



LOCAL 506 UNION NEWS

Volume 59, Issue 9

© 21 Birosca Printing Co. Inc.

Friday, October 10, 2008

UE POLITICAL ACTION DIRECTOR TO SPEAK AT MEMBERSHIP MEETINGS



Chris Townsend

sure that Chris' view of the political landscape will be interesting and enlightening.

Brother Townsend has been with the UE since 1988 and he has served as our Washington DC Representative since 1993.

UE Political Action Director **Chris Townsend** will be in Erie on October 16th to speak at the three monthly membership meetings. With the National Elections a little less than a month away, we're

NOMINATE EASTERN REGIONAL DELEGATES

UE Eastern Regional delegate and alternate-delegate nominations will be taken from the floor during membership meetings on Thursday, October 16, 2008 at the UE Local 506 Hall.

A provision of our Constitution allocates delegate spots for the three Local 506 Officers. The names of nominees for the four additional delegate positions will be placed on a ballot and a vote will be conducted during the November 20, 2008 membership meetings. The four candidates receiving the highest vote totals will assume regional delegate status. The next three candidates will serve as alternate-delegates. In case of a tie vote, a run-off election will be held during the December membership meetings.

VOTE ON NOVEMBER 4th, 2008

INSIDE THIS EDITION

- Chief Plant Steward Mike Hayes** writes about the Grievances submitted to Step II
Chief Steward reports from Building 5 and 6
In Sympathy for Ronald Janowski **Page 2**
- Find information and registration forms for the October 25th **Retirement Seminar**
UE Local 506 **Membership endorsements** **Page 3**
- President Fusco** writes about the outcome of the vote to retain Pat Rafferty and he cautions members about farmouts in **"Frankly Speaking"**
Stewards' Classes Article and pictures **Page 4**
- Sub Region Workshops** Article and pictures **Page 5**
- CSF Administrator Election Notice**
Sports Shorts
November Calendar of Events
Recent Retirees **Page 6**

OCTOBER MEMBERSHIP MEETING NOTICE

Agenda:

- UE Political Action Director Chris Townsend will address members.
- Nominations for Eastern Regional Delegates (see article on this page).
- Officers updates.
- Committee reports and general business matters will follow.

MEMBERSHIP MEETINGS AND TIMES ARE:

Thursday, October 16, 2008 (All meetings)

- 7:20 a.m. (3rd Shift)**
- 1:00 p.m. (2nd Shift)**
- 3:20 p.m. (1st Shift)**

FROM THE CHIEF PLANT STEWARD

By Mike Hayes

October 10th will be the next time we meet with the company over Step II Grievances. Twenty-eight new cases and two holds will be discussed. The cases we have submitted so far deal with the following: Lean related problems, raises for skilled workers, piecework job rates, O.T. for tool crib workers, farmout, wage issues due to farmouts and management doing bargaining unit work.

Discipline is on the rise again and a lot of it seems to be worker on worker. Once the company gets hold of these disputes, where union members give verbal or written statements, right then the company feels they have just cause and will issue discipline. Most of the time it's a warning and week off, then we end up in a battle with the company through the grievance procedure. The Unity Council is back up and running, and most of the time they resolve problems of this nature. So rather than going to the boss we ask people to go to their steward or contact a member of the Unity Committee directly – Their numbers are listed below.

Chairperson Cyndy Casey, Bldg. 12 824-0150(pager)
or 725-2417(Home)
Wayne Burnett, Bldg. 7 824-0140 (pager)
Don Brown, Bldg. 63 490-4433 (cell)
Scott Duke, Bldg. 12 875-6239 (shop – 2nd shift)
Tim Newara, Bldg. 10-26 875-6054 (shop-days)
Rich Laskowski 875-2348
Local 506 Hall 899-3108

I think we are going to have our Step III sometime in October. UE-GE Conference Board Secretary **Steve Tormey** is trying to set that up right now. Seven cases have already been submitted.

I want to thank everyone who attended the last steward's class given by **President Hovis**. Before we start planning our next set of classes, we would like to hear from stewards and members on what class or workshops they would like to have. So, I will wait to hear some suggestions. See you soon!

In Sympathy

The Officers and Executive Board Members of UE Local 506 wish to extend their sincere condolences to the family and friends of **Ronald Janowski**, Computer Repair, who passed away September 12, 2008.

REPORT FROM BUILDING 5

- By Divisional Chief Steward Dale Rosenthal

We're still working on getting the robots into a Lean cell and there has been little activity on Lean in the rest of the locomotive department. The new crash worthiness platform rabbit has gone through the shop and they will be in production by years end. The Egypt and Kazakhstan platforms are moving along and some farmed out span bolster work for the CVRSD was brought back into the shop.

In the propulsion department we're working on a Lean line for the rad fan area, a new burn table in the parts department and adding some positioners in the large motor department. Throughout the building we've seen a lot of new faces added, so I'd like to take this opportunity to welcome all of the workers who recently started in Building 5.

Unfortunately there are always issues on the floor like OT being doled out unevenly, making sure piece prices don't change without reason and making sure seniority is used to fill both temporary and permanent jobs.

REPORT FROM BUILDING 6

- By Divisional Chief Steward Patte Dillen

First, **welcome to our New Hires**. We've needed you. We are slowly getting our open jobs filled. Now what we need is a manager that understands production and the importance of relying on Building 6 workers to get the work done.

We continue to **fight farm-outs**. It's no wonder our stock prices are falling considering the profits this company is throwing out the window due to the excessive costs of these farm-outs. An example: in our **grid blower area** where the schedule has increased 25 to 30 percent, we are still unable to get management to put on a 3rd shift. The company is more concerned with their farm-out source than doing the work in-house, at a greatly reduced cost.

The **lack of communication** and unwillingness of the management to work with us is also something we need to improve. In most areas, suggestions offered by the workers, on how to get the work out, are ignored. Though the management uses us as their excuse for not "hitting their numbers", we are not to blame. We always care about putting out good products and having work completed in time to meet the customer's needs, and the workers in Building 6 will continue to meet those commitments in spite of management.

RETIREMENT SEMINARS SCHEDULED FOR SATURDAY, OCTOBER 25, 2008

A GE Corporate Benefits Specialist will conduct two Retirement Seminars on Saturday, October 25, 2008 at the GE Learning Center. As explained on the reservation form below, there will be one morning session and another in the afternoon to facilitate the anticipated large number of interested people. Members planning a regular retirement within the next 6 to 9 months should attend. Please note there will be at least one more retirement seminar scheduled before the October/November 2009 SERO Window.

The Seminars will be held at the GE Learning Center Auditorium
Morning Session: 8am to 11:30am
Afternoon Session: 1:00pm to 4:30pm

The retirement seminars will be conducted by a Corporate representative at the GE Learning Center auditorium on Saturday, October 25, 2008. There will be morning and afternoon sessions lasting approximately 3.5 hours each. The seminars will address pension benefits, social security, Savings and Security and retiree health insurance. The seminars will also help familiarize prospective retirees with the forms they will be filling out.

Please complete and mail or drop off this registration form to the Payroll Office, Building 42-5 no later than Friday, October 17, 2008. Please indicate your preferred session. Reservations are limited and will

be on a first come first service basis. A confirmation will be sent to your home indicating acceptance and the session you should attend.

If you are attending, please bring the items listed below. They will be referenced during the presentations and will help facilitate the discussion:

- A copy of your most recent GE personal share statement
- A copy of your latest Social Security estimate from the Social Security Administration
- A copy of your retirement estimate, which can be obtained by calling GE's Retirement Estimating Service at 1-800-848-2964.

Name _____ Pay number _____

Home address _____

Number of people attending (limited to employee and one guest) _____

Prefer: _____ AM session 8:00 – 11:30 _____ PM session 1:00 – 4:30

Registration forms must be returned no later than Friday, October 17, 2008.

CAN WORKERS AFFORD 4 MORE YEARS OF THE McSAME? Vote on Election Day November 4

The Local 506 Legislation Committee, Executive Board and Members have voted to endorse the following candidates:

- US Seats: President – **Barack Obama**
 3rd District Congress – **Kathy Dahlkemper**,
 PA State Seats: 49th Senate – **Cindy Purvis**, 1st District Representative – **Pat Harkins**,
 2nd District Representative – **Flo Fabrizio**, 3rd District Representative – **John Hornamen**,
 4th District Representative – **Rick Mitchell**

FRANKLY SPEAKING

MEMBERSHIPS VOTES TO RETAIN PAT RAFFERTY

To facilitate a smooth transition, Local 506 Members voted 240 to 1 in favor of a Board recommendation to extend current **Business Agent Rafferty's** leave of absence from April 2009, when his term ends, until October 2009. During that period, Pat will train his successor and anyone else the Board chooses to learn aspects of the job. He will also work on several other important projects such as digitizing the grievance records and the pictures the Local has amassed over the years.

The Members also voted in favor of the LAC's political endorsements- President- **Barack Obama**, Congress- **Kathy Dahlkemper**, State Senator- **Cindy Purvis**, and State Representatives- **Pat Harkins, Flo Fabrizio, John Hornamen**, and **Rick Mitchell**. The membership also voted to contribute \$800.00 each to the Dahlkemper, Purvis, Hornamen, and Mitchell campaigns. It should be noted that the \$3,200.00 in contributions comes from the LAC's fund raising efforts; there are **No Dues Monies** involved in any political activities.

We got a request from the **Brothers and Sisters in Building 63**. As you know the traffic light at that gate has been removed and during quitting time the traffic on Water Street is pretty steady, so next time you see these Members waiting to exit the plant please give them a "brake".

Farmouts are always a touchy subject but it becomes much more troubling when our own members are contacting vendors to send work out of the plant. **MEMBERS OF UE 506 SHOULD NOT BE FARMING OUT WORK!!!**

INTEREST IN UE HISTORY ATTRACTS MEMBERS TO STEWARD CLASSES

Three September 23rd steward classes gave both stewards and members an opportunity to learn about UE's long and progressive history from **General President John Hovis**. This was the second in a series of classes conducted this year. Both have been well received.

The Local 506 NEWS recently interviewed one of the attendees, **Bob Kolodziejczak Bldg. 2 Steward**, who stated, "It (the 9/23 class) was very informative concerning the history of the UE, and I appreciated that I was able to sit at the table and speak with the President of our National Union." Bob told the NEWS that, "President Hovis was very approachable". Bob continued, "In comparison, I might never even have the chance to speak to the Erie Plant Manager, let alone CEO Immelt."



Bob Kolodziejczak



Rick Krasinski (foreground) takes notes at steward class. Also shown in front row: Cyndi Casey, Greg Engel Clem Krakowski, Dan Kosiorek. Back row: Jason Brammer (C) and Derek Haraldson (l)



(R to L) **Don DiNardo, John Fees and Steve Hyzer**



(R to L) **David Luke and Norberto Lozada**

SUB-REGION WORKSHOPS ON UE and NLRB Held at Local 506 Hall

On September 27th seventeen Local 506 Members, along with several UE Members from other Locals in our sub region attended a two-part workshop arranged by Eastern Regional President **Andrew Dinkelaker**.

UE History Workshop - UE General President **John Hovis** conducted the first workshop on "How UE Got started". In this session, John took attendees back to a time over 70 years when the bedrock of the UE was established, when members of former craft unions joined members of the company unions in Buffalo, NY to charter the UE.



General President John Hovis

John went on to explain that the UE was uniquely set up so Locals could have their autonomy, without National control. Further they were set up so no officer could make more than any worker paying dues. Both practices continue to this day.



John Taccone the strikes of 1946 when, after the war and the wage freeze was lifted, UE Members fought for a \$2.00 per day increase, the restoration of their night shift bonus and the restoration of vacation and holiday pay.

NLRA Workshop - NLRB Field Examiner **Terry Yoest** opened the second session explaining the history and the operations of the National Labor Relations Act. Terry said the NLRA (also known as the Wagner Act) became law in 1935 to es-



Mark Haller had his question answered by NLRB rep. Terry Yoest.

tablish collective bargaining rights for union workers and to outlaw unfair labor practices. The NLRB Representative then explained Sections 8 of the Act which deals with Unfair Labor Practices of Employers.



UE General Council Polly Halfkenny

UE Chief Council Polly Halfkenny followed by the NLRB examiner and talked about the do's and don'ts of filing NLRB Charges. Polly advised the attendees, "You'll do better and have more rights and leverage if you secure it through your contract" (rather than depending on an NLRA charge). According to the UE attorney, "Typically it takes a couple of years to settle a complaint, if the NLRA violation arises out of an organizing drive, the company uses that time to undermine the campaign."

Polly told the attendees that the labor laws change often as they are based on rulings on court cases and the NLRB's interpretations.

Since they began in September of 2006, Tool Room Steward **John Taccone** (Pictured left) has participated in all of the Eastern Sub Regional workshops. John told the news that he appreciates the opportunity to hear the knowledgeable guests speak on the interesting topics the Sub Region workshops provide.

The Local 506 Members attending the workshop were: **Greg Engel, Dan Bojarski, Mike Michaelson, Giovanni Caputo, Clem Krakowski, John Taccone, Mark Haller, Steve Harris, Cyndy Casey, Matt McCracken, Dennis McLaughlin, Mark Pierson, Cathy Chmielewski, Rick Ellis, Guy Barrett, Chief Plant Steward Mike Hayes** and B.A. **Pat Rafferty**.



(R to L) **Steve Harris, Guy Barrett** and **Dan Bojarski** learned about the NLRA pitfalls.

ELECT CSF ADMINISTRATORS

The Employee's Community Service Fund of GE (CSF) Administrator elections for **Buildings 2, 6MS, 10-26-60, 4-20-24-13B-44, and 18C** are scheduled for October 28, 2008. Nominations will be accepted for these buildings October 13thst through October 16th. Nominating posters will be found in these buildings at each CSF Bulletin board and other prominent areas. Should an election be necessary, notices listing the nominees and voting times and locations will be posted on Wednesday, October 22, 2008.

Each Administrator will serve a two-year term expiring December 31, 2010. Nominees must be a member of the CSF and work in the represented areas. Those accepting nomination must commit to the responsibilities of a CSF Administrator.

SPORTS SHORTS

By Chairman Denny McLaughlin

Here we are in mid-October already and your Sports Committee is once again gearing up for its final lap for 2008. The committee had recently been busy with the planning and executing of our final **Paintball Explosion** for the year; held at the Pentagon Paintball Facility on September 27th. We thank everyone who participated in the day's events.

The annual **"Erie County Diabetes Association Annual Bowling Tournament"** will be held at Eastway Lanes on October 26, 2008. Your Union is a yearly sponsor of this important event.

Keep those sneakers and shorts aired out to be ready for the 9th annual **"Turkey Volleyball Tournament"** being held on Sunday November 23rd 2008, at Iroquois High School. We'd like to see some of the new members form teams to challenge some of the established teams.

The annual **"Basket of Cheer"** tickets have been printed up for the December membership drawing. They will be available in the shop very soon, so get your thirst on and buy early and buy often.

As I have said in the past, the applications for the upcoming events will be available either at the hall or through your chief stewards.



Recent UE 506 Retirees



Bldg#18-C
John (Jack) Chandley

M&C/Plant Services.
Manh Khac Do
Gregory F. Smith

HAVING A PERSONAL PROBLEM?

*Please note – Dave Adams has a new pager number: 824-0141

Call when you need guidance or advice.
Call when you need information or a referral
Call when you need help – Call NOW
Contact UE Local 506 Employee Assistance Program (EAP)
Liaison Dave Adams at Page No. 824-0141 or
Call an EAP Counselor at 875-4EAP (Ext. 4327)

AA MEETING SCHEDULE

Where: Building 2-1, Bay A-Column 8, Mezzanine
When: Thursdays 1st Shift 11:30 am
2nd Shift 7:30 pm
3rd Shift 3:00 am

NOVEMBER 2008

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1 ALL SAINTS DAY
2	3	4 ELECTION DAY PLEASE VOTE	5	6	7	8
9	10	11 VETERANS' DAY HOLIDAY	12 R.A.G.E. MEETING	13	14	15
16	17	18 E-BOARD MEETING	19 CSF MEETING	20 MEMBERSHIP MEETINGS	21 R.A.G.E. BOARD MEETING	22
23	24	25	26	27 Thanksgiving Day  Holiday	28 Thanksgiving Holiday	29 Randy M's Birthday?
30						