

Local Lodge 1529 Newsletter

June 2011



Editor: John Murray D49/2nd shift

Next meeting is July 12th. at 3:45 P.M.

Visit our web site at www.iam1529.org

President's Editorial

April's newsletter and editorial had high level of unintended controversy surrounding it which I would like to clear up. Our Local's Communicator, John Murray, publishes our newsletter. Aside from my monthly editorial he selects all other content in that publication. As President of this Local, however, I am solely responsible for the newsletter and everything it contains. In my haste to hand out the newsletter "on time" at the April 12th meeting I did not take the time I should have to look it over before distribution, a mistake I will not make in the future. As for the cartoon on the front page, there was absolutely no intent to offend anyone, and in the future we will be much more careful to make sure any cartoons included in the newsletter will not be as controversial. The material on the back page regarding lean manufacturing had been out on the shop floor for weeks so I did not think it would be controversial, however printing it in the newsletter gave it an air of validity which caused an unexpected degree of controversy. My editorial itself proved to be controversial. It was written to convey to everyone the tone, demeanor and concerns of the Union Members in the Plant, not to create a higher sense of discord on the floor. Our monthly newsletter is written to keep our members informed on what's going on, and what the general consensus is on the floor regarding current events... nothing more, nothing less.

The Company felt my comments on the number of grievances we have filed since January 1st was somewhat misleading. While the number I quoted was accurate, I neglected to comment on the status of those grievances. Out of the 52 grievances that have been filed as of April, 2011, 27 have been signed satisfactory. 16 grievances were settled in the first step, mostly through the involvement of Human Resources who were able to broker a mutually acceptable settlement on the issues being grieved. Four were signed unsatisfactory, and four were withdrawn by the Union because the issue that precipitated the grievance had been resolved. The point I was trying to make in April's editorial was that in many cases the need to file a grievance should never have occurred as the issues should have been resolved on the floor. It's far better for both parties if we can resolve our issues with supervision at the departmental level.

I want to discuss some tips on applying for jobs through the Post & Bid process. When you bid on a job you need to "sell" yourself and your qualifications to those making the decisions on who will be the successful bidders. Your Post & Bid form should highlight all your past work experience, both here at Amphenol and at previous employers. We still have individuals who put nothing down for their work experience, and as a result those Post & Bid forms are given very little attention. If you're interested enough to bid on a job, then have the initiative to fill out the bid form with your complete work history, whether you think some of that history is relevant to the job you are bidding on or not. If you're asked for an interview please keep in mind you are there to sell yourself and your qualifications for the job. Be assertive and positive in your ability to perform the work in question. We feel it's far better to have people interviewed for these jobs rather than the company using some arbitrary method to select successful bidders, without even talking to the most senior applicants.

As many of our members know, we did have a meeting with Gary Anderson on April 14th to discuss the state of the business. The two hour and 20 minute meeting was a very frank and open discussion on how we see the state of the business, and about our concerns regarding issues throughout the plant. Gary and the rest of the management staff present at that meeting listened to those concerns and stated they would look at ways of addressing the issues that were discussed. Gary made it clear there are many ways to gage the state of the business, but under their current way of doing so they are very pleased with the success of the Work Flow Centers, and more importantly, so are our customers. Unfortunately, sales continue to be poor which makes it difficult to see the full impact of this new manufacturing model.

As far as sales for the business go, they continue to lag behind budget and forecasts with no real end in sight. The company has conducted several rounds of 60-day voluntary layoffs which has prevented additional involuntary layoffs in many departments. Hopefully the industry starts to turn around and sales increase before those voluntary layoffs expire.

Several of our members have gone for annual physicals and have been charged the customary \$20.00 office visit co-payment. Please keep in mind that is NOT required for annual physicals and you should NOT be charged this by your doctor's office. Not only is this part of our current insurance agreement, it's also federal law as per the new Health Care Plan. Make sure you keep this in mind if your doctor's office tries to bill you this amount at the time of your appointment or via mail at a later date.

Local #1529 Member Receives IAM Scholarship

We are pleased to announce that member Jessica Hoffman, who works in the Takamaz Work Flow Center in Department 45 on 2nd Shift, is the recipient of a \$4,000 scholarship, paid over a two-year period, from the International Association of Machinists & Aerospace Workers. Jessica was among those chosen from 402 applicants from across the United States and Canada.

Jessica has been accepted at Broome Community College in Binghamton, NY, and will begin classes this fall. She will be enrolled in the Health Sciences, Individual Studies Program this fall in order to complete the necessary pre-requisites for entering the Clinical Laboratory Technology Program in the spring. Jessica recently graduated from SUNY Morrisville on May 14th with honors, and as a member of the Phi Theta Kappa Honor Society. She completed the Office Administration Program at Morrisville which she began as a TRA recipient in January, 2009.

Jessica's plans are to continue her education in the Medical Science field. We congratulate Jessica on her past accomplishments and on receiving this scholarship, and wish her all the best in her future academic studies.

New York State Council of Machinists Grants Two Local Scholarships

Two relatives of Local #1529 members were granted \$500 scholarships during the New York State Council of Machinists' 2011 Convention held in May in Niagara Falls, NY. They are Leon Hartwell, grandson of member Duffy Hartwell (Department 52, 2nd Shift) and Allie Omahen, daughter of member Sueko Dart (Department 32, 1st Shift). Congratulations to Leon and Allie and best wishes to them during their collegiate years.

United Way Raffle Winners Announced

The United Way announced the following winners of gas cards and meal tickets from individuals who participated in last fall's United Way fund drive. They are as follows: Dennis Larry, Dan Spencer, Bernard McCann, Lawrence Barnes, Robert Kissner, and Mike Slezak. Congratulations to all the winners!

The most important skill that a manager needs: **the ability to motivate people**. Without this skill, all his other skills are completely useless. I think an old saying applies very well here: "*A plan is useless if there is no one to follow it*". One of the greatest mistakes in a management position is the failure to develop this very important skill. Many employees have personally experienced the effects of a lack of motivation, mostly because they are felt as if their opinions are meaningless and when asked to give them, they are ignored. When ideas, opinions, and suggestions are ignored one gets a feeling of being inadequate. When that happens, an employee tends to "check with Management" before they do things. If they have problems, they go to management for solutions on what to do because they are afraid of making a mistake. That would make them seem more inadequate and incompetent in front of their managers and peers. All of these factors add up to an employee who, instead of being more independent and confident with his/her work, becomes more and more dependent on management. This stifles creativity and learning in the workplace. People become afraid to learn. Even though there are people who think you can write processes for machining, it takes years of learning to become accomplished machinists and machine operators. This happens even on the group leader level. Overall, this makes for a lack of motivation. Find out what motivates the people, what they're excited about, and what they'd like to accomplish at work. People will be making mistakes. Good managers will let employees make mistakes. That is the only way they'll grow in the long run and gain the necessary skills and motivation to work effectively within the company. After all, haven't we all made mistakes and learned from them to get where we are? It's all about *motivation, learning, and making people feel as though their opinions count*. By giving these abilities to employees, management will gain their respect. This is what I feel are the characteristics of a great leader.

The art of getting someone else to do something you want done because he wants to do it

Dwight D. Eisenhower

People ask the difference between a leader and a boss...The leader works in the open and the boss in covert. The leader leads, the boss drives.

Theodore Roosevelt