



LOCAL 506 UNION NEWS

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Friday, July 16, 2010

Overcoming the Tactic of Divide and Conquer

Business Agent Wayne Burnett

As I reflect back on the leadership conference in December of 1997 and after reviewing some of the great information that was shared with us, I would like to take this opportunity to share with you one very important aspect that was of great importance to me as should be to all of us.

Our Union, as well as all unions, was formed because of the injustices that occurred toward working people by the companies they were employed by. The boss was always right and your very survival was solely in the hands of your bosses. Depending on who you were, who you knew, where you came from, the color of your skin, or whether you were male or female played a major part in your working opportunities.

Our Union was one of the first to take a stand on equal opportunity for all people in every aspect of the workforce. We didn't want to be divided like the company wanted us to be. We frowned on the idea that this job or that job should be done by a male or a female, or whether you were black or white, or some other nationality.

This Union soon discovered that the closer the people were with each other, the harder it was for these companies to break that bond. We cared about each other, we fought for each other, we stood side by side when it seemed there was no hope.

Somewhere over the past years, we have kind of forgotten what it took for us to be where we are today. We have begun to turn away from each other instead of turning to each other. We have started disrespecting our coworkers instead of respecting them. We sometimes treat our female coworkers or people of color differently than we do others. We have taken the word "We" out of our vocabulary and replaced it with "I". This is not what this great Union (506) was created to do. Each and every one of us as a member of this union must take responsibility to

do whatever is necessary to make us a better Union. It's really easy to do. **(Get Involved)**

Be open about subjects or things you don't like. Let's run to each other when we have problems instead of running to the boss. Let's build each other up rather than tear each other down. We often find our leadership defending one union member against another. This should never happen in this or any other union. There will always be problems, but if we work on them together, you'll sometimes find that these problems aren't as big as they seem.

And finally my **Brothers and Sisters**, if you don't want to be part of the **Solution, PLEASE Don't Be Part of the Problem.**

Dues Increase Discussed

During last month's membership meetings, a dues increase was mentioned. We currently pay (\$10.30) a week. According to our Constitution, dues would automatically be increased by a percentage no less than any negotiated wage or cost of living increases.

Due to the vast number of retirements and layoffs, which occurred starting in November of 2009, our revenues decreased substantially.

Although 30 cents was mentioned as a possible increase, we will review the finances and make a recommendation to the E-Board and then to the membership for approval.

July Membership Meeting Notice

Agenda:

- General Business Matters
- Committee Updates

MEMBERSHIP MEETINGS AND TIMES ARE:

Thursday, July 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

The new day rate classifications will look like this:

Inspection-1	020522
Inspection-23	020523
Gage calibration-23	030523
Materials handler-3	040516
Materials handler-2	040519
Materials handler-1	040522
Waste treatment-3	100516
Waste treatment-2	100519
Waste treatment-1	100522
Power utilities-1	120522
Power utilities-23	120523
Power utilities-25	120525
Maintenance-3	140516
Maintenance-2	140519
Maintenance-1	140522
Maintenance-23	140523
Maintenance-25	140525
Assembly-3	160516
Assembly-2	160519
Assembly-1	160522
Mechanic-2	180519
Metal worker-1	200522
Test-3	280516
Test-2	280519
Test-1	280522
Test-23	280523
Test-25	280525
Computer repair-23	300523
Electrician-2	400519
Electrician-1	400522
Machinist-3	460516
Machinist-2	460519
Machinist-1	460522
Machinist-23	460523
Machinist-25	460525
Paint-3	500516
Paint-2	500519
Paint-1	500522
Weld-3	540516
Weld-2	540519
Weld-1	540522
Fabrication-3	630516
Fabrication-2	630519
Fabrication-1	630522

As of July 12, 2010 these are the new class and codes for day rate only. If you have any questions on where you now stand, see your Department Steward or Chief Steward and they should be able to help you.

Had a meeting with **Steve Tormey** our National Rep., who has negotiated many contracts with GE.

We had a long discussion on many things, including the new health plan for exempt Employees.

I'll describe briefly what this new insurance plan is. First off you will be given a choice of three options. Option one is [example is of family of 3 earning between 50,000 and 74,999 dollars] annual contribution will be \$2,750.00 plus \$625.00 more in annual contributions for a smoker. Annual deductible will be \$2,000.00, and annual Co-insurance maximum is \$3,500.00. They will put \$1,000.00 in a HRA for Options 1 or 2 only, in an account every year to use against these costs. If you add it all up it may cost you a total of \$7,250.00 plus another \$625.00 if you are a smoker, if you or a dependent has any kind of medical procedure.

The other options are worse, the total out of pocket expense could be \$8,375.00 for option 2 and \$9,625.00 for option 3 plus \$625.00 in annual contributions for smokers in any option. The difference being you will pay less in weekly contributions and more in deductibles, if you choose option 2 or 3.

This is one health care plan that we need to be prepared to fight against.

CHIEF PLANT STEWARD'S REPORT

By Mike Hayes

I hope everyone had a good shut down. A break from work in this hot weather is a good thing. I know it is very miserable and hot on the shop floor right now, so be sure to drink plenty of liquids.

As you know the Company is recalling some employees. From what I heard from the company there are still about 31 more to recall from the street.

June was a busy month for the Grievance procedure. We had two Step II Meetings, on June 3rd thirty-nine cases were heard, twenty-two cases were closed, eight cases were sent to Step III and nine cases were put on Hold. In addition to that seventeen cases were resolved by Stewards and Chief Stewards.

On June 23rd was our additional Step II, there were 31 new cases heard and 7 holds. We ended up with 14 hold cases, 10 closed cases and the most ever 14 cases to go to Step III. (On May 25th we had a Step III, 12 cases were heard). The Next Step III is August 10th where 11 cases are planned. *Continued on Page 6*

YOUR SAFETY COORDINATORS

The Employee driven Safety Program concept started in October 1992 from a meeting with Union Officers, Environmental Health and Safety representatives, Human Relations, and Plant Management.

Some ideas were collected and a Team of Employees, both Union and Salary, was formed to establish the Safety Steering Committee (SSC).

The SSC's first task was to reduce the number of injuries in the plant. To achieve this, the SSC reached out to other Union Shops, OSHA (Occupation Safety and Health Administration), and our Locomotive Customers.

From this outreach, the SSC chose to start a pilot program. The Safety Coordinator Program was established and in July 1995 the first 14 Safety Coordinators were elected. Since then the program has grown to the current 25 Safety Coordinators that we have today.

A Safety Coordinator:

- Works to increase everyone's involvement in safety. This will help to provide for a safer

workplace for all employees.

- Communicates injury prevention methods and encourages employees to give safety suggestions. The Safety Coordinators also help implement these ideas and suggestions.
- Participates in safety related projects by coordinating the tracking of safety related material, SFMEA studies (Safety Failure Mode Effects Analysis), Ergonomic Teams, Injury Reduction Teams.
- Guides and assists all of our Safety Monitors.
- Tracks safety training completion, ensuring that all employees have the required safety training for their job.
- Works with the area's Business Leader and EHSTA in conducting safety and compliance monthly audits.
- Participates and promotes GETS VPP/OSHA program initiatives.

In short, the Safety Coordinators are here to help ensure that you have the required safety training and tools that you need to perform your job safely.

3RD Annual UE/VAMC Welcome Home "FORE" Veterans Golf Tournament

9:00 a.m. SHOTGUN START

- WHEN: **Sunday, August 22, 2010 @ 9:00 a.m.**
 WHERE: Riverside Golf Course (Cambridge Springs, Pa)
 WHY: Veterans
 ENTRY FEE: \$70 PER PERSON
 INCLUDES: 18 Holes Greens Fee + Cart, Hot-Dog & Beverages on Course, and Dinner/Awards
 SIGN UP: For applications, please see your Chief Steward or Sports Committee Member or at the Volunteer Office at the Erie VA Medical Center. Registration begins @ 8:00 a.m. day of tourney.

Make check payable to the UE 506 Sports Committee and drop off or mail applications to UE 506, 3923 Main St. Erie, Pa. 16511

**** ENTRIES CLOSE FRIDAY, AUGUST 13, 2010 @ 4:00 pm ****

QUESTIONS REGARDING THE TOURNAMENT – Please contact Roger Zaczyk @ 824-0146

ENTRY FORM - (please print)

FIRST AND LAST NAME

FIRST AND LAST NAME

1. _____ (M or F) 2. _____ (M or F)
 3. _____ (M or F) 4. _____ (M or F)

SCRAMBLE FORMAT

LIMITED SIGN-UP FIRST 120 GOLFERS • Foursome not required. Singles or Pairs accepted

Erie Plant Daywork Rate Structure For Hourly Employees Effective June 21, 2010

* 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	24.980	----	23.730	22.480	21.235	19.985	18.735	17.485
R-4	25.080	----	23.825	22.570	21.320	20.065	18.810	17.555
R-5	25.165	----	23.905	22.650	21.390	20.130	18.875	17.615
R-6	25.280	R-4	24.015	22.750	21.490	20.225	18.960	17.695
R-7	25.390	R-5	24.120	22.850	21.580	20.310	19.045	17.775
R-8	25.535	R-6	24.260	22.980	21.705	20.430	19.150	17.875
R-9	25.680	R-7	24.395	23.110	21.830	20.545	19.260	17.975
R-10	25.680	R-8	24.395	23.110	21.830	20.545	19.260	17.975
R-11	25.865	R-8	24.570	23.280	21.985	20.690	19.400	18.105
R-12	26.020	R-9	24.720	23.420	22.115	20.815	19.515	18.215
R-13	26.205	R-11	24.895	23.585	22.275	20.965	19.655	18.345
R-14	26.375	R-11	25.055	23.740	22.420	21.100	19.780	18.465
R-15	26.670	R-11	25.335	24.005	22.670	21.335	20.005	18.670
R-16	27.045	R-12			R-12			
R-17	27.610	R-13			R-13			
R-18	28.200	R-14			R-14			
R-19	29.035	R-15			R-15			
R-20	30.010	R-16			R-16			
R-21	31.010	R-17			R-17			
R-22	32.045	R-18			R-18			
R-23	32.960	R-19			R-19			
R-24	34.310	R-20			R-20			
R-25	34.820	R-21			R-21			
R-26	35.290	R-22			R-22			
R-27	35.730	R-23			R-23			
R-28	36.260	R-24			R-24			

JOB RATE PROGRESSION

- R-6 thru R-15 One step at the end of each one-month period from M.S.R. to job rate.
- R-16 thru R-18 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.
- R-19 thru R-21 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.
- R-22 and Up One step at the end of each six-month period from M.S.R. to job rate.

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).

Erie Plant Incentive Rate Structure For Hourly Employees Effective June 21, 2010

<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	25.865	25.535	25.165
I-9	0.60	25.865	25.535	25.165
I-10	0.63	25.865	25.535	25.165
I-11	0.67	25.865	25.535	25.165
I-12	0.70	26.365	25.865	25.535
I-13	0.74	26.365	25.865	25.535
I-14	0.78	26.365	25.865	25.535
I-15	0.82	27.045	26.465	25.640
I-16	0.87	27.045	26.465	25.640
I-17	0.92	27.045	26.465	25.640
I-18	0.97	28.200	27.635	25.960
I-19	1.02	28.200	27.635	25.960
I-20	1.08	28.200	27.635	25.960
I-21	1.145	28.200	27.635	25.960
I-22	1.21	28.200	27.635	25.960

GETS CONVERSION FORMULA

Where Minimum Does Not Apply	Break Even Point	Where Minimum Does Apply
I - 8 and I - 9: Earnings X 4.9794 + 22.4392	1.1776	Earnings X 4.6038 + 22.8817
I - 10 and Up : Earnings X 4.9794 + 22.3193	1.2013	Earnings X 4.6038 + 22.7710

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	0.080
I-18	0.157
I-19	0.272
I-20	0.431
I-21	0.820
I-22	1.202

