



LOCAL 506 UNION NEWS

Volume 63, Issue 7

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Friday, August 17, 2012

Labor Day

Little is said about what unions across the country believe is the greatest of holidays, Labor Day.

Labor Day was created out of a labor movement dedicated to the social and economic achievements of American workers.

The first Monday in September is a yearly recognition for workers who have made many contributions to the well being of our country, a "workers holiday".

In 1884, the Central Labor Union of New York City, who is credited with the original proposal, urged other cities to follow the example of New York to celebrate the first Monday in



September as a national "workingman's holiday". Soon many states followed the lead, including Pennsylvania who adopted the holiday in the late 1880's. By 1894 most states adopted the holiday and in June of that year Congress passed an act making the first Monday in September a legal holiday.

Labor Day celebrations have evolved over the many decades, gone are the many parades and gatherings in manufacturing towns. Union officials, manufacturing leaders, teachers and government officials now recognize the millions of working women and men in this country with coverage by all

the social media including newspapers, radio and television.

School starting, students heading off to college, family barbecues and picnics, the last blast of summer....Please enjoy your Labor Day holiday and keep in mind the reason for this holiday, giving thanks to all who have made this special day ...

The WORKERS DAY.

Running The Numbers

Based on a 40 hour work week the former CEO of Erie **John Krenicki's** severance deal ... keep in mind this is only one fragment of his buy-out:

\$89,000	per month
\$20,538	per week
\$513	per hour
\$10,680,000	over ten years

GE's "competitive wage":

\$2,253	per month
\$520	per week
\$13	per hour
\$270,360	over ten years

The Krenicki wage/buyoff deal is 97.5% larger than the "competitive" wage ... and it makes you wonder.

August Membership Meeting Notice

Agenda:

- General Business
- Committee Updates

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, August 23, 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

On August 10th we had our Step II and a large number of farm-outs grievances were addressed. These grievances stem from employees running out of work during the week while work is farmed out of the area. We will continue these discussions with the company on these issues.

Some of the other issues were code evaluation, unfair distribution of overtime, discipline, personal time not being paid, working out of class and code, harassment by management, CTPAT inspection and leader pay. We closed 26 cases, put 8 on hold and submitted 5 for step III. There are 11 new cases going to Step II.

On August 22nd we will have our Step III grievance meeting here in Erie. There are over 20 cases to be heard. **Gene Elk** our National Representative came to the hall to prepare for these cases and hopefully we can get them done in one day. Ft. Edward, N.Y., Local 332 will also be at the Step III with their cases as well.

Stewards Classes Resume



September 18th will be the next stewards classes. Eastern Region President **Debbie Gornall**, (along with **Mike Hayes**) will continue to educate our members on different topics. The FMLA is this series topic and because there is so much information, two sessions are needed to complete this subject.

Once again, these classes are not limited to just the stewards. Each and every member is invited to attend. The classes have been going very well and we have to stay on top of things because they are constantly changing. The more we know, the better off we will be if we share it with each other.

President's Report

By Roger Zaczyk

I know that we have been back more than a few weeks, but, shutdown was nice.

We have not had a back to back 2 week shutdown in many years ... I had forgotten how good they are.

How about those 2Q earnings posted by the GE ... Everyone working in the Lawrence Park facility should be proud! ... you have made a ton of money for this company ... good job.

Information given to your executive board and officers at the JPGC meetings indicate that not only did this membership make GE a lot of money, but they are better at what we build ... another attaboy! We have gotten WORSE with safety. A few month's back, the injury rate was about 1 in 11, now the most recent numbers are 1 in 10 ... this is not good.

Last Thursday, your officers met with your elected Safety Coordinators to discuss this alarming issue. Many reasons, not excuses, were talked about. Everyone agrees being aware of what you are doing and taking extra time to do your work assignment carefully ... is all that can be asked.

In September, the UE's General Executive Board, the highest decision making body of this Union, will get together to hear the National Officers reports and most importantly, the General Secretary-Treasurers vision for our Union moving forward. What everyone should be aware of, the ability of our Union to operate day to day, month to month, year to year, is based upon finances, our per capita dues. The per capita task force, along with the regional presidents input from their respective regions, and the General Executive Board, will discuss and formulate a plan that will be presented to the 2013 National Convention for adoption or rejection. Everything is costing more and more, that cannot be ignored.

Building 5 and Building 7 are being looked at by a third party group called VALTERA. This consulting group has many venues and I think it would be good for all those involved to GOOGLE what this company offers.

Another Third party audit was conducted in Buildings 10 and 26. The purpose of this audit was to get a picture for concerns that will deal with the plants VPP re-certification in 2013. Numerous areas of concern were noted.

Watch Out ... Things Ain't What They Use To Be

By B.A. Wayne Burnett

I'm sure that we have all heard the saying, "Back in the Day". Well, let me say this and you can compare it with your personal life today. There are many of you who remember (back in the day) when a man's (or woman) word was as good as gold. Some might remember back in the day when a handshake solidified a deal between people.



Does anyone remember when neighbors helped neighbors and never expected anything in return? Back in the day, when people had differences, they talked about them and worked them out. What's changed? Why do we (not everyone) now try to hurt others instead of helping them? For everyone who works in this plant, we have an opportunity to help each other. Life may never be fair, but it's too short to cause misery when it's just as easy to have peace.

In a union environment, we are all in the same boat, so if it sinks, we all go down. All I'm trying to say is, let's not throw each other overboard by running to the boss, writing statements against each other, pointing fingers or just coming to work to stir up junk. Things are not what they used to be my brothers and sisters. The friends you think you have may not be as friendly in certain situations.

Do you remember the days when you could get employment anywhere in the city. Those days are long gone. Things are not what they used to be! We have to get back to the days when we ran to each other instead of from each other.

Discipline is running at an all time high in this plant, so we urge you to be careful and watch out, and stay out of the danger zones. There are many ways we can do these things, but it starts with helping, not hurting each other. We realize that there may be situations that are out of our control, but for the most part, we can control our own destiny, but we must do it together.

Worker Comp Attorneys Visit

On Friday, August 3rd, the officers met with some workers compensation attorneys. Because there have been so many injuries in the plant this year, we realized that we must do everything we can to make sure we understand exactly what our rights are and to make sure they are being followed at every turn.

If you are injured on the job, it would be best to report it immediately to your supervisor orally and it should be followed up with a written accident report. This limits the chance for your employer to say that it didn't happen here. The longer you wait could give your employer the upper hand. Answer only the questions pertaining to your injury.

The meeting was very informative and we plan on meeting with them again for a more in-depth discussion. We have always had access to these attorneys, but we really have to become more proactive in this present environment. We also met with the safety coordinators and they expressed their concerns to us as well. We will keep you informed as we continue to move forward in this process.

Welcome Back

Now that the scheduled shutdown period is over, we hope that everything went well and we would like to take this opportunity to welcome everyone back to work. We also caution you to be very mindful, and to be aware of any changes that may have taken place in your work area during shutdown.

There have been numerous injuries this year, so be on guard as you resume your job. Remember, someone is depending on you, so working safely and going home the same way you come to work is what we all want to do.

Change Of Address

If you move or have moved, please update the union hall as well as the company. GE does not pass that info on to us. Please use the change of address form in the UE news and drop it off at the union hall.

Job Preservation and Growth Steering Committee

For a number of months now, the Officers and the E-Board have been meeting with the company on Job Preservation. The company has continuously updated the board concerning business matters, including investing money here in this plant, orders, building by building progress, and most of all, the finances, cost and what they feel is the key for future success here at the Erie plant.

Quality is always so important in the success of this business or any business and we're confident that our union workforce will continue to be the best in the world at what we do. Our stance has always been: give us what we need to do the work and it will get done.

They have repeatedly talked about (TOP) which stands for "time on product" and although they say it's improving, it's not where they would like it to be. Ordinarily, a statement such as this, (to a non GE employee) might lead one to believe or think that people aren't working.

You need to understand that there could be many reasons why TOP isn't happening. Some could be part shortages, process or engineer changes, bad parts or material, machine breakdown, rework, farm-outs, bad decisions and sometimes just changing directions in the middle of the stream, among other situations.

The E-Board has expressed these points to the company on many occasions and hopefully, they have also relayed this info to the stewards and the members as well. It's important that the members know these things because communication sometimes get conveyed in negative ways.

Another aspect pointed out in these meetings by the company is that we need to watch out for our competitors. While we understand that there will always be competition, we know that we can compete with anyone in the world. One question we ponder is how much of that competition comes from within the company itself? Does Fort Worth ring a bell?

It's obvious that GE Transportation is doing very well and all you need to do is look at the July 21

Erie Times News where it shows that second quarter revenues and profits were up. OOPS! I failed to mention the first quarter (April 21 Erie Times News) showing an up-swing in these areas as well. I'm sure that there are many who wish their GE stock showed that kind of trend.

For decades now, this workforce has produced for this company and has become a major part of the GE structure. Has everything always been a bed of roses? No! But in good times and bad times, this union proved that we are second to none. If GE will continue to get orders, supply the necessities, stand back and watch the best do what we do best (produce). And by the way, "Keeping It Made in Erie" can't hurt either.

Eleven Days in Brazil

By Tim Newara

On July 7, **Peter Knowlton**, the North East Regional President and I had the privilege to attend the 11th Congress of the Central Workers Union (CUT) held in Brazil. We also had the opportunity to meet with the metal workers union (CNM) and tour three GE factories.

The "CUT" represents approx. 7.4 million workers and almost 3,000 attended the congress. There were about 100 International visitors from various countries including Germany, Italy, Palestine, Argentina, Paraguay, Korea, Canada, Japan and a few others.

The factories are similar to what we have here in Erie. All 3 plants were very safety minded and the housekeeping was exceptional. We were escorted through the plants by Engineers and Human Resource employees and there were no photos or communication allowed with the employees on the shop floor. They build about 70 units a year from kits. The engines are supplied by Grove City, the alternators come from our plant and the cable trays come from the company's Erie vendor.

Although Brazil is thousands of miles away, the workers there are no different from us. They want to take care of their families and receive a fair wage for a fair days work. They face the same challenges that we do when it comes to outsourcing, farm outs and maintaining the trades groups. Wage and benefit cuts are another concern they are constantly

Continued on Page 5

faced with. They do have what they call precarious workers, (temporary or floating workforce) which mean they can move between plants.

There is a global challenge against international solidarity and we, the unions, are the voice of Labor. We need to educate our international counterparts and our new members as to the sacrifices that were made and what it took for us to get where we are today. Sadly, in some countries, it's not uncommon for labor leaders to come up missing or simply get killed for their labor involvement. We must continue to move forward, no matter what the cost. Thanks to all who made the trip possible.

Report from Building 2

By Leo Grzegorzewski

The company has made some major investments in building 2 over the past nine years and that's great. It includes three Mazak turning centers, a Cincinnati mill and drilling center, two Okuma machining centers, two rebuilt 46 inch bullards, one 76 inch bullard with another one to be redone in November or December. These improvements will allow us to keep up with the demands of the business now and in the future. Hopefully, these investments will continue.

On the other hand, building 2 is no different from other buildings when it comes to farm-outs. We feel there is too much of it going on and it causes tension in the plant as well as costing the company money. As the company continues to harp on TOP, (time on product) it's inconceivable that some work stations are empty because the work is farmed out. Then, when farm-outs are late or have defects when they arrive, it makes the Erie facility look bad. Farm-outs will be a continuous battle and I hope that you grieve this issue every time your co-workers are out of work.

Health Insurance, another not so popular topic here or anywhere else has also given us many problems. First of all, the communications between Bank of America and the providers to say the least is not very good. Problems with tracking deductibles, out of pocket maximum, or EOB's (Explanation of Benefits) by computer, for some is impossible.

When it comes to prescriptions, deductible do not show up or add up correctly at the pharmacy and they don't know what to charge you. Some doctors

are not filling out prescriptions correctly and they should specify when a name brand drug instead of generic is needed to treat your condition. This also goes for mail order prescripts. Hopefully, doctors, in whatever state they practice in will fill these out correctly.

Because this plan was first instituted on the management side, these problems were not supposed to happen, but we knew they would. We have had some success dealing with this health insurance, so if you need assistance, I can be reached at 384-5213 (inside the plant) or 875-5213 calling from outside the plant or pager 824-0139. Wayne Burnett can be reached at 899-3108.

One last thought. Our PREAMBLE of the UE Constitution and by-laws reads: "We, the members of UE Local 506 realize that the struggle to better our working and living conditions is in vain unless we are united to protect ourselves collectively against the organized forces of the employers". In other words, stop blowing our brothers and sisters in to the company. We have a unity council and the union hall at our disposal, so use them.

Safety Coordinators

On June 19th a group of Safety Coordinators, Union and Management employees travelled to Virginia to attend the regional VPP conference. The group's objective was to leave shop operations behind and come together as one to focus on bringing the safety message home.

We attended multiple workshops and met with other safety professionals from around the region to share safety information. This gave us the opportunity to compare the similarities or differences between what we do here with what other companies do. **Scott Rose** (Bldg.26) attended an "Explosive Dusts" workshop and states that "The conference was very informative and provided interesting material". He was pleased with hearing that other shops are implementing safety practices.

Bruce Noyer (Bldg. 6) brought back great information on how to help others avoid personal injury, and says that we should watch out for each other when it comes to safety. With VPP recertification just around the corner, you will hear more about our VPP journey in the coming months. The group deemed the trip to be a very valuable experience.

Sports Shorts

SPORTS COMMITTEE
LOCAL 506



Summer is floating away. The sports committee has not let it float away with out taking advantage of nature's gift.

The first ever FLOAT YOUR BOAT event held on the Allegheny River the last week of shutdown was a huge success! Local 506ers, family and friends enjoyed a beautiful day along with camaraderie and camping and libation, Job well done SPORTS COMMITTEE. A special thanks to chairman Matt and Sports Committee members **Sheila, Joe and Steve** for bringing this event all together. Plans are in the works for next year. FLOAT YOUR BOAT "2".

The 5th Annual UE/VAMC Welcome Home "Fore" Veterans Golf Tournament, held at Riverside Golf Course, was again a huge success with close to \$5,000.00 being raised by generous sponsors. The proceeds from this event will go directly to local veterans of Operation Enduring Freedom (OEF), Operation Iraqi Freedom (OIF), or Operation New Dawn (OND).

A special thanks to Retired 506ers **Denny McLaughlin, Karen Rubay** who have stepped up to help with this event, and of course the sports committee folks....GOOD JOB!!!

Next event . . . PAINTBALL EXPLOSION . . . October.

SEPTEMBER 2012						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3 Labor Day	4	5 L.A.C. MEETING	6	7	8
9	10	11	12 R.A.G.E. MEMBER-SHIP MEETING	13 GEB MEETING PITTS-BURGH	14 GEB MEETING PITTS-BURGH	15
16	17 BOARD MEETING	18 STEWARDS CLASSES 7:20 a.m. 1:30 p.m. 3:20 p.m.	19 618 MEMBERSHIP MEETING	20 506 MEMBER-SHIP MEETINGS	21	22
23	24	25	26	27	28 R.A.G.E. BOARD MEETING	29
30						

Help is Available

We want to continuously remind you that if you feel the need to talk to someone concerning work-place 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.

RECENT LOCAL 506 RETIREES



Edmund J. Lack
Patricia L. Haynes

John MacKinlay
John L. Austin

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

Change of Address Form

Name _____

Address _____

City/State/Zip _____

Local _____

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