

# LOCAL 506 UNION NEWS

Volume 60, Issue 7

© 21 Birosck Printing Co. Inc.

Friday, August 14, 2009

## NEWS AND VIEWS

### *President Jim Pifer*

Greetings, we have some issues that need addressed and hopefully resolved in the next couple of months. One of the issues is a job-posting proposal. The past officers and the company had a discussion in October 2008 concerning a change to the job bidding process. There are two very important points to consider before this proposal comes to a vote by the members. Presently you are not allowed to bid on a job in a class and category that you now hold [example a 700020 is not allowed to bid on another 700020 job in a different area] if the local agreement is changed you will be able to bid on any job including the class and category that you now hold, even in a different building. The other important change is plant seniority vs. department seniority, which means if a job opens up it will be posted and awarded to the most senior qualified employee in the plant. Hopefully we will have everything in writing to discuss at the August meetings and bring it to a vote before the Oct.-Nov. S.E.R.O.s, when we should see jobs posted due to the early retirements.

The other issue that needs addressed is the Safety Coordinator election. Since the inception of the Safety Coordinator program in the early 90s, we always held the election in early October. This year, that time frame doesn't work for a couple of reasons. First the scheduled shutdown for most production workers is in fiscal weeks 40 and 41, the second being all of the TLOWs. One of the ideas presented was to move the election forward to the first of next year. Moving the election to January solved one issue, that being the shut-down period but no one at this point in time knows about TLOWs for next year. The other issue it created was it effectively changed the amount of time you would serve. The way it works now is after the October elections you begin serving your term Jan. 1st. The other idea is to move the election up to September, then any newly elected Coordinators would still take office Jan. 1st, the same as before. The one issue that can't be addressed is TLOWs. That all being said, the E-board felt the fairest thing was to move the elections up to September. Speaking of Safety Coordinators it's worth mentioning that our safety program is a good one as far as having union members being able to elect other union members to these very important positions. My experiences in dealing with safety coordinators in the past as the chief steward of Bldg. 5 or a worker in Bldg. 10 were always positive. Work with your Safety Coordinator, they are there to make your job safer and the vast majority of them, past and present have been very good at doing what is in the best interest of the Union worker.

## DIFFERENT TIMES

Brothers and Sisters, for the last four or five years, this membership had seen a growth in our workforce as well as a growth in the business here at the Erie Plant. I'm sure there were a lot of people who took advantage of this opportunity to enhance not only their paychecks, but also to better themselves in other ways. Many worked extremely hard and the fruits of their labor will help them in the years to come.

Earlier this year, this union was notified (WARN ACT) that there would be two hundred permanent layoffs and at any given time up to twelve hundred TLOW's. This came as a complete shock to all of us for we never envisioned the whole world financially collapsing at the same time.

We all know that when times are busy, both the company and the union have a tendency to look the other way in certain matters and situations. This is just a reminder to you Brothers and Sisters, that times have now changed and something that may have been overlooked before is very much apparent now. I urge you to be very cautious and conscience of the things you do. Unfortunately, in these times, we are more likely to be the victim. We have many issues that we will be facing and our attention should be focused on dealing with the company and not fighting among ourselves.

## AUGUST MEMBERSHIP MEETING NOTICE

### Agenda:

- Officers Report on Job Posting and other issues of concern.
- General Business matters and Committee updates.
- Audit Update.
- Read and vote on resolutions for September National Convention.

### MEMBERSHIP MEETINGS AND TIMES ARE:

**Thursday, August 20, 2009 (All meetings)**

**7:20 a.m. (3rd Shift)**

**1:00 p.m. (2nd Shift)**

**3:20 p.m. (1st Shift)**

## CHIEF PLANT STEWARD REPORT

*By Mike Hayes*

We had our Step II meeting July 23rd. 44 cases were heard. Some of the cases involved are farmouts, discipline, payment issues, some overtime issues, and management doing bargaining unit work. We ended up with 7 hold cases, 23 cases closed, and 14 sent to Step III. August 18th is our Step III meeting in Cleveland. 24 cases will be heard. Some of these cases are farmout, and most of the cases are moving people from building to building out of class and code. Hopefully we will get this issue resolved.

As of August 7th there are 35 new cases to be heard at the next Step II coming up.

## REPORT FROM BUILDING 12

*By Divisional Chief Steward Dennis Konieczko*

In Building 12, our main priority is to keep work from being farmed out. We are experiencing a huge slowdown in Wind and expect to have TLOW'S. On the other hand, in OHV we continue to be strong and expect it to stay that way until the end of the year. We are hoping to see improvement in other areas of the building.

I would like to thank the stewards for their efforts in keeping the members informed and for doing a good job.

## UNITY COUNCIL HERE TO HELP

The Unity Council was formed to help address discrimination and harassment issues in the Plant. If you have a need to talk with someone from the Council you can reach them at the following numbers:

Chairperson Cyndy Casey, Bldg. 12	824-0150 (pager) or 725-2417(Home)
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
UE LOCAL 506 HALL	899-3108

## *In Sympathy*

The Officers and Executive Board Members of UE Local 506 wish to extend their sincere condolences to the family and friends of **Cliff Loibl, Building 7**, who passed away June 4, 2009 and **Martin Smith, Building 12**, who passed away June 9, 2009.

## REPORT FROM BUILDING 18C

*By Divisional Chief Steward Greg Engel*

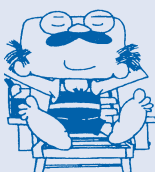
Seniority and codes & classification are the latest issue we've come across. This seniority issue started just less than a year ago during the great Egypt debacle. The company believed they had a right to "temporarily return" members to former jobs they bid out of. When this happened the company assured our officers this would be a one time thing, yet when a required skill set comes up we still see the company side stepping seniority. The company was quick to come up with many different answers as to why this was the right thing to do. Among those was a time and cost associated with training. I don't believe, with 1,400 less members here at any given time, this can continue to be justified. There is no purer form for moving people or handling any business than seniority. With ten grievances from 18C going to step III this month on this issue, hopefully the corporate Union Relations staff can explain this to our local Union Relations staff.

We have also been dealing with issues involving codes and classifications. LEAN does not mean we should be crossing codes. Lack of work does not mean we should be crossing codes. It is every member's responsibility to make sure they are doing the highest quality work the safest way they can. Codes and classifications are set between the company and your local leaders. If you are told to do something that you don't believe is within the job you are compensated to do, question it. We have means to review job duties if need be. Understand that the company views each and every one of us as a number; you get no reward by doing someone else's job; doubt you would even get a thank you from the boss.

The last thing of interest is an update on our farmouts. All our farmouts are associated with the wire shop / harness areas. We are pushing these through the grievance procedure. These grievances will also be heard at this month's step III meeting. We continue to inform the company they owe us every farmout back. We have lost people on a permanent basis from this area and continue to have dozens of members on TLOW'S. If this issue is not rectified at step III we will continue our pursuit for owed work by other means.

I have just one final comment. Everyone seems to have a contact who knows someone, who heard from someone that ...fill in the blank with the latest rumor. I continue to tell people not to get caught up in the rumor mill. If we have information on anything that is going on, you will hear it from us.

## Recent UE 506 Retirees



*Bldg. #2*

**Roy C. Johnson**

*Bldg. #5*

**Charles E. Dean  
Stuart H. Wilkinson**

*Bldg. #6*

**Anne Marie Davis  
Shirley Deemer  
Dennis M. DiGello  
Raymond Fickenworth  
Susan Fioravanti-Weaver**

**Susan Foster  
Willie Hopkins  
Carol A. Javon  
Roger Lorei  
Ruth A. Luce**

**David R. Mankowski  
Dennis P. Menosky  
Pamela J. Potter  
Gretchen E. Richter  
Richard A. Robb  
David W. Schwab  
Jeannette F. Sekula  
Robert C. Seth  
Marlene Silka  
Robert J. Sturgeon  
William E. Sweet  
Frances M. Weiser  
Louann G. Williams  
Danny Yauger**

*Bldgs. #10 / #26*

**Thomas R. Edmonds  
Douglas N. Kestel  
Robert S. Mahoney  
Larry A. Potter  
Patrick J. Shea  
Timothy Wolbert  
Gary M. Wolf**

*Bldg. #12*

**Gail J. Barber**

*Bldg. #18-C*

**James A. Anderson  
Harry Roggenkamp**

*Bldg. #24-B*

**Richard M. Slayton**

*M&C / Plant Services*

**John L. Ahrens  
Harry Amann  
Robert D. Putnam  
Robert G. Reddinger**

*Bldg. #10/#26*

**Kenneth Avey  
Joel Wittman**

*Bldg. #12*

**Paul Huff**

*Bldg. #18-C*

**James Noonan**

## STIMULUS MONEY OFFERS OPPORTUNITIES FOR GE TRANSPORTATION

President **Barack Obama** has called for the country to move swiftly to a system of high-speed rail travel, saying it will relieve congestion, help clean the air and save on energy. The President has allocated \$8 billion of the \$787 billion economic stimulus-spending package for a start on establishing high-speed rail corridors nationwide. Pennsylvania has applied for funding of the Keystone East Corridor Harrisburg to Philadelphia.

On June 22, 2009, GE Transportation President and CEO **Lorenzo Simonelli** spoke before US House Representatives serving on the Committee on Transportation and Infrastructure to state that, "GE is prepared to build, in NW Pennsylvania, the next generation high-speed diesel-electric passenger locomotive which will support the high-speed initiative, create US passenger rail manufacturing capacity, and provide well paying jobs."

Simonelli went on to describe GE's long and successful past working with Amtrak. He told the Committee that GE designed and produced the Genesis passenger locomotive for Amtrak in 1997 with the most recent production run in 2001. Simonelli said, "GE is prepared to work with DOT, Amtrak and the states on specifications for and production of these next generation locomotive that will support the high-speed rail initiative."

### Union and Company Share Goal

In a joint effort to secure orders, the Company and the Union have sent letters and emails to 30 key US and Pennsylvania Representatives. The letters explain how GE is well positioned to build the next generation high-speed diesel-electric passenger locomotives for Amtrak with an economic and ecological advantage. The letter urges the representatives to, "protect hard working American's by ensuring that Stimulus funds are directed to sustain good GE jobs in Western Pennsylvania."

President **Jim Pifer** said that he was impressed by the timely response he received to the letters and emails. "Many of the representatives contacted me within a day after receiving our communiqué, and all were very interested in helping out the GE workers."

President **Pifer**, Business Agent **Wayne Burnett** and former Business Agent **Pat Rafferty** have already met with two key representatives, US Congresswoman **Kathy Dahlkemper** and Pennsylvania Senator **Jane Earll**. Both legislators have pledged to do all they can to assist Local 506 and GE in this endeavor.

Have a  
Happy  
and Safe  
Labor  
Day



# ERIE PLANT DAYWORK RATE STRUCTURE FOR HOURLY EMPLOYEES EFFECTIVE JUNE 22, 2009

\* MINIMUM STARTING RATES IF  
HIRED AFTER AUGUST 5, 1991

<u>RATE SYMBOL</u>	<u>HOURLY RATE</u>	<u>MINIMUM STARTING RATE</u>	<u>95%</u>	<u>90%</u>	<u>85%</u>	<u>80%</u>	<u>75%</u>	<u>70%</u>
R-3	24.115	----	22.910	21.705	20.500	19.290	18.085	16.880
R-4	24.215	----	23.005	21.795	20.585	19.370	18.160	16.950
R-5	24.295	----	23.080	21.865	20.650	19.435	18.220	17.005
R-6	24.410	R-4	23.190	21.970	20.750	19.530	18.310	17.085
R-7	24.515	R-5	23.290	22.065	20.840	19.610	18.385	17.160
R-8	24.655	R-6	23.420	22.190	20.955	19.725	18.490	17.260
R-9	24.795	R-7	23.555	22.315	21.075	19.835	18.595	17.355
R-10	24.795	R-8	23.555	22.315	21.075	19.835	18.595	17.355
R-11	24.975	R-8	23.725	22.480	21.230	19.980	18.730	17.485
R-12	25.125	R-9	23.870	22.615	21.355	20.100	18.845	17.590
R-13	25.305	R-11	24.040	22.775	21.510	20.245	18.980	17.715
R-14	25.470	R-11	24.195	22.925	21.650	20.375	19.105	17.830
R-15	25.755	R-11	24.465	23.180	21.890	20.605	19.315	18.030
R-16	26.120	R-12			R-12			
R-17	26.670	R-13			R-13			
R-18	27.245	R-14			R-14			
R-19	28.055	R-15			R-15			
R-20	29.000	R-16			R-16			
R-21	29.970	R-17			R-17			
R-22	30.975	R-18			R-18			
R-23	31.865	R-19			R-19			
R-24	33.175	R-20			R-20			
R-25	33.670	R-21			R-21			
R-26	34.125	R-22			R-22			
R-27	34.555	R-23			R-23			
R-28	35.070	R-24			R-24			

## JOB RATE

R-6 thru R-15  
R-16 thru R-18

R-19 thru R-21

R-22 and Up

Progression increases should be calculated from starting date.

\* Employees hired after 8/5/1991 on R-15 or below, will progress one step (+5%) every 6 months (4 months after 1/1/2008).

## PROGRESSION

One step at the end of each one-month period from M.S.R. to job rate.

One step at the end of each one-month period from M.S.R. to R-15; one step at the end of each three-month period from R-15 to job rate.

One step at the end of each three-month period from M.S.R. to R-18; one step at the end of each six-month period from R-18 to job rate.

One step at the end of each six-month period from M.S.R. to job rate.

## ERIE PLANT INCENTIVE RATE STRUCTURE FOR HOURLY EMPLOYEES EFFECTIVE JUNE 22, 2009

<u>RATE SYMBOL</u>	<u>TIMING RATE GETS</u>	<u>A.E.R.</u>	<u>M.T.O.</u>	<u>M.S.R.</u>
I-8	0.57	24.975	24.655	24.295
I-9	0.60	24.975	24.655	24.295
I-10	0.63	24.975	24.655	24.295
<b>I-11</b>	<b>0.67</b>	<b>24.975</b>	<b>24.655</b>	<b>24.295</b>
I-12	0.70	25.460	24.975	24.655
I-13	0.74	25.460	24.975	24.655
<b>I-14</b>	<b>0.78</b>	<b>25.460</b>	<b>24.975</b>	<b>24.655</b>
I-15	0.82	26.120	25.560	24.755
I-16	0.87	26.120	25.560	24.755
<b>I-17</b>	<b>0.92</b>	<b>26.120</b>	<b>25.560</b>	<b>24.755</b>
I-18	0.97	27.245	26.695	25.070
I-19	1.02	27.245	26.695	25.070
<b>I-20</b>	<b>1.08</b>	<b>27.245</b>	<b>26.695</b>	<b>25.070</b>
I-21	1.145	27.245	26.695	25.070
I-22	1.21	27.245	26.695	25.070

### GETS CONVERSION FORMULA

<u>Where Minimum Does Not Apply</u>	<u>Break Even Point</u>	<u>Where Minimum Does Apply</u>
I - 8 and I - 9 : Earnings X 4.8344 + 21.6497	1.1776	Earnings X 4.4697 + 22.0793
I - 10 and Up : Earnings X 4.8344 + 21.5333	1.2013	Earnings X 4.4697 + 21.9718

### WAGE STRUCTURE MODIFICATION - GETS

Apply the appropriate adder from the table below to each planned hour earned according to the timing rate of the voucher. This adder is applied after the conversion formula calculation.

I-17	0.078
I-18	0.152
I-19	0.264
I-20	0.418
I-21	0.796
I-22	1.167



## Odds and Ends

- ❑ To those who received the voluntary early retirement application, it must be returned to U.S. Employee Services by August 31, 2009. All the requirements are explained in the letter and should be followed as noted.
- ❑ **Cyndy Casey** of Building 12 was elected the new trustee at the July membership meetings. She will fill the seat vacated by **Mark Watson** (term will run until 2011).
- ❑ During the July membership meeting, **Mike Michaelson** gave a political action report about the Employee Free Choice and National Health Care. Since that meeting, Mike has indicated that staffers for both Senators **Casey** and **Specter** say they have received very little feedback from local citizens concerning those or any other issues, but continue to receive plenty of feedback from the business community.

If there is to be a change, then you must speak up. Contact your elected representatives and express your concerns. Specter's Office (814)-453-3010; Casey's Office (814)-874-5080; **Dahlkemper's** Office (814) 456-2038.

- ❑ Since there are two shutdowns this year, there is also a second vacation averaging period which run from FW 34 through FW 37.

## PENELEC STRIKE SETTLED

As mentioned at last month's meeting, the employees of Penelec who were on strike have now settled their differences with the Parent Company. Contrary to what some might think, their strike was not about money, but concerned the working conditions that they felt gave them no outside life. Many pointed out the fact that they could not spend time with their families or even attend church on a regular basis.

Although the world is in the worse condition since the great depression, we still have people who are willing to stand up for what they believe in. Although I'm relieved that these workers are back to work, I commend them for the action they took. Ask yourselves a question! What issue would be important enough to you for you to take that same stand?



### 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 1<sup>st</sup> Shift 11:30 am  
 2<sup>nd</sup> Shift 7:30 pm  
 3<sup>rd</sup> Shift 3:00 am

## SEPTEMBER 2009

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2 L.A.C. MEETING	3	4	5
6	7 LABOR DAY	8	9 R.A.G.E. MEMBERSHIP MEETING	10	11	12
13 CONVENTION	14 CONVENTION	15 CONVENTION	16 CONVENTION	17 CONVENTION	18	19
20	21	22 E-BOARD MEETING	23	24 506 MEMBERSHIP MEETINGS 618 MEETING	25 R.A.G.E. BOARD MEETING	26
27	28	29	30			

## SPORTS SHORTS

Golfers (Duffers) wanted. The sports committee has scheduled the 2nd annual 'Welcome Home 'Fore' Veterans' Golf Tournament for August 30th at Erie Golf Course. Beverages will be provided on the course and a dinner will be served after. See your steward or contact the union hall for applications.

