

# LOCAL 506 UNION NEWS

Volume 61, Issue 3

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Friday, April 16, 2010

## Highlights From The Conference Board Meeting

On Friday, March 26, nine UE 506 Members attended a Conference Board meeting held at the National Office in Pittsburgh.

The purpose was twofold. The first reason was to get find out what is going on at other GE locations affiliated with UE, and the second was to have some discussions on what this membership may be faced with at 2011 contract negotiations.

There were two other Locals in attendance. Local 332 out of Fort Edward, New York, which builds capacitors for Erie GE, is going through what we are experiencing, layoffs in some areas while overtime is being offered in other parts of the plant, continued TLOW'S and yet transfers of work to other locations (Farmouts). They expect to see their membership decline in the second quarter of 2010.

Local 751 (Mahoning Glass) in Niles, Ohio is closing shop altogether. Yes, they are one of the many plants that GE has decided to rid itself of over the past year and will be consolidating that operation in other plants.

Our National Officers each gave their views on what we may or may not expect in 2011, but one of the biggest concerns lies in Medical Insurance. GE management has already been informed of these changes, so be prepared.

There was plenty of feedback from those in attendance of what our needs or wants might be, but the question is simple: "What are you willing to fight for". There will be a lot more discussion as our National Officers contact the other unions in the CBC (Coordinating Bargaining Committee) and find out what their concerns are.

**Chris Townsend** (UE Political Action Director) gave an update on what's going on in DC and who (Politician wise) could benefit or hurt our efforts of what UE is trying to achieve to bring jobs back to the Erie Area.

## Constitutional Amendments Proposed

There were two Constitutional Amendments submitted for consideration for the May membership meetings. The first involves Article IX, Section 1 and Section 3 submitted by **Michael W. Michaelson** and the second involves Article V, Section 9, submitted by **Joseph C. Jacobs**.

The Executive Board will make a recommendation concerning these amendments at the May membership meetings and the members will have the final say as to accept or reject them.

## April Membership Meeting Notice

### Agenda:

- General Business Matters
- Update on Code Consolidation
- Committee Updates

### MEMBERSHIP MEETINGS AND TIMES ARE:

**Thursday, April 22, 2010 (All meetings)**  
**7:20 a.m. (3rd Shift)**  
**1:00 p.m. (2nd Shift)**  
**3:20 p.m. (1st Shift)**

## News N Views

By President Jim Pifer

After many weeks of negotiations on code consolidation, the Officers feel we have a proposal that addresses many of our concerns and therefore are planning a membership vote at April's membership meetings along with the Executive Boards recommendation.



Any time there is significant change to the way things have been done it is met with great apprehension and this is no different. We believe what we can gain from this proposal exceeds what we are giving up.

Currently we have 25 day rate classifications under the proposal that will drop to 15. All current incentive codes will remain the same.

The new classifications if ratified by the membership will be:

- |                     |                        |
|---------------------|------------------------|
| 1. Inspection       | 8. Metal worker        |
| 2. Gage calibration | 9. Test                |
| 3. Waste treatment  | 10. Electrician        |
| 4. Power utilities  | 11. Fabrication        |
| 5. Maintenance      | 12. Materials handling |
| 6. Assembly         | 13. Paint              |
| 7. Mechanic         | 14. Weld               |
|                     | 15. Machining          |

What do we stand to gain if ratified:

You will be able to bid on the same six-digit job classification. Example: currently if you hold a class 1 job you cannot bid on another one, you have to bid up or down or to a different class 1 family' this proposal will eliminate that, and you will be able to bid on any job.

Currently if you were downgraded thru the lay-off procedure and were on progression you do not have recall rights to that job. Example: if you held a 15 code stock keepers job and bid to a class 1 assembler's job and were not off of progression and got laid-off, you only have recall to the 15 code stock keepers job.

If this proposal is ratified you will have recall to that class in line with your seniority and progression will continue where it left off.

No more short weeks other than putting in a waiting week. Currently in our National Agreement when you show up for work you're only guaranteed 4 hours, which means if you run out of work at any point of the day your boss can tell you to go home. We ran into that many times in 2009.

If this proposal is ratified, once you show up for work on Monday you will have at least 40 hours of work guaranteed. No more getting a TLOW in the middle of the week to screw up your IEA or getting a less than 40-hour paycheck.

When you need to open a claim you can decide how many days you need to work. Last year in one building members had to take off a full week just to put in a waiting week' that will no longer happen.

No more gap in shifts talk. For several months the Company has been trying to convince us to accept a 2-hour gap between 1st and 2nd shift. We have been adamantly opposed to this concept for many reasons, including that it makes it that much harder to reestablish a 3rd shift when work picks up.

If this proposal is ratified the gap in shift talk is completely off the table.

Recalls: the Company is in the process of recalling people to temporary jobs to get thru the UK deadline.

If this proposal is ratified the Company will recall 141 more laid-off members 82 to permanent positions to go along with the 51 recalls last month.

The Company has agreed to work with the Officers to make all the temporary jobs permanent. That's a total of 192 people recalled.

The Company will continue to discuss with the Union to bring back more laid-off members in areas that continue to have overtime.

If this code consolidation proposal is accepted by the membership it won't solve all our issues, and it will create some questions that both sides will have to work thru, but it will put to bed many issues at least until our National Contract expires in 2011.

However, we have an opportunity to resolve some things that this Union has been trying to accomplish for a long time. Its not going to be a perfect agreement, nothing ever is, but it is something that both sides can gain from.

If this proposal is accepted it will take effect the week after shutdown.

## Former 506 E-Board Member Kitzie Decker Passes Away

Local 506 member and former executive board member at large, **Kathleen "Kitzie" (Schumacher) Decker**, died of cancer on Wednesday, February 10. She was 54 years old.

When she was elected to the executive board in 1981, Kitzie was only the second woman to serve on the board, and the first in some 30 years. She worked on several of the Local's committees and projects at a time when we faced many challenges, including the company's transfer and sell-off of several divisions and product lines, with loss of many jobs. She also helped promote the involvement of women in Local 506 and throughout UE.



Former Business Agent **Pat Rafferty** said, "It was an honor serving on the board with Kitzie. I had a tremendous amount of respect for her honest desire to represent the membership interests, even at times it put her at odds with the established leadership." Pat continued, "Not only was she not afraid to speak out as an advocate for the membership, but she always did so after listening to a good cross section of the membership and researching each issue."

Added **Al Hart**, managing editor of the national UE News, "Kitzie had a strong sense of justice and was a fearless fighter when she saw injustice, as a few supervisors and managers learned the hard way. She helped make all of us in the union leadership more accountable to the members, and Kitzie also had a great sense of humor." Hart served with Kitzie on the executive board in the 1980s, and earlier as fellow stewards in Building 63.

Kitzie's obituary in the Erie Times said that she was proud of her membership and involvement in "the best union in the country," UE Local 506. We hope that Kitzie also knew that Local 506 members were proud of her contributions to the union.

Our deep sympathies go out to Kitzie's Family

## Proposed Amend- ment Changes

### AMEND ARTICLE IX SECTION 1

Presently Reads: The members of each recognized Division represented by the Union shall nominate and elect a Divisional Chief Steward to represent the Division on the Local Executive Board and the Local Grievance- Negotiating Committee.

Any member who has served as Steward or Alternate Steward for at least one year may be nominated and elected to the position of Divisional Chief Steward, provided he/she is permanently working in the division. The first paragraph of Article V, Section 1, Items "A" through "G" shall also apply.

Proposed Change: The Members of each Recognized Division represented by the Union shall nominate and elect a Divisional Chief Steward **and Alternate Divisional Chief** to represent the Division on the Local Executive Board and the Local Grievance-Negotiating Committee.

**The Chief and Alternate shall run together on one ticket to both be elected to serve their Division. Alternate Divisional Chief Steward will perform the duties of Divisional Chief Steward only when the Divisional Chief Steward is unavailable to perform such duties.**

Any member who has served as steward or Alternate Steward for at least one year may be nominated and elected to the position of Divisional Chief Steward **or Alternate Divisional Chief Steward**, provided he/she is permanently working in the Division. The first paragraph of Article V, Section 1, Items "A" through "G" shall also apply.

### AMEND ARTICLE IX SECTION 3

Presently Reads: NOMINATIONS ANDELECTIONS- Nominations and elections of Divisional Chief Stewards shall be held during the month of January.

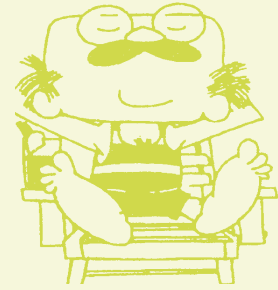
Proposed Change: NOMINATIONS AND ELECTIONS- Nominations and elections of Divisional **and Alternate Divisional** Chief Stewards shall be held during the month of January.

### ARTICLE V (NOMINATIONS AND ELECTIONS OF OFFICERS) Section 9, page 15

Presently Reads: Tellers shall disregard bullet voting and write-ins.

Proposed Change: To remove **(bullet voting and)** Will read: Tellers shall disregard write-ins

# RECENT & PAST RETIREES



Robert H. Allen  
Charles Alloway  
Edward Andrzejewski  
Paul G. Attardo  
David L. Austin  
Glenn R. Barthelson  
Mary Bemis  
Mark Betcher  
Dennis A. Bliley  
Nancy M. Boaman  
Ted Bojarski  
David Bowersox  
Gregory D. Braine  
Pasquale Bucci  
David Burowicz  
John Burrows  
Daniel M. Camino  
William Carcic  
Dennis L. Carnes  
Arthur J. Cavicchio  
Jerry A. Cecchi  
Scott L. Cleaver  
Ronald Conn  
David D. Connick  
Kay Connick  
Donald L. Cornish  
Barry L. Cramer  
Richard L. Cristoph  
William Cruz  
Eugene R. Cypher  
Bernard Dabrowski  
Michael Dailey  
Charles E. Delp  
Thomas L. Desin  
Edward J. Dibacco  
Alfred Dixon  
John Dlugas  
Jerold L. Donoghue  
Michael P. Drumm  
James Dumanski  
Patty Dunston  
Thomas L. Dyke  
James Dzuricky  
Stephen J. Dzuricky  
William T. Eberlin  
Jack L. Eckman  
Stepanie Emerick  
Gerald Engelskirger  
George M. Enterline  
Ronald G. Fall  
Patricia J. Fallier  
Patrick Fedak  
David E. Fedorczyk  
Kenneth J. Fischer  
William A. Fladry  
Kathy Flynn

Robert K. Foretti  
Lorenzo Frieze  
John M. Fuller  
Richard Gibbons  
James A. Gibbs  
Ted L. Gillingham  
Robert W. Graham  
Norman P. Green  
Michael Groucutt  
John B. Hamilton  
George L. Hanson  
Richard Hardesty  
David Harper  
John M. Harrington  
James A. Harris  
Stacy L. Hawker  
William J. Hayes  
Robert Hein  
Lee Heisler  
Lawrence R. Hennick  
Gregory E. Henning  
Charles B. Hiegel  
Walter R. Hiles  
David D. Hinz  
Leo W. Hoganson  
Lynn R. Hopkins  
Ronald J. Hunt  
John B. Ion  
David A. Jell  
Alan M. Johnson  
Deborah J. Johnson  
Gerald E. Johnson  
James J. Joint  
James R. Jones  
Jimmie L. Jordan  
Michael L. Juhas  
Fred Kellogg  
Vincent M. Kernick  
Dave A. Kirik  
Larry Kisielewski  
Barbara T. Knight  
Donald F. Knox (deceased)  
Thomas Kraus  
Lawrence J. Krawiec  
Carl R. Krein  
Ronald Kuchcinski  
Carl Kuruc  
John J. Laboda  
Roy E. Laughery  
James C. Lecker  
Sandra S. Lee  
Arther P. Leo  
Deborah Lomax  
Peter J. Lucas  
John A. Lutz  
Richard MacCabe

Randy J. Majewski  
Eugene Marther  
Jack A. Martz  
Donald K. Mathers  
Graham J. Matthews  
Rhonda Maynard  
Michael Mazanowski  
David D. McCall  
Wilma L. McClellan  
Richard McCullough  
Robert B. McIntre  
**DENNIS J. (Big Dog) MCLAUGHLIN**  
David J. Miehl  
Thurston Mills  
Richard M. Miseyka  
William L. Moody  
Leon Mook  
John J. Moravek  
Gerald R. Myers  
Eugene M. Naglowski  
Michael S. Nehrebecki  
Sylvia J. Nelligan  
Raymond C. Nellis  
Robert A. Nicholas  
Gary Nichols  
Frank Niedzielski (Deceased)  
Kurt M. Novakowski  
David G. Nowling  
Larry A. Oborski  
Daniel L. Olszewski  
Dave A. Oregia  
Brent Ortiz  
Bruce D. Oste  
Walter Parker  
Randy Pepicello  
Gary B. Peters  
Ernest H. Petz  
**MARK PIERSON**  
Robert J. Plonski  
Shirley A. Ploss  
Stanley J. Postek  
Kenneth A. Preston  
Jerry A. Reinhart  
Emanuel J. Rodrigues  
Paul Rogala  
Thomas M. Rogala  
James E. Rogers  
Karen M. Rubay  
David E. Rush  
Bruce A. Russell  
Robert W. Sadler  
Edward J. Salsberry  
Joseph M. Sanfratello  
Robert S. Sanko  
David A. Sasso  
Paul A. Saurwein

Silvio Scavella  
Harold Schall  
William C. Schrimper  
Ronald A. Schuster  
Steven P. Sekola  
Mike J. Severance  
Charles Shaner  
Mamie C. Shannon  
Stanley Slupski  
Fred Smith  
George T. Smock  
James F. Snyder  
Richard A. Soltis  
William Soudan  
Denise Staskiewica  
Norman F. Staskiewicz  
Stephen R. Steele  
Raymond M. Steinbaugh  
Douglas L. Steiner  
Samuel D. Sterrett  
Thomas W. Sterrett  
Roger C. Stoica  
Daniel E. Stokes  
Robert Strvinsky  
Glenn W. Szymczak  
Thomas Szymecki  
Michael E. Tabatcher  
James A. Thomas  
Wendell C. Thornton  
Leonard E. Towell  
Christapher Truchanowicz  
Donald W. Twigg  
David A. Vehec  
Christine F. Vereb  
Joseph F. Vidas  
William M. Vidas  
Norman E. Vollentine  
Richard Wagoner  
Johnnie Mae Ward  
William A. Warren  
Dan J. Waterhouse  
Richard D. Weaver  
William V. Whelpley  
Russell J. Wieczorek  
Michael F. Williams  
Earnest S. Wittenburg  
Thomas L. Wright  
Mark W. Ziack

## Your Safety Coordinators

The day-to-day goal of the safety coordinators is to promote safety in their work areas. Working with everyone, including management and engineering, with the goal of an injury free work environment. This can only happen if everyone is involved and engaged in the safety program. Participation makes everyone an important part of finding the hazards correcting them with safe processes and practices reducing or eliminating injuries. We all become an integral part of reaching our goal .....Injury free work place!

### TECHNICAL PURPOSE:

To foster safe practices, reduce accidents and improve employee participation in safety.

### BENEFITS:

- Provides a focused plant-wide approach to safety.
- Assist and advise the Business Leaders, Technical Advisors and workforce in improving safety in their area.
- Improves employee involvement.
- Reduced accidents and associated costs.

SAFETY COORDINATOR	BUILDING ASSIGNMENT(S)	PHONE NO.
Larry Austin	5-Motors	875-3403
Reid Bidwell	2	875-3232
David Bolam	6-1 Assembly	875-3537
Rodney Bootes	7 CAB	875-5861
Jeff Carlucci	63 UX/ WH/ 63 Kitting	875-3391
Dave Carr	7 Subassy./ Control	875-3408
Scott Fields	6 Assembly	875-3638
Jon Gaines	18 Truck	875-2932
Don Hermann	18E, 50, 60, 60E, 10E, 20C, 4E, 9-1 Labs & Test Areas	875-4189
Bill Hines	12-OHV	875-3742
Leo Jeska	5-Parts	875-6916
Jim Kinstler	Plant Svcs./ C. Maint./ Bldg. Maint.	875-5252
Bob Lachowski	10 Assembly	875-3886
Bill Lane	10 Assembly	875-3551
John Manning	12 Main Cab	875-3770
Mike McAninch	12 Rad Cab	875-5863
Bruce Noyer	6M-3, 6M-4	
Tom Pancurak	18 Control	875-5054

SAFETY COORDINATOR	BUILDING ASSIGNMENT(S)	PHONE NO.
Herb Prody	6M-1, 6M-2	875-2136
Sue Resinger	18 Control	875-2314
Scott Rose	26, 10 paint	875-6115
Tom Rosenthal	12 OHV/Wind	875-3493
Mike Rudzinski	7 Machine Shop	875-3799
Scott Webster	5 Platform	875-6049
Bob Wilson	Plant Svcs.-Tool Rm./ Tool Ctrs./Central WH/ Slvg. & WT/PH	875-5140

## My Co-Workers Keeper

by Business Agent Wayne Burnett

My Brothers and Sisters, while 2009 was a year that we would like to forget, unfortunately, it will remain on our minds for some time. As we entered into the New Year, as of now, it seems to mirror last year. To the employees who were affected by the down turn in the business and to our present employees, we remain hopeful that some breakthrough will occur and the company will get some orders.

Meanwhile, to those who remain employed, you must be vigilant to what is going on in your work areas and consider how this lack of business has affected not only you, but also your co-workers. There are times when things happen that we have no control over and we feel that this membership is intelligent enough to make the right decisions.

However, we cannot use the "Out of Sight, Out of Mind" mentality, which causes mixed feelings between the remaining employees. We all must do our part for the benefit of all UE Local 506 members and should there be a positive turnaround in the business, then maybe our laid off Brothers and Sisters will be recalled.

## Chief Plant Steward's Report

By Mike Hayes

Chief Plant Steward Mike Hayes will give an update on the grievances during the membership meetings.

## UE Young Activist Program

As published in last months news, our National Union is seeking employees 35 years of age or younger who are **seriously** interested in becoming more active in this Union and Community.

There are a number of events that will take place over the next few months and if you (male or female) are willing to participate in one or more of these events, please contact **Dave Adams** at 824-0141 or call the Union Hall 899-3108.

There will be a Labor Notes Conference held in Detroit from April 23-25 and in order to take advantage of the Nationals' offer to cover hotel and transportation costs, we need volunteers. This offer applies to those who are within that age category. Any others members that may be involved will be subject to membership approval concerning any costs.

### Mark your Calendars

GE Quarter Century  
and  
Retired Employee Association  
Picnic in July.  
More details to follow.

## Worker Memorial Day

On April 28 there will be a tribute to workers who made the ultimate sacrifice of being killed, or seriously injured on the job. This event will take place at City Hall in City Council Chambers starting at 6:00 P.M.

In the Waite of what happened in Montcoal, West Virginia recently where 29 coal miners lost their lives and the tragedy that claimed one of our own **William Huff** this year should be a reminder to all of us of why we must continue to strive and take a role in workplace safety for the well being of our members. We must look out for one another!

### *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 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

### MAY 2010

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5 LAC MEETING	6	7	8
9 Mother's Day 	10	11	12	13	14	15
16	17	18 E-BOARD MEETING	19 <sup>618</sup> MEMBER- SHIP MEETING CSF MEETING Learning Center	20 506 MEMBER- SHIP MEETING	21	22
23	24	25	26	27	28 RAGE BOARD MEETING	29
30	31 Memorial Day					