

LOCAL 506 UNION NEWS

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Friday, November 14, 2008

ELECT EASTERN REGIONAL DELEGATES

Twelve UE Local 506 Members accepted their nomination to run for Eastern Regional Delegates for the 2009 term. The names of the twelve nominees 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 18, 2008 membership meetings. **Make sure you bring your 506 Membership card with you so you can vote.**

The candidates accepting nomination for Eastern Regional Delegate are listed below, in the order they will appear on the ballot.

- | | |
|---|---------------------------------------|
| 1. Steve Harris , Plant Services | 7. Brian Carroll , Bldg. 7 |
| 2. Dave Chadwell , Bldg. 5 | 8. Jeff Morealli , Bldg. 2 |
| 3. Bill Lally , Bldg. 18C | 9. Matt McCracken , Bldg. 20 |
| 4. Steve Hyzer , Bldg. 12 | 10. Don Brown , Bldg. 63 |
| 5. Tim Newara , Bldg. 10 | 11. John Payne , Bldg. 18C |
| 6. Jason Trayer , Bldg. 6 | 12. Mike Michaelson , Bldg. 26 |

LOCAL 506 & CSF SPONSOR TOY DRIVE

The 506 E-Board and CSF Board of Administrators have joined forces on a project to brighten Christmas for families in need.

Between November 17th and December 2nd, all Erie GE Workers are encouraged to drop off new toys (for tots or teens) at any of the 3 trailer sites already in place for the Winter Clothing Drive.

For anyone wishing to donate by cash or check, a special in-plant collection will be taken up on December 4th and 5th. Checks can be written to either the following agencies:

OCY CHILDREN'S ACTIVITY ACCOUNT or the ERIE FAMILY CENTER

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NOVEMBER MEMBERSHIP MEETING NOTICE

Agenda:

- Election for Eastern Regional Delegates
- Vote on Eastern Regional Increase
- Fiscal Year-End Financial Report and Recommendations
- Vote on the 2009 Holiday Schedule
- Officers updates
- Committee reports and General Business Matters

MEMBERSHIP MEETINGS AND TIMES ARE:

Thursday, November 20, 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

The last Step II meeting was held on November 7th. Thirty-one cases were heard concerning Lean issues, discipline, improper payments, management doing busy work and farm-outs.

In addition to the grievance related issues, we've had a lot of skilled trade workers temporarily moved to production areas where the company needs them to get locomotive orders out. The company has always told us that they have the right to manage the workforce. Well they did and in this case, they did so poorly. Now, in the 4th quarter, they are desperate and need our help. We don't want to have the finger pointed at us for impacting orders for 2009. So we will do what can to get the job done. As some of you may have heard, they moved our entire Central Maintenance group to the production floor, something I have never seen in 34 years I've been here. We are working with the stewards to make sure everyone is treated fairly and paid properly.

Our Central Maintenance workers have saved the company a huge amount of money through their suggestions on Lean projects. In one case the company was bragging how M&C workers saved them 1.3 million on a locomotive project for Pilbara. Now again, the company is looking to our highly skilled work force to pull them out of this bad situation we are in.

BUILDING 10 MEMBERS RE-ELECT CAPUTO

Nominations were open during October for a special Building 10 Chief Steward Election. The election was necessitated because the current chief steward, **Giovanni Caputo**, bid to a different job on nightshift within the Division. Since Giovanni was the only nominee for the office, the Building 10 Election Committee representative, **Tim Newara**, was instructed to cast one ballot for the candidate. The term for this office runs until January 2010.



REPORT FROM BUILDING 2

By Leo Grzegorzewski

Contractors have begun breaking ground for the new 3.5 million dollar **Rotary Yoke machining center**. We are in talks with the company with regards to the number of operators, their responsibilities and the code to be established on this machine. This should eliminate approximately 70 to 90 percent of the farm out associated with the Rotary Yokes. Hopefully, this project will be completed by the end of the year.



The company has conducted a "value stream-mapping" project in the **Small Parts Area**. It appears this may be the next area the company has their sights to make Lean. We will be keeping a close eye on this.

Farm out is always an issue, but after listening to GE Transportation CEO **Lorenzo Simonelli** at his first "state of the business" meeting, I believe we'll see some work come back. As we all know, this will eliminate premium costs and the money spent paying SPV's for idle time. We continually point out that we do the work cheaper and we insure quality and on time delivery.

On the proposed transfer of work in the Building 2 **Brush Holder** area, it looks like the company is following through with their plan to outsource the work. The company says the Brush Holder area does not meet their "**core competency**". They also say that it is a "**real estate issue**" because they need the floor space to facilitate moving everything from the multi-story down to the ground floor of Building 6. This makes absolutely no sense considering the company has spent a lot of money on planning, equipment and implementing Lean lines in the upper floors of Building 6 over the past 2 years. This move will leave the multistory vacant or in other words **unused real estate**. Like I said, this makes absolutely no sense.

Sadly there will be 10 jobs lost out of the Brush Holder area that, by all accounts, we will never see it come back. The company in their short sightedness is going to lose the high quality of work done on these sensitive and critical components. No matter where the **Brush holders** are done, I'm sure the books will be cooked to show it was the right decision. All we have to do is look at the Lean areas through out the plant to know this to be true. **The company says it needs to concentrate on its core competencies. Maybe they should look at the competence of the few individuals who came up with this misguided plan.**

FRANKLY SPEAKING

By now everyone has heard that poor planning has put this membership in a tough position in regards to making the year-end locomotive schedule. The Company's solution to this problem is to temporarily move the Central Maintenance workers into Building 10 and the Building 12 Main Cab line to help with production. The M&C crew in Building 12 will return to their normal duties fiscal week 51 and the crew in Building 10 will return to M&C sometime in mid-January, when the "letter of credit" for Egypt expires. This is not a permanent move, (that would be a violation of the National Agreement) it does not signal the end of M&C, and it does strengthen the Union's argument that this skilled trades group deserves a code increase.

The election is over and **Barrack Obama** has been elected President of the United States. Locally **Kathy Dahlkemper** has defeated **Phil English** and, as she takes her oath in January 2009, she will become the first Congresswoman from the U.S. 3rd District. The Democrats, who have controlled the House and the Senate since 2006, will now enjoy a wider majority in both houses, and they will control the White House. Despite the shift in majority ranks, they will find their tasks daunting. Worldwide, the U.S. has lost a lot of respect and the election of the charismatic Obama has had an immediate effect on how we are viewed. But our problems at home are much deeper. The list seems endless. Housing, healthcare and "Wall Street" are all a subsets of the total economy and, as we know, economic woes can be fixed with good family-sustaining **JOBS**. So if you are listening President Obama, **creating good paying jobs may be the first step in your new administration.**

REPORT FROM PLANT SERVICES

By **Guy Barrett**

First off let me fill you in on what the company has done with **Central Maintenance**. All employees from this group are on loan to Buildings 10, 26, and 12. The company has told us they failed to hire enough production workers in these areas and cannot make shipping commitments without the help of M&C. This means all of the work these folks have been doing in the plant will be farmed out until the first of the year.

The officers and I are still having talks with the company



VOTE ON 2009 HOLIDAY SCHEDULE

The executive board has voted to recommend the following tentative holiday schedule. The schedule will be discussed, then voted on during each membership meeting on Thursday, November 20, 2008. The language listed below this schedule refers to the floating holiday and represents the same terms as in prior years.

New Years Day	Thursday, January 1
Martin Luther King's Birthday	Monday, January 19
Good Friday	Friday, April 10
Memorial Day	Monday, May 25
Independence Day	Friday, July 3
Labor Day	Monday, September 7
Veterans Day	Wednesday, November 11
Thanksgiving Day	Thursday, November 26
Day after Thanksgiving Day	Friday, November 27
Christmas Eve	Thursday, December 24
Christmas Day	Friday, December 25

*Floating Holiday

* Requires management approval and one week's notice. Must be used for Monday following Thanksgiving (November 30th) if going to be absent that day. If floating holiday has already been used and an unpaid absence occurs on November 30th (opening day of buck), holiday pay for November 27th may be denied. The floating holiday must be used in lieu of unpaid absences following the exhaustion of vacation and sick and personal pay. Holiday will be granted in order in which employees request it, not to exceed 10% of the work group.

HAVE YOU SCHEDULED OR USED YOUR 2008 FLOATING HOLIDAY YET?

We are quickly approaching the end of the year. So, if you still have your "Floater," decide when you want it, and make plans to use it.

on a **rate increase** for all skilled tradesmen in the plant. I hope the present situation brings the company to a point where they realize how valuable these skilled employees are to business and they begin to pay them accordingly. We are slowly seeing an increase in M&C head count with the addition of four new positions, hopefully there will be more in the near future.

Toolcrib coverage on weekends continues to be a problem. A grievance on this issue has been sent to Step Two. Currently, the **Building 20 Tool Room** is dealing with some farmouts as the result of a hardening oven being down. We have been told this will be repaired after the first of the year. Thank You and have a Happy Thanksgiving

506 DELEGATES ATEND PA LABOR HISTORY EVENT

By E-Board at Large Member Matt McCracken

The Pennsylvania Labor History Society, PLHS, held it's 34th Annual Conference in Philadelphia on September 26th and 27th. As PLHS Members, Vice President/Recoding Secretary **Roger Zaczyk** and I took part in the conference, which started with the dedication of a historical marker in front of Philadelphia's City Hall. The marker commemorates a 1938 strike by municipal workers. The strike was provoked by the dismissal of 264 garbage collectors and a 30% reduction in pay for the remaining workers. For the first time, the strikers presented a unified multi-ethnic, multi-racial front to City Hall. After 8 days, city management yielded, rehired all workers and restored pay to the original level. This resulted in the first collective bargaining agreement between the union and a major city.

The marker dedication was followed by the Annual PLHS Awards dinner. The following awards were presented:

John Brennan Award for Labor Education was given to **Henry Nicholas** for his work as a national spokesman for quality healthcare.

William Sylvis Labor Organizer Award was presented to 2 honorees:

- Gary Kapanowski** for organizing municipal workers;
- Lynda Butler** in recognition of 25 years of highlighting women's employment issues in traditionally male fields.

Mother Jones Award was presented to **Katherine Black**, who has spent several years representing US Labor Against the War.

Saturday began with a brief history of the Friend's Hall where the conference was held. This was followed by a presentation from Kathy Black on the efforts of USLAW.

Recent UE 506 Retirees

Bldg#6
Sandra A. Sharp
Alan Wise


Bldg#7
Carl I. Sheldon

Bldg#10
Arthur W. Madara

Bldg#18-C
Stanley L. Buell, Jr.

Bldg#18-E- Lab
Tony D. Farmer

Plant Services
Gerard E. Mentz



UNITE HERE SEEKS YOUR HELP

Over 500 workers at Presque Isle Downs in Erie, Pennsylvania are organizing with UNITE HERE, the International Brotherhood of Teamsters (IBT) and the Operating Engineers (OE). These three unions work in a coalition to organize the gaming industry and together represent over 100,000 Gaming workers across North America. Unionized casino workers have organized to win excellent wage and benefits packages along with strong contract language.

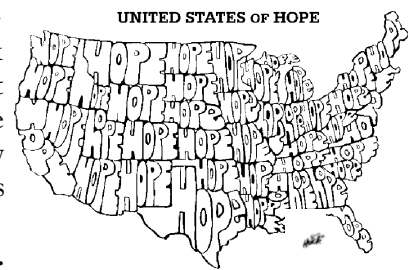
Presque Isle Downs Workers are joining this national movement to raise the standard of living for themselves and for all Pennsylvania Casino workers. The current job classifications that are organizing include Food & Beverage, Slots, Slot Technicians, Cage, Cleaners, Transportation, Receiving, Mutuels, Money Room and Maintenance.

If you know someone that works at Presque Isle Downs talk to them about the benefits of working union, encourage them to sign a union card and to get involved in building their union.

By supporting the organizing efforts of the workers at Presque Isle Downs, we can strengthen the labor movement in Erie and continue to improve our community.

ODDS AND ENDS

- ❑ **Thanks go out to** our retired brothers and sisters, **members of R.A.G.E.** for purchasing several new tables for our use in the Hall. This isn't the first time R.A.G.E. has purchased tables and equipment. For example, they were also responsible for the portable PA system we use.
- ❑ **Hunters beware** – Just a reminder, it is a serious work rule violation for "Possessing a firearm or any kind of weapon on company property without specific company authorization". So, even though it may be convenient to stow your gear in your vehicle when hunting before or after work, don't drive into the Plant with any weapons.
- ❑ With the elections over (and all of those trying commercials), UE Cartoonist Gary Huck found the perfect way to sum up the feelings of many Americans with this graphic.



- P.R.

SPORTS SHORTS

By Denny McLaughlin, Chairman



Wow, did that year go fast! Hard to believe it's the 14th of November with only forty days till Christmas! Your Sports Committee has been busy planning your annual Volley Ball Turkey Tournament to be held at the Iroquois High School gym next Sunday the 23rd at 9AM. Just a reminder- your applications have to be submitted to the Union Hall by 4 pm today.

Another note of importance!!! The Holiday Basket of Cheer tickets are in the shop. If you have not purchased yours yet, see your steward or chief. They are going fast. That drawing will be held at the end of the first shift membership meeting on December 18th

And finally, your Sports Committee would like to wish all members and their families a special Thanksgiving holiday.



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

VETERANS DESERVE OUR THANKS

In this, the week we observed Veteran's Day, we would like to take this opportunity to thank all of the Local 506 Members who currently serve or have served our country in the Armed Forces.

CSF ADMINISTRATOR ELECTION RESULTS

The following Local 506 Members were recently elected to serve on the Community Service Fund Board. Each Administrator will serve a two-year term expiring December 31, 2010. Thank you to everyone that voted in this election.

Gary Brumbaugh	Bldgs. 10-26-60
Mike Ferritto	Bldg.18-C
Mary Ellen Hermann	Bldg. 6-MS
Mark Kirsch	Bldg. 2
Don Richardson	Bldgs. 63-18T
Don Sceiford	Bldgs. 20-4-24-13-B-44

CSF payroll donations make a difference in many lives in our community. Last year alone over 100,000 people were touched because of what your donations. If each of them could say **Thank You** to everyone here, they would. We do make a difference.

DECEMBER 2008						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3 LEGISLATIVE ACTION COMMITTEE MEETING	4	5	6
7	8	9	10 CSF MEETING R.A.G.E. CHRISTMAS PARTY	11	12	13
14	15	16 E-BOARD MEETING	17	18 MEMBERSHIP MEETINGS	19 R.A.G.E. BOARD MEETING	20
21	22	23	24 CHRISTMAS HOLIDAY	25 CHRISTMAS HOLIDAY 	26 KWANZAA	27
28	29	30	31 NEW YEAR'S EVE			