

LOCAL 506 UNION NEWS

Volume 63, Issue 6

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Friday, June 15, 2012

What Is Jacintoport?

Jacintoport is the name of an industrial sub division in Houston Texas. The GE has a manufacturing business in Jacintoport. Currently, there is a campaign for Union recognition at this facility. GE is trying their best to keep UE out of the plant.

At first the GE denied ownership of the plant in Jacintoport. Building "A", building "B", Bldg. "C", etc . . . sound familiar? After failing that action now the company officials are in a full court press at the time of this writing, along with the help from big dollar union busters and top ranking executives from as far away as Fairfield, Connecticut . . . That's right, GE Corporate headquarters!

The observed game plan from the company, spreading false ideas and myths about Unions, has been compounded with using the ERIE plant as an example in their propaganda. No investments, job loss events, layoffs, farm-outs and sub-contracting

Members Speak

At May's membership meetings, there were two proposed constitutional amendments and a non-constitutional proposal that were discussed and voted on. The members decided that these proposals would not be in the best interest of this local. There were some housekeeping changes that had no effect on the constitution that the members passed. This is a true sign of what Rank-in-File unionism is all about.

It's important for members to understand that you are the decision makers and when you don't get involved with what's going on in your union, then look no further than yourself. There was a time when the meetings were held only on Sundays, but now everyone has the opportunity to attend meetings since we have them for every shift. We are just trying to remind you that "The Members Run This Union".

are all the cause of UE.

The General Electric imposed a wage adjustment on many Jacintoport workers, then, when there was interest in Union Recognition, gave back the wages stating they made a mistake. The promise that everything is going to be alright now, and promising to make changes to fix all the situations . . . Sounds to me that Jacintoport workers will be welcomed in the UE family.

Local 506 President Roger Zaczyk and Local 332 Business Agent Angel Sardina.



June Membership Meeting Notice

Agenda:

- Vote on Hall Repairs
- General Business
- Committee Updates

MEMBERSHIP MEETINGS & TIMES ARE:
Thursday, June 21, 2012 (All meetings)

7:20 a.m. (3rd Shift)
1:00 p.m. (2nd Shift)
3:20 p.m. (1st Shift)

Chief Plant Steward's Report

By Mike Hayes

We had our Step II on June 1st and 26 cases were heard. Some were Farm-out, payment, hiring, job posting, progression and discipline. Twelve cases were closed, 9 placed on hold and 5 submitted to Step III. No date has been set for Step III at this time.

Steward Classes were held on June 12th and Eastern Regional President **Deb Gornall** conducted the classes. Being a steward in Local 506 is a never ending learning process and different issues vary from day to day. The more we work and learn together, the better off we will be. Shut down will be Wk#29 and Wk#30 in July. If I don't see you have a good safe vacation.

Approval Needed

At this month's membership meetings, we will be seeking approval from the members to make the necessary repairs to the union hall. The primary focus at this time will be replacing the carpet and the three main entry doors to the hall.

If approved, these projects will take us into the next generation. It's your union hall and it should be treated and taken care of as you would your individual homes.

COLA and General Wage Increase

All GE workers covered by the UE-GE National Contract will receive a twenty-four cents (\$.24) per hour cost-of-living raise effective June 25, 2012. In addition, you will also receive a general wage increase of 2.25% which applies to all rates of pay for hourly or salary-exempt employees that was negotiated in 2011 effective on the same date. We will also follow the constitution concerning any changes in the dues structure.

President's Report

By Roger Zaczyk

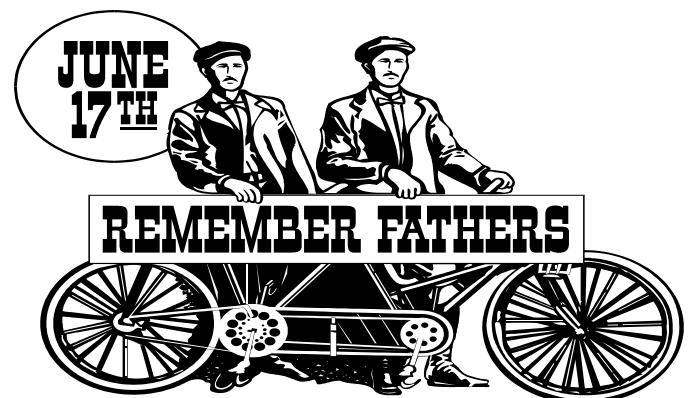
True democratic rank and file process was evident at May's membership meeting. The proposed constitution changes along with the amendments to our constitution, was discussed, debated, questioned, and ultimately voted on. **GOOD JOB CONSTITUTION COMMITTEE!**

The officers and executive board have been meeting with COE's and plant managers along with transportation and propulsion corporate executives, discussing various aspects of the products that are made in the Erie plant.

Quality concerns and production schedules, together with parts availability, and tooling issues are discussed as part of the Job Preservation and Growth language in our National agreement.

Importantly, **SAFETY** on the shop floor is concerning. Over 300 injuries, 33 of them recordable, have happened thus far this year. This statistic is something we all should find alarming. Paying attention to what your job is and how you do it, is job one. Distractions are everywhere, and with the onset of summer, distractions are compounded. I truly believe no one wants to get hurt at work, and going home injured is not the plan. Please take time to be aware of everything going on around you, stay focused, please.

The membership approved last month getting involved with the Union Recognition drive going on in Houston, Texas, and because The Regional Organizing Council (ROC) has been involved in many organizing drives up and down the East coast, it seemed a natural fit for GE Union members to help organize a GE shop. Thank You.



Do You or Don't You Remember?

By B.A. Wayne Burnett

As I contemplated writing this article, I had to reach back into my memory bank to make sure I captured and thought about what you will read. On February 10, 2009, our then President **Frank Fusco**, was notified by the company that there would be a "Mass Layoff".

Because of the magnitude of this announcement, it was issued under the Worker Adjustment and Retraining Notification Act, commonly known as ("WARN"). Needless to say, after experiencing five or six years where work was plentiful, this news devastated our members. It was just the beginning and more bad news would soon follow.

Then a second notice was ("WARN") issued to President **Pifer** during the same year that made the first notice seem like child's play. Fourteen hundred and thirty families would be impacted by this news as well as many communities. Fortunately, at that time, the company offered some early retirements (750) that would save some jobs, but not all jobs.

We never envisioned that the entire world would be impacted. The auto, housing, banking, and many other industries went under. Most small mom and pop shops perished as well. For the next two years, our local did everything we could possibly do to get through this rough period. Somehow, we managed to weather this storm, but it was not without heartache and pain, long days and many sleepless nights.

Although unions played no part in what was happening in the world, many people, even today, blamed unions for what happened during that time. These are the same folks (union) who made these companies billions of dollars over the years and had no say in how some of these companies may have mismanaged their assets.

As in any bad situation, there's always someone who makes out. You work for a company that continued to make money when many other industries were falling down or dying off. As the tide is slowly beginning to turn for the better, there are still millions of folks that are out of work. This company is doing some things that we should be mindful of. First of all, they are still making lots of money here in Erie (Transportation) as indicated in the first quarter.

They are investing millions in new machinery

and upgrades throughout this facility and have purchased two mining equipment manufacturers. To no one's surprise, we all know that they are now in the process of building the plant in Fort Worth, Texas, that they say will eventually do the same work that we currently do.

The recent announcement that they are moving their Corporate Headquarters to Chicago caught us by surprise, but we've learned to always expect the unexpected from GE. I could go on and on about what the company is doing, but the essence of this article is to reiterate what this workforce is all about and the contributions you've made to this company and in many communities.

In the midst of all that has happened over the past few years, (retirements, lay-offs, re-hires, contract negotiation, new hires) you are the best and most skilled workers in the world at producing locomotives and any other products that you are asked to produce. You have proven time and time again that there is nothing that can't be accomplished with the right tooling, materials, and equipment.

To all of you UE-GE employees who come to work each and every day and take pride in knowing that you gave your all doing your job, you should never be ashamed in knowing that the paycheck you receive each week, was truly earned.

Coordinators Corner

Now that summer is near, some areas in the shop will be extremely hot and there is a potential to become dehydrated. To avoid this, you should always drink plenty of fluids and there's nothing like a cool drink when the weather is hot and water is the best thing that you can drink.

If you experience dry mouth, fatigue, muscle weakness, heavy legs or headaches, these could be signs of dehydration, so make sure you replenish your body with the necessary fluids. Eating certain foods or produce can also give your body the proper nutrients to avoid dehydration.

If you desire something with a little favor, then try a quencher (from tool crib) or another beverage. Try to avoid drinks with high sugar contents or sodas with high amounts of caffeine. When possible, wear loose clothing, use fans, take breaks, and keep the fluids flowing, not only to minimize becoming dehydrated, but heat exhaustion as well.

Building 5 Report

By Chief Steward Scott Slawson

For starters, I want to take this opportunity to thank all of my brothers and sisters in building 5 for the contributions you have made to our union members and to other families in the community that had needs. Your generosity and care is appreciated by all and being a good union member, you have shown your concern for others time and time again, so thank you. I would also like to welcome all of our new members. I encourage you to become active in your union and attending a membership meeting or a union sponsored event would be a great start. For those of you under the age of 35 we also have a young activist program.

Building 5 has been in a constant state of motion since the beginning of the year. On the platform side of the house we are working through some lean issues that haven't been addressed for a very long time. Some other issues deal with time on product and quality. The company **Standard of Work** (dream sheet) and their locomotive platform planning do not seem to match up. According to company calculations and the way we see it, there is quite a difference. Remember, just because its written on a piece of paper doesn't always make it true.

On the motor side, we are still piece work, which has its challenges. Due to farm-outs and the final assembly areas being lean, it hinders our abilities to be true incentive workers. Constant process changes and the flow of materials due to the lean way of ordering, our incentive people struggle to make and maintain decent averages. This has caused a revolving door of personnel which in turn has led to quality, safety and production issues.

Over the past year, the company has invested several million dollars into building 5, which include 2 new CNC style bollards, a CNC quick mill called the Intimidator, a new roll machine, and a boat load of new welders and weld equipment. Some of the projects currently in the works are some new annealing ovens, a new cab operated crane for the platform area, new air handlers, and the possibility of a new paint booth.

I would like to remind everyone that safety is a must and it is everyone's responsibility. With shut-down approaching remember that safety extends to your home as well. Please have a safe and enjoyable vacation and remember with summer here motorcycles are on the road so look twice and save a life.

Railroad Workers United 2012 Convention

The 3rd biennial Railroad workers convention (RWU) kicked off the LABOR NOTES conference held in Chicago, Illinois, May 4th thru 6th.

UE 506 President **Roger Zaczyk**, Executive Board Member **Matt McCracken**, and Bldg. 6 Alternate Chief Steward **Mark Haller** attended.

The day long convention included many speakers from across North America, who, have direct impact on Unionized Rail and Passenger Locomotive Industries.

Notable speaker **Benedicto Martinez**, who, most will remember from several UE Conventions and speaking engagements, is the nationally elected Co-President of the Frente Autentico del Trabajo (FAT), one of the only independent labor federations in Mexico.

James Hill from UE Local 1177, Chicago, Illinois, then spoke on the NLRB election their group had in February 2010, and the ongoing battle for dignity and respect for the hundreds of drivers who shuttle Railroad workers to work sites within Rail yards and between the many Rail yards.

The RWU convention floor unanimously approved a Resolution with resolve to support the efforts of crew van drivers organizing into Labor Unions. (Renzenberger drivers)

It was also Resolved that RWU urge Rail Unions, particularly the Unions of Operating Crafts, Build Bridges of solidarity with the Unionized Locomotive Builders and assist in whatever way possible to HALT the Corporate push toward Non-Union Locomotive Builders in North America. I truly believe this Local agrees.

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 member that may be mourning the loss of a love one.

Erie Plant

Daywork Rate Structure For Hourly Employees Effective 6/25/2012

* Minimum Starting Rates If Hired After August 5, 1991

RATE SYMBOL	HOURLY RATE	MINIMUM STARTING RATE	95%	90%	85%	80%	75%	70%
			R-3	26.015	----	24.715	23.415	22.115
R-4	26.120	----	24.815	23.510	22.200	20.895	19.590	18.285
R-5	26.205	----	24.895	23.585	22.275	20.965	19.655	18.345
R-6	26.325	R-4	25.010	23.695	22.375	21.060	19.745	18.430
R-7	26.435	R-5	25.115	23.790	22.470	21.150	19.825	18.505
R-8	26.585	R-6	25.255	23.925	22.595	21.270	19.940	18.610
R-9	26.735	R-7	25.400	24.060	22.725	21.390	20.050	18.715
R-10	26.735	R-8	25.400	24.060	22.725	21.390	20.050	18.715
R-11	26.920	R-8	25.575	24.230	22.880	21.535	20.190	18.845
R-12	27.080	R-9	25.725	24.370	23.020	21.665	20.310	18.955
R-13	27.270	R-11	25.905	24.545	23.180	21.815	20.455	19.090
R-14	27.445	R-11	26.075	24.700	23.330	21.955	20.585	19.210
R-15	27.745	R-11	26.360	24.970	23.585	22.195	20.810	19.420
R-16	28.130	R-12			R-12			
R-17	28.705	R-13			R-13			
R-18	29.310	R-14			R-14			
R-19	30.165	R-15			R-15			
R-20	31.160	R-16			R-16			
R-21	32.185	R-17			R-17			
R-22	33.240	R-18			R-18			
R-23	34.175	R-19			R-19			
R-24	35.555	R-20			R-20			
R-25	36.080	R-21			R-21			
R-26	36.560	R-22			R-22			
R-27	37.010	R-23			R-23			
R-28	37.550	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 6/25/2012

<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	26.920	26.585	26.205
I-9	0.60	26.920	26.585	26.205
I-10	0.63	26.920	26.585	26.205
I-11	0.67	26.920	26.585	26.205
I-12	0.70	27.435	26.920	26.585
I-13	0.74	27.43	26.920	26.585
I-14	0.78	27.435	26.920	26.585
I-15	0.82	28.130	27.535	26.690
I-16	0.87	28.130	27.535	26.690
I-17	0.92	28.130	27.535	26.690
I-18	0.97	29.310	28.730	27.020
I-19	1.02	29.310	28.730	27.020
I-20	1.08	29.310	28.730	27.020
I-21	1.145	29.310	28.730	27.020
I-22	1.21	29.310	28.730	27.020

GETS CONVERSION FORMULA

Where Minimum Does Not Apply	Break Even Point	Where Minimum Does Apply
I-8 and I-9: Earnings X 5.0914 + 23.4193	1.1776	Earnings X 4.7074 + 23.8717
I-10 and Up: Earnings X 5.0914 + 23.2967	1.2013	Earnings X 4.7074 + 23.7585

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



UE Float your Boat Canoe Trip

Wednesday, July 25, 2012

Float pickup time - 11:00 AM

- ❖ On the Allegheny River starting from upriver of Emlenton, PA going down river to Foxburg, Pa. (Approximately a 4 hour float.)
- ❖ Open to all UE members, family and friends.
- ❖ \$10.00 per person - canoe, single kayaks, a limited number of single tubes are available. - same charge will apply if you bring your own float
- ❖ \$10.00 per person - Lunch at midpoint (includes hot buffet and two (2) beverages).
- ❖ Campsites are available at Gaslight Campgrounds for a cost of \$25.00 per night. There will be an additional charge for more than 4 people per campsite. Also a truck stop with a restaurant and rooms are just down the road.
- ❖ Not a camper? Hotel rooms are available at Foxburgh Inn (on the Allegheny) to call for reservations the number is (724)-659-3116 or at the Emlenton Motor Inn Motel at (724) - 867-2314. There is a winery, restaurant and pizza shop located at the same location.

Float \$10.00 Total: \$ _____ Number of people _____
 Lunch \$10.00 Name: _____
 Camp \$25.00 Phone Number: _____

- ❖ Reserve a canoe _____ single kayak _____ single tubes _____ or bringing your own _____
- ❖ Deadline to register **4:00PM • July 12, 2012.**
- ❖ Please make checks payable to: UE 506 Sports Committee. Return form to your Chief Steward or Sports Committee member.

The Days Plan

We will be picked up by the canoe rental shop at our final destination and return to the campground or hotel. Alcoholic beverages are welcome, so transportation will be provided for everyone's safety.

The first float will be about 1½ hours long. We will then pull into shore at Emlenton and have lunch at Otto's Restaurant and Tavern where six packs and ice will be available. Nearby this location are a Dollar General and a grocery store.

After lunch we will put our floats back in the river and drift to Foxburgh. We will end our trip and pull into the Foxburgh Inn where we will be picked up and transported by the canoe rental shop to the campsites or hotel.

Many will gather and mingle at the campsites for food and spirits (BYOB) around the campfires. For those who would like to visit the local tavern again for dinner and or cocktails, the owners has offered rides to and from the locations.

We hope to see you and your families on this fun and relaxing day.



Questions - contact Matt McCracken (814) - 824-0148

The Way It Is (Unity Council 101)

By *Tim Newara*

We now live in an era of discipline, otherwise known as "Zero Tolerance". As with any problem in the shop concerning worker on worker issues, your first stop should be your Department Steward.

He or she should evaluate the situation, consult with the Divisional Chief Steward and try to resolve the issue. If not, then please contact the union hall so that one of the officers can direct someone from the unity council to intervene.

Arrangements will be made so that all parties involved will have a chance to air their differences (should they choose to). Remember, the company has no problem resolving these issues and it's not usually favorable for our side.

The bottom line is simple, be respectful to each other and realize that nothing is really worth losing your livelihood. We are here to make a living. You and only you will be responsible for your actions. Hopefully, you will make the right decision.

Help is Available

We want to continuously remind you that if you feel the need to talk to someone concerning workplace problems or personal problems, remember we have a Unity Committee that deals with worker on worker problems and also the EAP (Employee Assistance Program) for more complex issues.

Call the union hall if you want Unity Committee Involvement at 899-3108 or you can contact EAP Counselor **Keith Eller** at 875-4327. Either option is an asset to this membership, so please use them.

Change of Address Form

Name _____

Address _____

City/State/Zip _____

Local _____

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

JULY 2012

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4 Independence Day 	5	6	7
8	9	10	11 R.A.G.E. MEMBERSHIP MEETING 618 MEMBERSHIP MEETING	12 506 MEMBERSHIP MEETINGS	13	14
15	SHUT-DOWN	SHUT-DOWN	SHUT-DOWN	SHUT-DOWN	SHUT-DOWN	21
22	SHUT-DOWN	SHUT-DOWN	SHUT-DOWN	SHUT-DOWN	SHUT-DOWN	28 R.A.G.E. BOARD MEETING
29	30	31				

AA Meeting Schedule

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

Many Thanks

By *Bldg. 2 Leo Grzegorzewski, Chief Steward*

I would like to thank all the members who showed support for **Jim Wick** who was injured in building 2 a few weeks ago. Although Jim is doing much better, he has a long way to go in his recovery. Your thoughts and prayers went a long way and Jim was much appreciative. Thanks again!

**RECENT LOCAL
506 RETIREES**

Gary C. Dibble
Raymond L. Widdowson

