

LOCAL 506 UNION NEWS

Volume 67, Issue 2

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Friday, February 12, 2016

Nominate Eastern Regional Delegates

UE Eastern Regional delegate and alternate-delegate nominations will be taken from the floor during membership meetings on Thursday, February 18, 2016 at the UE Local 506 Hall.

A provision of our Constitution allocates delegate spots for the three Local 506 Officers. The names of nominees for the four additional delegate positions will be placed on a ballot and a vote will be conducted during the March 17, 2016 membership meetings. The four candidates receiving the highest vote totals will assume regional delegate status. The next three candidates will serve as alternate-delegates. In case of a tie vote, a run-off election will be held during the April membership meetings.

Local 506 Divisional Chief Steward Election Results

As a result of the January 25th-26th, 2016 Divisional Chief Steward Elections, the following candidates will represent their respective divisions for the 2016-2017 term:

Building 2 **Brian Chismar**
 Building 5 **Craig Krol**
 Building 6 **Jeremy Burick**
 Building 7 **Bill Crawford** (Unopposed)
 Building 10/26 **Dave Poeta**
 Building 12 **Bob Herrick** (Unopposed)
 Building 18C **Mike Sadler**
 Building 18T/63 **Scott Brozell**
 Plant Services **Brian Welch** (Unopposed)

Nominations For Business Agent

Nominations for the office of Business Agent shall be accepted at the February membership meeting.

The election will take place at the March membership meetings.

OEF/OIF Veteran Resource Outreach

If you served overseas, you could be eligible for VA benefits and programs!!

FOR VETERANS:

- Understand your entitlements
- Network with other OEF/OIF Vets
- Provide resources for your families (families invited)

Learn more:

Thursday, February 18, 2016
 CIC Auditorium – 2:00 to 5:30

FEBRUARY MEMBERSHIP MEETING NOTICE

Agenda:

- ☐ Nominations for Business Agent
- ☐ Nominations for Eastern Region Delegates
- ☐ Reduction in Work Force updates
- ☐ Officers updates
- ☐ Committee reports and General Business Matters

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, February 18, 2016 (All meetings)

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

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

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

President's Report

By Scott Slawson

To date we have 600 of our Union Member permanently laid off. The company is stating the PLOW's will continue at the rate of approximately 100 per week until the reduction in force is complete. We are continuing to discuss with the company the importance of giving everyone that wants to retire the opportunity. This would help mitigate some impact to the membership and keep people working. The timing of the **VRIP** is causing issues with the **Special Voluntary Layoff Bonuses (SVLB)**. We are working through that with the company and are confident that if you do not receive a VRIP you will be eligible for a SVLB. As of right now the company has not committed to lowering the service requirement for the SVLB nor full SERO packages.

There are many issues arising with the **RIF**. We have senior employee's being moved out of their departments while less senior employees remain. We feel this is not just a payment issue but a seniority one as well. It is our position Article XII section 4 is not being followed, "In reducing forces within the bargaining unit, every effort will be made to transfer employees from slack to busier divisions of the unit". It is our conviction that SVLB's need to be offered every time a member drops out of class or code. These are just a few of the current issues we are working through. Currently there are grievances filed on these and many other issues with RIF.

We continue to receive weekly updates every Friday on the bump trail. If you have any questions regarding where you are in the process please call or come to the hall so Frank can review it with you.

Currently, due to **ACT 60** we have several of our PLOW'ed members that do not qualify for UC benefits. We are working with the State and Federal Government to rectify this situation. Shortly we should have answers to these issues. If you feel a move is not being handled correctly please contact your Chief Steward.

We will be taking nominations for **Delegates to the Eastern Region** at the Membership Meetings. If you or someone you know wants to become more involved in the Union this is a great opportunity. If you have questions pertaining to being a delegate please call the hall.

C.P. Steward's Report

By Leo Grzegorzewski

We are getting back on track with the grievance procedure even with all that is going on. We had a Step II grievance meeting on January 29th in Bldg. 42-4. We argued 30 grievance at that meeting. Here are the results. There were 4 warnings pulled and several payment issues resolved. The next Step II meeting will be held on February 26th in 42-4. The backlog should be going down as we get back on schedule.

The next Membership Involvement and Education Meeting will be held at the hall on Tuesday February 23rd. Deb Gornal our Eastern Region President and myself will be conducting the meeting. This meeting is the first of a two part training program to help stewards become more effective. We will focus on the role and function of a steward, and how to write effective grievances. I strongly encourage all stewards to attend as well as the membership. The times are 7:15 am – 1:00pm – 3:15pm hope to see you there.

Over the last month we have been very busy handling a host of concerns from our members. The lay-off procedure is the majority of the phone calls we are fielding. The Reduction in Force (RIF) issue is one we have been arguing with the company from the beginning of October. We do not agree with the way it is being handled. We have filed grievances on the 2013 agreement and Article XII paragraph 1 section (a) and Article XII paragraph 4, more to follow. Others are unemployment issues, ACP payments. SVLB's, SERO's, VRIP's and many others. We are addressing these concerns as quickly as we can, however some questions take time to get answers too and we doing our best to address these issues. Thank you for you for understanding.

Grievances Submitted

The Local has submitted several grievances dealing with the layoff procedure. The Local charges that the company is in violation of Article XII, Section 1(a); this violation deals with the most basic of union rights, seniority.

We have also filed a grievance in a case involving building 50, where the company has added assembly, weld, and fabrication duties to the test classification.

Health Spending Account Information Sessions

There have been many questions concerning the GE Pharmacy Card and the Auto-Reimbursement process. GE has scheduled specialized training webcasts for those employees enrolled in either Option 1 or Option 2. The sessions last approximately one hour. To connect to the Webcast (both audio and video): Go to sc.ge.com/*infosessions

Once you log on, you will see a complete list of the sessions.

For those without web access you can call: **(844) 429-4590**

February 2016

February 16th 9:00 to 10:00pm	February 18th 1:00 to 2:00pm
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March 2016

March 1st 4:00 to 5:00pm	March 3rd 7:00-8:00pm
March 8th 1:00 to 2:00pm	March 15th 4:00 to 5:00pm
March 22nd 1:00 to 2:00pm	March 29th 1:00 to 2:00pm


Need help using your GE Pharmacy card?

For employees and their families enrolled in GE Health Choice or GE Health Benefits Option 1 & 2 only.

To connect via Webcast (both audio and video):
Go to sc.ge.com/*infosessions

For those without web access, dial 1-844-429-4590

Join an information session followed by live Q&A:



February 2 4:00 - 5:00 PM EST	February 4 7:00 - 8:00 PM EST
February 9 1:00 - 2:00 PM EST	February 11 4:00 - 5:00 PM EST
February 16 9:00 - 10:00 PM EST	February 18 1:00 - 2:00 PM EST



VRIP Update

Under the terms of the 2015-2019 National Contract, there are two Voluntary Retirement Incentive Programs (VRIPs). These incentive programs will allow a total of 1000 hourly or nonexempt salaried employees, nationwide, who are at least age 60 with 10 or more years of continuous service to retire. The benefit provided under this first VRIP will consist of a single lump-sum payment equal to 75% of the employee's annual wage. There are 500 slots nationwide in this first VRIP which occur this month, on February 29th, (the second VRIP which also allows 500 retirements is scheduled for February 2018).

The Voluntary Retirement Incentive Program (VRIP) application process ended January 29th, and General Electric is now in the process of calling those employees, by service, that have submitted their applications.

Those employees who wish to retire, but fail to meet the service requirements for the VRIP may qualify for the **Special Voluntary Layoff Bonus** if they are at least age 60 with 15 or more years of continuous service. This special Retirement Bonus shall be \$18,000.00.

Post-65 Insurance Lawsuit

The old line about "the wheels of justice turn slowly" has never been more true. Back in August General Electric announced they would no longer provide health insurance for retirees over the age of 65. Recognizing the attack as nothing more than corporate greed, the unions that comprise the CBC filed a lawsuit in Federal Court. Tomorrow February 11th, the courts will decide whether the lawsuit will be heard by a Federal judge in Youngstown Ohio, where the suit was filed or rule to move the suit to the northern district of New York/Albany, where GE says the majority of retirees reside.



Monday,
February 15th

Safety Corner

Lifting a load is one of the most dangerous tasks we have here at GE Transportation and it should never be taken lightly. Without 100% awareness, fatalities or serious injuries can easily occur when workers are struck by a load or pinched between the load and another object.

Anyone who touches a crane, whether it's a jib, pendant, radio, or cab crane needs to be trained. You are required to have a physical and take a refresher course every three years. Only trained operators should use cranes.

A crane inspection is the first step that a crane operator should complete. Daily inspections are the easiest rule of crane operation, and the most overlooked. Never skip daily crane inspections no matter how well you feel the crane has been performing. Daily inspections are required by OSHA and GE Transportation.

Be careful about splitting up responsibilities during tasks, especially when rushed to meet deadlines. It's better late than never. Many accidents occur in the rush to get something done quickly. Always take your time. Follow all work and safety rules to complete the job safely. If you suspect something might be dangerous either don't do it, or discuss it with your Safety Coordinator, EHS-TA, or Supervisor. No job is so "hot" that you should disregard safety practices.

Safety tips to remember while operating a crane and moving a load are:

- Do not engage in any activity that will divert your attention.
- Know the capacity of the crane, load, and lifting devices.
- Do not lift, lower, or transport a load with the crane or hoist until all personnel are clear of the load and the load's path. (Never lift a load over personnel.)
- Verify that the load, crane and hoist will clear all obstacles before moving or rotating the load.
- Never work under a suspended load for any duration.
- Always take your time!



Change of Address Form

Name _____

Address _____

City/State/Zip _____

Pay Number _____

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

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

MARCH 2016

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6	7	8	9 R.A.G.E. MEMBERSHIP MEETING 618 MEMBERSHIP MEETING	10	11	12
13	14	15 506 E-BOARD MEETING	16	17 506 MEMBERSHIP MEETINGS St. Patrick's Day	18	19
20	21	22	23 MEMBERSHIP INVOLVEMENT & EDUCATION CLASSES	24	25 Good Friday	26
27 Easter	28	29	30	31		

OUTPLACEMENT SESSIONS

A GE Corporate Benefits Representative will be in Erie to review the Benefits available to those members who have been affected by the current lay-offs.

When:

Wednesday, February 17, 2016

Session 1 - 11:30 am to 2:30 pm

Session 2 - 3:30 pm to 6:30 pm

Friday, February 19, 2016

Session 1 - 11:30 am to 2:30 pm

Session 2 - 3:30 am to 6:30 pm

Where:

Customer Innovation Center (CIC) Auditorium

What:

Benefits Specialist will review, GE Benefits for Job Loss

Affordable Care Act

CORBA

PA CareerLink Services

Unemployment Compensation

Employees expected to attend during non-working hours; Spouses welcome to attend.

***Additional sessions will be offered in March**

Additional Workshops – CIC Auditorium

Tuesday, February 23, 2016

9:00 am to 11:00 am

1:00 pm to 3:30 pm

Thursday, February 25, 2016

9:00 am to 11:00 am

1:00 pm to 3:30 pm

**Workshops- Sign-ups will be at the
Outplacement Session on February 17th and 19th**

Workshops will cover:

**Resume Writing, Cover Letter Writing, Job Search Resources, Local
Job Market Outlook**

2016 BUDGET REVIEW

We can expect expenses to increase and revenue to fall during the 2016 fiscal year. As you can see in the pie chart, lost time paid to Local 506 representatives (officers, E-board and stewards) make up about 17.3% of our budget. National and Eastern Regional per capita increases went into effect in December 2014 (\$2.07). The UE National has been working hard to successfully bring new members into the Union, however organizing costs money and to keep up with those costs the National per capita (dues) increased \$2.00 per member, per month in December 2015. Also, Eastern Regional per capita increases 7 cent per member, per month to continue their work, which includes organizing public service workers in the South. The combined National and Regional dues takes up about 68.3% of our budget.

Recommendations: Looking at the Income and Expense projections for 2016, you can see that we are expecting a \$100,223 shortfall. That shortfall comes close to the \$ 4.14 increase of the last two National and Regional per capita bumps. To balance our 2016 budget and preserve the general fund balances while maintaining enough money to support our operating expenses, the Local 506 financial officers are recommending a \$1.25 increase in weekly dues, bringing them up to \$15.25 per week. There will be an extended financial report prior to voting on the recommendations during the February 18th Membership Meetings.

2016 UE 506 Budget

