



LOCAL 506 UNION NEWS

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Friday, August 21, 2015

Contract 2015

The Contract negotiations are over and the ratification vote has taken place. We had high expectations heading into these negotiations, we had a team that was prepared to discuss contract language and the benefit package, we had the support of an involved membership and the momentum of the massive Erie rally, all the signs suggested that a fair contract was on the horizon.

During the negotiations we faced a corporation that spoke about the need to be competitive with their rivals. We reminded The General Electric Company that they had no competition when it came to building locomotives. The company said they needed to contain healthcare costs, we explained that their healthcare costs were doing fine it was our costs were going through the roof. We were sitting across the bargaining table from a company that made \$16 billion profit in 2014, and we were looking for our share of the pie.

One by one we dealt with the issues, increases in Short Term Disability and Long Term Disability payments are always appreciated. The Pension update is favorable for those who will be retiring soon and the letter that extends the agreement not to freeze the Pension is good news for those not yet ready to retire. On the Contract Language side the new language in Article 23 should help with future farmout cases, and may be of some benefit in the 2013 Transfer of Work Notice. Unfortunately, while our healthcare cost will rise in this contract, wages will for the most part remain flat, yes there are some lump sums payments but in these uncertain times an hourly increase is always preferable.

Retirees on the other hand, those people who paved the way for us and the same people that helped make GE the 9th largest corporation in the world received a very small pension increase and those who retired in 2009 and later received nothing at all. The cruelest cut came four weeks after negotiations ended when the

Company announced that all post-65 health insurance for retirees would end as of December 31, 2015.

GE had already drastically reduced future pension obligations by no longer offering the plan to many deserving GE workers and now, with the modest and limited pension increases and the elimination of post-65 retiree health care, they are disavowing a meaningful commitment to existing retirees.

Yes, these negotiations were difficult, had it not been for the membership's involvement and support I have no doubt that this contract would have provided far less for our membership.

Safety Coordinator Nominations

Nomination forms for Safety Coordinator will be posted in each building beginning with 2nd shift on August 31, 2015 and will remain posted until 1st shift, September 3, 2015. Those interested in these positions can sign up on these dates.

A Safety coordinator orientation class will be held on September 16, 2015, if you are going to be absent from work that day a make-up class will be held on September 18th. The election will take place on September 30, 2015.

AUGUST MEMBERSHIP MEETING NOTICE

Agenda:

- Convention Report
- Officers updates
- Committee reports and General Business Matters

MEMBERSHIP MEETINGS & TIMES ARE:

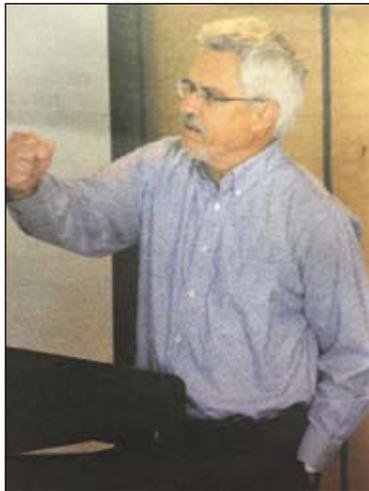
Thursday, August 27, 2015 (All meetings)
7:20 a.m. (3rd Shift)
12:30 p.m. (2nd Shift)
3:20 p.m. (1st Shift)

National Officers Set To Retire

Two of UE's long time officers have announced their intention to retire. **President Bruce Klipple** and **Director of Organizing Bob "Junkyard Dog" Kingsley** have decided not to seek re-election at this year's National Convention.



Bruce has been UE President for the past four years and before that he was the General Secretary-Treasurer for 10 years. Brother Klipple started his UE membership in 1979 in Easton Pa.



Bob Kingsley's UE membership began in 1981 in Vermont, 11 years later he was elected Director of Organizing, where he spent the next 23 years.

I want to thank both Bruce and Bob for their dedication and service to our Union, and wish them a great retirement.

Odds and Ends

- One of the topics that is sure to be discussed at the national convention is the U.E. staff's desire to form their own union. Under the current UE Constitution, wages are set by the membership. The staff wants to ignore the constitution and set their own wages. There will be a complete report on the convention happenings at the membership meeting.
- Back in the days when 90% of the plant was piecework time studies were a common event. Since lean was adopted in 2005 pieceworkers make up about 12% of the work force so time studies are not seen by the majority of the membership. In 2013 when the new work rules were negotiated, one of the many new work rules is "Failure to meet production standards". This means that management can decide how long a job should take and we are held to that standard. The contract contains language on time studies and that can be applied to "standard work studies". Union Stewards have a right to be present and to ask questions during these events. If there is a method that is being questioned get your Chief Steward involved. There will be a class in the near future on this subject.
- No hourly employees should be scheduling overtime in the department. The local agreement is very clear about how overtime is offered and the records that need to be kept concerning OT offered. Overtime not being offered correctly is a grievable issue, please, don't put yourself in that position.
- Computer repair is located in building 24. If you are having an issue with your computer or just need it moved this is the group you need to call.

F.F.

LABOR DAY PARADE

The U.E. 506 Executive Board invites all 506 members and their families to take part in the first Labor Day Parade to be held in Erie in almost 30 Years.

The parade kicks off at 10:00 a.m., Monday, September 7, 2015. The parade starts at 11th and State Streets and runs down to North Park Row, around French, then back up to South Park Row.

All participants will be lining up behind the 506 banner. Please come out and show support for the Labor Movement. Hope to see you there. Any questions please call **Jason Trayer** at 899-3108.



Local 506 Recent Retirees



Building #2
Myron Gourley
Robert Eggleston

Building #5
Dennis Fink

Building #6
Darrel Daniels
William Long
Brenda Long
Michael Laniewicz
Garry Hutt
Thomas Barry

Building #7
William Drabina
Donald Nagy
Dennis Mcintosh
White Robert

Building #10
James Kowalski
Donna Lesperance
Boyd Vorse
Keith Uhlman
Nancy Dahlkemper
Phillip Thomas
Lee Farrow
John Harvey
Kenneth Armagost
John Matkovich

Larry Withrow
Nancy Kinsinger
Thomas Hoffman
David Wilkinson

Building #12
John Veres
Janice Heintz
Jeffrey Rock
Robert Vecchi
James Christensen

Building #17
Michael Backhaus

Building #18
Joseph Donikowski
Larry Rose
Gary Sherwood
John Shalkham
Robert Pituch
George Beckes

Plant Services
David Heynoski
Thomas Beuchert
Fencil David
Lawrence Brown
Perry Rodland
Ronald Gibbons
Lawrence Smith
Stephen Abt

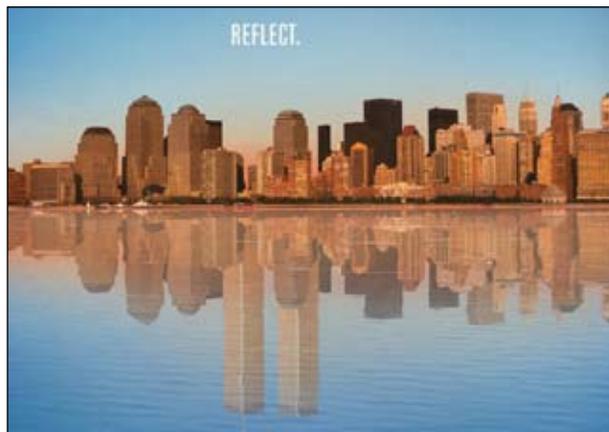
Building #20
Gary Postlewaite
Gerard Mizikowski
James Kibbe
Edward Bitters
Stanley Sobucki
John Schell
Terry Huffman
William Bucklin
Daniel Pfeiffer

Building #24
Lawrence Smith

Building #26
James Miller
David Mccool
James Rose
James Hermann
Calvin Shafer
Michael Macwillie

Building #60
Timothy Helmuth

Building #63
Raymond Ahlgren
Thomas Sisco
Richard Simkovitch
Donald Nodzak
Robert Pelkowski
Barbara Novakowski



Safety Corner

Top 10 Safety Tips

1. If you are assigned to a new job, and you have not received thorough and complete safety instructions, speak up! You are entitled to proper training on any new operation, tool, or machinery no matter what your background or experience level.
2. If you suspect something is dangerous...don't do it. Stop and speak to your Safety Coordinator, EHS-TA, or PTA.
3. Inspect tools and equipment before using them. Pay special attention to guards and safety devices.
4. Don't be afraid to ask. If it's heavy, ask for help. If you're not sure how to do something, ask for guidance. The only dumb questions are the ones left unasked.
5. Don't rush; it's better late than never. Many accidents occur in the rush to get something done fast. Take your time, follow all work and safety rules, and get the job done safely. No job is so hot that you should disregard safe practices.
6. Be aware of yourself. Did you get enough sleep? Are you distracted by an event in your life? Feeling a little off because of prescription medication? If you are not mentally and/or physically sharp tell your Steward, Safety Coordinator, or Supervisor and ask to be taken off of any potentially hazardous job. No one should work in a hazardous area when their alertness or ability is impaired by illness, fatigue, or physical or psychological factors.
7. Plan safety into every job. Before beginning any job, have the right tools on hand and the needed PPE.
8. If you experience discomfort or pain from doing your job or using a specific tool, report it. The task may be able to be modified to make it more ergonomic. Don't make an injury worst by keeping quiet.
9. Be observant to your surroundings. There are many moving parts that work together to get the job done. Pay attention to all of them from jitneys, crane movements, power tools, trip hazards, etc. We want you to return home healthy every day.
10. Watch where you walk. We know many accidents occur when employees don't watch where they are walking. Pay attention to the walking surfaces before you take a step. Remember you can't watch the ground when you are reading a text!

Having A Personal Problem?

Contact UE Local 506 Employee Assistance Program liaison **Bob Herrick** at 899-3108. Or call **Keith Eller** at 875-4EAP (Ext. 4327)

AA Meeting Schedule

Where: Building 6, Rm. 150, Conference Rm.
When: Thursdays 1st Shift - 12:00 noon
2nd Shift - 7:30 pm 3rd 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

| SEPTEMBER 2015 | | | | | | |
|----------------|--|---|---|---|--|----------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 Labor Day <small>Labor Day Parade</small> | 8 | 9 <small>R.A.G.E. MEMBERSHIP MEETING</small> | 10 | 11 Patriot Day | 12 |
| 13 | 14 <small>E-BOARD MEETING</small> | 15 | 16 | 17 <small>506 MEMBERSHIP MEETING</small> | 18 | 19 |
| 20 | 21 | 22 | 23 <small>First Day of Autumn</small> | 24 | 25 <small>R.A.G.E. BOARD MEETING</small> | 26 |
| 27 | 28 | 29 <small>MEMBER INVOLVEMENT & EDUCATION MEETINGS 7:15, 1:00, 3:15</small> | 30 | | | |