

# LOCAL 506 UNION NEWS

Volume 65, Issue 1

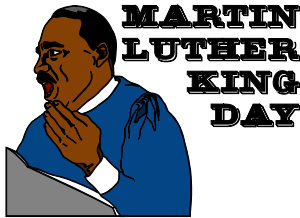
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Friday, January 17, 2014

## Martin Luther King

For many years now, cities all over the nation celebrate the life and death of Martin Luther King. Mr. King's belief was that all men were created equal and that we should be judged by the character of our conduct and not by the color of our skin. Although we see that many things have changed over the years, we still have a long way to go.

If Martin's dream is to ever reach its fruition, we must continue to strive to find common ground to make this country and this world what God intended it to be. We must continue to stand up and fight the fight of peace and justice for all. He was a man who believed in non-violence and as he once stated, **"Returning violence for violence multiplies violence, adding deeper darkness to a night already devoid of stars..." Hate cannot drive out hate: only love can do that."**



As we watch and see all that is going on in this world today, leads me to believe that we better take heed to Martin's statement and start loving people. And remember, love is an action word and not just lip service. On Monday, January 20, there will be numerous events that will take place throughout the city and during the week itself. This is a paid holiday and if you believe in what Martin stood for, you should attend an event of your choice.

Although Martin was a black man, he stood for all people who were experiencing the wrongful treatment from those in authority. People of all nationalities have and continue even today, to experience some form of discrimination. In closing, I'll leave you with another King quote, **"The hope of a secure and livable world lies with disciplined nonconformists who are dedicated to justice, peace and brotherhood"**.

## Another New Year

*By B.A. Wayne Burnett*

Hello brothers and sisters. First of all I'd like to wish you a Happy New Year. Unfortunately, for many of our members, this year isn't as happy as it could be because many were laid off. It seems that every year there has been something going on that sets the new year apart from the year before. Last year, to say the least, was a very difficult year and one that we are in no hurry to encounter again. It's no secret what we went through as a union and the effect that it had on the community.

Tensions ran high on both sides of the fence, (union & company) but we were not able to come to any favorable decision or agreement that could have satisfied either side. One can only imagine the frustration on our side as we helped put "Transportation" on top throughout the whole GE business and are baffled that our efforts weren't good enough or the company didn't make enough money. As we enter into this year, be aware that there will be more challenges and the only way that we can get through them is by staying united.

As everyone knows, the work rules and attendance policies have changed. The company is now taking a

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## January Membership Meeting Notice

### Agenda:

- ☐ General Business
- ☐ Committee Updates

### MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, January 23, 2014 (All meetings)  
 7:20 a.m. (3rd Shift)  
 12:30 p.m. (2nd Shift)  
 3:20 p.m. (1st Shift)

more aggressive stand to change the culture of this business and although most members have nothing to be concerned about, there are those who love living on the edge. You need to realize that these policy changes, although discussed with the union, are not agreements that were made with this union. These changes are strictly the doings of the company and all we wanted was for everyone to have a fresh start to these changes. Make no mistake: the company is focusing on all aspects of this business, so not only should you look out for yourself, but your fellow co-workers as well.

Remember, we have a unity counsel that should be utilized when we have worker on worker conflicts. We need to keep these issues among ourselves and there should never come a time when our members are disciplined or terminated because of a fellow co-worker. If that is the case, it should only come after all possible avenues have been exhausted. We don't believe that anyone would want to bear the burden of being responsible for someone losing their employment.

This will be a busy year for us and we need to start looking to some of the things that will take place within this local. Chief Steward's elections are under way and they will be sworn in during the February membership meeting. If you have any questions concerning these elections, contact your building election committee representative. Also, the general election will be held this year. This came about due to a constitutional amendment that was approved by the membership and any member in good standing is eligible to run for these positions. This will be a critical time for this union and we need to start preparing now because our challenges will be greater than what we've ever experienced.

If you haven't been paying attention, you need to start taking notice of the challenges that all unions are facing right now. Corporate America has declared war on unions and it's not just the manufacturing sector, but on all unions. The unionized workforce (middle class) in this country has made America what it is today and the loss of good family sustaining jobs would further divide those who have and those who will never be able to attain the American Dream. As we look at the plant that was built in Texas, it was built in a right to work (for less) state and to eliminate unions. Fort Edward is closing its doors and also moving to Florida which is also a right to work state. Are you seeing what is going on here? Companies are now seeking long term con-

tracts, higher health care deductibles, lower wages, eliminating defined pension plans, and even asking for concessions on things that were already negotiated and agreed on. Does any of this ring a bell? You can bet your last dime that GE is taking note of all these things and they will follow suit, not because they have to or need to, but because that is what they see going on in other major corporations.

The threat of moving or as in our case, building elsewhere, should let us know that we are expendable and there is no comparison or compassion when it comes to the bottom line. Even with the billions of dollars that this workforce, past and present has made GE over the years, it wasn't good enough and most likely, it never will be. Time is moving along at a pretty fast pace right now and the next contract negotiation is right around the corner. Don't, and I repeat, don't look at this as just another contract year.

This world is constantly changing and we can no longer depend or rely on our political leaders to have our backs. Yea, they all talk the talk when it comes time to be elected, but few walk the walk once they are elected. And for the very few who do try to help the working class, they always seemed to be outnumbered by corporate paid politicians who contribute to their campaigns.

Brothers and sisters, if there was ever a time when we need to be together, that time is now. There is nothing that we will encounter this year that is going to be easy and as of this news, we don't know what the work load for this plant will be. The one thing we do know, that GE has plants all over the world and has other alternatives right here in the U.S.

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## COLA Increase

You should have noticed that you received a \$.05 Cost of Living Adjustment that went into effect December 23, 2013. The next scheduled increases are to take place in June of this year.

On another note concerning finances, because of the recent lay-offs, retirements plus the continued TLOW's we are experiencing, our income is taking a substantial hit.

Because there is a business side to what goes on here at the hall, we will be looking at ways to continue to serve and represent the members without incurring more cost. Our Constitution clearly has provisions that address these concerns and we must become better at what we do.

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# Toy Drive Successful - Again

Once again, we would like to thank all of you who participated in the 2013 Toy Drive. Three organizations (**Erie Family Center**, **Project Love**, and the **Martin Luther King Center**) benefitted from this drive and within those organizations, thousands of lives were touched.

There are so many thoughtful people out there and you always seem to come through, even when times are tough. Our thanks go out to **our members**, the **CSF**, the **Sunflower Club**, **The Knights of St. John**, **our retirees** and the **folks in the community** who dropped off toys or monetary gifts to purchase toys.

As well as all the toys that were shared by these organizations, each one received a monetary gift of \$3,000.00. We know that it will be used to further help with the important work that they do within the community. Knowing that there are so many people who don't have the basic necessities of life, let alone the means to purchase, give or even receive a gift during the holiday season, you folks made it happen.

Special thanks goes out to **Kevin Ireson** who spearheads this event and to his behind the scene wife, **Becky** who photographed this joyful occasion.



# 12<sup>th</sup> Annual Hometown Heroes Bowling Tournament



**EASTWAY LANES**  
**SUNDAY, FEBRUARY 23, 2014**  
**12:00 Noon**



## APPLICATION FORM

### Tournament Rules

1. Event shall consist of three (3) games bowled on one (1) pair of lanes assigned by the Tournament Director and all decisions by the Tournament Director are final.
2. This is a singles event. Prizes will be awarded to the highest game and highest series bowled by both men and women. There will be no duplication of awards.
3. This is a fun-filled community event for our sponsors and friends of all ages.

♦ **ENTRY FEE: \$15 each** ♦ **5 people on a lane** ♦ **Limited to the first 200 paid entries**

Deadline to **PREREGISTER** is **Friday, February 14, 2014**. Availability is limited the day of the event. Junior bowlers are welcome. Check in begins at 11:00 a.m. There will also be an auction. All proceeds will benefit Erie VA Medical Center.

Mail ENTRIES to: UE Local 506; 3923 Main Street; Erie, PA 16511. You may also drop off your entry to the Union Hall at the above address any weekday from 8:00 a.m. – 4:00 p.m. Make entry fee check payable to: **UE 506 Sports Committee**. Questions concerning the tournament, please contact Matt McCracken at 824-0148.

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### ENTRY FORM – TEAM LINE UP (please print)

♦ **ENTRY FEE: \$15 each** ♦

FIRST AND LAST NAME

PHONE NO.

1. \_\_\_\_\_

\_\_\_\_\_

2. \_\_\_\_\_

\_\_\_\_\_

3. \_\_\_\_\_

\_\_\_\_\_

4. \_\_\_\_\_

\_\_\_\_\_

5. \_\_\_\_\_

\_\_\_\_\_

Five bowlers not required. Singles or Pairs accepted

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## C. P. Steward's Report

*By Mike Hayes*

First of all, I hope everyone had a good Holiday Season. January has been a busy time for this Local and our members. We have a lot of unemployment issues we're addressing and the Chiefs and members have been working on supplying information for TAA Benefits.

We were preparing for our Step III grievance meeting which was held on January 15, 2014, and still in the process to proceed with an ongoing arbitration case which was postponed due to bad weather. This case will be entering its third day due to the large amount of witnesses involved from both sides.

At this time we are discussing doctor excuses with the Company and whether or not they will be accepted. We are presently in a big disagreement over this issue because the company has been accepting doctors' excuses for over 39 years. We will do everything we can to resolve this ugly matter.

Our next Step II will be on January 31 and we still have not received any information on who will be filling the open Union Relations Position here at Transportation.

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## Community Service Fund (CSF) Administrator Elections

Election for Administrators of the Employee's Community Service Fund of GE will be held on February 28<sup>th</sup>, 2014. Nominations will be accepted starting Monday, February 3<sup>rd</sup> through February 7 for the following buildings: Bldg. 2, 6 Main, 7/50, 12, 42/14/2D, 63/60/18 Truck and Engine Lab. The nomination forms will be removed at 2:00 pm on February 7<sup>th</sup>.

Nominating posters can be found at the CSF Bulletin board and other prominent areas in each of these buildings. Election notices, nominees, voting times and locations will be posted on Monday, February 17<sup>th</sup>.

Nominees must be a member of the CSF, work in the represented area and commit to the responsibilities of a CSF Administrator. These are two year terms expiring on December 31, 2016.

## President's Report

*By Scott Duke*

Happy New Year to everyone, I hope the holidays were enjoyable for everyone as well. 2013 to say the least was a year of transition where decision bargaining, work rules & attendance policies all took center stage. We are in a very serious disagreement with the company over doctors' excuses.

The company's position is to accept them, but not to consider them until the very end of the new attendance policy. Everyone at some time or another gets sick and these doctors excuses serves as documentation to show the company that an illness was in fact legitimate. Sickness affects both hourly and management and we believe that excuses should be accepted in these cases. We will continue to discuss this issue with the company.

Orders for 2014 are very soft at least for the 1<sup>st</sup> part of the year and hopefully they will increase. We need to make sure we are focused and giving an honest 8 hours to show the company that the works needs to be done here in Erie, PA and Nowhere else!!

The company knows we are capable of doing the work we have and so do the customers. Work safely and watch out for each other so we can maintain what we have and to keep orders here.

We are presently going through a significant amount of TLOW's because of orders being down, but this situation is far better than the company handing out more PLOW's. No one is immune from sharing in this process, including your union stewards. Read your contract book.

Also as of January 10, 2014 West Penn Optical is no longer supplying eyewear to Transportation employees. **Kate Stenger**, who for the past 25 years has served the business wanted to express her thanks to the many people she befriended during those years. She will be working out of the West Penn Optical in the Colony Plaza where she will continue to serve Davis Vision customers. We wish her well.

**Martin Luther King Jr.**  
**Monday, January 20, 2014**  
Assemble at Perry Square – 9:00 a.m.  
March at 10:00 a.m.



## Workplace Distractions

Some workplace distractions and interruptions are unavoidable, but others if not properly controlled or regulated, could lead to injuries, lost productivity, and a decrease in workers morale.

Worker interruptions are a distraction that can result in work errors or accidents. Before addressing or responding to another person, workers should shut down or disengage any work tool, equipment, or processes. Job training should include instructions not to interrupt others during a critical job phase or process. Procedures should be kept close to answer frequently asked questions and thereby eliminating the need to interrupt or distract other workers. If you are unsure of a process please take the time to stop and ask.

Not everything is considered a distraction. A study, by music psychologist Dr. Adrian North, showed that playing music can raise employee's morale and productivity. Remember that head phones are not allowed. They can prevent an employee from hearing warning shouts or alarm bells.



Workplace distractions and interruptions are common. Keep your mind on the task at hand. Speak up about repeated and/or unsafe distractions and think and take responsibility for not interrupting or distracting others.

## Help Still Available

Let's remember that if you are experiencing or having difficulty with someone in the workplace, we have people who are willing to listen and help you if you are willing to use them.

If you use our people, then maybe the situation can be rectified, but when the company gets involved, it becomes a crap shoot. We would only hope that whatever avenue you use, that you would consider the consequences of that decision.

If your problem is of a personal nature that may not be job related, then we suggest that you contact **Keith Eller**, the EAP Counselor at (875-4327). Call the union hall if you desire to take advantage of our help at (899-3108).

## FEBRUARY 2014

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2 Ground Hog Day	3	4	5 L.A.C. MEETING	6	7	8
9	10	11	12 Lincoln's Birthday R.A.G.E. & 618 MEMBERSHIP MEETINGS	13	14 Valentine's Day	15
16	17 President's Day Washington's Birthday	18 E-BOARD MEETING	19	20 506 MEMBERSHIP MEETINGS	21	22
23	24	25	26	27	28 R.A.G.E. BOARD MEETING	

## Change of Address Form

Name

Address

City/State/Zip

Local

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

## AA Meeting Schedule

Where: Building 6, Room 150,  
Conference Room

When: Thursdays  
1<sup>st</sup> Shift – 12:00 noon  
2<sup>nd</sup> Shift – 7:30 pm  
3<sup>rd</sup> Shift – 3:00 am