



# LOCAL 506 UNION NEWS

Volume 67, Issue 5

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Thursday, May 12, 2016

## SPECIAL ELECTION NOTICE VICE PRESIDENT / RECORDING SECRETARY

Local 506 Vice President Michael Ferritto was recently elected to the position of Business Agent, therefore a special election will be held during the May 19, 2016 Membership Meetings to fill the vacancy. **(Voting will be conducted while the 1<sup>st</sup> and 2<sup>nd</sup> shift meetings are in session).**

Four nominees have returned Acceptance Forms and Statements of Qualification. All candidates have pledged to uphold the Constitution of the United States, the Constitution of the United Electrical, Radio and Machine Workers of America and the Constitution and by-laws of UE Local 506. The Candidates have also stated that they are familiar with the provisions of the UE-GE National Agreement.

### **TOM BOBROWICZ**

*Offices Held:* **Steward**

*Meetings Attended In Last 24 Months:*  
**Membership, 19**

*State briefly your qualifications for the office you seek:*  
I have stayed involved with our Union's activities for nearly 13 years, whether it be as a Department Steward, attending Stewards classes, working with the Legislative Action Committee, as well as the Contract Committee. I have previously been elected as a Convention Delegate. Fighting for what is "right" has always been the way I operate and I will continue to do so as your Vice President.

*Signed:* **Tom Bobrowicz**

### **GIOVANNI CAPUTO**

*Offices Held:* **Chief Steward, 6 + years; Steward/Alternate, over 10 years**

*Meetings Attended In Last 24 Months:*  
**Membership, 7**

*State briefly your qualifications for the office you seek:*  
Chief Steward Bldg. 10, 6 years; Steward/Alternate in bldg. 10, over 10 years; was very involved in TAA passing, very knowledgeable in contract, constitution

*Signed:* **Giovanni Caputo**

### **DOUG WOLF**

*Offices Held:* **Alternate Steward, 2 years; Steward, 5 years; Chief Steward, 3 years; Election Committee**

*Meetings Attended In Last 24 Months:*  
**Membership, 19**

*State briefly your qualifications for the office you seek:*  
First I would like to thank-you for the nomination for VP/Recording Secretary. I have been an alternate Steward 2 years, then Steward for 5 years and Chief Steward for 3 years. On the election Committee. Went to National Convention in Pittsburgh. Helped on many rally's and UE 506 events.

*Signed:* **Doug Wolf**

### **THOMAS SKWARYK**

*Offices Held:* **Chief Steward, 4 years; Steward, 6 years; Alternate Steward, 2 years; Eastern Region Delegate, Convention Delegate**

*Meetings Attended In Last 24 Months:*  
**Membership, 6**

*State briefly your qualifications for the office you seek:*  
Chief Steward, 4 years - Steward, 6 years - Alternate Steward, 2 years - Eastern Region Delegate, - Convention Delegate, Contract committee Member

*Signed:* **Thomas Skwaryk**

## C.P. Steward's Report

*By Leo Grzegorzewski*

On April 29<sup>th</sup> we had a Step II grievance meeting. There were forty cases argued at that meeting. The results are as follows. Twenty cases were closed or settled and four warnings were removed. Seventeen cases were put on hold because one of the Union Relations representatives was unable to attend. Three cases were sent to Step III of the grievance procedure. Two of the cases argued at Step III dealt with more senior employees being moved out of a department while less senior employees were able to remain, during the Reduction in Force in 2016 at the Erie facility. The Union's position is that during a Reduction in Force event the more senior employees should not be moved out of the area or be forced down in code while less senior employees remain in the area. There will be more to follow.

We filed an OSHA complaint on April 22, 2016 against the company for disciplining employees for the timeliness of reporting a work place injury. The company has disciplined employees for reporting injuries to the medical center in what they see as an untimely manner. The company maintains it can discipline employees for not reporting injuries sustained on company grounds immediately, even if the employee doesn't feel pain until the next day or later. OSHA has informed us that the complaint filed under Section 11(c) (2) cannot be processed because it must be filed within 30 days of discipline. We will be filing another complaint with OSHA if this situation arises again.

On April 22, 2016 the Union filed charges with the National Labor Relations Board on the 2013 Reduction in Force Understanding. The NLRBs investigation has just begun and I will have more details in the future. The Union believes the understanding was intended solely for the RIF of 2013. When that RIF was complete the understanding ended. Furthermore, it is the Union's contention that the company did not follow the 2010 Local agreement on Reduction in Forces and Recall Procedure nor the "2013 understanding" during the RIF of 2016. Again, I will have more information in the future as the investigation progresses.

The next Member Involvement and Education Meeting will be May 24th, 2016. This will be the final portion of a three part meeting on how to be an effective Steward. Remember everyone is invited. There are many issues discussed at these meetings as well as the main topic. Times are: 7:15 am, 1:00 pm, 3:15 pm.

## President's Report

*By Scott Slawson*

As many of you have heard by now, the company is in the middle of a new project called Reinvent Erie. This is a significant project that is in its infancy stages. If this project comes to fruition it would involve several changes for the Erie plant including a significant financial investment. Potentially it would mean a drastic change in the way we currently build locomotives. This could involve revamping production lines, improving technology, modernizing some of the equipment, changing the way we engineer products and focusing on flow and standard work to reduce time on product. According to the company this is being done in effort to boost efficiency, reduce cost, modernize the plant, and give us the ability to compete from a cost standpoint. They have also stated when it comes to Safety and Quality we cannot be touched.

While we see this as potential opportunity for Erie we remain cautious. This will involve a lot of change in the way we currently operate. Not so long ago we were building 900 plus locomotives a year. After the implementation of lean manufacturing we struggled to build 600. In some areas of the plant there was success in the process, in other areas there was failure. Some managers and lean leaders understood that in order to make the process work input from the men and women that build the product was key. These areas generally were set up well and worked. Other areas accepted little to no input from the floor and failed. Last week the company did a lean workout in the Rad Cab area of building 12 as part of the Reinvent Erie project. A couple of things were learned from that event. Communication with the people on the floor is absolutely critical, we tend to bite off more than we can chew in a short period of time and we are going to have a difference of opinion on how things should be done but in the end we have many of the same goals.

On Friday of that week the managers involved in that event did a report-out. They discussed how things were moved and changed to improve flow in the areas, reduce clutter and shorten the distance people would have to travel for their parts. They also reported that they felt the Standard Work for that area was good and needed little to no improvement. The sensei involved in that event stated involvement from the people making the products was imperative and there was much improvement needed with the Standard Work. As this project develops we will keep you informed.

## Right To Work For Less

Under federal law, no one can be forced to join a union as a condition of employment, and the Supreme Court has made clear that workers cannot be forced to pay dues used for political purposes. So-called Right to Work “*for less*” legislation goes one step further and entitles employees to the benefits of a union contract—including the right to have the union take up their grievance if their employer abuses them—without paying any of the cost.

This means that if an employer mistreats a worker who does not pay union dues, the union must process that worker’s grievance just as it would a dues-paying member’s, even if it costs tens of thousands of dollars. Non-dues-paying workers would also receive the higher wages and benefits their dues-paying coworkers enjoy. Right to Work laws have nothing to do with whether people can be forced to join a union or contribute to a political cause they do not support; that is already illegal. Nor do right to work laws have anything to do with the right to have a job or be provided employment.

At their core, Right to Work laws seek to paralyze organized labor’s ability to help employees bargain with their employers for better wages, benefits, and working conditions. Given that collective bargaining raises wages both for individual union members as well as for nonunion workers in unionized sectors, it is not surprising that research shows that both union and nonunion workers in Right to Work States have lower wages and fewer benefits, on average, than comparable workers in other states.

For years workers have watched companies jump from country to country chasing low wages with the least amount of government regulations. Recently, due to Right to Work “*for less*” laws, this has morphed into companies moving work from State to State for lower wages and higher tax incentives, in turn increasing social burdens by reducing their liability. Corporate welfare forcing workers to welfare. This trend is not good for America or American workers.

We are well aware that GE has transferred production to Right to Work “*for less*” states. This is a constant reminder that the workers in those states make so little compared to us. Let’s face it; Right to Work laws are not in the best interest of the worker they are in the best interest of corporations. Corporations will exploit workers wherever they can

if it improves the bottom-line and silences the voice of the workers.

With all of this in mind we must be aware that Special interest groups like National Right to Work Committee are actively lobbying Pennsylvania Lawmakers to pass several Bills, H.B. 1750, H.B. 1751, H.B. 1752, H.B. 1753, H.B. 1754, and H.B. 1755. Each piece of legislation is designed to make Pennsylvania the next state in the race to the bottom.

**Please contact your State Representatives and ask them to oppose these Bills.**

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*Happy 79<sup>th</sup>  
UE Local 506!!*

The United Electrical, Radio and Machine Workers of America, Local 506 was chartered on May 2, 1937. Since Local 506 was chartered our members have lived by the philosophies that our Constitutions preamble have set forth. It reads “... the struggle to better our working conditions are in vain unless we are united...” and declares that the purpose of this union is to unite “all works on an industrial basis, and rank and file control, regardless of craft, age, sex, nationality, race, creed, or political beliefs, and pursue at all times a policy of aggressive struggle.”

The words “rank and file control” and “a policy of aggressive struggle”, which those founding delegates approved 79 years ago, also govern the way the local operates every day. The way Local 506 negotiates contracts, fights for members’ grievances, engages in political action is very different from most other unions. We don’t rely primarily on lawyers, legalism, lobbyists, and throwing money at politicians. Instead, 506 has always believed that an informed and involved membership, mobilized in militant action to pressure bosses and politicians, is the greatest strength of our union or any union.

506 members today continue to apply the wisdom of the workers who founded our local, and the lessons learned and passed on to us.

Local 506 thanks every member who made it possible to continue to operate the local under the philosophy and principle of democratic unionism “The members run this union.”

## May Day

May Day is a day to come together to celebrate workers' rights. Think of it as a Labor Day for the world. It has shared a date with International Workers' Day since the 1880s. When around the world, labor movements were in a fight and struggle for fair work accommodations like eight-hour workdays, safe working conditions, and unions.

At its national convention in Chicago, held in 1884, the Federation of Organized Trades and Labor Unions, proclaimed, "eight hours shall constitute a legal day's labor from and after May 1, 1886." A quarter million workers in the Chicago area became directly involved in the crusade to implement the eight hour work day.

On May 1, 1886, more than 100,000 workers in 13,000 businesses across the United States walked off their jobs and made history in the first May Day celebration. The streets were filled with parades, bands, and tens of thousands of demonstrators illustrated workers' strength and unity, and never become violent.

More and more workers continued to walk off their jobs until the numbers grew to almost 300,000, and they still remained peaceful. Two days later, on May 3, 1886, violence broke out at the McCormick Reaper Works between police and strikers.

Armed Pinkerton agents and police had harassed and beat picketing steelworkers for 6 months as they picketed. Beatings with police clubs escalated into rock throwing by the strikers. The police then responded with gunfire. At least two strikers were killed and an unknown number were wounded.

After the gruesome incident a public meeting was called for the next day in Haymarket Square. Where the police reacted at a peaceful protest by firing into a crowd after a bomb was thrown.

The exact number of civilians wounded or killed was never determined, but an estimated seven or eight civilians died, and up to forty were wounded. One officer died. The bomb thrower was never identified.

The police perpetrated the violence, yet someone had to be held accountable. Eight were arrested and convicted of murder, even though only three were present at Haymarket and they were in plain sight when the bombing occurred. The world watched as these eight innocent organizers were convicted for their political and social beliefs.

As one can imagine, the event had a huge impact

on labor movements across the world.

May Day is an official holiday in 66 countries and unofficially celebrated in many more. Oddly May Day is rarely recognized in our country, the place where it began. The sacrifices of so many people cannot be forgotten or we'll end up fighting for those same gains all over again. This is why we celebrate May Day.



***“The day will come when our silence will be more powerful than the voices you are throttling today.” (Engraved on the Haymarket Monument)***

*(Reference IWW: Article, Brief origins of May Day; By: Eric Chase)*

## Membership Meetings

During the March Membership meeting, members approved the suspension of the 3<sup>rd</sup> shift Membership meeting. The decision was based on the reduction of 3<sup>rd</sup> shift employees coupled with efforts to reduce cost, i.e., lost time, hall expenses, and food.

So as a reminder, there will be NO OFFICIAL BUSINESS conducted outside of the 2<sup>nd</sup> and 1<sup>st</sup> shift meetings. At 7:20 AM Officers reports will be given for 3<sup>rd</sup> shift members.





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

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



**WHEN: Sunday, July 17, 2016 @ 9:00 a.m.**

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

**WHY:** **Welcome Home Fund** (benefiting returning Veterans). Please note that 100% of the proceeds from this fundraising event benefit the Erie VAMC patients.

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

**INCLUDES:** 18 Holes Greens Fee + Cart, Hot-Dog & Beverages on Course, and Lunch/Awards. Please note your entry fee is not considered a donation to the Erie VA Medical Center and the fee only covers the cost to participate in the golf tournament.

**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 @ 8:15 a.m. the day of the tournament.

**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 8, 2016 @ 4:00 pm \*\***

**QUESTIONS REGARDING THE TOURNAMENT OR LATE REGISTRATION – Please contact Matt McCracken @ 814-440-0218**

**ENTRY FORM - (please print)**

**FIRST AND LAST NAME**

**TEAM NAME:**

**Phone Number**

- |                   |       |
|-------------------|-------|
| 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

## Safety Committee

Now that the ground has thawed and the weather is starting to warm up, people are starting to plan their summer projects. Whether you are building a fence, a deck, or a swing set you need to be sure to know what is under foot before you begin to dig. Often times there are pipelines, wires, or cables running under your yard. A federally-mandated national "Call Before You Dig" number, 811 was created to help protect you from unintentionally hitting underground utility lines while working on projects that require digging.

In Pennsylvania homeowners and contractors are required to contact PA One Call, by dialing 8-1-1 at least three business days before beginning any digging or excavation project. The call is free. By calling it will notify all the appropriate utility companies of your intent to dig. You will be asked for the location and description of your digging project. The person taking your call will notify affected utility companies, who will then each send a professional locator to your dig site to mark the approximate location of your lines. After the lines have been properly marked, you can carefully dig around the marked areas.

Don't be the statistic "Every six minutes, an underground utility line is damaged because someone decided to dig without first calling 811." **It's the law!** Call 811 before you dig.



## MAY MEMBERSHIP MEETING NOTICE

**Agenda:**

- Election for Vice President/Recording Secretary
- Reduction in Work Force updates
- Officer's reports
- Committee reports and General Business Matters

**MEMBERSHIP MEETINGS & TIMES ARE:**

Thursday, May 19, 2016 (All meetings)  
 7:20 a.m. (Officers reports only)  
 12:30 p.m. (2nd Shift)  
 3:20 p.m. (1st Shift)

## Change of Address Form

Name \_\_\_\_\_  
 Address \_\_\_\_\_  
 City/State/Zip \_\_\_\_\_  
 Pay Number \_\_\_\_\_  
 Return To: The Union Hall, 3923 Main Street, Erie, PA 16511

## Having A Personal Problem?

Call **Keith Eller** at 875-4EAP (Ext. 4327)

## AA Meeting Schedule

**Where: Building 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**

## JUNE 2016

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8 618 MEMBERSHIP MEETING	9	10	11
12	13	14 Flag Day	15	16	17	18
19 Father's Day	20 First Day of Summer	21 506 EXECUTIVE BOARD MEETING	22	23 506 MEMBERSHIP MEETINGS	24 R.A.G.E BOARD MEETING	25
26	27	28 MEMBERS INVOLVEMENT MEETING 7:15am 1:00pm 3:15pm	29	30		