



LOCAL 506 UNION NEWS

Volume 64, Issue 1

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Friday, January 11, 2013

Welcome to 2013

Now that we've entered into a new year, we want to take this opportunity to welcome you all back to work. We hope that everything went well during the holiday season for you and all those involved in your lives.

This year as in any other will bring forth some challenges that we've encountered before as well as some new ones. The one thing we should keep in mind is that whatever the situation, we must be on one accord so we can deal with whatever comes our way together.

Payroll Problems

As many of you know by now, there were some problems with your paychecks. You probably saw that your vacation days are incorrect as well as more money being taken out of your paycheck. The % for Pennsylvania unemployment was stated to be too high and should also be corrected.

We were informed by the company of this situation and they are the ones who will have to correct them. As far as the less money you received, the social security rate went back to 6.2% from the 4.2%. This you can blame on the government. As usual, the working class carries the brunt of what should be shared by all.

Martin Luther King Jr Day March

Monday, January 21st

Marchers will gather on South Perry Square next to City Hall at about 11:30 a.m. with the march kicking off at 12 noon. The marchers will walk up W.6th St. to Chestnut and then north to the Martin Luther King Center for a brief rally.

General Election Notice

The following offices for the 2013 General Election will be taken from the floor at the February membership meetings. They are as follows: **Business Agent, President, Chief Plant Steward, Vice President/Recording Secretary, Treasurer, Sergeant-At-Arms, Executive Board Member at Large (3) to be elected and Trustee (2).**

In accordance with the Constitution and By-Laws of Local 506, any member in good standing can run for any office. All information pertaining to this election will be published in March after those accepting nominations are confirmed.

December 2012 Motion

A motion was made at Decembers Membership Meeting dealing with Campaigning on the UE Local 506 Facebook.

"Keep the UE Local 506 Facebook page neutral and free of any campaigning during the UE 2013 General Election."

The motion PASSED.

January Membership Meeting Notice

Agenda:

- Vote for Executive Board Member At Large
- General Business
- Committee Updates

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, January 17, 2013 (All meetings)
7:20 a.m. (3rd Shift)
1:00 p.m. (2nd Shift)
3:20 p.m. (1st Shift)

President's Report

By Roger Zaczyk

Happy New Year! It is hard to believe that 2012 is in the history books.

UE Local 506 did well as far as keeping the members working. In January 2012 our local had 3,745 per capita paying members. December 2012, the number was 3,643. That is good for our Union members, and good for the local economy.

January 2012, the new health insurance plan went into effect. Many bumps in the road were had. Special Thanks for stepping up to take on the many questions and issues go out to B.A. **Wayne Burnett, Leo Grzegorzewski, Steve Hyzer**, and at times, assisted by UE Local 618 health care liaison, **Karen Coleman**. Good Job, I know your work is not done.

Divisional Chief Steward's elections started 2012. Understanding the UE constitution, along with being familiar with the national contract, and having good people skills, is what's needed to take on this huge task. **John Caputo, Bill Crawford, Bob Herrick, Roy King, Tom Skwaryk, Leo Grzegorzewski, Scott Slawson, Brian Welch, and Doug Wolf**, are all to be commended for all their efforts.

The UE 506 Constitution was updated and brought up to date, this was no easy task. Special thanks to **Matt McCracken, Bill Crawford, Mike Ferrito, and Scott Slawson** for the numerous hours of work. Job well done!

The Unity Committee completed the 2012 Community Services/Community Action, Field Mobilization, UCAN, and Union Counseling Course. Executive Board Chairman **Tim Newara** (who is now enjoying retirement), **Kevin Ireson, Norberto Lozada, Don Brown, Sharon Young, and Eric Boyajian**, attended the 6 week course. Thank You. Your services to this Local cannot be measured. Sincerely, we thank you.

Time will tell on the efforts of the 506 Regional Organizing Committee.

Not only were members of this committee met with confrontations from local police and Sheriff's departments, angry HR staff, and bitter Right Wing factions, but these committee members spent many hours of their personal time away from family and friends. Thank You; **Jason Trayer, Kate Ferrito,**

Norb Lozada, Matt McCracken, Mike Ferrito, and Dave Chadwell. Again, Thanks for Stepping Up.

2012 saw the largest participation ever for the UE Stewards classes conducted by Eastern Region President, **Deb Gornal** and **Mike Hayes**. Anyone who believes that they "know it all" is only fooling themselves. The UE is constantly evolving, but the corporation's greed is constant. Thank You Deb for reminding everyone of the struggles UE has had to get where we are today, and working tirelessly to educate all of us. It would be wrong if I did not thank all the Stewards and members who attended the classes, again thank you.

2012 saw the creation of the UE Local 506 Facebook page. Getting accurate information as quickly as possible to as many Union members is important. Thanks to **John Milliron** and **Brian Welch** for moving this Local into the social media world.

Safety in the plant is job #1. Your elected Safety Coordinators are constantly working to make the work environment ... your jobs ... safer. Many of your coordinators attended Regional conventions and National conventions. What works and what does not work, along with innovative safety products that can be used on the shop floor, are all things that our coordinators have to be constantly educating themselves about. To all the safety coordinators ... Thank You.

Not enough can be said about all the hard work and involvement in the community that the UE Local 506 Sports Committee does. Thank you for all that you do, all year long; **Matt McCracken, Steve Hyzer, Chuck Goodman, Joe Smith, Dave Chadwell, Sheila Gratton, and Mary K.** from Bldg. 18.

Last year was not all a bed of roses, the elimination of wind gear boxes along with the GE's decision to move its corporate offices to Chicago, and the production of OHV wheels in Texas, along with the locomotive assembly expansion project in Fort Worth, are weighing heavy on all of us.

2013 looks to be another good year for thousands of workers here in Erie. Surely there will be pot holes in the road and derailments that will have to be repaired, but be assured, we all have the same common goal; Building the best product in the world, proudly moving forward for our families and the community, as members of UE Local 506.

King Holiday

By B.A. Wayne Burnett

For many years now, this union has celebrated Martin Luther King Jr. holiday. There are many folks that only look at this day as another day off and really don't realize the importance or significance of what Mr. King stood for. Some people think that this holiday was geared toward the black race and this is not at all the case.

Martin stood for all people who were oppressed regardless of who they were. Since we have entered into a new year, maybe we should explore some of the sayings of Martin to see how they fit into today's times. Let's not kid ourselves that we within our own ranks often have problems seeing eye to eye or getting along with each other.

No matter how many times the subject of unity is brought up or how we should treat each other, there are those who just don't get it. One of Martin's sayings that I can truly relate to is this: **"Whatever affects one directly, affects all indirectly. I can never be what I ought to be until you are what you ought to be. This is the interrelated structure of reality"**.

Until we get the mindset to get along even when we may not agree, we all will be affected. Not agreeing should never cause us to turn on each other and we need to find the best solution that could benefit everyone. The first thought that comes to mind is returning **WE** back into our vocabulary instead of **I**.

Martin was not thinking about himself when traveling the country fighting for the rights of everyone. Discrimination just didn't come in the form of color, there was the rich against the poor, the young against the old and the freedom of choice versus what you could choose. This list could go on forever. Another of Martin's sayings is: **"The time is always right to do what is right"**.

Although this seems to be such a simple task, there are those who would rather not do the right thing. We have all been guilty of this at one time or another and you would only be fooling yourself if you say you haven't. The good news is that you can always change and start doing what is right and what a better time to start than now in 2013.

So whether or not you choose to participate in any of the King activities that will take place on that day or during that week, remember, Martin wasn't

just about any one race or nationality, he was about justice. And one final saying that we in this union better learn and understand is this: **"WE MAY HAVE ALL COME ON DIFFERENT SHIPS, BUT WE'RE IN THE SAME BOAT NOW"**.

Beware

There are many rumors floating around as is normal in this environment, but the one concerning a drug policy between the union and the company is totally untrue. This union has never agreed to or negotiated such a policy. The one thing you as members need to know is that whenever this company does something doesn't mean this union agrees with whatever it is.

They make the work rules and set guidelines and when we feel they are issued unfairly, we fight them. In case you don't know, the company is taking a hard stance on substance abuse whether it is alcohol or drugs. From a safety point of view, coming to work impaired is something that we as a union should be concerned about, but we have no control over how employees report to work. We would certainly hope for the sake of all employees, that you wouldn't.

We have had a number of employees disciplined because of these issues and these battles can be long and sometimes costly for the employee involved. Unfortunately, this is a common problem in our society and there are programs or treatment centers that can help you. There is nothing wrong with getting the proper help for either one of these issues, but it has to start with you.

Also, if you have other problems that may be more personal, there is the **Employee Assistance Program (EAP)** which is confidential and private. Contact **Keith Eller**, (348- 4327 inside the plant or 875-4327 outside the plant) the EAP Counselor. And we encourage you to use the Unity Council for worker on worker conflicts. Contrary to what some might think, it works, but you have to be willing to participate to help bring resolution to the problem.

As some have experienced, once the company gets involved, we have no control over the outcome. Call the union hall (899-3108) and give your peers an opportunity to help. And last but not least, If you don't want to be part of the solution, please don't be a part of the problem.

EXECUTIVE BOARD MEMBER AT LARGE

Candidates and Statements

Ronald J. Dombkowski

LOCAL OFFICES HELD AND HOW LONG: Steward, Alt. Steward, bldg.63, one year, Trustee, 20 months.

MEETINGS ATTENDED IN LAST 24 MONTHS:
Membership, 18 Steward, 18

STATEMENT:

Signed: Ronald J. Dombkowski

Kevin Ireson

LOCAL OFFICES HELD AND HOW LONG: Steward, Alt. Steward, Unity Council and EAP Representative.

MEETINGS ATTENDED IN LAST 24 MONTHS:
Membership, 16 Steward, 16

STATEMENT: Thank you for your consideration.

Signed: Kevin Ireson

John A. Maloney Sr.

LOCAL OFFICES HELD AND HOW LONG: Steward, bldg. 6, one and a half years.

MEETINGS ATTENDED IN LAST 24 MONTHS:
Membership, 15 Steward Meetings 15

STATEMENT:

Signed: John A. Maloney Sr.

Michael Michaelson

LOCAL OFFICES HELD AND HOW LONG: Steward, bldg.7, three years, Alt. Steward, bldg.7, one year, Alt. Steward, bldg.26, one year.

MEETINGS ATTENDED IN LAST 24 MONTHS:
Membership, 23 Steward, 23

STATEMENT: As E-Board Member at Large, I will fulfill the duties by keeping all members informed of the business of this union.

Signed: Michael Michaelson

Jason Trayer

LOCAL OFFICES HELD AND HOW LONG: Steward, 6 years, Election Committee, 2 years

MEETINGS ATTENDED IN LAST 24 MONTHS:
Membership, 22 Steward, 22

STATEMENT: I have been a steward for 6 years, election committee for 2 years, young activist for 4 years, organizing committee for 3 years. Also been to National Convention twice and was one of the founding members of the young activists.

Signed: Jason Trayer

Lee Singleton

LOCAL OFFICES HELD AND HOW LONG: Alt. Steward, 8 months, Safety Monitor, 1 year.

MEETINGS ATTENDED IN LAST 24 MONTHS:
Membership, 11 Steward, 11

STATEMENT:

Signed: Lee Singleton

Chief Plant Steward's Report

By Mike Hayes

I hope everyone has a Happy New Year and I want to thank everyone for there hard work and donations to the Toy Drive. A lot of needy families had a better holiday thanks to all who participated in this drive.

We did not have a Step II grievance meeting in December, but have one scheduled for January 25. We had an arbitration case heard in December and it was on discipline. We should have an answer by February. We also had a Step III grievance meeting in December, where farm-out issues were discussed and held open pending further discussion with our National officers and the company. There are farm-out grievances concerning work going to Texas.

We did well on some other cases including discipline and payment issues. On January 8th we had Stewards classes and the next one is scheduled for February 12. These classes are open to any interested member, but we encourage stewards to attend. There is a lot of information given and knowledge is power. We continue to meet with the company on Job Preservation and Growth.

Safety Committee Report

Safety had many successes in 2012 and hopefully they will continue this year. Here is a review and some achievements that the Safety Coordinators played a part in to help prevent injuries throughout the plant.

Bldg. 5 was able to install new lift tables, new Gorbelt hoists, a Power conveyer for end frames, added Meta-Tarsal guards and changed over knee pads in the tool crib. Most exciting was their Ergo Cup submission for the Mobile cart.

Bldg. 12 Rad-Cab installed an air vise, replaced slings with Kevlar, got in a new Crosby Surelock hook set and discovered the "blue dot" that many buildings are trying out with their jitneys.

Main Cab has gone 386 days without a recordable accident and 491 days without a "Lost Time" accident even with our product mix. They submitted 56 Safety Concerns with most having a favorable closure. Our department has (8) safety monitors across the three shifts who are dedicated to their responsibilities and their co-workers.

Bldg. 63 submitted an ergonomics project to a University in Wisconsin, and was selected to have a class review the Winding Process. They will be trying to find more ergonomic ways of doing the job, and develop better tooling. We are hopeful that this is a step in the right direction to help reduce a lot of the repetitive motion injuries.

Bldg. 18C started the year by reorganizing work areas to help with flow and ergonomics. Eleven ergo projects were completed last year and they were able to purchase a new electric pallet truck, EZ reach tilter, winch, carts, lifters, anti-fatigue mats and chairs, new tooling and shelving just to name a few. They began a Safety Star program to recognize those involved in the safety program. The Fire Evacuation process has been revamped and ready to kick off Jan. 1st. Last but not least they have worked towards increasing our Safety Monitor awareness.

Bldg. 18T is now in possession of a new 40T crane!

Bld. 2 had several recordable accidents due to slippage on oily or coolant covered machining decks. Their safety team came up with a great idea to cover these areas with the same material used on the decks of our locomotives. Problem solved! It worked better than expected.

Bldg. 7 had many significant safety items resolved while investing over 3 million dollars into the building. A new 18 ton jitney is working the yard and new man lifts and lighting were upgraded in all 3 paint booths. Safety concerns generated some important "fixes" in many of the areas. Vinyl flaps were installed in the "snag" area of sub-assembly to prevent injury to passers-by from flying disks and particles. All metal finishers are now provided with battery powered helmets to protect their eyes, as eye injuries were rampant. Lifting devices are being organized outside of the tool crib for better access and two magnetic table inserts are in for 2 metal finisher/welders to help secure odd shaped parts. Back guards have been installed in the control area to protect workers from falling parts off racks or skids.

Bldg. 4 is working into their sixth year without a recordable! The powerhouse works 24/7/365 tirelessly bringing us power, heat and air while faced with extreme hazards and working conditions. These employees must know their SAFES and RESPECT the hazards of their trade. Numerous construction projects and improvements have been made both in the building and around the plant to facilitate a safer working environment for them.

Bldg. 6 spent the year updating and replacing broken or worn pneumatic and hand tools. Stationary ergonomic mats were replaced as needed and they continued their weekly Injury Reduction Team meetings. At year end, 100% of training was complete and the team continues working towards 30 day closures of safety concerns. All critical and complex lifts were reviewed and area SAFES have been updated where the flow of work was changed. The 3rd and 4th floors had new windows installed in addition the much needed new fire alarm system.

Bldg. 10 invested in many significant safety improvements. The whole bldg. received new ergonomic impact and pneumatic tooling. Many of the ladders, steps and stools have been replaced along with the introduction of a new weld helmet and face shield combo. New Slingmax lifting slings replaced the wire rope used for lifting completed units. New jitneys are now driving the aisles of the building and numerous small and large projects were undertaken to help ensure safety and compliance in many areas.

Bldg 26 implemented Locomotive LOTO and

Continued on Page 6

Safety Committee Report

Continued from Page 5

continues to work on better security for the area. Worn ladders have been replaced with the addition of portable stairs. Better attention is being paid to the track license process and training has been ongoing for the influx of new employees to the area.

Bldg 10 Paint, along with Test has been updating their fall protection systems. Man carrier maintenance is still an issue and has been a big focus throughout the year. Waste Accumulation is also seeing improvements to prevent spills by overfilling drums.

Basket of Cheer Winners

Here are the winners of the December 2012 Basket of Cheer sponsored by the UE 506 Sports Committee. They are **Jim York** (B10), **A. Zielinski** (B2), **Tom Sanders** (B5), Ken Brown (OHV), Gary Sekula (B12), **Mark Duke** (B12), and **Dave Miller** (5) who won twice.

Recent Local 506 Retiree



We would like to wish all those who recently retired the best for them and their families. Here is a partial list and others will be printed in future news. May your new direction bring you joy, happiness, and most of all, peace. God Bless!

- | | |
|-----------------------|---------------------|
| Larry J. Adams | Christine M. Zuzak |
| Donald L. Cox | Dennis Konieczko |
| Willie H. Pennyamon | Mel Hinkle |
| Mary A. Trefonoff | Edward A. Jaglowski |
| Thomas L. Brown | John S. Derosa |
| Robert L. Dodds | David J. Loring |
| Gerald A. Munzi | Richard A. Nielsen |
| Larry M. Nimeth | Gregory D. Riddle |
| Daniel S. Smith | Richard M. Stefan |
| Foster L. Thomas, Jr. | Margaret A. Todd |
| Judy A. Weaver | George F. Ruf |
| John V. Barone | Roman J. Bem |
| Michael W. Burdick | Ian M. Gurd |
| Alan J. Haraldson | Darlene Henderson |
| Richard W. Kahler | Daniel T. Kosiorek |
| Harry A. McIntosh | Timothy J. Newara |
| Thomas A. Orlando | William P. Pierce |
| Duretta Russell | Steven J. Triana |
| John C. Wright | |

FEBRUARY 2013						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2 Groundhog Day
3	4	5	6 LAC MEETING	7	8	9
10	11	12 Lincoln's Birthday Mardi Gras STEWARDS CLASSES	13 Ash Wednesday R.A.G.E. MEMBERSHIP MEETING	14 Valentine's Day	15	16
17	18 Presidents' Day	19 E-BOARD MEETING	20	21 506 MEMBERSHIP MEETINGS	22 Washington's Birthday R.A.G.E. BOARD MEETING	23
24	25	26	27	28		

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

Points of Interest

- **General Election for 2013:** Due to a constitutional amendment that was passed by the membership in 2012, the term of office for those elected (with the exception of the trustees) will run from April 2013 through October 2014. This change was made to minimize any disruption in having a general election so close to preparing for the 2015 contract negotiations. Those who may be part of future national negotiations need to be focused on that very important task.
- **Healthcare (FSA):** If you had a Flexible Spending Account, you have until March of 2013 to use any left-over funds. You can't use last year's FSA funds to cover 2013 expenses. Each plan year is separate and those funds can only be used during that time frame. However, the HRA funds deposited by GE in 2013 may be used for 2012 expenses if you were in Option 1 or Option 2.
- **WageWorks Debit Cards:** If you didn't receive, lost, or need an additional debit card, you can use various avenues to obtain what you need. You can call 1-888-303-3006 to report a lost card or you can go to benefits.ge.com or www.wageworks.com/ge to get to where you want to go. As have been stated in the past, pay attention to any correspondence you receive from the company so you don't discard anything that may be of importance.
- **Questions :** There will be informational meetings that you will be able to dial into to better understand the wageworks claim process, along with the tools and resources available to help you manage your HRA and FSA. Here is a list of the dates, times and number to call. You make the call that's convenient for you.

Date	Time	Dial-in #
January 10, 2013	1:00 p.m. - 2:00 p.m. EST	1-800-908-8402
January 15, 2013	4:00 p.m. - 5:00 p.m. EST	1-800-908-8402
January 17, 2013	7:00 p.m. - 8:00 p.m. EST	1-800-908-8402
January 22, 2013	1:00 p.m. - 2:00 p.m. EST	1-800-908-8402
January 24, 2013	4:00 p.m. - 5:00 p.m. EST	1-800-908-8402
January 29, 2013	9:00 p.m. - 10:00 p.m. EST	1-800-908-8402
January 31, 2013	1:00 p.m. - 2:00 p.m. EST	1-800-908-8402
February 5, 2013	4:00 p.m. - 5:00 p.m. EST	1-800-908-8402
February 7, 2013	7:00 p.m. - 8:00 p.m. EST	1-800-908-8402
February 12, 2013	1:00 p.m. - 2:00 p.m. EST	1-800-908-8402
February 14, 2013	4:00 p.m. - 5:00 p.m. EST	1-800-908-8402
February 19, 2013	9:00 p.m. - 10:00 p.m. EST	1-800-908-8402
February 28, 2013	1:00 p.m. - 2:00 p.m. EST	1-800-908-8402
March 5, 2013	4:00 p.m. - 5:00 p.m. EST	1-800-908-8402
March 14, 2013	7:00 p.m. - 8:00 p.m. EST	1-800-908-8402
March 19, 2013	1:00 p.m. - 2:00 p.m. EST	1-800-908-8402
March 28, 2013	4:00 p.m. - 5:00 p.m. EST	1-800-908-8402
April 2, 2013	7:00 p.m. - 8:00 p.m. EST	1-800-908-8402
April 11, 2013	1:00 p.m. - 2:00 p.m. EST	1-800-908-8402
April 16, 2013	4:00 p.m. - 5:00 p.m. EST	1-800-908-8402
April 25, 2013	7:00 p.m. - 8:00 p.m. EST	1-800-908-8402
May 7, 2013	1:00 p.m. - 2:00 p.m. EST	1-800-908-8402
May 23, 2013	4:00 p.m. - 5:00 p.m. EST	1-800-908-8402
June 4, 2013	7:00 p.m. - 8:00 p.m. EST	1-800-908-8402
June 20, 2013	1:00 p.m. - 2:00 p.m. EST	1-800-908-8402
July 2, 2013	4:00 p.m. - 5:00 p.m. EST	1-800-908-8402



11th Annual Hometown Heroes Bowling Tournament



Eastway Lanes

Sunday, February 24, 2013 – 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 15, 2013.

Availability is limited the day of the event. Junior bowlers are welcome.

Check in begins at 11:00 a.m. There will also be an 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 Matt McCracken at 824-0148.

ENTRY FORM – TEAM LINE UP (please print)

ENTRY FEE: \$15 each

First and Last Name

Phone Number

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

Foursome not required. Singles or Pairs accepted