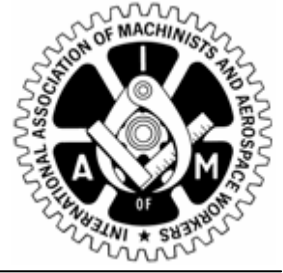




CONTRACT 2007

District 26 - Local 700 - Local 1746 - Local 1746A

POWER OF ONE



WHAT CHOICE DO WORKERS HAVE?

When you look at what UTC is charging an employee and their spouse for insurance when retiring before age 65, it is clear not many will be able to retire before they are eligible for Medicare.

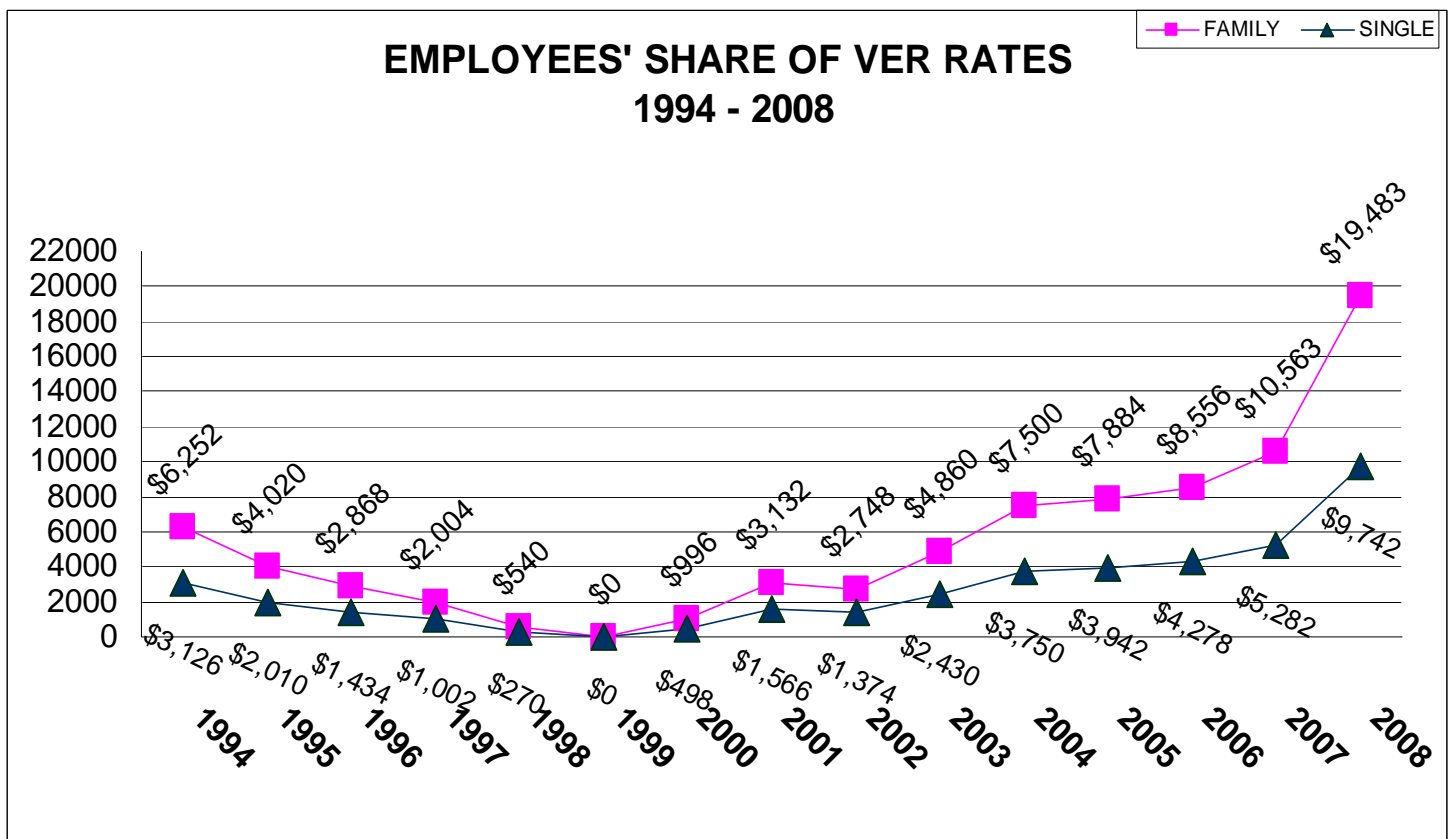
At the current max pension rate of \$50 per year of service a retiree would need 32 ½ years at their time of retirement to break even. Imagine that brothers and sisters, you retiree and give Pratt & Whitney your pension check back for your first 32 ½ years to cover your insurance. Is the company manipulating the insurance pool to steal you pension check?

Now if the company puts back on the table the \$8 increase in the pension multiplier that they had in August increasing the pension max to \$58 per year of service, insurance would cost 28 years of the pension you have earned.

Rick Wartens the company spokesperson clearly

told the union that the company's contribution toward retirement health care ended October 31. It was negotiated away during the 2004 negotiations. What he fails to realize is the union did not negotiate the termination of the benefit. It was part of the company's last, best and final offer and became part of the contract when the membership didn't strike.

UTC isn't content to just steal your pension back. They do it by adding obscene increases to the cost using their fuzzy math and there is nothing to stop them from actually making a profit at the expense of all the service their employees give them. Look at the increases that retirees have had to pay for medical insurance and you don't have to be a rocket scientist to know we will all be watching the demographic of the Connecticut workforce progress into the late fifties and early sixties in a few years.



Look at the chart on the preceding page and see how UTC has jacked up the cost, and look at the age of the people around you in the shop. To add insult to injury, if the ever aging workforce gets hurt or sick because of Pratt, they can be guaranteed that they will stand on their heads to deny workers compensation and the injured or sick employee will see that management spares no expense with their lawyers to deny their liability.

How else do these crafty thugs screw the older workers? If you look at how your meager pension is calculated, the company takes the best 5 of your last 10 years to come up with your earnings and those earnings are applied to the chart on pages 102 and 103 of your agreement to calculate your pension. Older workers who are sick or injured work less and may have their pension reduced because of the sliding scale. Workers in the lower pay grades may also not receive the high end of the pension scale which can go as low as \$27 per year of service. If this isn't bad enough, they reduce your pension even further if you retire before age fifty five. Figure it out brothers and sisters. With a healthy worker and no reductions because of age and if you don't have more than 32 ½ years, you give your pension back for insurance. **THEY HAVE MADE IT IMPOSSIBLE FOR YOU TO LEAVE EARLY!**

To counter the take aways the company has imposed by not contributing to retiree health care, your union has pension demands on the table that would **raise the pension multiplier to \$75 dollars for each year of service and the elimination of the pension reductions.** Your union also has a proposal on the table that would have the company contributing **\$2 per hour up to 2080 hours per year into the IAM pension plan.** This \$2 per hour into the IAM National Pension Plan purchases a

benefit of \$85.46 per year of future service. These are not unreasonable demands considering how UTC is stealing everything they can back. The people who are running this company are worse than junkies in the street. The only fix these **CORPORATE JUNKIES NEED IS MORE MONEY!**

Let management know you're fed up and you're not going to take anymore. Let them know that you support the demands your negotiating committee has on the table. Tell them loud and clear **ENOUGH IS ENOUGH!!!**

Management also thinks we have short memories. One of the few positive things to come out of the concession bargaining in 1993 was the VER contribution to retirees' health care. It is not a rising cost issue for the company because the contribution rate is fixed. Taking it away is nothing more than **corporate greed.**



P&W Negotiator Rick Wartens after stealing away pensions from workers

ONE UNION - ONE VOICE