



LOCAL 506 UNION NEWS

Volume 66, Issue 5

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Friday, May 15, 2015

Final Thoughts On Contract Preparations And Negotiations

Things are about to get very busy for this membership, in less than 2 weeks negotiations will start on a new national contract. The questions being asked by the membership range from healthcare improvements, to Job Security, to SERO's, wages and pensions. The only answer that matters to these questions and any others pertaining to the contract is, we will get exactly what this membership is willing to fight for. If you believe this contract is already signed, sealed and delivered and therefore you don't need to do anything, prepare to be highly disappointed again. If we expect to improve on this contract it will take the efforts of 3,157 UE MEMBERS.

Success at negotiations depends not only on what is said at the bargaining table in New York, it is imperative that local management know your feelings about contract negotiations. There should be no doubt in this company's mind about what is important to you in these negotiations.

Make sure you wear your **red shirts** on **Thursdays**. If your job produces profit for this company make sure you observe **RED SHIRT THURSDAY, if you produce overhead, then maybe you should wear BABY BLUE ON FRIDAY**

Several months ago we passed out contract surveys to the membership, the results were of no surprise to anyone, healthcare costs, both out of pocket and weekly contributions need to be addressed. Pension, it has been eight years since our retired members have had a raise in their pension check, an increase is long overdue.

Job Security, we must improve the language in Article XXIII, we must also restore the language on Replacement SERO's. If there is a down turn in vol-

ume we would rather our senior members have the opportunity to retire with medical coverage and pension supplements instead of seeing the low service members laid off to the streets.

The calendar on the back page of this month's *UE NEWS* shows the dates that negotiations are taking place and the dates of the E Board meetings. Although this will be the last Newsletter until July, there will be weekly leaflets detailing contract proposals and negotiation updates, you can also stay abreast with current updates at, ueunion.org/uege2015.



MAY MEMBERSHIP MEETING NOTICE

Agenda:

- Nomination of Convention Delegates
- Contract discussion
- Officers updates
- Committee reports and General Business Matters

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, May 21, 2015 (All meetings)
7:20 a.m. (3rd Shift)
12:30 p.m. (2nd Shift)
3:20 p.m. (1st Shift)

**DON'T FORGET
RED SHIRT THURSDAY**

Nominate Convention Delegates at May Membership Meetings

Nominations to fill (4) rank and file delegate's seats to the 74th UE Convention can be made at the May 21, 2015 membership meetings.

Baltimore, Maryland will be the site of this year's National Convention. It will convene on Sunday, August 16, 2015 and will conclude on Thursday, August 20, 2015. The delegate election will be conducted during the membership meetings on Thursday, May 21, 2015. The four successful candidates, the officers and seven board members will participate in workshops and be assigned to specific committees where they will help develop UE policies and programs for the next two years.

- Members in good standing who are elected as delegates understand and agree to participate in workshops and on committees at the Convention as required of all UE 506 delegates.
- Members shall not be eligible to serve consecutive terms as additional rank and file delegates to the National Convention unless there are not enough eligible members to fill the four (4) additional rank and file positions.

C. P. Steward's Report

By Leo Grzegorzewski

This is the last News Letter before contract talks begin on June 2. We have been working vigorously over the past seven months in preparation for what lies ahead in June. Health Insurance is of course just one of the areas that needs a lot of attention heading into contract talks. We must not forget the other areas in need of improvements. **Wages (not a lump sum bribe), Job Security, Personal Time (when we can use it), Pension Upgrades, Post 65 insurance, Language on Transfer of Work and many others.** The sting from four years ago has not gone away. Those were tuff times and some difficult decisions were made. The past is the past, let it go. That was then, this time around the environment is much different. GE Transportation is one of the most profitable divisions in all of GE and we are a big part of that. GE Transportation's 20% profit margin proves we are viable to the business. The forecast for future orders looks promising with 555 loco's to be made in Erie this year and for 2016, although not confirmed looks good. Do not forget this company is the one that took pensions away from future retirees that were hired after January 1, 2012. This company is the one refusing to grant personal time when requested in a timely manner. This company is the one that implemented this unreasonable Health Care Insurance that has caused so much grief and hardship to our brothers and sisters. The time is now for this membership to stand together and let this company know enough is enough, and we have no intention of accepting anything but a fair and balanced contract. That being said, wear your **red shirts** on **Thursday's** and let your bosses know you are not accepting this is Health Insurance as is. In closing we look forward to seeing everybody at the CBC Rally on June 13th at the Bayfront Convention Center. We look forward going into negotiations with the full support of our membership in securing a good contract. **Remember: The Members Run this Union and we are taking that motto with us to New York City in June.**

See your Chief Steward or Steward for
T-Shirts / \$10.00 each



**DON'T FORGET
RED SHIRT
THURSDAY**

Odds and Endz

By F.F.

Healthcare Issues

UPMC Hamot has switched their anesthesia department to North American Partners in Anesthesia. This new group does not accept our Health America insurance, consequently people are getting billed by the anesthesiologist. If you or a family member has had a procedure and have received a bill, you can bring it to the Hall, or call Health America at 1-866-838-9374.

Lifetime Achievements

The members voted to award five Lifetime membership cards to the following retirees, **David L. Kitchen, David E. Adams, Dale M. Stubenhofer, Mark Pierson, and Wayne Burnett.**

The Lifetime Card is the highest award given by the membership, it recognizes service and dedication to the local. These former officers join a group of previous awardees, who through their efforts have made UE Local 506 one of the most respected locals in the country.

Movie Being Filmed In 18 Truck ?

There are two managers in Building 18T who believe it is OK to tell their employees that they are too old to do their jobs. They seem to think that fear and intimidation are accepted methods of managing the workforce. Those days ended years ago and we are committed to ending this version of Dumb and Dumber.

Ambulance Rides

There have been a few instances of members going to the Medical Center for various issues and they have been sent to the hospital by ambulance. Just to be clear, you can't be sent to the hospital by ambulance unless you approve it. Anyone that has a bill for this should bring it to the Union Hall.

Retirements

If you are 60 years of age or will be soon, and you plan on retiring you must fill out a PENN-1 form. This is a notice of your intention to retire. However if you change your mind about the retirement date you need to inform the HR specialist in your building.

UE 506 Rocks The Bayfront June 13, 2015

It will be called the largest labor gathering in the history of Erie, and it will take place on **June 13, 2015**, beginning at **12:00PM** at the **Bayfront Convention Center.**

All UE 506 members, retirees and family members are urged to attend. This year's rally will take place after what promises to be two very difficult weeks of negotiations, it will provide the members of the CBC Unions an important opportunity to show unity and solidarity and a chance to relax among 4,000 union members that are locked in the same struggle. UE National President, **Bruce Klipple**, along with UE/GE Conference Board Secretary **Gene Elk** will speak at the rally. IUE National President, **Jim Clark** although not yet confirmed is expected to speak at the rally, as is IUE Local 201 Business Agent **Ric Casilli**. Ric usually brings along a large and vocal group from Lynn, Massachusetts.

Following the rally we will head down to the Liberty Amphitheater for some live music, provided by **THORNE** and **SLEEPING DOGS**. There will be plenty of food provided by Sabella's catering, followed by the music of one of Erie's biggest headliners **JAKES BLUES**.

On June 15th we enter the final week of contract negotiations.

So mark this date on your calendar and let's make a statement, "**UNITED WE BARGAIN, DIVIDED WE BEG**"

Brothers **Bob Pawlowski** and **Pat Casher** are organizing the motorcycle rally, more to follow on that.

In Sympathy

The Officers and Executive Board Members of UE Local 506 wish to extend their sincere condolences to the families and friends of **Mark Kutz**, Building 2.

UNITED WE BARGAIN, DIVIDED WE BEG

Retirees Association of General Electric RAGE News

By Ron Flowers, President

The GE Stockholders meeting in Oklahoma City is now history. GE came armed with all their charts and graphs to show the stockholders how wonderful they were doing. So many billions went here and a backlog of orders totaling billions there. They bought this company for billions and sold this division for billions. The problem was, as some stockholders asked in the meeting, if we are doing so good why is our stock languishing in the mid 20s like it is. Why is the dividend still almost thirty percent lower than it was years ago.

There were 3 speakers during the time of open floor discussion, **Kevin Mahar**, from IUE/CWA 201 retirees council in Lynn, Mass. Who listed years of lackluster company performance and the millions **Jeff Immelt** received in wages and benefits in those years. **Dennis Rocheleau**, former head negotiator for General Electric, who talked about his lawsuit against the company for taking away the over 65 insurance for exempt retirees. In my talk I asked the company "is it really necessary to take insurance away from the retirees who built the company and made you what you are today. Is it really necessary when you have already told the Union your healthcare costs are flat or going down to take benefits away from the one group of retirees who can't afford it.

Years ago when I was at the negotiating table GE said "you will get these benefits for the rest of your life." All Jeff Immelt said was, "we are listening to you."

With the contract coming up we must stand united, both present workers and retirees against GE take-aways. Everyone must be at the Rally on June 13th to show solidarity.

The RAGE Meeting is the second Wednesday of each month at the Union Hall. All retirees from GE are welcome.



President Scott Slawson presenting former Trustee Sue Smock her retirement watch.



Rick Paske sharing a light hearted moment with President Scott Slawson.



Former E-Board member Steve Kuhn receiving his retirement watch from President Scott Slawson.

President's Report

By Scott Slawson

As everyone is well aware we are 2 weeks away from National Negotiations. In 2011 the company played on a weak economy with a high rate of unemployment. That landed us a less than desirable contract. We have had 4 years to experience just how devastating our contract was. Our projected wage increases did not come to fruition due to anemic COLA increases. The lump sum accelerated cash payment impacted wages and pension benefits for the rest of our careers. Pension for new hires was given up for a form of a 401k. Our Health Care is extremely costly and an absolute administrative nightmare. The job security language in the contract did not afford us the protections we deserve. These are just a few examples of what went south in the 2011 National Agreement. That was then, this is now! We have an uphill battle ahead of us but with the Unity that only a Union can bring we will persevere. All 3200 of us need to be clear that we need a fair and balanced contract. We need significant improvements to both the cost and the administration of our Health Care. We need guaranteed pay raises, not lump sums. We need improved COLA formulas as well as updated pension formulas. Pension for new hires needs to be restored. Job security language that truly protects our work and penalizes the company when it doesn't needs to be written into the contract. Paid time off language needs to be updated to reflect the new time and attendance policy. Sick and personal pay needs to be at your discretion not your managers. These are examples of some of the important issues we face but there will be another big one. That is post 65 healthcare. This benefit has been a long standing one that has been communicated to every employee at General Electric. It is also one that has been stripped from the management ranks. For our Union brothers and sisters that have given their bodies to the company in the name of higher profits and production this is simply unacceptable. At a time in your life, when healthcare is most needed, they want to do away with it. As stated before, in 2011 we gave up pensions for new hires (something we need to restore). These were people that didn't work here yet. With Post 65 the one thing we all have in common is, at one point we will all be 65 and we will need healthcare. General Electric is an enormously profitable company and we work for one of its most profitable divisions. If we stay united in our endeavor to secure

a fair and balanced contract we will succeed.

At the time of this article there were still 21 members on the street and recalls are continuing. Remember to show your unity and wear your **RED SHIRTS** on **Thursday's!** The Contract Rally will be Saturday June 13. **BE THERE!** When your managers ask you about your expectations for contract, **TELL THEM!** Finally I would like to wish everyone a safe and Happy Memorial Day!



"Canoe of Beer"

SPORTS COMMITTEE LOCAL 506 UE ERIE, PA

Raffle

sponsored by

SPORTS COMMITTEE LOCAL 506 UE ERIE, PA

UE LOCAL 506 SPORTS COMMITTEE
DRAWING AT CONCLUSION OF 1ST SHIFT
JULY MEMBERSHIP MEETING

Features:

- 2 folding, padded adjustable seat backs
- Center seat has built-in cooler/bait holder and dry storage
- Built-in keel for tracking
- 2 fishing rod holders • 2 paddle keepers
- Cup holders • Bow & stern tie-down eyelets
- Bow & stern carry handles
- Hull is made of high-density polyethylene

Specifications:
 Length: 15'6"
 Width: 42"
 Max. capacity: 765 lbs
 Carry weight: 99 lbs

Model #: CEH00920

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 \$5.00 each
 or 3 for \$10.00

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Safety Corner

Lifting a load is one of the most dangerous tasks we have here at GE Transportation and it should never be taken lightly. Without 100% awareness fatalities or serious injuries can easily occur when workers are struck by a load, or pinched between the load and another object.

Anyone who touches a crane, whether it's a jib, pendant, radio, or cab crane needs to be trained. You are required to take a refresher course every three years. Only trained operators should use cranes.

Daily inspections are the easiest rule of crane operation, yet the most overlooked. This inspection should be completed before an employee operates a crane. Never skip daily crane inspections no matter how well you feel the crane has been performing. Daily inspections are required by OSHA and GE Transportation.

Be careful about splitting up responsibilities during tasks, especially when rushed to meet deadlines. It's better late than never. Many accidents occur in the rush to get something done fast. Take your time, follow all work and safety rules, and get the job done safely. No job is so "hot" that you should disregard safety practices. If you suspect something might be dangerous either don't do it, or discuss it with your Safety Coordinator, EHS-TA, or Supervisor.

A few safety tips to remember while operating a crane and moving a load are:

- Do not engage in any activity that will divert your attention.
- Know the capacity of the crane, load, and lifting devices.
- Do not lift, lower, or transport a load with the crane or hoist until all personnel are clear of the load and the load's path. (Never lift a load over personnel.)
- Verify that the load, crane and hoist will clear all obstacles before moving or rotating the load.
- Never work under a suspended load for any duration.
- Always take your time!



Having A Personal Problem?

Contact UE Local 506 Employee Assistance Program liaison **Bob Herrick** at 899-3108. Or call **Keith Eller** at 875-4EAP (Ext. 4327)

AA Meeting Schedule

Where: Building 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 _____

Pay Number _____

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

JUNE 2015						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 IUE Contract Negotiations Begin Arrive in NY	2 UE Contract Negotiations Begin	3	4	5 Return to Erie	6 506 Board Meeting
7 Arrive in NY	8	9	10	11 Return to Erie	12 506 E-Board Meeting	13 UE/CBC CONTRACT RALLY (Considered the June Membership Meeting)
14 Flag Day	15 Small Table Opens-NYC	16 Sub-Committee Open-NYC	17	18	19	20
21 Father's Day CONTRACT EXPIRES	22 Conference Board arrives in NYC	23 Return to Erie	24 506 E-Board Meeting	25	26	27
28	29	30				