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LOCAL 506 UNION NEWS

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VMI/TOW Productivity Project

On December 2, 2016 the Union signed an agreement regarding the transfer of nonproduction work. Paragraph 6, of the agreement states: The Erie Productivity and Building 63 Productivity Teams will work to identify and implement \$300,000.00 annual cost reduction of inventory management by January 31, 2017. If successful, the Company will preserve inventory management for the remainder of the term of the National Agreement. If unable to achieve \$300,000.00 of annual cost reduction of inventory management or if the cost reduction is not actually realized after a six (6) month and one year review then the company may execute the TOW with respect to Vendor Managed inventory.

Over the past two months the Building 63 Productivity Team comprised of Bldg. 63 Chief Steward Scott Brozell, and Stewards Doug Wolf, Erich Semelka, Rich Guckus and the members who work in the department in collaboration with Bldg. 63 Management John Meighan, Sarah Chuplis, Shane Kline and Productivity team lead Jason Danowski worked to develop a plan to identify cost saving projects. The team identified seven areas for improvement, from common parts to computer programs that can potentially save the business in excess of \$400,000.00 annually and can preserve ten jobs.

On January 30th CEO Jamie Miller came to Erie for the first presentation from the Productivity Team. The

presentation of the project was made by the Chief and the Stewards involved. The presentation was exceptional and Jamie expressed her appreciation for the Teams professional approach and commitment to projects. The Officers met with Jamie after the meeting to discuss the project and the state of the business. It was pointed out that with a small investment a little hard work and the willingness to collaborate we have endless possibilities to improve Erie. The Officers would like to thank the entire Bldg. 63 Productivity Team for taking advantage of this opportunity. 🚧

"Opportunity is missed by most people because it's dressed in overalls and looks like work"

—Thomas Edison

Convention Delegates Nominations

Nominations to fill (4) rank and file delegate's seats to the 75th UE Convention will be accepted during the February 16, 2017 membership meetings.

Pittsburgh Pennsylvania will be the site of this year National Convention. It will convene on Sunday, August 27, 2017 and will conclude on Thursday, August 31, 2017. The delegate's election will be conducted during the membership meetings on Thursday, April 20, 2015. The four successful candidates, the officers and seven board members will participate in workshops and be assigned to specific committees where they will help develop UE policies and programs for the next two years.

- Members in good standing who are elected as delegates understand and agree to participate in workshops and on committees at the Convention as required of all UE 506 delegates.
- Members shall not be eligible to serve consecutive terms as additional rank and file delegates to the National Convention unless there are not enough eligible members to fill the four (4) additional rank and file positions. 🚧

February Membership Meeting Notice

Agenda:

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

Membership Meetings & Times Thursday, February 16, 2017

(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

Chief Plant Steward's Report

By Leo Grzegorzewski

On February 3, 2017 we had a Step II grievance meeting in building 42-4. There were twenty-one grievances heard. Five grievances were closed or settled. One grievance we managed to reduce the time the grievance was to expire by half from two years to one year. Another grievance dealt with a payment issue. We won proper payment for this individual and he will see that money soon. Ten cases were put on hold pending requested information or further investigation. Six cases were issued letters or moved to the Step III grievance proceeding. Five of these cases were terminations and one grievance was argued over the term International EVO the company brought up during the Transfer of Work negotiations this summer.



The next Step III grievance meeting is scheduled for February 21st, 2017 at the Hilton Garden Inn on upper Peach Street and I-90. There will be five termination cases going to that meeting. Others cases going are unjust warnings, bumping issues and subcontracting notices we feel were not justified.

The next Members Involvement and Education meeting will be held February 28th, 2017. This meetings topic will be Past Practice. 3rd shift 7:30am, 2nd shift 1:00pm and 1st shift 3:30pm.

Fact Finding Missions are something every Department Steward will have to deal with sooner or later. Here are some questions that should be asked at every Fact Finding Meeting.

What is the purpose of this meeting?

- Find out the reason the company called the meeting.
- The company is fact finding so be prepared.

Can discipline result?

- Fact Finding Meetings does not necessarily mean discipline.
- If discipline can result, ask the company how severe it will be.

What are the specific charges against these employees, if any?

- Make sure the company states the specific charges and write them down.
- Get the company to be specific so if the grievance has to go to arbitration we have our facts correct.

What evidence do you have that can justify this meeting?

- If the company has evidence, the union has the right to get copies of all evidence.
- Ask for copies of written documents as well as company policies.

Do you have any witnesses or statements?

- If the company has witnesses or has statements request their names and request a copy of their statements.
- The company has to prove their case (with their own witnesses), request their names so we can do our own investigation.
- I cannot stress enough the importance of getting copies.
- Request copies of every witness statement.
- Since discipline often results, the union needs correct information to properly defend the grievant.
- Do not let the company say otherwise, you have a right to get copies.

What would you consider an appropriate penalty if employees violated the type of offense alleged?

- The union must know what the company is considering as the penalty - if in fact the employee violated the offense.
- We want to know where the company is heading. Is this new discipline?

Who will decide the outcome of this case?

- Ask for the name of the person(s) who will decide the outcome of the case.
- If the PTA says "it's out of my hands" watch out for that. It usually is not true.

When will a decision be made?

- There should be a time limit involved. Try to get a date so it is not delayed for weeks.
- If the company has hard facts they won't wait for three or four months to do something.

The grievant would now like to give a statement as to what took place.

- Have the grievant state what really happened.
- Remember anything said in the meeting will be used against him or her.
- If they try to change the story later in the grievance procedure the company will say they lied.

Try to only answer with yes or no statements

- The company questions are twisted and loaded and in any arbitration the company will pull out the notes and say this is what was said in the Fact Finding Meeting.

In closing, all records of the Fact Finding Meeting should be submitted to the **Chief Steward and Chief Plant Steward as soon as possible!!** ⚡

Alternate Trustee Election Results

A special election was held during the January membership meeting for the office of Alternate Trustee. Dan Bojarski was elected to fill the vacancy left by Mike Rudzinski after being elected to Sergeant-at-Arms. The officers would like to extend a special thanks to the Union Election Committee and the volunteers that conducted the election. We would also like to thank the candidates and members who participated in this election.



Supportive Services

Every person and family will experience problems and difficulties in this life. The good news is that there are resources and help available. If you or someone you know doesn't have insurance and are in need of support or counseling don't hesitate to make use of following community programs:

Catholic Charities
329 W. 10th Street
824-1250

Crisis Services
133 W. 26th Street
456-2014

Family Services
5100 Peach Street
866-4500

Glenbeigh Center of Erie
(drug and alcohol)
4906 Richmond Street
864-4226

Safe Harbor Behavioral Health
1330 W. 26th Street
459-9300

Stairways Behavioral Health
138 E. 26th Street
453-5806

United Way
420 W. 6th Street
456-2937
(Referral Services)

United Way
Labor Liaison, Ron Oliver
Cell Phone (814)-860-1793

EAP
off site services in the community
call toll free 866-272-6007

All members facing challenges that they feel are overwhelming can contact the Union hall at 814-899-3108. If you are uncomfortable reaching out you can always talk with a Steward, friend or someone at church. Just please know that we are in this together. Any challenges we face today is not worth our tomorrow!



President's Report

By Scott Slawson

It has been a busy month for the Union with State unemployment issues. Due to political maneuvering in his bid for Governor, **Senator Scott Wagner** out of York County shut down a Bill overwhelmingly passed by the House of Representatives **175-13**. This Bill would provide additional funding needed to keep UC services running. In turn, around 500 State UC workers were laid off, phone services were overwhelmed and call centers were shut down.

This has a dramatic effect on both unemployment and TAA/TRA. Wait times for calls exceed 6 hours, if you can even get through. People are going sometimes waiting as long as 2 months without getting a check. We sat down with newly elected **Republican Senator Laughlin** to discuss the gravity of the situation our members and their families (his constituents) are faced with before the Senate went back in session. When the Senate reconvened they seemed more interested in introducing legislation that would open the door for Right to Work for less (Bills 166 and 167) than taking care of those most in need. Because of this debacle we have members faced with foreclosures, repossessions, clearing out retirement accounts, dropping out of training and many other issues. If you are experiencing difficulty with your unemployment or TRA benefits please contact us at the hall or call your State Representative. They have been very helpful in getting many of these problems resolved. We also urge every member and their families to contact the State Reps. and State Senators and tell them to **vote NO on House Bill 166 and 167** as well as any other form of **Right to Work** legislation.

Currently we are being told there is a slight uptick in work over last year for the Erie plant. The company is going around the world trying to secure work for Transportation. The bad news is all the major players in the locomotive market are bidding on what little work is out there. According to the company, the Egypt order we have been waiting to secure went back to the tender phase and now the company has stopped the engineering process. We haven't been told why yet but we will keep you informed as we hear. In our latest meeting with our CEO it was confirmed that Transportation has not taken a new Domestic order in the last 2 years. There is some interest on the International front but so far no commitments. It was also recently announced that the Fort Worth Locomotive assembly facility would be cutting back to 32 hours and furloughing around 200 employees. It was stated however that the company was expecting to see some volume rebounds starting in 2018.

We are continuing to meet with the County Executive, the Department of Labor, the Regional Chamber of Commerce, the Manufacturers Association and the Economic Development Committee to effort revitalizing manufacturing and create family sustaining jobs in the Erie area. We have now reached out to the other Labor and Trades unions in the area for their assistance and support. For too many years we have watched manufacturing leave our area with nothing but low wage jobs to replace them. 15 years ago there were over 50,000 manufacturing jobs in this region. Today that number is less than 20,000. This leads to lower wages, higher taxes, loss of population and many other issues. In essence there is no competition among area employers for employment. This only gets further compounded when the unemployment level in the region is high. Nobody is better equipped to speak on behalf of laborer than laborers themselves. According to the Manufacturers Association the number one thing prospective employers are looking for, before committing to an area, is skill set. We and the other Unions of the area have the necessary information to assist the EDC in marketing the Erie area and potentially bringing in the much needed manufacturing companies. Through this process we have made it very clear we are only interested in good family sustaining jobs, not the normal low wage employment opportunities. ⚡

Updating Your Emergency Contact Information

- Log into employeeprofile.ge.com
- Forgot your password? Go to mypassword.ge.com and follow the on-screen prompts to reset your password. Once your password is reset, go back to employeeprofile.ge.com
- Click on **Contacts & Demographics**(across the top of the page).
- On this page, you will find your emergency contact, home address and other demographics. To change any of the information, click on **Update** next to the details that need changed.
- You will be taken to a page to update your information. Please note it takes up to 48 hours for your profile to reflect the new changes.

Veterans Miracle Center Erie

(VMCE), a 501(c) (3) non-profit located in Erie, Pa began in January 2015 with a mission to serve veterans in Erie and Erie County.

VMCE serves veterans by providing services and supplies to those in need. Veterans receive clothing, hygiene products, housewares and HOPE, free of charge.

Sometimes a veterans needs are overwhelming. It is time to do everything we can to alleviate the stress and pressure on our veterans.

If you would like to donate good clothes, shoes, belts, purses, hats, toys, housewares etc. you can do so at the Union hall drop box located on the northwest side of the building.

Paycheck Deception

By Tom Bobrowicz

Fifty years ago one third of private sector employees were union members. Over the past 50 years that number has declined to roughly 7 percent. In an almost mirrored image the same decline has been seen in the middle class. As union representation has declined so has the number of people or families that fall into the middle class. The most widely used barometer of the financial health of the middle class is the real median household income as published by the U.S. Census Bureau. That number has barely grown over the last thirty years.

Right to Work laws are a backdoor to destroying unions. Basically, these laws are labeled to sound like they benefit the workers, but the reality is that they are designed to take rights away from unions. By many measures, quality of life is worse in states with right to work laws. Wages are lower, people are less likely to have health insurance and the necessary resources for a quality education. Poverty levels are higher as are workplace fatality rates.

In the Pennsylvania Senates 1st Session of 2017 Senator John Eichelberger of Blair County introduced House Bill 166 and Senator Scott Wagner of York County (2018 Governor's Race Candidate) introduced House Bill 167, both which pertain to paycheck protection. Paycheck protection is one of those terms that sounds like it's for protecting the worker... when in fact it is the first step in establishing right to work laws in the state.

We urge you all to contact State Senator Dan Laughlin at (814)453-2515 and voice your opposition to House Bills 166 & 167. 📞

WOMENS MARCH

On January 21, 2017 a group of UE 506 members met at the court house to join the Women's March. The crowd was estimated to be 2,500 strong. Saturday's March coincided with Women marching around the world in numbers estimated to be 4.8 million to include the United States and 81 other countries.

It was inspiring to see a large group standing up for what they believe in and demonstrating in a peaceful manner. People marched for various reasons. It was so much more than a protest against Trump. There were groups concerned with Human Rights, standing up against bullying, racism, and sexual violence. People marched for accountability and justice, to ratify the Equal Rights Amendment, the right



to organize and fight for a living minimum wage, reproductive rights, LGBTQ rights, and immigrant and refugee rights.

The list goes on and on, but to sum it up the March was about equality for all, which is something we should all support.

If you are interested in continuing the fight you can be a part of the "10 Actions in 100 Days" campaign. It is a campaign



that helps guide you to take action on the issues that you care about every 10 days. Check it out at www.womensmarch.com.

MARCH 2017						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8 618 MEMBERSHIP MEETING RAGE MEMBERSHIP MEETING	9	10	11
12 Daylight Savings Time Begins	13	14	15	16	17  St. Patrick's Day	18
19	20 Spring Begins	21 506 EXECUTIVE BOARD MEETING	22	23 506 MEMBERSHIP MEETINGS	24 RAGE BOARD MEETING	25
26	27	28	29	30	31	

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. 4327)

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

Erie Plant
Daywork Rate Structure for Hourly Employees
Effective January 23, 2017

*Minimum Starting Rates if Hired After
August 5, 1991

Rate Symbol	Hourly Rate	Minimum Starting Rate	95%	90%	85%	80%	75%	70%
R-3	28.650	---	27.220	25.785	24.355	22.920	21.490	20.055
R-4	28.765	---	27.325	25.890	24.450	23.010	21.575	20.135
R-5	28.850	---	27.410	25.965	24.525	23.080	21.640	20.195
R-6	28.980	R-4	27.530	26.080	24.635	23.185	21.735	20.285
R-7	29.095	R-5	27.640	26.185	24.730	23.275	21.820	20.365
R-8	29.250	R-6	27.790	26.325	24.865	23.400	21.940	20.475
R-9	29.410	R-7	27.940	26.470	25.000	23.530	22.060	20.585
R-10	29.410	R-8	27.940	26.470	25.000	23.530	22.060	20.585
R-11	29.610	R-8	28.130	26.650	25.170	23.690	22.210	20.725
R-12	29.780	R-9	28.290	26.800	25.315	23.825	22.335	20.845
R-13	29.980	R-11	28.480	26.980	25.485	23.985	22.485	20.985
R-14	30.165	R-11	28.655	27.150	25.640	24.130	22.625	21.115
R-15	30.480	R-11	28.955	27.430	25.910	24.385	22.860	21.335
R-16	30.885	R-12			R-12			
R-17	31.495	R-13			R-13			
R-18	32.130	R-14			R-14			
R-19	33.030	R-15			R-15			
R-20	34.085	R-16			R-16			
R-21	35.165	R-17			R-17			
R-22	36.280	R-18			R-18			
R-23	37.265	R-19			R-19			
R-24	38.725	R-20			R-20			
R-25	39.280	R-21			R-21			
R-26	39.785	R-22			R-22			
R-27	40.260	R-23			R-23			
R-28	40.830	R-24			R-24			

Job Rate	Progression
R-6 to R-15	One step at the end of each one-month period from M.S.R. to job rate.
R-16 to R-18	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.
R-19 to R-21	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.
R-22 and Up	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).