



LOCAL 506 UNION NEWS

Volume 62, Issue 1

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Friday, January 14, 2011

RESOLUTION OF THE UE-GE CONFERENCE BOARD

In Opposition to General Electric's Attack on the Pensions and Life Insurance of Salaried New Hires

General Electric has recently announced that effective January 1, 2011, all newly hired exempt salaried employees, as well as certain (non-production) salaried non-exempts, will **no longer be allowed to participate in the GE Pension Plan**. In addition, such new hires will not be eligible to receive any life insurance as retirees. This latest announcement comes on top of the imposition of the high deductible "Health Choice" insurance plan on salaried employees at the beginning of 2010, and the effective gutting of early retirement pension provisions and retirees' medical insurance in 2005 for salaried new hires.

This unprecedented attack on the Pension Plan is particularly outrageous. Despite a "perfect storm" of historically low interest rates and the stock market decline in the wake of the financial crisis of 2008, the Plan remains in excellent health. The fact of the matter is that **GE has not contributed one penny** to the Plan since 1987, and moreover has booked many billions of dollars in pension "profits" over that time, because of accounting rules favorable to overfunded plans.

In lieu of Pension Plan participation, GE says it will contribute 3% of the pay of affected employees into the Savings and Security Plan. But the events of the past few years have underscored how **vitaly important** a defined benefit pension is for those who aspire to a secure and dignified retirement. GE itself has acknowledged that fact in numerous presentations and statements concerning the Pension Plan over many years.

Meanwhile, the assets of defined contribution plans such as **401(k)'s have taken a huge hit** in recent years in the wake of bursting bubbles on Wall Street. Many thousands of people have seen their retirement savings evaporate because of falling stock prices, while others have had to spend their nest eggs to cushion periods of unemployment.

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General Election Notice

Nominations for all general offices will be held during the **February** membership meetings. All members in good standing in accordance with the Constitution and By-Laws of Local 506 will have the opportunity to run for any office.

The following offices for nomination (taken from the floor) will be **Business Agent, President, Chief Plant Steward, Vice President/Recording Secretary, Treasurer, Sergeant-At-Arms, Executive Board Members at Large (3 to be elected) and Trustee (1)**.

The election will take place in March and all information (pertaining to this election) will be published in a special news paper after the February meeting.

Contract T-Shirt Contest

The sports committee is giving away a jacket for the best slogan for the upcoming contract. Forms can be obtained from your steward or chief steward. Entries must be turned in by the end of January. Good luck to all that may be interested in this contest.

January Membership Meeting Notice

Agenda:

- General Business Matters
- Committee Updates

MEMBERSHIP MEETINGS AND TIMES ARE:

Thursday, January 20, 2011 (All meetings)
7:20 a.m. (3rd Shift)
1:00 p.m. (2nd Shift)
3:20 p.m. (1st Shift)

Continued from page 1

There is simply no justification for this takeaway. The reason GE is doing this has **nothing to do** with the health of the Pension Plan or the Company. Rather it's a quick way to realize big and immediate accounting gains on the balance sheet in an effort to pump up the stock price. And if a new generation of GE employees loses out on this vital benefit, so be it. As GE "resets" the corporation, they apparently envision a future with no so-called "legacy costs" whatever. It's a legacy of no pensions, no retirees' medical insurance, and no life insurance. When you finish at GE, the Company wants to be finished with you.

As was the case with the takeaways of 2005, GE is assuring us that there is "no impact" on current employees or any newly hired hourly workers. But in the 2007 National Contract negotiations, GE proposed that hourly employees swallow whole the bad medicine imposed on the salaried new hires in 2005. Accordingly, we must prepare for the **strong possibility**, if not the likelihood, that GE will try and shove this horrendous concoction down our throats in the upcoming 2011 negotiations. This will also **seriously jeopardize** the future continued existence of the Pension Plan for **everyone**, including current hourly and salaried workers.

The UE-GE Conference Board meeting in Erie, Pennsylvania, condemns this action on the part of General Electric. We intend to resist any attempt to impose these latest takeaways on our present and future GE membership, and will work towards this end with the other unions in the Coordinated Bargaining Committee (CBC) of GE unions.

Adopted Unanimously: December 3, 2011
UE-GE Conference Board Meeting, Erie, PA

CHIEF PLANT STEWARD NOTES

By Mike Hayes

Hello everyone, hope you had a good new year. It looks like 2011 is going to be a very busy year for all of us, being that it is a contract year.

On January 8th we had a joint conference board meeting. And it was good to meet all the people from unions such as the IUE, CWA, IAM, UAW and a few others. By the time this meeting was over we had one voice and together we will fight this greedy company. And do what ever it takes to get a fair contract for everyone.

Our next Step II will be January 21st, forty-one cases will be heard, some are farm-outs, payment issues, circumventing recall procedures, discipline and family leave issues. I should have the date for the next Step III by January's membership meeting.

Welcome Back

By Business Agent Wayne Burnett

Hopefully, everyone made it back safely from whatever time you may have had off. We hope that the holiday season went well for you, your families and friends.

As we enter into 2011, surely this is a year that will most likely bring challenges that this union hasn't faced since 1969. Most of us weren't here during that time, but you can bet there are still a few old-timers who were. If you are fortunate enough to know one of these employees, listen to their stories so you can understand the journey and path this union has been on and taken over the years.

With the contract fast approaching, we must be careful not to be sidetracked or lose focus on the ultimate goal of securing a good contract. We have had many trying times over the past two years and we should expect nothing less this year. How we end up will depend on how we stand together.

Now is the time to put away any issues that could be detrimental to this membership. This union has shown over the years that in times of adversity, togetherness has brought us through. And in today's world, if we are not on the same page and have the same mindset, then the future of this Local could be affected for years to come.

Rally Plans Move Forward

The members gave approval for this Local to have a rally for the upcoming contract. There is much work involved in putting on such a feat and you can never have too many people to make this a success.

Vice President **Roger Zaczyk** has secured Gannon University for June 4th and he is now working on all the necessities (permits) needed so that all facets of this event will be covered.

This event was mentioned during the recent Coordinated Bargaining Committee (CBC) that took place in Evendale, Ohio on January 7th and 8th, so we should be prepared to make our visiting Brothers and Sisters from other unions feel right at home.

Some had expressed why we are not having a rally sooner. To that I simply say: you can rally each and every day on the shop floor whether it's at break time within your departments or throughout your building.

It's no secret that contract season is here and that alone should motivate our members to communicate with each other and express to this company what would be acceptable in this contract and what you are willing to fight for.

News N' Views

By President Jim Pifer

Having returned from a CBC meeting in Cincinnati on Saturday, January 9th, the outlook does not look promising for a peaceful contract settlement.

Most of you know me well enough by now to know that I won't say something that I don't believe to be true.

I had an opportunity to talk to several local leaders who all feel the same as us.

This Company has made millions upon millions in profits the last 4 years, during the worst financial crisis since the great depression.

The Company has said they want only one health care plan for exempts and hourly. If that is truly what they want than they better scrap the plan they forced on their exempts and give them the same choice we now have.

The Company has also eliminated the pension plan for newly hired exempts. If the company comes after the pension plan this contract we better be prepared to take the necessary steps to stop it.

Remember, if we let the company eliminate the pension for those that come after us, there will be no one left to defend our pension once we have retired.

There have been many Companies in the last several years that have eliminated the pensions of future and current retirees. If you think it can't happen here you better think again, this Company would be all too happy to use the billions in the pension fund for something other than current or future retirees.

There are going to be many things in the upcoming contract that need to be improved upon.

This last statement needs to be stated now: GE, if you have any plans to implement either the health care choice plan the exempts currently have, or take away our pensions for newly hired Union workers like you did to salaried exempt hires, you better go back to the drawing board, we won't accept it.

Hopefully all Union members find a way to support their Union leadership across the entire CBC [13 Unions]. If we don't, and either of the two issues I have wrote about end up on the table, then we will have failed miserably as Union leaders, if we recommend to our membership to accept it.

I don't cry wolf and I don't blow smoke, our National leadership knows and GE now knows this, our membership is fully prepared come June to strike if necessary to beat back any outrageous demands.

I would also like to talk about something one of our Union brothers brought up at the last membership meeting.

His question was: *Could we send letters to all retired 506*

members and tell them not to go overseas and teach others how to do our work?

Unfortunately, that's not practical, but the point he was making is. A lot of our retired members read the UE news and many more talk to other retirees who do. Our point is this, if you are going to other locations either overseas or other places in the U.S. teaching or doing our work, you are harming this membership.

If it's the right thing to do, we will have one of our current members do it, one that is not yet collecting a pension.

Reminder to all pre-65 retirees, what we receive in this contract could very well be what you also will be stuck with, including all health care changes. We may be forced to call on you to join the fight for affordable health care or any other change that may affect you, even though you are already retired.

Toy Drive

The Toy Drive that was held during the Holiday Season was a huge success. The members of Local 506, along with Local 618 and those who donated gifts from the outside should really be proud of yourselves and because of your generosity, many children throughout the Erie and surrounding communities woke up with tears of joy and a smile.

Our hat goes off to Kevin Ireson, who spearheaded this drive. We have received many cards and thanks from the organizations that benefited from this successful endeavor.

They include the Erie Family Center, Erie County Office of Children and Youth, and the Booker T. Washington Center and each center also received a check for \$1,836.00. Once again, thanks to all of 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

ERIE PLANT

DAYWORK RATE STRUCTURE FOR HOURLY EMPLOYEES

EFFECTIVE DECEMBER 20, 2010 RATE

* MINIMUM STARTING RATES IF
HIRED AFTER AUGUST 5, 1991

RATE SYMBOL	HOURLY RATE	MINIMUM STARTING	95%	90%	85%	80%	75%	70%
		RATE						
R-3	25.020	----	23.770	22.520	21.265	20.015	18.765	17.515
R-4	25.120	----	23.865	22.610	21.350	20.095	18.840	17.585
R-5	25.205	----	23.945	22.685	21.425	20.165	18.905	17.645
R-6	25.320	R-4	24.055	22.790	21.520	20.255	18.990	17.725
R-7	25.430	R-5	24.160	22.885	21.615	20.345	19.075	17.800
R-8	25.575	R-6	24.295	23.020	21.740	20.460	19.180	17.905
R-9	25.720	R-7	24.435	23.150	21.860	20.575	19.290	18.005
R-10	25.720	R-8	24.435	23.150	21.860	20.575	19.290	18.005
R-11	25.905	R-8	24.610	23.315	22.020	20.725	19.430	18.135
R-12	26.060	R-9	24.755	23.455	22.150	20.850	19.545	18.240
R-13	26.245	R-11	24.935	23.620	22.310	20.995	19.685	18.370
R-14	26.415	R-11	25.095	23.775	22.455	21.130	19.810	18.490
R-15	26.710	R-11	25.375	24.040	22.705	21.370	20.035	18.695
R-16	27.085	R-12			R-12			
R-17	27.650	R-13			R-13			
R-18	28.240	R-14			R-14			
R-19	29.075	R-15			R-15			
R-20	30.050	R-16			R-16			
R-21	31.050	R-17			R-17			
R-22	32.085	R-18			R-18			
R-23	33.000	R-19			R-19			
R-24	34.350	R-20			R-20			
R-25	34.860	R-21			R-21			
R-26	35.330	R-22			R-22			
R-27	35.770	R-23			R-23			
R-28	36.300	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 DECEMBER 20, 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	25.905	25.575	25.205
I-9	0.60	25.905	25.575	25.205
I-10	0.63	25.905	25.575	25.205
I-11	0.67	25.905	25.575	25.205
I-12	0.70	26.405	25.905	25.575
I-13	0.74	26.405	25.905	25.575
I-14	0.78	26.405	25.905	25.575
I-15	0.82	27.085	26.505	25.680
I-16	0.87	27.085	26.505	25.680
I-17	0.92	27.085	26.505	25.680
I-18	0.97	28.240	27.675	26.000
I-19	1.02	28.240	27.675	26.000
I-20	1.08	28.240	27.675	26.000
I-21	1.145	28.240	27.675	26.000
I-22	1.21	28.240	27.675	26.000

GETS CONVERSION FORMULA

<u>Where Minimum Does Not Apply</u>	<u>Break Even Point</u>	<u>Where Minimum Does Apply</u>
I - 8 and I - 9 : Earnings X 4.9794 + 22.4792	1.1776	Earnings X 4.6038 + 22.9217
I - 10 and Up : Earnings X 4.9794 + 22.3593	1.2013	Earnings X 4.6038 + 22.8110

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

9th ANNUAL HOMETOWN HEROES BOWLING TOURNAMENT

EASTWAY LANES • SUNDAY, FEBRUARY 27, 2011 • 12:00 Noon

APPLICATION FORM & TOURNAMENT RULES

1. Event shall consist of three (3) games bowled on one (1) pair of lanes assigned by the Tournament Director, and all decisions by the Tournament Director are final.
2. This is a singles event. Prizes will be awarded to the highest game and highest series bowled by both men and women. There will be no duplication of awards.
3. This is a fun-filled community event for our sponsors and friends of all ages.

ENTRY FEE: \$15 each • 4 people on a lane • Limited to the first 160 paid entries

Deadline to PREREGISTER is Friday, February 18, 2011. Availability is limited the day of the event. Junior bowlers are welcome. Check in begins at 11:00 a.m. There will also be a Silent Auction. All proceeds will benefit Erie VA Medical Center.

Mail ENTRIES to: UE Local 506; 3923 Main Street; Erie, PA 16511. You may also drop off your entry to the Union Hall at the above address any weekday from 8:00 a.m.– 4:00 p.m. Make entry fee check payable to: UE 506 Sports Committee.

Questions concerning the tournament, please contact the Voluntary Office at the Erie VAMC at (814) 860-2453.

ENTRY FORM – TEAM LINE UP (please print)

◆ **ENTRY FEE: \$15 each** ◆

First and Last Name

Phone number

1. _____
2. _____
3. _____
4. _____

Foursome not required. Singles or Pairs accepted

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 1st Shift 11:30 am

2nd Shift 7:30 pm

3rd Shift 3:00 am

FEBRUARY 2011

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