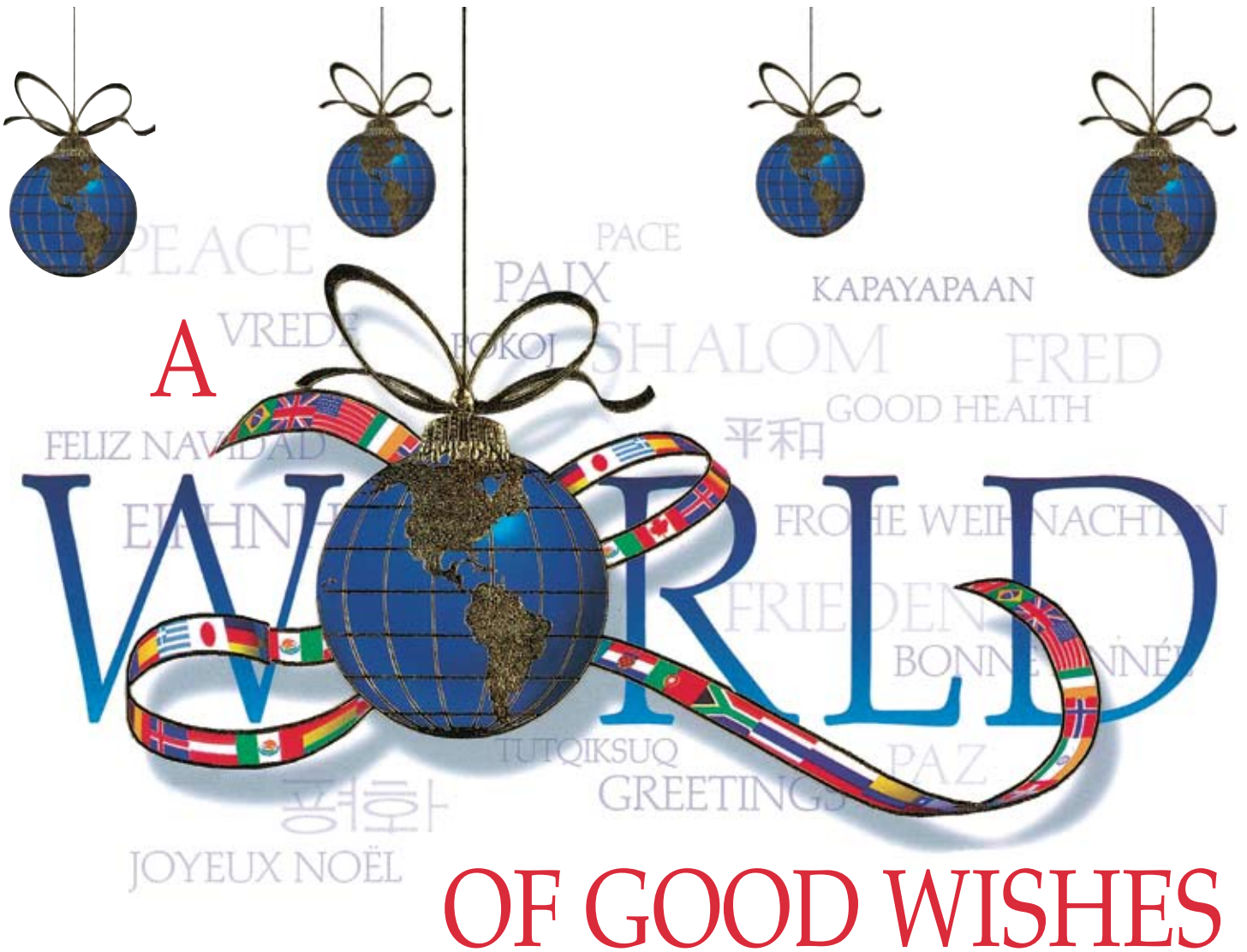


# LOCAL 506 UNION NEWS

Volume 62, Issue 12

© 21 Birosck Printing Co. Inc.

Friday, December 9, 2011



## OF GOOD WISHES

### December Membership Meeting Notice

**Agenda:**     General Business     Committee Updates

**MEMBERSHIP MEETINGS & TIMES ARE:** Thursday, December 15, 2011 (All meetings)  
7:20 a.m. (3rd Shift)    1:00 p.m. (2nd Shift)    3:20 p.m. (1st Shift)

## Chief Plant Steward

Chief Plant Steward Mike Hayes was on vacation at the time of this paper, but I tell you that our issues haven't gone away. I hope he was successful with his hunting and his time in the woods. We look forward to his return.

---

## Happy Trails

As of this news, 130 employees retired either by Sero or VRIP. Eighty-nine members (out of 105 offered) took advantage of the sero's and forty-one out of 48 took the vrip route. These are the Erie numbers. We certainly want to take this opportunity to wish them the best.

Whenever someone leaves, there are always mixed feelings about their departure. In terms of the company, they realize the experience that is lost when people with many years of service leave.

In our view, the contributions these employees made to this organization as well as the union knowledge or advice they could pass on to newer members will be missed. We hope you live long and prosperous lives. You've Earned It!

---

## 2012 Eastern Region Delegates Elected

At the November membership meetings, the following members were elected to serve as your 2012 Eastern Region Delegates. They are **Tim Newara**, **Doug Wolf**, **John Milliron**, and **Dave Chadwell**.

The alternate delegates are **Dan Bojarski**, **Tom Skwaryk**, and **Brian Welch**. Thanks to all who showed an interest in representing the members.

---

## COLA Adjustment

GE employees covered by the 2011-2015 National Contract will receive three cents per hour cost-of-living (COLA) adjustment effective December 19, 2011.

This reflects an increase in the consumer price index (cpi-w) from June through October.

## Your Safety Coordinators

Operation Prevention is a Union/Employee developed program to assist in education and training and to promote Safety in the work place.

The Program's Mission is simple:

*"This program is part of our shared goal to transfer ownership of the safety program to the work force and, through that transfer of ownership, to create an atmosphere that is conducive to zero injuries by increasing safety awareness and improving the safety attitude of employees".*

The Business Leader decides who will be asked if they would like to attend an Operation Prevention session based on the following:

- In place of discipline for a safety work rule violation.
- A near miss incident that warrants discussion.
- A history of injuries or occurrences.
- To help bring out work issues in a non-threatening environment.
- Or someone may volunteer to attend.

The OP Team consists of the area's Safety Coordinator, two or three hourly employees and the participating employee. This session is intended to be completely private and confidential. The session is also designed to be free from interruptions.

The OP Team will help implement corrective actions that arise as a result of this session. The OP Team will also continue to follow up with the employee until all issues are resolved.

From May 31, 1996 thru September 19, 2011, there have been 666 OP sessions offered. Of this, 611 were accepted and conducted. This program currently has a non-recurrence rate of 97.2 %.

Thank you to all the employees who have participated in Operation Prevention to help make the plant the safest shop possible. Anyone who would like to have more information should contact their Safety Coordinator or Safety Steering Committee member.

### *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 loved one.

# President's Report

## 2011

### Year End Revue

By Roger Zaczyk



- RECALLS Erie GE announced that they intended to bring back close to 300 PLOWed EE's starting in March.
- Elections of Officers ... New President elected... National President **John Hovis** swears those elected into office at April's membership meeting
- GE Announces Lynn, Mass. or Fort Worth, Texas to do GE Erie overflow locomotive work
- The GE announced recalling those with less than 1 year service, from PRIMARY RECALL LIST .
- GE has announced the hiring of an additional 100 from applications put in at Career links.
- Preparations beginning for 2011 contract negotiations.
- New Hires being added weekly to 506 Rank and File
- May 11 RAGE rally held, Retirees should not be ignored.
- May 24th National Negotiations begin, New York City.
- June 4th CBC Rally Erie Pa. Executive Board and UE'S Young activists and the help from many 506 members, conduct the BEST EVER RALLY!!
- June 19 tentative agreement reached
- Highest percentage of 506 Members, in recent history votes to accept negotiated agreement June 29th
- More New Hires...Demand for Erie built products increases
- Septembers National Convention, held in Pittsburgh, PA. National President John Hovis retires... New National President **Bruce Klipple** elected and Eastern Region President **Andrew Dinkelaker** Elected National Secretary Treasurer. **Bob Kingsley** remains Director of Organizing.
- UE 506'S Election Committee and Divisional Chiefs conduct Department Stewards elections...

Newly elected Sworn in at Novembers Membership Meeting

- UE'S GE conference board chairman **Steve Tormey** Speaks to 506 Membership announcing his retirement January 2012 the struggles will continue.
- 130 SERO'S and VRIP'S accepted by Senior Employees...BEST WISHES TO ALL !!

Wow!! This year has certainly been a year of change. For me it has been an amazing and transformative educational experience.

2011...The challenges, the adversity, the information, the misinformation, the News releases, the Economic swings, these and many other events have proven that the Unions work will always be needed.

Fortunately, I have been graced with a dedicated membership and one of the hardest working executive boards in recent memory...THANK YOU ALL.

The International Solidarity work that the National has been doing with the YOUNG ACTIVISTS, has given me a GOOD feeling for the future. The future of this great Union called UNITED ELECTRICAL RADIO and MACHINE WORKERS of AMERICA, UE Local 506.

This years TOY DRIVE was bigger than anyone had hoped...THANK YOU ALL for making Christmas better for many needy children in the region. JOB WELL DONE.

Looking back at this years achievements and set backs, I can only hope that everyone "KEEPS THEIR EYES ON THE PRIZE AND HOLDS ON."

## Chief Stewards Nominations/Elections In January

Nominations for Divisional Chief Steward will be held in January of 2012. Interested members must place their name or the name of any qualified member at the union hall during the first three (3) regularly scheduled working days in January.

Members who have served as a steward or an alternate steward for at least one (1) year are eligible to be nominated and elected to this position. For further Qualifications, please refer to the Constitution and By-Laws of Local 506.



## WOW!

*By Business Agent Wayne Burnett*

What a year: As I look back at this year of 2011, I just want to recap some of the highlights. First of all, we knew coming into this year that the national contract would be the biggest mountain that we would have to climb.

We were expecting challenges unlike any we had experienced in recent years because of a worldwide recession. We lost many members due to that recession.

If that wasn't enough to think about, throw in the fact that the general election of officers would also be taking place. Ordinarily, this wouldn't be a problem, but with two important events like these being so close together, this alone brought some challenges.

At a time when our (members) focus should have been completely on the contract, we found ourselves wondering who (locally) would actually be involved in contract negotiations.

Fortunately, we got through this and thanks to a constitutional amendment change, this issue should be resolved for future national contracts.

We had the election of the election committee, which oversees all elections. The task of this committee is to be commended because you truly have to be dedicated to do this job.

The members gave approval for this local to host a rally for the contract. What a rally it was and this membership should be proud of how successful it was.

After weeks of negotiations, our conference board members (local) met in NYC to review a tentative agreement. The membership petitioned (and received) a special Sunday meeting for discussion concerning the agreement before the vote. The vote was held on June 30, and was overwhelmingly accepted by the membership.

We started preparing for the 72nd National Convention that was held in Pittsburgh. This convention would be remembered because National President John Hovis retired. John, knowing that it would be a very difficult set of negotiations with GE, decided to stay the course to help us through this period.

It's hard to replace forty years of experience, but

for those who worked closely with him, I'm sure they captured some of his knowledge.

Our organization will also miss the services of Steve Tormey, the UE-GE Conference Board Secretary. Steve will be retiring in January and spoke at the first and second shift membership meetings last month.

His knowledge of the contract and the thousands of grievances he has fought at the third step level for this and many other locals is unsurpassed.

He too realized what we would be facing during this contract year and like John, decided to stay on. Steve made no bones about the fact that we will always have struggles with this company, but also stressed the importance of unity, which can pull us through these struggles by sticking together.

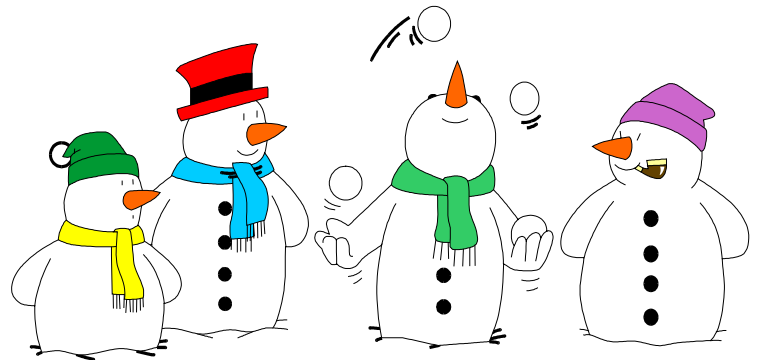
Brothers and sisters; there is so much more that happened this year, but here is a thought that I hope you will carry into the new year. "There is no room in this union for personal agendas". Any thoughts or ideas should always be in the best interest of the members. We hope you have a great holiday season and a better new year.

---

## Unity Council Help

If you find yourself faced with a situation that could lead to a potential workplace problem with a co-worker, please call the union hall. We need to understand that when we work out our differences among ourselves, it's in our best interest.

Once these situations get out of our control, then our job becomes much tougher to rectify them. This committee was formed to help our members and when used properly, there is no better solution. The union hall will send someone to address your issue(s).



# Treasurer's Report

By Steve Hyzer

Going back to 1996, our weekly dues were \$7.48 per week. That amounts to \$32.41 monthly (based on the average 4.33 weeks per month). Our National per capita was only \$10.00 per month. That is a difference of \$22.41 every month.



As of December 1st of 2011, our weekly dues are \$11.00 per week. That's \$44.63 monthly, while our National per Capita increased \$2 and is now \$31.00 each month.

Our Eastern Region per capita also increased December 1st along with the National.

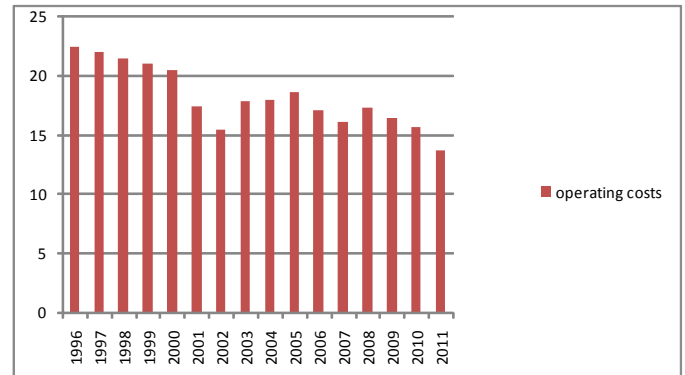
The fact that we have started to significantly build our membership doesn't offset the year's prior, where we chose not to follow our Constitution and increase our dues. At that time, our leadership decided that we were adequately funded, so there was really no need to impose dues increases. That time has now come and passed.

With these increases and the fact that we've been running a deficit since the latter part of 2009, we now must address this issue. After careful deliberation among the Financial Officers and the Executive Board, a \$1.25 weekly dues increase is being recommended to the membership. We are basing this not only on our estimated receipts, but our estimated

disbursements in order for our Local to be fiscally responsible and continue to meet our financial responsibilities.

I've included a graph to show our weekly union dues increases (on a monthly basis) compared to our National per capita increases (on a monthly basis) in the same 15-year time frame to indicate the difference.

Comparison of National per capita to dues increases on a monthly basis



VAMC presenting Sports Committee Appreciation Plaque



Swearing in Stewards



# Toy Drive: The Gift of Giving Brings Smiles

Whenever the opportunity arises to help those in need, it's amazing how people respond. Once again, thanks to the contributions and donations that our members, other locals, retirees, management and from people within the community, will make this toy drive a success story that will be remembered for years.

How great is it, knowing that some child will wake up on Christmas day and open a gift that he or she never expected. This year there are four agencies

(The Erie Home for Children & Adults, The Erie Family Center, The Booker T. Washington Center, and Union City Family Support Center) who will benefit from your generosity.

It gets even better because each one of these organizations also walked away with a check of twenty-five hundred (\$2,500.00). Our thanks go out to each and everyone who helped make this a success. Special thanks goes out to **Kevin Ireson** who again spearheaded this endeavor.







## Benefit Clarification (Hearing Care)

It was brought to the attention at the National level that the company made an error concerning hearing care and hearing aid(s) benefit coverage under the 2011-2015 National Agreement. This error has now been corrected and will be as follows: For routine hearing care, including hearing aids every three years, the in-network payment will be 100% of the cost, **not subject to the deductible**, under options #1 and #2. Under option #3, coverage will also be 100%, but not payable until after the deductible has been satisfied. In addition, these services will be covered 100% out of network, but not until after the deductible has been satisfied. These same levels of coverage under the various options will also apply to wigs, with a limit of one per year.

## Words of Caution

We have welcomed many new members this year due to a resurgence in the business and also because of retirements. New hires need to understand that this company holds them to a different standard than other employees for the first six months.

You also need to know that this local (or national) has never agreed to this. There have been many incidences where these new employees have been disciplined or terminated for various reasons under the company's six-month rule.

We will continue to represent all employees to the best of our abilities under any circumstances, but we need everyone to be mindful of their own actions.

## Change of Address Form

Name \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Local \_\_\_\_\_

Return Form To: The Union Hall  
3923 Main Street • Erie, PA 16511

## Having Personal Problems?

If you are having personal problems and feel the need to talk to someone, GE has hired a new EAP Counselor, **Keith Eller**, who can be reached at 875-4327.

If you want to talk to the union Employee Assistance Program Liaison(s), please call the union hall (899-3108) and we will have someone contact you. Don't hesitate to call either number, for they are there to benefit you.

## AA Meeting Schedule

Where: Building 6, Room 150, Conference Room  
When: Thursdays, 1<sup>st</sup> Shift 12:00 noon  
2<sup>nd</sup> Shift 7:30 pm  
3<sup>rd</sup> Shift 3:00 am

*Happy Holidays*  
from the  
*Officers and the Executive Board*



JANUARY 2012						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 NEW YEAR'S DAY	2 HOLIDAY	3 Nomination for Divisional Chief Steward	4 L.A.C. Meeting Nomination for Divisional Chief Steward	5 Nomination for Divisional Chief Steward	6	7
8	9 Return Acceptance Forms	10	11 R.A.G.E Membership Meeting	12	13	14
15	16 MARTIN LUTHER KING, JR. DAY	17 E-Board Meeting	18 618 Membership Meeting	19 506 Membership Meetings	20	21
22	23	24	25	26	27 R.A.G.E. Board Meeting	28
29	30	31				