



LOCAL 506 UNION NEWS

Volume 65, Issue 7

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Thursday, July 17, 2014

Company Business

We know that all kinds of information has been told to many employees by management, put on the internet, face book, or maybe even GE TV as to what next year's workload or schedule might be. Depending on when, where, or who you heard it from, depends on the excitement level. The company did say that next year looks better, but they also said that many are projections or not all solidified.

Although we would like this info to be true, our experience has taught us that until it's signed and sealed, anything can happen. Even if it is true, we are no longer the lone player in the game, and we continue to hear about our competition and competitive wages. We still have a lot of members on the street and one sure way to know what the workload is or might be, would be if they get called back.

We know how people will take this info and run with it because of all the calls that we receive not only from members that are laid-off, but from members who are still working. There's nothing that any of us would like more than having our brothers and sisters back at work. So whatever you believe, or whatever you hear, it's the company's business to bring work into this facility and it's our job to get it done. And by the way, you are pretty darn good at doing just that.

Shutdown

Shutdown is scheduled for FW 32, (August 4 thru 8) and the Officers and the E-Board would like to wish everyone a happy and safe vacation period. We know there are usually some employees who work during shutdown and the hall will be open. Hopefully, this time will pass without any major problems and we look forward to resuming a normal schedule the following week. Again, be safe and mindful at all times. Enjoy!

Nominations for General Election

Nominations for the 2014 General Election will be taken from the floor at this month's membership meetings. 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.

The positions(s) are **Business Agent, President, Chief Plant Steward, Vice President/Recording Secretary, Treasurer, Sergeant-at-Arms, Executive Board Member at Large (3), Trustee (1), and Alternate Trustee (1)**. Also, alternate tellers will be nominated during these meetings. The number of alternate tellers will be determined by the election committee.

The winners of this election will take office at the October meeting. These are positions of service and are not self-serving, prestigious or some high on the pedestal position and those elected should have the best interest of the members in mind. Remember, the

“Members Run this Union”.

JULY MEMBERSHIP MEETING NOTICE

Agenda:

- General Election Nominations**
- General Business
- Committee Updates

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, July 24, 2014 (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 Mike Hayes

On July 11, we had our Step II and forty cases were heard. Twenty-two were resolved, ten were put on hold pending more information, and eight cases will go to Step III. These issues concern management doing bargaining unit work, rate guarantee and other pay related issues, discipline, and T-LOW's.

On July 25, we will meet with our national representatives and our grievance committee to prepare for the next Step III meeting, which will be on July 31. We will be dealing with the new company corporate reps who will handle grievances at this level.

We are still getting lots of calls about recall, and where employees are on the list in line of seniority. The company states that volume looks good and hopefully, if true, more people may return to work. Every Monday, the board continues to meet with the Company on Job Preservation issues including farm outs and bringing in new products, while also addressing on going problems inside the plant.

Union Dues to Rise

Due to the recent general increase and cola, union dues will go to fourteen (\$14.00) per week. This is based on the hourly average throughout the plant and is a tad lower than the 0.98 cents that it should have been. We will continue to monitor the needs of the local and any other increases, other than what is mandated in the Constitution and By-Laws of Local 506 will be by membership approval. Remember, this hall is no different than your homes and must be maintained as such.

Help Still Available

Just a reminder, that if you're having problems of a personal nature and need to talk to someone, call **Keith Eller** at 875-4327. He has and continues to be a very fruitful source when it comes to helping employees deal with personal situations.

You can rest assured that your issue is kept at the highest level of confidentiality. We want to thank Keith for the many folks that he has helped and hopefully, he will continue to service those in need for many years to come. Thanks Keith.

President's Report

By Scott Duke

We had the TAA Meetings on Friday, June 20, and the turnout was tremendous. Winning the TAA benefits was very important for our laid off members. There was an abundance of vital information given out concerning TAA and UC. There were a lot of great questions asked and they were answered by the reps involved concerning these benefits.

According to **Beverly Rapp**, these benefits and entitlements were the best ever. We want to thank Beverly, **Dave Mascard**, and the entire staff who came to the union hall to explain how these benefits work. We also want to thank everyone again who played a part to make this happen.

The Company has recalled 78 employees from the street, and the breakdown consist of 10 material movers, 21 painters, 40 welders, 6 assemblers and 1 machinist. We thought the Company had completed recalls two weeks ago, but decided after the June 19th Union Meeting, that they needed more employees.

This is great news and hopefully, the hiring will continue and more laid off members will get called back. We will continue to make sure that people are recalled according to code, class, and seniority. The company has kept us updated thus far. To date there are still 275 UE 506 members permanently laid off, and we all would like to see them recalled.

Training Classes

The next steward and members classes will be held on August 12th. These classes are for the benefit of all employees, so you will know what to do when you encounter various situations. It has been explained many times before, that the steward is the first line of defense when it comes to dealing with problems or any number of other concerns the members might face.

This is especially true in cases where discipline might be the result of something that has taken place. It's very important that they be involved from the beginning and to get all the details or information related to whatever it might be. As stewards, you were elected to represent the people in your department and took an oath to do just that.

Eastern Region President **Deb Gornall**, along with others from within this local has done a great job of educating not only the stewards, but any interested member who wants to learn how this union works.

Beware

By B.A. Wayne Burnett

This heading is titled to just what it says; “**BEWARE**”! You might ask why a title such as this is being talked about, and I’m sure you might have your own thoughts or opinions, so here’s some of mine. You should always beware of what you do, how you act, how you work, who you associate with, what you hear, who you hear it from, what you believe, who you believe, what you say and most of all, how you respond.

This list could go on and on, but I want to remind you of a few things. First of all, we are all in the same boat and no matter what part of the boat you’re in, if it sinks, we may all drown. There might be some survivors, but even if there are, what happens next? We live in a rumor filled world and we work in a rumor filled plant, so every day you come to work, you will probably hear something.

Beware, because there is always going to be those who won’t be satisfied until the pot is stirred, good or bad. This could come from anyone and I don’t want you to think that it’s all them (company) or all of us. Also, before you run and spread something, you really should check it out for yourself to see if there’s any validity to whatever it might be.

Don’t let anyone mislead you, or use you to do something that they wouldn’t do themselves. **Beware**, because the company is keeping a close eye on all situations and especially those that might lead you right out the door. We live in a very different environment and some of the things that use to get overlooked, are now viewed under a microscope.

Beware and be very careful of how you use today’s technology, for it could come back to haunt you, and for those who believe that although you delete something, it’s gone, you should think again. There are many with elephant memories and they are always willing to refresh your memory or just express what they recall. Unfortunately, some people only want to remember the things that they see as being wrong, not to script or didn’t go the way they wanted it to go. That will never stop no matter who’s where or what the situation might be and by no means, is anyone on this earth perfect.

It always amazes me of how some people are so gullible that you wonder what rock they have been living under. **Beware** of the decisions that you make, because it could not only affect you, but your family,

friends, co-workers or people you may not know. I only bring this to your attention because although most families have differences at some point and time in their lives, most families work through them, especially when outside interference comes into play. I truly believe that no matter what, unionism is family, so beware when somebody tries to disrupt the family, and let’s do what real families do, stick together.

Operation Prevention: OP

Operation Prevention or OP, is a joint program between the union and the company that offers an employee an alternative to discipline when he or she knowingly or unknowingly engage in unsafe workplace practices. This gives them an opportunity to discuss the situation with their peers as to why something happened and what remedy could prevent this from happening again.

These sessions are confidential and should remain that way. This program should have been explained at some point in time, either through muster meetings, safety meetings, or by someone involved in the safety program. There is an OP video available and your PTA, BL, or safety coordinator should make it available to interested employees. This program has been 97% successful since its conception and is totally voluntary.

Prescription Change

For those with frequent heartburn and who use to purchase NEXIUM prescribed by your doctor, the company is considering making this drug an over the counter buy. This information was relayed to us by our international representative. To some, this may be a relief, but to others, it’s just another form of heartburn, for it is another cost shifting measure used by the company that they will not have to cover.

We really need to keep a keen eye open to any little seemingly innocent changes that occur in the insurance plan we are enrolled in. These are calculated moves and if we’re not careful, you could find out that it will cost you more money. This is not a cheap medicine and for years, many of you could only get a generic version of this drug, so stay awake, for we’re sure there will be more to come.

Safety

The safety program is designed to foster safe work practices, reduce or prevent accidents and increase awareness in safety. This is done with the help of both hourly and management employees and the company has always stated that safety is first and foremost in this business and it should never be compromised in any way, form, or fashion.

This union is not opposed to the safety program and we have, through the proper channels, permitted those involved to travel to many places to learn better ways, check out other equipment or PPE and communicate with others during these trips, to insure that we have and maintain the highest safety standards possible.

There may be many different aspects to the safety program, but the primary responsibility of the program is to make sure that the working conditions in this facility is done in the safest possible manner for those who work here. We want people to get involved, so that employees can go home the same way they come to work.

It is the job of the safety coordinators, safety monitors, and all of us to make sure that happens while realizing that these are not management positions. We should never engage in unsafe practices and should bring all safety concerns to those who were elected to oversee them. Any changes or criteria to this program must be discussed at the officer and executive board level and be presented to this membership.

AUGUST 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4 SHUTDOWN	5 SHUTDOWN	6 SHUTDOWN	7 SHUTDOWN	8 SHUTDOWN	9
10	11	12	13 R.A.G.E. PICNIC 618 MEMBERSHIP MEETING	14	15	16
17	18	19 E-BOARD MEETING	20	21 506 MEMBERSHIP MEETINGS	22	23
24	25	26	27	28	29 R.A.G.E. BOARD MEETING	30
31						

AA Meeting Schedule

Where: Building 6, Room 150
Conference Rm.

When: Thursdays
 1st Shift - 12:00 noon
 2nd Shift - 7:30 pm
 3rd Shift - 3:00 am

Sports Shorts

With all the things that people deal with on a daily basis, some actually don't ever take the time to enjoy themselves. The UE Sports Committee does a great job of not only putting on events for you to enjoy, but are events that help others in the community.



The 7th annual UE / VAMC Welcome Home "Fore" Veterans Golf Tournament will be this Sunday at Fox Run golf course beginning at 9:00 a.m. Stay tuned for upcoming events such as the first annual ATV Round Up to be held on August 16, and the Paintball Explosion scheduled for September 13. Balance is a vital part of life, and everyone should make time for some form of enjoyment.

Change of Address Form

Name _____

Address _____

City/State/Zip _____

Local _____

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