

LOCAL 506 UNION NEWS

Volume 67, Issue 12

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Friday, November 11, 2016



THE OFFICERS, EXECUTIVE BOARD
AND OFFICE STAFF OF
UE LOCAL 506
WISH YOU AND YOUR FAMILY A

Happy Thanksgiving

President's Report

By Scott Slawson

With the elections behind us the stage has been set for the next four years in the US and the State of Pennsylvania. A couple of the big ticket items to be mindful of are Right to Work legislation and TPP (Trans-Pacific Partnership). As for Right to Work there are many opinions surrounding this topic but these laws clearly target Unions and take away their power to negotiate living wages and benefits for the men and women they represent. As these laws have been enacted across the United States there has been a decline in Union density, wages, benefits and middle class. States typically start small with these laws going after public sector employees first or enacting paycheck protection laws requiring Unions to collect their own dues. These usually morph into full blown right to work laws. The term Right to Work was dreamed up by major corporations in the late 40's. Its true intention has always been to use a legal means to enact anti-union laws in an effort to dismantle Unions. Right to work as many understand, has nothing to do with helping anybody find a job, provide anyone job security, or even ensure workers are treated as equals. These are the most basic principles of every Union.

The other major topic we need to be mindful of right now is TPP. President Obama has stated he intends to make this his legacy. Congress gave approval to "Fast Track" this legislation. During the lame duck period many speculate this legislation will be pushed through Congress for approval. It was put on the back burner for the election because it was a hot button topic for the American people. Fast track is simply a thumbs up or thumbs down vote. Nothing in the 6000 page document can be altered. Of the 500 plus trade agreements since 1974 fast track has only been used for 16 times, NAFTA and CAFTA being 2 of them. TPP goes way beyond a trade deal. Of the 30 chapters of TPP, not including the side letters, only 5 of them actually deal with trade. Our International Rep. John Thompson will be at this month's membership meeting to give a presentation on the implications and effects TPP could have on the working class in the United States.

The company has given us a timeline on the transfer of work. Some of these jobs will start transferring in the beginning of December on continue through the end of next year. We will have a full and up-to-date report at the membership meeting. They have

also informed us that the parked locomotive count is down to roughly 4000. Hopefully with the elections past us things will settle down and the economy will start picking up.

The Officers and Executive board extend a thank you to all Veterans for their service and sacrifice. We would also like to wish everyone and their families a Safe and Happy Thanksgiving. Best of luck to all you hunters and be safe.

C.P. Steward's Report

By Leo Grzegorzewski

On October 14th, we had a Step II grievance meeting. There were thirty-seven grievances heard. The results are as follows: Seventeen cases were closed or settled. Two employees cases were heard and were awarded cash settlements, one individual received his red circle rate and five warnings were pulled. Ten cases were put on hold pending more investigation in preparation for a future Step II meeting. Ten other grievances were unresolved and issued letters, they will be going to Step III.

Over the coming weeks and months we will be dealing with the fall out from the Transfer of Work that the Company announced this past spring and how it will affect our membership. We were told requested information we have been waiting for in regards to how employees will be impacted, jobs moved, jobs eliminated and many other requests will be provided to the hall soon. As always, we will pass this information on to the membership as soon as we receive it.

Recently there have been changes made to the Union Relations Department. Dave Hilditch Union Relations Manager has accepted the position of Plant Manager of buildings Five and Seven. Company officials have told us this position should be filled by mid-December. We wish Dave well in his new position and look forward to working with his successor.

The U.S. Mail is NOT for Sale
Boycott Staples and Quill.com
Get the whole story and
sign the petition at
StopStaples.com

Stewards Deferment

Steward’s deferment has been an important part of the UE-GE National agreement since 1944. The purpose behind deferment has always been to preserve continuity of representation of the membership. Over time the language in the contract has evolved to address changes that may have required further definition of the process. The current language we use today came about in the 1956 UE-GE National Agreement.

Deferment has spurred many questions about recognition of seniority. Over time we have been faced with unique situations that have been worked through with seniority being our primary focus. Deferment has always been and will continue to be governed by the UE-GE National agreement, UE Local 506 Constitution, Local 506 election process and NLRA. Every member has been encouraged by the Local to become an “Active” union member in order to achieve a Steward’s position.

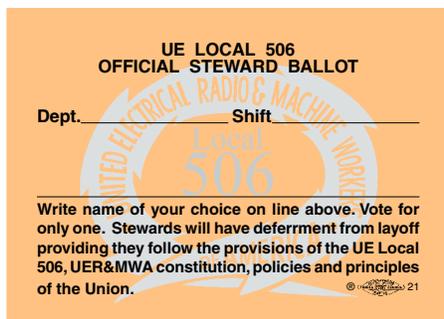
Article XV section 1(a) of the 2015-2019 UE- GE National Agreement states, *An employee who is an official of any Local, and who has accumulated six months or more of service credits shall, on written request of the Local, be deferred from layoff (except temporary layoffs) so long as work for which he is qualified is available. If such work is available, such an employee shall, to the extent necessary to defer him from layoff, be deemed to have sufficiently greater continuous service than other employees in the bargaining unit to entitle him to transfer to other work in the unit for which he is qualified. If the foregoing provisions do not enable a Local official to be deferred from layoff, such official may displace to a higher rated position previously held by such official. This provision shall apply to a minimum of four and a maximum of twelve such officials, dependent on the number of employees within such units as follows:*

<i>Employees</i>	<i>Union Officials</i>
500 or less	4
501 – 2000	6
2001 – 5000	8
Over 5000	12

(b) An employee who is a Steward of such Local and who has accumulated six months or more

of service credits shall, upon written request of the Local, and if a majority of the group of employees he represents assents as certified in writing by the Local, be deferred from layoff (except temporary layoffs) so long as work for which he is qualified is available among the group of employees he represents. If such work is available, such employee shall, to the extent necessary to defer him from lay-off, be deemed to have sufficiently greater continuous service than other employees he represents so as to entitle him to transfer to other work for which he is qualified within his group. This provision shall, in general, apply to a maximum of one Steward for each Company Foreman.

(c) Paragraphs (a) and (b) hereof shall apply only to those officials whose names, titles and order of precedence, and to those Stewards whose names and sections, have been furnished in writing to the Company prior to the giving of notice of layoff by the company and shall not apply to any such officials or Stewards who are on leave of absence pursuant to the provisions of Section 2 hereof.



The Ue Local 506 Constitution and By-laws states, *Stewards elected according to the Local Constitution will have deferment from*

layoffs providing they follow the provisions of the UE Local 506, UER&MWA Constitution and policies and principles of the Union in accordance with established practices.

The UE Stewards Nomination card clearly states, *Stewards will have deferment from layoff providing they follow the provisions of the UE Local 506 UER&MWA Constitution policies and principles of the Union Article X, Section 3 of the Local Constitution.*

The UE Local 506 Official Stewards Ballot States, *Stewards will have deferment from layoff providing they follow the provisions of the UE Local 506, UER&MWA Constitution, policies and principles of the Union.*

Your Officers understand that Stewards deferment becomes an issue at time of layoff. We encourage anyone who has questions or concerns to please stop by the hall.

Congratulations!

The following is the most recent list of members who have retired. The Local would like to wish them the best of luck in retirement. Thank you for your service, you will all be greatly missed.

Name	Bldg.	Name	Bldg.
Thomas J. Falvey	PS	Daniel P. Hodapp	2
Richard J. Wrigh	10	Mark A. Laskowski	Ps
Thomas H. Rothrock	63	Richard S. Lewis	10
Robert E. Hills	18c	Anthony R. Mendez	10
Eugene L. Kern	5	Johnny C. Outlaw	12
John H. Kerr	10	John D. Perry	63
Ron A. Loomis	26	Paul A. Snell	7
Robert E. Ramey	10	Ronald R. Spinelli	5
Dale J. Rippert	12	Michael J. Bray	18c
Patrick W. Sheehan	18c	William L. Conner	18c
Daniel F. Sloan	PS	Terry R. Daniels	5
Craig M. Swindlehurst	18c	Charles A. Dean	18c
Paul M. Szalai	6	Mark J. Harrison	10
Robert E. Veith	10	Judy E. Jackman	10
Samuel C. Wood	12	Dennis S. Mccauley	6
Marty J. Berlin	10	Timothy K. Morehouse	26
David M. Crotty	7	Lester W. Sayers	7
David P. Ensbrenner	7	William M. Schock	5
Mark A. Gee	6	Robert J. Scholze	6
Raymond D. Kuffer	PS	James M. Slomski	6
John P. Matts	6	John Yannucci	6
Fred S. Miller	10	Stanley R. Aites	6
Michael E. Motsch	6	Joseph E. Burick	7
William J. Ranowiecki	5	Gary E. Didion	PS
Clifton J. Reese	12	Thomas J. Falvey	PS
Michael A. Seeley	6	Cary Filipkowski	PS
Timothy N. Timon	63	Patrick Fioravanti	PS
Michael J. Twargoski	12	James Gordon	6
David L. Westcott	10	Gregory J. Guarino	63
Mary E. Woodworth	6	Trudy I. Ruvolo	6
Karl A. Gorka	18c	Deborah C. Wentz	5
Rick E. Hall	12		

Medical Center Update

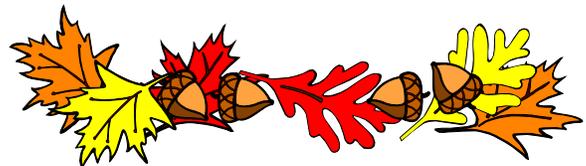
Over the past couple of months the Medical Center has made some changes, from staff to standards. In August the Officers met with Dr. Jennifer Lultschik M.D. who was hired as Dr. Ward's replacement. The meeting was productive and gave everyone the opportunity to understand the complexity of the transition from both sides. The Officers raised concerns with the issue of new standards or policies regarding medical clearance that were being implemented. We expressed how important communication with the union is before implementation so we understand the purpose and discuss any concerns. We requested information relevant to any additional medical documentation and requests of individuals. To date we have not received that information.

Dr. Lultschik explained the purpose of the new medical clearance requirements for locomotive test, jitney drivers and crane operators was to promote safety. She pointed out that the intentions were to make sure there isn't any condition that could affect safety and to work with individuals to maintain their health. Dr. Lultschik also indicated that she was working on cleaning up outdated medical records specifically B-9 restrictions. Which is something that we feel will be of great benefit to both the union and the company.

This past week we were told that people were having their track licenses pulled if they didn't supply medical information. For the record the Officers have requested information regarding these new standards. We are not opposed to members providing medical information related to a medical condition that could be a safety concern. We are simply opposed to the implementation of new standards without fully understanding the potential impact to our members.

Outside of this issue it seems that we have seen many improvements with the Medical Center. We look forward to working through this, but we must do our due diligence.

On an unrelated note to this meeting we were notified that Physicians Assistant Kate took another job.



Basket of Cheer

The Local 506 Sports Committee is holding their 2016 *Holiday Basket of Cheer Raffle*. Tickets can be purchased at membership meetings and from your Chief Steward. The drawing will be held during the December 1st shift membership meeting.

TPP

A direct threat to the public interest and the commons



On Thursday, November 17, UE International Rep John Thompson will be conducting a presentation on the Trans-Pacific Partnership. It is of the utmost importance that we fully understand the potential impact of this trade agreement. The following is a brief depiction of what will be discussed in greater detail at the Membership meeting.

The TPP is branded as a “free trade” agreement, but at its heart are new rights and privileges for investors and corporations. The TPP would expand and lock in corporate power.

The TPP elevates individual corporations and investors to equal status with nations, empowering them to sue governments at foreign tribunals of three private attorneys to get paid unlimited taxpayer dollars for federal, state or local laws they claim undermine their TPP rights.

The TPP would make it easier for corporations to offshore American jobs, lower our wages, raise medicine prices, threaten the environment, undermine our food safety and more.

The TPP was negotiated behind closed doors for seven years. More than 500 official U.S. “trade advisors” representing corporations like General Electric, Haliburton, WalMart and others had access throughout the negotiations, while the public, press and Congress were shut out.

At the heart of the TPP is the “investor-state dispute settlement” (ISDS) system. This process empowers corporations to go around the U.S. court system to attack laws that protect our health, environment, and financial stability. These cases are decided by tribunals of three corporate lawyers, many of whom rotate between judging cases and representing corporations suing governments a serious conflict of interest. They can order U.S. taxpayers to pay corporations unlimited sums. Their decisions cannot be appealed. It does not matter if the policy being attacked applies equally to U.S. and foreign firms or if U.S. courts deem it constitutional. ISDS puts both our democratic system of decision-making and our taxpayer dollars at risk.

The TPP includes rules that make it easier for corporations to offshore more American jobs. It would gut the Buy American preferences used since the 1930s, so foreign firms would get equal access to government contracts, offshoring our tax dollars instead of reinvesting them here at home to create jobs and spur innovation. The TPP would lower our wages for the jobs that remain by throwing Americans into competition with workers in Vietnam making less than 65 cents an hour. This would fuel greater U.S. income inequality. A recent study found the TPP would spell pay cuts for all but the richest 10 percent of us. It would reward firms exploiting labor in low-wage TPP countries.

Call Your Representative! The Capitol switchboard is (202)-225-3121. [Give your mailing address.] Ask for the Chief of Staff. Say you are a constituent. Leave a message. (If you are not sure who your member of the House of Representatives is, give your name and address, and the switchboard will connect you.) Sample call script:

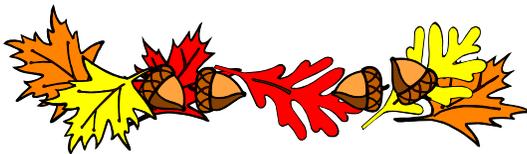
“Hi my name is _ [name] _, and I am one of your constituents from _ [town/city] _. I want to know if my representative has publicly opposed the Trans-Pacific Partnership. I am strongly opposed and would like a letter stating my representative’s position. Years of closed door negotiations with hundreds of official corporate advisors involved has resulted in a deal that would lock in new rights and powers for corporations that make it easier to offshore American jobs, push down our wages, raise medicine prices, flood us with unsafe imported food and threaten the environment. Is my representative against the outrageous investor-state system that lets corporations attack our laws in foreign tribunals and raid our Treasury? That is at the heart of TPP. I look forward to hearing from representative _ [name of representative] _.” [Give your mailing address.]

The TPP will not become a reality unless Congress approves it. Urge your Member of Congress to publicly oppose the TPP today. Our democracy and our livelihoods depend on it!

Nominations

UE Eastern Regional Delegate and Alternate-Delegate nominations will be taken from the floor during membership meetings on Thursday, November 24, 2016.

A provision of our Constitution allocates Delegate positions for the three Local 506 Officers. The names of nominees for the four additional delegate positions will be placed on a ballot and a vote will be conducted during the December 22, 2016 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 the case of a tie vote, a run-off election will be held during the January membership meetings.



2017 Holiday Schedule

The proposed 2017 Holiday schedule will be discussed, then voted on during each membership meeting on Thursday, November 24, 2016.

New Year's Day	Monday, January 2
Martin Luther King's Birthday	Monday, January 16
Good Friday	Friday, April 14
Memorial Day	Monday, May 29
Independence Day	Tuesday, July 4
Labor Day	Monday, September 4
Veterans Day	Friday, November 10
Thanksgiving Day	Thursday, November 23
Day after Thanksgiving Day	Friday, November 24
Christmas Day	Monday, December 25
Day after Christmas (Christmas Eve)	Tuesday, December 26

*Floating Holiday

Constitutional Amendments

UE Local 506 Constitution and By-Laws Article XIV Section 2 states, Proposals submitted in writing by the end of the 1st shift September membership meeting will be discussed and voted on in November.

Section 2a: The Article and Section of the Constitution sought to be changed must be clearly stated. There will be two proposed amendment changes submitted in September that will be discussed and voted on during November's membership meetings.

The first amendment proposed Article III, Section 2.

Current language:

SECTION 2: Unemployed members shall pay Unemployment Dues of 25 cents (twenty-five cents) for each full month not at work, for any reason, to remain a member in good standing.

Proposed Amendment:

SECTION 2: Unemployed members shall pay Unemployment Dues of \$1.00 (one dollar) for each month not at work, for any reason, to remain a member in good standing.

The second amendment proposed Article X, Section 1.

This amendment would be in addition to current language.

Proposed Amendment:

SECTION 1: Anytime the company reduces the number of stewards, due to consolidating areas under a single company foreman, the person that will remain the departmental steward of the newly consolidated area will be decided by following the election runoff format. The members within the consolidated department will vote between the active stewards being affected by the reduction.

UE LOCAL 506 2016



Thurs., November 10th to Fri., December 9th

Monetary and Toy Donations will be accepted at the Hall. This Union in the past has shown amazing support, let's work together to make it another great holiday season for families that are struggling financially this year.

Health & Wellness Fair



On November 3, 2016, UE Local 506 in partnership with the Dislocated Workers Transition Team hosted a Health and Wellness Fair. Over 300 dislocated members and their spouses attended the event that offered access to over a dozen organizations. The goal was to assist dislocated members and their spouses in identifying healthcare coverage options, to educate them on available services and assure that they are linked to community resources. The participants were provided information that will help them become informed consumers of insurance in the exchange marketplace. They were also provided information that covered COBRA, (HCTC) Health Coverage Tax Credits, (CHIP) Children's Health Insurance Program and Veterans health and prescription benefits.

Participants also had access to representatives from the PA Department of Labor Bureau of workforce development and Erie UC service center. This gave individuals an opportunity to address issues UC, TAA and TRA.

Members that pre-registered and attended the event were eligible to win cash prizes totaling \$1,000.00 with a grand prize of \$500.00. The winners are...

Grand Prize - Tim Gastecki

\$100.00 winners

- | | |
|-----------------|-------------------|
| 1. Kevin Krein | 4. Stephan Neamtu |
| 2. Renee Still | 5. Peter Kuzma |
| 3. Tammy Droney | |

UE Local 506 would like to thank everyone who participated in the event. We would also like to extend a special thanks to the individuals and organizations that made this event possible.

NOVEMBER MEMBERSHIP MEETING NOTICE

Agenda:

- Financial Report
- Officers Report
- Reduction in Work Force Update
- Committee Reports and General Business Matters
- Trans-Pacific Partnership Presentation

MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, November 17, 2016 (All meetings)

7:20 a.m. (**Officers reports only**)

12:30 p.m. (2nd Shift)

3:20 p.m. (1st Shift)

No Food Will Be Served At Meetings

Alcoholics Anonymous Meetings

Concerned about your sobriety? Alcoholics Anonymous (AA) may be the answer... Did you know that GET offers onsite meetings?

- When: Every Thursday beginning at 3:00am (3rd shift)
12:00 noon (1st shift) and 7:30pm (2nd shift)
- Where: Building 6, Rm. 150, Conference Room

ONE DAY AT A TIME

***AA IS NOT SOMETHING YOU JOIN, IT'S A WAY OF LIFE**

***SOBRIETY IS A JOURNEY ... NOT A DESTINATION**



Service Directory

As a service to our members and retirees, Local 506 now offers classified ads at minimal rates. We encourage members to consider their brothers and sisters when hiring for odd jobs. These ads do not imply any endorsement or guarantee of workmanship by Local 506.

Print your ad on this form.

Submit or mail to: Service Directory, UE Local 506,
3923 Main St., Erie, PA 16511

For Laid off members & retirees: \$1 per issue / \$10 per year

For active members: \$2 per issue / \$20 per year

Title _____

25 _____

Word _____

Limit _____

Phone # _____

Your Name _____

Circle: Active / Laid Off / Retired

Your Phone # _____

Amt. Enclosed _____ Date Mailed _____

Important Medical Plan Numbers and Web sites

WageWorks (HRA/FSA/DCFSA/LPFSA)

Wageworks.com/ge
1-888-303-3006

GE Benefits Center

OneHR.ge.com
1-800-252-5259

Dental Care

Metlife.com/dental
GE Dental Benefits Claim Center
1-888-529-8474

Vision Care

davisvision.com
GE Vision Care Benefits Center
1-800-433-9375

Disability Benefits Center

1-800-392-0789

HAVING A BENEFITS ISSUE?

Call Mark Kresse at 875-6620

Or Tom Smith at 875-6873

HAVING A PERSONAL PROBLEM?

Call Keith Eller at 875-4EAP (Ext. 4237)

DECEMBER 2016						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5	6	7	8	9	10
11	12	13	14 618 MEMBERSHIP MEETING RAGE MEMBERSHIP MEETING	15	16 RAGE BOARD MEETING	17
18	19	20 506 EXECUTIVE BOARD MEETING	21	22 506 MEMBERSHIP MEETINGS	23 Christmas Eve	24
25 Christmas Day	26	27	28	29	30 STEP II MEETING	31 New Years Eve