

# LOCAL 506 UNION NEWS

Volume 65, Issue 11

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Thursday, November 13, 2014

## Elect Eastern Regional Delegates

Nine UE Local 506 Members accepted their nomination to run for Eastern Regional Delegates for the 2015 term. The names of the nine nominees will be placed on a ballot and a vote will be conducted during the **November 20, 2014** membership meetings. The four candidates receiving the highest vote totals will assume regional delegate status. The next three candidates will serve as alternate-delegates. In case of a tie vote, a run-off election will be held during the December 18, 2014 membership meetings. **Make sure you bring your 506 Membership card with you so you can vote.**

The candidates accepting nomination for Eastern Regional Delegate are listed below in the order they will appear on the ballot.

1. **STEVE HYZER**, Building 10
2. **ROGER ZACZYK**, Building 26
3. **TONY LAPAGLIA**, Building 12
4. **DAN BOJARSKI**, Building 10
5. **MARVA EDWARDS**, Building 6
6. **KEVIN SCHRECK**, Building 10
7. **SHANE ARCHER**, Building 6
8. **ANDY PIUS**, Building 10
9. **GREG GOODWIN**, Building 10

**Bob Kingsley**, National Director of Organizing will attend the November membership meeting.

Brother Kingsley will report on the progress of the organizing drive in Ft. Worth Texas and explain what UE 506 can do to help.

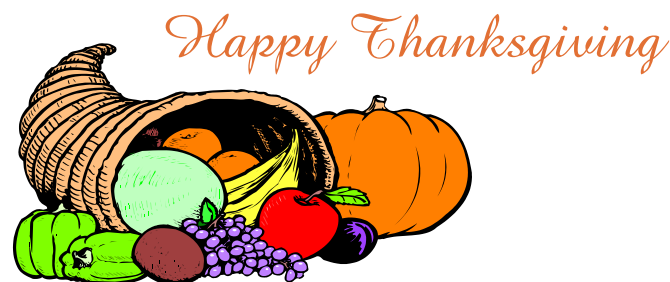


## Chief Steward Elections for Building 5 and 6 November, 2014

As a result of **Scott Slawson** being elected to the position of UE 506 President there will be an election for Chief Steward in Building #5.

Chief Steward **Bryan Butts** has accepted a new job in Plant Services, as a result there will also be an election in Building #6.

We thank Bryan for his Service and Dedication.



## NOVEMBER MEMBERSHIP MEETING NOTICE

### Agenda:

- Election for Eastern Regional Delegates
- Nominations for Trustee (2)
- Vote on the 2015 Holiday Schedule
- Officers updates
- Committee reports and General Business

### MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, November 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 Leo Grzegorzewski*

At this time I have completed my first full week on the job. My first day, I dealt with two discharge cases by 9:00am. One individual with 10 years' service the other with 37 years' service. We will be doing our best to get these individuals back to work. We are about one year into the new Work Rule policy and eleven months into the new Attendance Policy. With the new Attendance Policy and new Work Rules in place, we are now experiencing the consequences of these rules. The Work Rules are tough and rearing their ugly head. Under the Serious infraction part of the new Work Rules you are terminated for just two incidents. If you are written up for one Serious incident that infraction will not fall off your record for two years. That's a hell of a weight to carry over your head for 24 months. This policy needs to be revisited especially the Serious infractions. With the attendance policy now in the eleventh month we are experiencing warnings and discharges associated with it. The new Work Rules and Attendance policies have far too many of our members looking over their shoulders worried about job security. Brothers and sisters make sure you understand where you are at with respect to the new rules.

The Divisional Chief Stewards and I had a pre-grievance meeting on Friday, October 31<sup>st</sup> at the hall. The first part of the meeting was spent going over what we need and expect from each other. We agreed on the need to get more consistency when filling out griev-

ances. The Grievance Action Sheet filled out with each grievance should improve the quality and consistency of our grievances. Department stewards can get these Grievance Action Sheets from your Chief Stewards. The second half of the meeting, we went over the backlog of grievances going to step two of the grievance procedure. The meeting was productive and I look forward to working with the Divisional Chiefs as well as the Department Stewards. The next Step 2 grievance meeting is scheduled for November 21<sup>st</sup>.

I have no report on the step 2 grievance meeting for October because one was not held.

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## Trustee Elections November, 2014

### Two Trustee Terms Which Run To 2017 Replacing: Dave Chadwell and Ricky Steele

At the November Membership Meeting we will hold nominations for the position of **TRUSTEES (2)**. Former trustees Dave Chadwell and Ricky Steele were elected to Treasurer and E-Board Member at Large. The terms will expire in 2017.

The trustees shall audit the books of the union quarterly. The Trustees shall make a report of their audit at a subsequent membership meeting. The Trustees and Treasurer shall be responsible for the safe keeping of all legal papers and properties of the Union Depository.

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## Newly Elected Officers

**Bruce Klipple**, National President swearing in the newly Elected Officers and Executive Board at the October membership meeting.



## 2012 Local 506 Retirees



### *March, 2012*

Jacquelyn I. Glass  
Edward B. Greishaw  
David Grove  
Sean Lynch  
Dennis J. Mansfield  
Bradley J. Meely  
James R. Rothenberger  
David J. Scott  
Louis C Watford  
George Zaczyk  
James A. Becker  
Gregory B. Bricker  
Matthew J. Costello  
Jacqueline M Crossley  
Michael R. Kennedy  
David E. Mongera  
David A. Vella  
Timothy D. Nagle  
James L. Smialek  
Gary Winnett

### *April, 2012*

Joanne Wagner  
Walter Fisher  
John Hinkle

### *May, 2012*

Phillip W. Anderson  
Sybil D. Black  
Catherine A. Slomski  
James W. Swalley

### *June, 2012*

Gary C. Dibble  
Raymond L. Widdowson

### *July, 2012*

Patricia L. Haynes  
Edmund J. Lack  
John Mackinlay

### *August, 2012*

John L. Austin

### *September, 2012*

Lawrence E. Hill  
David L. Kitchen  
Paul L. Johnson  
Gene Farley  
George E. Plavcan

### *October, 2012*

Benny R. Hill

### *November, 2012*

Larry J. Adams

### *December, 2012*

Christine M. Zuzak  
Donald L. Cox  
Dennis Konieczki  
Willie Henry Pennyamon  
Mel Hinkle  
Mary Ann Trefonoff  
Edward A. Jaglowski  
Thomas L. Brown  
John S. Derosa  
Robert L. Dodds  
David J. Loring  
Gerald A. Muuzi  
Richard S. Nielsen  
Larry M. Nimeth  
Gregory D. Riddle  
Daniel S. Smith  
Richard M. Stefan  
Foster L. Thomas, Jr  
Margaret A. Todd  
Judy A. Weaver  
George F. Ruf

## 2013 Local 506 Retirees



### *January, 2013*

John V. Barone  
Roman J. Bem  
Michael W. Burdick  
Ian M. Gurd  
Alan J. Haraldson  
Darlene Henderson  
Richard W. Kahler  
Daniel T. Kosiorek  
Harry A. Mcintosh  
Timothy J. Newara  
Thomas A. Orlando  
William P. Pierce  
Duretta Russell  
Steven J. Triana  
John C. Wright  
Roy G. Bolinger

Richard S. Filson  
Dennis L. Fisher  
Cathy J. Markham  
Rodney J. Mikielski  
Shirley A. Crockett  
Arnold Meade Lingenfelter  
Thomas M. Bertone  
Theodore R. Bowser  
Jeanne E. Brown  
Cynthia Casey  
John P. FErl  
David L. Gaskin  
Frank S. Heim  
Robert M. Johnson  
Donna J. Kern  
Clemence J. Krakowski  
Stephen E. Kuligowski  
David J. Mullen

Paul F. Niebauer  
Dinh V. Phong  
James J. Rose  
James L. Sherlock  
James M. Stempka  
William K. Swanson  
Walter M. Tebalt  
Bernisa Thomas  
Douglas G. Vest  
Francis A. Werling  
Harry L. Bland  
Diane M. Bly  
David L. Cottrell  
William A. Gahan  
Charles R. Henderson  
Stephen R. Heubel

*Continued on Page 4*

## LOCAL 506 RETIREES OF 2013 *Continued*



Jeffery M. Howard  
Tony McClendon  
George Neiswonger

### *February, 2013*

David Markam  
Stephen M Zmyslinski

### *March, 2013*

Julia Duckett  
Stuart Smythe  
Keith Lutz  
Craig Schubert  
John Yazembiak

### *April, 2013*

Casimer Kurdas  
Frederick Parker  
Steven Oosterkamp, Jr  
David J. Wieczorek

### *May, 2013*

Kenneth Abata  
Randall J. Nemenz  
Charles Hoover

### *June, 2013*

Brian Allds  
Claude W. Allen

### *July, 2013*

Douglas W. Kruse  
Clark R. Williams  
Gordon J. Bowers

### *August, 2013*

Edwin T. Eller  
Jerry Anthony  
Wilbur A. Fladd  
James F. Dylewski  
Patrick W. Kerner  
Thomas R. Rink  
Constance Y. Smith  
Ronald L. Summers  
David D. Yeaney

### *September, 2013*

Dennis C. Cady

### *October, 2013*

Thomas J. Trost  
Christopher Grabowski

### *November, 2013*

Eric F. RoudybusH  
Melvin N. Wolf  
Sara Dipietro

### *December, 2013*

Kathryn Culbertson  
Daniel Biletnikoff  
Richard Fortin

Robert Rubay  
Dean Ames  
Christopher Maas  
Dennis Hayes  
Michael Ballman  
Gerald Sitter  
Gerard Kuhn  
Rick Rea  
Sherman Moore  
Anthony Luba  
Shelly Mcmanis  
Thomas Modeski  
Carol Lewis  
Steve Miller  
Diane Alcorn  
Paul Fellingner  
Mark Charles  
Stanley Paszko  
Michael Schreckengost  
Robert Astemborski  
Thomas Loomis  
Charles Aulenbacher  
John R. Bentley  
Dennis R. Maloney  
Steve Perkins  
Dale A. Ploss  
Donald L. Reed  
Nancy L. Staal  
Arthur W. Straub  
Leo J. Sigowski  
James L. Tanner  
Remington Walters

Pictured below:

President Scott Slawson presenting recent retiree Cliff Morehouse his watch along with Chief Plant Steward Leo Grzegorzewski.



Pictured below:

Business Agent Frank Fusco, Chief Plant Steward Leo Grzegorzewski, President Scott Slawson presenting recent retiree Nora Carnahan her watch.





## President's Report

*By Scott Slawson*

We, the members of UE Local 506 realize that the struggle to better our working and living conditions is in vain unless we are united to protect ourselves collectively against the organized forces of the employers. These words are the opening preamble to our Local Constitution. They were written 76 years ago and they ring as true today as they did then. Together as 3100 members we are much stronger and smarter than individually. This is the basis of a rank and file Union. Every member has a say in what goes on. We need to be united in a collective effort, as a single voice, to accomplish a unified goal. This is what it means to be Union. In the world of I, Me, My this is a lesson we have seemed to have forgotten. As recent as the October membership meeting the term ME 506 instead of UE 506 was used. If collectively we want a fair contract with decent benefits, safe working conditions, job and income security, holidays, vacation and personal time. Etc... then we must learn to be united again. Any company's worst fear is that their workers unite as one collective voice. With contract talks looming the company will try and drive a wedge between our members and target us by our demographics, so they can accomplish their version of a fair contract. While we are in New York it is more important than ever that every member is back in Erie letting their managers know how they feel about what is being offered. 3100 voices speaking as ONE!

The company is continuing to send much of the work of the back shops to outside vendors claiming it is due to TOW. They also state they do not need to provide us with notice they are doing so. To our members this is unacceptable. They are using "farm-out" to control our numbers. It is this Locals position that if you put those units in our schedule the associated work belongs to our members as well. If you are going to send work out then we need notification as per Article XXIII of the National Agreement and a discussion with that divisions Divisional Chief Steward must occur. As the grievance out of building 5 stated "The Union feels this is directly contrary to the unified efforts of the job preservation and growth committee. Leave this work in the capable and productive hands of the UE 506 members." We have a long road ahead of us on this issue but with the involvement of all of this entire membership we can accomplish our goal of eliminating this threat. 3100 voices speaking as ONE!

On another note I would like to thank our Veteran's for their service to our great Nation. Thank you for the freedoms you have granted us. I would also like to wish everyone a safe and Happy Thanksgiving. Good luck and be safe to all you hunters.

## Vote on 2015 Holiday Schedule

The executive board has voted to recommend the following tentative holiday schedule. The schedule will be discussed, then voted on during each membership meeting on Thursday, November 20, 2014. The language listed below this schedule refers to the floating holiday and represents the same terms as in prior years.

New Years Day	Thursday, January 1
Martin Luther King's Birthday	Monday, January 19
Good Friday	Friday, April 13
Memorial Day	Monday, May 25
Independence Day	Friday, July 3
Labor Day	Monday, September 7
Veterans Day	Wednesday, November 11
Thanksgiving Day	Thursday, November 26
Day after Thanksgiving Day	Friday, November 27
Christmas Eve	Thursday, December 24
Christmas Day	Friday, December 25

\* Floating Holiday

\* Requires management approval and one week's notice. Must be used for Monday following Thanksgiving (November 30th) if going to be absent that day. If floating holiday has already been used and an unpaid absence occurs on November 30<sup>th</sup> (opening day of buck), holiday pay for November 27<sup>th</sup> may be denied. The floating holiday must be used in lieu of unpaid absences following the exhaustion of vacation and sick and personal pay. Holiday will be granted in order in which employees request it, not to exceed 10% of the work group.

### HAVE YOU SCHEDULED OR USED YOUR 2014 FLOATING HOLIDAYS YET?

We are quickly approaching the end of the year. So, if you still have your "Floater," decide when you want it, and make plans to use it.

# Safety Coordinator's Corner

Please don't text and drive. Texting while driving is a growing trend and a national epidemic. It is quickly becoming one of the country's top killers. Drivers assume they can handle texting while driving and remain safe. Here are some statistics from [www.textinganddrivingsafety.com](http://www.textinganddrivingsafety.com).

### Texting while driving causes:

1,600,000 accidents per year- National Safety Council  
330,000 injuries occur each year- Harvard Center for Risk Analysis Study

11 teen deaths **EVERY DAY**- Insurance for Highway Safety

Nearly 25% of **ALL** accidents

### Texting While Driving Is:

About 6 times more likely to cause an accident than driving while intoxicated

The same as driving after 4 beers- National Highway Transportation Safety Administration

The number one driving distraction reported by teen driver

Makes you 23 times more likely to crash

Is the same as driving blind for 5 seconds at a time

Takes place by 800,000 drivers at any given time across the country

Reduces your brake reaction speed by 18%

If you have teenagers please share these statistics with them. Thank You and have a safe day.

# Trail of Treats

The "Trail of Treats" is a fundraising event that takes place in the Millcreek Mall, it provides the children and their parents with a controlled, safe indoor facility in which to "trick or treat".

The proceeds from the event will benefit children with physical disabilities served by the Achievement Center and children with mental health and behavioral disabilities served by Sarah Reed Children's Center.

This year's event took place on October 22<sup>nd</sup> and 23<sup>rd</sup>. Our volunteers passed out over \$1200.00 worth of candy and were able to donate \$1112.00 to the Sarah Reed Center. Thanks to all who donated to this community event, job well done.

DECEMBER 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9	10 618 MEMBERSHIP MEETING R.A.G.E. MEMBERSHIP MEETING	11	12	13
14	15	16 E-BOARD MEETING	17	18 506 MEMBERSHIP MEETINGS	19	20
21 First Day of Winter 	22	23	24 Christmas Eve	25 Christmas 	26	27
28	29	30	31 New Year's Eve			

# AA Meeting Schedule

Where: Building 6, Room 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

# Change of Address Form

Name \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Pay Number \_\_\_\_\_

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