



LOCAL 506 UNION NEWS

Volume 66, Issue 2

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Thursday, February 12, 2015

Transfer Of Work To Result In Seros

In August of 2014 the company announced that the Axle Machining Center in Building 18 Truck needed to be replaced and they wanted to meet with the Union to discuss the matter. At the first meeting we heard the new machine would cost around \$2 million dollars, and since we would only be machining 500 axles the payback would take 15 years. When we pointed out that 600 Locomotives would take closer to 3600 axles and therefore the payback would be less than 2 years the company response was they were not interested. Despite the rapid return on their investment the company was looking for a "community wage". The company's decision was to purchase the machine and place it in a location other than Erie.

You may remember, the company issued a transfer of work notice early in 2013. That notification called for all Evolution work to move to Fort Worth Texas, or a third party vendor, the only items exempt from that notice are Grid Blowers, Rad Fans and Alternators.

As a result of the Axle Machining Center being shut down, the company started contacting 60020 Machinist last week to see if they would be interested in an opportunity to retire. Those members choosing to retire **WILL NOT** receive healthcare benefits, nor will they receive the supplemental pay which currently pay \$20.00 per month for each year of service and an additional \$400.00 per month for anyone with a minimum of 25 years of service. You would receive the payout until you are eligible for 80% of Social Security.

Limited Edition

2015 Contract Shirt

Only 500 available



2015 UE-GE Negotiations Website Goes Live On March 1, 2015

The UE National Union's website for 2015 negotiations with GE will be available on March 1st at www.ueunion.org/uege2015. The Website will include our contract survey results, video clips on bargaining subjects, articles on key bargaining issues, and other items of interest to UE members employed by GE.

When negotiations begin in New York City on June 2nd, this website will have daily bargaining updates. Please visit this website regularly.

In Sympathy

The Officers and Executive Board Members of UE Local 506 wish to extend their sincere condolences to the family and friends of **Jeff Dodge** of Building 6, who passed away January 24, 2015.



FEBRUARY MEMBERSHIP MEETING NOTICE

Agenda:

- Election for Sergeant-at-Arms
- Officers updates
- Committee reports and General Business Matters

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, February 19, 2015 (All meetings)
7:20 a.m. (3rd Shift)
12:30 p.m. (2nd Shift)
3:20 p.m. (1st Shift)

C. P. Steward's Report

By Leo Grzegorzewsk

There was a Step II grievance meeting on January 30, 2015. Thirty-Seven cases were heard, of which 22 cases were settled or closed. 9 cases were sent to Step III, and 6 were put on hold and will be revisited at the next Step II meeting scheduled for March 6th.

A Step III meeting was held on February 5, 2015 in Erie. There were 23 cases on the agenda which made for a very long day. Four of those cases were hold-overs from the November 4th Step III meeting, another 5 cases were settled prior to the meeting. There were two cases that resulted in monetary awards for members taken off their regular jobs when they had work on those jobs, there was a warning removed and several cases returned to Step II concerning the payment of the 78 week guarantees. There was also progress made on drug testing at the Medical Center when sent for evaluation.

The next Members Involvement and Education meetings are scheduled for March 3rd. The main topics for this meeting will be preparing for and conducting a strike and building membership involvement during contract negotiations. Attendance is increasing every month, we want to thank **Gene Elk** for taking time to speak at last month's meetings. If you have ideas or suggestions about a subject you would like to have covered please speak to your Chief, or call the Union Hall.

UE 506 To Host Contract Rally

I'LL BE THERE IN 2015, with Contract negotiations rapidly approaching, this year's Rally Committee is springing into high gear. Rally Chairman, **Dave Poeta** promises this year UE 506 will rock the Bay Front. Although Dave is not saying much about the 2015 Rally it sounds like 506 is leaving the mid-town area and marching north to the Lake Shore. When we pressed Dave for more information all he would say was "there will be NO Vanilla Ice sightings"

Seriously, with the location change this year's rally will be a huge undertaking. If you are interested in helping out stop by the Union Hall or see Dave Poeta. Remember to that date, **June 13, 2015**, it sounds like one hell of a party.

President's Report

By Scott Slawson

Now that we have the distractions of Kronos system and continuous operations in the lab areas behind us we can start focusing our full attention on contract negotiations. We are currently going through the local surveys and compiling the information the members want us to discuss in June. Overwhelmingly, and to no one's surprise, Healthcare is the number one issue. It is a serious point of contention in which the company has been made well aware. We have made it clear our current plan is unacceptable. We will be having a pre-contract meeting with National and the Company on the 16th of February to discuss this very thing. Both sides know our health insurance will be the sticking point of the negotiations. Other hot topics include job security language, general wage increases, improved COLA benefits, improved retirement benefits, SERO/VRIP, and paid time off. February 27th we will be going to the conference board meeting to start giving our proposals to National. Remember, successful contract negotiations will take every one of us and they start with you.

On another note we met with the company in January on our Article XXIII section 6, job preservation and growth language. The areas written in bold in the contract book are the changes from the last contract. Since the inception of the language "**And Growth**" we have lost 950 jobs. We proposed a different format for evaluating farmed-out, outsourced, and new work that would be beneficial for both the Company and the Union. The company has promised a response shortly.

At the time of this article there are still 55 people on the street. Recall is still on going and the company claims these members will all be back to work by the end of the quarter or shortly thereafter. We have 77 people that put in for retirement between the first and second quarter and a one week shutdown tentatively scheduled for FW32.

Having A Personal Problem?

Contact UE Local 506 Employee Assistance Program liaison **Bob Herrick** at 899-3108. Or call **Keith Eller** at 875-4EAP (Ext. 4327)

PQS/PBS

1. **PENSION QUALIFICATION SERVICE(PQS)** - is used to determine eligibility for pension benefits. Each year that you are credited with 1000 hours worked, you will be credited with one year PQS.
 - **PQS** continues during periods you are absent due to sick leave and lack of work as long as you don't *break service* (usually after one year-but prior to 1991, workers without Continuity of Service also lost service for periods of absence over two weeks.)
 - **PQS** is credited for military time.
 - Working overtime may help you reach the 1000 hours quicker, but in no case will you be credited with any more than one year **PQS** in a given calendar year.
2. **PENSION BENEFIT SERVICE (PBS)** – is used to calculate the amount of some of your pension benefits. In simplified terms, it is equivalent to your full and partial years of service while you participate in the GE Pension Plan.
 - **PBS** continues during periods you are absent due to sick leave and lack of work as long as you do not break service (usually after one year-but prior to 1991, workers without Continuity of Service also lost service for periods of absence over two weeks.)
 - **PBS** is credited for military time.
3. **WHEN WON'T YOU RECEIVE PQS OR PBS SERVICE?**
 - Some Strikes (no credit for the 1969 strike, loss of 3 months and 8 days)
 - Individual did not participate in plan-either didn't sign up or dropped out.
 - Less than 35 scheduled hours per week.
 - Employees did not buy back PBS when offered.
 - As stated above, workers without Continuity of Service, prior to 1991, lost service credits for periods of absence over two weeks.

Pictured L to R:
 President
J. Scott Slawson
 Retiree(8/1/14)
Don Schaffer
 PS Chief Steward
Brian Welch



Kronos Timekeeping System

During the past six months, the wheel department in building 12 has been using the Kronos timekeeping system to punch in and out. The company wants to implement this system plant wide, however, management wants to make some changes to the process of clocking in and out. Under the company proposal there will be a 6 minute window to punch in, 3 minutes before the hour and 3 minutes after the hour and as long as you punch in during that window you will not be tardy or charged with an early leave. Along with the expanded clock-in window, the driving curfew would also need to be expanded.

After three months of negotiations we have not been able to reach an understanding on how this system will be implemented. The Company position is they don't want the PTA's to have to adjust punches, the Union position is we don't want additional work rules. As a result the Kronos system will only be used for punching in and out beginning fiscal week 8, nothing else will change as a result of this system going online.

There will be many more negotiation sessions before this system becomes active for more than clocking in or out. If issues arise make sure to speak with your Stewards.

Continuous Operations

Recently the Company approached the Union about Continuous Operations in the Building 18 Engine Lab and Building 60. The proposal would have included a total of 10 additional hires in those areas, however, those ten people would be required to work a shift that begins on Thursday and ends on Monday. The Company's reasoning was that the engine tests need to be run on a 24/7 schedule. After some discussion the Union decided not to enter into an agreement that would create an alternative work schedule for new hires in these departments. While it is not our intention to hinder the Tier 4 production, it is all of our jobs to protect the wages, hours and working conditions of our members. There will be more discussions on this matter at the membership meeting next week.

Local 506 2015 Retirees



Building 6
Nancy Sykes

Building 7
Jacqueline Graham

Building 12
Henry Maciolek
Ralph Morris
Donna Cramer
Thomas Mason

Building 18C
Larry Harkless

Building 20F
Alan Baker
Michael Dunsmore
David Gasiewski

Building 26
Sandy Flood
Dave Zawadzki

Building 42
Rick Krasinski

Plant Services
Dominick Comi
Kevin Konen

Hall
Former BA, Wayne Burnett

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

Safety Coordinator Corner

Have You Thanked Your Ergo Team Lately

An often overlooked tool for Safety is the Ergo Team. Depending on area they can comprise of any number of people including management (even a few of them care about your Safety). They have in most cases received Ergonomics training, and have been out and about looking into your jobs to find ergonomic solutions to address areas of concern. Here are a few examples of where Ergo teams are trying to make your job easier. In the Building 7 (CC1) lean line they installed Ergonomic Tiles to not only help with the prolonged standing but to help with the carts travel across the line. Building 26 Test did an Ergo project, teaming up with Building 5 tool gang to modify the locomotive seat carrier to allow for them to be loaded from both sides of cab eliminating the need to drag across the cab to install. In Building 12 Rad Line they used injury history and EE concerns to put in new Atlas Copco tooling to help with various applications. If your area does not have an Ergo Team consider forming one, you may make your job and your fellow Union Brothers and Sisters jobs easier.

UE 506 History



All of our members have noticed the pictures at the front of the Union Hall, but may not know much about the men in the pictures. In our opinion the history of UE is as interesting as it is colorful. For example, **James A. Kennedy's** picture is on the wall, he was this Local's first President from 1937-1944, he also served as Business Agent from 1944-1958.

Prior to being elected President, Mr. Kennedy was a brick layer in the Maintenance and Construction Department working on the erection of Building 42.

Change of Address Form

Name _____

Address _____

City/State/Zip _____

Pay Number _____

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

MARCH 2015

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3 Members Involvement and Education Classes 7:15, 1:00, 3:15	4 LAC Meeting	5	6	7
8 Daylight Savings Time Begins	9	10	11 R.A.G.E. Membership Meeting 618 Membership Meeting	12	13	14
15	16	17 St. Patrick's Day E-Board Meeting	18	19 506 Membership Meetings	20 SPRING	21
22	23	24	25	26	27 R.A.G.E. Board Meeting	28
29	30	31				