Labor's Views

114 Poquonnock Rd, Groton, CT

January 2026 | Vol 48 No. 1 | MTCNLC.ORG

In the waning days and hours before the shutdown we were able to come to agreement on several new memos and initiatives.
The acceleration of the shipbuilding programs has necessitated the need to make adjustments. These adjustments are mostly mandates to improve efficiency but also address the inability to hire which impacts our ability to meet the demands of the shipbuilding schedule to provide the deterrent that defends our Country.
We have three options when these mandates impact the Collective Bargaining Agreement:
1. Do nothing. This is **NEVER** a viable option
2. Fight it. Before we do there are several things to be considered including the history of bargaining, previous relevant cases, and the affect on the members and bargaining unit if we lose.
3. Negotiate. Come to an agreement that protects the members and the bargaining unit.
We have chosen to negotiate and although some of these things are distasteful it is the best protection for the members.

The following is a summary which I hope will stop the rumors and give everyone a better understanding and the consequences.

Leased Labor:
The Company for one year can hire leased labor to supplement the workforce. The number of people and hours of work are limited by the agreement. Our members will have the same opportunities for work. The agreement also requires the Company to aggressively hire and train new employees. As the new employees gain the needed skills and are ready to work the leased labor will be reduced.
If we had chosen to fight this and lost there would be no protection for the members and the bargaining unit would be degraded.
It should be noted that many of the leased labor personnel are **UNION** members from across the Country.

801 Bow and Motors:
This is work that was contracted to other companies and those Companies were not performing to schedule putting us (EB) further behind.
The memo allows those Companies to complete their contracted work here in the shipyard.
This memo clearly identifies the scope of work and when it's done they are gone.

Vending Machines:
This memo allows an increase in the number of vending machines used to dispense equipment. The memo limits this equipment to consumable items.
The memo protects bargaining unit work.

RIFD:
This memo is probably the most controversial as it allows tracking of employees throughout the shipyard. This is meant to reduce inefficiencies. Names and badge numbers are **NOT** accessible to lower level management. This system is used in navy shipyards and its use is required .
The memo **prohibits the use of RIFD data for discipline.**

Phase II Wage Enhancements:
These enhancements are meant to provide additional wages for specific skills within the "Mechanics" occupational titles and are different for the various trades.
There are also improvements to Specialist, Instructors, and Nuclear Pay Incentives.

The changes reflect months worth of work by the MTC, the Local Unions, and the Company.
All these changes will be able to be viewed on our website.

2026 will have additional challenges and I hope additional meaningful rewards gained through hard work and negotiations.

The best thing we can do is to safely work the hours needed and perform to schedule.

As Always , I remain
Fraternally Yours
Peter E Baker
President

Phone List

Peter E Baker MTC President	445-6383
John Adamson MTC Vice President	445-6383
Nathan Newhouse MTC Rec. Sec'y	445-6383
Janet Orr MTC Sec'y Treasurer	445-6383
George Nowosielski Local 777	445-8170
Dennis Urquhart Local 1122	401-573-6956
Sean Banks Local 261	445-2224
Mark Sousa Jr Local 1871	445-8619
Pat Joyce Local 614	445-4973
Danny Sanchez Local 547	448-2577
Rob Hill Local 493	575-1384
Paul Bruno Local 106	445-1216
Janet Orr MTC Benefits Rep	445-6383

MTCNLC.ORG

Local 106

CONDOLENCES go out to the family and friends of our sister Roberta Richards.
Roberta was an Administrative Clerk for the Steel Trades. She started in 1974 and retired after 45 years in 2019. She passed away on November 21st.

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

2025 HOLIDAY FLOATERS The deadline for using any 2025 Holiday Floaters is February 28, 2026. They must be taken in eight (8) hour increments. They will be lost unless you were prevented from taking them based on you working during the holiday shutdown. In such cases you will be reimbursed eight (8) straight time hours for each floating holiday lost (including any applicable shift premium). Notify your supervisor if this is applicable to you.

UNION REMINDERS:

NEW HIRES YOU must stay on top of your insurance coverage. You are now eligible to join the insurance **between days 0-30 of your date of hire**. This is the only 30 days to execute access to the health plan. If you do nothing you will automatically get medical but will not receive dental, extra eye care, and additional life insurance. If you are married or married with children, they will not be covered. **Do not be late.** I suggest that you call to make arrangements for health insurance since all calls are recorded. In the past, there were problems with online enrollments. Contact General Dynamics Service Center (1-888 432-3633) Monday – Friday 9am to 9pm. OR www.gdbenefit.com (24hrs/7days). Any questions call EB Benefits: 860-433-4201 or, call the Metal Trades Council Union Hall and ask for the benefits rep 860-445-6383.

"Weingarten" Rights

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

Youtube Weingarten Rights: Training for Shop Stewards. Take ten minutes to see a brief video from OPEIU Local 8.

www.opeiulocal106.org

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

LABOR'S VIEWS ONLINE

LABOR'S VIEWS may be seen on opeiulocal106.org and the new Metal Trades Council web site mtcnlc.org.
LABOR'S VIEWS is also accessible on EB computers link to the MTC website to Homeport.
If you would like a copy please email our Recording Secretary, Maggie Marley, at prof.emp@snet.net and ask to be added to the email list. Please state "Subject LV" and use your home email address.

MEETING NOTICES: JAN. MEETING: January 12, 2026, 5:30 P.M., nomination and election O.P.E.I.U., M.T.C. and S.C.C.L.C. AFL-CIO Delegates.
FEB. MEETING February 9, 2026 5:30 P.M.

STEWARDS FOR EB: Nate Newhouse D438 401-688 & 6852 Brian Hubbard D274 860-213-6733 1st Shift, Arlene Allard D221 X37797 2nd Shift, Cory Jacobson D321 X35569 3rd Shift

UNION COMMUNICATIONS:

Local 106 Web Site opeiulocal106.org
Local 106 Phone 860-445-1216 FAX 860-446-0175 e-mail prof.emp@snet.net
Do not send e-mails to any EB addresses. We may not get them.

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

International Union Web Site opeiu.org

International Magazine White Collar

Union Benefits UnionPlus.org

Metal Trades Council mtcnlc.org

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

PLEASE, TRY TO ATTEND UNION MEETINGS.

Paul A. Bruno Jr.
President/Chief Steward

Local 1871

We have more T-shirts available for $15 each. Stop by the hall to get one. Call your steward to let us know you'll be stopping by.
Welcome back from the shutdown, hope everyone had a good Christmas and a Happy New Year.
Steward elections will take place at January's meeting please come out and vote.
I'd also like to remind people that there is an MTC website that has our labor views on it along with other information. Mtcnlc.org
Also join our facebook Local Lodge 1871iam where we can communicate with each other.
Please remember to poll weekly for overtime if you want to work.

In order to check your pay stub online, you need to login to your fidelity netbenefits page. On the home page, halfway down, click on the link titled "GD ESS". On the next page click "Go to GD ESS". This will bring you to the Employee Self Service homepage where you can find a link to your paystub.
Everyone have a Merry Christmas and Happy New Year! See you all in 2026!
INSURANCE UPDATE: If you are out for more than 30 days and need to pay insurance, the General Dynamics Service Center will mail you a form and instructions. If you do not receive this letter in a timely manner, please call (888)432-3633.

Before you retire, please contact the union, and let us know. You **DO NOT** need to submit a withdrawal card. Retirees can receive a union jacket and/or watch. 40 years or more will receive both. 15-40 years will receive a watch.

Make sure to inform the union if you will be out of work for an extended amount of time so that we can make sure your dues are adjusted.
If you are a Military Veteran, please contact Randy Branche (860-215-5384) on first shift for support.

New Members: Between days 0-30 days after your date of hire you must log onto the General Dynamics Service Center website at www.gdbenefits.com to enroll yourself, and your dependents, in the benefits package.
As always, do not forget to use the safety boot and eyeglass program that was negotiated by the MTC. A list of the different shoe manufacturers and times that they will be outside the front gate is available. The eyeglass store is open on both the inside of the main gate and the outside entrance for your convenience, check bulletin boards for the times they are open.

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

Union Hall Phone Number: 860-445-8619

Chief Steward: Mark Sousa

Union Hall: 860-445-8619

First Shift OSM:
Larry Donn 860-608-8226
Randy Branche 860-215-5384
Mike Fantacci 860-884-7339
Tyler Qualley 860-514-6596

First Shift Machine Shop:
Mike Shell 860-790-9136

First Shift All Other Areas:
Richard Gingerella 860-710-5815
Kevin Mizer 401-580-0400
Ed Mctigue 860-463-7680
Janet Orr 860-608-8528

Second Shift OSM:
Bill Ericson 860-705-6739
George Blanchette 860-908-4149
Dustin Bennett 860-300-6164
Ryan Butler 860-333-7618

Second Shift ISM:
Sherry Mullins 860-876-3723

Second Shift All Other Areas:
Nick Banker 860-917-4182

Third Shift All Areas - Nate Cook 401-688-6852

United Way Contact - Janet Orr 860-608-8528

MTC Benefits Rep - Janet Orr 860-608-8528

MEETING NOTICE:
Meeting dates for the year will be posted on one notice in all areas. Take note of dates that fall on months with floaters. Next regular meeting will be February 12th at 3:00 p.m.at 18 Pleasant St Groton, CT 06340.

Local 1122

As we kick off a new year and head back to work, let's keep looking out for each other. Stay safe, stay aware, and never hesitate to speak up if something doesn't feel right. We all deserve to go home healthy at the end of the day. Wishing you and your families a safe, strong, and successful New Year We've got new hires joining us soon. Please keep an eye out and extend a warm welcome. As they get settled in, they may need some guidance navigating the job.
Debit Card Replacement : If you happen to lose your Fidelity Health Savings Account (HSA) Debit Card, log onto FidelityDebitCard.com to request a new one.

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

Stewards : First shift Stewards: Allen Claar All Nuclear issues 860-237-1114, Ron Ingves 860-334-8141, Chris Wilson 860-961-2930,

Alternate Dan Sager 860-941-4236

Second shift Stewards: Matthew Cassidy 860-989-9600 Dan Alger 860-639-1983

Third shift Stewards : Jose Mendes Alternates Elaine Key 860-460-7621

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

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

IMPORTANT: Members who are out of work on any leave of absence such as Workers Compensation, Sedgwick short term disability insurance, FMLA, etc. it is your responsibility to pay your portion for medical, dental, and vision. You can be dropped from your benefits if you don't keep up your payments.

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

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

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

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

The monthly Union meeting of Painters' Local #1122 will be held every 4th Monday of each month at the Union Hall 597 Broad St., New London, Ct. at 7:00 PM. Second shift employees please give your foreman 24 hours notice if you plan to attend the meeting. If you have any problems/issues to discuss, the union meeting is the place to do this.

If I can be of any assistance to you, please don't hesitate to contact me. My numbers are 401-573-6956 and my email is painters.union@yahoo.com.

Thank you for your ongoing support.

Fraternally yours,

Dennis Urquhart

President/Chief Steward

Painters' Local #1122

Dennis Flanagan DDS Msc
56 Whitehall Ave. Rt. 27
Mystic, CT
Email: contact@mysticdentistry.com
Saturday Hours Available
Call Us For A Great Dental Experience!
860-222-7500
Participant in MTC/MDA Dental Plan/ Delta Dental of Va
- New Patients Are Welcome -
Most Dental Insurance Plans Are Accepted

Local 493

REQUEST A STEWARD If you are being sent to Security for any reason or are being questioned by management you have the right to have a Steward present. You don't have to answer any questions until you have union representation.

STEWARDS

1st Shift - Keith Coppin 860-433-4657 Scott Harris 860-574-0208
1st Shift Alt - Jonathan Vogt 860-433-4657
2nd Shift -Ray Deptulski 860-433-4657

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

Reminder when operating forklifts or machines please be careful. Be aware of your surroundings. Watch for hazards inside and outside the machine - people, other moving machines and vehicles, objects in your path.

Please Work safe - Robert Hill /Chief Steward

LiUNA! Local 547

Feel the Power

Here is a list of our current stewards -

Daniel Sanchez - 860-857-2224 - Chief Steward
Mike Campi - 860-309-6422 - Fire Dept
Brandon Caisse - 860-227-5893 - 2nd Shift All Areas

Please reach out if you need anything, and continue to work safely.
Fraternally yours,
Danny Sanchez

If you want to receive email notices from the Union, please email MetalTradesCouncil@Gmail.com and provide the following information.

Name: _____

Badge: _____

Local Union: _____

Email: _____

Your information will not be shared or sold.

Local 261

Happy New Year to everyone in the MTC and IBEW 261. As one year ends a new one begins, this is a great time to set goals for yourselves and as a group.

There have been a lot of questions regarding leases labor and we were forced to make some very difficult decisions. The MTC even though our hands were tied was able to get some protections for our membership.

As for our local, I am really looking forward to this year and out growth. I will make a promise to everyone of you and that is you might not like my responses but I will never put you in danger.

Let's grow and build together.

Our next union meeting is Tuesday January 13th at the Machinists Hall, 18 Pleasant Street, Groton CT.

Fraternally,

Sean Banks

President/Business Manager

Electric Boat Employees

EB Checking *is here!*

- ✓ $200 Cash Bonus[1]
- ✓ ATM Rebates[2]
- ✓ 3.00% APY*
- ✓ Early Pay[2]
  get your EB paycheck up to 2 days early

New Mortgage
Refinance
Home Equity
HELOC

Save $475
on applicable origination fees.

*(APY = Annual Percentage Yield)

1. The one-time $200 bonus will be awarded after the account has met required conditions for three consecutive months within a six-month period from account opening. This offer applies to new memberships or existing memberships that qualify for the account with a new direct deposit. The $200 Bonus is considered dividends and will be reported on IRS Form 1099-INT. This offer may be withdrawn at any time.
2. The EB Checking Account is a "Split Rate Tiered" account for General Dynamics Electric Boat employees who qualify for membership. Proof of employment may be required. 3.00% APY is paid on balances up to $10,000. Balances over $10,000 earn 0.25% APY. All Charter Oak foreign ATM fees will be rebated. Surcharge fees charged by other financial institutions or networks will be rebated up to $9.99 each to a maximum of $20 a month and rebated at the end of the month. The default APY of 0.05% will be applied to all tiered balances if account conditions are not met and ATM fees will not be rebated. Rates are variable and can change at any time. To earn the stated APYs your account must have e-Statement, Online Banking, 10 Debit Card transactions posted per month (excluding ATM transactions) and have a Direct Deposit of $2,000 or more posted in each calendar month. Existing checking accounts are not transferrable to an EB Checking Account. Existing members may open a new EB Checking Account under their existing account and must meet the account conditions to qualify. Only one EB Checking Account, Sun Checking Account or Go Checking Account per qualified member number. APY effective May 15, 2023. This offer may be withdrawn at any time.

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Celebrating our 25th year supporting Electric Boat Retirees!!

Beacon
Retiree Benefits Group LLC
AN **ALERA GROUP** COMPANY

Call our office today for more information at 1.888.484.0414 or email us at info@beaconmedicare.com

SPECIAL INVITATION

Beacon Retiree Benefits Group invites Electric Boat Retirees to participate in a special Medicare Medical & Prescription Drug Plan…

PROGRAM DETAILS

- This special group program is **ONLY** available to **Medicare eligible Electric Boat retirees and spouses**.
- This program was created in 1999 by your friends at the MTC, the MDA, Carpenters Union and the RSEA.
- Over 2,500 retirees & spouses participate!
- All plans, rates & benefits are the same in all 50 states!
- There are no individual plans comparable to these unique group options.

EDUCATIONAL SESSIONS

Morning sessions start at 10AM
The Hilton Mystic Hotel, Mystic CT

Wednesday, November 5, 2025
Wednesday, December 3, 2025
Wednesday, February 4, 2026

Late afternoon sessions start at 4PM
Great Neck Country Club, Waterford, CT
Wednesday, February 18, 2026

Refreshments will be served!

To reserve your seat, call us at 1.888.484.0414 or email us at RSVP@BeaconMedicare.com

Local 777

I would like to welcome everyone back from the Christmas holidays. For some it was was a nice break away from the daily grind, and for others (some of whom worked most of it) it was just a continuation of work. Either way, what lies ahead is going to be many changes coming in the way the shipyard operates. Some, could be argued for the better, and some not in our best interests, but for the companys. Some could ask what was the company thinking when they made some of their decisions in running the yard. Either way, now they have come up with more changes to affect all of us. Time will tell. **But never forget, for them the company's interest comes first.**

Local 614

Hello Brothers and Sisters:
Welcome back, hope everyone had a good shutdown.
During our February 10th , 2026, meeting we will be holding nominations for the upcoming elections in March.
Colder weather is just around the corner, we still have plenty of zip ups, pullover hoodies and crewnecks in green and red. We also have some sizes left of the original black hoodies and zip ups.

If you don't already know we have a Facebook page. Please follow us @ Boilermakers Local 614 to get updates and news from our International.

For anyone who doesn't know already, Electric Boat has a website listing discounts and perks for EB employees. It is Gdeb.perksconnection.com. Check it out when you get a chance.

If you are getting ready to retire, please call the union hall at 860-445-1120 to let us know.

Important
If you are going to be put on notice, disciplined, or sent to Security for any reason, you should request a Union Steward!! It's your right to Union representation, and you don't have to answer any questions without Union representation present.

Please remember, if you are sent to the Yard hospital and they send you home, you will have to use your own time, unless it is a work-related injury.

Union Communications
Chief Steward- Mike Bushek 860-884-0765
Business Manager- Shane Gilligan 860-817-4341
Union Hall- 860-445-1120

Please don't forget to notify the Union Hall if you change your address or name. When you notify the company, they do not give the Union the new information.

Please remember for members who are out on any leave of absence such as Workers Compensation, Sedgwick short term disability insurance, FMLA, etc., it's your responsibility to pay for your medical, dental and vision. They can drop you if you fall behind.

Don't forget that it is that time of year to get your new boots. If you don't know how much money you have for boots, please see a Union Steward for the boot list.

The next Union Meeting will be on January 13th 2026.

Patrick Joyce
President

EB Optical Shop - Temporary New Hours

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Shipyard Side	1:00-6:00PM*	6:00AM-6:00PM*	Closed	Closed	6:00AM-1:30PM	Closed
Street Side	Closed	Closed	6:00AM-3:00PM*	6:00AM-6:00PM*	Closed	Closed

Appointments remain by appt – they can be made via phone 860-433-6934 or accessible link at home: **EB-OPTICAL-GROTON.BOOKAFY.COM**
We've also updated the gdeb.com website with this information under Employee Information

MTC Benefits

If you are enrolled in a United HealthCare medical plan, it comes with prescription drug coverage through Express Scripts.

They offer:
Wide ranging national network of pharmacies with discounts.

Preferred retail network with even better discounts.

Mail order program for maintenance / long-term prescriptions.

Specialty medications through the Accredo Specialty Pharmacy.

Paying for medications:
You pay the cost of most drugs up front until you meet the deductible. Then, you pay a percentage of the drug cost through coinsurance until you reach your out-of-pocket maximum.

The amount you pay depends upon the medical plan you elect as well as the pharmacy network, with the best discounts being in the preferred retail network.

Coverage includes Price Assure, which will automatically apply GoodRx pricing for certain generic medications at in-network retail pharmacies, if GoodRx pricing is better.

MTC Safety Report

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

Be sure to dress accordingly for the job and weather conditions.

The tool crib has various accessories to help you with this.

Thank you and continue to work safe.

Brandon Winter
1st Shift
860-627-7037

John Adamson
1st Shift
860-917-7121

Jim Palmer
1st Shift
860-326-4341

Scott Harris
1st Shift
860-574-0208

Bill Zaks
2nd Shift
860-326-4353

James Lawrence
2nd Shift

Amanda Gideon
2nd Shift
860-908-1771

Safety Office
860-433-2811

Metal Trades
860-445-6383