



SOUNDINGS

May - August 2016

CONTRACT NEGOTIATIONS AND THE 2016 ELECTIONS:

DO YOU KNOW WHAT IT ALL MEANS

This is an important year for us. Not only do we have contract negotiations, but we also have Presidential, Senate, Judicial, State and Municipal elections.

Voting is a fundamental process that keeps our system of government working. Through elections, citizens have the ability to decide who represents them, be it a local official, a state or national representative, or the president.

This issue highlights our contract negotiations and what it was like to go through previous negotiations, sometimes with strikes, to be able to have what is now in your Union Contract book today.

Many of our members today need to understand why we stand together as a Union, what Solidarity and Collective Bargaining means, and especially how it benefits us all.

THE SUPREME COURT ON THE IMPORTANCE OF UNIONS:

Long ago we stated the reason for labor organizations. We said that they were organized out of the necessities of the situation; that a single employee was helpless in dealing with an employer; that he was dependent ordinarily on his daily wage for the maintenance of himself and family; that, if the employer refused to pay him the wages that he thought fair, he was nevertheless unable to leave the employ and resist arbitrary and unfair treatment; that union was essential to give laborers opportunity to deal on an equality with their employer.

- Chief Justice Charles Evans Hughes, *NLRB v. Jones & Laughlin Steel Corp.*, 301 U.S. 1 (1937).

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On the cover:
Past and Present Union Contract agreements



FROM THE OFFICERS



MDA-UAW Local 571

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of April, August and
December.



Left to Right: Treasurer Robert Faraci, 2nd Vice President David M. Reagan, 1st Vice President Kenneth Rowland, President William E. Louis, Financial Secretary Bill May and Recording Secretary Patricia A. Clay

SOLIDARITY - WHAT DOES IT MEAN TO ME?

By 1st Vice President Ken Rowland

As we approach the end of our collective bargaining contract with EB, members are increasingly aware of and concerned about the upcoming negotiations.

Members rightfully expect that we will make gains in many areas, including wages and benefits, based on the contributions we have made to help the company be successful and the workload we have helped secure.

Our Bargaining Committee has been preparing for these negotiations by listening to your voices, whether through the responses to our questionnaire or in our day to day encounters with members.

We take your inputs seriously, and have been assessing and prioritizing based on what is important to our members, what we as a committee think is important, and have been developing a strategy for getting the best contract possible for the MDA-UAW Local 571.

What factors help increase our bargaining power?

Most factors associated with bargaining position are facts of life regarding workload and our ability to get that work done.

Thankfully, EB is performing well on its workload and has contracted work well into the future on various Submarine platforms as well as Maintenance & Modernization. The MDA has been in a lead role in helping develop new work processes and in getting the job done on schedule.

EB has the men and women of the MDA to thank for that performance. Those factors put us in a good position for our negotiations.

One factor the Company may take into account is how strong they perceive our Union Solidarity to be. The definition of Solidarity simply is:

noun: sol-i-dar-i-tee/

1. Unity or agreement of feeling or action, especially among individuals with a common interest; mutual support within a group: "factory workers voiced solidarity with the striking students" Synonyms: unanimity, unity, like-mindedness, agreement, accord, ... more harmony, consensus, concurrence, cooperation, cohesion, fraternity, mutual support, concord

2. An independent trade union movement in Poland that developed into a mass campaign for political change and inspired popular opposition to communist regimes across Eastern Europe during the 1980s.
(Credit: Oxford Dictionaries)

"...Solidarity is more than a show; it is also the belief that we are united in our efforts to secure a fair and equitable contract..."

If we as a union are seen as having a high degree of Solidarity, we are in a much better position to negotiate.

If they see us as having no cohesion and unity; if they think they can divide us and pit us against one another, we lose that good bargaining position.

Misinformation can be generated and spread; it is intended to drive a wedge between our members and their leadership; resist the urge to participate in this.

Please, rest assured, members, that you have strong leadership going into these contract negotiations. Our negotiations team is as prepared as can be in my estimation.

We have been looking at your inputs and strategizing for the upcoming negotiations, putting in many hours in multiple planning sessions. We have consulted with MTC and Carpenters lead negotiators, UAW Bargaining representatives, MDA benefits representatives as well as external benefits resources to counsel and assist us with our strategies.

The negotiating committee asks that you put your trust in them now, as we embark on these important talks with the company to determine our wages, benefits and

working conditions for the term of the contract.

You can show your solidarity by wearing your red Solidarity shirts on Mondays, which is a visible sign that we are unified in support of our negotiating team.

But also remember that Solidarity is more than a show; it is also the belief that we are united in our efforts to secure a fair and equitable contract, and that we mutually support that effort.

Contact your Councillor, Grievance Rep or the office with questions, suggestions and complaints, but let's keep those issues internal to the union, and show our Solidarity to the company.

Thank You All for that support!

RED SHIRTS FOR SOLIDARITY

Every Wednesday during lunch time, your Officers sit at the different facilities to make ourselves available to you for questions or just to stop and say hello.

Recently at one of these lunch times, I was talking to a younger member about the red shirts and if he had one. His response was quite amusing, but also a cause for concern.

He said he didn't wear one "because he wasn't a Democrat". Now, although this may sound funny to some, the idea that he thought wearing a red shirt was like being a Democrat or for a political agenda was a little concerning to say the least.

I explained to that member that the shirt was a symbol of unity and solidarity, to show the company we stand together as we go into contract negotiations.

By the end of the conversation, he had ordered a red shirt.

Although nationally, the Union as a majority supports the Democratic party, we here at the MDA understand that our members are registered voters for the Democrat, Republican and Independent parties and in no way imply our shirts are other than a showing of a membership who stands together.

In Solidarity,
William E. Louis, President





CONFERENCES YOUR LOCAL ATTENDED

MAY	UCAN TRAINING, GALES FERRY CT PLM WORLD TRAINING, ORLANDO FL
JUN	AFL-CIO 11TH BI-ANNUAL CONVENTION, MYSTIC CT UAW JOINT BUS, ENGINE & TRUCK GD CONFERENCE, FOXWOODS, LEDYARD CT
AUG	UAW WOMANS COMMITTEE, BLACK LAKE, ONAWAY MI

2016 UPCOMING EVENTS

AUG 29	AFL-CIO COMMUNITY SERVICES GOLF TOURNAMENT
SEPT 24	MDA-UAW LOCAL 571 GOLF TOURNAMENT
OCT 09	UAW NATIONAL VETERANS CONFERENCE, FAMILY EDUCATION
DEC 10	MDA-UAW LOCAL 571 HOLIDAY DINNER DANCE

- FOR ANY EVENT -

Please call the Union Office to confirm within the deadlines!

CHECKS OR MONEY ORDERS ACCEPTED. NO CASH

We will strive to make sure we can properly accommodate everyone.



SAVORY SUMMER SQUASH

From allrecipes.com

LOW IN FAT & EASY TO FIX

INGREDIENTS:

- 1 small zucchini, julienned
- 1 small yellow summer squash, julienned
- 1 medium tomato, diced

- 3 tablespoons finely chopped onion
- 1 tablespoon olive or vegetable oil
- 1/4 teaspoon garlic powder
- 1/4 teaspoon dried marjoram
- 1/4 teaspoon seasoned salt
- 1/8 teaspoon pepper

In a skillet, saute the zucchini, yellow squash, tomato and onion in oil for 1 minute. Sprinkle with seasonings; cook 5-7 minutes longer or until vegetables are tender. Serve with a slotted spoon.

NEW HAVEN'S YALE UNION EXCITED ABOUT NATIONAL LABOR RULING THAT DEEMS GRAD STUDENTS ARE EMPLOYEES

By Mary O'Leary, New Haven Register Posted: 08/23/16, 9:40 PM EDT

Aaron Greenberg was ecstatic. A Yale University doctoral candidate in political science, he is the chairman of Local 33, a newbie union chapter intent on sitting across from university representatives to hammer out a contract defining their working conditions and benefits.

Greenberg is pleased because, he said, the National Labor Relations Board's ruling Tuesday gives graduate students at private universities a legal boost.

The NLRB, in a 3-1 vote, found that graduate students at private universities who work as teachers and research assistants are employees and therefore can form a union that universities must recognize.

Local 33 is part of UniteHERE, which issued graduate students a union

YALE UNION continued on page 8

MDA-UAW LOCAL 571 2016 MEETING SCHEDULE

EVENT	DATE	TIME	PLACE
Executive Board	Oct 03	3:30PM	Groton Inn & Suites
Executive Council	Oct 03	4:30PM	Groton Inn & Suites
Executive Board	Nov 07	3:30PM	Ocean Beach
Executive Council	Nov 07	4:30PM	Ocean Beach
Executive Board	Dec 05	3:30PM	Ocean Beach
General Membership	Dec 05	4:30PM	Ocean Beach



FOXWOODS[®]

RESORT ♦ CASINO



2016 HOLIDAY DINNER DANCE

SATURDAY DECEMBER 10TH AT THE FOXWOODS RESORT CASINO PREMIER BALLROOM

Rooms are available on a first come, first serve basis.

30 rooms in Fox Tower for \$286.29

50 rooms at Two Trees for \$177.04

(taxes and fees included in price)

Over 800 members attended last year enjoying great food, music and socializing with your union



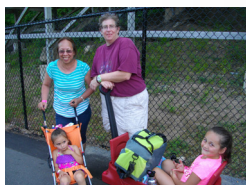


FROM YOUR COMMITTEES

RECREATION COMMITTEE *By Officer David Reagan*

LAKE COMPOUNCE

Saturday, June 25th, members and family headed out to Lake Compounce in Bristol CT. Again this year, everyone enjoyed themselves!

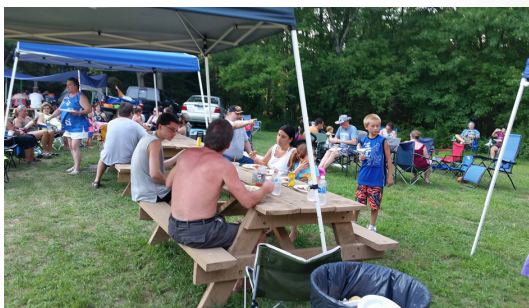


MDA-UAW LOCAL 571 SOLIDARITY DAY PICNIC

The 7th Annual Solidarity picnic was held August 6th at Washington Park in Groton. 215 Members, guests and family attended the event. Entertainment included a DJ, Face Painting, two Bouncy Houses, Dunking Booth and Ben & Jerry's ice cream truck. Catering Done by Tony D's.

MDA CAMP OUTING

On August 12-14, the MDA held a camping weekend at Natures Campground in Voluntown CT. Chesters BBQ provided the meats for the BBQ. Although it happened to be one of the hottest weeks in record, everyone still had a great time.



RECREATION continued on Page 8

ELECTION COMMITTEE *By Jennifer Wessell*

GROTON

Three new councillors were elected for the Groton location. They are: Debbie Basnight B189, Thomas Zarbo B88 and Gregory Maynard B88. Congratulations to all.

WOMENS COMMITTEE *By Chairman Pam Gonski*



The School Supply Drive ended August 19th. Again, the Committee is humbled by the generosity of our co workers. We've had another very successful school supply drive. Thank you to committee member's who helped: Nicole Reagan, Jen Wessell, and Paula Gilger and everyone who donated.

VETERANS COMMITTEE *By Officer Bill May*

In 2011, Congress authorized the Secretary of Defense to conduct a program to commemorate the 50th anniversary of the Vietnam War from May 28, 2012 until November 11, 2025. This program honors Vietnam war era Veterans who served in the Armed Forces between 1955 thru 1975. June 6, 2016 was the second time the MDA presented these awards. We were honored to have Army Veteran State Senator Cathy Osten as our guest speaker. Members from the UAW and GD Joint Council also participated in the ceremony. You can read more about their visit on page 13 under 'GD Council'.



Left to Right: Wayne Washington and Ray Hamilton accept their Commemorative award from Financial Secretary Bill May. Other members presented with awards not pictured are Larry McGee, Mike Kinonchick, Pete Davichic, Steve Beck, Ron Arner, Greg Baier, Tony Parisi, Noyes Collins, Bob Caffary, Mel Olssen, Richard Labarre, Bill Guistini, Doug Morrisette, Phil Clark and 2 members from the GD Conference Steve Smith, Local 2075 and Jerry Witt, Local 412 out of Detroit MI.





REMEMBERING OUR MEMBERS

"Perhaps the stars in the sky, are loved ones letting us know they are near, by guiding us through the night"

~Author Unknown

Maurice Lacroix
02/07/27 – 06/24/16

James Riffe
06/27/46 – 07/31/16

William Muenzner, Sr. Retiree
05/28/35 – 08/28/16

William Edwards, Sr. Retiree
04/21/32 – 09/04/16

IN MEMORIAM

*We are deeply saddened by the sudden loss of our Union brothers.
Our thoughts and prayers go out to their families.*



WILLIAM F. MUENZNER, SR.

William (Bill) F. Muenzner, Sr., 81 of Norwich passed away peacefully on Sunday, August 28, 2016. In 1958, Bill applied to and was hired by Electric Boat. During his employment, he was part of over 100 submarine deliveries to the U.S. Navy, starting with the USS Skipjack (SSN 585). Bill was also a member of the MDA-UAW Union, Local 571, where he served as a loyal union representative for 20 years. He enjoyed the work he did at Electric Boat but it was the relationships he built there that meant the most to him. Bill remained at Electric Boat for 57 years before retiring in 2015 on his 80th birthday. Rest in peace brother.

Please contact the Union Hall to have someone you know remembered or pay a special tribute to.

GET INVOLVED

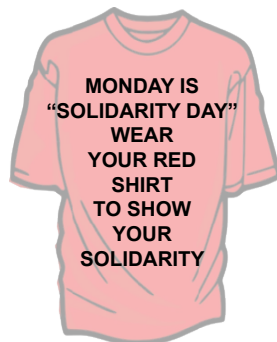
If you would like to volunteer or get involved in any of our committees, events or volunteer efforts, contact the Union Hall at 860-448-0552.

RETIREES

4/1/2016	Gilbert,Diana
4/1/2016	Luckey,James Sidney
4/19/2016	Flowers,William David
4/30/2016	Crane Jr,Harold William
4/30/2016	Cranick Jr,Clifford A
4/30/2016	Wadecki,Thomas J
5/3/2016	Sheldon,Lucinda Ann
5/17/2016	Long,Wayne Robert
5/13/2016	Sabetta,Raymond H
5/21/2016	Decelles,Alfred Robert
5/28/2016	Cabellon,Eulogio M
6/1/2016	Knight,Stephen Douglas
6/1/2016	Menitz,Stanley T
6/18/2016	Pellegrino,John Michael
7/1/2016	Buckingham,Steven J
7/1/2016	Zelevnick Jr,George E
7/9/2016	Lagram,David W
7/30/2016	Paterno Jr,James J

2016 RETIREE LUNCHEONS

SEP 08	Venice Restaurant, Westerly RI
OCT 13	Richmond Country Club, Richmond RI
NOV 10	Great Neck Country Club, Waterford CT
DEC 08	Ocean Beach, New London CT



IMPORTANT ANNOUNCEMENT REGARDING YOUR NEWSLETTERS

This issue of the Soundings Newsletter will be the last fully printed distribution copy to go out to the entire membership.

All future editions will still be available online through the official MDA-UAW Local 571 Website.

We will only provide a printed copy to you ***upon request*** by contacting the Union Hall and requesting that you still want a hard copy.

CHECK THE WEBSITE FOR ALL:

NOTICES - UPDATES - PICTURES - ARTICLES COPY OF NEWSLETTERS

The MDA-UAW Website can be accessed through EB's Home Page. Always use care and responsibility during working hours when on the web.





COLLECTIVE BARGAINING: WHAT

WHY COLLECTIVE BARGAINING RIGHTS ARE IMPORTANT

It's unclear how far back labor unions date back to, although it seems that unions eventually descended from the artisan guilds of medieval Europe. Organizing unions and attempting to bargain collectively were activities that were more or less outlawed until around the middle of the 19th Century.

In the United States, the first union was formed in 1792 by the Federal Society of Journeyman in Cordwainers, Philadelphia. Unions were originally formed to protect workers from management abuses such as unsafe working conditions and low wages, and the unions used their ability to strike as one way to get what they demanded from management.

The automotive industry was no exception to other industries when it came to unionization.

1935 NATIONAL LABOR RELATIONS ACT WAGNER ACT

It started in 1935 in Detroit, Michigan, at the American Federation of Labor (AFL) convention. The AFL hadn't focused much on industry before that point, and a faction of the AFL came together as the Committee For Industrial Organization (CIO).

Before a year was out, the original CIO was suspended by the AFL, and the unions within them, including the United Auto Workers (UAW), formed the Congress of Industrial Organizations, which replaced the first CIO.

The Wagner Act, officially National Labor Relations Act, was the single most-important piece of labor legislation enacted in the United States in the 20th century. Its main purpose was to establish the legal right of most

workers (notably excepting agricultural and domestic workers) to organize or join labor unions and to bargain collectively with their employers.

Congress enacted the National Labor Relations Act ("NLRA") in 1935 to protect the rights of employees and employers, to encourage collective bargaining, and to curtail certain private sector



labor and management practices, which can harm the general welfare of workers, businesses and the U.S. economy.

The UAW found success in organizing through the use of strikes. Several strikes in 1936 and 1937 led to the recognition of the UAW by General Motors and Chrysler. Ford Motor Company took a far harder anti-union stance, even using its internal security forces--sometimes violently--to prevent attempts at organizing. Eventually, even Ford gave the UAW collective bargaining rights, in 1941.

During World War II, the union pledged not to strike, in order to avoid hindering the war effort. In 1968, the UAW separated itself from the AFL-CIO, re-affiliating in 1981. Between 1946 and 1970, when Walter Reuther was president, the UAW became a key force in national politics, particularly within the Democratic Party.

WHY COLLECTIVE BARGAINING RIGHTS ARE IMPORTANT

What is collective bargaining and why is it so important? Or better yet, why should you care? This question has come up frequently over the past year due to all the press surrounding recent actions by politicians who have passed or attempted to pass legislation to strip collective bargaining rights from public sector employees. What has been missing from the discussion is an actual explanation and understanding of the concept of collective bargaining.

The definition of collective bargaining is when a group of employees negotiate as a unit with their employer over pay, benefits and working conditions. The principle stems from the idea that as a group, employees have more strength or bargaining power if they collaborate than they do if they try to negotiate with their employer individually. Because of its basis in collaboration, collective bargaining is inherently a democratic process since a majority of employees select the subjects they bargain over and vote on whether they agree to a contract.

As for what can be negotiated, aside from compensation, a collective bargaining agreement with an employer can ensure a fair performance rating system; whistleblower protection; job flexibility; proper training and/or mentoring; career advancement opportunities; maintenance of quality control; and the overall ability to hold the employer accountable.

What has also been missing from the discussion is the fact that collective bargaining is often considered to be a fundamental human right, and in the United States, is a legal right that gives employees -- professionals included -- the ability to create changes and find solutions with their employer. Furthermore, bargaining collectively is beneficial to the economy and to society as a whole as it helps to promote an ownership society that empowers its citizens.

ECONOMIC PROSPERITY AND PRODUCTIVITY

Unionized employees' compensation is essential to creating an upwardly mobile middle class and economic prosperity. As economist Paula Voos of Rutgers University School of Management and Labor Relations notes, "It is no accident that the prosperity and consumer boom of the 1950s - a period of unprecedented middle class expansion, broad business growth, increased home ownership, rising consumer spending, and the shared expectation that a college education was within the reach of everyone and that the lives of our children would be better than our own - followed the greatest sustained expansion of unionization in American history."



Memorial Day massacre of 1937

On May 30, 1937, the Chicago Police Department fired on unarmed steel workers and their families who were on strike and marching toward the steel mill.

Ten people lost their lives and 30 were injured.



DOES IT MEAN?



Numerous other economists and experts concerned with the decline of U.S. middle class incomes over the last 35 years also cite the decline in union membership as a major factor.

Economic research on unions in manufacturing proves that unionized workplaces have higher productivity than nonunion workplaces. Studies suggest that this positive effect on productivity appears across all industries that maintain good labor-management relations. Through a union, employees have a means to participate in a dialogue with management whereby they can collaboratively engage with their employer in labor-management partnerships to identify problems and processes that are wasteful, inefficient, or harmful to the employer's operation. A unionized workforce can also reduce employee turnover and increase the retention of highly skilled and experienced employees, thus creating circumstances where the employer invests in resources in training employees.

VIGILANCE IS REQUIRED

Throughout the 20th century and into the present, collective bargaining has been the catalyst for employees' ability to gain rights and respect in the workplace. During this time, individuals banded together in unions have promoted and won passage of laws that guarantee the legal status of negotiated collective bargaining agreements, otherwise known as union contracts. As such, our legal right to engage in collective bargaining is due to acts of Congress, so they could be taken away, as well as the agencies responsible for enforcement. Ultimately, we are missing the point when we label this as a Democratic or Republican issue. As a society, we must move beyond the notion that human rights should be politicized, and we must all take responsibility in critically assessing the motives of those who wish to take away this fundamental human right.

Thomas Jefferson wrote that, "eternal vigilance is the price of liberty." The same is true with human rights, including the right to freely associate and to earn respect in the workplace through collective bargaining.

UNION-MANAGEMENT RELATIONSHIPS

The nature of the labor-management relationship is crucial in this regard: good union-management relationships are ones that foster high workforce productivity.

Because they suffer less turnover, unionized employers have greater incentives for employee training and for high-skill, high commitment human resource policies, rather than low-skill, high-turnover or other "low road" approaches to human resources. Reduced turnover avoids costs to employers but also lessens society's costs associated with unemployment, such as Food Stamps, uncompensated care and other social programs.

YOUR COLLECTIVE BARGAINING PROCESS

Your MDA Negotiating Team made up of the six Union Officers, along with three Union Members and Representative Barry Bailey from Region 9A, have been preparing for the contract negotiations since July 14th and have met every week consecutively since to date. They have been going over the current contract, including changing and updating language, wages, health care, pensions and other benefits, hours, leave, job health and safety policies, ways to balance work and family and more.

Negotiations begin with the Company's team on Monday October 3rd and continue, if necessary, until Tuesday, November 1st when our current

contract expires.

PAST NEGOTIATIONS AND WHAT WE'VE BARGAINED FOR

We here at EB are considered an amalgamated Union; which means we have more than one group of people that fall under the MDA-UAW Local 571. They are comprised of the Computer Science Corporation (CSC), Technical Writers, Administrative and Design. Although CSC has their own contract, they are still under the MDA-UAW, everyone else falls under Local 571's contract.

What members enjoy now come from the hard work of past Officers and negotiations with the Company. Sometimes it has been a strike, and it was hard on members during the strikes, but members stood together in Solidarity to get the benefits you are now enjoying.

On General Dynamics Heritage page, past President Mel Olsson had been quoted in 1999 to The Day as saying "The unions have protected workers,". The union formed at EB in 1939, even before the second World War. "In some years, benefits have been rolled back, but it would have been more drastic without the unions."

EB officials agree that the unions are important, but for different reasons than members identify. The company can make a stronger bid for submarine contracts when the shipyard unions are also willing to rally.

Former Vice President for human resources and administration at EB Robert H. Nardone had stated "I think they - the MTC and the MDA - have vital roles. The level of strength they provide, from a membership perspective. If you think about how we get business these days, we're a much stronger company when the company and the unions are marching in one direction than when we're not."

Unions at Electric Boat have long legacy of working together. And thousands of employees have better lives to show for it.

MDA BENEFITS EARNED THROUGHOUT THE YEARS

Although we had some things taken away from us, like Pensions for employees hired after 2010, and percentage payouts for overtime on vacation hours earned in 2006, we still have these great benefits:

- Leave of Absence for educational purposes (1973)
- Supplemental Disability Income (1973).
- Pay for military service (reserve duty) and
- Time accumulated for seniority (1976)
- Officers and Councillors paid by the company. Allows the union to use those resources to further the interests of the membership (Improved 1984)
- Holiday Shutdown (1990)
- Early Retiree Medical Plan (1993)
- Article 32 and MOA #14 (Technology, requires review of new processes that change job functions, requires retraining) (Revised 1996).
- Supplemental Pension Coverage (1996)
- Flexible work week, 4-10 hour days (1999)
- Bereavement pay improved to 40 hours for close relatives (Was 2 days' pay for all) (2001)
- Design Tech/Engineering Support (2002)
- Senior Chargeman (2006)

BARGAINING continued on Page 8





MDA-UAW LOCAL 571

RECREATION continued from Page 4

MDA MOVIE NIGHT

On June 04, 2016, the movie "The Jungle Book" was watched in 3D at the Stonington Regal Cinemas.



UAW REGION 9A CHARITY GOLF TOURNAMENT



TOWER RIDGE COUNTRY CLUB



UAW Region 9A
Charity Golf Tournament
Sunday, June 12th, 2016

This years tournament local 571, had 5 teams of 4 and 1 single attend the outing. Taking First Place was Frank Woods, Robert Faraci, Gary Jones & Ron Johnson. Taking Second Place was Dave Evans, Wayne Scott, Chris Hemme & Charles MacDonald. A Good time was had by all.

Frank Woods	Dave Evans	Velma Williams
Robert Faraci	Wayne Scott	Bill Dwyer
Gary Jones	Chris Hemme	Rob Palmer
Ron Johnson	Charles MacDonald	Scott Riccatelli

Raymond Yergeau	Dan Lambert	Chad Zurowski
John Lazur	James Fletcher	
Beau St. Hilaire	Larry Silva	
Jerry Radzwilowicz	Jon Morin	

Bargaining continued from Page 7

Major Area Team Leader (2006).
Stock and Savings Investment Plan (Improved 2010).
10 Paid Holidays (Was 11, still great benefit).
Apprenticeship program (Reinstating currently).

Show your support and solidarity throughout this negotiating process!

References: Iowa state University Department of Economics, nlr.gov, Chris Langford, IFPTE, Paula B. Voos, epi.org, GD Heritage Information

YALE UNION continued from Page 3

charter in March after a number of Democratic officials counted union cards and declared the group had a majority of students behind them. Under Greenberg's leadership, doctoral students have rallied support for a union, trying to convince Yale to bargain with them.

"This marks a victory for tens of thousands of employees like us," said Greenberg, who also is an alder from the city's Wooster Square neighborhood, part of a board that has a large Yale union affiliation.

"We are ready for an election and to begin negotiating a great contract," Greenberg said. But it is not likely to be that straightforward, as Yale continues to embrace the position it has held through multiple presidencies, which was summed up in a community-wide letter from Yale President Peter Salovey.

Reflecting on his own history as a graduate student, professor and administrator, Salovey wrote that the "student-teacher relationship is central to the university's academic enterprise. The mentorship and training that Yale professors provide to graduate students is essential to educating the next generation of leading scholars."

Salovey said he was concerned that the student-teacher relationship "would become less productive and rewarding under a formal collective bargaining regime, in which professors would be 'supervisors' of their graduate student 'employees.'"

While he disagreed with the ruling, Salovey said it offers the opportunity "to engage in a robust discussion about the pros and cons of graduate student unionization. We should embrace the chance to debate this important issue."

He said it would be held "free from intimidation, restriction, and pressure by anyone to silence any viewpoint."

Greenberg said what constituted the bargaining group would be part of the negotiations, as would the method of voting for an election. One official, who took part in counting union cards, estimated that in March there were some 682 votes in favor of a union.

Local 33 has said it wants to model its election arrangement on what the students and administration at New York University did in 2013 that led to recognition of that union.

The unionization of graduate students in the arts and sciences at Yale has been an on-again, off-again dynamic for 25 years.

As for the NLRB, it has changed its position three times in 16 years, over the question of whether graduate students are primarily students.

It sided with the graduate students at New York University in 2000 and then with Brown University in 2004, before Tuesday's ruling in favor of the students at Columbia University and the New School in New York, who were looking to join the United Auto Workers.

Citing the National Center for the Study of Collective Bargaining in Higher Education and the Professions, the Washington Post reported that there are more than 30 collective bargaining units representing some 65,000 graduate students across the country, mainly at public universities, which are governed by state law, not the labor board.





The administrations at all the Ivy League schools, Stanford University and others filed an amicus brief arguing against allowing students to unionize.

Robin Canavan, a doctoral candidate in geology and co-chairwoman of Local 33, said the ruling will be life-changing. "It recognizes that what we do is work and we have the right to unionize," Canavan said.

Greenberg said it means they can join with their colleagues at the University of Connecticut, the University of Washington, the University of Michigan and the University of California, among others, who are already bargaining with their administrations.

Canavan said their members want improved and timely mental health benefits, better child care arrangements, extended stipends, racial and gender equity and a grievance procedure.

Yale reiterated that it provides annual stipends of between \$29,000 and \$34,450, plus free tuition and health care for the students and their families. It said over six years, the support equals nearly \$375,000 per student and increases to \$445,000 for those with families.

The students complained about teaching loads and said they are struggling to live on the stipends. Yale has said that over the six years, not more than 14 percent of the time is spent teaching, which they consider part of training for a doctorate.

Labor leaders around the country were happy with the ruling.

"The truth is graduate workers are the glue that holds higher education institutions together — without their labor, classes wouldn't get taught, exams wouldn't get graded and office hours wouldn't be held. The evidence considered by the board clearly showed that far from being detrimental, collective representation enhances the professor-graduate employee relationship so important to academic success," said American Federation of Teachers President Randi Weingarten.

Local 33 has the support of Local 34 and Local 35, the two unions that represent Yale employees. Yale had strained labor relations and strikes, but in recent years there has been labor peace with best practices used in negotiations and day-to-day relations.

There have been some tensions recently, however, over zoning decisions the university was seeking. The rhetoric at the March rally where UniteHERE gave the students a union charter was fiery.

Bob Proto, president of Local 35, after that rally, said he didn't want Yale to underestimate its commitment to the graduate students, but he said he wasn't threatening a strike.

"I'd like to maintain the same mode of problem solving that led us to two peaceful settlements of complex contracts. ... If we roll up our sleeves and do that, we will be able to come up with a code of conduct and the guidelines for a no-intimidation vote for the graduate students," Proto said at the time.



WHY 2016 ELECTIONS ARE SO IMPORTANT THIS YEAR

**UNITED STATES PRESIDENTIAL ELECTIONS
UNITED STATES SENATE ELECTIONS
JUDICIAL ELECTIONS
STATE ELECTIONS
MUNICIPAL ELECTIONS**

Reading up on the issues, the candidates, and researching the ballot is the responsibility of the citizen voter and a responsibility that should not be taken lightly, because it is your voice, with the many others, in unison, that can change the direction of a community, state, nation, and even the world.

Given the importance of elections in the United States, why would do so many people choose not to vote? Why do some refuse to participate in elections when the officials and issues voted on have such strong influence on nearly every aspect of their lives?

Many argue that their vote really doesn't count. Some say that they don't know enough about the issues and think they shouldn't vote. Others still say that they do not know where or how to vote or how to register. News stories about voter ID laws may deter some people from voting.

What do you think of these reasons and how would you respond to family or friends that used them? With a government elected by its citizens and that effects every aspect of our lives from schools to health care to homeland security, voting is an important right in our society. By voting, you are making your voice heard and registering your opinion on how you think the government should operate. Enough voices in unison can elect someone to office, reaffirm or even change the course of our government.

PRESIDENTIAL ELECTIONS

There are hundreds of nations in the world. Only a fraction of these nations are democracies or constitutional monarchies. (A democracy is a

2016 continued on Page 13





MEMBERS REMEMBER WHAT STAN

WHAT SOLIDARITY MEANT THEN AND NOW

By Carol A. Mauro

During the month of September, I conducted several interviews with retirees and members to get a perspective on what people went through from all the past contract negotiations - and strikes - to share with members who came in after 1985.

The non-strike generation doesn't know what it was like to sacrifice for the greater good - or what it meant to stand in Solidarity during these tough times, because they didn't have to since our last strike in 1982. Thankfully, since then we have not had any serious issues when negotiating our contracts with the Company.

Although we have not always gained everything we wanted (and we have certainly lost a few important benefits, like the pension benefits for anyone hired after 2010), here are some of the stories, news clippings, pictures - and hardships - our members went through just to stand together for our rights today:

A RETIREE REMEMBERS



Retiree Paul Havener and his wife Pam stopped by the Union Hall and were kind enough to sit and speak to about what it was like during previous strikes.

company property talking about Union issues, business - whatever - you could easily be terminated.

Soon after that, he went up to "the hill" in an Apprentice Program for Structural Design. Then they had a strike in 1973. This lasted 13 weeks. "We painted houses on Ocean and Montauk Avenues and did our picket duty" Paul said. "We didn't have insurance on that strike, but subsequent strikes, the unions insured we did" he recalled. They also didn't have a strike benefit, so unless he did odd jobs, there was no income coming in. "It was tough; we just bought our home in January, had a new baby in May" said Pam, Paul's wife. He then remembered "They had a Soldiers and Sailors relief fund, we'd get a check for around \$100 a month. Banks were good too, and tacked on the late payments we had to the end of the mortgage."

He remembers finally getting back to work and all the animosity between the Union and the Company. "It was horrible" Paul said. "Doc Parker and Bud Davies were discussing union issues, someone from the

I interviewed Retiree Paul Havener while I was at the Union Hall. He had come in with his wife Pam to get a Retirees Luncheon memo. In 1964, Paul Havener started as an apprentice Shipfitter. His first introduction to a strike was when one of the Union Reps in the yard got fired. They had a Wild Cat strike (not sanctioned by the Union - but a strike by the workers). Back then, if you got caught on



Picketers during the 1982 strike in front of Electric Boat. They had blocked off part of the street and sidewalk to allow hundreds of MDA Members picket for fair wages and cost of living benefits.



A young girl stands in the picket line picketing during the 1982 strike.

company demanded they break it up or get fired."

On the second strike in 1979, he went to Pascagoula Mississippi at the Ingalls Shipyard to work structural for surface ships with two other members Kenny Abbott and Doran Herbert. "This was just before hurricane Bruce hit and the area down there was horrible - I wasn't bringing my family to live in those conditions" he stated. "I wasn't home with the kids and my wife - it was tough" recalled Paul. That lasted about four months. The he called his wife Pam and said "I'm coming home. I'll dig ditches if I have to. I won't stay away from my family anymore".

He recalled some of the other members and what they went through. "We had a guy with a young daughter of 2, lose his wife to child birth and still stayed out on strike. He could of scabbed (someone who crosses the picket line and goes back to work during the strike), he had every reason to...but didn't."

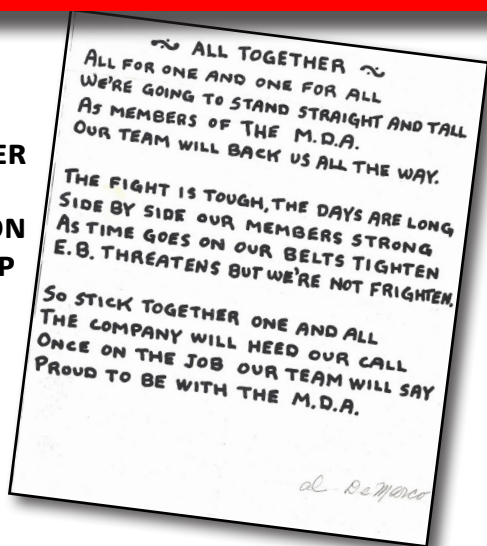
But on the other side, one guy had bought a new car. He scabbed just to make the payments.

Coming back to Connecticut, Paul got a job in Greenwich. He drove back and forth 91 miles each way every day for a year. "In 1980, they started to take back people in groups. The categories were A, B and C. For my group, it would be another year out" said Paul. Working a couple of other

jobs, he ended up getting one at GP Torio Engineering in Groton. "I helped build the model for Frances under water tunnel and their drafting manual" he said. Then they offered him a full time job, he took it. And when they closed in 1990, he returned back to EB.



A NOTE BY MEMBER AL DE MARCE, SENT TO THE UNION HALL SUMMING UP WHAT SOLIDARITY MEANT TO HIM



Paul became a Union Councillor for several years and even ran for president once. "It was tough times, but I'll tell you one thing - I appreciated the camaraderie with the members. Everyone had a common denominator in this thing. If we stick together, we will be alright." Then went on to say "If we stand together, we will be successful".

Through the years, the Company got better with relating to the Union and it's members, and he even traveled to Spain and Scotland for EB. But because of the Union and negotiating benefits for it's members, the Union had afforded him a lot of things over the years. Time wise, he was able to be Chairman of Waterford Board of Education, Democratic Party President for Norwich Downtown Business Association and Waterford Chairman of the Building Committee. "They afforded me to do community involvement and staying where we wanted to be (in CT)" said Paul and his wife Pam.

In conclusion of our interview he said "One of the things I miss is the friends I've made over the years". Paul retired a few years ago after having a total of 42 years of service. Happy retirement Paul!

LUNCH TIME INTERVIEWS

During lunch, I sat with Bruce Woods and Dick Felciano. When I asked them about their experiences during previous strikes and what it was like at EB they had plenty to say.

Bruce recalled what it was like when he was growing up and his Father worked in the shipyard. In the 60's they went on strike and they got \$25 a week. His Dad used to tell him "I'm a Union man son - I go back when the Union goes back." He said he remembers their lights getting cut off, no phone and cupboards were bare. With all of that, his father would never cross or break a picket line. Everyone would stand together, no matter what.

He recalled a story of when before Fritz Tovar became Vice President of EB, he used to be a German fighter pilot in the war and was actually captured one of the carpenters in the yard during WWII.

Richard "Dick" Felciano has been around quite awhile. 42 years and 6 months to be exact. He was an Army helicopter gunner from 1969-1970 and served in Vietnam. I wanted to get his perspective on the upcoming contract negotiations and what it was like to get the benefits we now have that younger generations take for granted, like our wage increases,

insurance and MATL positions.

"It was bad back then. I remember when one of the General Managers of EB, P. Takis Veliotis came through and just pointed at people and layed them off." (See news article on Veliotis Page 15)

He wasn't in the '79 Strike because he had been job-shopping at the time in San Diego doing ventilation work, representing a company called PRC Guralnick, one of the largest professional services organization serving the government at that time. Talking to one of the Captains in the shipyard, he ended staying out there for the whole strike, so that did not affect him financially like others. "In those days, there was plenty of design work. By the '82 strike there wasn't so much work and a lot of people were afraid to leave."

Although the strike of 1982 lasted 14 weeks, by the time they brought people back from all the categories - it was nearly three years later. You would picket once a week for a few hours to get your pay. "You hoped you didn't get the Main Gate or Tech Center at lunch, because that's when the yard got out. Everyone would rush across the street and knock you over to go get a drink" he recalls.

One instance that Dick recalled was when he had been down by shipping on a Friday, close to 5:00pm. A truck had come from New Jersey dropping off some steel and didn't want to honor the picket line and crossed it. So he called the head of the Montville Teamsters. "Because the driver did not honor the picket line, he ended up getting his work taken away. All he had to do was honor that line - everyone was supposed to stand together - even other unions" he said. Normally, drivers had to go to Washington Park and EB would have to send their own trucks to get the cargo.



Like so many others during the '79 strike, most truckers would honor our strike and be turned away from the Annex or Shipping and Receiving and have to unload their items at Washington Park where EB would send their own trucks.

I asked what we lost that contract. He replied "NO COLA NO CONTRACT" (COLA was the acronym for "Cost Of Living Allowance"). "We fought for cost of living and got it" said Dick "But after it was all said and done, it ended up being a penny - one cent." Even though it didn't come out exactly what everyone anticipated - the right to a cost of living increase is what everyone enjoys now every November.

Dick said "I was a "B" and got called back one year later. I was a Senior Draftsman at that time making \$9.95 an hour." After the strike when people started coming back, our wages were frozen until all Designers came back." He had applied for another position - but they denied him, saying he 'was too valuable in his current position'. "We were not treated well back then. There was limited resources, no one to turn to for help." People were afraid of the Company and what they could do to you.

Then in 1994 they did a cultural change called "Bridge to the Future", sitting someone from every discipline to talk to each other. "That really



MEMBERS REMEMBER WHAT STAN

took 8 to 10 years to really take effect" Dick said. Even though some aspects are better, he said "I think we've gotten too lax - people put on their headphones and disappear". He went on to say "It's good for people to get on a submarine. We're too complacent sitting on a computer, people need to get on the boat - then you get a feel for how a person lives on that boat - you'll get a different feeling and perspective".

He went to speak about how people should pay attention to what's around them. "The ventilation group went out of their way to help people and that's really really good. More people need to do that in more groups".

In finishing up, he said to me "I think it's great that you are doing interviews. People work here all their lives, retire and you never knew they were here."

Thank you Dick. Speaking for myself and having worked with you over the years - I'm glad I spoke with you and hope you enjoy many happy years of retirement!



1979 MDA -UAW Strike. This was the same time as the christening of the USS Pheonix.

WAYNE WASHINGTON

While living in New York working for Gibbs and Cox, Wayne met some people that were job shopping during the 1979 strike, including Jim Furtado. "When the strike ended, he asked me for a copy of my resume and turned it in to EB - 2 weeks later they contacted me" said Wayne.

He chuckled when he recalled those times. "I had 3 Interviews before I actually accepted the position". Wayne told me they offered him \$400 each time to come up for an interview, and he said laughing "I figured 3 times was enough!" and came to work at EB in May of 1981. During this time EB was working toward diversity and trying to integrate woman and people of different ethnicities into the workplace.

He was hired into Arrangements and thats where he's been ever since. "I learned a lot, even about other disciplines and the ship because back then Ohio was in mock up for a year." He said the first six months he worked the forward end, the reactor compartment and engine room. He also worked what they would call the "bathtub area" (VLS) system.

After spending time in mock-up from 82 to may 83, he came back up to

design and went to his first ship check on the 611 USS John Marshall - a boomer.(a fleet ballistic missile) in Charleston SC. "That was a great experience - everyone should do that" said Wayne.

While he was down there, Rich Perkowski was his mentor. He showed him the in's and out's, do's and don'ts, the sketching, measuring, problem solving. and ship modification. And they came back to vote to strike.

He ended being out for 2 years for this strike. "During strike I worked maintenance at a daycare center and also as a part time salesman at Father and Son shoe store at the Crystal Mall" going on to say "we got \$85 strike pay a week. I had two jobs so it wasn't hard for me like other people, I didn't live above my means".

He pointed out that some guys took jobs elsewhere, and these were the seasoned, experienced people. "What it did to EB, like my age - EB cut their noses off to spite their faces because they lost a lot of good people." But he did say that EB was, and is a great experience." Going on to say that back in the day, he always sat at the end of the drafting boards and was fortunate to have worked with some really smart guys like Al Mauro, Bobby Wells, Herb Surle, Tom Murphy, Lou Stevens Sr, Al Mutton, Britt Lynch, Charlie Naffee, Less Wells "and my favorite - Design Chief Ralph Levy" affectionately calling out these as he remembered them.

Most of those people who taught him have now passed away, but they he said they were smart individuals. "That's what impressed me and that's what I wanted to be. Those above me don't see that. Ive been a charge man twice, Ive been a working leader twice - why do I get overlooked by people who only have 5-10 years of experience?" he said shaking his head.

"I have not regrets working here, but you can't beat experience. It's something acquired over time and experience which brings knowledge. You have to go out and work for it. That's what we did - kids nowadays don't know what that is. My only complaint is they got rid of the merit system, back then there was no auto progression, and you really had to work for it."

Wayne has not only been here at EB for the last 35 years, but he is also a Vietnam Veteran who served from 1970 to 1972.

Thanks for your service Wayne!

OTHER UNION MEMBERS MEMORIES

One member who came to EB in 1972 and has 44 years of service, commented on his experience during negotiations and strikes for rights to benefits.

He told me that during those times, you primarily got jobs where you get them, California, Maine and Virginia. In 1972 he would travel to and from Maine every week. He would stay in a camper during the week - it was pretty cold trying to shave outside and shivering as your trying to go work, he told me. Only coming home on the weekends, he had to do the "normal" stuff, like when he had to shingle the roof. He couldn't afford to have the whole house shingled, so when he was home he shingle a section at a time. "It was tough - no sleep - back and forth on weekend. It was really tough. Lot of hardships." he recalled.

Then he said to me "look at the other side of it, my wife was with the kids all week, school, housework, cooking, cleaning. I would come home to her in tears. There was no benefits at all back then." He would work until the

MEMBERS continued on Page 16



DING TOGETHER MEANT FOR ALL



2016 continued from Page 9

nation headed by leaders who are elected by the people. A constitutional monarchy is a nation that is headed by a queen or king, who may not have much real power, but which has free democratic elections for all citizens.

In all of these non-democratic nations, the government controls the press, and there is very little opportunity, or none, for free speech. Citizens are not allowed to publicly express any criticism of their government. The most basic rights that U.S. citizens take for granted, such as a speedy and fair trial by jury, and freedom of religion, are not recognized in these non-democratic nations.

"The vote is the most powerful instrument ever devised by man for breaking down injustice and destroying the terrible walls which imprison men because they are different from other men."

~Lyndon B. Johnson, 36th President of the United States

The United States is not the only democracy in the world, but it has been one of the most successful. One reason for its success is its system of laws based on the Constitution. Our Constitution allows for the possibility of change in the way we elect our leaders and representatives. But some basic rights are written into the Constitution, and as long as the United States thrives, these rights can never be taken away.

One of the basic rights guaranteed by the Constitution is the right to vote. That may not seem like a big deal, but it is a very important right—only if YOU use it. Your vote is just as important as the President's! If you don't vote, you can't participate fully in the democratic process. If you do vote, you are a participant. If you don't, you can only be an onlooker.

SENATE ELECTIONS

Elections for the United States Senate will be held on November 8, 2016, with 34 of the 100 seats in the Senate being contested in regular elections whose winners will serve six-year terms in the 115th United States Congress until January 3, 2023.

All class 3 Senators are up for election; class 3 was last up for election in 2010, when Republicans won a net gain of six seats. Currently, Democrats are expected to have 10 seats up for election, and Republicans are expected to have 24 seats up for election.

However, as of June 7, only 9 Democratic held seats are in contention, as the Democrats have already secured California, with the top two finishers in the California Senate jungle primary both being Democrats. Republicans, having taken control of the Senate in the 2014 election, currently hold the Senate majority with 54 seats.

JUDICIAL ELECTIONS

This year, seven of the eight states that use partisan elections for all of their trial courts are holding elections. An additional 12 states are holding partisan elections for at least some trial court positions.

Local elections are often nonpartisan by law, but they are not isolated from or immune to partisan politics. The Democratic and Republican parties—as well as minor and local political parties ideologically aligned

with one or the other major party—are in constant conflict over the level of government closest to home.

In some localities, liberals and conservatives have fought over city offices for years. In others, one group has dominated the political landscape without much challenge for decades. This partisan reality is often hidden from the public, as candidates and officeholders at the local level may refrain from associating themselves with more polarizing state and national political figures and issues. Nevertheless, understanding the connection between partisan ideology and local politics is essential to grasping who's in control of local government.

STATE ELECTIONS

According to a 2013 study, less than 20 percent of voters can identify their state legislator. As a result of this knowledge gap, voters tend to vote along party lines, driven by their opinion of the current president, as well as the rest of the federal government. In the past 100 years, there were only five elections in which the party that gained seats in Congress did not also gain seats in state legislatures.

MUNICIPAL ELECTIONS

Local government receives only the most basic media coverage despite the fact that the decisions of local officials frequently have the most significant day-to-day impact on citizens of any level of government.

Municipal Elections are a chance for citizens to have a direct say in who runs a community and ward in which they reside. These elections are held every five years to elect councillors who will be responsible for governing a municipality for the next five years.

The councillors serve on the town, city, metropolitan and/or district councils that ensure services for the people in their areas including providing water, electricity, sewerage and sanitation services, waste removal and other basic services that affect one's direct life.

The Municipal Systems Act gives local communities the right to contribute to the decision making process of the municipality and to submit oral or written recommendations, representations and complaints to a council.

On Nov. 5, most cities and towns in Connecticut will hold municipal elections to choose the mayor you see in the grocery store, the Town Council that approves the budget for public works, the Board of Selectmen that oversees the police department, and the Board of Education that administers the public schools.

But if recent history is any guide, most Connecticut residents will choose not to participate in these elections. According to the Secretary of the State, just 30.82 percent of those registered actually voted in their local elections in 2011. In contrast, almost 74 percent of eligible voters — more than 1.5 million people — cast their ballots during the 2012 Presidential election for federal and state offices they probably need less often than their local officials.

Be informed, the most important thing you can do is VOTE because you CAN make a difference.

Reference: Ballotpedia Logo The Encyclopedia of American Politics, deaf-vote.com, ctnewsjunkie.com





HISTORY - A STEP BACK IN TIME

The next few pages are clips of articles and pictures from past experiences Union Members went through from previous contract negotiations. There are extensive articles and pictures at your Union Hall. If you would like to see and read more, contact your Councillor or Officer.

On October 15, 1983, the The MDA-UAW ran an add in the Norwich Bulletin to suspend picketing at the launching ceremony for that day to humbly pay respect for Henry Martin "Scoop" Jackson (May 31, 1912 – September 1, 1983) who was a US Congressman from 1941–1953 and Senator from 1953 until his death from the state of Washington.

Jackson was twice a candidate for the Democratic presidential nomination, in 1972 and 1976.

A Cold War liberal and anti-Communist Democrat, Jackson supported higher military spending and a hard line against the Soviet Union, while also supporting social welfare programs, civil rights, and labor unions.

His political beliefs were characterized by support of civil rights, human rights, and safeguarding the environment, but with an equally strong commitment to oppose totalitarianism in general, and communism in particular.



1979 PICKETERS BY THE MAIN GATE"

SUBMARINE STRIKERS SINK WAGE-FREEZE PLAN

When General Dynamics floated a wage freeze at its Electric Boat submarine division, UAW draftsmen and designers promptly scuttled it by going on strike.

By KARL MANTYLA
Long, powerful waves roll from the Atlantic Ocean onto the shore of New London, Conn.



Fifty yards from the sea, waves of union members—just as powerful in their sense of purpose and solidarity—stride up to ballot boxes on the boardwalk outside a meeting hall.

They are casting strike ballots at the Electric Boat Division of General Dynamics Corp., the nation's largest defense contractor and builder of the Trident submarine, with which they've been in contract talks.

The strike-bulletin results sent a dramatic message to the corporation: as announced by UAW Local 571 Marine Draftsmen's Assn. President E. Roy Colville, the membership overwhelmingly rejected

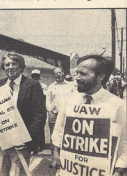
the firm's contract proposals and voted to strike. By a near 6-to-1 margin, 1,247-265, they rejected General Dynamics' effort to peddle an "insultingly inadequate" contract to the highly skilled workforce of 2,100 submarine designers, draftsmen, and technical and office workers, Colville said.

The negotiations and strike are the first for the MDA since it voted to affiliate with the UAW last August. For 37 years prior to joining UAW, the MDA built a rich history as an independent union.

UAW members on the picket lines expressed outspoken disappointment at the company's last offer, which would have frozen all wages for 18 months, continued a wage freeze for hundreds of Local 571 members throughout the proposed three-year agreement, provided only scant increases of 2%, 2.5%, or 3% to some of the workers, and reduced wages and certain benefits for new hires.

"Their offer was an insult. I voted to reject because I feel they don't appreciate the work we do," says Leon Owens, 36, a designer and

UAW Local 571 officials including Pres. E. Roy Colville (below, center) picket General Dynamics. Above, officers report to members.



18-year MDA member. "It's had enough not to offer us a raise," says Julie Fain, 24, a technical aide who supports her 6-year-old son, "but to try to cut back what people fought for in the past personal time and vacation—a awful."

"The company brought the union together," declares Russell Brenton, 49, a senior technical aide whose wages would be frozen under General Dynamics' offer. Brenton candidly acknowledges that he "made a mistake" in bending to company pressure and returning to work after six weeks during the union's 1979-80, 11-month strike. "I will be out until this is solved," says Brenton, a father of three who restored his good standing in the union.

UAW Int'l Representative assigned by UAW Region 9A Director Ted Barrett to the negotiations, accused General Dynamics of refusing to bargain in good faith, "making fictitious claims of competitive disadvantage," and failing to provide supporting information to union negotiators. After marching with pickets, Barrett asserted: "The determination union members are showing on the picket line is incredibly strong. The high level of solidarity which MDA members have brought to the UAW in just a short transition time is completely in tune with the spirit of the UAW."

UAW has filed a complaint with the NLRB. Charging failure to bargain in good faith, it points out that the General Dynamics proposal would have raised total wages of MDA members by no more than about 1.5% over the entire three years—with many getting zero increases. Meanwhile, the big defense contractor raised its dividend to stockholders by 39% this year, after posting an after-tax profit of \$100.5 million in 1982. The Electric Boat Division had a 1982 operating profit of \$54.7 million. The division, which had a record backlog of \$4.6 billion in orders at the end of 1982, also is the chief competitor for the design contract for a new, fast-attack submarine for the Navy. □

CONGRATULATIONS AND BEST WISHES

TO THE
OFFICERS AND CREW OF THE

HENRY M. JACKSON

FROM THE MEMBERS OF
MDA-UAW LOCAL 571

"THE PROUD DESIGNERS OF THE WORLD'S FINEST SUBMARINES"

We are presently engaged in a strike against General Dynamics which is now in its fifth month. However we have chosen not to picket or otherwise demonstrate at the launching ceremony for several reasons.

We do not wish to become identified or confused with several other groups who are expected to demonstrate at the launching whose goals and interests we do not agree with or support.

We greatly respect the memory of "Scoop" Jackson who was a great patriot and a long-term supporter of labor. It is ironic that if the honor which is to be bestowed upon him today had been scheduled during his lifetime there is no question that he would never have crossed a picket line to receive that honor.

Therefore, in lieu of demonstrating at the launching ceremony, the members of MDA-UAW have chosen to join in offering the following wish to the men who will sail the Jackson:

Godspeed, good health and good sailing. May your dedication and service to our Country be a tribute to our great friend, patriot and statesman

HENRY "SCOOP" JACKSON

Smooth sailing, God bless.



1979 GENE MACIEROWSKI WITH A SIGN SAYING "THIS WHOLE THING IS GREEK TO ME"



1979 TOUGH TIMES WHEN VELIOTIS COMES TO TOWN

THE DAY 7-26-79

Veliotis sees productivity as path to economic health

GROTON (AP) — A great nation that is sapped by sagging production might learn a few things from a Greek shipbuilder who has turned a couple of shipyards upside down.

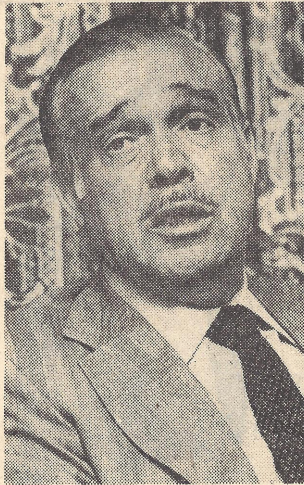
When P. Takis Veliotis was sent in 1977 by General Dynamics to rescue its money-losing Electric Boat Division in Groton, his solution was abrupt: He quickly fired about 3,000 persons, eventually laying off 7,600 of EB's 28,000 employees, most of them drafting and clerical personnel. He clamped down on yard regulations, improved on-the-job training and cut paperwork.

Complaints were loud at the General Dynamics Corp. subsidiary, the nation's largest builder of nuclear submarines where the Trident sub is made.

But on Wednesday, both labor leaders and management hailed the results, as symbolized in the signing of EB's first major labor contract without a strike or divisive contract extension in 26 years.

Thomas D. Kiddy, president of the Metal Trades Council that bargained for 11,500 production workers, said the current workforce has been better informed and feels more secure since Veliotis arrived.

And Veliotis viewed the contract agreement that was signed Wednesday in Norwich as "one of the major things that we did" since his arrival in October 1977.



P. Takis Veliotis

The 6-foot-4 executive has been hailed for improvements he wrought at General Dynamics' Quincy Shipbuilding Division and Davie Shipbuilding Ltd. in Quebec before that, and criticized for his ruthless style.

But he has no second thoughts about the mass firings that shook Connecticut and Rhode Island. Elec-

tric Boat's Quonset Point facility is Rhode Island's largest private employer and the Groton yard is Connecticut's second largest, after United Technologies Corp.

"It was absolutely necessary," he said during an interview. "Today we do the same work, and more, with 7,600 less."

Veliotis, well groomed with a humorous streak lurking behind a tough manner, praised his young labor adversary for "tough but responsible" conduct during months of bargaining. Kiddy became head of the council shortly before contract talks began.

"This fellow Kiddy proved to be a very responsible labor leader. I wish we had more like him around the nation."

Veliotis said a drastic about-face is needed in U.S. business because of the serious decline in productivity.

The decline resulted from several factors, he said. Too little money has been invested in new production, collective bargaining has reduced the scope of many workers jobs and the nation tried indiscriminately to increase employment.

"The socio-economic climate in the United States of America did not foster this productivity," he said. "We tried to employ too many people for a smaller job."

Veliotis, 52, said in his business ex-

See VELIOTIS, Page 20



1979 COUNCILLOR STEVE MUTZGER HOLDING A SIGN SAYING "ALL I WANT FOR XMAS IS A CONTRACT" AND HIS DAUGHTERS SIGN SAYING "THE GREEK GRINCH STOLE MY XMAS"

Veliotis sees productivity as key

Continued from Page 1

perience in the U.S. and Canada he has seen job restrictions so limited that certain sweepers could only sweep on ships while other sweepers were relegated to the shipyard.

"Why the hell does it take more experience to sweep the ship than to sweep the floor?" he asked. "I believe the unions are seeing the point and things are going to change."

More money is being invested in production equipment, "better" labor contracts are being signed and on-the-job training is improving, he said.

"It take the company and labor together to improve... That time is going to come. We need it badly," he added.

Veliotis said he is pleased by the improvement at EB: Boosting its productivity, winning a \$484 million settlement with the Navy for cost-overruns for the 688-class attack submarine and getting back into the competition for more 688 contracts.

Electric Boat recently added two 688 contracts to its 18 and is vying with the Newport News Shipbuilding and Drydock Co. in Virginia for the remaining five 688s out of a total of 38 planned by the Navy.

The \$110 million invested to automate early stages of sub production at Quonset Point "will help us very much in out competition," he said.

EB also hopes to win an eighth contract for the \$1.2 billion Ohio-

class Trident missile submarine this summer.

Veliotis said he hopes the Navy and Congress will carry out plans to build 20 Tridents. Fourteen have been committed so far.

"I believe our nation's security needs them," he said.

Will the SALT II treaty limit Trident production?

"I don't believe so," he said. "But in the long run I don't know."

The shipbuilding troubleshooter said he and his eight-man top management team had faced lots of problems when it arrived in Groton from Quincy.

"The community was against our people. The media was against our people. Stories were circulating that nobody was doing anything all day except watching the girls going up and down."

Poor output and use of drugs and alcohol on the job were reducing productivity, he acknowledged, adding, "You'll find that everywhere."

"We cut it down and disciplined out people," he said. "We were hard with the discipline sometimes. If we have any problems now, it is very small."

The end result, he stressed, is that today's Electric Boat employees "know they can have a job for the rest of their lives."

He predicted that the current workforce will not vary more than 5 percent from the current 18,500 persons in Groton and 5,000 at Quonset Point for "six or seven years."

While EB can do little to diversify its production, he said, for a half-year it has been offering its "software" to other companies.

It has provided radioactivity control expertise to Pennsylvania's Three-Mile Island nuclear power plant and is providing technological assistance to Northeast Utilities, he said.

"This is the way we have to go," he concluded. "This is the way we're going to diversify."

ALL NEWSPAPER ARTICLES AND PICTURES WERE OBTAINED FROM THE MDA-UAW LOCAL 571 ARCHIVES.



SUMMER SENSE AND PETS



GOOD DOG...

If you consider the family dog, well, family—and are apt to toss him a piece of your food now and then—proceed with caution. Some foods meant for human consumption can be dangerous, and even deadly, to your dog.

How are people and animals different when it comes to food? A dog's digestive system doesn't break down food and chemicals the same way as ours can, according to a warning from the Food and Drug Administration (FDA).

According to Carmela Stamper, D.V.M., a veterinarian at the U.S. Food and Drug Administration (FDA), an animal's body processes food much differently. "Our bodies may break down foods or other chemicals that a dog's can't tolerate," she says.

And while sometimes people can have severe allergic reactions to foods, it's different for dogs. "Allergies in animals tend to manifest themselves more in skin or ear issues," she explains.

Moreover, a food might harm one dog and not another. It depends on a number of factors, including the animal's genetic makeup and size, as well as the amount that animal eats. "A big lab that eats a bar of dark chocolate may not have any problems," she says, whereas a Chihuahua could get dangerously ill.

What Foods Top the List?

"In summer, be particularly careful of foods eaten at picnics and barbecues," Stamper says. Among the foods you want to withhold from your dog are:

- Raw meat, which can contain E. coli, Salmonella, or other harmful bacteria. If you're making

GOOD DOG, BAD FOOD: FOODS FOR PEOPLE THAT ARE BAD FOR YOUR DOG

By FDA.Gov

hamburger patties or setting out steaks and chicken breasts for the barbecue, for instance, make sure they're well out of reach of your counter-surfing canines; you're not doing them any favors by tossing a chunk or two. "Food safety is important to you and your pet," Stamper cautions. Don't handle raw meat and then give your dog a treat unless you've washed your hands first. And remember it works the other way around, too. "People can get sick after handling contaminated dog food, not washing their hands, and then using their hands to eat a sandwich or a slice of pizza," Stamper says.

- Grapes, raisins, and currants can cause kidney failure in some dogs. Stamper says not all dogs are affected, but if you think you're handing your dog a healthy snack, you could be disastrously wrong. But what about other fruits? For instance, can dogs eat apples and bananas? Stamper says yes—just make sure that with apples, you don't feed your dog the core or seeds.

- Fried and fatty foods can not only give your dog a stomach ache, but can also cause a potentially life-threatening disease called pancreatitis. Even if your dog is eyeing the fried chicken with longing, resist the temptation to give him his own piece to chew on.

- Moldy foods are not something you would feed your family, and your dog shouldn't eat them either. If you put moldy cheese rinds or hamburger buns in the trash can, make sure your dog doesn't then get into the garbage. By the same token, if you have a compost heap and it's the first place your dog makes a beeline for, be sure the moldy scraps are well out of reach.

- Onions, garlic, and chives (as well as onion and garlic powder) can be harmful to your dog, especially in large amounts. If you've put a lot of onions and garlic powder in your salsa, marinade, or beans, don't let your dog get into the leftovers.
- Salty snacks, in large quantities, could also cause problems in your dog. "Feeding the odd potato chip or pretzel probably won't do any harm," Stamper says. But if your dog gets into a whole bag of them, he could get really sick. Make sure your dog has access to plenty of water at all times, especially if he gets into salty snacks.

Two More Ingredients Your Dog Should Avoid:

Macadamia nuts can be very harmful to dogs. If you're packing white chocolate chip macadamia nut cookies, make sure they stay in the picnic basket and out of reach of your dog.

Finally, many dog owners know chocolate is bad for their dogs, but



...BAD FOOD!

they may not realize that xylitol, a sugar substitute used in many sugarless products, can be deadly for him. Xylitol is found in sugarless gum, candies, oral products, and some peanut butters and other nut butters. "If you feed your dog pills coated in peanut butter, or put peanut butter in their hollow chew toys, make sure to check the list of ingredients first to make sure it doesn't contain xylitol," Stamper says.

A Word about Cats

Why the focus on dogs? Stamper says that cats are far pickier eaters than dogs and do not often get into trouble by eating foods that will harm them. She adds, however, that cats are super-sensitive to onions, garlic, and onion and garlic powders, so make sure your cat has no opportunity to eat foods made with these ingredients.

Don't serve any to your dog as it can make your pet sick. Learn about food safety resources at USA.gov.

MEMBERS continued from Page 12

work was done and go to another job. It wasn't easy, and even though his kids were really young, he stayed out the whole time.

Then he started talking about the "The black Friday stuff". He recalled how that time during Veliotis' firing spree cleaning house, and how scary it was. The Supervisors would call each person into the office and fire the Employee. Then the Manager would come in and lay off the Supervisor. Everyone was afraid of getting tapped on the shoulder. "We had no control at that time. We would watch out of the corner of your eye and have a sigh of relief when you got passed over. It's burned into my memory" he said. He said the worst was seeing the hardships of other people who did lose their jobs.

Whole departments would get fired during that time. When I asked what people did without the employees to do the jobs - he told me the ones that were left had to pick up the jobs.

Veliotis did the entire company – Engineers, Designers, shipyard workers. "How he got that authority, I have no idea. If his group of analysts said they weren't needed, you were gone." he recalled. EB was obviously not a



UAW AND GENERAL DYNAMICS JOINT COUNCIL CONFERENCE

During the week of June 5th-10th, the UAW Joint Bus and Engine (BET) and General Dynamics Council had a first-time ever Shipyard Tour for their conference in CT.

UAW Unions get together every 6 months to discuss Locals issues, grievances, negotiations, share concerns or issues that may come up in the workplace and learn from each other.

These are typically held at other locations, but with the help of President William E. Louis and Assistant Director of UAW Heavy Truck General Dynamics Willard Beck - they were finally able to host it in Groton.

During the conference, which was held at the Foxwoods Resort Casino, members got to visit the Nautilus Museum and even took a trip to Avery Point. Snapping pics of members climbing on the rocks at Avery Point or by the submarine Nautilus was a perfect photo opportunity for some to take pictures and send it back to their locals. Comments overheard were "No....really! We're at the GD Conference".

At the General Membership meeting held at Ocean Beach, well over 50 Council Members attended. At this particular meeting, we had guest speakers Region 9A Director Julie Kushner and UAW Vice President Norwood Jewell. Also speaking was CT State Senator Cathy Osten representing the 19th District.

Cathy served in the Correction Department for more than two decades, first as a corrections officer and then as a lieutenant. For 21 years, Cathy experienced first-hand the issues surrounding Connecticut's prison system, public employees, pension disputes and women's rights in the workplace. In 2003, following a string of harassment cases against women which stemmed from inside the Connecticut prison system, Cathy joined with other female corrections officers to protest the treatment of women in the workplace. Bringing this fight to the State Capitol, Cathy was able to hold the Correction Department accountable for pervasive sexual harassment.

Understanding the need for more progress in the workplace, Cathy also began working toward the passage of new laws to allow corrections supervisors the right to organize. She was successful, and as president of the Correction Supervisors' Council of CSEA/SEIU Cathy worked tirelessly to directly represent more than 600 professionals in the Corrections Department.

She is also a U.S. Army Veteran and was there to see our members and 2 of the visiting members take part in the ceremony recognizing Vets.

pleasant place to work at back then.

During the 1982 strike, they didn't know if they were coming back. He was one who was capped (as a Designer). Some had to take a cut in pay. He also mentioned some really good people took other jobs and never came back.

His last story was when he was working in Newport News VA. His wife was expecting their youngest child at any time. "I never knew she was born that day because we took a bus home, the woman from the hotel tried to stop me because I was waiting for the phone call – and the driver didn't see



A great day was had by all when the GD Council Conference members toured the Nautilus Museum (above) and viewed the ocean front at Avery Point (left).



The General Membership Meeting was packed with over 50 members also in attendance at Ocean Beach. Guests got a chance to stand up and introduce their locals to our members (below).



her. I could of tried taking the plane to get there in time if he did" he said. He leaned over and affectionately said "I married my high school sweetheart you know-how many people can say that and are still married."

But his final statement so wraps up the message I was trying to get across to our members in telling all these stories and some of the history of the MDA:

"When you make a commitment, you need to stick with it. I've told my kids that – do that for everything you do in life."



MDA-UAW LOCAL 571

NEW HIRE CLASS 27



NEW HIRE CLASS 28



MISSING PARTS

In each of these puzzles, there are two double blanks. Fill in the blanks with the same pair of letters to complete an English word. For example, use the letter-pair ac in b__ckp__k to make the word backpack.

V __ LAT __ N	P __ SEV __ E
H __ DW __ E	TR __ BAD __ R
__ RSES __ E	__ DA __ TED
A __ A __ A	D __ TINGU __ H
S __ TIM __ T	__ S __ DE
WHO __ SA __	__ OD __ RK

COMMON SENSE

If a boy and a half could eat a hot dog and a half in a minute and a half, how many hot dogs could six boys eat in six minutes?

The human body holds nine quarts of blood. Suppose you were alone in the desert and accidentally cut a major artery. If you bleed at one cup a minute, how long will it take you to bleed to death?

If you roll snake eyes eight times in a row with the same pair of dice, what is the chance of rolling snake eyes on your ninth roll?

GROANERS

A farmer had nine sheep, and all but seven died. How many did he have left?

You are a bus driver. At the first stop of the day, eight people get on board. At the second stop, four get off, and eleven get on. At the third stop, two get off, and six get on. At the fourth stop, thirteen get off, and one gets on. At the fifth stop, five get off, and three get on. At the sixth stop, three get off, and two get on. What color are the bus driver's eyes?



AGREEMENTS
BENEFITS
COLLECTIVE BARGAINING
COMPANY
COMMUNICATION
CONTRACTS
DILIGENCE
EARNED HOURS
EMPLOYEE
EMPLOYER
EQUALITY

FAIR WAGES
FAIRNESS
FLEXIBLE WORK WEEK
HOLIDAY SHUTDOWN
INFORMED MEMBERSHIP
LABOR RELATIONS
MEETINGS
MEMBERSHIP
NEGOTIATIONS
OFFICERS
ORGANIZED LABOR

PRODUCTIVITY
RELATIONSHIPS
REPRESENTATIVES
SDIB DAYS
SOLIDARITY
STRIKE
TALKS
UNION
WORK ETHICS
WORK LIFE BALANCE
WORKING WAGES

Answers to Word Search in online version only found on Page 13 (last page) in the Soundings Newsletter <http://region9a.uaw.org/local571>





EMPLOYEES COMMUNITY SERVICES ASSOCIATION



By Kim Deschamps

Thank you isn't enough to say to all the hard working volunteers that made it to the EB Employees' Community Services Association C&S Food Show collection Wednesday. Over 60 volunteers came out, many of whom were there for the first time. This is an incredible sacrifice, as most volunteers took time off from work to accommodate the 10am start, and they helped so many in the community. Our EB volunteer team was joined by some regular volunteers and staff members from the Gemma E. Moran United Way/Labor Food Center that

received all the donations.

Our volunteer team included: Janet Ballestrini, Aiden Bell, Sherri Biro, John Burnett, Suzanne Burnett, Tim Carlson, Rich Caron, Dan Charron, Andy Checchia, Tom Clancy, Anne Collette, David Courville, Alaina Crowell, Kaitlyn Crowell, Pete DeMarco, Jeremy Deschamps, Kim Deschamps, Glen Dyson, Tom Erick, Ken Fontaine, Randal Francis, April Hannah, Autumn Hannah, Devine Hannah, Jordan Hannah, Pam Harvey, Christine Holston, Zanovia Holston, Dorothy Jakubowski, Michael Jakubowski, John Jones, Mary LaMattina, Kathryn Lavoie,

Anthony Maglio, Susan McCarthy, Caleb McKenzie, Pam Medeiros, Alexander Moore, Audra Moore, Eric Moore, Lauren Moore, Jeffrey Moore, Greg Morea, Colin Moren, James Newman, Erin Pedone, Mary Pine, Sharon Rossi, Andrew Sammons, Emma Sammons, Jim Sammons, Leigh Sammons, Lisa Sawicki, Dina Sears-Graves, Lamar Spruill, David Wang, Joe Wessell, Maura Whaley, Tyler Whatton, and a few others that didn't make it to the sign in table.

We were able to collect 75 pallets of material ...42,284 pounds! That is equal to: 2,114 watermelons OR 35,000 pizzas OR 1,225,897,728 grains of rice. WOW!

Do you want to bring thousands of pounds of food to those that are food insecure in the community? We invite you to join us!

2016 UCAN GRADUATES



Congratulations to our 2016 UCAN Graduates. Participants who graduated included:

AFT Healthcare Workers Local #5123
Jo MacGeachie, Pat McNiff

International Brotherhood of Electrical Workers Local #261
Sean Banks, Charles Dugas, Russell Scott, Ronnie Watrous

International Association of Machinists Local #1871
George Blanchette, James Marcy, Anne Messerschmidt, James Palmer, James Spencer, Sandra Spencer

Marine Draftsmen's Association - UAW Local #571
Sara Jessop

Office & Professional Employees Int'l Union Local #106
Arlene Allard, Jill Davoll, Anne Stockton

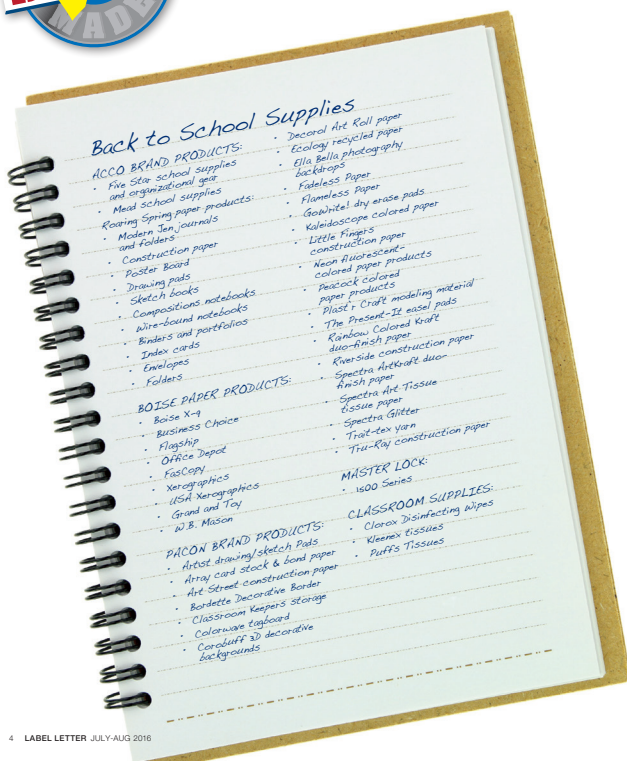
Thank you for being the "link" between our Union Brothers and Sisters "that need help" to the Agencies and Programs in our community "that can help".

This program is a partnership between the Southeastern Connecticut Central Labor Council, AFL-CIO & United Way of Southeastern Connecticut



Back to School

Send them back to school with these union-made products and services from members of the USW, CWA-PPMWS, UAW and UFCW.



4 LABEL LETTER JULY-AUG 2016





MDA-UAW LOCAL 571

EXECUTIVE OFFICERS

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Kenneth Rowland	860-448-0552
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Paul Smith	860-867-3057
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Dan Hall	860-448-0552
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Joanne Basile	860-448-0552

MEMBERS AT LARGE

Mike Garduno	860-867-4564
Mark Sperry	860-867-2431
Beau St. Hilaire.....	860-867-1779

GRIEVANCE REPRESENTATIVES

Jack Bond.....	Second Shift.....	860-433-3021
David Evans	Bldg 800, Shaws Cove	860-867-1754
Bill Stamp	Bldg 800, Shaws Cove	860-867-1999
Wayne Carbone...	Bldg 801	860-867-2691
Paul Ryan	Bldg 801	860-867-2898
Paul Smith	Bldg 801	860-867-3057
Mike Garduno	Bldg 802	860-867-4564
Joe Husereau	Bldg 1, 1A, 1B, 7,8N.....	860-433-4098
	8S, 30, 38, 113, 128	
	129, 130, 184, 260	
	Coates, Hospital, Machine	
	Shop, Robinson, Cloud 9	
Martha Fletcher ...	Bldg 221, 793, Blackhole.....	860-433-5086
Rich Gianfrocco ...	Bldg 88, 128,129,189	860-433-3951
Joe Wessell	Kings Highway.....	860-433-6274
Dan Ogden	CSC.....	860-823-2458

FOR ANY ISSUES CONTACT YOUR GRIEVANCE REP OR YOUR NEAREST COUNCILLOR.
FOR A COMPLETE LIST OF COUNCILLORS, PLEASE VISIT THE FOLLOWING MDA-UAW LOCAL 571 WEBSITE:
WWW.REGION9A.UAW.ORG/LOCAL571. ALSO "LIKE" US ON FACEBOOK: MDA-UAW LOCAL 571.





MISSING PARTS ANSWERS

**VIOLATION
HARDWARE
HORSESHOE
ALFALFA
SENTIMENT
WHOLESALE
PERSEVERE
TROUBADOUR
UNDAUNTED
DISTINGUISH
CASCADE
WOODWORK**

GROANERS

QUESTION:

A farmer had nine sheep, and all but seven died. How many did he have left?

ANSWER:

Seven.

QUESTION:

You are a bus driver. At the first stop of the day, eight people get on board. At the second stop, four get off, and eleven get on. At the third stop, two get off, and six get on. At the fourth stop, thirteen get off, and one gets on. At the fifth stop, five get off, and three get on. At the sixth stop, three get off, and two get on. What color are the bus driver's eyes?

ANSWER:

Whatever color yours are. You're the bus driver.

Word Search Answer/Hints

The words below are listed with their starting row and column

AGREEMENTS 10:11
BENEFITS 7:24
COLLECTIVE BARGAINING 3:22
COMANY 21:20
COMMUNICATION 23:22
CONTRACTS 21:13
DILIGENCE 17:1
EARNED HOURS 11:10
EMPLOYEE 2:9
EMPLOYER 18:15
EQUALITY 3:1

FAIR WAGES 10:21
FAIRNESS 10:18
FLEXIBLE WORK WEEK 20:8
HOLIDAY SHUTDOWN 3:24
INFORMED MEMBERSHIP 20:2
LABOR RELATIONS 19:4
MEETINGS 1:3
MEMBERSHIP 3:14
NEGOTIATIONS 19:5
OFFICERS 2:1
ORGANIZED LABOR 24:17

PRODUCTIVITY 17:2
RELATIONSHIPS 1:4
REPRESENTATIVES 2:8
SDIB DAYS 14:3
SOLIDARITY 19:10
STRIKE 7:21
TALKS 20:24
UNION 13:22
WORK ETHICS 10:10
WORK LIFE BALANCE 5:23
WORKING WAGES 8:21

COMMON SENSE

QUESTION:

If a boy and a half could eat a hot dog and a half in a minute and a half, how many hot dogs could six boys eat in six minutes?

ANSWER:

Who cares? I want to see how that half a boy can eat anything.

QUESTION:

The human body holds nine quarts of blood. Suppose you were alone in the desert and accidentally cut a major artery. If you bleed at one cup a minute, how long will it take you to bleed to death?

ANSWER:

Apply a tourniquet, and you won't.

QUESTION:

If you roll snake eyes eight times in a row with the same pair of dice, what is the chance of rolling snake eyes on your ninth roll?

ANSWER:

Pretty good! The dice are obviously loaded.

