

UE LOCAL 506 UNION NEWS

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Friday, December 11, 2015

WARN Update

It has been 30 days since the Company announced a massive lay-off at the Erie Works, and while the number of affected members has not changed the discussions with the Company will continue in an effort to reduce the layoffs by increasing the retirement opportunities.

The contract will provide the 500 most senior employees nationwide age 60 and older an opportunity to retire with a Voluntary Retirement Incentive Program (VRIP) which will pay out 75% of the participant's "Annual Wage".

General Electric is currently offering this package at several local locations including the Grove City Engine Facility.

The Union has also requested that service requirements for the Special Voluntary Layoff Bonus (SVLB) be lowered to accommodate any employee that may be interested in retirement. This program offers an \$18,000 lump sum payment to employees that are age 60 and older and have at least 15 years of service.

Lastly, the Local has asked the company to offer SEROs (**that include the pension supplements and Healthcare**) to those employees that are age 55 thru age 59.5 with at least 25 years of service.

None of these measures would create a financial burden for the General Electric Company, yet each of them, either separately or combined would cushion the impact of a major layoff. However, let's be clear, this membership will not bargain for any of these items, this will not be a quid pro quo situation. This membership has shown it's commitment to this company, by accepting what amounts to a four year wage freeze.

There is plenty of work that is being done by third party vendors that should be done in this plant. In recent years this company seems to have abandoned the mantra of **cost and quality** being the main factor in deciding where work will be done.

Now is the time for General Electric to show its commitment to this membership.



DECEMBER MEMBERSHIP MEETING NOTICE

Agenda:

- Update on WARN Act Discussions
- Officers updates
- Committee reports and General Business Matters

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, December 17, 2015 (All meetings)

7:20 a.m. (3rd Shift)

12:30 p.m. (2nd Shift)

3:20 p.m. (1st Shift)

GE Makes Billions Off Retirees

*By Ron Flowers
President, R.A.G.E.*

The bleak picture of the dire financial straits some, “over 65 retirees” are going to find themselves in, is becoming obvious. The highly profitable General Electric Company will now be billions of dollars richer as they throw their “over 65 retirees” into an exchange for their insurance. As they boast, with a bursting chest and big smile, “we are giving the retirees \$1000 this year to help pay for their insurance”. They don’t say how long this money is going to continue. This amount doesn’t go very far when your medical insurance has almost doubled for the same coverage and you find out your drugs are costing up to \$300, or more a month for life saving drugs. A pension doesn’t last long under an assault like this.

GE seems to forget that these are the people who built their company and put them where they are today. At past stockholders meeting CEO Jeff Immelt said, “we care about our retirees”. Actions speak louder than words Mr. Immelt.

The worst part about the change is going from a group drug plan to an individual drug plan. It has always been known that it is cheaper to be in a group plan with retirees from across the country than in an individual plan. This change alone will cause retirees, who have never hit the donut hole before, to spend \$3300 in drug costs in as little as 6 months. This is unacceptable for a highly profitable corporation like GE. What are these 70, 80 or 90 year old retirees going to do? GET A JOB?? GE Has chosen to do this to their most vulnerable and least able to cope retirees. GE has reached a new low!

The Retirees Association of General Electric, RAGE, is collecting information on those retirees who will be hit hardest by the drug costs next year. If you know a retiree who is in this situation have them call 814-315-1002. This is a special insurance hotline for this purpose.

RAGE is always accepting members. Annual dues are \$10. We meet the second Wednesday of each month at 12 noon at the Union Hall. Stop in!

C.P. Steward’s Report

By Leo Grzegorzewski

I am writing this article Tuesday morning, December 8, at 8:45 am. On the other side of my office wall there are approximately 250 union brothers and sisters attending the first meeting of TAA and UC benefits we have scheduled for today. Labor Department and UC representatives are explaining the variety of assistance that is available to our members at time of Permanent Layoff. The meetings that will follow are sure to be full of Union Members seeking answers to questions concerning benefits available to them. Though we cannot change inevitable layoffs starting January 8 and continuing through March of next year, we must keep in mind this is not the first time our members have been faced with impending layoffs. U.E. 506 members are strong and well educated as to why we are faced with this situation. The members know, we the union do not schedule the workload between Erie and Texas. We know impact of this Layoff does not have to be this severe. U.E. 506 members know that Erie should be the primary work site for all locomotive builds for North America and International markets. The numbers speak for themselves Safety, Quality and On Time Delivery is where Erie has no competition. We must stand together and fight to get everyone of our members back to work period!

In closing, I would like to wish every one of our Members a Merry Christmas and a Happy New Year.

2016 Holiday Schedule

New Year’s Day	January 1, 2016
MLK Jr. Day	January 18, 2016
Good Friday	March 25, 2016
Memorial Day	May 30, 2016
Independence Day	July 4, 2016
Labor Day	September 5, 2015
Veteran’s Day	November 11, 2016
Thanksgiving Day	November 24, 2016
Day after Thanksgiving	November 25, 2016
Christmas Eve	December 23, 2016
Christmas Day	December 26, 2016
Floating Holiday	Requires BL approval

ELECTION NOTICE: NOMINATE AND VOTE FOR DIVISIONAL CHIEF STEWARDS IN JANUARY

This may seem too early to write about the upcoming Chief Divisional Stewards Elections, but with the holidays and the usual vacation days planned for the holiday season, the Election Committee suggested that an advanced notice be printed. The Elections for Divisional Chief Stewards will be held in the shop on **January 25, 2016**. Any UE 506 Member in good standing can run provided they have paid Union dues for 12 months prior to the election. Candidates for Divisional Chief Steward must also have served as a Steward or Alternate Steward for at least 12 months.

Nominations for Divisional Chief Stewards must be made at the UE Local 506 Office, during regular business hours on January 4, 5 or 6, 2016. Nominations will be closed at 4:00 P.M. on Wednesday, January 6, 2016. Any member in good standing can nominate a candidate for these offices or the candidates can nominate themselves. **The member making the nomination will pick up an acceptance form and a questionnaire. These MUST be filled out by the candidate and returned to the Union Hall Office no later than 5:00 P.M. on Friday, January 8, 2016.** The individual making the nomination is responsible for delivering these forms to the candidate.

The names of all Candidates will be published in a special UE Local 506 Bulletin, along with information on each Candidate's attendance at Local Union Meetings, Union Offices held, and a brief statement of qualifications.

Two tellers per shift will be chosen, by mutual agreement of the Candidates, to conduct the election in the Division. The Divisional Election Committee representative will post notices for the election in prominent locations at least three days before the election. The posting will list the candidates, date, hours of voting, and where and how the voting will be conducted. Newly elected Chief Stewards will be sworn in at the third shift Membership Meeting in February.

The complete rules for Union Elections are contained in the UE Local 506 Constitution. If you do not have a copy, see your Chief Steward or stop by the Union Hall to pick one up.

"Basket of Cheer" Raffle

The UE 506 Sports Committee will hold their annual Basket of Cheer Raffle at the conclusion of the 1st shift meeting on December 17, 2015.

The raffle is the Sports Committee's longest running fund raiser.

- 1st Prize: WHISKEY/WINE
- 2nd Prize: WHISKEY/WINE
- 3rd Prize: WHISKEY/WINE
- 4th Prize: CRAFT BEERS
- 5th Prize: CRAFT BEERS
- 6th Prize: CRAFT BEERS

Donation \$1.00 each / 7 for \$5.00

New Insurance Cards On The Way

Watch your home mail between now and January 1, 2016 for the following items. Employees and family members **enrolled in a plan through GE HealthAmerica** will receive new insurance wallet cards as they complete their transition to Aetna.



If you are enrolled in Options 1 or 2 you will also receive the new GE Pharmacy Card. This will replace your CVS Caremark Pharmacy ID Card and WageWorks debit card effective January 1, 2016.



If enrolled in Option 3 through HealthAmerica and funding a Health Savings Account (HAS) will receive a new PayFlex card. This will replace your HealthEquity HSA debit card effective January 1, 2016



Standing Room Only At The TAA Meetings



TAA Benefits Meetings

The Department of Labor, Unemployment Compensation and Career Link were at the Union Hall December 8, 2015 to conduct benefit rights interviews and answer questions regarding available benefits. Over 900 members attended these sessions. The Local would like to thank Beverly Rapp and her team from the NWPA Rapid Response group for putting together this event.

If you missed the benefits Rights Interview for your TAA/TRA/RTAA Benefits contact career link at (814)455-9966 extension 668. This extension is a hotline specific to GE employees.

Having A Personal Problem?

Call **Keith Eller** at 875-4EAP (Ext. 4327)

AA Meeting Schedule

Where: Building 6, Rm. 150, Conference Rm.
When: Thursdays 1st Shift - 12:00 noon
 2nd Shift - 7:30 pm 3rd Shift - 3:00 am

JANUARY 2016						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1 New Year's Day	2
3	4 NOMINATIONS FOR CHIEF STEWARD	5 NOMINATIONS FOR CHIEF STEWARD	6 NOMINATIONS FOR CHIEF STEWARD	7	8 CHIEF STEWARDS Acceptance forms returned by 5:00pm	9
10	11	12	13 R.A.G.E. MEETING	14	15	16
17	18 Martin Luther King Day	19 506 E-BOARD MEETING	20	21 506 MEMBERSHIP MEETINGS	22	23
24	25 CHIEF STEWARD ELECTIONS	26	27	28	29 R.A.G.E. BOARD MEETING	30
31						