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LOCAL 506 UNION NEWS

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The lockout may be over, but our fight for a good contract goes on

The lockout ended on March 6th, but our fight for a good contract goes on. Your negotiating committee needs the continued support of each and every one of our members now more than ever. Without your support, we won't be able to achieve the contract our members need and deserve. Over the next two months, we will be calling on our members to play an active role in our fight. We will be getting a new t-shirt for our members to wear at work to show your support. We will also be passing out stickers and buttons for you to wear. Other actions and activities are being planned for you to participate in during these next two months. We will keep you informed of these plans on the UE Local 506 Facebook page, the UE Local 506 website – www.uelocal506.org and in our newsletters and fliers.

Over the past month, we have spoken about our lockout to hundreds of union members and activists in Ithaca, NY, Detroit, MI and Franklin, PA. The rank-and-file, union activist, monthly publication *Labor Notes* organized two Troublemakers Schools in Ithaca, NY and Detroit, MI, which brought together hundreds of union members and activists for an all-day training with different workshops. *Labor Notes* invited leaders of our union to talk about our lockout at these two Troublemakers Schools. We also spoke to dozens of union leaders at the Northwest PA Area Labor Federation meeting in Franklin, PA. Two of our strike committees which are still in place are the Publicity/Education Committee and the Outreach Committee. The Publicity/Education Committee is responsible for putting out newsletters, fliers and social media posts. It's also responsible for arranging speakers, workshops and other labor-oriented educational events. The Outreach Committee organizes visits to local elected officials and arranges speakers to attend meetings of union and community organizations to talk about our lockout and thank them of their support. If you would like to volunteer to be on one of these committees, please give your name and phone number to your steward or divisional chief steward. ⚡

Negotiations Update

We will be giving a comprehensive update on the status of contract negotiations at our monthly membership meetings on Thursday, April 18th.

Meeting Times

3rd shift – 7:30 a.m.
2nd shift – 12:30 p.m.
1st shift – 3:20 p.m.

Our next set of negotiations are scheduled the week of April 22nd. When we resume negotiations, we will have 42 days left before the expiration of the 90-day interim agreement, which expires on June 3rd. Please make every effort to attend these important membership meetings. ⚡

April Membership Meeting Notice

Agenda:

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

Membership Meetings & Times

Thursday, April 18, 2019
(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





Vice President's Report

By Tom Bobrowicz

Spring Primary Elections

May 21st, 2019

Primary elections in Pennsylvania are held on the third Tuesday of May in most years.

In presidential years, the primary election is held on the fourth Tuesday of April.

In a primary election, each political party selects its candidates to run for office during the general election. The candidates who get the highest number of votes in the primary election go on to run in the general election. Voters also vote for their party's officers during a primary election.

In Pennsylvania, you can only vote for the candidates in the same political party you have named in your voter registration. For example, if you registered to vote as a member of the Republican Party then you can vote in the Republican primary, but not the Democratic primary.

All voters can vote on:

- constitutional amendments,
- ballot questions, and
- any special election contests held at the same time as a primary election.

This year's Primary Election includes Judges, County Council, County Controller, Erie City Council, City Treasurer, School Board Positions, and many others. Complete list at:

<https://www.eriecountypa.gov/media/719085/2019-primary-unofficial-candidate-list-lot-draw-order-3-28.pdf>

April 22nd, 2019 is the final day to register to vote in the May election. ⚡

Chief Plant Steward's Report

By Leo Grzegorzewski



U.E. 506 Stewards are the frontline of defense for our members on the shop floor. Now more than ever we need the Steward system to communicate information from the hall and ensure our members are treated fairly. Since our return from the lockout, our membership has endured a heightened level of scrutiny with the day to day job duties. The mistreatment of some of our members is unjustified and does not benefit production. Department Stewards need to file grievances when necessary to protect our brother and sisters from overzealous bosses. We must look out for each other as we did on the picket lines earlier this year. The grievance procedure Wabtec implemented during the interim agreement period is inept to say the least. Their grievance procedure is far from simplified and has time limits for the union, and none for the company. Wabtec's grievance procedure favors them. We cannot and will not accept this process moving forward after the interim agreement period. Let me state from the beginning, U.E. 506 was looking forward to working with Wabtec to improve safety, increase production and enhance our competitiveness in the locomotive business. We attempted to do this with General Electric over the years, but our efforts fell on deaf ears. General Electric's business model of listening to their shareholders and not their employees has proven to be a colossal business failure. In adopting this business model, General Electric has gone from one of the largest and most profitable companies in the world to a company just trying to survive. We all watched it happen and warned General Electric it could not survive running the business as they were. What's most disappointing is Wabtec seems to be going down the same path. We did not want this fight, all we want is time to get to know each other better and a chance to build a working relationship. We have great ideas and a skilled workforce to accomplish many of the untapped opportunities that lay ahead. Wabtec is attacking the wages of future employees, the grievance procedure, job family & codes, layoff and recall and the rights we have fought for eighty-plus years. Why Wabtec has chosen this path? Only they can answer that question. One thing for sure, Wabtec does not seem to care about its perception in the community they move into or the concerns of their new employees. History will repeat itself if Wabtec continues the business model General Electric implemented in recent years. This membership will continue to fight for the rights and benefits our current and past members negotiated in good faith that benefited U.E 506 and the company. Erie is and will continue to be the best locomotive manufacturer in the world. My hope is Wabtec will soon recognize U.E. 506 wants Wabtec to prosper and together we will achieve prosperity for both.

U.E. 506, **"The Members Run This Union"** is what makes us strong and separates us from every other union in the country. ⚡

Worker Memorial Day Service

Since 1989, Unions have observed Workers Memorial Day each April 28th to remember those who have died or suffered work related injuries and diseases on the job. April 28th was chosen because it is the anniversary of the Occupational Safety and Health Administration (OSHA). As in the past, the Erie-Crawford Central Labor Council will sponsor a memorial service at the United Steelworkers Hall 703 French Street on Sunday, April 28, 2019 at 2pm. During this short service, a bell will be rung as names are read for each Erie County worker who lost their lives in the workplace since April 28, 2018.

TAXES IN RETIREMENT

In today's ever changing political environment, tax rates in the future may be drastically different than they are today. Our future first class will focus on strategies to minimize the high impact of taxation over the rest of your lifetime.

This class is designed to help retirees and pre-retirees learn how to:

- Avoid a 30% penalty tax on your required minimum distributions (RMDs) (wherever possible)
- Build a tax free retirement
- Maximize the taxation of your social security benefits
- Properly divide your tax risk among the three taxation structures
- Properly use estate planning techniques to lower or eliminate the tax burden to your heirs

Dates, Times & Location

Wednesday, April 17
6:00 p.m. - 8:00 p.m.

Monday, April 22
6:00 p.m. - 8:00 p.m.

Risco Library
Address: Room
100 E. Front Street
Des Moines, IA 50319

Seating is limited, so please RSVP soon.
Once the class is full, wait listing will be done on a first-come first-serve basis.

To reserve your seats, register online at www.yourRSVP.com and enter code PEWHUG or register by phone by calling 724-315-5062

PEWHUG is registered in the US as 501(c)(3) and profit oriented organization for the purpose of educational activities and other purposes. The corporation has limited and exempt financial purposes only. A transfer of 100% of the net worth agreement to this class PEWHUG cannot and should not be used to provide any goods, services or programs not in the public interest. PEWHUG also reserves the right to terminate the program, discontinue educational activities and not be bound by the contract of the high school policy. Students should check the website for the location of the classroom facility with the same reservation as representing all of the financial obligations to be observed in the future.

President's Report

By Scott Slawson



As we enter the end of April, we have made little progress at the bargaining table. We have exchanged many proposals including job security, extended progression for wages, paid time off, job preservation, grievance and arbitration, bereavement, working hours and overtime, seniority, layoff and recall, holidays, job posting, shift differentials as well as many other topics of discussion.

The Company has stuck with their 2-tier wage proposal with no wage movement and job code increases that only incorporated adding safety coordinators positions as bid jobs. Their latest wage proposal only guarantees your wage rate for a period of one year. If you move or are moved out of your existing position after a one-year period you will go to the new tier 1 rate of classification, which in many cases is at a lower pay rate than the R-code job rate of today. For example, weld, paint, assembly and fab would go to the current 19 code rate of pay. Remember, we have already given up pension and retiree healthcare unless we can negotiate it back into the contract. This averages a \$4.80 per hour savings for the company. At this point we don't even know if there will be a protected benefit at layoff to include insurance and IEA benefit.

As for the Safety Coordinators program going to bid jobs instead of election, it takes safety out of the hands of the employees. Their process would make it much more difficult to replace a Coordinator if the people on the job don't feel like their safety is being properly represented. Not a good scenario for the workers. The current process was developed by the Safety Steering Committee in conjunction with OSHA and the VPP program. In 1991 we built 200 locomotives and had a recordable rate of 20. That's roughly 20 recordable injuries per 100 employees. By 2000 our injury rate had dropped to 4 recordables per 100 employees and our production had increased to 900 locomotives per year. The massive leap in safety was largely credited to the current Safety Coordinators Program and the "buy into safety" it had created.


The Company and the Union continue to negotiate but right now we are speaking two different languages on many subjects. Their goals include mandatory overtime, reducing your ability to be represented by the Union, limiting your ability to get information from the Union, taking away your Stewards ability to effectively do their job (which in many cases is a benefit to the company), reductions in paid time off, decreases in benefits, taking away our ability to strike on grievances, limiting our opportunities to move during layoff and job bids, adding temporary workers and little to no job security and subcontracting protections.

We have a long way to go and we will not give up on any of these issues. We will continue to do our best at the bargaining table and we ask everyone to stay strong, stay focused, and be prepared. Our Labor is our strength and our skill and ability are what we have to bargain. We want to see the plant prosper, grow and survive, but there are limits to what we can accept. Through the acquisition, our new employer has already recognized a significant savings per hour, while we have realized substantial losses. United We Bargain, Divided We Beg. Remember, those that came before us fought for what we have, it's our obligation to fight for not just our future, but our children's future as well.

IEA Payment Issues

If members are submitting IEA forms for payment please verify that the form being submitted is for the proper employer. Any IEA payment submissions for weeks prior to February 25, 2019 should be made to GE on the old form. For weeks being submitted after February 25, should be made using the Wabtec form. **See examples below.**

It has also been brought to our attention that Wabtec has been taking deductions out of IEA payments. We have raised the issue with Wabtec and to date have not received an explanation. We will report further information as it's provided.

MAY 2019						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8 GEB MEETING 518 MEMBERSHIP MEETING 	9 GEB MEETING	10 GEB MEETING	11
12 <i>Mother's Day</i>	13	14 506 EXECUTIVE BOARD MEETING <i>Mom</i>	15	16 506 MEMBERSHIP MEETINGS	17	18
19	20	21	22	23	24	25
26	27	28	29 	30	31 RAGE BOARD MEETING	

(Erie) Wabtec Weekly Application for Income Extension Aid (IEA) or the Layoff Benefit Plan Supplementing Unemployment Compensation

- You can submit all claims except plant shutdowns by completing this paper form.
- Complete using gross amounts (amount before taxes/deductions are taken out)
- Attach a copy of the unemployment compensation (UC) online payment history or exhaustion letter for the period being claimed. Your claim cannot be processed without this information.
- Be sure to include a phone number where we can contact you with any questions

Name:	Employee #:	
Weeks claimed (list actual dates) Week begin (Mon): Week end (Sun):	Week 1:	Week 2: (optional)
Gross Unemployment Compensation	\$	\$
Are UC benefits exhausted? (If yes, send copy of UC Proof of exhaustion with each application and complete #4)	<input type="checkbox"/> Yes <input type="checkbox"/> No	Date of Exhaustion:
Gross Non-Wabtec Earnings (only complete this if your UC is exhausted)	\$	\$

- I hereby state that no portion of this period that I am requesting includes days that have been designated by my work location as a scheduled vacation shutdown period, in which I elected not to schedule vacation that I was eligible to receive. I hereby request weekly payments supplementing unemployment compensation under the Income Extension Aid provisions of the Job & Income Security Plan for these weeks.
- ALL STATEMENTS AND DOCUMENTS ACCOMPANYING THIS APPLICATION ARE TRUTHFUL AND ACCURATE TO THE BEST OF MY KNOWLEDGE.

Signature _____ Date _____
Phone Number _____ E-Mail _____

Submission Deadline:

Please submit your application by Friday at 1p.m. to receive payment the following week.

Email- Special.Payments@ge.com

OR Fax to: 814-875-2144

GE Weekly Application for Income Extension Aid (IEA) or the Layoff Benefit Plan Supplementing Unemployment Compensation

- You can submit all claims except plant shutdowns on OneHR.ge.com under Pay & Taxes> Payroll Self-Service> Income Extension Aid using a computer or any mobile device. If you cannot access the site, you can complete this paper form.
- Complete using gross amounts (amount before taxes/deductions are taken out)
- Attach a copy of the unemployment compensation (UC) online payment history or exhaustion letter for the period being claimed. Your claim cannot be processed without this information.
- Be sure to include a phone number where we can contact you with any questions

Name:	Employee #:	
Weeks claimed (list actual dates) Week begin (Mon): Week end (Sun):	Week 1:	Week 2: (optional)
Gross Unemployment Compensation	\$	\$
Are UC benefits exhausted? (If yes, send copy of UC Proof of exhaustion with each application and complete #4)	<input type="checkbox"/> Yes <input type="checkbox"/> No	Date of Exhaustion:
Gross Non-GE Earnings (only complete this if your UC is exhausted)	\$	\$

- I hereby state that no portion of this period that I am requesting includes days that have been designated by my work location as a scheduled vacation shutdown period, in which I elected not to schedule vacation that I was eligible to receive. I hereby request weekly payments supplementing unemployment compensation under the Income Extension Aid provisions of the Job & Income Security Plan for these weeks.
- ALL STATEMENTS AND DOCUMENTS ACCOMPANYING THIS APPLICATION ARE TRUTHFUL AND ACCURATE TO THE BEST OF MY KNOWLEDGE.

Signature _____ Date _____
Phone Number _____ E-Mail _____

Submission deadline:

Please submit your application by Friday at 1 p.m. in order to receive payment the following week. FAX to: 518-514-1389 or Email to: Benefit.Forms@ge.com MAIL to: GE Payroll PO Box 5000, Schenectady, NY 12301

To see the status of your claim, visit the IEA page at OneHR.ge.com. If you have any questions, please contact the GE Payroll Center at 1-800-315-1082, Monday through Friday, from 9:00a.m. to 5:00 p.m., Eastern time.

UE Local 506 Proposed Constitutional Amendments

Six Constitutional Amendments have been submitted for consideration by the Membership. The following proposed amendments will be discussed and voted on during the May 16, 2019 Membership meeting.

Constitutional Amendment Proposal #1

ARTICLE 1

Current Language

Section 1: This union shall be known as UE Local 506. It shall be affiliated with the United Electrical, Radio and Machine Workers of America, International Union, and Eastern Region, United Electrical, Radio and Machine workers of America (UE).

Section 2: This Union shall be composed of hourly rated production and maintenance employees of the Erie Works of the General Electric Company.

Proposed Language

Section 1: This union shall be known as UE Local 506. It shall be affiliated with the United Electrical, Radio and Machine Workers of America, International Union, and Eastern Region, United Electrical, Radio and Machine workers of America (UE).

Section 2: This Union shall be composed of hourly rated production and maintenance employees of the Erie Works of the General Electric Company **or any other Company.**

Constitutional Amendment Proposal #2

ARTICLE V

NOMINATIONS AND ELECTIONS OF OFFICERS

Current Language

Section 6: The order of nominations shall be: Business Agent, President, Chief Plant Steward, Vice President/Recording Secretary, Treasurer, Executive Board Member at Large, Sergeant-At-Arms, Trustee, Alternate Trustee and shall be held at the February membership meeting.

Proposed Language

Section 6: The order of nominations shall be: Business Agent, President, Chief Plant Steward, Vice President/Recording Secretary, Treasurer, Executive Board Member at Large, Sergeant-At-Arms, Trustee, Alternate Trustee and shall be held at the **August** membership meeting.

Section 6a: *The Union Election Committee shall designate a day for the election during the month of September. The membership shall receive at least fifteen (15) days' notice of date of election.*

Constitutional Amendment Proposal #3

ARTICLE V

NOMINATIONS AND ELECTIONS OF OFFICERS

Current Language

Section 9: The members of the Election Committee shall serve as tellers for the General Election. Alternate tellers will be nominated and approved by the members present at the general election nominating meeting. The tellers shall take charge of the polls, keep the polls, which shall be in the UE Local 506 Hall, open from 6:00 AM to 6:00 PM on election day. They shall check all members voting to determine their eligibility to participate in the election. They shall issue ballots and see to it that the polls are closed at the proper time. They shall permit no loitering or campaigning inside the union hall. In the presence of any interested members of UE Local 506, so long as they do not interfere with the proceedings, the tellers shall count and verify the number of votes cast for each candidate, tabulate the number of persons who voted in the election and notate and set aside ballots which may or may not be void. Tellers shall disregard bullet voting and write-ins. They shall forward a certificate of the results of the election to the Union Executive Board. Official Erie County voting machines may be used in place of ballots.

The Election Committee shall be responsible for notifying all eligible nominees by registered mail and enclosing therein a Form of Acceptance. Failure to return the Form in a specified time as set by the Executive Board shall be considered as a declination of the nomination by the member.

Proposed Language

Section 9: The members of the Election Committee shall serve as tellers for the General Election. Alternate tellers, if needed, will be identified and approved by the members present at the general election nominating meeting. The tellers shall take charge of the polls, keep the polls, which shall be in the UE Local 506 Hall, **open from 1 hour prior to the start of the predominate first shift start time of the Erie Works to 2 hours after the end of the predominate first shift of the Erie Works on election day.** They shall check all members voting to determine their eligibility to participate in the election. They shall issue ballots and see to it that the polls are closed at the proper time. They shall permit no loitering or campaigning inside the union hall. In the presence of any interested members of UE Local 506,

so long as they do not interfere with the proceedings, the tellers shall count and verify the number of votes cast for each candidate, tabulate the number of persons who voted in the election and notate and set aside ballots which may or may not be void. Tellers shall disregard bullet voting and write-ins. They shall forward a certificate of the results of the election to the Union Executive Board. Official Erie County voting machines may be used in place of ballots.

The Election Committee shall be responsible for notifying all eligible nominees by registered mail and enclosing therein a Form of Acceptance. **The nominees may also elect to provide their Form of Acceptance with a signed waiver prior to the registered mailing.** Failure to return the Form in a specified time as set by the Executive Board shall be considered as a declination of the nomination by the member.

Constitutional Amendment Proposal #3
ARTICLE V
NOMINATIONS AND ELECTIONS OF OFFICERS

Current Language

Section 10: The Union Election Committee shall designate a day for the election during the month of March. The membership shall receive at least fifteen (15) days' notice of date of election.

The Union Election Committee shall provide a suitable place for the polls so as to insure privacy to the members when voting. Voting shall be by secret ballot. Any day within fifteen (15) days prior to the date of the election, absentee ballots for those members scheduled for temporary military leave, can be obtained, in person, at the Local 506 office during normal business hours, provided they present a copy of their orders. When picking up the ballot the member must sign for it. The ballot must be returned at the UE Local 506 office in a sealed envelope, addressed to the "Chairman of Election", by 4:00 P.M. the day prior to the election. Absentee ballots will be secured in the Union safe, unopened, and relinquished to the "Chairman of Election" at the close of polling on election day. The name of any member receiving an "absentee ballot" will be removed from the voting list for election of Officers, and will not be permitted to vote on election day.

Proposed Language

~~**Section 10: The Union Election Committee shall designate a day for the election during the month of March. The membership shall receive at least fifteen (15) days' notice of date of election.**~~

Section 10: The Union Election Committee shall provide a suitable place for the polls so as to insure privacy to the members when voting. Voting shall be by secret ballot. Any day within fifteen (15) days prior to the date of the election, absentee ballots for those members scheduled for temporary military leave, can be obtained, in person, at the Local 506 office during normal business hours, provided they present a copy of their orders. When picking up the ballot

the member must sign for it. The ballot must be returned at the UE Local 506 office in a sealed envelope, addressed to the "Chairman of Election", by 4:00 P.M. the day prior to the election. Absentee ballots will be secured in the Union safe, unopened, and relinquished to the "Chairman of Election" at the close of polling on election day. The name of any member receiving an "absentee ballot" will be removed from the voting list for election of Officers, and will not be permitted to vote on election day.

Constitutional Amendment Proposal #6
ARTICLE V
NOMINATIONS AND ELECTIONS OF OFFICERS

Current Language

Section 11

d. The hours for the runoff election will be 6:00 AM to 6:00 PM.

e. The Union Election Committee will determine an appropriate number of tellers to be selected from the pool of tellers nominated for the regular election. The tellers will carry out their duties in accordance with Article V, Section 8 of the UE Local 506 Constitution and By-Laws.

Proposed Language

d. The hours for the run-off election will be from **1 hour prior to the start of the predominate first shift start time of the Erie Works to 2 hours after the end of the predominate first shift of the Erie Works.**

e. **The members of the Election Committee shall serve as tellers for the run-off Election.** The tellers will carry out their duties in accordance with Article V, Section 8 of the UE Local 506 Constitution and By-Laws.

Constitutional Amendment Proposal #4
ARTICLE V
NOMINATIONS AND ELECTIONS OF OFFICERS

Current Language

Section 15: Elections to fill vacancies in office and the elections of delegates shall be the first order of business at a membership meeting. At least three tellers shall be elected by the members present to conduct the elections. The tellers' duties shall be the same as outlined in Section 8 of this Article with the exception that they will keep the polls open until the meeting is officially adjourned by the Chairman.

Proposed Language

Section 15: Elections to fill vacancies in office and the elections of delegates shall be the first order of business at a membership meeting. At least three tellers shall be elected by the members present to conduct the elections. The tellers' duties shall be the same as outlined in **Section 9** of this Article with the exception that they will keep the polls open until the meeting is officially adjourned by the Chairman.