



# LOCAL 506 UNION NEWS

Volume 64, Issue 4

© 21 Birosck Printing Co. Inc.

Friday, March 8, 2013

## Trustee and Alternate Trustee Needed

At the February membership meetings, two people were nominated for the office of trustee and only one accepted. There are two openings (2013-2017) for this position and therefore nominations will be taken at the April membership meetings.

Also, an alternate trustee (thru 2015) position will be open and nominations for that opening will take place as well. The election will be held during the May membership meetings. Any member in good standing can run for these positions.

## Rumors Abound

As usual, rumors continue to run rampant throughout the plant and there's just no stopping them. They must be true because it was on the internet, someone's face book page, or came from a reliable source while shopping.

Unfortunately, we can't control them and neither can you, but you should consider the source when you hear one and try to substantiate it before passing it on. By the way, if you are a rumor starter, hopefully, you won't be a victim of it if it comes to pass.

The company has indicated that they have not solidified orders for the last half of this year as of yet, but they continue to pursue them. They stated that some of their potential customers have yet to make any firm commitments. Our job is to do everything we can to keep everyone employed. That should be your job, also.

**Daylight Saving Time Begins  
March 10th, 2013**

## General Election Vote

The voting for the general election of offices will take place on March 21, 2013. Hopefully, those who are seeking office have the best interest of the members in mind. Remember, it will take the effort of all of us and we must stand strong with whoever is elected for the good of this union.

No one and I repeat, no one can do anything alone and now is the time we must be and stay united. This just simply means that "THE MEMBERS RUN THIS UNION" and their choices will be made known on election day. The Duties of the offices are explained in the **Constitution and By-Laws of Local 506**.

Any one scheduled for military duty may pick up an absentee ballot any time starting March 6 and must be returned by March 20 by 4:00 p.m. addressed to the "Chairman of Election". Vans will be available to transport those members who would like to vote during working hours and a schedule will be posted throughout each building. You must punch out and it is not union paid.

## March Membership Meeting Notice

### Agenda:

- Selecting Alternate Tellers for General Election
- General Business Matters and Committee Updates

### MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, March 14, 2013 (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 will have our Step II Grievance Meeting on March 8, 2013. We have 33 cases on the agenda which include farm-out, transfer of work, torque tubes and payment issues.

We've discussed with the Company the unjust blanket discipline given to building 18T employees for drawing pictures on the walls. There were no witnesses as to who did this and the union want these warnings removed.

There are also complaints about excessive mustard meetings. We understand that the company has the right to have them, but we don't need to be micromanaged.

More talks on transfer of work and farm-outs have been discussed and buildings 6 and 18C have had some farmed-out work returned. We will continue to hold conversations on these matters.

## Chiefs give Update

The Chief Stewards gave an update as to what is going on within their respective divisions and the status of employment in their territories. The hall receives many calls concerning issues and or rumors from all buildings and the chiefs did a good job of putting some of them to rest.

There are plenty of problems that go on in the shop every day and a lot of those problems can be solved by your steward or chief steward. Give them a chance and if they can't solve them, then there is a process that must be followed.

Unfortunately, most of us only dwell on the things we see and don't realize the many situations that were resolved that you may not hear about. You can be assured that there will be some issues and we need to be ready to face them, not individually, but collectively.

## President's Report

*By Roger Zaczyk*

Hopefully this article will be out in time for those wanting to expand their UE involvement, to consider attending the Sub-Region # 1 of the Eastern region meeting, Saturday March 9<sup>th</sup>. The 506 hall will host the bi-annual event, and start promptly at 9:00 am. Hopefully, the meeting will end around 1:00 pm.

General Elections of Officers will happen this month, and it would be wrong for me not to mention how important this election is.

UE Local 506 has a very rich history, and an even stronger legacy, here in Northwestern Pennsylvania, and Nationally.

I strongly urge all members, to read the statement of qualifications. Every candidate has the opportunity to tell you, the members, how they have been involved in your Union, and for how long.

Good Luck to all those running for office, and VOTE March 21<sup>st</sup>.

SUPPORT YOUR UNION

**VOTE**

Thursday, March 21, 2013

6:00 A.M. to 6:00 P.M.

UE LOCAL 506 UNION HALL

3923 Main Street

Lawrence Park

### TO AVOID DELAYS ON ELECTION DAY

Please make sure you have your Membership Card with you when you come to vote. If you've lost your 2012-2013 card, see your steward or stop at the Hall before Election Day.

## Safety

Operation Prevention (OP) has been around for over 15 years, but still many employees have not heard of the program. OP is a program developed by the union, is 100% voluntary, and 100% confidential. The goal of OP is to increase safety awareness, improve safety attitude, and prevent future injuries.

It is not punishment and should not be viewed as being negative. It was designed to be proactive, informative, and a way to identify corrective actions. The current non-reoccurrence rate is approximately 97%.

Each incident is evaluated on a case by case basis. The Business Leader decides what the most effective course of action is. If your BL offers you OP and you accept, then the BL's part is finished. Now the employee will meet with their Safety coordinator and two other peers.

If deemed necessary you can be asked to attend an OP for the same reason, but different incident. OP is not a last step before discipline. If you decline OP then it is up to your BL to decide what direction to go in.

---

## FSA Funds Versus HRA Funds

If you have a FSA and use your debit card, the funds will come from that account first. You do have a choice of what you want to use (FSA or HRA) but this can only be done by using the WageWorks web page.

If you want to preserve your FSA for a planned expense, you can use a personal account, checking acct., or another method to pay for your service. Then you can go to the "Pay me Back" transaction in WageWorks to process and select the HRA account where your funds will then be deducted. Those "Pay Me Back" transactions should be direct deposited in your account within 72 hours. This can also be done on a smart phone.

Remember, you have until March 15<sup>th</sup> to use any leftover FSA funds and you have until June 30, 2013 to substantiate any expense through WageWorks. If you have questions, you can contact WageWorks at 1-888-303-3006.

## Integrity

*By B.A. Wayne Burnett*

When you look at the definition of this word, you will find many meanings: including honesty, sincerity, wholeness, sound moral principles and some others as well. Some years ago, the company put out a handbook titled "The Spirit & The Letter. In this booklet, GE talked about their code of conduct and what is expected and how every employee ought to act.

The wording concerning this code of conduct is awesome for it talks about being honest, fair and trustworthy. It also talks about avoiding conflicts of interest between work and personal affairs, fair employment, diversity and a safe work environment and leadership. There is plenty more, but I think you get the point.

These would certainly be areas that we should embrace, but honestly speaking, this is not the world we live in. We can all say the right things, but doing the right thing is another story. Integrity used to be a firm handshake and an open hand slap on the back. You could also say what you meant and do what you said. Now it involves lawyers, lawyers, and more lawyers.

All the things you read in the first part of this article also apply to this union. These are characteristics that we ought to live by, but often times, we too may falter. It's one thing to unknowingly do something, but when things are purposely done, then where is your integrity? Well, I want you to understand that this union also has a code of conduct and being united and standing on the principals stated, our constitution can and will keep the integrity of our union intact.

We all know that there will be times and situations that we may not agree on, but we should never compromise our integrity because we are only as good as our word. If we go down the path of being dishonest, unfair, or untrustworthy, then we are no better than the ones we often accuse of doing the same things.

Many people feel that they have been deceived and that there is no integrity. That may very well be true, but you, man or woman should always carry yourselves in a way that your integrity will be truly genuine.

# Hometown Heroes Bowling Tournament



The sports committee would like to thank all who participated in this year's bowling tournament. This was the best year ever for this outing and the event was sold out. Thanks goes out to **Chuck & Carol Goodman** who donated the "JACK PALUH PRINT" which was won by member **Andy Sampson**.

Other winners were **Robert Pickens** (high score, 707), **Mike Konkol** and **Nick Ohmer** (tied for high game, 258), **Yo Malone** (high series, 614), and **Michelle Ames** (high game, 211). Thanks to **Bill Schroth** for donating \$150.00 of his winnings. The event raised a total amount of \$13,435.25 and these proceeds will benefit the VA Medical Center. Thanks again!



Happy Retirees, Stephen Heubel, George Neiswonger, Michael Burdick, Willie Pederman and Francis Werling along with B.A. Wayne Burnett and President Roger Zaczyk. *Photo courtesy of Mark Haller*

## Recent Local 506 Retiree



We would like to wish all those who recently retired the best for them and their families. May your new direction bring you joy, happiness, and most of all, peace. God Bless!

**David J. Markham**  
**Stephen M. Zmyslinski**

## APRIL 2013

| SUNDAY | MONDAY                | TUESDAY               | WEDNESDAY   | THURSDAY                      | FRIDAY                       | SATURDAY                   |
|--------|-----------------------|-----------------------|---|-------------------------------|------------------------------|----------------------------|
|        | 1<br>April Fool's Day | 2                     | 3<br>LAG Meeting  | 4<br>Conference Board         | 5                            | 6<br>UE Bowling Tournament |
| 7      | 8                     | 9                     | 10<br>R.A.G.E. Membership Meeting<br>618 Membership Meeting | 11                            | 12                           | 13                         |
| 14     | 15                    | 16<br>E-Board Meeting | 17  | 18<br>506 Membership Meetings | 19                           | 20                         |
| 21     | 22<br>Earth Day       | 23                    | 24  | 25                            | 26<br>R.A.G.E. Board Meeting | 27                         |
| 28     | 29                    | 30                    |   |                               |                              |                            |

## AA Meeting Schedule

Where: Building 6, Room 150, Conference Room

When: Thursdays

1<sup>st</sup> Shift      12:00 noon  
2<sup>nd</sup> Shift      7:30 pm  
3<sup>rd</sup> 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

# UE LOCAL 506 BOWLING TOURNAMENT

Eastway Lanes • April 6, 2013 • 11:00 A.M.

## TOURNAMENT RULES

1. Each event shall consist of three games bowled on one pair of lanes assigned by the tournament directors.
2. Entrants shall use their highest book average for the 2011 - 2012 Season. If the bowler's current average of 21 games is 10 pins or higher, the current average is used.
3. If no 2011- 2012 average, the bowler's highest current year average with a minimum of 21 games will be used.
4. Entrants who do not bowl in a league, but bowled in last year's tournament may use that average.
5. If entrant has none of the above, then they use: **Men - 170**                      **Women - 130**
6. Handicaps will be 80% of a 210 scratch.
7. Teams may consist of both men and women.
8. No multiple awards (Example) if one wins high game they cannot win high series.
9. All UE members in good standing, past or present are eligible to bowl.
10. All prize money is based on a full 40-team complement.
11. One in four entrants will cash. 100% of prize money will be awarded.
12. The decisions by the tournament directors are final.
13. Check-in begins at 9:30 a.m., and bowling starts at 11:00a.m. sharp.
14. This is a non - sanctioned tournament.

-----  
Team Name: \_\_\_\_\_

Captain's Name & Home Phone: \_\_\_\_\_

Building \_\_\_\_\_ Shift \_\_\_\_\_ Shop Extension \_\_\_\_\_

Line-up:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

**Entries close Friday, March 29, 2013 • Make checks payable UE 506 Sports Committee**

### Prizes

|           |          |           |        |
|-----------|----------|-----------|--------|
| 1st ..... | \$500.00 | 6th.....  | 180.00 |
| 2nd.....  | 300.00   | 7th.....  | 160.00 |
| 3rd ..... | 250.00   | 8th.....  | 140.00 |
| 4th.....  | 220.00   | 9th.....  | 130.00 |
| 5th.....  | 200.00   | 10th..... | 120.00 |

*\$75.00 high game - actual men*  
*\$75.00 high series - actual men*  
*\$75.00 high game - actual women*  
*\$75.00 high series - actual women*

*Entry Fee:*  
**\$100.00**  
**Per Team**