



LOCAL 506 UNION NEWS

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Thursday, December 12, 2013



Chief Stewards

Nominations for Divisional Chief Steward will be held in the month of January. Those interested in running for this position must come to the union hall to place their name or the name of a qualified member during the first (3) regularly scheduled working days in January during normal business hours.

Members nominating themselves will sign an acceptance form and will be given a questionnaire that must be returned no later than two (2) scheduled working days from end of nominating period. Those nominating other members will be given acceptance/rejection forms along with a questionnaire and will be responsible to give this material to the proposed candidate.

The same guidelines and time table apply. Any member who has been a steward or an alternate steward for at least one (1) year can run for this position as long as he/she is permanently working in the division.



Points of Interest

- The second shift membership meeting will begin at 12:30 pm instead of 1:00. This will allow more time for members to stay and be a part of anything that is going on and not be rushed to get to work.
- Some upper management personal has been walking through the plant on the off shifts as well as day shift. This is just a reminder that these people are the ones who make decisions as to the future business in this facility. Be mindful that you are where you are supposed to be and any situation can be explained. Cover yourselves.
- Stewards classes will resume in 2014 and although the exact date has yet to be set, it is important that you attend these classes when they start. There were many newly elected stewards and for some, it is the first time being elected. If you are to represent your co-workers properly, you must learn how to do it. These classes are open to any member who wants to learn how this union works. Watch for more information in the future.
- New union cards will be coming out next year.

Members Brave Cold Weather

On Saturday, November 24, many of our members along with a host of other unions braved very cold weather to show support for our members who will be laid off due to the company's April announcement of eliminating hundreds of jobs. Unfortunately, this union has no control over these company made decisions. These are not the best of times and when situations such as this occur during holiday seasons, it makes it even worse. Although the situation may not change, this shows that we, as a union do care about our brothers and sisters.

We would like to take this opportunity to recognize all the other unions who showed up in support. Here is the list: UE Local 684, USW 3199, SEIU 668, SEIU Healthcare Pa, SEIU 32BJ unit 22, SMWIA 12, Roofers 210, NWPALF, LIUNA 603, IBT 397, IBEW 56, IBEW 459, IBEW 1914, IAM 1968, CWA 58028, BAC 9, APWU 269, APSCUF-EUP, AFT 1589, AFSCME 3959, AFSCME 1850, and Occupy Erie.



Quite A Year

By B.A. Wayne Burnett

It seems that for the past few years, we have encountered some kind of situation that has had a major impact on our union. Everyone knows what this local went through this year, starting with the announcement that there would be a lay-off. Although it wasn't at the same level as in 2009, never the less, it is still substantial and the fact that a WARN Notice was issued substantiated the seriousness of what is happening now.

We went through the negotiated articles within our contract concerning the company's decision to transfer work, but to no avail, we couldn't come to an agreement with the company. Actually, we already had an agreement with the company and we were quite satisfied to honor that agreement. It's really disappointing to all of us because this location, (Transportation) achieved the highest acclaim of all GE businesses last year.

Even though the business, as we were told, didn't have all orders confirmed for the future, we now know that many of those future orders are slated for Texas. Unfortunately, this touchy subject and the reality of it is something that we must face now and in the future as well. Don't be fooled by thinking that the situation would have been any different if the outcome of this year's events would have been different.

Anytime a corporation invests millions of dollars to build a new facility, it didn't come from an overnight decision nor was the decision made without a specific purpose in mind. You can draw your own conclusions, and you may very well be right in your thinking, but being a long time employee, I know it's about the bottom line. We know there are still a lot of what if's or maybe if out there, but when you look at what is going on in the corporate world, there will always be questions concerning their decisions.

Let's explore just a couple of these if's and maybe's. What if these corporations would stop sending jobs out of the country, then, maybe we would have more work here in America. How about this, if our government would make these corporations pay the price for doing business overseas, then maybe they would think twice about doing it. This

could go on and on, but we know you are intelligent enough to get the point. Don't get me wrong, there are companies who really do have the best interest of this country in mind and want to do the right thing, but they are like finding a needle in a haystack.

Then there are those who build in this country, but want to pay the out of the country wages. Do you know such a company? It's sad, to say the least, that when money becomes more important than people and those who have, only want more, leads me to believe that one day we will all suffer because of greed. Do you watch the news and see how Americans are being targeted in certain countries, not because of doing something wrong, but just because of who they are.

Wake up corporate America and stop the exploitation of people in other countries and know that you are risking the well being of those you send to oversee your businesses. This has been quite a year my brothers and sisters and as the new year draws near, we still don't have a clear cut picture of what it will be like. We do know that there have been some changes made by the company in the form of work rules and there will be a new attendance policy starting in January.

You need to understand that this union doesn't negotiate work rules or attendance policies, but we make every effort to put our thoughts in trying to help our members concerning these issues. Whether or not the company accepts them is their decision and we in turn, will use whatever means necessary to combat unjustified discipline as we encounter these situations. The only good thing concerning these changes is that everyone starts with a clean slate.

Although we don't know all the orders the company may have for next year or what future impact it will have on our members, but we as a union will also have some changes. Chief Stewards elections will take place next year as well as the general election of Officers. Because a constitutional amendment was made and passed by the members, the

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term of the officers will expire in October of 2104. This comes at a critical time because the 2015 national contract is just around the corner from these elections and it will be more important than ever that we start preparing and giving thought as to what 2015 might be.

We are aware that the company decided to close the Fort Edward Plant (Local 332) and send their work to Clearwater Florida, where the wages will be between \$8 and \$12 dollars an hour. More importantly, they will not be a part of the 2015 negotiations. Hopefully, this picture is becoming clearer and you realize that our future is going to be very challenging. Yes brothers and sisters, this has been quite a year and as you reflect on this year, remember, we lost many good people because of decisions made by the company that were out of our control, some because of unconfirmed orders, Texas, other countries, farm-outs, you name it.

Yet, in spite of everything that is happening right now, you still went out and did your job as the necessities you needed were provided to you. We don't like the fact that our members, after making "Transportation" the king of the hill, are losing their employment. Hopefully, things will turn for the better and people will get called back. Finally, hold your heads high and be proud of the part you played and most of all, "Keep the Faith".



Proper Protection Equipment

Have you ever taken the time to look around at your co-workers? Some of them you have known for years, while others you have just met. You may know their families, have friends in common, or enjoy the same past times or hobbies. Help keep one another safe by looking out for unsafe conditions, and correct or report them to your supervisor as soon as possible. Let's help one another get through each shift without an accident.

Looking out for each other is important for many reasons but here are five of the most critical:

1. When you keep an eye out for each other it improves safety awareness because it is a constant thought.
2. Everyone gets distracted from time to time.

Ironically the same reasons we want to be safe can also be the reasons we are distracted. (Family, friends, etc.)

3. No one is perfect. Even the safest people have a moment of cognitive failure.
4. No one wants to live with the regret that they could have prevented an accident, but didn't say anything. By challenging unsafe behavior, you'll never have to face the regret that you could prevent someone from getting into an accident and didn't.
5. It's the right thing! We should all actively participate in continuously improving safety.

There are also a few reasons why people don't do anything when they see an unsafe act. Don't be one of these guys...

1. You might believe nothing bad will happen or "It won't happen to me".
2. Speaking up can feel uncomfortable.
3. You might just not know what to say.

Don't pass the buck. Other workers may not be as experienced or familiar with the work area as you. Set a good example by following all safety rules and practices. Wear the proper PPE and remind others to do the same. Set the example by asking questions about any part of your job that you do not fully understand. Only carry out operations that you are both trained and competent to do.

We want to see everyone go home the same way that they came into work. If I see you doing something the wrong way, or without the correct PPE, then I'll stop and say something. I also expect the same of you. Shouldn't we all watch out for one another?



2014 Eastern Delegates Elected

At November's membership meetings, the members elected **Ricky Steele**, **Valarie Pinetti**, **Greg Goodwin**, and **Tony Lapaglia** to serve as your 2014 Eastern Region delegates. The alternate delegates are **Donna Shiamone** and **Christine Miller**. We would like to thank these members for stepping up and making the commitment to represent Local 506 at this level. Thank you.

Change; Good or Bad

As everyone should realize, time often brings about a change. It's also been said that everything that goes around, comes around. Our members are beginning to see some changes that are being instituted by the company. Because authority has been given to some who have never had it, some management personnel have taken it upon themselves to take these changes to another level in how they treat or deal with our members.

We have addressed these concerns with upper management and have even identified some of those involved. We have made it clear that there is always a way to deal with people and some of the stories of this treatment, we feel have crossed the line. While it is important that rules be followed, it's equally important with how they get administered. There are many who come to work on a daily basis, do their jobs and go home.

When some of these employees, who you never hear from, start complaining, we do feel there is a pattern and you can't paint everyone with the same brush. There are many people on the

management side that do not have the Barney Fife syndrome and we have many members who don't display the tough guy syndrome. We feel everyone should be treated accordingly by the way they carry themselves.

There are also concerns about the noise level of the breaktime sirens or horns that go off in some buildings. This could affect one's hearing and it should be explored and changed if need be. For many of you, this is one of those what goes around, comes around acts. There are many who will remember that there was always some kind of whistle or horn that indicated when breaks, fire alarms, cranes or something else may be taking place.

The difference today is how the old things of yesteryears are being administered into today's time. We live in a very different society now and while authority is still an area that needs to be respected, being an authoritative bully can be detrimental. Hopefully, there will be a way to iron out these situations that everyone can agree on, so that we can move forward.



Stewards Swearing In



President's Report

By Scott Duke

As you may have already heard, the National Labor Relations Board has ruled negatively in the case filed by the UE national office against GE. The case is in regards to the transfer of work from the Erie plant to the Ft. Worth facility, without notifying the Union.

Despite the negative ruling, which UE is appealing, the NLRB opinion clearly outlines the systematic transfer of work to Ft. Worth in advance of GE's official transfer notice of April 2013. We firmly believe that this conduct violates our collective bargaining agreement requiring advance notice and an opportunity to bargain over such transfers.

This decision does not change our view that the company has breached it's agreement with us, and be assured that Local 506 is evaluating it's options including a potential federal lawsuit.

As for the 78-week guarantee, we figured this was going to be battle. The Company is saying that only the people that are being permanently laid off are part of the 78-week guarantee. This is absurd! The Unions position on this is all employees are being affected by the Transfer of Work. Every employee that is being bumped from their job to a lower coded job should maintain the 78-week guarantee period!

I would like to take this opportunity to wish everyone a Happy Holiday Season. Enjoy your time with family and friends, because as I have said before; none of us know what tomorrow may bring.



December Membership Meeting Notice

Agenda:

- ☐ General Business
- ☐ Committee Updates

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, December 19, 2013 (All meetings)
 7:20 a.m. (3rd Shift)
 12:30 p.m. (2nd Shift)
 3:20 p.m. (1st Shift)

JANUARY 2014

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 New Year's Day	2 CHIEF STEWARD NOMINATIONS	3 CHIEF STEWARD NOMINATIONS	4
5	6 CHIEF STEWARD NOMINATIONS	7	8 DEADLINE TO RETURN C.S. NOMINATION FORMS R.A.G.E. MEMBERSHIP MEETING	9	10	11
12	13	14	15	16	17	18
19	20 Martin Luther King Jr. Day	21 E-BOARD MEETING	22	23 506 MEMBERSHIP MEETINGS	24 R.A.G.E. BOARD MEETING	25
26	27	28	29	30	31	

Change of Address Form

Name _____

Address _____

City/State/Zip _____

Local _____

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

In Sympathy

The Officers and Executive Board of UE Local 506 wish to extend our sincere condolences to the families and friends of Bill DiPitero, Building 20 and Mark Haller, Building 6.