



# LOCAL 506 UNION NEWS

Volume 65, Issue 6

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Thursday, June 12, 2014

## Convention Slogan

During the 73<sup>rd</sup> National convention held in Chicago, the convention slogan was **Resist, Revive, Resurge** and never will these three “R” words mean so much as to what will be headed our way in 2015. As we look at each word, we should note that although each has its own meaning, they are closely related.

First, we must condition our minds to fend off or oppose (**Resist**) the things that could be a detriment to our members or our future and have the ability to see them from every angle, so that we will not get caught off guard as to what the true purpose or intent might be. We have to prepare ourselves for the tactics that will come our way.

Then we must regroup and bring back to life (**Revive**) our minds so that we will remember what it was like before all the trials and tribulations we endured since 2009. If you have been here for any length of time, we shouldn't have to explain this statement because you have lived it. A mind is a terrible thing to waste and ours must be renewed, refreshed, and clear.

And last, but certainly not least, we must rise (**Resurge**) again and be willing, ready and able to fight for the things that got us to where we are today. If we are to continue to pursue the American Dream, then this is a must, or we will become what many see now as a two people society, the haves and the have not's.

We have taken our share of blows over the past five years, and it will be a continuous fight. It's not how many times you get knocked down, but how many times you get back up. We can't afford to stay down for the count, because it's not about us as much as it is for those who will follow the path we leave for them. So remember these words; **RESIST, REVIVE, and RESURGE**. And most importantly, **BE READY**.

## General Election Notice

Hear ye, hear ye; This is a Constitutional and By-Laws announcement that nominations for the upcoming General Election will be taken from the floor at the July membership meetings. As everyone should know, there was a constitutional amendment approved by the members to change the date of this election from April of 2015 to October of 2014.

Here is the list of offices that all members in good standing will have the opportunity to seek: **Business Agent, President, Chief Plant Steward, Vice President/Recording Secretary, Treasurer, Executive Board Member at Large (3), Sergeant-At-Arms, Trustee (1), and Alternate Trustee (1)**.

Once those who are nominated, officially accepts the positions they were nominated for, then their statement of qualifications will be published in an official publication. Alternate tellers will also be nominated at these meetings, so stay tuned in, for further details will follow and we wouldn't want anyone to miss out on their chance to run for office.

*Father's Day ~ June 15, 2014*

## JUNE MEMBERSHIP MEETING NOTICE

### Agenda:

- General Business
- Committee Updates

### MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, June 19, 2014 (All meetings)  
7:20 a.m. (3rd Shift)  
12:30 p.m. (2nd Shift)  
3:20 p.m. (1st Shift)

## Points of Interest

- Shutdown has been scheduled for FW 32 and falls in the time frame that the **statement of qualifications** for those running for office would be published. Constitutionally, this is to take place within fourteen (14) days after the meeting at which nominations are made. This is out of our control, so therefore, the statements will be published in the week following shutdown. If there are any concerns, hopefully, they will be brought up, so they can be addressed.
- Cola and General Wage Increase: Effective June 23, everyone covered under the UE-GE National Contract will receive a \$0.22 cents cost-of-living raise as well as a general wage increase of 3%. These adjustments apply to all rates of pay for hourly or salary-exempt employees that were negotiated in 2011. Read your constitution; Article VI, Section 4.
- You should have received some correspondence from GE about WageWorks and any actions you may need to take by the end of June. Hopefully, you pay attention to the mail you receive from the company and follow any instructions or call the necessary numbers provided. If you have any questions regarding your HRA or FSA/LPFSA accounts, go to [benefits.ge.com](http://benefits.ge.com) or call (1-888-303-3006).
- All too often, people will wait until they are in trouble before they reach out to someone for help. In many cases, this has already put the person (s) in situations that may have consequences that can't be rectified. We realize that some may be of a personal nature and the individual doesn't want his/her business publicized, and if this is the case, contact Keith Eller at 875-4327. He has been a great help to many of our members and we're sure he has been beneficial to salaried employees as well. Never hesitate to use a resource that may save your job, or more importantly, save you.
- July 1<sup>st</sup> will be the next stewards and member classes and we encourage anyone who is interested in learning to attend these classes. Now more than ever, we need people to understand the importance of how to deal with shop related issues and what our rights are when it comes to dealing with this Mega Corporation. With a contract just around the bend, we have to start mobilizing our members and educating them in the areas that could or will most likely affect us. The only way to do this is through education, and it's very dangerous to face a giant without a battle plan.

## President's Report

*By Scott Duke*

As everyone knows by now we were awarded TAA Benefits by the Department of Labor. We realize it was a long waiting game but, we're very pleased with the outcome. We know that there are many laid-off members who are, if not already, down to their last unemployment checks and this decision is monumental for them and their families.

**Beverly Rapp**, from Department of Labor will contact us to explain the details and give us all the information pertaining to the benefits of TAA and how they work. Once we meet with Beverly, I am going to communicate with Jim Martin to print information in the Erie Times News of the times and where these meetings will be held.

We are going to push this along very quickly to get the displaced workers back on UC Benefits and time to decide what kind of schooling or trade they would like to do.

I want to thank all who put forth their time and effort as well as those who provided the vital information needed to achieve these benefits.

## C. P. Steward's Report

*By Mike Hayes*

On June 6<sup>th</sup> we had a Step II grievance meeting, and as usual, we discussed cases concerning average rates, movement by services, discipline, rate guarantees, farm-out, and bargaining unit work issues. We did resolve fifteen (15) cases and seven (7) cases were put on hold, while one case will go to Step III.

On June 3<sup>rd</sup> we had stewards and members classes and they went very well, with a lot of good information distributed to those who attended. This will help the stewards do their job more affectively. The next classes will be July 1<sup>st</sup>.

Please remember that these classes are open to all members and we encourage you to attend. After all, the more you know, the more you can assist your fellow co-workers. We are still getting a lot of phone calls concerning recalls and we are given updated information every Wednesday and will continue to pass that info on to those who call.

**STEWARDS & MEMBERS CLASSES**  
July 1, 2014 • 7:15 - 1:00 - 3:15

# Overcoming the Tactic of Divide and Conquer

*By B.A. Wayne Burnett*

As I reflect back on the leadership conference in December of 1997 and after reviewing some of the great information that was shared with us, I would like to take this opportunity to share with you one very important aspect that was of great importance to me as should be to all of us.

Our Union, as well as all unions, were formed because of the injustices that occurred toward working people by the companies they were employed by. The boss was always right and your very survival was solely in the hands of your bosses. Depending on who you were, who you knew, where you came from, the color of your skin, or whether you were male or female played a major part in your working opportunities.

Our Union was one of the first to take a stand on equal opportunity for all people in every aspect of the workforce. We didn't want to be divided like the company wanted us to be. We frowned on the idea that this job or that job should be done by a male or a female, or whether you were black or white, or some other nationality.

This Union soon discovered that the closer the people were with each other, the harder it was for these companies to break that bond. We cared about each other, we fought for each other, we stood side by side when it seemed there was no hope.

Somewhere over the past years, we have kind of forgotten what it took for us to be where we are today. We have begun to turn away from each other instead of turning to each other. We have started disrespecting our coworkers instead of respecting them. We sometimes treat our female coworkers or people of color differently than we do others. We have taken the word "**We**" out of our vocabulary and replaced it with "**I**". This is not what the great Union (506) was created to do. Each and every one of us as a member of this union must take responsibility to do whatever is necessary to make us a better Union. It's really easy to do. **(Get Involved)**

Be open about subjects or things you don't like. Let's run to each other when we have problems instead of running to the boss. Let's build each other up rather than tear each other down. We often find our leadership defending one union member against

another. This should never happen in this or any other union. There will always be problems, but if we work on them together, you'll sometimes find that these problems aren't as big as they seem.

And finally my **Brothers and Sisters**, if you don't want to be part of the **Solution**, **PLEASE Don't Be Part of the Problem.**

## Who has the \$\$\$?

In a recent posted May 2014 internet article, the 50 top paid CEO'S were shown and it should be no surprise that **Jeffrey Immelt** was right there in the mix. It's sad to say that he was listed at only number "43" with a measly income of 19.2 million, up 264%. Oh my, with an income like that, I don't know how he is surviving.

Has anyone noticed the company stock price lately? Imagine if the company stock price rose at those same levels. Now that's what I call "Imagination at Work". It seems kind of funny that we continuously hear that the company did not meet the expectations of Wall Street and that's why the stocks remain stagnate, but as you can see, Mr. Immelt's wallet is ever growing.

Well! If my memory serves me correctly, he was willing to take a pay freeze back in 2009 when the world was collapsing and accept a salary of only 11 million while asking this workforce to take wage freeze to help this company although they never stopped making a profit. Unfortunately, they were at it again in 2013 even when "Transportation" made them the most successful business throughout the entire company the year before.

What a world we live in, where those who have, only want to take from the ones who made it possible for them to be where they are and make the money that 99% of us can only dream about. So Mr. Immelt, I guess we should apologize for knocking you out of the top 50 back then, even though any of us would be happy to be in the top million paid employees.

## Change of Address Form

Name \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Local \_\_\_\_\_

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



**7<sup>TH</sup> ANNUAL UE/VAMC  
WELCOME HOME "FORE"  
VETERANS  
GOLF TOURNAMENT**



**9:00 a.m. SHOTGUN START**

**WHEN:** Sunday, July 20, 2014 @ 9:00 a.m.

**WHERE:** Fox Run Golf Course, 2123 Strong Road, Waterford, PA 16441

**WHY:** **Welcome Home Fund** (benefiting the Operation Enduring Freedom (OEF), Operation Iraqi Freedom (OIF), and Operation New Dawn (OND) Veterans

**ENTRY FEE:** \$65 PER PERSON

**INCLUDES:** 18 Holes Greens Fee + Cart, Hot-Dog & Beverages on Course, and Dinner/Awards

**SIGN UP:** For applications, please see your Chief Steward or Sports Committee Member or at the Volunteer Office at the Erie VA Medical Center. Registration begins @ 8:00 a.m. day of tourney.

**Make check payable to the UE 506 Sports Committee and drop off or mail applications to UE 506, 3923 Main St. Erie, Pa. 16511**

**\*\* ENTRIES CLOSE FRIDAY, JULY 11, 2014 @ 4:00 pm \*\***

**QUESTIONS REGARDING THE TOURNAMENT OR LATE REGISTRATION  
Please contact Matt McCracken @ 824-0148**

ENTRY FORM - (please print)

FIRST AND LAST NAME

PHONE NO.

1. \_\_\_\_\_ (M or F) \_\_\_\_\_

2. \_\_\_\_\_ (M or F) \_\_\_\_\_

3. \_\_\_\_\_ (M or F) \_\_\_\_\_

4. \_\_\_\_\_ (M or F) \_\_\_\_\_

**SCRAMBLE FORMAT**  
LIMITED SIGN-UP FIRST 72 GOLFERS  
Foursome not required. Singles or Pairs accepted

## Conference Board Meeting

On May 16<sup>th</sup>, UE Local 506 hosted a conference board meeting here at the union hall. Although it was mentioned at the monthly membership meetings in May, we want to reiterate the importance of that meeting because some do not attend membership meetings. With the 2015 contract negotiations looming right around the corner, it is very important that everyone is on the same page.

One of the most talked about subjects was the current insurance plan that we have, which we now know, is one of the biggest mistakes we agreed to during the last contract. By the way, if you think it's bad now, there's probably more coming and it's very hard to get rid of something once you have accepted it. The company has already begun to distance themselves from salaried non-union employees concerning health insurance as well as attacking post 65 benefits. Experience has taught us that when they eat their own, then we are the next meal waiting to be had.

This was made very clear by **Dennis Rocheleau** during the 2014 shareholder's meeting in Chicago back in April. He was one of the company's former chief negotiators for many years, who is appalled at what the company is doing and planning on doing. It is a cost shifting measure that will clearly save the company millions, while putting the burden on those who can't afford insurance now. He feels betrayed by the company for throwing out or destroying the very benefits that he negotiated or promised over the years with many unions, including UE.

Remember, he was one of them and got paid very well in his job, but realize that this is an injustice to everyone. We must be more mindful not to accept small term gains for long term heartache such as the "accelerated cash payment" that we received in 2011, which many employees have given back in high deductibles and out of pocket cost.

There was also a time-line discussed as to how and when correspondence or certain events may unfold, but are not set in stone. These would include, but not limited to, bargaining surveys, contract proposals, rallies, and most important, convening with the other unions in the CBC, (Coordinated Bargaining Committee) to make sure that the goals to secure a fair national agreement are the same.

With all that have taken place over the past couple

of years, such as the Texas plant, the announcement of closing the Fort Edward facility and companies running to and building in "right to work states", should serve as a reminder as to what their goals are. Make no mistake about it folks, there are two agendas that will be presented in 2015, theirs and ours, and no matter how you think, feel, or may be told, they will not be the same.

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## Open Discussion

As some may recall in the March edition of the UE news, we had concerns about how the PTA's were given the authority to issue discipline and how our members felt that some took it to another level. We had discussions with the company and were assured that the company would provide some training as to how management should approach workers in various situations.

On Thursday, June 5, the officers, along with chief steward **Greg Herrmann**, met with a group of management personnel, spearheaded by **Mike Luvisi** and had a candid discussion and offered our input concerning this issue. We feel that it's very important for all involved to understand that the way situations are handled from the on-set can make all the difference in the world. It does no one any good as the saying goes; "Make a Mountain out of a Mole Hill". Minor issues can turn into major problems and have a tendency to spread throughout the plant.

This meeting gave us the opportunity to address some management folks that we normally don't see, but may very well be the ones that you deal with on a daily basis. There were a series of questions asked about various subjects, or situations and how both sides could best handle them. We know that handing out discipline as a first resolve, is not always in the best interest of the business. Many of our members feel that a lot of this just comes from that, "I'm the boss attitude" or I'm being told to do this by my superiors. If this is truly the case, then the problems will continue as well as the separation between both sides.

We also acknowledge the fact that this is a two-way street and that we to should be mindful as to how we conduct ourselves when approached or approaching management or our co-workers. We touched base about our Unity Council and how it works, plus how it can be used as a tool if given the chance. We also

*Continued on Page 6*

had conversation on how to treat those of a different nationality and this is a touchy subject that many people don't want to deal with, but this is reality and cannot be left out of these discussions. There is a very diverse workforce here at Transportation and this may be the only place that some may have interaction with people who have different cultures or backgrounds. This is also a two-way issue that both sides need to recognize and the importance in dealing with it.

This meeting, to say the least, had some positives, but we need to see how it moves forward. No one ever knows what is on the minds of people when they come to work and for the majority, most just want to come, do their job, and return home safely to their family. Then there are those who are never satisfied until they reek havoc in someone's day. This, to can come from either side. What role do you play?

## Fort Edwards

We were informed by **Scott Gates**, president of the Fort Edwards Plant, that they were granted TAA benefits and that was certainly good news for those folks who will be losing their jobs, due to GE's announcement that they will close that plant.

This should serve as another reminder of what these big corporations do when they feel they can make more and pay less by moving. As some will recall, the company is moving that work to Clearwater, Florida, another "right to work" state or as we know it, a "right to work for less" state.

It's refreshing to know that someone is looking out for the people who made this company millions over the years. Hopefully, for the people in Florida, the water will be clear when the company decides to leave and pursue an even lower paying region and not leave it like they left the Hudson River.

## Trustee / Alternate Trustee Elected

During last month's membership, **Valarie Pinetti** was elected as trustee and **Mike Rudzinski** as alternate trustee and they will finish out the terms of those who left these position for various reasons. These two positions will be up for re-election during the general election in September. We're sure they

will do a fine job and thanks to all who showed an interest to serve the members.

## New Chief Elected

**Scott Brozell** has been elected to the position of chief steward, replacing **Doug Wolf**, who stepped down for personal reasons. He works in building 63ux and will also represent the employees in buildings 60 and 18 truck.

We would like to thank Scott for stepping up to take on such a difficult position and we hope that those who elected him will stand with him. Thanks goes out to all who showed interest in this position.

## AA Meeting Schedule

**Where: Bldg. 6, Rm. 150, Conference Rm.**

**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**

## JULY 2014

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1 STEWARD / MEMBERS CLASSES 7:15 AM 1:00 PM 3:15PM	2 L.A.C. MEETING 3:15	3	4 	5
6	7	8	9 R.A.G.E. MEMBERSHIP MEETING 618 MEMBERSHIP MEETING	10	11	12
13	14	15	16	17	18	19
20	21	22 E-BOARD MEETING	23	24 506 MEMBERSHIP MEETINGS GENERAL ELECTION NOMINATIONS	25 R.A.G.E. BOARD MEETING	26
27	28	29	30	31 RETURN ACCEPTANCE FORMS BY 4:00 PM		