

LOCAL 506 UNION NEWS

Volume 60, Issue 1

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Friday, January 16, 2009

GENERAL ELECTION NOTICE

UE Local 506 will conduct nominations for all general offices during membership meetings on Thursday, **February 19, 2009** at the UE Local 506 Union Hall. Times for the meetings are 7:20 a.m. (third shift), 1 p.m. (2nd shift), and 3:20 p.m. (1st shift). Also, during the February meetings, the membership will select alternate-tellers for the General Election.

The election will take place on **Thursday, March 26, 2009** at the UE Local 506 Union Hall. The polls will be open from 6:00 A.M. to 6:00 P.M. Voting machines will be used for all offices except Executive Board Member at Large, which will be by paper ballot.

Absentee ballots for those members scheduled for temporary military leave will be available on Wednesday, March 11, 2009 at the Union Hall and must be returned to the Hall no later than 4:00 p.m. on Wednesday, March 25, 2009.

Nominations for the following offices will be taken from the floor at each meeting. They are: Business Agent, President, Chief Plant Steward, Vice President/ Recording Secretary, Treasurer, Executive Board Member at Large (three to be elected), Sergeant at Arms, Trustees (two to be elected).

By virtue of this election, the Business Agent, President and Chief Plant Steward will be delegates to the Eastern Regional meetings and to the UE National Convention.

506 HELPS CHILDREN IN NEED

(12/22/08 Letter to the Erie Times News)

I am grateful to United Electrical Workers Local 506 for collecting toys and money for the Erie region's neediest children.

Based on the generosity of their membership, they were able to help three organizations and many children.

Thank you, Local 506, for making the holidays special for the families that will receive your gifts.

Mary Jo Cline, Administrator
Erie County Office of Children & Youth

1ST TOY DRIVE A TREMENDOUS SUCCESS

The toys and monetary contributions donated during the 1st UE Local 506/CSF Toy Drive went beyond anyone's expectations. Three agencies, the Erie Family Center, OCY's (Children's Activity Fund) and the Community Shelter Services each received \$3,000 plus a third of the toys collected through the generosity of the GE worker force.

The Toy Drive was conducted with support and donations from members of UE Local 506 and Local 618, the draftsmen: members of IFPTE – Local 138 and the members of the Erie Independent Association of Guards and Plant Protection Employees - Local No. 3. We would also like to thank Charley Deemer and the exempt groups; and the Community Service Fund Administrators for adding their support to this worthy project.

Look at the pictures on pages 2 & 3 and you'll see why the agency representatives were so "overwhelmed" and appreciative when they saw the toys and were presented the checks during a reception at our Hall on December 4, 2008.

JANUARY MEMBERSHIP MEETING NOTICE

Agenda:

- ☐ Officers' Reports
- ☐ The details for the 2009 Local 506 **General Election** will be explained.
- ☐ Committee updates and General Business Matters

MEMBERSHIP MEETINGS AND TIMES ARE:

Thursday, January 22, 2009 (All meetings)

7:20 a.m. (3rd Shift)

1:00 p.m. (2nd Shift)

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

REPORT FROM BUILDING 10 & 26

– By Chief Divisional Steward Giovanni Caputo

As everyone is aware, the last 2 months in Building 10/26 and Paint have been anything but normal. We had the task of building 75 Egypt and 77 BN locomotives in less than 7 weeks. Making matters worse, management underestimated how many more labor hours an Egypt unit took over a standard locomotive. Time was



running out and they decided to pull out all of the stops. To meet the schedule, the company first brought Central Maintenance workers over and they proved to be a huge help. Still it wasn't enough to bail them out of the hole they were in – and that's when it really got ugly.

The company's next "play", a term they love to use, was an attempt to implement mandatory overtime to have full 24-7 coverage. Our answer to that was "no way".

Building 10/26 and Paint Workers have proven time and time again that they can get the work done when the parts and resources are available. What went on throughout all three areas was truly amazing. All 77 BNs needed to be shipped by December 31st and they were. All 81 Egypts, which need to be shipped by January 18th, were completed 8 days before that date.

I'd like to thank all Bldg. 10/26 and Paint workers, as well as the workers who were on loan from all areas of the Plant, for their efforts to meet the intense production deadlines, to meet customer commitment. Hopefully your efforts will insure that those customers will be back for more orders in the future.

VOTE FOR ELECTION COMMITTEE REPRESENTATIVES ON JANUARY 22nd

Based on the nomination forms submitted for Election Committee Representatives, we know that there will be only one contested race. Two candidates are vying to serve as Building 5's representative. That election will be held on January 22nd. Only one candidate was nominated in each of the following Divisions: Buildings 2,6,7,10,63 and Plant Services. There were no nominees for Buildings 18C and 12.

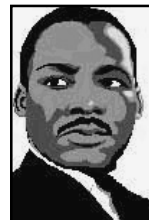
MARTIN LUTHER KING JR DAY MARCH

MONDAY, JANUARY 19, 2009

6th and State Street
at Perry Square

Beginning promptly at 11:30am

This is a UE-GE Contract Listed Holiday.



On Monday, January 19th, the annual MLK March will take place from Perry Square to the Martin Luther King Center. Later, a memorial service will be held at Gannon's Hammermill Center at 1:30 pm. Look for the UE Local 506 Banner to join in on the march with your Brothers and Sisters.

Those events are always well attended. But the celebration takes on a new significance because the next day, January 20th, Barack Obama will be sworn in as the nation's first African American president.



Toys, toys everywhere toys - your donations made Christmas joyful for many area children.



Santa (aka Dennis Crawford) prepares to deliver toys. (Pictures courtesy of Ron Flowers)

2009 PA UNEMPLOYMENT COMP BENEFITS

Claimants entitled to the **maximum (*see below)** PA State Unemployment Benefit who open up a new claim after January 4, 2009 will see that their benefit has gone up. It's important to know these figures so that no one jeopardizes their eligibility for a UC waiting week. The new compensation amounts are as follows:

Weekly UC Benefit

Amount	\$558.00 (was \$539.00)
Benefit for Spouse	5.00 (same as 2008)
Maximum for Children	<u>3.00</u> (same as 2008)
Total Maximum	

Weekly Benefit \$566.00 (was \$547.00)

*Maximum earning allowed for a UC waiting week

To qualify for a UC waiting week you must earn less than the figure derived by adding 40% on top of your UC benefit (less spouse and child allowances). If you are entitled to the maximum UC benefit, the most you can make for a waiting week would be determined as follows:

Weekly Benefit Amount	\$558.00
40% of benefit amount ($558.00 \times 40\%$)	<u>223.00</u>
	\$781.00

To qualify for a waiting week, claimants eligible for the **maximum UC Benefit** must earn **less than \$781.00**.

***Important (especially for the newer GE workers):** Please note that you **must be eligible for the maximum rate** for the above amount to apply. Many Local 506 members will qualify for the maximum. However, anyone who has been laid off, on disability, or who simply had lower earnings in their qualifying quarters will want to review their payroll records. To receive the maximum benefit, you would have had to earn \$13,888.00 or more in your "qualifying" high quarter and at least \$22,240.00 in your base year.

2009 WORKERS COMP RATE

Effective January 1, 2009, the weekly maximum rate for workers injured on or after will increase from \$807.00 a week to \$836.00.

*Note: You must be eligible for the maximum rate to qualify for the \$836.00. If your Average Weekly Wage (as determined by the State) is **\$1,254.50 or more**, you will qualify for the maximum rate. Many Local 506 members will qualify for this new rate, however those workers who have been laid off or on disability in the months leading up to the compensable injury or illness will, more than likely, have a lower benefit.

ODDS AND ENDS

- ❑ **Congratulations** and thanks for fighting a good fight go out to our UE Brothers and Sisters in Chicago, **Members of Local 1110**. The Republic Window and Door workers made national news when they occupied their plant for six days to secure severance benefits. Through their efforts, Local 1110 Members secured \$1.75 million settlement.
- ❑ The Nation (magazine) has named our own United Electrical, Radio and Machine Workers of America Union the **"Most Valuable Union of 2008"** for the progressive actions taken by the Republic Workers. In explaining the award on their website (www.thenation.com), an article points out that, "A small independent union showed the rest of the movement what was possible". It went on to say, "The members of UE who worked at the plant borrowed a page from the radical labor activities of the 1930s and refused to leave".
- ❑ LTDI Benefit update – After review, the Company has informed us that the **Long Term Disability** weekly contributions will remain the same in 2009.

– P.R.



Tom Sanford, Mary Stewart, Frank Fusco, Rob Johnson, Rob Celeski and Santa with agency reps.



From all of us – Thank you for making this a successful Toy Drive.

506 MEMBERS REMEMBER JOE BORGIA

Joe Borgia, age 84, passed away on December 30, 2008. Joe served as Chief Plant Steward of Local 506 at the Erie, Pa GE Plant from 1972 to 1982. During that same period he held the office of District Six Political Action Director. Before being elected chief plant steward, Joe held the chief steward position in Building 18-T. Prior to that he served the membership as an executive board member at large.

Joe will best be remembered for the articulate speeches he delivered at the monthly Sunday night membership and steward meetings. He had a strong interest in political action and could always be counted on to give an impassioned commentary on the topical State and National issues. After retiring from GE in 1984, Joe's interest and commitment to political action prompted him to vie for an Erie City Council seat. With the help of the labor community, Joe was successful and ended up serving 3, non-consecutive, terms between 1990 and 2004.

Local 506 Members, serving as stewards or alternates during Joe's tenure, will also remember Joe for his commitment towards training. Joe's in-depth steward classes covered a wide range of contract language. The classes equipped stewards with the tools they needed to competently carryout their duties. In tribute to Joe, many of the stewards who attended those classes went on to become officers of the Local.

Joe's survivors include two daughters, Susan Borgia and Anita Kaliszewski; and five sons, Samuel Borgia; Richard Borgia; Joseph Borgia; Gary Borgia and John Borgia. In addition, he is survived by two brothers, Daniel Borgia and Edward Borgia as well as several grandchildren, nieces and nephews.



Former Chief Plant Steward Joe Borgia (center, with striped tie). The picture was taken in 1981 at the 506 Hall rededication ceremony. Joe is shown with former UE National President Albert Fitzgerald and the entire 506 Executive Board.

REPORT FROM BUILDING 7

- By Chief Divisional Steward Wayne Burnett

HAPPY NEW YEAR BROTHERS & SISTER! I sincerely hope that you and your families had the most wonderful holidays. As we embark on a New Year, which is certain to have its share of challenges, let me first reflect a little on 2008.



WHAT A YEAR! Even as I'm writing this article, I can only shake my head in amazement as to what the employees of this union are capable of doing. What's more amazing is the fact that building locomotives starts right here in Bldg #7. By no means would I ever try to down play the importance of all the players, but I'm so proud of these employees who performed brilliantly in the face of adversity, which includes major engineering problems, part shortages, constant changes, training new employees and other set backs. Please don't think that we didn't have our share of in house problems (some still not resolved) including pay issues, farm outs, job placements, lean and others, but we knew that putting the customer first was our main goal. In this New Year, we look to resolve our issues and we expect management to cooperate with our stewards system and employees to bring closure to some of them.

So, while I continue to marvel at what happened in 2008, I realize that we must now focus on the future.

As we watch the daily occurrences going on worldwide, it has never been more important to realize that union and unity go hand in hand. WE must be on one accord in 2009. Be proud at what this union can accomplish when we stick together. And finally, I'd like to thank the employees and management (along with the entire plant) in Bldg #7 for the contributions you made toward making the less fortunate happy during the holiday season.

RAILROAD & TRAIN BUFFS

For several years, the Officers have subscribed to various railroad magazines to keep up with the trends in that industry. In doing so, we have accumulated volumes of **Railroad Age** and **Trains Magazines**. Rather than disposing of them, we thought we would offer them to the first Local 506 Member responding to this article. If you are interested, contact President Frank Fusco at the Hall. (814) 899-3108.

2008 YEAR IN REVIEW

Patrick J. Rafferty
Business Agent

Frank X. Fusco
President

Mike Hayes
Chief Plant Steward

In our Nation, 2008 brought a crisis in housing that saw thousands of homeowners default on loans leading to their evictions. As the year went on, we found out that this was the tip of the iceberg as major banks, insurance companies and the "Big 3" auto companies contributed to the economic downslide leaving them to plead for government bailouts. U.S. Employment was directly affected with over 1,250,000 jobs lost in the period September, October and November - elevating the unemployment rate to 6.7%.

Through 2008 the situation in Erie, at the GE Transportation Division, was much different than in most of the Country. 608 hourly workers were hired to meet the high demands of the locomotive, propulsion and wind energy businesses. The hiring came at an opportune time, not only for Erie-Area workers who lost their jobs due to the economy, but particularly for workers laid off as a result of GE Lighting Plant closings in Conneaut, Niles, Euclid and Austin, OH; as well as from the GE Appliance Plant in Bloomington, Ind. Fortunately, 102 workers were able to transfer to jobs in Erie through preferential hiring.

We know that Local 506 Members were more than pleased that the full 2008 production schedule brought hundreds of new workers into the Plant and that it provided a steady flow of overtime in most areas.

2008 did not pass without issues as the Company challenged us on a few fronts. In Lean areas, some managers overextended their authority by attempting to apply TAKT times as a measure of work performance (like measured daywork). The union protested and they've pretty much backed off that stance. Conditions and payments issues arose for the skilled trades workers assigned to the "moonshine" projects that are associated with Lean lines. Negotiations resulted in a special (R-22) rate being applied when those workers are placed on those projects.

In June the Company announced their intent to outsource Bldg. 2 brush holder and Bldg. 6 core stacking work, inexplicably, to free up floor space for their "re-modeling" plans. Even though there won't be a reduction in the workforce, negotiators were able to negotiate a "grandfather" rate for impacted workers. Our Divisional Chief Stewards continued their ongoing quest to bring back work farmed out, arguably, due to capacity. The

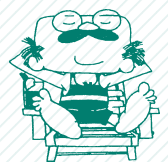
Chiefs have had some success in this area. For example a new 3.5 million dollar machining center has been installed in Building 2 to facilitate the return of most of the rotary work.

One contentious issue, carried over from 2007, was resolved in 2008 when the Company agreed to hire four R-23 inspectors in Bldg. 10 to replace SERO retirees.

The last quarter of 2008 proved to be the most demanding on Local 506 Members as the Company proposed unprecedented measures to meet year-end commitments. Because of their abilities, the skilled Trades workers from M&C were temporarily transferred to Bldgs. 10 and 12 to aid in production. Later, experienced workers from several other divisions and some retirees were utilized in an attempt to meet the deadlines. Throughout this period, Local 506 Members were giving their all, working unbelievable hours and unceasingly hard to reach what some would consider unreachable goals. All Members, from the beginning stages of production in the backshops all the way through each stage of the process ending with final assembly should be commended for an outstanding effort.

What's in store for 2009 is not completely clear yet. The Company has orders on the books so we remain optimistic. However, those of us who have worked at GE for a long while understand that we do not live in a vacuum, unaffected by the economy and market conditions. Over 2,000 members hired since 2003 have only experienced "up" times. In the New Year, it is our hope that those prosperous times continue. We want to thank you for your support in 2008, we look forward to working with you to advance the Union in 2009 and we wish you and your family a happy and healthful New Year.

Recent UE 506 Retirees



Bldg. #6
John Maxumczyk
Bldg. #7
Frank Bachmaier

Bldg. #18-C
Nino Carmosino
Michael Genis

ERIE PLANT DAYWORK RATE STRUCTURE FOR HOURLY EMPLOYEES

EFFECTIVE DECEMBER 15, 2008

* MINIMUM STARTING RATES IF
HIRED AFTER AUGUST 5, 1991

<u>RATE SYMBOL</u>	<u>HOURLY RATE</u>	<u>MINIMUM STARTING RATE</u>	<u>95%</u>	<u>90%</u>	<u>85%</u>	<u>80%</u>	<u>75%</u>	<u>70%</u>
R-3	23.525	-----	22.350	21.175	19.995	18.820	17.645	16.470
R-4	23.625	-----	22.445	21.265	20.080	18.900	17.720	16.540
R-5	23.700	-----	22.515	21.330	20.145	18.960	17.775	16.590
R-6	23.815	R-4	22.625	21.435	20.245	19.050	17.860	16.670
R-7	23.915	R-5	22.720	21.525	20.330	19.130	17.935	16.740
R-8	24.055	R-6	22.850	21.650	20.445	19.245	18.040	16.840
R-9	24.190	R-7	22.980	21.770	20.560	19.350	18.145	16.935
R-10	24.190	R-8	22.980	21.770	20.560	19.350	18.145	16.935
R-11	24.365	R-8	23.145	21.930	20.710	19.490	18.275	17.055
R-12	24.510	R-9	23.285	22.060	20.835	19.610	18.385	17.155
R-13	24.690	R-11	23.455	22.220	20.985	19.750	18.520	17.285
R-14	24.850	R-11	23.610	22.365	21.125	19.880	18.640	17.395
R-15	25.125	R-11	23.870	22.615	21.355	20.100	18.845	17.590
R-16	25.485	R-12			R-12			
R-17	26.020	R-13			R-13			
R-18	26.580	R-14			R-14			
R-19	27.370	R-15			R-15			
R-20	28.295	R-16			R-16			
R-21	29.240	R-17			R-17			
R-22	30.220	R-18			R-18			
R-23	31.090	R-19			R-19			
R-24	32.365	R-20			R-20			
R-25	32.850	R-21			R-21			
R-26	33.295	R-22			R-22			
R-27	33.710	R-23			R-23			
R-28	34.215	R-24			R-24			

JOB RATE

PROGRESSION

R-6 thru R-15	One step at the end of each one-month period from M.S.R. to job rate.
R-16 thru R-18	One step at the end of each one-month period from M.S.R. to R-15; one step at the end of each three-month period from R-15 to job rate.
R-19 thru R-21	One step at the end of each three-month period from M.S.R. to R-18; one step at the end of each six-month period from R-18 to job rate.
R-22 and Up	One step at the end of each six-month period from M.S.R. to job rate.

Progression increases should be calculated from starting date.

* Employees hired after 8/5/1991 on R-15 or below, will progress one step (+5%) every 6 months (4 months after 1/1/2008).

ERIE PLANT INCENTIVE RATE STRUCTURE FOR HOURLY EMPLOYEES

EFFECTIVE DECEMBER 15, 2008

RATE SYMBOL	TIMING RATE GETS	A.E.R.	M.T.O.	M.S.R.
I-8	0.57	24.365	24.055	23.700
I-9	0.60	24.365	24.055	23.700
I-10	0.63	24.365	24.055	23.700
I-11	0.67	24.365	24.055	23.700
I-12	0.70	24.840	24.365	24.055
I-13	0.74	24.840	24.365	24.055
I-14	0.78	24.840	24.365	24.055
I-15	0.82	25.485	24.935	24.150
I-16	0.87	25.485	24.935	24.150
I-17	0.92	25.485	24.935	24.150
I-18	0.97	26.580	26.045	24.460
I-19	1.02	26.580	26.045	24.460
I-20	1.08	26.580	26.045	24.460
I-21	1.145	26.580	26.045	24.460
I-22	1.21	26.580	26.045	24.460

GETS CONVERSION FORMULA

Where Minimum <u>Does Not Apply</u>	<u>Break Even Point</u>	Where Minimum <u>Does Apply</u>
I - 8 and I - 9 :		
Earnings X 4.7165 + 21.1217	1.1776	Earnings X 4.3607 + 21.5408
I - 10 and Up :		
Earnings X 4.7165 + 21.0081	1.2013	Earnings X 4.3607 + 21.4359

WAGE STRUCTURE MODIFICATION - GETS

Apply the appropriate adder from the table below to each planned hour earned according to the timing rate of the voucher. This adder is applied after the conversion formula calculation.

I-17	0.076
I-18	0.148
I-19	0.258
I-20	0.408
I-21	0.777
I-22	1.139

SPORTS SHORTS

– By Denny McLaughlin



First let me thank everyone who either bought or sold our “Basket of Cheer” tickets (Winners listed below). I know nine people that were very cheerful over the holidays! **Marlene Babay**, the winner out of Building 5, retired the very next day. Nice retirement gift!

The following are upcoming events that your Sports Committee is either sponsoring or adding assistance to help other non-profit organizations.

The VA 7th Annual “**Hometown Heroes**” Bowling Tournament, will be held on **Sunday, February 24th at Eastway Lanes**. Please get your applications in early for this worthwhile event benefiting our Veterans. Also, we are looking for prizes people would like to donate for the silent auction.

And once again this year we will be involved in the 21st “**Children’s for Charity**” Adult Bowling Tournament, coordinated by our own UE 506 Member **Rick Makowski**. The tournament will be held on **March 29th at Eastway Lanes**.

Basket of Cheer Raffle Winners

Tim Milhisler, Building 18C
Bob Mortherwell, Building 7
Kathy Farley, Building 7
Rick Anderson, Building 6
Bob Vecchi, Building 12 – M&C
Dave Murzynski,
Joe Russell, Building 6
Laura Cochran, Building 18T
Marlene Babay, Building 5

UNITY COUNCIL HERE TO HELP

The Unity Council was formed to help address discrimination and harassment issues in the Plant. If you have a need to talk with someone from the Council you can reach them at the following numbers:

Chairperson Cyndy Casey, Bldg. 12 824-0150 (pager)
 or 725-2417 (Home)
Wayne Burnett, Bldg. 7 824-0140 (pager)
Don Brown, Bldg. 63 490-4433 (cell)
Scott Duke, Bldg. 12 875-6239 (shop – 2nd shift)
Tim Newara, Bldg. 10-26 875-6054 (shop-days)
Rich Laskowski 875-2348
UE LOCAL 506 HALL 899-3108

In Sympathy

The Officers and Executive Board Members of UE Local 506 wish to extend their sincere condolences to the family and friends of **James Rodney**, Bldg. 63, who passed away January 4, 2009.

HAVING A PERSONAL PROBLEM?

***Please note – Dave Adams has a new pager number: 824-0141**

Call when you need guidance or advice.

Call when you need information or a referral

Call when you need help – Call NOW

Contact UE Local 506 Employee Assistance Program (EAP)

Liaison Dave Adams at Page No. 824-0141 or

Call an EAP Counselor at 875-4EAP (Ext. 4327)

AA MEETING SCHEDULE

Where: Building 2-1, Bay A-Column 8, Mezzanine

When: Thursdays 1st Shift 11:30 am
 2nd Shift 7:30 pm
 3rd Shift 3:00 am

FEBRUARY 2009

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 Groundhog Day	3	4 L.A.C. MEETING	5	6	7
8	9	10	11 R.A.G.E. MEETING	12 Lincoln's Birthday	13 2nd ELECTION NOTICE 506 NEWS	14 Valentine's Day
15	16 President's Day	17 E-BOARD MEETING	18 CSF MEETING BOARD	19 MEMBERSHIP MEETINGS NOMINATE OFFICERS	20	21
22 Washington's Birthday	23	24 Mardi Gras	25	26 DEADLINE To Return CANDIDATES STATEMENTS	27 R.A.G.E. BOARD MEETING	28