



LOCAL 506 UNION NEWS

Volume 64, Issue 7

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Friday, June 14, 2013

Convention Delegates

During this month's membership meetings, voting for four (4) rank-in-file members to attend this year's 73rd national convention will be held. The convention will be in Chicago, Illinois starting Sunday, August 25 through Thursday, the 29th.

The four members receiving the most votes will attend and will be expected to participate in workshops and other activities that will be held during this convention. You will also get a chance to see, learn, and meet others who go through the same things that we go through.

If you have any constitutional amendments or resolutions you would like to see adopted that would benefit our national union, they must be turned in to the national office by July 24th for consideration.

Trustees Elected

The trustee and alternate trustee election was held during last month's membership meetings and the following members were elected. **Ricky Steele** will serve the four year term (2013-2017) that went unfilled during nominations for the general elections in February and **Frank Fusco Jr.** will finish the remainder of the vacated term (2 years thru 2015).

Phil DeMartino was elected as alternate trustee and will finish the 2011-2015 term. We want to thank all that were interested and ran for these positions and hopefully you will continue to want to get involved in your union.

Yard Signs

Available at the Hall
\$3.00 each
2 for \$5.00

KEEP IT MADE
IN ERIE



6TH Annual UE/VAMC Welcome Home "Fore" Veterans Golf Tournament

When: Sunday, August 18, 2013 at 9:00 a.m.
9:00 a.m. Shotgun Start

Where: Riverside Golf Course (Cambridge Springs, Pa)

Why: Welcome Home Fund (Benefiting: *The Operation Enduring Freedom (OEF), Operation Iraqi Freedom (OIF), and Operation New Dawn (OND) Veterans*)

Entry Fee: \$80 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 at 8:00 a.m. day of tourney. Checks payable to the UE 506 Sports Committee. Drop off or mail applications to UE 506, 3923 Main St. Erie, Pa. 16511.

Entries close Friday, August 9, 2013 at 4:00 pm

Questions regarding Tournament please contact
Matt McCracken at 824-0148
Scramble Format

Limited Sign-up First 120 Golfers

Foursome not required ~ Singles / Pairs accepted

June Membership Meeting Notice

Agenda:

- Vote for Convention Delegates
- Update on Decision Bargaining
- Committee Reports

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, June 20, 2013 (All meetings)
7:20 a.m. (3rd Shift)
1:00 p.m. (2nd Shift)
3:20 p.m. (1st Shift)

Trying Times

By B.A. Wayne Burnett

Brothers and Sisters, as you are all aware, we are in the mist of decision bargaining with this company and we have been meeting with company officials on a weekly basis and are almost at the conclusion of this contractual process. The one aspect of this present situation that you need to keep in mind is that we (the union) did not initiate this action.

We were pleased that this company made a huge profit, even when we constantly complained about not having all the necessities to perform our jobs. Once again, you found a way to get it done, for this membership has always stepped up to the task when it involved meeting customer commitments. You would have thought this would have been a celebration that everyone (union and management) could have shared.

But instead of a celebration, our part of this so called team got slapped with a transfer of work notice and an announcement that we could lose 950 union jobs as well as 100 management jobs. Maybe I'm missing the concept of team work and often wonder why the part of the team (workers) who performs the work, are the ones who get left out of the equation.

You have constantly been updated as to what has been going on during these discussions, but what you haven't heard is what it will take to save these jobs. We have discussed work rules and the attendance policies so much that it makes our side want to stay home. All the discussion on these topics does not save one job and as a matter of fact, it would eliminate some.

We understand that there may be times when things may need to be different, but we didn't make the rules or set the guidelines, although it might have been nice if we could have. Once again, we keep hearing the word "competitive" and how inefficient we are at doing what we do compared to the new born (brother or sister) plant in Texas. Has it dawned on anyone that these so called inefficiencies, (which are false) are a result of the company feeding the parts we need to them?

Yes, our food (parts) is being shipped south and with it goes the possible welfare of our members as well as the well being of this and surrounding communities. This is not a good time for our union and unfortunately, this is the trend that is happening in

unions all around the country in the name of competitiveness. Make no mistake about it brothers and sisters, Texas is not doing what we are being told.

We know that someday they may be able to, but it takes years to learn how to build and produce the products we do here. We have been sitting and listening to the company and all we want to know is what it is the company is looking for to save these jobs. That has been our question from day one and that is still our question today. How can GE, after having the year they had and collecting the money you made for them, justify such an action.

Some of you have worked here for many years and understand the ups and downs of a volume related situation where employment might be affected. What the company is doing now should be a wakeup call to each and every one of us and you should realize that you are only a number. The only number (s) this company is concerned with has this (\$\$\$) in front of them. Like I stated earlier, we were happy that the company made a lot of money, but that happiness soon turned to disappointment, frustration, and unfortunately, anger.

We are doing everything we can to save these jobs, but until the company answers our question as to what they want, our frustration continues. I want you to use the company's slogan of "Imagination at Work" and put it in perspective.

Imagine how our production would increase if they were not shipping our parts all over the country, **imagine** how listening to the workers more often could benefit the company when it comes to making the changes that could make us more productive, **imagine** how eliminating a perfectly good system that worked (piecework) into one that keeps workers standing around (lean) and then blame them for being unproductive, **imagine** Texas having to build a locomotive from start to finish (any style) and wonder if they could do it.

Now **imagine** what the company would have told us if we had asked for part of the huge profit that you made them. You probably don't have to imagine what that answer would have been. So needless to say brothers and sisters, the truth of the matter is simply this, we are waiting for this company to tell us what they want to save these jobs and again, use your imagination.

Chief Plant Steward's Report

By Mike Hayes

The grievance activity remains constant going into the summer season. To date, 209 cases have been submitted to the second step process. This year some of the cases involve piecework averages, eliminating ticket time and realigning service by department. Other areas of concern are farm-outs, transfer of work, taking personal time when needed, job posting, upgrading and discipline which continue at a high level.

On June 11th, 12th, and 13th we met with the company on the work transfer issue and hopefully we can have some positive feedback for our members. At our April 26th Step III meeting, we did well for some of our members on unjust discipline and payment issues. Several cases were held open pending further discussion.

More Step III cases have been submitted and will probably be heard sometime in July. I would like to thank everyone who helped put the May 31st rally together and all who attended. You did a great job. We also want to thank the community which have given us overwhelming support on everything we have been doing. That sure is a great feeling for us all. Our next Step II is June 28th.

Education Classes

The next stewards and membership education class will be held on July 2nd. These classes give everyone a chance to learn how your union works and how to deal with situations as they arise. We are encountering many challenges, (old and new) and it's important that we get educated as how to handle them.

We live in a different world now so we must prepare and equip ourselves in the best way possible to deal with these changes and education is a key ingredient. **Deb Gornall**, the Eastern Region president, as well as others have done a great job in conducting these classes. If you have a desire to really get involved in your union, then this is a great starting point. We encourage all to attend these classes and all shifts have an opportunity. The times are 7:20 am, 1:00 pm, and 3:20 pm.

President's Report

By Scott Duke

We have been meeting with the Company three times a week and we still have no answer from them as to how we can save 950 Union paying jobs. It's frustrating to go to these meetings and come out with no good news to share with you.

The discussions on work rules, attendance policy, and mandatory overtime will not save one job but the company continues to bring these subjects up at negotiations. The company says these areas will make the Erie Plant more productive. We are not only productive, but we have a very skilled workforce as well and have been doing this for 75 plus years. We strongly believe that the customers want products which are built by skilled workers, because the quality is also there.

I want to thank everyone who played a part in our May 31st rally. Special thanks to **Lee Singleton**, **Terry Gigax**, **Bill Bane**, and **Joe Bradney** who travelled to Fairfield, CT. and Chicago, IL. and delivered thousands of petitions to company officials in protest to the possible elimination of good paying jobs. We also want to thank the community for your overwhelming support and want you to know that we do care about this community.

Lastly, we want to express our sincere thanks and gratitude to our members who contributed to BMX Racing Equipment Replacement Fund after they suffered from theft and vandalism. **Jim Harvey**, who brought this matter to our attention and your response, was overwhelming. He, along with Treasurer **Steve Hyzer** and myself delivered a check in the amount of \$4,146.87. Once again, you stepped up in the time of need and that's what our union is all about.

Thanks & Thanks Again

Our Thanks go out to all who supported our members who traveled to Chicago and Connecticut on the 31st of May. They delivered thousands of petitions to the new transportation head quarters in Chicago as well as the corporate office in Connecticut.

Our shouts go out to locals 243 in New Haven, CT. (Sargent Manufacturing) and Local 332 out of Fort Edwards, NY. along with locals 222/71, 60, 279, 203, who greeted and stood by our members in Fairfield, CT. in support of our cause. This is what it's all about, "togetherness".

Back to Basics

Safety Committee

With the increase in safety audits around the plant, many of the hazards being found are simple items that we all know should not exist or be happening in the first place. These are the common general safety items that are required here in the shop and most are obvious even to the casual observer.

First and foremost, safety glasses have to be worn in the buildings anytime you are out on the shop floor regardless of time or lack of immediate hazards. We all know safety shoes are required when working and street shoes are permitted in the aisles but open toe shoes like sandals and flip flops are NEVER allowed to be worn in the shop.



Fire extinguishers, electrical panels and disconnect box handles are not coat, hat, helmet or tool hangers and should never be blocked. In an emergency, precious time could be lost trying to find or access this equipment. Exits and aisles should never be locked or blocked with skids, motor vehicles or anything that could cause a delay in a timely evacuation or present a hazard.

Mixing waste streams is becoming another common issue found. Simply put, residual waste (trash) cannot be mixed with other types of waste such as scrap metal. Let's try to do a better job at putting things in the proper place and make it easier for our salvage crew and the environment. We do a good job at labeling secondary containers of chemicals. The issue we are finding is maintaining the information on the label after it's been affixed. Commonly the solvents or materials being used in that secondary container tend to build up on or erase the MSDS information off the label. Please try to keep up on legibly maintaining that information at all times.

Last but not least, when it comes to electrical safety, we need to be on the lookout for several things. Do not tape over or restrict breakers from tripping. We commonly see this with circuits that contain refrigerators, computers or lighting. Receptacles and junction boxes without covers or exposed wiring should be repaired. Let someone know to turn in a work order!

With your help we can work to improve in these areas and keep our shop and environment safe, clean and in compliance.

JULY 2013						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2 STEWARD & MEMBERSHIP CLASS	3	4 Independence Day 	5	6
7	8	9	10 R.A.G.E. Membership Meeting 618 Membership Meeting	11	12	13
14	15	16 E-Board Meeting	17	18 506 Membership Meetings	19	20
21	22	23	24	25	26 R.A.G.E. Board Meeting	27
28	29 Shutdown	30 Shutdown	31 Shutdown			

AA Meeting Schedule

Where: Building 6, Room 150, Conference Room

When: Thursdays

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

Change of Address Form

Name _____

Address _____

City/State/Zip _____

Local _____

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