



# LOCAL 506 UNION NEWS

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Friday, April 10, 2015

## Contract Negotiations Around the Corner

In less than 60 days negotiations will begin on a new contract. A contract that must provide security for Union members across the country. We all know the issues we face in this round of negotiations.

**Healthcare:** While it is true that this was a new plan and, I don't believe anyone could have foreseen the issues that we have faced since its inception, you have to think even the company's healthcare experts have to wonder how it fails so miserably. The weekly cost and the out of pocket expense is far too costly, if you are married with one child and are enrolled in option 1, your health insurance cost is \$75.62 per week, that's \$3932.00 a year, plus a \$2,000 deductible and an additional \$3,500 per year co-insurance. Total cost-\$9,432.00, of course you get a \$1200.00 credit on an HRA account, which leaves the employee with an "out of pocket cost of \$8,232.00.

Sure, if you are a "highly compensated" employee there is a nice tax shelter built into option 3 but that doesn't serve Union members. This is what used to be called a cafeteria plan, you choose the level of healthcare you want (option 1, 2 or 3) GE provides you a wage work card with an dollar amount (not real dollars) loaded on it, and you attempt to administer the plan ... from a computer or worse telephone. We've tried it for four years, it doesn't work, now it's time to move on.

**Pension:** Pretty straight forward, we need to increase the Guaranteed Pension Table. Currently, those tables go to \$82,000, we need to raise that. On the Regular Pension, we need an update on the career earnings.

**Wages:** Dump the Lump. They say hindsight is 20/20, what may have sounded like a great idea in

2011 tarnished pretty quickly. Thankfully, industry seems to be moving away from the idea of a Signing Bonus and Lump Sums.

This Union has a long history of protecting and improving the benefits that have been secured through years of negotiations by those who have come before us, Holidays, Personal days, Vacation days and even the ability to enjoy the weekend off were all battles that generations of workers have fought achieve and hold on to. This June, the Company and the eleven unions that make up the CBC will sit down in New York City and attempt to reach an agreement that serves the needs of both sides of the table. No one is predicting these negotiations will be easy, in fact I expect them to be very difficult but if we all our jobs we will end up with a fair contract.

### APRIL MEMBERSHIP MEETING NOTICE

**Agenda:**

- Rally update
- Contract discussion
- Officers updates
- Committee reports and General Business Matters

**MEMBERSHIP MEETINGS & TIMES ARE:**

Thursday, April 16, 2015 (All meetings)  
7:20 a.m. (3rd Shift)  
12:30 p.m. (2nd Shift)  
3:20 p.m. (1st Shift)

**DON'T FORGET  
RED SHIRT THURSDAY**

## President's Report

*By Scott Slawson*

We are in the final stretch of our preparations for contract negotiations. Now is the time we need all hands on deck. In a month and a half we will be going toe to toe with one of the largest companies in the world. In 2011 we were promised a lot of things that did not come to play. Our health care was not nearly as good as advertised, we are paying more for it than we should be, we did not receive the raises in pay that we were projected to get and most importantly the language in the contract did not afford us the protections we deserved. As a membership, low and high service, we have endured 4 years of a poor contract from an extremely profitable company. We have had 4 years to educate ourselves on what a bad contract is, now is the time to learn what a good contract is. A contract that is both fair and balanced. We are looking for an agreement that has affordable and decent health care, good guaranteed pay increases and stronger contract language. It is up to all of us to make sure our managers understand that the pain of the last contract will not be felt again. Now is the time to let the company know we are a Union and we are united. We are UE 506 and we will not go quietly into the night. The members before us endured many struggles to ensure the benefits we have today. It is now our time to do the same, not just for us but those that will come behind us. Unions and their members have prospered because they have done what is necessary when they needed to. Often they have struggled and had to deal with some suffering to achieve their goals. We may be called upon to do this again. The last time this Union went on strike for contract was 1969. That strike helped us with many of the benefits we have today. While as a membership we hope this does not happen it is also imperative we plan ahead in the event our goal of a fair and balanced contract cannot be achieved. Now is the time to let this company know the last 4 years have been unacceptable and will not be tolerated any longer. We are UE 506 and we are prepared to fight!

As of this article there are still 30 brothers and sisters on the street. 313 of our members have been recalled and 35 have terminated recall rights. April 17<sup>th</sup> we have another pre-contract health care meeting in Pittsburgh with the company. They are supposedly going to share with us the changes they are looking to propose for our insurance at contract. With warmer weather is approaching (Hopefully) I would like

to remind everyone that motorcycles will be on the road. Please be aware and be safe!

## C. P. Steward's Report

*By Leo Grzegorzewski*

We had a Step II grievance meeting on March 13<sup>th</sup> a total of 31 cases were heard. There were 25 new cases heard plus 6 cases that were held over from the February Step II grievance meeting. The results of the meeting are as follows. 18 cases were closed or settled, 7 cases were put on hold and, 6 went to a letter. As we discussed at the March membership meeting the 6 cases that went to a letter were heard at a requested emergency Step III grievance meeting, held in Cleveland on March 24<sup>th</sup>. All 6 cases were not resolved and can be used for labor actions until March 30<sup>th</sup>, 2016. There were 18 cases that were closed or settled at a pre-grievance meeting before the March 13<sup>th</sup> meeting. Job well done by the Department Stewards and Chief stewards of their respective areas.

We are in the process of getting prepared for upcoming contract talks in June. Part of those preparations involves getting strike committees organized. You're Department Stewards and those members attending the Members Involvement and Education meetings will be handing out strike committee signup sheets. The following committees are in need of volunteers. Picketing committee, Financial Support Committee, Publicity Committee, Fundraising Committee, Strike Kitchen Committee, Strike Headquarters Committee, Education and entertainment Committee, Phone Tree Committee and Food Committee. Please fill out the signup sheets and return them to your Department Stewards or Divisional Chief Stewards.

The next Members Involvement and Education meeting is scheduled for May 5<sup>th</sup>. Topics covered at this meeting will be getting the strike committee's sorted and organized. We have little time to get ready, the time to get involved is **NOW**. The time for the next meetings are 1<sup>st</sup> shift - 3:15pm, 2<sup>nd</sup> - 1:00pm and 3<sup>rd</sup> - 7:15am.

**DON'T FORGET  
RED SHIRT  
THURSDAY**

## Retirees Association of General Electric RAGE News

*By Ron Flowers*

Okay, here we go again! The negotiations hasn't started yet and already the company has said they want to talk about the over 65 insurance for hourly retirees during negotiations. As you know, as of the 1<sup>st</sup> of this year any exempt retiree who was over 65 had to move to the One Exchange system. During the last two months of the year the exempt retirees or their survivors spent hour upon hour on the phone trying to get insurance which would fit their needs. Only a few RAGE members were affected by this but it was a real hassle for almost all involved. We have a retiree's council of retirees from the eastern US which meets with the GE Company once a year to discuss retiree's issues. I have been a part of the council for over 10 years. At this meeting last October we berated the company for doing this to their exempt employees because we knew, just like with the pensions last contract, what they do to the exempts they try to do to us.

This is the time of the year for the GE shareholders meeting, which gives those of us who have GE stock, an opportunity to express our feelings on how the company is being run thru our proxy vote. The retirees across the country are the largest single block of votes. The retiree's council recommends that retirees vote no on all directors and other company questions and yes on all shareholders proposals. We do this to try and show our dissatisfaction with how the company is being run. CEO **Jeff Immelt** getting millions in raise after raise while the stock languishes ever lower. Jobs are still being moved overseas or to non-union areas and businesses being shutdown, sold or product lines moved. We welcome any other shareholders to vote as we are.

The company has been bragging about Billions in cash in banks looking for investments. The retirees consistently tell them they should invest a piece of this cash in raises for their retirees who built the company and put them where they are today. Representatives of the retirees council will be at the shareholders meeting in Oklahoma City to tell them this.

RAGE will be taking an active part in the upcoming negotiations and the Rally on the 13<sup>th</sup> of June. It is imperative we, the workers and retirees, show the company a united front in these negotiations. RAGE

is always accepting members, annual dues is just \$10. Our meetings are the second Wednesday of each month at noon at the Union Hall.

**WEDNESDAY, MAY 13, 2015**  
**RAGE MEETING**  
**12:00 NOON**

**President Scott Slawson (left) presenting recent retiree Wayne Huff (right) his retirement watch.**



**President Scott Slawson (right) presenting recent retiree Bill Horn (left) his retirement watch.**





## 27th ANNUAL “Charities for Children, Inc.” Adult Bowling Tournament *Erie’s Most Prestigious Adult Bowling Tournament*

**UE 506:**

Our 27th Annual CHARITIES FOR CHILDREN, INC. Adult Bowling Tournament was held on March 29, 2015 at Eastway Lanes. We again raised money for our 14 Charities for Children here in Erie. Our amount for this year was out of this world! **\$33,909.00**. We now have a 27 year grand total of **\$373,095.00**. These totals express the generosity of our entire tournament. 45 Tournament Sponsors, 62 Participating Sponsors, 37 Volunteers, and the 407 paid bowlers. A BIG THANK

YOU! Going out to Mike Kyle who raised \$1801.00 to Shave or Save his beard. He Shaved. We want to thank everyone who participated and helped to make this Erie’s most prestigious adult bowling tournament. Over-all winner was Brandon Mlakar with a handicap score of 771 and Sally McGuire was high for the women with a handicap score of 745. Each had \$325.00 to donate to their charity choice from our list. Everyone who bowled in the tournament received at least \$50.00 to donate back to the charity choice.

ID	Charities	2014		ID	Charities	2014
1	Shriners Hospital For Children	\$8,369.00		8	Crime Victim Center	\$4,045.00
2	Make-a-Wish	\$3,635.00		9	Achievement Center	\$1,741.00
3	Gertrude Barber Center	\$2,645.00		11	Boys & Girls Club Of Erie	\$550.00
4	Family Services	\$550.00		12	Sarah Reed Children's Center	\$585.00
5	Cystic Fibrosis Assn.	\$1,195.00		13	Homeless Children's Initiative	\$2,200.00
6	Children's Miracle Network	\$2,319.00		14	Sight Center of N.W.P.	\$1,020.00
7	Erie Homes For Children	\$3,140.00		15	Nurturing Hearts	\$1,915.00

**Shriners Hospital received the highest donated amount and received the Honorary CCB Plaque!**  
 Check out Our Web site: <http://www.ccabt.org> for the soon to be released results of the tournament.

Also listed will be pictures and all the winners who won the donations.

Look for our **Widget Sponsored Golf Tournament 8/17/2015. Everyone is welcome**  
 The CCB Board of Director’s who are dedicated to serving and giving of their time for the interests of the:  
**Charities for Children, Inc.**

President - Rick Makowski	Secretary - Colleen Pentycofe
Vice-President – Mike Green	Sergeant-at-Arms - Ken Shaffer
	Treasurer - Christine Moats
1738 West 24 <sup>th</sup> St Erie, Pa. 16502 456-9087	Executive Board Members: Valarie Pinetti - Gail Cook - Juliana O'Rork



**UE 506 members involved:**

- President Rick Makowski, Building 24
- Sergeant at Arms Ken Shaffer, (retired/GE)
- Executive Board Member Valarie Pinetti, Building 10
- Carl Daugherty, Building 60
- Christine Peterson, Building 18
- Karen Urbanski, (retired)
- GE Cincinnati Bell Employee
- Mike Green, Vice-President

**Pictured:**

Nurturing Hearts Founder and President, Ge guard Shawnta' Pulliam along with Charities for children board representatives, left to right, Rick Makowski, Val Pinetti, Mike Green and Ken Shaffer

## Lean Revisited

The company is in the process of switching some additional piecework jobs to day rate, so this is a great opportunity to review the Lean agreements. The signed document is pretty straight forward but there are 5 months of minutes that are also part of that understanding.

**Takt Time** is cycle time. The time it takes to do an operation, it can go up and it can go down, **BUT**, it can only move because of a change in the process. If parts are subtracted from the operation then takt can be reduced. If workers are moved **out of** the area then takt increases. **TAKT time or Standard Operating charted times are not to be used as a means to speedup or discipline workers.**

**I-11 and I-14 become R-16 codes.** The reason for the R-16 is simple, in 1988 the contract was changed to read, "A new employee with no history of prior GE service, hired on an R-15 or below would start at 70% of the starting rate and would progress 5% every 6 months". That only applied to Day Rate jobs, so an I-11 and I-14 (**piecework**) were not affected, anything less than an R-16 code would have created a whole class of jobs **with an extended progression schedule.**

**When do the codes change from piece work to day rate?** When changes to the process or department take effect.

**GRANDFATHERED RATE-** the Company shall go back one year or to a time when there was enough work in the department for the group to sustain an average. If an employee was on light duty the company shall go back to a period when the employee was healthy. Grandfathered rates last as long as the employee remains in the Business Leader's area.

**Class 2 Piecework Jobs (I-15 and I-17) become an R19**

**Class 1 Piecework Jobs (I-20s) become an R-22**

In 1987, the company wanted what turned out to be the first round of code consolidation. In its rawest form it consolidated piecework codes into Classes.

**I-11 and below became Class 4 jobs**

**I-12 thru I-14 became Class 3 jobs.**

**I-15 thru I-17 became Class 2 jobs**

**I-18 thru I-20 became Class 1 jobs.**

Prior to code consolidation the hiring boss could refuse you the job you were bumping into. **That unfair practice ceased with the 1987 agreement, along with other unorthodox hiring practices.**

## Eastern Region Meeting

Saturday, April 25, 2015 the UE Eastern Region will hold their bi-annual meeting in Monroeville, PA.

**Steve Hyzer, Roger Zaczyk, Dan Bojarski and Andy Pius** were elected as rank and file delegates in November 2014, and will be a part of the delegation attending this important meeting.

- The agenda will include nomination and election of Officers and 14 regional Executive Board members-at-large, 3 Trustees and 1 Alternate Trustee.
- Nominate and elect 4 at-large delegates to the UE General Executive Board and 2 additional convention delegates (to be elected from among the regional Executive Board members)
- Local Reports and an update for planning the UE National Convention in Baltimore, Maryland this August.
- UE Director of Organization **Bob Kingsley** will give a report on organizing.

### *In Sympathy*

The Officers and Executive Board Members of UE Local 506 wish to extend their sincere condolences to the family and friends of **Mike McCafferty**, Building 7, and **Jeff Miscichowski**, Building 5, who passed away.

Members listen to contract proposals.



# Safety Coordinator Corner

Job stress comes in many variations and affects both your mind and body. According to the *American Institute of Stress*, “60 to 80% of on-the-job accidents are stress related.” Some things that can make you feel stressed are lack of parts, pressure from your boss, conflicts, loud noises, fumes/smells, etc.

Statistic from [www.ergonomicsmadeeasy.com](http://www.ergonomicsmadeeasy.com) show, “U.S. industries lose 75 million working days per year because of on the job stress hazards with \$50 billion in related compensation costs brought on by unsafe employee acts due to job stress.”

Stress is often ignored because employers don’t realize the direct link between employee stress and almost every factor that impacts an organization’s safety performance, financial viability, and business success. U.S. industry forfeits \$300 billion each year for stress related accidents, absenteeism, employee turnover, medical, legal, and insurance costs, worker’s compensation and legal judgments. (*Aubrey Daniels International*)

Constant stress can make you sick, and lead to long term health problems. Having some job stressors is normal, but too much can cause physiological effects to include headaches, sleep disturbances, difficulty concentrating, short temper, digestive problems, high blood pressure, and depression. The effects of job stress on chronic diseases is more difficult to see because they take longer to develop and can be influenced by other factors. There is evidence to suggest that stress plays a role in cardiovascular disease, and psychological disorders. Research by NIOSH proves that job stress increases the risk for development of back and upper extremity musculoskeletal disorders also. (*nonprofitrisk.org*)

Set goals for yourself to help reduce stress. Make time for fun outside of work, practice breathing and relaxing techniques, and unplug from work when you aren’t there by turning off your cell phone when you are with family and friends.

As the contract negotiations approach stress is going to be at an all-time high. Stay focused on the task at hand and help watch out for one another so that we can prevent work injuries. If you feel you need to speak to someone you can always call Keith Eller from the Employee Assistance Program (EAP) at 875-4327 or an off-site counselor at (866)272-6007.

## Having A Personal Problem?

Contact UE Local 506 Employee Assistance Program liaison **Bob Herrick** at 899-3108. Or call **Keith Eller** at 875-4EAP (Ext. 4327)

## AA Meeting Schedule

**Where: Building 6, Rm. 150, Conference Rm.**  
**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 \_\_\_\_\_

Pay Number \_\_\_\_\_

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

## MAY 2015

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5 MEMBER'S INVOLVEMENT & EDUCATION MEETINGS 7:15, 1:00, 3:15	6	7	8	9
10 Mother's Day	11 618 MEMBERSHIP MEETING	12	13 RAGE MEMBERSHIP MEETING	14	15	16
17	18	19 506 EXECUTIVE BOARD MEETING	20	21 506 MEMBERSHIP MEETINGS	22	23
24	25 Memorial Day	26	27	28 GEB MEETING	29 GEB MEETING	30
31					RAGE BOARD MEETING	