are to stop and report it to your supervisor. If your supervisor still tells you to work in what you feel is a *genuinely* unsafe area, find a union steward and get the safety department involved and they will make a determination. There is a list of union stewards below, and you can contact safety using the number on the back of your badge.

Work:

It has been reported that the next couple of months will be busy with overtime requests. After that, because of delays in material and other schedules the work slows down for quite a while. At this time they are looking at supplementing this with "road job" work rather than a reduction of the work force. A lot of times the Navy will provide repair work to fill in the voids.

Apprenticeship:

We are hoping to be opening the academic programs soon.

Union Stewards:

Remember, if you are ever questioned by the company it is your right to request and have union representation present with you before saying anything. The following is a list of first and second shift stewards.

1st shift NSSF:

Mike Skinner: 860-694-1376

1st shift all areas:

Jeff Shayer: 860-433-3820

Sean Banks: 860-501-4853 (South Yard)

TJ Brayman: 860-433-2691

Mark Bassler: 860-433-1850 (STO) Russell Scott: 860-433-7317 / 2691 John Heinold: 860-433-7979 Jeff Hebert: 860-433-7641

Sean Hawkins: 860-433-2975 (Alt)

2nd Shift all areas:

Tom Erick: 860-433-5630 Chris Johnson: 860-433-7366 Steve Spargo: 860-433-3820

Fraternally,

Richard "Chick" McCombs President IBEW Local 261



To all our members of 1122/251 Thank you for all the support throughout the years I am genuinely grateful to represent 1122/251 as Chief Steward. Every six months the Seniority list, NSSF and Shift request will be updated and posted in both locker-rooms. If any second shift employee needs assistance with questions he or she may have regarding payroll, the payroll department will be open for second shift. I would like to welcome the eight new hires, we're honored to have you with dept 251 work smart and be safe.

On behalf of Local 1122/251, we would like to thank Kevin Fusconi of 37 years, John Turner of 47 years for the dedication and hard work, you deserve the best retirement ever. Enjoy your new journey of life. I would also like to thank James Fadden for all of the great work you've done throughout the years, your knowledge will truly be missed. Stay young at heart and enjoy your retirement.

NSSF, NRMD, Shipping port request forms The Department will no longer survey, you will have to fill out a form, See your steward for these forms.

Shift change request forms: once you have been offered to transfer and you refuse, you will be responsible to fill out new shift change request form.

BENEFITS- Ernest (TJ) Holly, Any questions concerning benefits . If he don't know the answer he will get it for you.

OVERTIME— Dennis Urquhart and Ron Ingves are the overtime coordinator, any questions concerning Overtime you can question Ron. If he doesn't know the answer he will get it for you from me. ROAD JOB LIST. Will be updated by myself, information will be sent to me as to who is going, who said no and who said yes, what job and place, start dates and end dates. All stewards will have a copy of the road job list.

STEWARDS-First shift Stewards, (Danny Lablanc All Nuclear issues 860-884-3907), Ernest (TJ) Holly 860 538-1926, Ron Ingves 860 334-8141, Alternate Victor Delima, Second shift Steward(s), Elaine Key 860-460-7621,, Chris Wilson 860-501-2304/860-961-293

IMPORTANT – Members who are out of work on any leave of absence such as Compensation, or A&S Insurance, Family leave etc.. It is your responsibility to pay your portion for medical & dental, you can be dropped from your benefits if you don't keep up your payments.

SAFETY: Just a reminder that safety is everyone's concern. If you see an unsafe act you should report it to your Union Steward or M.T.C. Safety Steward. They will take the necessary actions to correct the situation. Phone # is 32811. Or the MTC 860-445-6383

If you are sent to Security for any reason or are being questioned by any Management, YOU SHOULD REQUEST A STEWARD!! REMEMBER, YOU HAVE THE RIGHT TO UNION REPRESENTATION, AND YOU DON'T HAVE TO ANSWER ANY QUESTIONS WITHOUT THIS REPRESENTATION.

IMPORTANT!!!DON'T FORGET TO NOTIFY A STEWARD OR THE UNION HALL (860-442-8281) IF YOU HAVE CHANGED YOUR ADDRESS AND/OR PHONE NUMBER OR NAME. WE NEED TO HAVE THIS CORRECT INFORMATION! (NOTE: WHEN YOU NOTIFY THE COMPANY OF AN ADDRESS CHANGE, ETC., THEY DO NOT GIVE THE UNION THIS NEW INFORMATION.) PLEASE HELP US TO HELP YOU!!! We appreciate your

cooperation in this matter.

REMINDER: If you are out of work on compensation or accident & sickness insurance or any unpaid leave it is your responsibility to pay your dues. If your dues fall behind more than three months, your membership could be suspended. If you are out of work and have any questions regarding your dues, please call the Union Hall at 860-442-8281. New London office

IMPORTANT: It is advised that you notify me one week in advance or as soon as you know when you will be returning to work from any Medical, Compensation or unpaid leave. The company doesn't know if you kept your dues paid up while you were out. It is important that I know your return date so I can submit a letter to the company to have your dues zeroed out under non collected. Once the company takes out your dues it will take me at least a month to return your money.

The monthly Union meeting of Painters' Local #1122 will be held every 4th Monday of each month at the Union Hall 597 Broad St., New London, Ct. at 7:00 PM. Second shift employees; please give your foreman 24hrs notice if you plan to attend the meeting. PLEASE NOTE: IF YOU HAVE ANY PROBLEMS/ISSUES TO DISCUSS, THE UNION MEETING IS THE PLACE TO DO THIS.

If I can be of any assistance to you, please don't hesitate to contact me. My numbers are as follows: UNION HALL OFFICE 442-8281, MTC 445-1277, Email address: painters.union@snet.net Thank you for your ongoing support.

Fraternally yours, **Dennis Urquhart** Chief Steward, Painters' Local #1122



CONDOLENCES

Our condolences go out to the family and friends of Lynn "Sam" Brackett who passed away on April 25th. Sammy was our most senior member. He began in the steel trades on November 1, 1961. He later transferred to X-Ray and spent almost 59 years at EB.

RETIREES:

Good Luck and Best Wishes to the following members that have recently retired:

Sandra Perry (D330) 54 Years Alan Larkin (D321) 49 Years Inez Giuletti (D438) 43 Years

www.opeiulocal106.com

Visit this site and search the many links of valuable information. The Media Center is one example that is updated by our International Union with new information on Union Benefits and current issues of interest.

UNION COMMUNITY ACTIVIST NETWORK (UCAN) TRAINING

The UCAN four (4) night program over two weeks at the United Way of Southeastern CT – 283 Stoddards Wharf Road, Gales Ferry, CT, has been **Postponed.**.

"Weingarten" Rights

If <u>YOU</u> are sent to <u>SECURITY</u> for any reason or are being questioned by <u>MANAGEMENT</u>, <u>YOU</u> should request a <u>STEWARD</u>. <u>YOU</u> do not have to answer any questions until you have <u>UNION</u> <u>REPRESENTATION</u>.

NEW HIRES

YOU must stay on top of your insurance coverage. There are many choices for you to review and time limits for you to apply for these benefits. You are now eligible to join the insurance Determinent Memory 10 days 0-30 of your date of hire. This is the only 30 days to execute access to the health plan. If you do nothing you will automatically get medical but will not receive dental, extra eye care, and additional life insurance. If you are married or married with children, they will not be covered. You must log onto the General Dynamics Service Center website www.gdbenefits.com to enroll yourself and your dependents. It is important to enroll as soon as possible. Do not be late.

Any questions call EB Benefits: 860-433-4201 or Frank Ward, Union Insurance Representative: 860-501-3263.

WITHDRAWAL CARD

If you stop working at Electric Boat you should make sure you request and receive a Withdrawal Card from the Union. This card will save you paying another initiation fee if you later return to work where employees are represented by O.P.E.I.U. If you change your home address, phone number, or e-mail, do not forget to notify the Union.

UNION COMMUNICATIONS:

Local 106 Web Site: opeiulocal106.org Local 106 Phone: 860-445-1216 FAX: 860-445-0175

e-mail: prof.emp@snet.net
Do not send e-mailto:po any EB addresses
We may not get them.

If you have sent an e-mail and did not get a response in a day or two please call the Union Hall.

International Union Web Site opeiu.org
International Magazine White Collar

Union Benefits UnionPlus.org

MEETINGS FOR JUNE, JULY & AUGUST HAVE BEEN SUSPENDED.

MEETINGS FOR SEPTEMBER & OCTOBER

September 14th and October 5th (Change due to Holiday) at 5:30pm at our Union hall.

STEWARDS FOR EB:

Howie Manual D274 860-303-5982

Jeffery Jordan D438 860-574-5563

Arlene Allard D221 X37797 2nd Shift

Mark Cross D321 X35569 3rd Shift

Paul A. Bruno Jr.
President/Chief Steward



Since the beginning of the COVID 19 pandemic we have not been able to send this periodical to print. Much has happened and we have all suffered in some way. I want to Thank our members who worked and are continuing to for the protection of the entire EB population. This is not over, there has been no miracle cure as some would want you to believe there will be. We need to continue to protect ourselves, our coworkers, and families. Wash your hands, cover your cough, wear a mask, and stay home if you are symptomatic.

Jimmy Fadden who was the Chief Steward of the Painters and Secretary Treasurer of the MTC retired after 43 years. Bob Rosso who most recently served as Chair of the MTC Safery Committee retired after 57 years.

Ken DelaCruz has announced his retirement effective August 1st. Kenny has lead the Metal Trades Council through our most troubled times. He brought the Union and Company together in the worst of our history after a bitter 103 day strike in 1988. He worked to reduce vibratory injuries, helped to find a permanent home for the Gemma Moran United Way Labor Division Food Center, during the 90s when there was massive layoffs he helped to secure training and benefits for displaced workers, he worked to establish our joint safety committee which helped reduce hundreds of injuries yearly, and negotiated 8 contracts each which were overwhelming accepted and above national averages. He has touched many lives and most don't know it.

Each of these gentlemen served with the heart of a Sheppard and will be missed.

I wish you all the best.

As Always, I appreciate the good work that you all do. Please continue to work SAFE.

Peter E Baker Chief Steward



Dear Essential Brothers and Sisters;

I sincerely hope you and your families are handling this pandemic well. It is not easy for any of us. Hopefully, the schools will be open this fall for our children to return to classes. We will be watching this closely, and we will be in touch with the company to mitigate any unforseen issues.

Bonus checks should be in by the time you read this article. We get \$750 for 500 hours worked and \$1000 for 900 hours worked.

We had our 1st meeting in several months on july 14th. It was nice to see our members show up. We will be having nominations at our next meeting on august 11th at 2:45 pm. All positions are open. We may have a few unopposed trustee positions to fill. These positions (3 of) are a great start for someone starting new in your union leadership.

We hope to see you there on tuesday, august 11th. If it gets too crowded for social distance rules we have a plan to work this out. The election will be on tuesday, september 8th at the parking garage across from the main gate from 5:30 am to 5:00pm. See you there.

If you are out on workers compensation you are entitled to money for your milage to and from your doctors office as well if you have to go to therapy. Ask your stewards for more information.

Please make sure the union hall has your current mailing address, the company does not supply that information to us. We sent letters to all members recently explaining about the delay in the nominations and elections this year, and we had some letters returned to us. Your stewards can help you with this issue.

We have a new laptop at the union hall and we will be using that for our web page and a facebook page. We are finally coming into the 21st century. We will have it up and running soon.

Essentially Yours, Patrick Joyce President

INSURANCE UPDATE

Starting January 1, 2021 the MTC will be migrating away from Protection Plus to the High Deductible Insurance Plan. The MTC is meeting with the benefits department to make this an smoother transition.

They will teach some members from each local the nuts and bolts about the plan changes. These members will have some materials with them to help our members make proper choices with health care.

They will also have meetings in the yard with the benefits group on company time. They will also have meetings at the boilermakers hall.

The first thing you need to do is create a user name and password. If you have any questions or problems call the Benefits Office at (860)-433-2101

Frank Ward, Union Insurance Representative Cell (401)-499-9661 or (860)-501-3263

Groton Dental Group

Dennis Flanagan, DDS MSc American Board of Oral Implantology/Implant Dentistry American Board of General Dentistry Bruce Dougherty, D.D.S. Danielle Green, D.M.D.

- General Dentistry
- Implants Placed and Restored
- Dentures Same Day Service Relines and Repairs

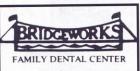
1100 Poguonnock Rd., Groton

445-9765

Windham Dental Group 1671 West Main St., Willimantic

456-3153

WE PARTICIPATE IN MTC DENTAL PLAN Retiree's Are Accepted



Vincent Antonelli, D.D.S. Ted Malahias, D.D.S. Sean Kim, D.D.S., FAGD

> 115 Bridge Street Groton, CT 06340

446-8744

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FULL PARTICIPANT IN MTC DENTAL PLAN

How to pay insurance premiums when out sick:

First 30 days of absence; employees have two options:

1. Mail check directly to EB Benefits QP Office

Dept. 643 MSK60 165 Dillabur Avenue North Kingstown, RI 02852

2. Pay arrears upon RTW- double payments will be taken out of weekly check to catch up.

After 30 days of absence, employees will be billed directly from the GD service center.

Employees must pay that bill to avoid termination of benefits. If an employee has not received a bill from the GD service center, they need to call 888-432-3633.



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*Some restrictions may apply. †APY=Annual Percentage Yield.

MTC SAFETY REPORT AUGUST 2020

PAINTERS • BOILERMAKERS • ELECTRICIANS
LABORERS • MACHINISTS • OPEIU • PIPEFITTERS • TEAMSTERS

I'd like to start off by saying, have a long and happy retirement to Bob Rosso. For LONG and faithful service of 57 years here at Electric Boat.

I Cat Race, dept. 251 have been appointed MTC Safety Chairperson by our MTC President Kenny Delacruz. Also Kenny has appointed Dave Crowley dept.243 to take Bobs position down in the shipyard as MTC Safety. Welcome aboard Dave.

Thank you Bob for your dedication to the the MTC employees.

On that note I'll move on to say at least 85% of the MTC know who I am and the work I have done for the last 17 years as one of your MTC Safety reps. When you see me or any of the other MTC safety reps. in the shipyard please, if you know of a issue that can put someone in an unsafe position stop any one of us to let us know or call us.

Also beware the hot humid days we are enduring. Lots of water, and the company has left the tent up at the wet dock for us to keep with the social distancing at lunch time. It is a great cool down area at lunch time as well.

Thanks, and stay safe MTC Safety
Cat Race

CAT RACE 1st Shift 860-405-4784 BILL ZAKS 2nd Shift 860-326-4353 Gary Fontaine 1st Shift 860-326-4832 HARRY WEYANT 2nd Shift 860-326-4341

Dave Crowley 860-326-4729

SAFETY OFFICE 433-2811

METAL TRADES 445-6383/1277

MAKE SAFETY OUR NUMBER #1 PRIORITY.