

# LOCAL 506 UNION NEWS

Volume 61, Issue 8

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Friday, October 15, 2010

## Nominations for 2011 Eastern Regional Delegates

During this month's membership meetings, nominations for (2011) Eastern Regional Delegates will be held. The three officers by constitution serve as delegates. There will be seven additional members who have the opportunity to represent the membership. The four receiving the most votes will be your official elected delegates and the remaining three will serve as alternate-delegates.

The voting will take place at the November membership meetings and in case of a tie, a run-off election will be held at the December membership meetings.

## Safety Steering Committee

*By Frank Zielinski*

With hunting season approaching here is some KNIFE SAFETY reminders:

- Always use a good quality sharp knife
- Cut away from your body
- Keep bystanders outside of arms reach
- Watch where you are holding the object and keep your knife away from that grip
- Make several passes with the blade for thicker material, let the blade do the work
- Keep adequate first aid on hand in case of cuts



## Eastern Region Meeting

On Saturday, October 23<sup>rd</sup>, the 506 delegates will be attending the UE Eastern Region Meeting, which will be held in Wilkes-Barre, Pa, at the Woodlands Hotel. Some of the subjects that will be covered will include the West Virginia Blitz, the UE Political Action Conference held in DC, and reports on other contract negotiations that have or may be taking place through out our region.



**UE Secretary Treasurer,  
Bruce Klipple**

UE Secretary-Treasurer, **Bruce Klipple** will be giving a brief review of the November (Political) elections and updates on other issues. There will also be reports during our monthly meetings from 506 members who attended the recent Political Action Conference held in Washington.

## October Membership Meeting Notice

Agenda:

- General Business Matters
- Committee Updates

**MEMBERSHIP MEETINGS AND TIMES ARE:**

Thursday, October 21, 2010 (All meetings)  
7:20 a.m. (3rd Shift)  
1:00 p.m. (2nd Shift)  
3:20 p.m. (1st Shift)

## Chief Plant Steward

*By Mike Hayes*

On 9/23 we had our step II meeting and 38 cases were heard. Many of these issues concerns discipline, pay, harassment, and medical just to name a few. Of these cases 21 were resolved, 5 were put on hold pending more information and 12 will be going to step III. Our next step II meeting will be held on 10/23 and we have a step III scheduled for 10/28.

Right now brothers and sisters, we have some serious concerns about the credibility of the UR staff and the fact that they are renegeing on how these job situations would be handled once these employees were back on the job. We as a union can't tolerate this kind of treatment and it must stop.

## Building #5 Report

*By Chief Steward Dale Rosenthal*

Like other chief stewards, I would like to welcome back our members that have been recalled. It's been awhile since there has been an update from Building #5. Since then, the platform area has change quite a bit. The company added the bottom side assembly area from Building #10 and converted to lean.

Right now it appears that with this lean line, (like many others in the plant) our ability to produce a record number of platforms may be compromised. On the propulsion and parts side of the building we have also recalled some people and the workload is higher (wheels per week) than we have ever done.

## Holiday Schedule (2011)

Hopefully as you read this article, you have had time to think about or discuss your thoughts on the 2011 holiday schedule. Because 2010 falls into a 53-week year and "New Years Day" falls on a Saturday, it will be observed on Friday, December 31<sup>st</sup>. As a result, we will have (13) holidays this year.

If you have looked at the 2011 calendar, you will see that we will encounter a similar situation next year, so decide and vote your pleasure when the time comes.

## Building #7 Report

*By Chief Steward Bill Crawford*

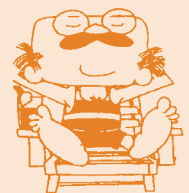
I would like to start off by welcoming back our brothers and sisters who have returned to us from their layoffs. Although these jobs are only temporary, we hope the company makes our brothers and sisters permanent and while doing so does this as the contract requires.

As for building seven we have been spending a lot of time lately fighting to stop the company from farming out our work. I'm certain we are not alone in this fight, as other buildings are encountering the same issues.

For now we have been able to stave off many of these attempts, and I think we are winning the battle. Just before inventory, we were able to convince our COE not to farm our Kazakhstan walls from our paint and prep departments, along with keeping many jobs in our machine shop as opposed to being done elsewhere.

It's hard to believe the end of the year is quickly approaching. We started off the year with the doom and gloom of a sour economy and layoffs. Thankfully, it seems that our orders have picked up, and we were able to see that most of our brothers and sisters have been able to return. As 2011 approaches so does another contract year. We have all heard the stories of what we may be expecting our insurance premiums to look like, and it doesn't look good. With that I'm sure the company will be looking at other ways to try and get back from us. I know they weren't happy when we refused to take a pay freeze. With other unions excepting pay cuts and other concessions, I'm sure GE can't wait to spring things on us this upcoming contract. We must not concede. Our past brothers and sisters fought and we have fought to get us where we are and we should not give back. As one we are strong. Divided we will surely fall.

**Recent  
Local 506  
Retiree**



**Franklin G. Drake**

## Time Moving Fast

*By Business Agent Wayne Burnett*

Remember the old expression, "Time Flies When You're Having Fun". Well let me tell you Brothers and Sisters, time has been flying and there has not been much fun involved. Your union has been through some pretty tough struggles over the past year and a half.

I'm sure you can recall the days where everything was going good and we were riding a wave where work was plentiful and many people were being hired. That seems like a lifetime ago. Since then, we've experienced two Warn Notices, hundreds of lay-offs plus many retirements.

The one thing that we know for sure is that there will be a new contract headed our way in 2011. Although we don't know exactly what will be entailed in this upcoming contract, be assured that it won't be easy. Once again, I remind you of what management has already had to endure concerning the astronomical cost of medical care coverage. This may be only the tip of the iceberg, and if so, then ask yourselves, what else lies under the surface?

We all know the impact the recession had on this country as well as the entire world. There were millions of jobs lost and this local (506) as well as UE locals all over the country were not immune to this recession. As major corporations continue to stay the course of globalization, we constantly find ourselves competing with countries whose regulations are not held to the same standards as this country and employees are paid wages that would put workers below the poverty line here in the United States.

We continue to see and hear about concessions and lower wages being offered to hard working union people (in many cases) who dedicated their entire lives to make these companies a success.

This contract my brothers and sisters should be about maintaining and improving our present situation and not conceding or giving back what it took us years to accomplish.

We must reeducate ourselves about the importance of unity and pass along this ever-important information to our lower service employees as to the sacrifices that were made many years ago by our predecessors. We must mobilize, and put together a plan for a possible battle (which we would rather avoid) that we more than likely will have to take on

in order to maintain our standard of living.

Lets be clear about it, this country (and this world) is not the same as it use to be and these major corporations are taking advantage of a worldwide economic crisis to bring our standard of living down. With a still uncertain economy you never know what will happen.

My Brothers and Sisters, this is in no way a scare tactic, but a stark reality of what we may be facing in 2011. When you see all the confusion that's going on in the shop today, it is designed to divide this membership. If we fall into this trap now, you can bet that there's a bigger one waiting.

So with time flying by, now is the time to band together and let this company know that we are united in the cause for a fair and improved contract. If we do not stand together, we will surely fall apart.

## Endorsements Forthcoming

During this month's membership meetings, recommendations concerning the upcoming November elections will be made and voted on by the membership.

As mentioned at last month's meetings, our PAC (Political Action Committee) stated that this election is the utmost importance.

There are some key races (U.S. Senate, U.S. House of Representatives, Governor, and the State house of Representatives) taking place and the members will decide who they feel would be the best candidates to represent the working class people.

Whether you agree or disagree, the most important thing you can do is to cast your vote on Election Day. After all, if you don't vote, don't complain.

**Election  
Day  
Tuesday,  
November 2**



## Your Safety Coordinators Elections

There are currently twenty-five Safety Coordinators elected and working diligently to help promote Safety in our work areas.

The general election is held every other September on the odd year, 2011 will be the next election. The election process follows that of the Union Stewards.

The Union Board member liaison to the Safety Coordinators facilitates the election process along with Chief Building Stewards, Stewards and other volunteers in the election areas.

The election is announced in the month of August. This is to notify and increase awareness through the plant.

In September, starting with the posting of the nomination forms, the process begins. At the end of the 3-day posting, the forms are removed and then verified. The UE liaison ensures that the orientations are scheduled and the list of candidates are notified. After the orientation, the list is again verified as to who will be running in the election. Elections are held the following week. Each area will have tellers and facilitators to follow the process set by the UE Election Committee and the Plant Wide Safety Steering Committee. In the event of a tie, a run-off is held to determine the winner.

The time from the week of the election to December 31<sup>st</sup> is the transition period. All newly elected Safety Coordinators will remain under the direction and coverage of their Business Leader until January 1<sup>st</sup> of the following year, when they officially take over their new position as Safety Coordinator. All newly elected Safety Coordinators will spend as much time with the outgoing Safety Coordinator as possible, but will not move from their current job duties until their position has been filled. The newly elected Safety Coordinator and their Business Leader should work together to ensure a smooth and timely transition including training and office equipment.

When there is an Interim Election, the elected Safety Coordinator will be seated till the next General Election and then may choose to run again. With an Interim Election, the new Safety Coordinator will start the transition as soon as possible. Even by starting with a few hours a week, this will continue

the safety support in that area.

Thank you to all of our Union Sisters and Brothers for help making the Safety Coordinator position the success that it is.



### Definition of a Veteran

A Veteran is a person who once served His Country and at one point wrote a blank check payable to **“The United States Government”**, for an amount of **“Up to and including His life.”**

That is honor and there are way too many people in this Country who no longer understand it.

**To All Veterans, Past, Present and Future,  
Thanks!**



## News N Views

*By President Jim Pifer*

As I write this article Friday, October 8<sup>th</sup>, what I'm about to say may be totally obsolete by the time you receive and read the news on Friday, October 15<sup>th</sup>. We have a meeting scheduled with the top Erie GE leadership team as well as the top HR-UR staff. The latest I can have this article submitted to our printer is the Monday before Friday's distribution and our meeting is scheduled for Monday afternoon.

I believe at this meeting we will talk about year end orders, the outlook for next year and also Caterpillar's acquisition of EMD, what it may or may not mean to us as GE Union workers. We will also talk about the recall of our laid-off members.

This Union and its officers have dealt with this company in good faith to get as many brothers and sisters recalled as possible. What we will not accept is anyone in a position to make agreements on the company's behalf and then deciding not to live up to them.

We take our seniority rights very serious and will vigorously defend them. What the company is doing or plan on doing as far as placing people on jobs is just plain wrong. We will not set idly by when brothers and sisters have recall to higher coded jobs and are being bypassed with junior serviced members.

We have a right to bid on all open jobs. It is unacceptable for the company to feel they have a right to place any member whether they are currently working or not and placing them on a job that they do not have recall to.

We will continue to live by any agreement we make. I expect that of anyone I'm associated with, including anyone negotiating on behalf of the company.

It can't and won't be tolerated that a Chief Steward or any other dues paying member be told, that an Officer of this Union agreed to something that was not discussed.

We can't have agreements made between the Union and Company and then not honored.

This is a fixable problem:

1. There are a lot of people owed money and back wages.
2. Post all open jobs regardless of class and code.

3. We have agreements in place not being followed, and things being done that have not been agreed to.

We want all our laid-off brothers and sisters recalled and recalled the correct way.

This Company has left us no other choice but for us to believe they are making a concerted effort to destroy our seniority rights, because of the actions of a few.

Imagine a work place where the Company can pick and choose who will do what job. Take a person with little or no service and place them on a job that someone with many years of service doesn't have the opportunity to bid on.

This must be fixed and fixed now!! If there hasn't been significant progress by Friday October 15<sup>th</sup>, then we will be forced to take further action.

We must stand together if we hope to defeat this blatant attempt of an anti-union work environment.

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## Medical Concerns

*By Business Agent Wayne Burnett*

There seems to be a number of employees being refused or turned down on jobs because of some medical restrictions. These could be the result of being hurt on the job or from some previous medical center visit, which you may have complained about some ailment that could have been recorded and filed in your medical records.

If you feel that you fall into this category, then you should contact the medical center and make arrangements to review your file. In some cases these issues may be easily resolved and others may not, but you will know if you have some unknown history.

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## Mark Your Calendar

**Election Day, November 2, 2010**  
**Veterans' Day, November 11, 2010**  
**Thanksgiving, November 25, 2010**

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# Toy Drive

Brothers and sisters, with the blessing of our 506 officers and the Executive Board, we will be holding the Christmas Toy Drive again this year beginning Monday, November 29, and ending Friday, December 10. We will be asking for new toys or monetary gifts to present to several charities in the Erie area.

As many of you know, Erie has the top poverty rate among children in Pennsylvania. With these gifts, we will brighten the Christmas season for many of Erie's less fortunate children. Please think of the great Christmas season that you, your children, and your grandchildren will have and consider donating to this great cause. More details will follow in the UE 506 November newsletter. Thank you in advance for stepping up for this endeavor.

**Kevin Ireson**  
Toy Drive Chair

# 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. 6 824-0150 (pager)  
or 725-2417(home)  
Don Brown, Bldg. 63 490-4433 (cell)  
Scott Duke, Bldg. 5 (shop - 1st shift)  
Tim Newara, Bldg. 10-26 602-4132 (shop-days)  
Rich Laskowski 875-2348  
UE LOCAL 506 HALL 899-3108



## In Sympathy

The Officers and Executive Board of UE Local 506 wish to extend our sincere condolences to the families and friends of any 506 members that may be mourning the loss of a love one.

## HAVING A PERSONAL PROBLEM?

**Dave Adams 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 6, 150 Conference Room  
When: Thursdays 1<sup>st</sup> Shift 12:00 Noon to 1:00 pm  
2<sup>nd</sup> Shift 7:30 pm to 8:30 pm  
3<sup>rd</sup> Shift

# NOVEMBER 2010

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