



LOCAL 506 UNION NEWS

Volume 65, Issue 3

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Friday, March 14, 2014

Staying Positive

By B.A. Wayne Burnett

Although the order book is still far from what we would like it to be, the company has stated that some locomotive orders are trickling in for the third and fourth quarter of this year. Even though it doesn't change the present situation, it gives us some hope that things may, and again we say may, be headed in a different direction.

Fortunately, due to the bad weather that has plagued the nation, there are fewer locomotives sitting idle across the country, which may mean that more loco's may be needed in the future. If so, let's hope that Transportation will be a recipient of any possible orders out there as well as any other products that can be produced here.

There have been some internal recalls and this is somewhat good news because employees may end up on their previous jobs. The company also said that they will be posting some jobs, which will give others opportunities to move. Keep in mind, that there is a procedure that must be followed. There are still areas in the plant that they say are top heavy and some employees have been moved to busier areas, which is contractual. Although it might be an inconvenience to some, we feel that it's better than having more of our members PLOW'd.

They did say that the OHV situation hasn't changed and will probably go down even more, so we're sure that some of these jobs will be filled by them. We will continue to discuss farmed-out work that can be returned to the plant or work that we feel that can be done here instead of being farmed out. We know that this isn't the best news, but it is what it is for now. Hopefully, things will get better.



UE Victory

Last month, in a 2-1 vote, the Renzenberger drivers across the state of California, voted to join UE. The 550 + members, after a three-year campaign finally voted for the union of their choice.



These workers are van drivers who transport railroad crews out of more than 30 rail yards across more than 700 miles between California and the Mexican border.

We bring this to your attention to show that there are many struggles, hurdles, and battles that we sometimes have to go through before victory can be won. As you can see, this was a three year battle and these workers stayed on the battlefield until the end result of victory was achieved.

This is what it's all about folks, when you want something, you have to be willing to fight for it and weather the storms you will face. We will be facing a storm in the near future and how we come out of that storm will depend on how prepared we are to deal with it. Good job to all those who helped out during that campaign and hopefully, there will be more victories in the future.

March Membership Meeting Notice

Agenda:

- General Business
- Committee Updates

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, March 20, 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

We had our Step II on Friday, March 7th, and 37 cases involving IEA benefits, farm-outs, unjust discipline, termination, lack of notification, harassment, bullying, unfair work practices, bumping, and ticket time issues that were discussed.

There were cases submitted to the Step III Grievance Process, but as of now, no date has been set to hear these cases. In April there will be another discipline case headed to Arbitration. We are all still waiting for an answer to our NLRB charge on the transfer of work, which is still in the appeal process.

I want to thank all the members and Stewards that showed up at the March Steward Classes. The more we learn together will ensure that the members will get the best representation possible in these hard changing times.

Dave Hilditch is the new Union Relations Manager replacing **Brock Seeley**, who has moved on to a different position.



Stewards and Membership Classes

The first classes of this year for stewards and members was held on March 4th. These classes are very important because the stewards are the first line of defense when it comes to representing the members. There are many issues that we will be facing and the more educated we are concerning various issues or situations, the better we will be able to handle them when they arise.

Eastern Region President **Deb Gornall**, along with others in our union are conducting these classes. We have many new stewards who were elected in November and took an oath to represent those who elected them. Many are first time stewards and it's important that you attend some of these classes so you will understand what it takes to do this job. These classes are open to all members and we encourage anyone who is interested to attend. The next class will be April 1st.

President's Report

By Scott Duke

As we enter into the final couple of weeks of 1st quarter, there seems to be a glimmer of light as far as orders are concerned. We are all hoping that the light continues to brighten and orders continue to rise.

On another note we need to start watching farm-outs more closely. If you feel the Company is not looking at all aspects of how the work can be done here rather than being farmed-out, then you should communicate this to the company.

This may help keep work in-house and hopefully, the company will act on viable suggestions so that we can preserve the work we have. Everyone should be involved in this process because it's all of our responsibility in these days of survival to find ways to preserve, create, and keep jobs in this plant.

This month's Stewards classes went well and there will be another class on April 1st. All stewards and interested members are encouraged to attend.

Sub Region Training

On March 29th, there will be a Sub Regional meeting held here at the union hall. Eastern Region President **Deb Gornall** will conduct the meeting and the focal topic will be how the ACA (Affordable Care Act) impacts contract negotiations.

This is a hot topic and although we are presently under a contract, the more we can learn about health care reform, may give us other options in the future. With what we pay now for health care, you don't have anything to lose by attending this workshop. It is open to all UE members and it starts at 9:00 am and ends at 1:00 pm.



Medical Issues

As you know, we have been bringing up issues concerning the medical center for many years now and it seems that they are getting worse. Many of our members are suffering with work related injuries that are being misdiagnosed by the medical center and as a result, these improper diagnosis has delayed or prolonged the healing process. We understand that we must treat with the med center for ninety days, but in all too many cases, many of these injuries have been verified by other medical professionals as to what should happen, but gets over ruled by the medical center.

We have had many cases where the diagnosis of other doctors have indeed proved factual from the very beginning and because of not being properly treated in the beginning, our members continue to suffer. It's downright shameful that an employee who suffers an injury on the job and instead of being treated for the injury, would get the third degree treatment as though it might have occurred somewhere else.

We don't believe for one minute that people come to work to get hurt and if injuries happen, these employees need compassion, not criticism. We continue to express our displeasure with the company as to how injured employees are being treated and are willing to use any means necessary to bring some relief from this ungodly treatment. The medical staff, in our opinion, is here to protect Electric Insurance and has no interest in meeting the needs of the people. We call it like we see it and it is shameful.

Last Chance

This month is the last chance for you to get your yearly preventive physical in the plant if you choose to do so. These physicals and lab work is provided by UPMC Hamot personnel at no cost to employees who are covered by a GE health plan. Your



records are confidential and can be transferred over to your primary physician. With your supervisor's pre-approval, you can schedule it during working hours and will receive a \$25 gas card at the conclusion of your appointment.

On Going Concerns

By *W.B.*

We have met with the company and have had discussions as to how people are being treated throughout the plant. Upper management has given the PTA'S the authority to hand out discipline and for some, we feel that they have taken this authority to a level that is unwarranted. While we are not blind to the fact that there will be times when discipline is appropriate, the reasons and how people are approached, could make all the difference in the world as to how a situation is handled.

The company has stated that they will give training to management personnel in regards to how they confront employees in various situations. We would also caution you that this is a two way street and we to, should be mindful of how we react to whatever is going on. If we display the same attitude as what we say they do, then we are no better than our accusers.

We have also addressed the photo opts that seem to be happening more and more in the plant. This too is a concern because there should be no picture taking without authorization and this rule should apply to everyone. Again, we want our members to understand that there are double standards and although we don't agree with everything that goes on, we should always be mindful of what we're doing or where we're at, so the photo seekers will have nothing to take photos of.

Help Available

There may be members who have problems, but they sometimes wait until they are in trouble or faced with some kind of action because they wouldn't address them. It's not a bad thing to realize that you may be going through some rough times or have problems, for we all do at some point in our lives.

There are people who can help you and if you don't or won't use them, then that's the sad part. There are several avenues that you can go down and it's your choice at which one you choose. If your problem is personal, call **Keith Eller**, (EAP Counselor) at 875-4327. You should never get to the point where a problem could jeopardize your life or the lives of your love ones because you didn't address the problem.

UE LOCAL 506 BOWLING TOURNAMENT

Eastway Lanes • April 19, 2014 • 11:00 A.M.

TOURNAMENT RULES

1. Each event shall consist of three games bowled on one pair of lanes assigned by the tournament directors.
2. Entrants shall use their highest book average for the 2012 - 2013 Season. If the bowler's current average of 21 games is 10 pins or higher, the current average is used.
3. If no 2012- 2013 average, the bowler's highest current year average with a minimum of 21 games will be used.
4. Entrants who do not bowl in a league, but bowled in last year's tournament may use that average.
5. If entrant has none of the above, then they use: **Men - 170** **Women - 130**
6. Handicaps will be 80% of a 210 scratch.
7. Teams may consist of both men and women.
8. No multiple awards (Example) if one wins high game they cannot win high series.
9. All UE members in good standing, past or present are eligible to bowl.
10. All prize money is based on a full 40-team complement.
11. One in four entrants will cash. 100% of prize money will be awarded.
12. The decisions by the tournament directors are final.
13. Check-in begins at 9:30 a.m., and bowling starts at 11:00a.m. sharp.
14. This is a non - sanctioned tournament.

Team Name: _____

Captain's Name & Home Phone: _____

Building _____ Shift _____ Shop Extension _____

Line-up:

1. _____
2. _____
3. _____
4. _____
5. _____

Entries close Friday, April 11, 2014 • Make checks payable UE 506 Sports Committee

Prizes

1st	\$500.00	6th.....	180.00
2nd.....	300.00	7th.....	160.00
3rd	250.00	8th.....	140.00
4th.....	220.00	9th.....	130.00
5th.....	200.00	10th.....	120.00

\$75.00 high game - actual men
\$75.00 high series - actual men
\$75.00 high game - actual women
\$75.00 high series - actual women

Entry Fee:
\$100.00
Per Team

Ten Ways To Kill Your Union

- 1) Don't participate beyond paying dues (they're too high anyway) - let "them" handle things. Then, complain that the members have no voice in the local or International Union.
- 2) Or, if you're an officer, try to do everything yourself rather than involve the members, because you can do it so much faster if you do it yourself. Then, after you're burned out, complain that the members don't want to get involved because they're too apathetic.
- 3) Decline all offices and committee appointments - you're too busy. Then offer vociferous advice on how they should do things.
- 4) If appointed to a committee, don't work - it's a token or courtesy appointment. Then, complain that the organization has stagnated.
- 5) If you attend meetings, don't initiate new ideas. Then, you can play "devil's advocate" to those submitted by others.
- 6) Don't encourage others to become members - that's selling, and besides, if they haven't joined on their own, you don't want scabs like them in the union. Then, complain that the union is not growing.
- 7) Don't read your local's newsletter or other communications - they aren't important. Then complain that you're not kept informed.
- 8) Don't volunteer your talents - that's ego fulfillment. Then, complain that you're never asked, never appreciated.
- 9) Have faith in no one or nothing. Don't take any chances on different strategies or tactics that might upset company managers. After all, you're not a gambler. Let someone else step out there, then be sure to enjoy the benefits that result from others taking the company on.
- 10) Don't take the company to task for problems it causes in your workplace. Instead, take the safe route - blame the union. Never consider how you might participate and help strengthen the union organization, thereby increasing everyone's bargaining strength.

AND IF BY CHANCE your union grows in spite of your contributions, grasp every opportunity to tell the youngsters how tough it was; how you worked in the old days to bring your local to its present level of success.

*Reprinted from
The American Worker, AGCW, Cleveland Ohio*

Reminder

We are now into the third month of this year and a little closer to the general election and the next national contract. With these two major events fast approaching, we want everyone to understand the importance of these two events. First of all, with the general election, as was stated in last month's news, any member in good standing has the right to run for any position.

The good thing about being in a rank-in-file union is simply that you get to choose who represents you. You will be reminded of this until this election has been completed because we want everyone to know that the opportunity is yours for the taking. There's no doubt that there are many members within our ranks who feel that they can do these jobs and we would not want you to miss your chance.

Remember, the members voted to shorten this term so that those who get elected will gain some experience in dealing with upper management at this level before scurrying off to the big apple. This is another example of what rank-in-file unionism is all about. You get to change established rules when a majority decides it is in the best interest of the union. As for the next national contract, everyone needs to start preparing and start thinking about what issues you feel are important and what stand you will take to make them happen. We know that health care is a major concern and many can relate to this as the company has shifted the costs to the workers which started back in 2011. We have a very diverse workforce here and what works for some, may not work for others.

Another tidbit of information that you should be aware of, is that we are part of the CBC (Coordinated Bargaining Committee) and they will also have a say as to what takes place in NY. Although UE and IUE-CWA are the largest GE unions, other unions such as the IAM, IBEW, UAW, IBT, USW, IFPTE who have local agreements, but receive the same increases, cola's, pension, and health care benefits as we do. The important thing is that whatever happens, we have to be on the same page so that this company will know that we are unified.



Bowling Tournament Huge Success

Because of the members and friends who participated in the The 12th Annual Home-town Hero's Bowling Tournament, this year's outing was the most successful ever. There were a total of 208 bowlers, including 4 wheelchair bowlers and this event was sold out. This year's tournament brought in over \$19,000.00 and these proceeds benefit our local VA Hospital Veterans.



The UE Sports Committee would like to thank the many people who volunteered, the sponsors, and those who donated to the auction and raffle in support of this event. Although we can't name everyone, we would like to point out a few of the standouts. The winners of the high game / high series were **Carl Luke**, who bowled a 300 and **Bob Eckendorf** with a series high of 725. The women honors went to **Jackie Culish** who bowled a 234 and **Michelle Hoover** with a 565 series high. The winner of the planter was **John Matkovich**.

This is just one of the events that the Sports Committee has put on through the years, (5K Run/Walk & Golf Outings) and have raised almost \$195,000.00. We can never fully repay the men and women who serve this country to keep us safe, but outings such as this just shows how much we appreciate the sacrifice many have made. Again, thanks go out to all who took part in this endeavor and to **Eastway Lanes** for hosting this awesome event.

APRIL 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1  April Fool's Day STEWARDS/ MEMBERS CLASSES	2 L.A.C. MEETING	3	4	5
6	7	8	9 R.A.G.E. MEMBERSHIP MEETING 618 MEM- BERSHIP MEETING	10	11	12
13 Palm Sunday	14	15 First Day of Passover	16	17	18 Good Friday	19
20  Happy Easter	21	22 Earth Day E-BOARD MEETING	23	24 506 MEM- BERSHIP MEETINGS	25 R.A.G.E. BOARD MEETING	26
27	28	29	30			

AA Meeting Schedule
 Where: Bldg. 6, Rm. 150, Conference Rm.
 When: Thursdays 1st Shift - 12:00 noon
 2nd Shift - 7:30 pm 3rd 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

In Sympathy

The Officers and Executive Board of UE Local 506 wish to extend our sincere condolences to the families and friends of any 506 members that may be mourning the loss of a love one.



Active UE 506 Employees Only - As of 2/21/2014

Service (Whole Years)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
# of Employees (UE 506)	3	560	3	15	280	171	54	367	288	191	10	67	50	22	44	45	13	14	32	11	15	22	62	56
Service (Whole Years)	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
# of Employees (UE 506)	69	12	13	10	10	9	14	17	43	37	64	48	28	33	121	69	17	4	6	3	2	0	0	1