

LABOR'S VIEWS

114 Poquonnock Rd, Groton, CT 06340

OCTOBER 2020

www.mtcnlc.org



The Metal Trades is now online! www.mtcnlc.org
Check out our website for Union Member Only benefits, contact information, Labor Views, and periodic updates.

Blue/Gold even up: The Gold Team had 2 less pay hours than the Blue. The members on the Gold Team should have received a 2 hour pay adjustment less any time off for absences. In settlement we accepted \$70.00 (before taxes, and other deductions ie: 401k contributions) without any adjustment for absences for the Gold Team members.

Safety: By law, the Employer is to provide a safe work environment and is responsible for compliance with Safety Regulations, Rules, and other Mandates. This includes the use of PPE, Social Distancing, and Mask. If you are reminded to use your mask or asked to comply with any safety regulation, you should have one of three

responses: 1) OK , 2) Thank You, or 3) say nothing. There should never be a confrontation with someone who is trying to make you safe. If you have any safety questions, contact a MTC Safety Rep.

Flu Season:

We are rapidly approaching the Flu Season. With the ongoing COVID 19 virus and the Flu season it could be a deadly combination. Protect yourselves, your coworkers, and your families. Wash your hands, get a FREE flu shot, and wear a mask.

Excused Time Off for Hybrid Learning:

We came to an agreement with the Company on Excused Time Off for Hybrid Learning. We did not get everything we thought the members needed but it is much better than where we started. The member must show a need. They will be granted up to an additional 10 hrs time off excused, there is no restriction on overtime, and the extension of progression has been eliminated.

Electric Boat Employees Community Services Association fund drive:

Each year we ask you to pledge money from your earnings to the EBESCA. The United Way is the single largest benefactor of this drive providing health and human services to the communities we live in. The need is greater than previous years due to the COVID 19. Please consider giving or increasing your weekly contribution, and LIVE UNITED!

National and Local Elections:

Its that time. Time for you to choose and make your mark in history. It is your choice but you should make an educated choice.

Never should an election be based a slogan, a pretty sign, or a hat. Who will provide the best for the citizenry and defend and abide by our Constitution? For a list of AFL-CIO endorsed candidates visit or website. If already there, click on the tab.

Be Well, and Wear a Mask.

I AM, FRATEERNALLY YOURS
Peter E Baker.

UNITED



WE STAND



Office & Professional Employees International Union

LOCAL 106
A.F.L.-C.I.O. & CLC



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

www.opeiulocal106.org

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.

LABOR'S VIEWS ON LINE

LABOR'S VIEWS may be seen on opeiulocal106.org or the new Metal Trades Council web site mtcnlc.org.

"Weingarten" Rights

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

THIS INCLUDES CRITIQUES OR ANY OTHER INVESTIGATION.

If you change your home address, phone number, or e-mail, do not forget to notify the Union.

SAFETY SHOES

If you have not picked up your safety shoes for this year you, please do not forget. This is a benefit that has been negotiated for you and we want it to continue. You may now carry the money over for one more year in order to get a more expense pair. Red Wing Shoes has a store in Groton and if you get your shoes there you will have to pay and bring them in to the Safety Dept. with a receipt in order to get your refund.

UNION COMMUNICATIONS

UNION STEWARDS:

Howie Manuel x36791 860-303-5982

Local 106 Labor's Views Article for October 2020

UNION MEETINGS

Union meetings are important and I encourage you to come and participate in the affairs of our Union. The monthly meetings normally lasts about 30 minutes and your participation will help to make this Union even stronger.

.INSURANCE OPEN ENROLMENT

It's almost that time of year again. Be ready to select the coverage that is best suited for your needs. Dates will be announced later.

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 between 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. It is important to enroll as soon as possible. Do not be late.

I suggest that you call to make arrangements for health insurance since all calls are recorded. In the past, there were problems with online enrollments. There are many options to choose or reject. Contact General Dynamics Service Center (1-888 432-3633) Monday - Friday 9am to 9pm. OR www.gdbenefit.com (24hrs/7days).

Jeffery Jordan 860-574-5563
Arlene Allard x37797 2nd Shift
Mark Cross x35569 3rd Shift

Phone # 860-445-1216, FAX # 860-446-0175, E-mail prof.emp@snet.net.
(I do not get e-mails in the shipyard.)

opeiulocal106.org, opeiu.org & UnionPlus.org

If you change your home address, phone number, or e-mail do not forget to notify the Union.

UNION MEMBERSHIP MEETING CHANGED DUE TO HOLIDAY

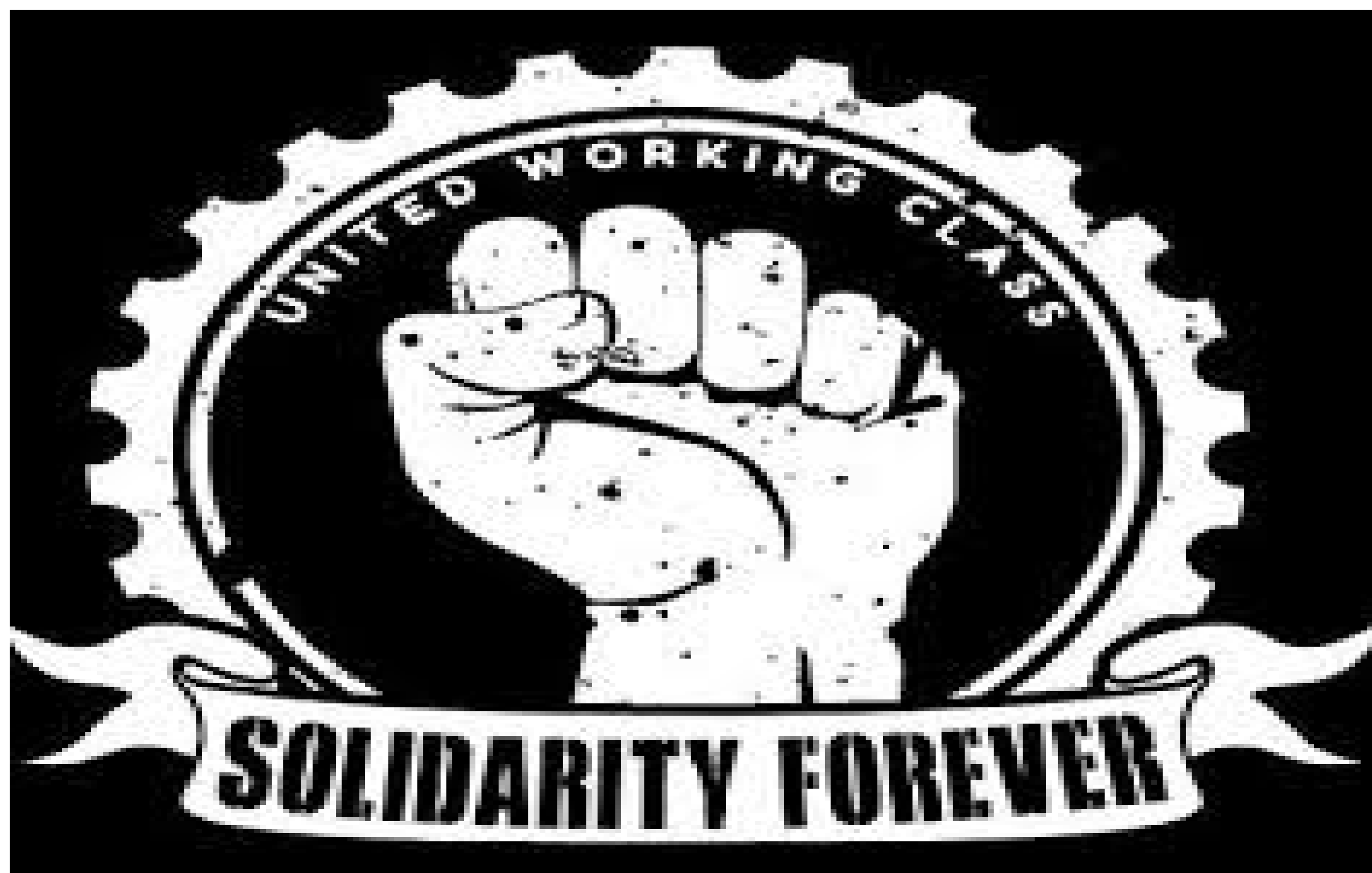
Monday, October 5, 2020 at 5:30 p.m. and will be held at the Union Hall, 171 Thames Street, Groton, CT. Changed due to holiday.

NOVEMBER UNION MEMBERSHIP MEETING

Monday, November 9, 2020 at 5:30 p.m. and will be held at the Union Hall, 171 Thames Street, Groton, CT.

Special Orders: Nominations for one (1) Trustee for a three (3) year term.

Paul A. Bruno Jr.
President/Chief Steward





LOCAL 614

Dear Brothers and Sisters;

The elections for our executive board are over. We have 5 new officers in position. The results are as follows: Business Manager Frank Ward, President Patrick Joyce, Vice-President Bill Licciardi (unopposed), Secretary Treasurer Greg Bell (unopposed), Chief Steward John Adamson (unopposed), Recording Secretary Miguel Castillo, 3 new Trustees, Jorge (Big Daddy) Morales (chairman) Phil Adams, and Shane Gilligan, Inspector Jared Gordon (unopposed). Thank you to all who ran. It is great to see interest within our union. A great job to our Election committee headed by Pete Matylewicz who chaired his last election. He will be retiring in the near future. Again, thank you Pete for all that you do. There is one down side I have to this last election. We have a total of 662 members and only 307 members voted. That is less than half our membership. We had a lot riding on this election. Frank and I only won by 11 votes each. That was close. I wish we would have had a better turn out. I have to personally thank a few of my old coworkers who got the word out to vote for me since I am at the Subase and out of sight for a lot of our younger members.

The general election on November 3rd is one election you should not miss out on. The future of our country is tied to this election.

I will not tell you who to vote for, but I will tell you to go vote.

The company will be out looking for face mask compliance. I can't stand to wear a mask, but it is now considered PPE. So, please have your mask on you and put it on if you cannot maintain 6' of social distance. Hopefully we can put this behind us soon. The CDC keeps changing their stance and the continuing shut downs are killing our country's economy. We are fortunate to be working steady. The company and the MTC are still trying to work out a plan for our members who have issues with school schedules and day care schedules related to the Covid crisis. The plan the company put out was total BS. They have been saying how ESSENTIAL we are and then they present us with an unacceptable proposal. I will let you know when there is a better proposal.

If you are out of work and are on workers compensation, be sure to charge your mileage to and from your doctor or physical therapy.

We have 5 new officers and that means we have 5 new Union stewards. Chief Steward John Adamson will be meeting with them soon to explain their duties to them. The entire Executive Board will be sworn in at our next meeting on Tuesday, October 13th. Retired President Jimmy Papa has been asked to swear us in. I hope you can come to the meeting as we present you with your new Union leadership for the next 3 years.

The open enrollment for insurance is coming this November. We are all going to the high deductible plan. At first this looks like a horrible plan, but if you break it down, it is not too bad. It is better than what the Carpenters Union have now and it is a lot better than what the salaried people have. We have to more fiscally responsible to fund our health care. Please get in touch with Frank Ward if you have questions. He is great with this information.

Essentially yours;
Patrick Joyce
President



LOCAL 777

Insurance Update

The Open Enrollment Period for our medical and other benefits are approaching . It is November 18, 2020 thru December 4, 2020 ,with the start date of January 1,2021 when the new year begins. This the time to make changes to your benefits .One new change is with the Employee Supplemental Life Insurance is they will allow you to add one more additional base point which equals one years extra base salary with out the need to prove that you are medically insurable. The default is two base points up to eight. We will also be moving over to a High Deductible Plan January 1, 2021 .That said you will need to create a Health Savings Account(HSA). This how you will pay for all your health expenses. The HSA is also the place the company will deposit the \$1,000 seed money for family or \$500 for single folks. It is also the place where you can get a \$300

Just a reminder to anyone interested in working at the NSSF(goes by seniority, changes in October), or NRMD(January rotation) at the Sub-Base , to put in an IRM to the department , so you can be placed on the list to be reviewed at switch out time. Also the heating season will be starting again in November, and the department supplements temp heat temporarily with pipefitters . Let the department know if interested. We have given a proposal to the company on trying to help people that might have to miss time from work regarding family/child care regarding school and/or hybrid school sessions. We have also given a proposal to the company regarding Cascon and Ships Safety Watch personnel. Still trying to work through both issues. Anyone driving one of the van trans , and parks in the van lot, had to notice that they shrunk the parking spaces upon repaving the lot. Be careful when parking , it looks like not a lot of room to spare, from the adjoining spaces. I am sure that most members know, but for the few that dont- It is the Company that hires people, fires people, sets the shift numbers, shift changes, move members around and are responsible for the timely progression of raises. Not the Union, we are responsible for the policing of the negotiated contract and agreements, and try to work with with them to see its administered in a fair and timely fashion. The mandatory wearing of masks on company property will be re-enforced again , and also the smoking policy..



SPECIAL OFFERS FOR GENERAL DYNAMICS ELECTRIC BOAT EMPLOYEES!

\$475

**MORTGAGE APPLICATION
FEE REBATE***

\$50

**GAS CARD FOR A NEW
CHARTER OAK AUTO LOAN***

GO CHECKING

- 3.00% APY[†] on Balances up to \$10,000
- ATM Rebates
- No Monthly Maintenance Fee

GOLD REWARDS: OUR UNIQUE MEMBER REWARDS PROGRAM*

- Annual Cash Bonus for Qualified Members
- No ATM Fees
- Special Gold Rates

FREE CONSULTATION with CHARTER OAK RETIREMENT and INVESTMENT SERVICES

For more details, visit CharterOak.org/content/EB or
see one of our Member Service Representatives today!

MEMBERS BANK BETTER.

Live, work or worship in New London
or Windham Counties? Join us.



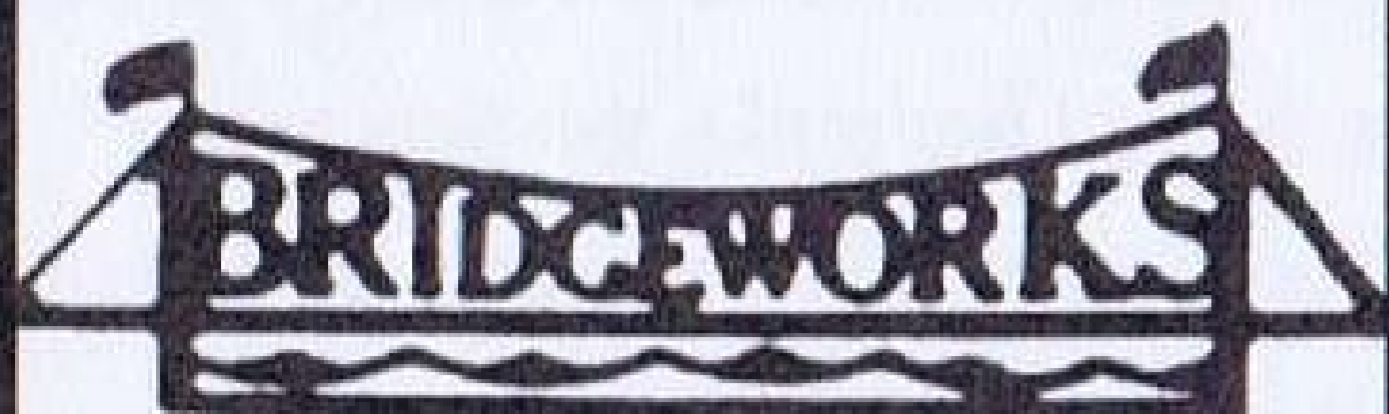
CHARTER OAK
CREDIT UNION

CharterOak.org | 860.446.8085 | 800.962.3237

FEDERALLY INSURED BY NCUA



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



FAMILY DENTAL CENTER

Vincent Antonelli, D.D.S.

Ted Malahias, D.D.S.

Sean Kim, D.D.S., FAGD

115 Bridge Street
Groton, CT 06340

446-8744

CONVENIENT TO E.B.

“We Cater to Cowards”

FAMILY DENTISTRY

Bonding - Crown and Bridge

FULL PARTICIPANT IN
MTC DENTAL PLAN



 **vote**

Election Day November
3rd

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 Poquonnock Rd., Groton

445-9765

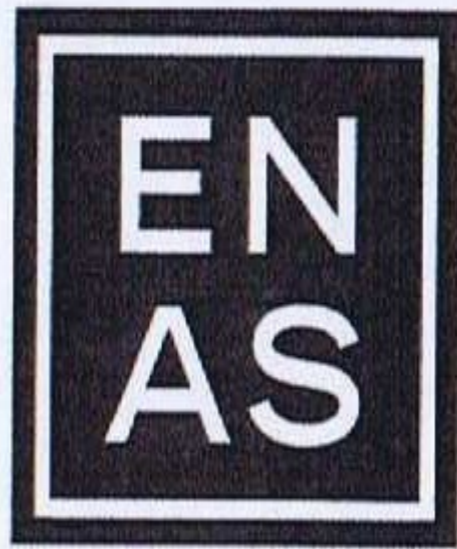
Windham Dental Group

1671 West Main St., Willimantic

456-3153

WE PARTICIPATE IN
MTC DENTAL PLAN

Retiree's Are Accepted



EMBRY NEUSNER ARSCOTT & SHAFNER^{LLP}

PERSONAL INJURY

- ASBESTOS
- AUTOMOBILE ACCIDENTS
- PRODUCT INJURY
- MALPRACTICE
- ADMIRALTY AND
MARITIME INJURIES

WORKERS' COMPENSATION

- LUNG DISEASES
- WORK RELATED CANCERS
- HEART ATTACKS
- VIBRATION DISEASES
- HEARING LOSS
- BACK INJURIES

SECURITY CLEARANCE ■ GENERAL LITIGATION

EMBRYNEUSNER.COM   

860.449.0341 ■ info@embryneusner.com ■ 118 Poquonnock Road ■ Groton, CT 06340

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860-445-6383**



Local 1871

Insurance presentations were given to inform everyone of the major changes with their insurance plans. You should have attended one by now or should be soon if you have not. You can call 888-432-3633 or go to www.gdbenefits.com if you want to read up on it more. Open enrollment will be from November 1st-December 15th.

United Way presentations will begin soon where you can decide how much you would like to donate to the organization. Weekly payments come straight out of your paycheck, so you do not need to worry about it after your selection. Please consider donating as much as you can as this organization has helped many people all over the world.

There have been issues with people not receiving their regular pay raises. Please see your steward if this is happening to you. Please take some time to check out the new MTC website and if there is anything you would like to see added on there, please let them know. Also feel free to email our Recording Secretary, Mel Marshall, at melihnam@gmail.com with suggestions for our own Local's website. We currently are on Facebook as Local Lodge 1871iam and if you would like a copy of each LL 1871 Labor View sent to your email, again please email your Recording Secretary and ask to be added to the email list.

Turkey Drive collection will be outside the gates on October 30th and November 2nd.

Everyone should have been given a contract book by their supervisor by now. If you do not have one, please let me or your supervisor know.

Thank you for respecting EB's policy with regards to wearing masks. I understand it can be difficult at times, but we have a responsibility to each other, and our community and it is appreciated by everyone. If you are a Military Veteran, please see Christopher Wasilewski on first 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: If 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".

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:

Michael Shell 860-790-9136

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

MEETING NOTICE:
Upcoming meetings will be September 17th and October 8th at 3:00 p.m. at 18 Pleasant St Groton, CT 06340.

Fraternally,
Jim Spencer
President/Chief Steward

MTC Safety Report

Painters - Boilermakers - Electricians - Laborers
Machinists - Opeiu - Pipefitters - Teamsters

I just want to send out a reminder about the mask and social distancing policy E.B. has put out. They put this out not to anger anyone or make you feel your rights are being taking away. It's there to protect YOU and your co-workers and family members. I walk through the shipyard to see my members getting a bit confused on where to wear them. EVERYWHERE ! it seems some members feel as soon as you walk into a building you can take it off. WRONG, some members think the opposite; you only have to wear it inside a building. WRONG. Watching you few that seem to think it's OK to walk around the shipyard shoulder to shoulder with your masks under your chin are only jeopardizing others.

Just remember please, this isn't forever. Eventually we'll all be able to have a mask burning party and I for one am so looking forward to it. I have COPD and it is so hard to breathe in them but I'd rather struggle for a short time with that then have a ventilator shoved down my throat.

So please don't let your guard down yet on this. Keep the mask on and the distance needed between you and your co-workers.

Thanks, and stay safe

Cat Race
1st Shift
860-405-4784

Gary Fontaine
1st Shift
860-326-4832

Dave Crowley
1st Shift
860-326-4729

Bill Zaks
2nd Shift
860-326-4353

Harry Weyant
2nd Shift
860-326-4341

Safety Office
860-433-2811
Metal Trades
445-6383/1277

LIUNA!

Feel the Power

Local 547

I'm just a Janitor. These are words that were spoken to me by a member a couple weeks ago and have been echoing in my soul since. I can understand why someone would feel that way. Our Janitors are expected to do things that noone else is willing to do and are treated poorly.

A Janitor who works here for 10 minutes or 10 years earn the same hourly rate with no room for advancement. We have tried to correct this but the Company feels our Janitors are well compensated.

Our Janitors are expected to keep the yard open and safe when it snows. When there are not enough Janitors they are supplemented with trades people who are earning \$12.00 to \$20.00 more per hour.

Our Janitors in the machine shop don't do janitorial work. They maintain the coolants and remove the chips from the machines. The job performed by these Janitors are just as important as the Machinist running the machine to build the part.

When COVID 19 hit our Janitors were expected to sanitize areas as well as perform their normal duties. The Janitorial staff again was subsidized by trades people who are earning more money per hour and are getting the good jobs while the Janitors are literally getting the crap jobs.

People will wipe feces on the wall and not think anything about the Janitor who has to clean it. People will walk in the same floors that they wanted cleaned and waxed while the Janitors are trying to clean and wax them. People want clean restrooms but won't stay out of them so the Janitors can clean them and deliberately mess up these areas.

Just a Janitor plays just as an important role as everyone else in reaching the Company goal of building the Ship safely, on budget, on time, and delivered to the Navy.

A persons occupation does not define their value or worth.

I appreciate the good work you do under the worst of conditions.

Please continue to work safely.

Fraternally,
Peter E. Baker
Chief Steward



October 7th - 13th
2020



Local 1122

I would like to start this month by congratulating Carrie Traynham for her 40 years of service with the painters. It is important for everyone to wear your face covering while in the shipyard. The Gold team payout has been finalized so that will be paid out in the near future. Currently there are no road jobs to report on. Benefits will be holding short briefings about the upcoming health insurance change to the Health Saving Account, please make sure to attend these briefings so they can answer any questions that you may have.

Subbase NSSF and Shippingport request form : The Department will no longer survey, you will have to fill out a form. See your steward for this form.

Shift change request form: 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) Holley is our benefits rep. Any questions concerning benefits he will get the answer for you.

OVERTIME : Dennis Urquhart and Ron Ingves are the overtime coordinators. 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 Leblanc All Nuclear issues 860-884-3907, Ernest (TJ) Holly 860-538-1926, Ron Ingves 860-334-8141, Alternate Victor Delima 401-481-3947

Second shift Stewards: Chris Wilson 860-501-2304/860-961-2930, Alternate Elaine Key 860-460-7621

IMPORTANT: Members who are out of work on any leave of absence such as Workers Compensation, Sedgewick short term disability insurance, FMLA, etc., it is your responsibility to pay your portion for medical, dental, and vision 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.

Please don't forget to notify the Union Hall (860-442-8281) if you change your address, phone number, or name. We need to have the correct information!

When you notify the company of these changes they do not give the Union this new information. We appreciate your cooperation in this matter.

REMINDER: If you are out of work on compensation or accident and 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.

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. 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: 401-573-6956 and 860-941-1579 Email address: painters.union@snet.net
Thank you for your ongoing support.

Fraternally yours,

Dennis Urquhart
Chief Steward
Painters' Local #1122



UNION-MADE HALLOWEEN



AFLCIO.ORG/HALLOWEEN

- Baby Ruth
- Bit-O-Honey
- Butterfinger
- Hershey's Kisses

- Jolly Ranchers
- Kit Kat
- Red Vines
- Smarties

- Sour Patch Kids
- Tootsie Rolls
- York Peppermint Patties



AFL-CIO





Local 493

REQUEST A STEWARD

If you are being sent to Security for any reason or are being questioned by management you have the right to have a Steward present. You do not have to answer any questions until you have union representation.

STEWARDS

1st Shift Stewards
Keith Coppin 860-433-4657
Scott Harris 860-574-0208

1st Shift Alt
Scott Partosan 860-433-5816

2nd Shift Steward
John Ogden 860-433-4657

2nd Shift Alt
Jason Hernandez 203-512-5959

SAFETY

Safety should be everyone's first priority when working in the shipyard.
If you see something unsafe or are being asked to do something that you feel is unsafe please contact a steward for guidance.
You can also contact MTC Safety at 860-445-6383.

Stay safe and keep up the good work!

Robert Hill
Chief Steward
Teamsters Local 493
860-575-1384

PETER E. BAKER,	
MTC President.....	445-6383
JOHN ADAMSON	
MTC Vice President	445-1277
RICHARD McCOMBS,	
Rec. Sec'y. MTC	445-1277
CAT RACE,	
Sec'y Treasurer.....	445-1277
GEORGE NOWOSIELSKI,	
Local 777.....	445-8170
DENNIS URQUHART.,	
Local 1122	446-1927
RICHARD (CHICK) McCOMBS,	
Local 261	445-2224
JIM SPENCER	
Local 1871	445-8619
PATRICK JOYCE, Local 614.....	445-4973
PETER BAKER, Local 547.....	448-2577
ROBERT HILL, Local 493	575-1384
PAUL BRUNO, Local 106.....	445-1216
CAT RACE,	
Occup. Health & Safety Comm....	445-1277
FRANK WARD,	
MTC Benefits	501-3263



Local 261

Union Meeting:

The next scheduled meeting is 2:45 PM on Tuesday, October 13 at the IAM Lodge 1871 Hall located at 18 Pleasant Street. 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:

Once again, I would like to thank all of you for adhering to the Company's and the Communities social distancing guidelines. My thoughts about a person who believes it their right to decide for themselves whether to wear a mask or not is "when your rights impact or affect another's well being or safety then it becomes a privilege which then is subject to "rules & regulations"." Even if you don't agree with that it is a fact that the minute you walk through your employer's gate or door you lose 90% of your constitutional rights and are subject to their "rules & regulations". The bottom line is wearing a mask is the right thing to do and it works. Wearing face covering is a hassle but it needs to be done when it is possible. Thank you to all.

Work:

I have been assured that the company is working very hard on not downsizing later in

the year as the work begins to slow down. They are confident that there will be no need to have a lay-off. They have already committed to sending twelve people to Newport News in December. They will continue to search for work at other sites and secure contracts from the Navy if possible. Unfortunately hiring has been put on hold other than replacing loses from attrition.

Safety:

We are continuing to keep our injury numbers below the goals but we are not meeting the expectation of reducing it to zero which may be unachievable but would be a great accomplishment.

Sprains & strains and accidents to and from continue to be our biggest issues. Any suggestions will be appreciated.

We have agreed to two memos recently, neither one were to our satisfaction, but we could not leave money on the table for our members:

The incentive memo for Safety & Productivity has a \$750.00 award but requires more hours worked to qualify and it separates some of our MTC people in different goals. The Hybrid School memo stills only allows 10 hours of excused time for parents with children in school but allows premium money for overtime work and no limitation on raise progression. For information please see your area Steward.

Apprenticeship:

Applications for our apprentice program are being accepted. The Department has six openings.

Fraternally,

Rich "Chick" McCombs
President Local 261 IBEW