



Volume 68, Issue 6  
Friday, June 16, 2017

# LOCAL 506 UNION NEWS

3923 Main Street, Erie, PA 16511  
<http://www.uelocal506.com>

© 21 Biroscak Printing Co. Inc.

Phone: (814) 899-3108  
Fax (814) 899-0666

## PBS/PQS OVERVIEW

### PBS

**Pension Benefit Service (PBS) is equivalent to the employee's full and partial years of service while he/she participated in the GE Pension Plan. PBS drives the calculation for pension and is used in the calculation of certain pension benefits. (e.g. supplements).**

#### CALCULATING PBS

To calculate PBS count the number of full years the employee has in the pension plan. (e.g. employee's hire date is 01/01/1970 and they want to know their PBS as of 09/18/2003). The full years would be 33. To come up with the months, days amounts extra you would count the number of days in the current year that the employee has, which in this case is 261. Divide the 261 by 365 days in a year. The result would give you the number out to the thousandth place. Divide 261 by 365 = .715. Total PBS is 33.715.

### PQS

**Pension Qualified Service (PQS) is used to determine eligibility for pension benefits. It is equal to:**

- An employee's pension credited service through December 31, 1975 rounded to the next full year plus
- Each calendar year after 1975 in which he/she is credited with at least 1,000 hours of service while participating in the GE Pension Plan.

**Full-time employees** are credited with one year of PQS for each calendar year in which he/she is credited with at least 1,000 hours of service. Generally speaking, employees that work full time from January 1<sup>st</sup> of the calendar year will reach the 1,000 hours of service mark in May (based on the crediting of 50 hours of service per week; 10 hours per day Monday to Friday). Overtime does count toward the required 1,000 hours (with a carve out of the extra two hours of service per day), so if an employee works a lot of overtime and reaches 1,000 hours early, he/she will receive the PQS credit at that time.

Any protected service time or lack of work time also counts toward the required 1,000 hours.

If members would like to know when they will or have reached their 1,000 hours worked they can do so @ [benefits.ge.com](http://benefits.ge.com).

## SHUTDOWN INFORMATION

**The Local 506 Hall will be closed during the Shutdown week (July 3<sup>rd</sup> through July 7<sup>th</sup>). If any issues or questions arise during that week, members can leave a message at (814) 899-3108. Regular business hours will resume on July 10<sup>th</sup>.**

## June Membership Meeting Notice

#### Agenda:

- ⚡ Financial Report
- ⚡ Officers Report
- ⚡ Committee Reports and General Business

**Membership Meetings & Times**  
**Thursday, June 22, 2017**  
(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**

# Chief Plant Steward's Report

By Leo Grzegorzewski

We started the month with a Step II grievance meeting on June 2<sup>nd</sup> in bldg. 42-4. There were forty-two grievances argued at that meeting. There were twenty-one cases closed or settled, fifteen cases put on hold and six cases were issued letters and will be going to Step III.



Of the twenty-one closed or settled grievances:

- Five were settled when the company returned those individuals to their proper jobs.
- One case involved correcting an improper bump.
- We won a 78-week rate guarantee for one brother.
- A case was settled when the company agreed to reduce a two-year warning down to one year.
- A warning was removed from a person in bldg. 5
- An individual was awarded an economic settlement.

Fifteen cases were put on hold.

- One case dealt with the company evaluating and possibly going to remote control crane operation in the high bay of bldg. 5. We made our position very clear on this matter. Cab operated crane in the high bay is the only option. Building 5's high bay area has limited visibility from the floor, it is also a very loud and congested area.
- Nine grievances are on hold from last month regarding people being placed out of job family and code on a temporary basis. We will close these grievances when the company completes the most recent recalls and placements.
- Three grievances dealing with individuals not being released in a timely manner to jobs on off shifts.

These individuals were not paid night shift bonus. It is the union's position that it is not our fault the company did not release employees to their jobs in a timely manner to their jobs on the off shifts. Those effected employees are entitled to night shift bonus for the hours they should have been released to the time they eventually started on the job. We have brought this issue up to company many times over the past two years. Two other grievances on hold are overtime issues.

Six grievances are going to Step III.

- One case is a pay issue for safety coordinator pay.
- Five cases all out of building 6.
- The company issued warnings to people for not making rate. The area where these individuals work was a difficult component to make rate when it was piece work. When the company converted the area to day rate they used the piece work books which weren't right. They did two workouts since and can only produce one of them. These individuals should not pay the price for bad timing rates.

Sixty grievances are in the backlog. We continue through hard work to reduce the number of grievances in the backlog. This will enable us to here grievances at the Step II level much quicker.

The next Step II grievance meeting will be June 30<sup>th</sup>. ⚡

## National Labor Relations Board

Recently we have had an influx of calls regarding a notice members received in the mail. Those letters were notification of the NLRB's decision regarding charges the Local filed after the 2016 transfer of work negotiations. The two notices covered separate charges related to the Company's suggestion that they had issued notice of International Evo locomotive production in 2013.

1. The transfer of all International Evo production.

The Labor board decision regarding the transfer of International Evo charge will require the company to return two Cerrejon locomotives to Erie that were previously on the schedule to be built in Texas. Additionally, if the company decides to transfer International Evo work in the future they will be required to follow the contract.

2. The Company refused to provide information requested by the Local pertaining to International Locomotives.

The NLRB decision states the Company will provide the Union, subject to a confidentiality agreement, the information requested.

This decision was a vindication of the Unions position that no International Locomotive work was transferred during the 2013 TOW.



## Supportive Services

Every person and family will experience problems and difficulties in this life. The good news is that there are resources and help available. If you or someone you know doesn't have insurance and are in need of support or counseling don't hesitate to make use of the following community programs:

**Catholic Charities**

329 W. 10<sup>th</sup> Street  
824-1250

**Crisis Services**

133 W. 26<sup>th</sup> Street  
456-2014

**Family Services**

5100 Peach Street  
866-4500

**Glenbeigh Center of Erie**

(drug and alcohol)  
4906 Richmond Street  
864-4226

**Safe Harbor Behavioral Health**

1330 W. 26<sup>th</sup> Street  
459-9300

**Stairways Behavioral Health**

138 E. 26<sup>th</sup> Street  
453-5806

**United Way**

420 W. 6<sup>th</sup> Street  
456-2937

(Referral Services)

**United Way**

**Labor Liaison**, Ron Oliver  
Cell Phone (814)-860-1793

**EAP**

off site services in the community  
call toll free 866-272-6007

All members facing challenges that they feel are overwhelming can contact the Union hall at 814-899-3108. If you are uncomfortable reaching out you can always talk with a Steward, friend or someone at church. Just please know that we are in this together. Any challenges we face today is not worth our tomorrow!

# President's Report

*By Scott Slawson*



Since January of last year there has not been a lot of positive news for the membership. In January of this year there were a few recalls and thirty more in May. We have seen numerous PLOW's. Some internal, others external and now we are possibly losing seventeen more to the street. Eight of the seventeen were recalled in January, meaning they are potentially going to the street with no TAA/TRA/UC benefits. We are working with the company in an effort to retain our brothers and sisters. There is no reason the business can't hold on to these seventeen people in classes and codes they are qualified for, in line of their seniority and manage with TLOW's. Our membership has endured enough pain over the last year and half with regards to the multiple successive layoffs and some of the changes we've made to retain work that should have never been transferred.

However, there are some optimistic things occurring. Through the hard work of our members working in conjunction with the productivity teams and the Job Preservation committee we are starting to see some positive changes. Total Erie manufacturing TOP has increased to 64%, far exceeding Grove City and Fort Worth. Buildings 12 and 10/26 have the second highest percentage in all of transportation despite the significantly reduced volume. At the recent JPC meeting, because of our increased efficiencies, the business stated they have identified several items being done outside that are potentially going to be brought back due to our manufacturing cost has become cheaper than outside suppliers. This just strengthens the Union's long-standing argument that there are other ways to reduce cost than attacking wages and benefits. With a little luck this trend will continue. We will see work return to the plant and our brothers and sisters return to work.

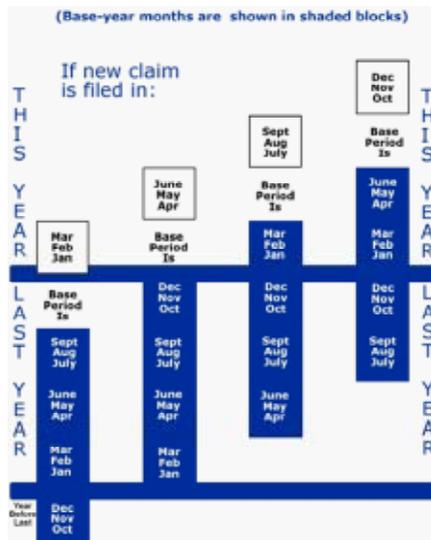
We continue to press the company for service information regarding the upcoming VRIP opportunity. With the multiple layoffs that seem to continue we have impressed upon the company that people want to make an informed decision for retirement. With SVLB opportunities that continue to keep presenting themselves people may be willing to save a job if they feel they have no chance of getting a VRIP. As soon as we get any information we will ensure it gets passed on.

Monday the company informed us that CEO Jeff Immelt has announced his retirement. Mr. Immelt will remain the CEO until August and Chairman of the Board of Directors until the end of the year. John Flannery, the CEO of GE Healthcare will take over as the new CEO. If we were to have any message for our new CEO it would simply be this, "GE was founded, based, excelled, grew and survived because of the skill and dedication of its workforce." Somewhere along the line it feels like the company has put more care and value into its shareholders than the people that made and continue to make this company the success it is. GE is one of the largest companies in the world today. When it comes to its employees, GE should be setting the example, not blindly following the lead of others. If CAT jumped off a bridge should/would we?

The Officers and Executive Board would like to say thank you to the stewards and membership for the hard work, dedication and resilience they have shown over the past couple of years. You have given us the ability to have a much different conversation with the company regarding where to put work. We would also like to wish everyone a safe and happy 4<sup>th</sup> of July. Enjoy your Shutdown vacation. 🦄

# Unemployment Eligibility

1. Do not count your Quarter you are working in or the previous quarter.
2. Figure out your base Year by adding the 4 previous quarters before that.
3. This is your **BASE YEAR**.
4. Multiply by .37 (that is 37% of your base year)
5. Take your base year and subtract your highest quarter.
6. The remaining balance of your (base year minus highest quarter) **MUST BE HIGHER** than the 37% of your base year.



**UE LOCAL 506  
OFFICIAL  
MERCHANDISE  
FOR SALE**



Hats \$15.00

Koozies \$1.00

# VP / Recording Secretary Report

By Tom Bobrowicz

Last summer 3000 political activists gathered in Chicago at the first People's Summit. They pledged to build on the Progressive Movement of the Bernie Sanders Campaign through and beyond the November 2016 election. UE had a small delegation at that first People's Summit.

On June 9<sup>th</sup> thru June 11<sup>th</sup>, 2017 the second People's Summit was held at Chicago's McCormick Place and the UE brought a delegation of 20 members from all over our regions. I was honored to be one of the delegates in attendance.

UE and Labor for OUR REVOLUTION are supporters of the People's Summit. Six national unions support this movement, the same six unions that supported Bernie Sanders during his presidential campaign. National Nurses United (NNU), American Postal Workers Union (APWU), Communication Workers of America (CWA), International Longshore and Warehouse Union (ILWU), Amalgamated Transit Union (ATU), and The United Electrical Radio and Machine Workers (UE). Collectively these Unions represent over 1.3 million members and are supporting the Our Revolution Organization.

The weekend consisted of a historic convening of organizations and individuals committed to social, racial, and economic justice. It was filled with speakers including activists, authors, journalists, actors, educators, union leaders, progressive politicians, and organizers. Senator Bernie Sanders was the keynote speaker and he gave a riveting speech to the over 4000 in attendance on Saturday night.

Along with the speakers there were also workshop sessions devoted to key issues such as, The Fight For \$15, mass incarceration and criminal justice reform, voting rights and expanding democratic participation, a tax on Wall Street speculation to fund human needs and jobs, climate justice towards a sustainable economy, improved Medicare for All, fight for free and debt-free higher education, ending HIV/AIDS, achieving Constitutional pay equity for women, and ending deportations and support for DREAMERS, among others.

Most of the weekends speeches and workshops are available online to be viewed at [www.pplsummit.org](http://www.pplsummit.org). You can also follow Our Revolution on Facebook and Twitter. 🌩





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



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

- WHEN:** Sunday, July 30, 2017@ 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, visit the UE Local 506 Union Hall during business hours 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 21, 2017 @ 4:00 pm \*\***

**QUESTIONS REGARDING THE TOURNAMENT OR LATE REGISTRATION – Please contact Matt McCracken at 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

# UE LOCAL 506

## SAVE \$5.00 per pass!

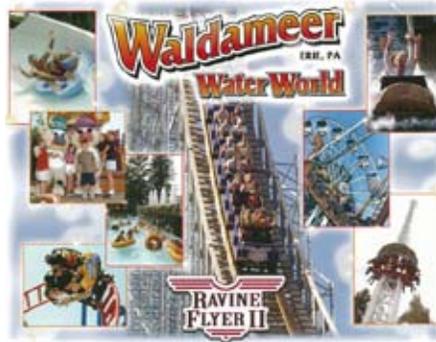
### Only \$33.00 for both Parks

Tickets are good for any day we are open!

Enjoy a fun-filled family Amusement Park & Fabulous Water Park for the entire day!

Waldameer & Water World  
(Tickets for Children 48" - \$29.00 at the Park)

Visit [waldameer.com](http://waldameer.com) for  
Dates & Hours of Park Operation



## Health Ahead Day Prize Winners

<b>Grand Prize</b>	Locomotive ride for 4 people	•Dennis Akam
<b>HealthAhead Jiff App Download</b>	iPad Air (16GB)	•Steve Spangler
<b>Door Prize Raffles</b>	Country Fair Gift Card	•Lizzy Kolar •Mark Mosakowski •Dave Palas •Rick Rydzewski •Kathy Reagan
<b>Veterans Affinity Group Push Up Challenge</b>	Country Fair Gift Card	•Ashley Emery (49) •Ryan Jonesford (303)
<b>UPMC Hamot Raffle</b>	Country Fair Gift Card	•Scott Deal

## JULY 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4 	5	6	7	8
<b>SHUT DOWN</b>						
9	10	11	12 618 MEMBERSHIP MEETING RAGE MEMBERSHIP MEETING	13	14	15
16	17	18 506 EXECUTIVE BOARD MEETING	19	20 506 MEMBERSHIP MEETINGS	21	22
23	24	25	26	27	28 RAGE BOARD MEETING	29
30	31				STEP II GRIEVANCE	

## 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. 4327)



## 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  
3:00am (3<sup>rd</sup> shift)  
12:00 noon (1<sup>st</sup> shift)  
7:30pm (2<sup>nd</sup> 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**