



LOCAL 506 UNION NEWS

Volume 64, Issue 9

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Monday, August 12, 2013

Your Union (You Call the Shots)

By B.A. Wayne Burnett

As all of you should be aware, you have always had the opportunity to get involved in this union (your union) in any way, form, or fashion. You choose your representation from the top of this organization (Executive Board) down to the steward on the shop floor. That's a privilege that can only be had when you're part of an organized group that is run from the bottom up and not the top down.

No one should ever take this privilege lightly, for it is the very essence of what it's all about when it comes to unionism. Although everyone may not always agree, you still can have your say, and in a rank-in-file union, the majority always rules. The reason I'm making this point is because all too often, there are those who complain about certain situations or how something should be done, but never make the effort or the time to take advantage of the privilege that's afforded to them.

Even if the situation doesn't go your way, at least you had your say. Look into your history and you will see that many people lost their lives for the rights that we take so much for granted. For those who actually care about what happens in today's society, you should realize that there are those who want to take back, instead of expanding on the sacrifices that got us where we are today. Remember, saying or doing nothing says that whatever happens is okay with you.

When you are part of this union, you have the right, no matter what, to be heard, and regardless of what you are told or may hear, that privilege is yours. We've had a very busy year thus far, starting with the general election, an additional trustee / alt. trustee election, convention delegate election and steward elections coming up later this year.

This doesn't include what we've been going through dealing with the company this year. That's a whole other story, and that will continue to happen now, and in the future. That's part of this job and anyone who has held one of these positions or even a position on the shopfloor, knows that there will be more thorns than roses. The most important aspect of this union is the fact that, at the end of the day, you, the members, have the final say no matter what the situation might be.

New Website Now Up

As stated during last month's membership meetings, the new UE Local 506 website is now up and running. You can log on at uelocal506.com and see what's going on in your union or obtain other information that may be of interest to you. We would like to thank **Deb Gornall** (Eastern Region President) and all who worked with her to put this site together.

It's pretty exciting and hopefully it will be useful to those who spend time surfing the net and we will do our best to keep it updated. The next "Stewards and Membership Education Classes" will be held on September 10th. The times are 7:20 am, 1:00 pm, and 3:20 pm.

August Membership Meeting Notice

Agenda:

- ☐ General Business Matters
- ☐ Committee Reports

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, August 15, 2013 (All meetings)
 7:20 a.m. (3rd Shift)
 1:00 p.m. (2nd Shift)
 3:20 p.m. (1st Shift)

Erie Plant Incentive Rate Structure For Hourly Employees

Effective June 24, 2013

RATE SYMBOL	TIMING RATE GETS	<u>A.E.R.</u>	<u>M.T.O.</u>	<u>M.S.R.</u>
I-8	0.57	27.705	27.360	26.970
I-9	0.60	27.705	27.360	26.970
I-10	0.63	27.705	27.360	26.970
I-11	0.67	27.705	27.360	26.970
I-12	0.70	28.230	27.705	27.360
I-13	0.74	28.230	27.705	27.360
I-14	0.78	28.230	27.705	27.360
I-15	0.82	28.945	28.335	27.470
I-16	0.87	28.945	28.335	27.470
I-17	0.92	28.945	28.335	27.470
I-18	0.97	30.155	29.560	27.805
I-19	1.02	30.155	29.560	27.805
I-20	1.08	30.155	29.560	27.805
I-21	1.145	30.155	29.560	27.805
I-22	1.21	30.155	29.560	27.805

GETS CONVERSION FORMULA

Where Minimum Does Not Apply	Break Even Point	Where Minimum Does Apply
I - 8 and I - 9 :		
Earnings X 5.2187 + 24.1163	1.1776	Earnings X 4.8251 + 24.5800
I - 10 and Up :		
Earnings X 5.2187 + 23.9906	1.2013	Earnings X 4.8251 + 24.4640

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	0.084
I-18	0.165
I-19	0.285
I-20	0.452
I-21	0.859
I-22	1.260

Erie Plant Daywork Rate Structure For Hourly Employees

Effective June 24, 2013

* MINIMUM STARTING RATES IF
HIRED AFTER AUGUST 5, 1991

RATE SYMBOL	HOURLY RATE	MINIMUM STARTING	95%	90%	85%	80%	75%	70%
		RATE						
R-3	26.775	----	25.435	24.100	22.760	21.420	20.080	18.745
R-4	26.885	----	25.540	24.195	22.850	21.510	20.165	18.820
R-5	26.970	----	25.620	24.275	22.925	21.575	20.230	18.880
R-6	27.095	R-4	25.740	24.385	23.030	21.675	20.320	18.965
R-7	27.205	R-5	25.845	24.485	23.125	21.765	20.405	19.045
R-8	27.360	R-6	25.990	24.625	23.255	21.890	20.520	19.150
R-9	27.515	R-7	26.140	24.765	23.390	22.010	20.635	19.260
R-10	27.515	R-8	26.140	24.765	23.390	22.010	20.635	19.260
R-11	27.705	R-8	26.320	24.935	23.550	22.165	20.780	19.395
R-12	27.870	R-9	26.475	25.085	23.690	22.295	20.905	19.510
R-13	28.065	R-11	26.660	25.260	23.855	22.450	21.050	19.645
R-14	28.245	R-11	26.835	25.420	24.010	22.595	21.185	19.770
R-15	28.550	R-11	27.125	25.695	24.270	22.840	21.415	19.985
R-16	28.945	R-12		R-12				
R-17	29.535	R-13		R-13				
R-18	30.155	R-14		R-14				
R-19	31.030	R-15		R-15				
R-20	32.050	R-16		R-16				
R-21	33.100	R-17		R-17				
R-22	34.185	R-18		R-18				
R-23	35.140	R-19		R-19				
R-24	36.555	R-20		R-20				
R-25	37.095	R-21		R-21				
R-26	37.585	R-22		R-22				
R-27	38.045	R-23		R-23				
R-28	38.600	R-24		R-24				

JOB RATE

R-6 thru R-15
R-16 thru R-18

R-19 thru R-21

R-22 and Up

PROGRESSION

One step at the end of each one-month period from M.S.R. to job rate.

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.

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.

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).

President's Report

By Scott Duke

I hope everyone had an enjoyable two-week shut-down. The time off for everyone was "well deserved." The Company had record profits of 313 million for the second quarter, thanks to all of you, so your recent (negotiated) increases were well deserved.

The Company has decided to offer CPR training to employees throughout the plant and put defibrillators in all buildings. If you would like to participate, please sign up. This is a positive move that could benefit all of us, so we applaud the company on this decision. It's a long time coming for this practice.

We will be pushing for management to post permanent jobs in areas where employees have been for a lengthy amount of time on a temporary basis. Also, if certain areas need more permanent people, we feel they should be posted and we will address that as well.

I am hoping as all of you, that more orders will come to maintain job stability in the plant. As we all should know, "volume" dictates head count and it has always been that way. Remember, Erie, PA has a skilled work force with a ton of knowledge & experience and are second to none.

C. P. Steward's Report

By Mike Hayes

We had our Step II on Friday, July 26th. These cases involved payment issues, farm-outs, discipline, jobs we feel are coded incorrectly and more "Transfers of Work" grievances for locomotives.

We are all still waiting for a decision from the Department of Labor on our "Transfer of Work" case. Meanwhile, the company received an order for twenty-five BN's and some more kitting work, which is good news. Hopefully there's more to come.

As been stated, we will continue to discuss the work rules with the company and whatever the outcome, we want them to be fair for all employees. We will do our best to make sure that happens.

We have submitted cases for Step III, but no date has been set and also, the grievance committee decided to take another discipline case to arbitration. We hope everyone had a safe shutdown.

SEPTEMBER 2013						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 LABOR DAY	3	4 L.A.C. MEETING	5	6	7
8	9	10 STEWARD & MEMBERSHIP CLASS	11 R.A.G.E. MEMBERSHIP MEETING 618 MEMBERSHIP MEETING	12	13	14
15	16	17 E-BOARD MEETING	18	19 506 MEMBERSHIP MEETINGS	20	21
22 Autumn Begins	23	24	25	26	27 R.A.G.E. BOARD MEETING	28
29	30					

AA Meeting Schedule

Where: Building 6, Room 150, Conference Room

When: Thursdays

1 st Shift	12:00 noon
2 nd Shift	7:30 pm
3 rd Shift	3:00 am

Safety Coordinator Election Nomination Forms

will be posted
 Tuesday, September 3rd
 at the start of 2nd shift
 and removed
 Friday, September 6th
 at the end of 1st shift

Medical Information

We're sure by now, that many of you who have had to use this healthcare realize that it is something to be desired, to say the least. We bought it and we must live with it. With that being said, we will pass on any information we get concerning cost that may be beneficial to you when it comes to making decisions. Hopefully, this info might help.

Health Care Out-of-Pocket Comparisons

These are examples of employee out-of-pocket costs for health care services. You can estimate your out-of-pocket costs at www.treatmentcostcalculator.com/ge.

Ankle X-ray - Outpatient Facility (73610)	
An ankle x-ray is used to find breaks, tumors, and other problems at the joint.	
<u>Hospital Outpatient Department/Facility</u>	<u>Out-of-Pocket</u>
Titusville Area Hospital	\$ 36.00
Saint Vincent Health Center	\$40.00
Corry Memorial Hospital	\$ 42.00
UPMC Hamot	\$ 45.00
Millcreek Community Hospital	\$ 51.00
Meadville Medical Center	\$ 76.00

CT Scan of Head / Brain without Dye - Outpatient Facility (70450)	
CT (Computed Tomography) using computerized x-rays to create pictures of the skull and brain.	
<u>Hospital</u>	<u>Price</u>
Titusville Area Hospital	\$ 219.00
Saint Vincent Health Center	\$ 237.00
UPMC Hamot	\$ 242.00
Corry Memorial Hospital	\$ 254.00
Millcreek Community Hospital	\$ 311.00
Meadville Medical Center	\$ 471.00

MRI of Neck (Cervical Spine) without Dye - Outpatient Facility (72141)	
MRI (Magnetic Resonance Imaging) uses magnets and radio waves to create pictures of the neck.	
<u>Hospital</u>	<u>Price</u>
Titusville Area Hospital	\$ 444.00
Saint Vincent Health Center	\$ 495.00
UPMC Hamot	\$ 551.00
Millcreek Community Hospital	\$ 679.00
Meadville Medical Center	\$1,028.00
Corry Memorial Hospital	\$ 1,034.00

Out-of-pocket costs found in the Treatment Cost Calculator on 07/18/2013 for members covered by HealthAmerica.

Pharmacy Out-of-Pocket Comparisons

These are examples of employee out-of-pocket costs for medications. You can estimate your pharmacy costs at www.caremark.com.

Medication (dose)	Lantus SoloStar (100mL Insulin)			
	Caremark Mail Order Service (90 day supply)		Erie-area Pharmacies (30 day supply)	
Pharmacies	Cost per Order	Cost per Day	Cost Per Order	Cost Per Day
Caremark.com	\$487.59	\$5.42		
CVS			\$230.13	\$7.67
Walgreens			\$236.60	\$7.89
Frontier Pharmacy			\$236.60	\$7.89
Rite Aid			\$236.60	\$7.89
Wal-Mart			\$236.60	\$7.89
Sam's Club			\$236.60	\$7.89

Medication (dose)	NovologFlexpen (100 mL Flexpen)			
Pharmacies	Caremark Mail Order Service (90 day supply)		Erie-area Pharmacies (30 day supply)	
	Cost per Order	Cost per Day	Cost Per Order	Cost Per Day
Caremark.com	\$574.41	\$6.38		
CVS			\$270.88	\$9.03
Walgreens			\$278.51	\$9.28
Frontier Pharmacy			\$278.51	\$9.28
Rite Aid			\$278.51	\$9.28
Wal-Mart			\$278.51	\$9.28
Sam's Club			\$278.51	\$9.28

Medication (dose)	Celebrex (200mg Capsule)			
Pharmacies	Caremark Mail Order Service (90 day supply)		Erie-area Pharmacies (30 day supply)	
	Cost per Order	Cost per Day	Cost Per Order	Cost Per Day
Caremark.com	\$333.94	\$3.71		
CVS			\$158.00	\$5.27
Walgreens			\$162.44	\$5.41
Frontier Pharmacy			\$162.44	\$5.41
Rite Aid			\$162.44	\$5.41
Wal-Mart			\$162.44	\$5.41
Sam's Club			\$162.44	\$5.41

Medication (dose)	Crestor (20mg Tablet)			
Pharmacies	Caremark Mail Order Service (90 day supply)		Erie-area Pharmacies (30 day supply)	
	Cost per Order	Cost per Day	Cost Per Order	Cost Per Day
Caremark.com	\$333.01	\$3.70		
CVS			\$157.57	\$5.25
Walgreens			\$161.99	\$5.40
Frontier Pharmacy			\$161.99	\$5.40
Rite Aid			\$161.99	\$5.40
Wal-Mart			\$161.99	\$5.40
Sam's Club			\$161.99	\$5.40

Medication (dose)	Abilify (15mg Tablet)			
Pharmacies	Caremark Mail Order Service (90 day supply)		Erie-area Pharmacies (30 day supply)	
	Cost per Order	Cost per Day	Cost Per Order	Cost Per Day
Caremark.com	\$1,300.72	\$14.45		
CVS			\$611.82	\$20.39
Walgreens			\$629.08	\$20.97
Frontier Pharmacy			\$629.08	\$20.97
Rite Aid			\$629.08	\$20.97
Wal-Mart			\$629.08	\$20.97
Sam's Club			\$629.08	\$20.97

Medication (dose)	AdvairDiskus (250-50mcg Disk w/ Dev)			
Pharmacies	Caremark Mail Order Service (90 day supply)		Erie-area Pharmacies (30 day supply)	
	Cost per Order	Cost per Day	Cost Per Order	Cost Per Day
Caremark.com	\$520.25	\$5.78		
CVS			\$245.46	\$8.18
Walgreens			\$252.36	\$8.41
Frontier Pharmacy			\$252.36	\$8.41
Rite Aid			\$252.36	\$8.41
Wal-Mart			\$252.36	\$8.41
Sam's Club			\$252.36	\$8.41

Out-of-pocket costs listed on Caremark.com on 07/22/2013 for employees and dependents covered by a GE health plan.