



LOCAL 506 UNION NEWS

Volume 61, Issue 9

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Friday, November 12, 2010

National President John Hovis Visits Erie

On November 9th, **John Hovis**, our National President addressed our executive board. His visit revealed the seriousness of the upcoming 2011 contract.



John has always been forthcoming about his feelings during contract time and he made no bones about it, that this could be the most difficult contract we have ever faced. In his face to face meeting with **Jeff Immelt**, John explained that there were four major issues that we better take serious note of, with health care leading the pack.

We have mentioned this before and this costly medical plan has already been implemented on the management side. Then there's sero's and sero windows that they would like to rid themselves of, all while mentioning the need to have a two tier wage scale.

And for those who were fortunate to get out before age 60, the company wants changes in the pre 65 health insurance plan. Of course if you have to work until you're 65 or 70 then you won't have to worry about the last one.

Be aware that there is much more than what is in this article and I'm telling you brothers and sisters, you have to stand up and be prepared to fight for the way of life you are living now.

There will be a survey at this month's membership meetings and through the stewards system. It is very important that you fill these out so that we will know what is important to you. No time to play around-Lets get serious!

Vote for Eastern Regional Delegates

Voting for the 2011 Eastern Region will take place at this month's membership meetings. Fourteen members were nominated and seven will be elected. The four receiving the most votes will serve as delegates and three (according to votes) will serve as alternates.

You must vote for seven candidates. Voting will conclude at the end of each meeting and the final Talley will be conducted and posted at the end of the first shift meeting by the election committee. In case of a tie, a run-off election will be held at the December membership meetings. The nominees are:

Dave Chadwell, Sr.-B5

Mitchell Jones-B2

Les Burrows-B26

Cyndy Casey-B6

Matt McCracken-B20

Mike Michaelson-B12

Rick Steele-B12

Tim Newara-B10

Roger Zaczyk-B10

John Milliron-M&C

Dale Barney-B12

Mark Haller-B6

Rick Guckes-B63

John Payne-B18-C

November Membership Meeting Notice

Agenda:

- Vote for Eastern Regional Delegates
- General Business Matters
- Committee Updates
- Members to fill out survey

MEMBERSHIP MEETINGS AND TIMES ARE:

Thursday, November 18, 2010 (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

Hello everyone, November is here already. The good side of that is we get three paid Holidays this month, and the cooler temperatures will make it a little easier to work in the shop all day. As you may have heard there is movement on the recalls now, thankfully. And another issue we are addressing is farm-outs. The latest farm-out notice was main cab, air racks, in the amount of 33 Dash 9 super cabs.

The company's reason on the notice is old technology. These style locomotives do not fit the business model. We strongly disagree with this ridiculous excuse. So week 45, I met with the Plant Manager **John Macaulay** and went to Building #12 and had a discussion with him on this issue and toured the shop.

Well, come to find out we have room and the know how to build these cabs right here. From what I have seen there is no reason not to. More talks will take place on this matter.

Our next Step II will take place on November 16th, 5 holds, 33 new cases will be heard such as lean issues, discipline, farm-out, payout, recall and violation of Article I, Section 1. More cases have been submitted to Step III. National Representative **Steve Tormey** will be let us know when the next Step III will be.

Building M&C Report

By Chief Steward John Milliron

I'd like to start this article by wishing everyone a Happy Holiday. Its good to see some laid off folks getting back to work and hope to see the rest of our brothers and sisters back to work soon. You are all in our thoughts and prayers this holiday season and we will do what is in our power to get you back to work soon.

What a challenging time we are living in! The biggest recession this country has seen in decades. Layoffs, foreclosures, all doom and gloom. Lets hope our newly elected government officials can do some good by the working class people and keep **American Jobs in America**. Every day this country

is losing more family sustaining jobs and it needs to come to an end. November 2nd, we had our say and we cast our votes. Now we'll see if our nations leaders can make good on all their campaign promises. My fingers are crossed.

Closer to home we have our own issues to deal with. We have a national contract coming up and we all should truly understand what is going to be thrown at us by the company. Two big topics this contract: Health Insurance and this abortion that is called a Two Tier Wage System.

What is a Two Tier Wage System? Here is what one online dictionary gives as a definition:

- two-tier wage sys-tem (*plural* two-tier wage sys-tems)

1. noun, **system of paying new workers less**: a system by which new workers are paid at a lower rate than workers who have been employed by a company or organization for a particular length of time.

We cannot allow this to happen! We cannot allow ourselves to listen to any rhetoric about how this system is beneficial to the business! We shall not allow ourselves to think this would benefit our union in any way, shape or form.

Please spend some time and educate yourselves on this scheme and the so-called insurance package we are going to be offered. It is very important that we make educated choices when we vote on this contract. As a member of a rank and file union you are the highest authority on workplace policy. Your vote will determine the outcome of this contract. Remember this: "*The members run this union.*" You have a vested interest in the policies of this local just as you have a vested interest in the policies of your own home. We need to look at the members of this union as if they were members of our own households. We need to educate ourselves. We need to make good, educated choices.

I want to let our younger/ newer members know that the best source of education I have found since I have been here at GE is the people I work with. The older folks have been around the block a time or two and they have earned my respect. If it weren't for them, and the battles they fought in the past, who knows where I would be today? I am thankful for their guidance and will show my gratitude by trying my best to educate others and do right for the future members of this union and community.

Building 18C Report

By Chief Steward Greg Engel

Like many areas in the plant, one of our big issues this year has been farm-out. We've been having an ongoing fight for years now about the farm-out of many of the wire harnesses we make. Early this summer we went rounds again about it as the company wanted to farm-out another dozen harnesses. With new management taking over and our members standing up to say stop the farm-outs, we were able to come to an agreement and 11 of the 12 harnesses stayed here and the last one will be back as of January 1st. Good things happen when we fight as one.

Changing management is another topic that has plagued some areas of the building and been a blessing to others. Unfortunately we don't get to pick who stays and who goes. But one thing that never changes is the disparity of treatment when it comes to the company disciplining their own. The normal response from the U.R. staff is "you have no idea what we do to management when it comes to discipline." But I do know the discipline the union guy gets when he's upset about a situation, and I've seen too many management guys overlooked for having similar reactions. Even reports to security about the treatment we receive from some of the bosses fall on deaf ears.

Like all areas of the plant, the day-to-day stuff never goes away. Everyday there are arguments being had about overtime, part shortages, wrong prints, no prints, no tools and people being moved around. If management spent as much time getting us what we need to do our job as they spend telling us what to do until it gets here, the title of "flow leader" might fit better. You would think that they would get sick of hearing about this stuff everyday, yet it keeps happening.

Recent Local 506 Retirees

Daniel E. Carr Joseph A. Clark
Verna L. Trudeau
Craig Noyes James C. Henderson



Conference Board Meeting in Erie

By Business Agent Wayne Burnett

The next GE Conference Board meeting will be held here at Local 506 on Friday, December 3, 2010. As I mentioned at last month's membership meetings, we (members) should be conversing on the shop floor as to what we want in the upcoming contract.

Steve Tormey (Secretary, GE Conference Board) will also report on what is happening within the CBC (Coordinated Bargaining Committee) and the recent meeting the representatives of CBC Unions had with **Jeff Immelt**.

The National has also secured a meeting with other CBC-affiliated GE Locals (officers / representatives) in the GE chain that will take place in Evendale, Ohio in January of 2011. This meeting is very important because it will give us the opportunity to know the mind set of our comrades. We must be united in order to secure a fair contract.



Gratitude & Thanks

As many of you know, we sometimes are so use to having things done for us that we often take them for granted. Realizing that, I would just like to take a moment to thank our office staff **Bonnie Ruff** and **Catherine Hunt**.

We have had some very trying times here in the union hall over the past year and a half and they have been in the thick of it all. Bonnie has been employed here since 1992 and has certainly been a lifeline not only to myself, but the other officers as well. She handles her duties in the most professional way possible, even in adverse situations.

Catherine has been a very valuable asset to Bonnie and to us. These employees sometimes endure unwarranted treatment that should be directed to one of the officers. Please keep this in mind when you call the union hall. To Bonnie and Catherine – Thank you.

Are You Ready To Rally?

(BA)

During last month's meetings, it was stated that the members would vote during this month's meetings as to whether we should have a rally for the 2011 contract.

This will undoubtedly be one of the toughest (if not the toughest) contracts this union has faced in a long time. Many of our current employees have never faced what we may have to take on in 2011.

The climate (working environment) that we are experiencing now is one that could define not only our present situation, but also could set the tone for many years to come.

I just want to remind you Brothers and Sisters, that what we have now was not given to us on a silver platter. With the contract fast approaching, now is the time to decide.

J. David Dever Award

Local 506 Member **Gary Brumbaugh** received the J. David Dever Award for his community service to Erie County and the United Way.



Pictured above, left to right: **Tony Ferritto**, United Way Labor Liaison; **Rick Bloomingdale**, President, PA AFL-CIO; **Gary Brumbaugh**, Treasurer, ECSFGE, and **Bill Jackson**, President United Way of Erie County.

In This Together

(BA)

Brothers and Sisters: this has truly been a year of ups and downs. With so much uncertainty of what orders the company may or may not have, employment concerns, rumors, gossip, and just the everyday frustrations, it is easy to get off track.

This is life (reality) and if you think you can go through this life without having one of these or any other unpleasant experiences, then continue on in your dream world. What we don't need, while dealing with these daily issues is to cause them ourselves.

There is so much at stake that we can't afford to be distracted in the least possible way. Every time we have to intervene in self made problems we loose focus; every time we have conflict with each other, we loose focus; whenever we have a me, me, me mentality, we loose that focus. If we don't want to end up with something that we will regret later, then we need to stay focused.

We must remember that we are all in this together. I know that there may be nonbelievers, but just take a look at what's going on in this community, not to mention the country as a whole. Our concentration at this point and time should be geared on the things that will make us a better union and knowing that we are all in this together is the best start we can have.

We have to remember the path that was laid for us and do our very best to keep paving that path for the future of this union and for future employees. I realize that no one will ever be completely happy, but that's also part of life, but in a union environment, we must find common ground. For if we don't stand up for something, (each other) then we will fall for anything. This is called unity and unity is very vital to our cause.

Odds & Ends

2011 Annual Enrollment runs from October 18th through November 19th. You should have received this information in the mail. These elections can be made by going to "benefits.ge.com" or by calling 1-800-315-1082, Monday through Friday, from 9 a.m. to 5 p.m. Eastern time.

News N Views

By President Jim Pifer

The unity this rank and file recently displayed was both needed and appreciated by the Officers to move the recalls in the proper direction.

Hopefully in the future, issues and concerns from both sides will be dealt with in the appropriate manner.

On the flip side this Union and Company showed the positives of working together.

Getting over 500 people recalled, when locomotive orders for next year is less than 400 took a lot of effort from both sides.

We listened to their concerns of getting things done in a timely manner. They listened to us and our concerns of recalling people where overtime persisted.

Job postings: if you feel you have been unjustly turned down for a job, notify your Chief immediately, the sooner you do the better chance we have in reversing the decision.

It's been my experience that most people won't bid on or accept a job that they feel they can't do.

At last month's membership meetings, I told every one that I would have more leaflets out explaining what's going on in the rest of the plant. I still plan on doing that but the fact is, I just haven't had time.

Farmouts are another potential blow up waiting to happen.

We were dealing with this issue when I was a Chief Steward in Bldg 5 back in the late 90s, now here it is more then 10 years later.

I've heard a lot of rhetoric from a lot of people that may or may not be in the same positions as 10 years ago: quite frankly nothing has changed.

In order to have any hope of ever moving forward on this issue a few things have to happen.

Wherever there is a capacity or machine break down issue we have to man up, explain it to our members, and move forward.

Wherever there is work being farmed out [and there is plenty] that we can do here, then the Company must listen to us, bring the work back or in some cases not have it leave in the first place.

Lastly, I will be on vacation during the November

membership meeting. It's a vacation cruise my wife planned many months ago. See you in December.

CSF Elections

The Employee's Community Service Fund of GE (CSF) Administrator elections for Buildings 2, 6MS, 10/26/60, 18C, 63/18T/24B and Plant Support & Services (4, 20, 24, 13B, & 44) are scheduled for December 13. Nomination will be accepted for these buildings November 29th through December 3rd. Nominating posters will be found in these buildings at each CSF Bulletin board and other prominent areas. Elections notices listing the nominees, voting times and locations will be posted where necessary on December 6th.

Each Administrator will serve a two-year term expiring December 31, 2012. Nominees must be a member of the CSF and work in the represented areas. CSF Administrators are fully responsible for the collection, administration, and operation of the Fund. For more information call **Rob Celeski** at 875-6490.

2011 Holidays Schedule

2011 Holidays

Days Celebrated

**New Year's Day	Friday, December 31, 2010
MLK Jr. Day	Monday, January 17
Good Friday	Friday, April 22
Memorial Day	Monday, May 30
Independence Day	Monday, July 4
Labor Day	Monday, September 5
Veterans Day	Friday, November 11
Thanksgiving Day	Thursday, November 24
Day after Thanksgiving	Friday, November 25
Christmas Eve	Friday, December 23
Christmas Day	Monday, December 26

*One floating Holiday – Requires Business Leader Approval

**Due to New Years day falling on a Saturday, it will be observed on Friday December 31, 2010. As a result, 13 holidays will fall on the 2010 calendar and 11 on the 2011 calendar.

Toy Drive Reminder

Please don't forget, we will hold a toy drive beginning November 29th through December 10th. Members are asked to donate new toys or monetary gifts to purchase toys for the less fortunate (children) in our community.

These donations can be given to your chief steward or can be dropped off at the union hall and they will be given to various charities at the conclusion of this endeavor. **Kevin Ireson** (Bldg.#63) has committed himself to chair this project and we commend him for his thoughtfulness. Now lets do our part to put a smile on some Child's face during this holiday season.

Making a Difference

Your Employees Community Service Fund of GE has barrels marked for Aluminum Cans throughout all buildings in the plant. The proceeds from these cans help individuals in need or have family problems. Please discard other waste in the proper trash containers. Thank you fellow Union Brothers and Sisters who give to Your Employees Community Service Fund. We do make a difference in the Community, in which we live and work.

Thank You!!!!!!!!!!

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

Happy Thanksgiving
from the
Officers and Executive Board Members

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 1st Shift 12:00 Noon to 1:00 pm
2nd Shift 7:30 pm to 8:30 pm
3rd Shift

DECEMBER 2010

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 L.A.C. MEETING	2	3 GE CONFERENCE BOARD MEETING	4
5	6	7	8 R.A.G.E. MEMBER- SHIP MEETING	9	10	11
12	13	14 E-BOARD MEETING	15 618 MEMBER- SHIP MEETING	16 506 MEMBER- SHIP MEETINGS	17 R.A.G.E. BOARD MEETING	18
19	20	21	22	23 Christmas Holiday	24 Christmas Holiday	25 Christmas
26	27	28	29	30	31 New Year's Eve	