

LOCAL 506 UNION NEWS

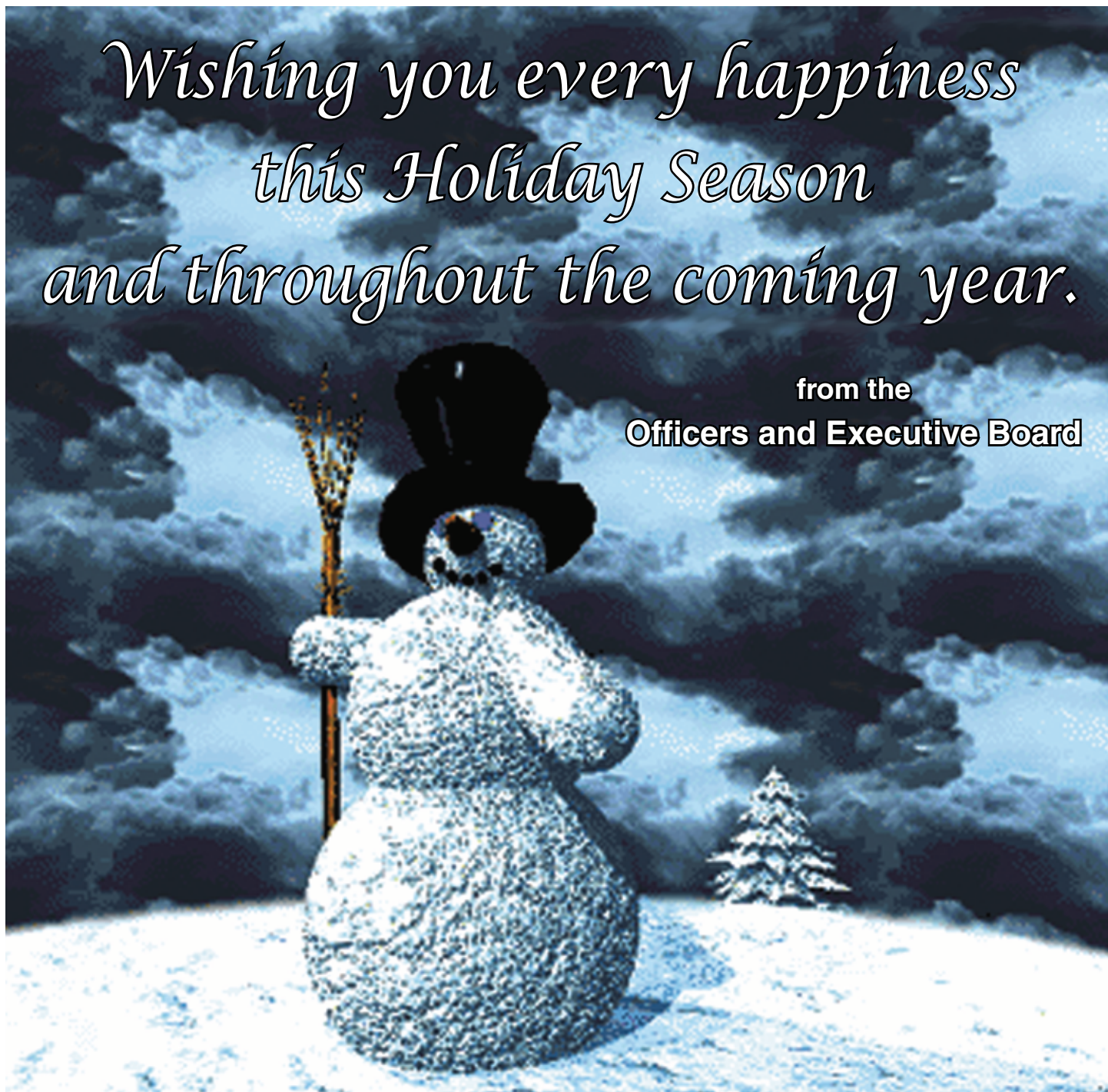
Volume 63, Issue 11

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Friday, December 14, 2012

*Wishing you every happiness
this Holiday Season
and throughout the coming year.*

from the
Officers and Executive Board



2012: The Good, the Bad & the Ugly

By B.A. Wayne Burnett

Now that 2012 is nearing its end, it is always good to reflect back as to some of the things that did or didn't occur during the year. Sometimes you have to go back to some previous years to get a better understanding of where we're at now. This may not be exactly the way things happened, but you all should get the point.

Let's start with the fact that we (union-wise) were beginning to heal from what happened in November of 2009 when we lost hundreds of our members during an economic down turn which affected the entire nation. Had it not been for the government bail-out of the auto industry and wall-street, (which caused this mess) it would have been much worse. This was not a pleasant time for anyone and I only bring this to your remembrance because we have a tendency to have short memories.

The world slowly began to turn around and the manufacturing sector started to regroup. Month by month throughout 2010, the company actually started recalling our laid-off members and everyone was eventually called back. They even started hiring new employees. This was a good thing because many people struggled during that period.

We knew that 2011 would be a challenge because it was a contract year, the general election of officers and who would play a part in those negotiations. Because of these two events being so close together, our focus which should have been strictly on the contract, shifted to the election. Thanks to a constitutional amendment voted on by the members, this should not happen again.

Now our attention moved to NY City where contract negotiations would begin. Due to the fact that the nation was regrouping from this economic slide, General Electric came in with an aggressive agenda that played and fit right in to what was happening in the world. You need to realize that while many businesses were going under or succumbing to bankruptcy, GE continued to make money. They made it clear that healthcare and defined pensions would be their top priorities.

This is the talk coming from a company who hadn't contributed to the pension fund since the eighties and who had in prior years shifted the healthcare

costs to their management side and then decided to inflict a lesser version, (according to them) on us. These are the same issues that we, being part of the CBC (Coordinated Bargaining Committee) vowed to fight against.

Unfortunately, this is what was happening throughout the country and they (GE) weren't going to pass on this opportunity. With all that said, it was still up to the members to decide whether or not to accept what was being offered. There were some contentious moments concerning the contract and the members here petitioned and received a special Sunday meeting to discuss the tentative agreement.

The vote was held on June 30th and was overwhelmingly ratified by the members. In hindsight, because so many people had suffered during the down turn, it wasn't surprising that the contract passed. But as it is always said, "The members run this union" and this proved to be true once again.

The orders for the company started coming in and the members seemed to be happy because there was plenty of overtime being offered. The company stated that overtime was another area that they wanted to get a handle on and as it started going away, our problems started to surface. Overtime for the most part is the result of mismanagement and no company wants to rely on OT to get to keep its business running. In areas where there is OT, we want it be divided fairly as stated in our contract.

Now we have to contend with the farm-outs issue that has plagued us for years, the elimination of third shift in OHV, Texas and the fact that work has slowed down with TLOW'S now in the mix. None of these situations were caused by this union and for the new members who may be experiencing these encounters for the first time you need to understand that our job is to do everything possible to keep everyone gainfully employed.

It's something we strive to do daily, and to make sure it's done correctly. That takes all of us. There were so many things that happened this year and what will happen in 2013 is anybody's guess. The one thing we know for sure is that if we don't stick together, we will surely fall apart. We hope that all will have a blessed and safe holiday.

Union Request Return of Farm-outs

As many of you know, farm-outs have been an issue this local has faced for years. You may have read in last month's news, there were a number of farm-outs returned to the plant, but there is still plenty of work that could be returned.

WE continually hold discussions with the company about bringing back this work and the company has stated that more of the farmed-out work will be brought back. We want to emphasize that this union has never had control over farm-outs and the company has the obligation to inform the union when they occur.

The fact that the company has invested millions of dollars in the production plant they are building in Texas, makes the farm-out issue more important now than ever. We know that eventually the Texas plant will have an impact on the Erie plant and just how much is yet to be determined.

This touchy subject is not new to this local and we will continue to press the company on this issue, but it will take the effort of all of us to express to the company why they should bring this work back.



2013 Eastern Region Delegates Elected

The following members (**Don Brown, Ron Dombkowski, Rick Steele** and **Dave Chadwell**) were elected to serve as your 2013 Eastern Region delegates. The following members (**Norberto Lozada, Joe Smith** and **Bryan Ledford**) will serve as alternate delegates.

Thanks to all who showed an interest in representing the members. Anytime someone chooses to participate in union affairs is welcomed with open arms and we encourage you to do so. After all, this is your union.



Election Committee Representatives Nominations in January

Nominations for Election Committee Representatives for the (2013/2014) term can be made at the union hall during the first full workweek in January (January 7 thru 11, 2013). Members in good standing may nominate someone or themselves and will be responsible for picking up the acceptance form or delivering the form to your nominee.

The form must be returned by 4:00 pm on Wednesday, January 16th. One representative from each division (9) will be elected and the election will be held on Thursday January 24, 2013 with the times, dates and candidates posted in prominent areas throughout each division. In any contested division, two tellers per shift by mutual consent will conduct the election.

Those elected will be sworn in at the 1st shift meeting in February. The election committee has the responsibility of overseeing all elections including General Elections, Chief Steward, Delegate and special elections and should not be taken lightly. Should you decide to run for this position, hopefully, you will understand its importance and be willing to fulfill this obligation.



Executive Board Opening

Due to the recent retirement of **Tim Newara**, there is now a vacancy on the E-Board. Per our constitution, nominations to fill that position will take place at the December membership meetings and the election will be held during the January membership meetings.

The member filling this position will serve the remainder of this term and would have to re-run during the general elections if he or she chooses to do so. Tim was very involved in many aspects of the union including the Unity Council, the Election Committee, safety, and other areas as well. Hopefully his replacement will continue to carry on in whatever capacity that's needed to represent the members.

President's Report

By Roger Zaczek

Congratulations to the 73 UE 506 members that took the Voluntary Retirement Incentive, Enjoy.

Tim Newara, Long time Executive board member and Liaison to the Unity Council and Safety Committee, along with the Election Committee, decided to retire. Tim's many years of dedication to the UE will be big shoes to fill. The Officers and the Executive Board wish nothing but the "Best" for Brother Newara. Thank You Tim For all that you did.

There has been many jobs posted on the Bid board, hopefully, everyone has opportunity to bid and more importantly, those that get hired, be able to move in a timely fashion.

For Erie, UE Local 506 members have done O K in 2012. In Locomotive, the downturn in domestic orders has been offset by international orders. Sharing the OHV 106's with Texas is, and remains, a sore spot.

Company Officials have informed the Officers that the Erie plant is solid thru the middle part of 2013, and International orders are again looking good for the 3rd and 4th quarters.

The movement of people from non busy areas of the plant, to busier areas of the plant has got to be monitored by the department stewards and divisional chiefs. Any movement should be done in line of service, and all wages should be protected. Anyone temporarily being placed on a job other than their primary job, should be given a contact notifying them of a start and end date.

From my family to yours, I wish all of you a very Merry Christmas and a Prosperous New Year.



OHV Going Down

As the rumors continue to fly, this one is now confirmed. The company has stated that the 3rd shift in OHV will be eliminated in January of 2013. This is obviously no surprise to anyone working in that area because the news has been circulating throughout the plant.

Let's not make believe that Texas isn't part of why this is happening. Although the company has stated that no one will hit the street, we must be careful and keep a watchful eye to how this plays out. Many of you have seen and been through these kinds of situations before while others have not. We must make sure that we adhere and stick to the provisions in our contract that deals with these matters.



COLA Increase

(Cost of Living Adjustment)

Effective December 24, 2012 those covered under the UE-GE National Contract will receive a \$0.06 cents Cost of Living Adjustment. This is the second and last adjustment that you will receive this year. As you may recall, there was a \$0.24 cent cola increase back in June along with a 2.25% general wage increase.



Vrip's

The company offered a "Voluntary Retirement Incentive Program" known as VRIP's to employees who may have wanted to sever ties with General Electric. The criteria for this offer was that the employee must be sixty (60) years of age with at least ten (10) or more years of service.

The original number the company had offered was seventy five, but they extended that to ninety five of which seventy three employees decided to accept. This is the second year that the company has made such an offer and it was not extended to Erie alone, but other GE businesses as well. We would like to wish the best to those who accepted as you venture off in a new direction. Hopefully, you will live long and prosperous lives.

UE National President Addresses Members

President Klipple stressed that the recent general election results was a "good day for working people in our country!" He pointed out that the Republican platform was an outright attack on worker's rights, social programs and especially an attack on unions. The National Republican platform adopted many of the same attacks imposed on workers in a number of States where Republicans gained control in the midterm elections of 2010. Voters saw right through this he stated, and not only re-elected **President Obama**, but kept the Democrats in control of the Senate, and made gains in the House as well. He stressed the importance of not setting back now that the election is over, but to work even harder to preserve social security, medicare and Medicaid by keeping the pressure on our elected representatives.

Brother Klipple gave an update about some of the many current struggles going on around the union, while highlighting a few important worker rights struggles happening in the country. He told the members to watch for worker rights campaigns at your local Walmart

stores on "Black Friday". He stressed the need to support such actions and not shop at stores that abuse worker rights. Unorganized workers in many areas of the country are beginning to take a stand against this abuse from corporations and are attempting to organize, he said. He shared some highlights of a few successful as well as losing organizing campaigns this past year.

President Klipple reported on the National Union's information campaign: "Stop GE Wage Cuts". He shared information about GE imposing significant wage cuts on unorganized workers in a number of manufacturing locations around the country, all in the name of "competitive wages." He stressed the importance of resisting these types

of wage reduction schemes as they are designed to divide the membership. If there is any company in the world that can afford to pay their employees a livable wage its GE! Here in Erie, UE 506 members build the best, most reliable and efficient locomotives in the world! You deserve the pay that was negotiated.



President Klipple

Lastly, President Klipple urged the members to remain united. The plants that GE is currently building in Ft. Worth, Texas are a concern for Erie members. In the meantime, we need to continue to try and bring back as much of the "farmed out" work that is possible. We need to continue to work not only efficiently, but safely as well. He complimented the local leadership and **Eastern Region President, Deb Gornall** for holding monthly educational trainings for stewards and members. "This is the type of activities we would very much like to expand upon," he said. Educating ourselves about the issues we face and committed to staying "UE Local 506 proud" will be our best chance to preserving and protecting the gains that have been made over the years.

Photographs courtesy of Mark Haller



Mentatmark

Erie Plant

Daywork Rate Structure For Hourly Employees

Effective December 24, 2012

* 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	26.075	----	24.770	23.470	22.165	20.860	19.555	18.255
R-4	26.180	----	24.870	23.560	22.255	20.945	19.635	18.325
R-5	26.265	----	24.950	23.640	22.325	21.010	19.700	18.385
R-6	26.385	R-4	25.065	23.745	22.425	21.110	19.790	18.470
R-7	26.495	R-5	25.170	23.845	22.520	21.195	19.870	18.545
R-8	26.645	R-6	25.315	23.980	22.650	21.315	19.985	18.650
R-9	26.795	R-7	25.455	24.115	22.775	21.435	20.095	18.755
R-10	26.795	R-8	25.455	24.115	22.775	21.435	20.095	18.755
R-11	26.980	R-8	25.630	24.280	22.935	21.585	20.235	18.885
R-12	27.140	R-9	25.785	24.425	23.070	21.710	20.355	19.000
R-13	27.330	R-11	25.965	24.595	23.230	21.865	20.500	19.130
R-14	27.505	R-11	26.130	24.755	23.380	22.005	20.630	19.255
R-15	27.805	R-11	26.415	25.025	23.635	22.245	20.855	19.465
R-16	28.190	R-12			R-12			
R-17	28.765	R-13			R-13			
R-18	29.370	R-14			R-14			
R-19	30.225	R-15			R-15			
R-20	31.220	R-16			R-16			
R-21	32.245	R-17			R-17			
R-22	33.300	R-18			R-18			
R-23	34.235	R-19			R-19			
R-24	35.615	R-20			R-20			
R-25	36.140	R-21			R-21			
R-26	36.620	R-22			R-22			
R-27	37.070	R-23			R-23			
R-28	37.610	R-24			R-24			

JOB RATE

R-6 thru R-15
R-16 thru R-18

R-19 thru R-21

R-22 and Up

PROGRESSION

One step at the end of each one-month period from M.S.R. to job rate.

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.

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.

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 24, 2012

<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	26.980	26.645	26.265
I-9	0.60	26.980	26.645	26.265
I-10	0.63	26.980	26.645	26.265
I-11	0.67	26.980	26.645	26.265
I-12	0.70	27.495	26.980	26.645
I-13	0.74	27.495	26.980	26.645
I-14	0.78	27.495	26.980	26.645
I-15	0.82	28.190	27.595	26.750
I-16	0.87	28.190	27.595	26.750
I-17	0.92	28.190	27.595	26.750
I-18	0.97	29.370	28.790	27.080
I-19	1.02	29.370	28.790	27.080
I-20	1.08	29.370	28.790	27.080
I-21	1.145	29.370	28.790	27.080
I-22	1.21	29.370	28.790	27.080

GETS CONVERSION FORMULA

Where Minimum Does Not Apply	Break Even Point	Where Minimum Does Apply
I - 8 and I - 9 : Earnings X 5.0914 + 23.4793	1.1776	Earnings X 4.7074 + 23.9317
I - 10 and Up : Earnings X 5.0914 + 23.3567	1.2013	Earnings X 4.7074 + 23.8185

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	0.082
I-18	0.161
I-19	0.278
I-20	0.441
I-21	0.838
I-22	1.229

December Membership Meeting Notice

Agenda:

- ☐ General Business
- ☐ Committee Reports
- ☐ Nominations for E-Board Member at Large

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, December 20, 2012 (All meetings)

7:20 a.m. (3rd Shift)

1:00 p.m. (2nd Shift)

3:20 p.m. (1st Shift)

Safety Matters

As this year is rapidly coming to an end, we want to remind you to stay focused when doing your job so that you will spend your holidays with your love ones. There are still a number of injuries occurring throughout the plant and although accidents do happen, make sure that you do your part to stay safe.

Make sure you wear the necessary PPE (Personal Protection Equipment) that may be required for your job. Also be mindful when you are walking on the avenue as well as inside the buildings. We should all just take a little extra time to make sure we are doing things the safest way.




Sports Shorts

Basket of cheer drawing is this month after the First shift membership meeting....tickets still available from the divisional chiefs. This raffle is the only raffle the SPORTS COMMITTEE does that raises funds for the UE Local 506 Sports Committee.

Applications are out for the 10th Annual Hometown Heroes Bowling Tournament being held at Eastway Lanes on Sunday February 24, 2013. This year's event will benefit the Women Veterans Fund (#1016) for the Erie VA Medical Center.

The Sports Committee wishes all that have participated or helped in any way with activities this past year, the very best Holidays season. Thank You.

JANUARY 2013

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1 New Year's Day 	2	3	4	5
6	7	8	9 R.A.G.E. Membership Meeting	10	11	12
13	14	15 E-Board Meeting	16	17 Local 506 Membership Meetings	18	19
20	21 Martin Luther King Jr. Day	22	23	24	25	26
27	28	29	30	31		

AA Meeting Schedule

Where: Building 6, Room 150, Conference Room

When: Thursdays

1 st Shift	12:00 noon
2 nd Shift	7:30 pm
3 rd Shift	3:00 am

Change of Address Form

Name

Address

City/State/Zip

Local

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



Toy Drive: Thanks



Once again we want to take this opportunity to express our heartfelt thanks to everyone who made this awesome toy drive a success. You can never put into words the joy that comes with seeing a smile on a child's face who received an unexpected gift. It's Priceless!

As always, you showed the kindness, thoughtfulness, and love that comes from helping the less fortunate. Although UE spearheaded this endeavor, we want to make it perfectly clear that this was a collaborated effort that involved everyone associated in and outside the plant. This is one occasion that we should put aside our differences and think about the thousands of people who are truly in need.

To the people (retirees) and those in this community who dropped off toys or monetary gifts to pur-

chase toys, we thank you. For all the other unions inside the plant or management who participated, we also thank you. As a result of your giving, four (4) agencies (**The Erie Home for Children & Adults, The Erie Family Center, The Martin Luther King Center and The Union City Family Center**) who spend their time and efforts continuously throughout the year helping those in need, appreciate your generosity.

These agencies also received a monetary gift of \$1,625.00 that we're sure will be used in other areas of need within their organization. Thanks to all who had a hand in collecting and bringing the toys to the union hall. A special thanks to **Kevin Ireson** who takes charge in ways that are unseen. We appreciate you very much.

