

Employee Involvement

Ed Wilson

UAW Health & Safety Rep, Local 887

Pratt & Whitney Rocketdyne

Your Speaker...

- Ed Wilson
- Employed @ Pratt & Whitney Rocketdyne (PWR) for 29 years
- Position :
 - UAW Health & Safety Rep., Local 887
 - Alternate Committee Member
 - Election Committee Chairman
 - Propeller Asst. Editor & Graphics
 - Propulsion Development Tech
 - JEMS Committee Co-Chair
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Who We Are



Sikorsky



Otis



Carrier



UTC Fire & Security



Hamilton Sundstrand



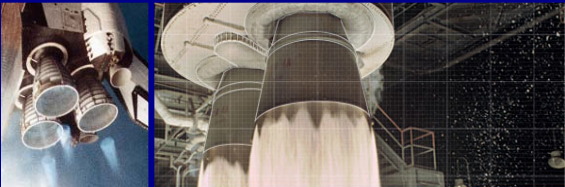
Pratt & Whitney



Research Center



**Hamilton Sundstrand
Space, Land & Sea -
Rocketdyne**



Pratt & Whitney Rocketdyne (PWR)

PWR Nationwide

**San Jose Facility
(California)** ~20
Employees



**Huntsville – Marshall
Space Flight Center
(Alabama)** ~130
Employees



**Carlstadt
(New Jersey)**
~50
Employees



**Kennedy Space Center
(Florida)** ~110
Employees



De Soto & Canoga Park Facilities
~2,000
Employees



**Stennis Space Center
(Mississippi)** ~220
Employees



**West Palm Beach
(Florida)** ~820
Employees

PWR Products

Launch Vehicle Engines



Space Shuttle
Main Engine



Delta II /
RS-27A



Delta IV / RS-
68, RL10



Atlas V / RD-
180, RL10

Development Engines



CECE
RL10



RS-18



RS-88

Attitude Control Propulsion



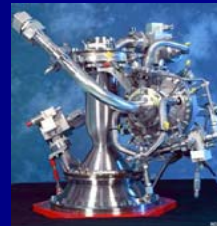
THAAD DACS



Ares I Roll control



Microsatellite
Propulsion



RS-72



J-2X



MB-XX



ARES 1-1

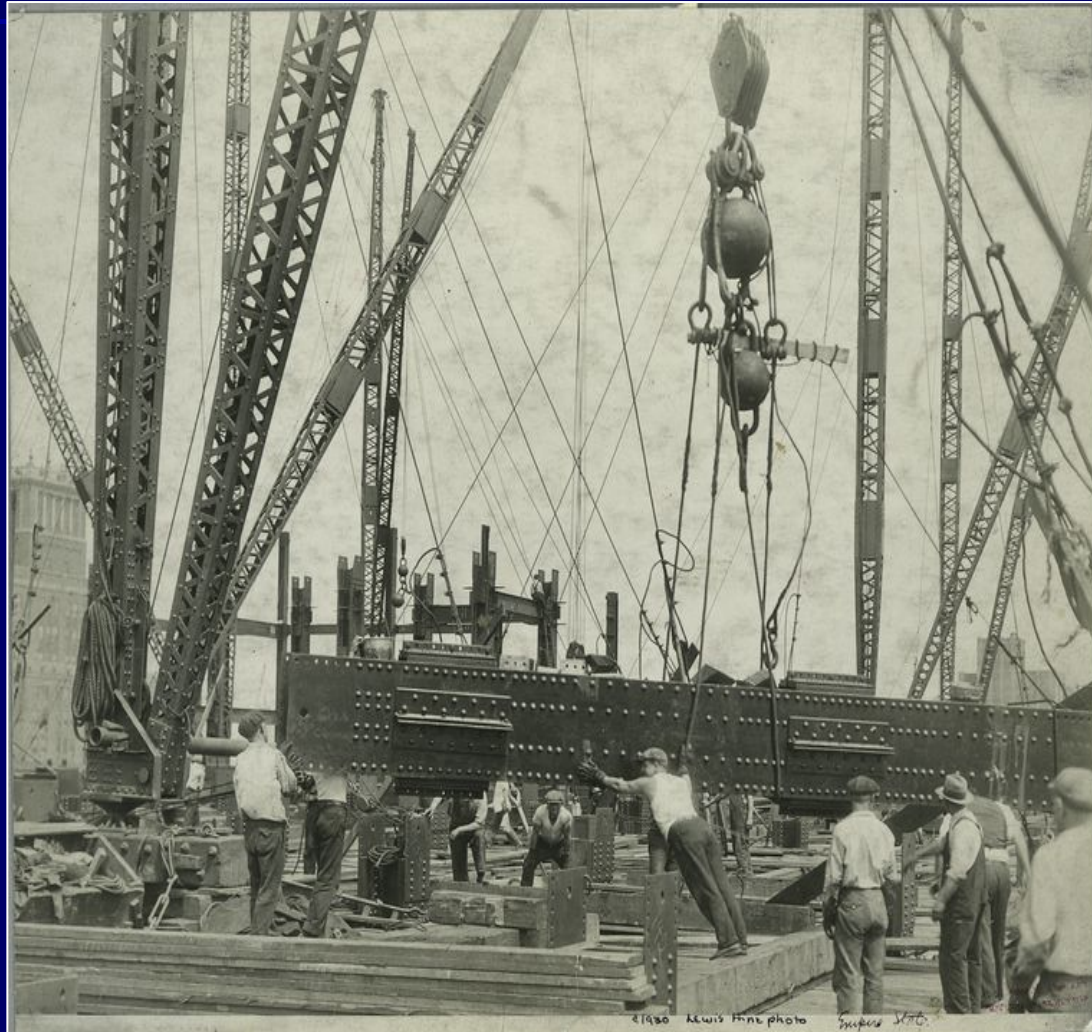


Hypersonic Technologies

Safety Before OSHA

- Empire State Building Construction:
Completion Date: 1931
Cost: \$41 million
Height: 1,250 feet
Stories: 102
- Built during the Depression between 1930 and 1931, the Empire State Building became the world's tallest office building -- surpassing the Chrysler Building by a whopping 204 feet.
- 3,400 workers completed the building's construction in record time: one year and 45 days, including Sundays and holidays.
- During planning stages the construction death toll was estimated to be one worker per floor, or 102 workers overall.
- Officially five people died. One worker was struck by a truck; a second fell down an elevator shaft; a third was hit by a hoist; a fourth was in a blast area; and a fifth fell off a scaffold.
 - Other sources claim as many as 14 died during construction

Empire State Bldg. 1930





“Fall protection...what’s that?”



“Wow, these impact wrenches are fantastic, pity about the noise.” “What?”



“Move it, move it, this building won’t build itself!”



“Don’t look where I point, listen to where I think this beam must go”



“Just a jump to the left and I’ll be safely on those loose scaffold boards”



“If this spanner slips and hits me in the face...will I bleed before hitting the sidewalk?”



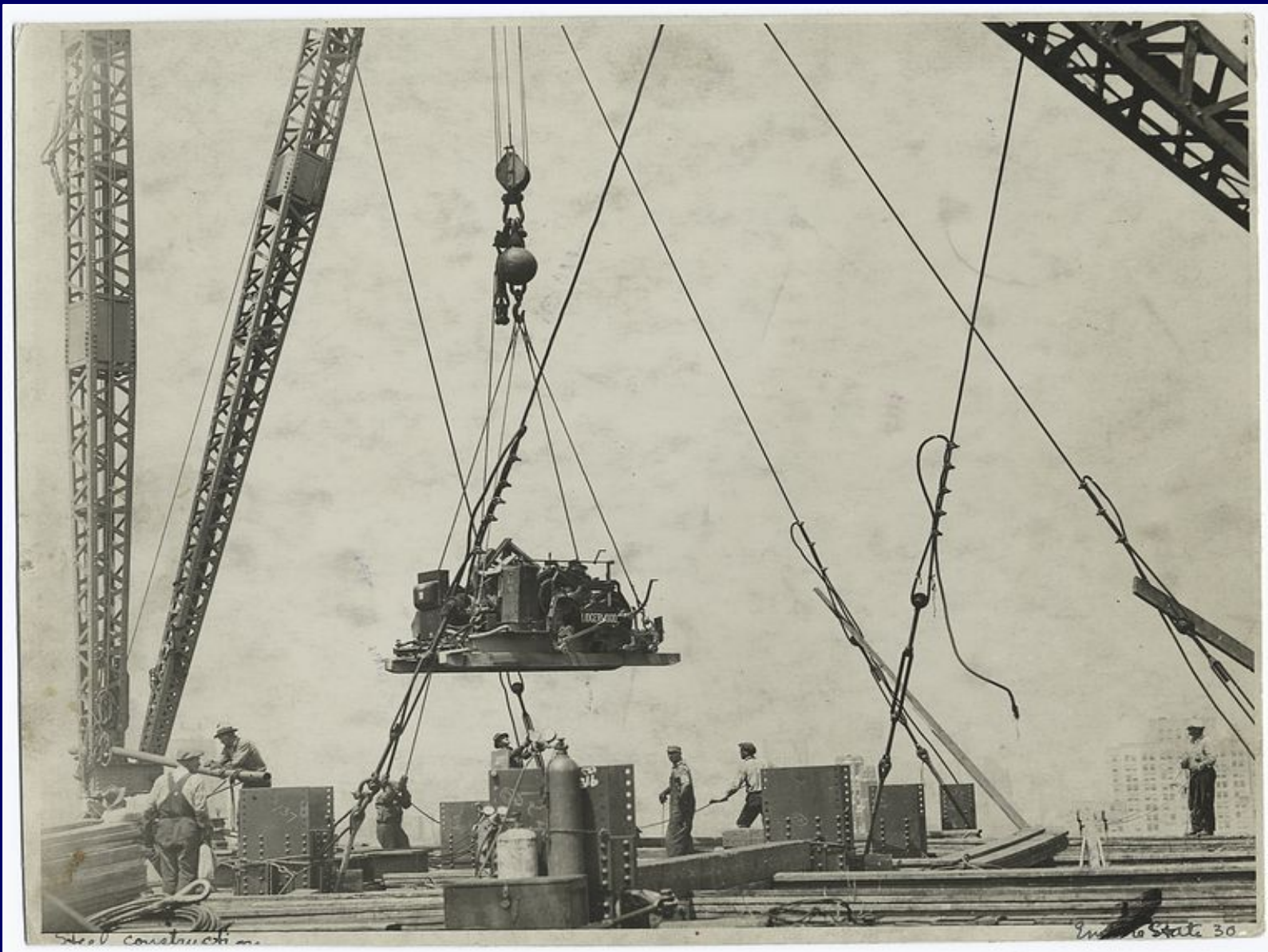
“Teamwork”



“I just need to reach a little further...”



“It beats walking!”



“Make sure you don’t walk under the suspended load!”



“Lunch time, time to unwind and stress-relieve”

Early EI at PWR

- Initiated during union & company negotiations in 1990
 - Talked about working in teams
 - Developed Employee Involvement philosophy
 - Started to work on contractual language between union & company
- Finalized in 1993 negotiations
 - Established joint National & Local Employee Involvement committees
 - Agreement on a union facilitator to set-up & oversee implementation of the program

EI Philosophy

- On behalf of all employees, the United Aerospace Workers and Pratt & Whitney Rocketdyne commit to employee involvement. We believe that a joint partnership provides the strongest competitive edge in our business environment
- We are committed to deliver highest quality and best value products to our customers. This is achieved by creating a work environment that promotes: mutual trust, respect, equality, open and honest communication, job satisfaction, job security, innovation, growth, rewards and recognition.
- Employee involvement will build upon these cornerstones: training, employee empowerment, and teamwork.
- Through continuous process improvement, this partnership will enhance customers and employee satisfaction.

EI Strategy

- EI facilitator was assigned to the Organization Development Department & worked closely with OD expert
- Designed the 3 phases of EI training and coaching
- Trained UAW & salaried team members to facilitate the training
- Implementation of the EI Leadership Council
- Encouraged Executive Leadership to ask team leaders & team managers for monthly EI status meetings

EI & Safety

- Monthly safety meetings
- Job Safety Analysis (JSA) development and revision
- Training
- Monthly safety self-inspections (audits)
- Tier II Audits (with EH&S professionals)
- JEMS (Safety) Committee
- Accident/incident investigation
- Identification/resolution of safety concerns (“voice of the employee”)

Questions?