


 The logo features the letters 'UE' in a large, bold, red font. A stylized lightning bolt, colored in shades of pink and grey, strikes the letter 'E'. To the right of 'UE', the words 'LOCAL 506' are written in a bold, red, sans-serif font, and 'UNION NEWS' is written below it in a bold, black, sans-serif font.

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Friday, November 15, 2013

Lay-off Notices Issued

By B.A. Wayne Burnett

The time has come where the company has issued notices to employees who will be laid off. Needless to say, this is not good news, but we knew from early on this year that this day was coming. We understand the frustration that affected employees are feeling right now and those feelings are shared by all of us. Unfortunately, this is the nature of the beast when it comes to dealing with GE. This is not the first time that we have been through these situations and probably won't be the last.

The big difference concerning this lay-off is that GE (Transportation) made record profits last year and on pace to make even more this year. While many companies would have rewarded their employees for a banner year, you now get the gist of what this global giant is all about. I know that the company will say you were paid for the work you performed, and they are right, but they also said that we're all on the same team and in this together.

Now, the game, while still being played, has too many players on the team and someone has to be let go. It's never the top layer that goes, but always the ones who carry the ball. While we constantly hear about competitiveness or being more competitive, we sometime wonder who our real competitors are. We know that there are other companies out there competing for what we do here, but the proof is in the pudding when it comes down to who does it best.

If last year's profit and this year's earnings don't tell the story, then you haven't read the book. Our real competition is now coming from "right to work states". We all know about the plant in Texas, but we want to make sure you understand that plant was built strictly to increase the bottom line. If what we are going through now was totally volume driven, although we would not feel any different,

we could understand it because volume has always determined the employment levels.

This is not just an Erie thing, for our brothers and sisters in Fort Edwards are going through (decision bargaining) what we went through. They have been told that their plant will soon be closed and that their jobs, (although staying in the states) will be done in Clearwater, Florida which is another "right to work" state. Do you see the trend here? They are being asked to take a significant pay cut and have no guarantee that their jobs will remain in Hudson Falls, NY.

This is another reminder of how unions are under attack all over America and if we've said it once, we've said it a thousand times. We know that no matter what is said in this article won't change these present circumstances, but if we didn't have this union, it would be a lot worse. There are many of you who have experienced both sides of the coin and we know that having a say makes all the difference in the world. We can't control what is taking place right now and this decision was made totally by the company.

Continued on page 2, column 1

November Membership Meeting Notice

Agenda:

- General Business Matters
- Committee Reports
- Vote for Eastern Region Delegates
- Vote on Holiday Schedule
- Swear in Stewards

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, November 21, 2013 (All meetings)
 7:20 a.m. (3rd Shift)
 1:00 p.m. (2nd Shift)
 3:20 p.m. (1st Shift)

Another thought that we would like to leave you with is this, that no matter what you think about the process this union went through earlier this year, it would not have changed a thing. We know there are those who might believe otherwise, but it's just not so. Here's what we can say, that if we didn't have a union, this company would be getting rid of anyone they chose to regardless of their status. Hold your heads high and be proud of the contributions you made for this company and hopefully they will secure some orders that will bring you back to work. We will do our best to make sure you receive any and all benefits you have coming.

C. P. Steward's Report

By Mike Hayes

On November 8, 2013 we had our Step II Grievance meeting where 34 cases were heard which included payment issues, job postings, farm-outs, holiday pay, safety concerns and discipline. We did fairly well in resolving most of the issues.

On November 14, 2013 we had an arbitration case on discipline. There has been a lot of movement of people going to new jobs and we have not had any complaints of employees being moved out of service, which is a good thing. The phone calls I've been getting are people who didn't get the shift they wanted.

There are provisions in the National Agreement that will take care of that problem on page 35 Transfer. I will say the Union and the Company have worked hard together to make sure employees get placed properly throughout the plant. We are still working on the 78-week rate guarantee, for the plant. At this time we still have not heard the outcome from the Department of Labor in Washington, D.C. on the Work Transfer.

Not About Just You

Brothers and sisters, once again we are faced with a situation that will impact our members. Many will remember what happened back in 2009, while others were not here. We sometimes forget what those who came before us did to get us where we are today.

We often forget about the people we work side by side each day, and then forget about them complete-

ly when they're gone. We forget that all the necessities of life continue to go on regardless of the situation. There will be those who think that business should go on as usual and others who believe that their job is more important or valuable than others.

Any time someone loses a job, it affects all of us. As we go through this present situation, we should be mindful of our fellow co-workers who will no longer be here. All we ask is that you be vigilant as to what is going on in your work areas, whether the same area or your new area. Let's not use the "Out of Sight, Out of Mind" mentality. It's not about just you!

We have many members who understand and are intelligent enough to make the right decisions when it comes to situations such as this. Hopefully, all of you who will continue to have employment will do the same. Remember, things could change, for the better or get worse and what you decide today, may affect you tomorrow. It's not just about YOU!

President's Report

By Scott Duke

As everybody is aware, contacts are being issued to Low Service Employees in the plant. It's frustrating when the Union cannot get a solid number of employees being affected to relay that information to the membership.

I understand how difficult it is to not receive information, but unfortunately we have not had any definitive information to share. Receiving contacts of permanent Lay offs before the Holidays is never easy. All we can hope for is the Company is out getting orders for the Erie Plant to minimize the layoffs and keep this plant productive.

As for the bumping in this Transfer of Work, people with service were being placed in lower coded jobs and lower service people were being placed in higher code jobs. This is the problem we experienced in 2009 and the Officers and Executive Board could not allow this to happen again.

The Officers and Executive Board offered input to prevent a repeat of 2009. The Officers met with the Company and were able to reach an agreement where service would be the prevailing factor. Seniority is all we have. That is written all over the National Contract, and should prevail in this Transfer of Work procedure and any future bumping as well.

Points of Interest

• Vote for 2014 Eastern Region Delegates

Elections for 2014 Eastern Region Delegates will be held at this month's membership meetings. Six members accepted nominations and the four receiving the most votes will serve as your delegates and the remaining two will serve as alternate delegates. We would like to thank all who showed an interest in serving the members. These are the members who accepted their nomination.

- | | |
|-------------------------|------------------------|
| Donna Shiamone | Greg Goodwin |
| Tony Lapaglia | Valarie Pinetti |
| Christine Miller | Ricky Steele |

• 2014 Holiday Vote

The 2014 Holiday schedule will be voted on at this month's meetings. The days are listed below and please note that the floating holiday requires the approval of the business leader.

New Year's Day	Wednesday, January 1
MLK Jr. Day	Monday, January 20
Good Friday	Friday, April 18
Memorial Day	Monday, May 26
Independence Day	Friday, July 4
Labor Day	Monday, September 1
Veterans Day	Tuesday, November 11
Thanksgiving Day	Thursday, November 27
Day after Thanksgiving	Friday, November 28
Christmas Eve	Wednesday, December 24
Christmas Day	Thursday, December 25

• "Trail of Treats"

Thanks to all who donated and participated in the "Trail of Treats" at the Millcreek Mall last month. Once again, our members show that they can make a difference when it comes to the community. The Achievement Center and the Sarah Reed Children's Center who benefitted from this endeavor really appreciate your involvement. Thanks to **Bill Crawford, Tom Skwaryk, Brian Welch, John Caputo, Jason Trayer, and Steve Hyzer** who manned the Local 506 table.

• Stewards to be Sworn In

The newly elected stewards will be sworn in at this month's membership meetings. All stewards, should attend a meeting. Stewards are the first line of defense and it's important that you, if elected, take this position seriously.

• CPR Training

We would like to thank those who took the time to attend the CPR training that the company offered. Although the turnout wasn't what we expected it would be, we applaud those who participated (and used their own time). These people truly showed that they have others well being in their hearts and minds. Thank you.

• Annual Enrollment

Annual Enrollment ends on November 15th and hopefully everyone made their decision on the option they wanted. I know there were some problems with trying to enroll on-line (slowness) and the benefits office was contacted concerning this matter. We certainly hope that if you experienced this problem that you used the phone number to make any necessary changes.

Toy Drive

Brothers and sisters, for many years now, UE Local 506 have held a Christmas Toy Drive that helps the less fortunate throughout our communities. Even with the situation that we are currently facing, there are thousands of people who are still less fortunate than we are. Erie still has a high poverty rate as well as many other communities and it's getting worse.

In the past, we usually started this drive in October, but because of everything that is happening, we have been focused on this present situation. With that said, the need is still there and if you would like to participate in this year's drive, you can. As in the past, you can donate toys or monetary gifts to purchase toys through your chief stewards or drop them off at the union hall.

We would like to thank all in advance concerning this endeavor and to **Kevin Ireson** who spearheads this event. Last year, four agencies, **Erie Home for Children & Adults, Erie Family Center, the Martin Luther King Center, and the Union City Family Support Center** benefitted from this drive. If you will, think of those who just don't have and do the best you can. Thank you.



Rebuilding our safety culture

Safety Coordinator elections are over and the results are in. Congratulations to the new and re-elected group! Fortunately, the election was the easy part and now your true work begins. You are facing a culture where other factors sometimes outweigh our concern for safety and we can't afford to let that happen.

Members can't be afraid to say no to performing unsafe work practices or violating safety rules in favor of a quicker way. We have a positive trend getting people onboard and involved in the safety program and must continue to do so. Let's not forget that Unions and OSHA were formed to improve workplace safety.

You, as elected union members, are put into office to make sure that our members have safe working conditions and anything less is unacceptable. If you are new to this position, be visible, be transparent, and keep your constituents informed. Good luck in your new position.



Exclusive Choice pharmacy network notices will arrive at employee homes:

- Week of October 1st
- Week of November 1st
- Week of December 1st

- **Beginning January 1, 2014** - GE employees living in Pennsylvania, Ohio and New York (plus Connecticut, Georgia, Illinois, Indiana, Kentucky, Massachusetts, Michigan, North Carolina, Rhode Island, South Carolina, Texas and Wisconsin) will be added to the **Exclusive Choice retail prescription drug network** to help reduce employee drug costs.
- In those states, retail prescription medications must be purchased at an Exclusive Choice location - including CVS, WalMart, Sam's Club and selected independent pharmacies – to be covered by the GE health plan. There is no coverage for retail prescriptions filled at out-of-network pharmacies, except in emergency situations.
- There are no changes to the drugs currently covered by the GE plan.
- You can continue to use the CVS Caremark mail order program.
- Find in-network pharmacies at www.caremark.com or call 1-800-509-9891.
- State-by-state listings of Exclusive Choice network independent pharmacies can be found at: <http://healthbenefits.ge-healthahead.com/whats-covered/prescription-drugs/exclusive-choice-network>

DECEMBER 2013						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11 R.A.G.E. MEMBERSHIP MEETING 618 MEMBERSHIP MEETING	12	13	14
15	16	17 E-BOARD MEETING	18	19 LOCAL 506 MEMBERSHIP MEETING	20	21 First Day of Winter
22	23	24 Christmas Eve	25 Christmas Day	26	27	28
29	30	31 New Year's Eve				

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