

# LOCAL 506 UNION NEWS

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Friday, October 18, 2013

## Eastern Region Delegate Nominations

Nominations for eastern region delegates will take place at this month's membership meetings. Constitutionally, seven rank-in-file members will be chosen to serve as your 2014 delegates. The four receiving the most votes, along with the three officers, will serve as delegates and the remaining three with the most votes will be alternate delegates. The election will be held in November and if there is a tie, a run-off election will be held at the December membership meetings. All members are welcome to run for this position.

## Stewards / Alternate Elections

Steward elections will take place during the first two full weeks in November for 2013-2015. All employees who have been in good standing for at least (6) months are eligible to run for steward. The election committee representative from each building, with the help of the divisional chief steward will post notices in prominent locations within each department.

The name (s) of the candidates (s), along with the times and date of the election in that area will also be posted. These positions are not to be taken lightly, for the steward is the first line of defense when representing the members. It is very important that you keep records and gather all the facts when dealing with workplace situations.

These are very volatile times we are facing, and it's important that the person you choose to represent you will do so whole heartily and will be bound by the Constitution and By-Laws of Local 506 under ARTICLE X.

## Points of Interest

- **Annual Enrollment: October 21 thru November 15**
- **Actions Too Take If:** You plan changes in your medical, vision or dental coverage  
Contribute to a flexible spending account (FSA) or health savings account (HSA)  
Change in your covered dependents or working spouse status
- **New Work Rules:** New work rules went into effect on October 7, 2013 and everyone started with a clean slate. Your livelihood is in your hands, so be smart and cover your bases.
- **Unused sick & personal time:** If you elect to carry over any time acquired this year or retain prior carried over time, go to (benefit.ge.com) follow instructions under Quick Links, click My Annual Enrollment or call 1-800-315-1082.
- **Quality Hotline:** If you have a concern about quality, log on to "Quality.OnCall@ge.com or call (814-875-5315) and follow the instructions.

## October Membership Meeting Notice

### Agenda:

- ☐ General Business Matters
- ☐ Committee Reports
- ☐ Eastern Region Delegate Nominations

### MEMBERSHIP MEETINGS & TIMES ARE:

Thursday, October 24, 2013 (All meetings)  
7:20 a.m. (3rd Shift)  
1:00 p.m. (2nd Shift)  
3:20 p.m. (1st Shift)

## C. P. Steward's Report

*By Mike Hayes*

On September 27th several cases were heard at our Step II meeting. They involved farm-outs, job codes, discipline, payment issues, and "Transfer of Work" grievances out of Building #18.

Steward Elections are coming up quickly and the Chief Stewards along with the election committee met on October 16, 2013 to go over the process. Having so many of our members affected due to this upcoming lay off, we need to get these elections right the first time.

The Steward system has the biggest job, making sure their departments are represented and that the company is going by seniority. We also need to make sure that everyone affected get what is provided in our contract including 78 week guarantees.

After steward elections, classes will resume for more stewards training, and all members are welcome to attend these meetings. The more union eyes and ears we have on the shop floor, the more effective we can be. We have submitted new cases for step III and we have an arbitration case on our agenda.

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## 2014 Holiday Schedule

The 2014 holiday schedule will be presented to the members during this month's meetings and will be voted on at the November membership meetings. This is the tentative schedule given by the company.

### 2014 Holidays Days Celebrated

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

One Floating Holiday – Requires Business Leader Approval

## President's Report

*By Scott Duke*

As the dead line to the announced layoffs draws near, we received the initial list of the employees who will be affected. Each chief steward has a list and you can touch base with them as to your status.

As stated at last month's membership meetings, **Joel Berdine** and I have been walking through the buildings. We have been in Bldg's #2, #6, #7, #5, #18C and #18T. We will do Bldg #12 and Maintenance on days, then, we will set dates to walk the off shifts so everyone can meet Joel and express their concerns. I must say it has been a very enlightening experience to say the least because part shortages are very much an issue.

This, along with poor communication between the management team, whether in their own building or buildings they support doesn't bode well. I'm hoping these walks thru's will prove that a lot of work needs to be done to make this business run more efficient. We, the workforce know what we are capable of doing, but need the proper necessities to make that happen.

The work rules went into effect on October 7th, and there have been numerous phone calls from the members about management making threats & statements about the rules. Apparently we have some PTA's & BL's puffing their chests out about these rules when they were told to be courteous and professional about these rules by their superiors but decided to go off the path.

We, the officers & company agreed that there would be a 2 to 3 week grace period so people can understand their (company) rules. If anyone is being harassed or threatened about these rules please contact your steward or chief steward immediately.

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## Retirement Seminars

The company will be holding two retirement seminars on Saturday, October 19th. There will be one in the morning and another in the afternoon. Those who might have considered one of the options that were previously mailed to qualified employees should receive the information in the mail. All the information pertaining to these seminars should be in that mailing.

## Emotional Reactions

*By B.A. Wayne Burnett*

During this present time, we all know that there are many things going on and our actions or reactions will vary depending on how these situations affect each of us. We know that many of our members are on the verge of losing their employment and for some, this could be a first time experience. For others, it might just be a repeat because they may have been through this before. Either way, it is not something that we ever look forward to because everyone needs a job.

In times like these, we sometimes let our human emotions determine how we react to these situations. There's no doubt that reactions will differ from those affected versus those not affected and that's completely understandable. This is not the first time that we have been through or faced this kind of ordeal and it probably won't be the last. It's never something that we look forward to and we always try to look at the reasons or circumstances to what brings this kind of news.

So let's take a look back, so you can get a better understanding as to what has occurred since 2009. This local has received three "WARN" notices in the past four years. In February and September of 2009, then president **Frank Fusco** and newly elected president **Jim Pifer** both received notice ("WARN") that a workforce reduction and restructuring at this facility would take place due to "**declining business conditions**".

The difference between those two announcements was the fact that the company offered SE-RO'S and hundreds of our members took advantage which, in turn, kept others from being laid off. That option, (with benefits) is no longer available. Also, there was an (VRIP) opportunity that some took advantage of which also may have saved some jobs. As to the September 4, 2013 "WARN" notice received by current president **Scott Duke**, it stated that there would be layoffs.

It didn't mention declining business conditions, but the company in other meetings with the union stated that orders have not been confirmed and we needed to be more competitive. Ironically, on the same day, an organizational update was also issued stating why that notice was given. I'm sure you recall the April 9th announcement related to the "transfer of work" and that because there was no agreement

between the union and the company, that our members would bear the brunt of this decision.

What changed? Oh yea, Texas! This was a new circumstance that wasn't there from those previous announcements. What else changed? Oh yea, our competitors are selling their products cheaper, but I don't believe they are better. It still boggles my mind that a billion dollar profit just wasn't good enough! But, then, what do I know?

We know everyone will be keeping an eye not only on their own situation, but on the movement of others. Hopefully, the company will get some orders that could change this situation, but meanwhile, let us continue to be the best that we can be, (because we are) and hold up to our end of the bargain we signed. No matter how this plays out, we have to (as a union) make sure that it's done correctly. Tempers will rise, distrust will creep in, comments may be made in the heat of the moment, as well as other actions that do not occur on an everyday basis, but remember that we're a union. Don't let your emotions cause you to make bad decisions.

## Trail of Treats

UE Local 506 again is taking part in the "Trail of Treats" at the Millcreek Mall on Wednesday October 23rd and Thursday the 24th, from 5:00 p.m. to 8:30 p.m. This event is sponsored by the Achievement Center and the Sarah Reed Children's Center. This event will benefit children with special needs, physical disabilities, mental health, and behavioral disabilities associated with these two organizations.

With all the things that are happening within our city, this event offers a safe environment for our kids. Our members who participated last year really enjoyed being involved in this event and our members who donated treats or monetarily, really showed what this union is all about. If you would like to donate, you can do so by giving through your chief steward or by dropping donations off at the union hall. We should always think about those who are less fortunate than us and would appreciate any and all contributions.



## Treasurer's Report

*By Steve Hyzer*

Sometimes after meetings, I'm approached by members with questions regarding my report. One of the most common is the "management fee" that we are being charged, and I want to explain exactly what that fee entails.

When employees such as the three full-time Officers, Executive Board Members or Stewards are on Union business, the Union is recognized as the employer. The "management fee" was first initiated in 1991 as a direct result of National negotiations.

Some of the Union affiliates asked GE to automatically withhold the money that the union was obligated to pay for Federal and State employee benefits, the employer's share of F.I.C.A., (Social Security), Medicare, F.U.T.A., (Federal Unemployment Tax) and S.U.T.A. (State Unemployment Tax), which are initially paid through the company. The Union is then assessed a flat 8.8% fee to reimburse G.E.

That fee would fluctuate depending on each individual and the hours he or she accrued and the 8.8% "management fee" was agreed upon, because it seemed to be fair approximation of where the numbers would actually fall. Although some figures are constant percentages, (like Medicare at 1.45% and Social Security at 6.1%), other taxes such as Federal and State Unemployment Tax are based on the first \$7,000 and \$8,000, respectively.

I imagine that this can be difficult to completely understand, but rest assured that this "management fee" is not just an administration fee imposed by G.E., but is a justified amount based on actual tax dollars that were initially dished out.

## Members Approve Per-Capita Proposal


At last month's membership meetings, the members voted to accept the new National Per-Capita Proposal that was presented at the national convention in Chicago back in August. Although this plan was presented to the delegates at the convention, the process and the behind the scene planning started over a year ago with the General Executive Board (GEB).

This four year plan (if ratified by all UE locals) will begin on December 1st of this year and run through December of 2016. For those who may not understand how per-capita works, here is the definition of what it is. "National Per-Capita" is the monthly amount the National Union charges each local union per member based on the local's average wages.

We are currently paying thirty three dollars per employee and this new proposal (thru December 2016) will cap out at forty dollars per employee. Although the amount has been set, please keep in mind, we only pay per-capita based on the number of employees employed here monthly and the amount we pay will increase or decrease accordingly.

## Annual Enrollment

It is getting close to the annual enrollment period where you decide what option (s) you want for the upcoming year. You need to pay close attention to your mail and make sure you do not discard any mailings that you may receive concerning benefits or possible changes in benefits. There will likely be some changes, so be mindful to look at what you receive.

Please, for the sake of you and your family, review any and all mail you receive from the company. All too often, important info gets thrown out and much of it is time sensitive. Two pieces of mail you should look for is the new  WageWorks card, which holds your HRA and the CVS Caremark card you use for prescriptions. Here is what these two cards look like, so if you get them, do not throw them away. As we get information concerning any correspondence that might be of importance, we will pass it on to you.

There will be two corporate specialists in Erie on October 28th, 29th, and 30 to answer any questions concerning annual enrollment. The meetings will be held at the learning center and will be on your own time. This is an opportunity to get your questions answered.

**Monday, 10/28: 1:00pm-3:00pm & 3:30pm-5:30pm**

**Tuesday, 10/29:**

**5:30am-7:30am, 1:00pm-3:00pm & 3:30pm-5:30pm**

**Wednesday, 10/30: 7:30am-9:30am,**

**11:00am-1:00pm, 1:00pm-3:00pm and 3:30pm-5:30pm.**



# Where to go for questions

## GE Health Benefits



## Visit

[ge.com/healthahead/healthbenefits](http://ge.com/healthahead/healthbenefits)  
to learn more about GE Health Benefits

- Plan option descriptions
- Decision profiles
- Comparison charts
- Cost estimator
- Tips for making the most of GE Health Benefits



## Important phone numbers

WageWorks

1-888-303-3006

Find high quality doctors and treatment options, understand your treatment options, resources to live a healthier lifestyle

Health Coach from GE

1-866-272-6007

Learn how GE Health Benefits works, verify dependent eligibility, enrollment, employee contributions and general plan information

GE Benefits Center

1-800-252-5259

Drug costs and plan design information

CVS Caremark

1-800-509-9891

Treatment Cost Calculator (User support, technical/data questions)

Product Support Team

1-800-441-5592

Covered services, doctors and hospital participation and plan design questions

UnitedHealthcare

1-866-756-4792

Aetna

1-800-433-6796

HealthAmerica

1-866-838-9374

CDPHP

1-877-754-5064

BCBS of Alabama

1-800-321-4392

Coventry

1-855-469-9593

MVP

1-866-322-8153

Health Savings Accounts

JP Morgan Chase – Aetna

1-877-238-3452

OptumHealth Bank – UnitedHealthcare

1-800-791-9361

BenefitWallet – Blue Cross Blue Shield of Alabama (Mellon Bank) Capital District Physician Health Plan

1-866-274-8494

HealthEquity – HealthAmerica

1-877-877-4297

## Bouncing Around Safety Safely

This month we want to share a few safety tips to keep in mind as job movements are being made throughout the plant. If you are moving into a new area, remember to meet your Safety Coordinator on day one so you can review the job SAFE's and get a proper orientation. Don't forget to ask about the Emergency Evacuation Area and the Emergency Shelter in Place location. Discuss your current qualifications and any training that you will need such as respirator, jitney, crane, etc. or training that you may no longer need.

Be aware of your new surroundings and look for things like locations of the nearest exits and fire extinguishers. Keep to the aisle when going from area to area. Do not walk through work areas and take a chance on someone not seeing you. Keep your mind clear and focus on what you are doing. Ask your trainer if you have a question and speak up if you see something that doesn't look right. A new set of eyes are often the ones who find missed hazards or ways to improve the job and work area.

If you are training someone, help by pointing out the specific safety precautions and tools needed for the job, as well as how to make a quality product. You do the job daily, and your knowledge as a trainer is invaluable, but useless if you don't share it.

As for Safety Monitors in the area, if you are moved, consider continuing as a monitor in your new area. We are always looking for safety conscience individuals to help keep everyone safe. As Union Members we should all be concerned with each other's safety. If you see an obvious problem, step in and help fix it. Don't let someone get hurt because you didn't speak up.



## NOVEMBER 2013

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6 L.A.C. MEETING	7	8	9
10	11 VETERANS DAY	12	13 R.A.G.E. MEMBERSHIP MEETING 618 MEMBERSHIP MEETING	14	15	16
17	18	19 E-BOARD MEETING	20	21 506 MEMBERSHIP MEETINGS	22 R.A.G.E. BOARD MEETING	23
24	25	26	27	28 Thanksgiving Day Off Thanks	29 Off	30

## 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

## CPR Day

As we all know, life is precious, and time is of essence if we encounter a situation that needs immediate attention. All too often, life is lost because we don't know what to do. Because we have experienced such situations, the company, with the blessings of UE Local 506, is offering CPR training. The training will be handled by the American Heart Association.

Many of our members have inquired about CPR and it's a great opportunity to learn how you might be able to help someone. The date is October 30, 2013 beginning at 5:30 - 4:30pm (1 hour increments). The times are: **5:30am - 6:30am**, **7:30am - 8:30am**, 9:00am - 10:00am, 10:30am - 11:30am, **1:30pm - 2:30pm** and **3:30pm - 4:30pm**. Times in bold are set for hourly employees. Information will be posted throughout the plant.