

UE LOCAL 506 **UNION NEWS**

Volume 67, Issue 13

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Friday, December 16, 2016



The Officers, Executive Board
and Office Staff Of UE Local 506

Wish You And Your Family

Happy Holidays

President's Report

By Scott Slawson

With the elections over many of us are looking to the promises made of gainful employment and better times. Recent studies indicate this is easier said than done. About 15 years ago a study predicted within the next ten years half of the population in the United States would be living at or below poverty levels. It stated that income inequality between top management, free trade, decline in unionized workers and government laws and regulations would be the driving factors. Unfortunately these statistics were amazingly accurate. Also predicted in the same study, was within 20 years that number would increase to 75%. Job creation is a good thing, but the jobs created need to provide a good family sustaining wage with pension and benefits.

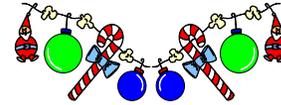
Recently another study stated that for the first time in history the millennial generation will make less than their parents. This is of course inflation adjusted but again a scary statistic. The stated reasons almost mirrored the reasons for poverty levels predicted 15 years ago. Over the last 15 years we have elected many politicians, seen many laws change that hurt our ability to organize and collectively bargain, watched Free Trade Acts take good manufacturing jobs away and seen Right to Work Legislation explode across the United States.

Prior to the 70's, income and corporate profits climbed at a fairly even rate. Since then, profit margins have been steadily increasing while wage rates (inflation adjusted) have remained flat and started decreasing. Benefits, pensions are eroding and disappearing, wages are decreasing and laws are changing in favor of corporate America. The one thing all this has in common is a decline in Union density among manufacturing employees. If we want our children to have a future we need to become more politically active and more vocal about the changes that need to be brought forward.

At contract negotiations the company tried to make us believe people were working later in life because they wanted to. People are working longer not because they want to but because they have to. As companies eliminate pensions and health care for retirees and shift to Medicare and 401K's, many Americans are losing their ability to retire. This is another cause of excess people in the market for work and helps to further push wages down. Many people

today question the need for a Union. I strongly disagree with this. Unions are the one thing that has maintained social and economic balance for working class people and there is as much need today if not more than in the last 50 years. If Unions continue to decline future generations of workers will have it worse than us.

The Officers and Executive Board would like to wish everyone and their family a Merry Christmas and a Happy New Year.



Elections

UE Eastern Regional Delegate and Alternate-Delegate elections will held during the December 22, 2016 membership meetings.

A provision of our Constitution allocates Delegate positions for the three Local 506 Officers. The four candidates receiving the highest vote totals will assume regional delegate status. The next three candidates will serve as alternate-delegates. In the case of a tie vote, a run-off election will be held during the January membership meetings.

Candidates (In alphabetic order)	Building
Dale Sonney	2
Jason Smith	6
Kris Casey	6
Lee Singleton	2
Marilyn Simmons	18
Michael Lydick	6
Michael Nelson	6
Roger Brown	26
Quinton Ishman	7

Basket of Cheer

Ue Local 506 Sports Committee is holding their 2016 *Holiday Basket of Cheer Raffle*. Tickets can be purchased at membership meetings and from your Chief Steward. The drawing will be held during the December 1st shift membership meeting.

Toy Drive Successful

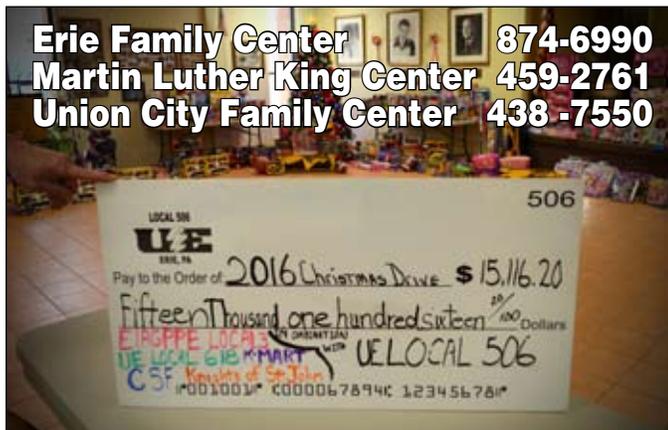


Once again, we would like to thank all of you who participated in the 2016 Toy Drive. The three organizations that received your gifts were the Erie Family Center, Martin Luther King Center and the Union City Family Center.

As well as all the toys that were shared by these organizations, each one received a monetary gift of \$4,300.00. We know that it will be used to further help with the important work that they do within the community.

There are so many thoughtful people out there and you always seem to come through, even in difficult times. Our thanks go out to our members, the CSF, The Knights of St. John, our retirees and the folks in the community who dropped off toys or monetary gifts to purchase toys. Special thanks goes out to Jason Trayer who spearheads this event and Kevin Ireson and his wife Becky for their help making this event a success every year

Dislocated members are encouraged to reach out to these organizations if you are in need of support through the holidays.



Erie Family Center 874-6990
Martin Luther King Center 459-2761
Union City Family Center 438-7550

V.P./Recording Secretary Report

By Tom Bobrowicz

Back in 2003 the Membership voted for a constitutional amendment under Article IV pertaining to combining the offices of the Vice President and the Recording Secretary. Prior to this amendment these were two separate offices in our Local. The position of the Vice President/Recording Secretary is **not a full time Union Hall position**. The only full time Union Hall positions are the President, Business Agent, and the Chief Plant Steward.

Article IV, Section 5 of our constitution now reads, The Vice President/Recording Secretary shall perform the duties of the President during his/her absence or in case of the resignation or death of the President. He/she shall perform the duties of the President until such a time as the vacancy is filled by an election as provided for by this constitution.

He/she shall also preside when the President may be temporarily unable to discharge his/her duties.

The Vice President/Recording Secretary shall also record and keep the records of the meetings of the Local Union, including Executive Board, Membership, and Stewards Council meetings.

The Vice President/Recording Secretary shall be a member of the Grievance Committee and record the discussions held at all grievance meetings with Local Management. He/she shall also record discussions held between Local Officers and Management when deemed necessary.

He/she shall conduct all correspondence pertaining to this office. Also, perform such other duties, with the approval of the Local Executive Board, necessary to a proper and effective administration of the Local Union.



C.P. Steward's Report

By Leo Grzegorzewski

The past month has been very busy for the Local. We have had continued discussions with the company over Transferring Non-Production work, only to bring in outside contractors. We were able to secure an agreement that prevented much of this from happening that respected hard fought wages and benefits. The agreement, ratified by the membership on December 8th, succeeded in saving twenty Non-Production jobs including Tool Cribs, Electricians, Waste Haulers, Crane Preventive Maintenance and Snow Plowers. Potentially another twenty three positions can be recovered through cost analysis with the job preservation committee over the next year. The company agreed to in-source work, utilizing floor space in Bldg. 63 for parts inventory currently warehoused by outside vendors for Grove City. This added two

stock keeper positions with the possibility of three more depending on volume requirements in the future. The agreement defined guidelines on several contractual obligations with regards to Group Leaders and Productivity Teams. These guidelines give our members the ability to communicate real time concerns to multiple layers of management on production snags, quality issues, parts availability along with other day to day concerns on the shop floor. We addressed issues with CDL jobs and preserved forty hours pay for our members due to work schedule changes. I know this agreement did not preserve everything announced by the companies May 26, 2016 Transfer of Work notice, but I do believe it will enable us to move forward. I want to thank the membership for giving the Officers and the Executive Board the opportunity to reach an agreement. The holidays are upon us and I want to wish all our members a Merry Christmas and a Happy New Year.

2016 TOW Non-Production Jobs

APPENDIX (B)

	<u>Transfer Date Notice</u>	<u># Affected EE's</u>	<u>Vendor</u>	<u>Comments</u>
UX DC TM's	12/5/2016	28	CN Kansas City, Amtrack Las Vegas, Traction Alts 12-31-16	N/A
UX Alts/Rotor Coils	12/5/2016	28	Rotor Coils Emporium	N/A
UX Rad Fans	End of 1st quarter "17"	7	Emporium	N/A
HVAC maintenance	12/5/2016	3	Climitech	Transferred
(3) Waste haul Drivers & (13) CDL Drivers	12/5/2016	3 retained 13 upon review	Biley	3 Retained - 13 possible CDL upon 6month and 1 year review of Cost Analysis
(6) Electricians	N/A	6 retained	N/A	6 Retained
(1) Snow Plowers/ Metal Workers	12/5/2016	1 retained 2 transferred	Scobell, B&b, GEI	1 remained until attrits
Tool Grinders	12/5/2016	3		Transferred
(5) Crane preventive Maintenance	N/A	5 retained	N/A	5 Retained
(5) MRO Tool Vending & Supplies	N/A	5 retained 6 transferrd	Ferguson	5 Retained 6 lossed to vending machines
Box Pack & Ship	After Thanksgiving	8 transferred	?????	Transferred
(10) Vendor managed Inventory	1/31/2017	10 upon review	Ferguson	10 retained based on Cost Savings analysis savings of \$3000,000 by January 31, 2017
COLOR KEY	TOTAL	65		
<p>RED = 22 Transferred Work (non-production jobs) Green = 20 Retained Jobs (non-production jobs) Blue = 23 Possible Saved Jobs (non-production jobs pending cost saving analysis) 2 jobs added with the Grove City Warehouse located in Bldg. 63 3 CDL drivers recalled do to their service</p>				

Election Committee Nominations

Nominations for Divisional Election Committee Representatives must be made at the UE Local 506 Office, during regular business hours on January 3, 4 or 5, 2017. Nominations will be closed at 4:00 P.M. on Thursday, January 5, 2017. 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 Monday, January 9, 2017.** The individual making the nomination is responsible for delivering these forms to the candidate. Any UE 506 Member in good standing can run provided they have paid Union dues for 12 months prior to the election.

If required, elections will be held in the shop on **January 24, 2017**. Two tellers per shift will be chosen, by mutual agreement of the Candidates, to conduct the election in the Division. The Divisional Chief 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.



2017 Holiday Schedule

The proposed 2017 Holiday schedule was approved by the membership at the November membership meeting.

New Year's Day	Monday, January 2
Martin Luther King's Birthday	Monday, January 16
Good Friday	Friday, April 14
Memorial Day	Monday, May 29
Independence Day	Tuesday, July 4
Labor Day	Monday, September 4
Veterans Day	Friday, November 10
Thanksgiving Day	Thursday, November 23
Day after Thanksgiving Day	Friday, November 24
Christmas Day	Monday, December 25
Day after	
Christmas (Christmas Eve)	Tuesday, December 26

*Floating Holiday

Constitutional Amendments Rejected

UE Local 506 Constitution and By-Laws Article XIV Section 2 states, Proposals submitted in writing by the end of the 1st shift September membership meeting will be discussed and voted on in November. The following amendments were discussed and the membership voted to reject both.

The first amendment proposed Article III, Section 2. Current language:

SECTION 2: Unemployed members shall pay Unemployment Dues of 25 cents (twenty-five cents) for each full month not at work, for any reason, to remain a member in good standing.

Proposed Amendment:

SECTION 2: *Unemployed members shall pay Unemployment Dues of \$1.00 (one dollar) for each month not at work, for any reason, to remain a member in good standing.*

The second amendment proposed Article X, Section 1.

This amendment would be in addition to current language.

Proposed Amendment:

SECTION 1: *Anytime the company reduces the number of stewards, due to consolidating areas under a single company foreman, the person that will remain the departmental steward of the newly consolidated area will be decided by following the election runoff format. The members within the consolidated department will vote between the active stewards being affected by the reduction.*



"In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as 'right to work.' It is a law to rob us of our civil rights and job rights. Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone ... Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights."

- **Dr. Martin Luther King**
Monday, January 16, 2017



UE Local 506 Welcomes Italian Federation Of Metal Workers (FIOM)

A delegation from the Italian Federation of Metalworkers (FIOM) visited UE from December 7 to 9 in an effort to build international solidarity among GE workers. The FIOM delegation included Marcello Frascati of the works council at the GE Florence plant; Stefano Marruca, director of international relations for FIOM; and Daniele Calosi, general secretary of the Florence local who also directs the union's national dealings with GE's Oil and Gas division.

The FIOM represents thousands of GE workers in Italy as well as workers at other companies, including Fiat. GE has over 13,000 workers in Italy who work at ten different plants from three different GE divisions: Oil and Gas, Aviation and Healthcare. GE is Italy's third largest employer.

During their visit with UE, the FIOM delegation met in Pittsburgh with UE General President Peter

Knowlton, Director of Organization Gene Elk, Secretary-Treasurer Andrew Dinkelaker and UE-GE Conference Board Secretary John Thompson. The UE officers shared information about GE, including a PowerPoint presentation which was put together by UE Director of Research Karl Zimmerman. The FIOM delegation and UE's three national officers then traveled up to Erie to meet with the officers of Local 506 and UE Eastern Region President Deb Gornall. The UE leaders had dinner with FIOM delegation where they exchanged greetings and compared notes on GE. The FIOM delegation also toured the GE Erie Works during their visit.

FIOM is currently involved in a major fight against GE transferring work out of its plant in Milan. You can view a video of FIOM's fight with GE on the UE Facebook page.



There is still time to fund an FSA/LPFSA for 2017

- **Health Care Flexible Spending Account (HC FSA)**
to be used for eligible medical, pharmacy, vision and dental expenses
- **Limited Purpose Flexible Spending Account (LP FSA)**
to be used for eligible vision and dental expenses only

This election must be made **before December 31, 2016** by calling the

GE Benefits Center at 1-800-252-5259



Your new pharmacy card is coming!

Watch your home mail!

You'll receive a new GE Pharmacy Card or OptumRx ID card in the mail, depending on the option you're enrolled in.



Options 1 & 2



Option 3

Replaces your current cards **beginning January 1, 2017**

Pennsylvania Unemployment Crisis

Due to antiquated software and slow service at UC Call Centers that needed an overhaul, in 2006, the State of Pennsylvania decided that they would make the necessary changes to modernize and improve Call Center response. That decision granted the project a budget of \$107 million dollars that was unattainable.

In 2013, the state realized that the software modernization and administrative overhaul was failing. The project was over budget and made little progress in terms of outcome, falling years behind schedule. Due to never setting clear benchmarks this issue is now being used for political gamesmanship.

In November 2016, Senate Republicans left Harrisburg without renewed funding for 2017, state officials were led to believe would be there, the agency was underfunded \$58 million. This shortfall triggered 500 state workers to be laid off and three of the eight service centers to be closed.

Throughout this year we have experienced how limited resource negatively affected our dislocated members. Since the announcement of the furloughs and service center closures we have experienced a dramatic increase in calls related to problems with unemployment compensation and TAA/TRA claim issues. Our major issues stemming from the Altoona office being closed.

As our Members attempt to navigate the labyrinth lawmakers have constructed to utilize their UC benefits, State Sen. Scott Wagner, R- York rallied his colleagues to use the funding of our state unemployment agency as a pawn in his game of political chess. In turn Pennsylvanians at greatest risk will go into the holidays with an even higher sense of uncertainty. This my friends is not a game, these are real decisions, affecting real people.

This can only be addressed by contacting your State Representatives and newly elected State Sen. Dan Laughlin @ 814-453-2515. Every member must contact their Representatives and request a legislative inquiry regarding this matter. You can easily identify your representative at [www.legis.state.pa.us/home/county list](http://www.legis.state.pa.us/home/county_list) for contact information.

DISLOCATED MEMBERS

The new fax number for TRA will be 412-267-1479 and will go to the Duquesne Service Center. The address for Duquesne is: 14 N. Linden Street Duquesne,

PA 15110-1067.

Effective Tuesday 12-13-16 calls will start being answered in Duquesne and not Altoona. Any appeal the CareerLinks receive will continue to be sent to the Service Center associated with the determination until further notice.

The Service Centers that will be shuttered as of 12-19-16 have not been taking new claims since 11-18-16. These offices do continue to write determinations to clean up their preexisting workload.

As new information arises we will do our best to make sure everyone is informed.



Nominations for Alternate Trustee

Nominations for the Alternate trustee will be taken from the floor during the December 22, 2016 membership meetings. The office was vacated by the newly elected Sergeant-at-arms Mike Rudzinski. Any member in good standing has the right to run for these positions as long as they fall in accordance within the Constitution and By-Laws of Local 506.

Eligible nominees will receive notification by registered mail and enclosed therein a Form of Acceptance. Failure to return the form in the specified amount of time will be considered a declination of the nomination by the member.

Statement of qualifications will be published in January and elections for Alternate Trustee will take place during the February 16, 2017 membership meetings.

DECEMBER MEMBERSHIP MEETING NOTICE

Agenda:

- Financial Report
- Officers Report
- Reduction in Work Force Update
- Committee Reports and General Business Matters

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, December 22, 2016 (All meetings)

7:20 a.m. (Officers reports only)

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

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

No Food Will Be Served At Meetings

Alcoholics Anonymous Meetings

Concerned about your sobriety? Alcoholics Anonymous (AA) may be the answer... Did you know that GET offers onsite meetings?

- When: Every Thursday
3:00am (3rd shift) • 12:00 noon (1st shift)
7:30pm (2nd shift)
- Where: Building 6, Rm. 150, Conference Room

ONE DAY AT A TIME

***AA IS NOT SOMETHING YOU JOIN,
IT'S A WAY OF LIFE**

***SOBRIETY IS A JOURNEY ... NOT A DESTINATION**

Important Medical Plan Numbers and Web sites

WageWorks (HRA/FSA/DCFSA/LPFSA)

Wageworks.com/ge
1-888-303-3006

GE Benefits Center

OneHR.ge.com
1-800-252-5259

Dental Care

Metlife.com/dental
GE Dental Benefits Claim Center
1-888-529-8474

Vision Care

davisvision.com
GE Vision Care Benefits Center
1-800-433-9375

Disability Benefits Center

1-800-392-0789

HAVING A BENEFITS ISSUE?

Call Mark Kresse at 875-6620

Or Tom Smith at 875-6873

HAVING A PERSONAL PROBLEM?

Call Keith Eller at 875-4EAP (Ext. 4237)



Service Directory

As a service to our members and retirees, Local 506 now offers classified ads at minimal rates. We encourage members

to consider their brothers and sisters when hiring for odd jobs. These ads do not imply any endorsement or guarantee of workmanship by Local 506.

Print your ad on this form.

**Submit or mail to: Service Directory, UE Local 506,
3923 Main St., Erie, PA 16511**

For Laid off members & retirees: \$1 per issue / \$10 per year

For active members: \$2 per issue / \$20 per year

Title _____

25 _____

Word _____

Limit _____

Phone # _____

Your Name _____

Circle: Active / Laid Off / Retired

Your Phone # _____

Amt. Enclosed _____ Date Mailed _____

JANUARY 2017						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 New Years Day	2	3	4	5	6	7
8	9	10	11 618 MEMBERSHIP MEETING RAGE MEMBERSHIP MEETING	12	13	14
15	16 Martin Luther King's Birthday	17 506 EXECUTIVE BOARD MEETING	18	19 506 MEMBERSHIP MEETINGS	20	21
22	23	24	25	26	27 RAGE BOARD MEETING	28
29	30	31				