



Volume 70, Issue 6
Wednesday, June 19, 2019

LOCAL 506 UNION NEWS

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

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He Ain't Heavy, He's My Brother

"But there are still those in darkness who cannot understand why I share the burden which belongs to another man.

"When asked "Why weigh yourself down with the load of another?" I simply smile at them and say, He ain't heavy, He is my bother."

-Bro. Freeman Montague, Jr.

The ratification of the four-year contract with our new employer is complete. In many ways, for the first time in more than a decade of corporate abuse, our members have a brief opportunity to savor this moment: 100 new jobs contractually guaranteed is an historic marker in the battle for the Lawrence Park plant that for decades has served as a key driver to the local economy.

Reflecting back over the past six months tells a tale of brotherhood that cannot adequately be measured, and one that we hope will spark action in those who have never experienced it. A nine-day lockout showed our undying commitment to our union brothers and sisters and it allowed our community and nation to see close up what it means to share the burden of another for the good of all.

Supreme Court Justice and activist, Ruth Bader Ginsberg once said, **"Fight for the things that you care about, but do it in a way that will lead others to join you."**

A four-year contract with a new employer may be marked in the history books for its significance in the US Labor Movement. But it also marks a moment of solidarity with our community. While we didn't get everything that was fair and just, our community and our neighbors joined us. Our Erie joined our struggle, and supported our position. Countless letters to the editor from concerned neighbors helped fuel our resolve. And union Brothers and Sisters from across the country and world watched on as the citizens of Erie, PA helped carry their load.

No deal is ever perfect, it represents a moment-in-time compromise that by its very nature cannot be perfect. We know that for some there is a bitter taste left from the compromised made. For many years, the inflexible and unreasonable group unwilling to compromise has not been compelled to act on behalf of the workforce that helped build its legacy and earn them billions in profits.

A headline in the Pittsburgh Post-Gazette this week read: ***Following labor strike, agreement between Wabtec, Erie workers could roll back wage system.*** Susan Schurman, a professor in the Rutgers School of Management and Labor Relations, called the work that we did to avoid the two-tier wage system "a big deal".

"This looks like they got most of what they probably wanted here. They didn't get mandatory overtime; they got a commitment to adding employees, which I personally think we don't see enough of in collective bargaining."

- continued on page 2

June Membership Meeting Notice

Agenda:

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

Membership Meetings & Times

Thursday, June 20, 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

In this latest round of negotiations, our brotherhood, our point of view, our value as a workforce was compelling enough to the leadership at Wabtec to bend on two-tier wages and commit to the Lawrence Park plant. Wabtec recognized the value of this workforce and that Keeping it Made in Erie is a good business model—no plant in the world builds better locomotives than in Erie – but it was our unbreakable commitment to each other and to justice that generated an environment that forced both sides to give.

Our work, together, here in Erie is making waves all over the nation. A ripple of hope to hundreds of thousands of American workers has been sent forth from Erie, Pennsylvania this week. It's a heavy burden to continue to carry, but we will. Alone you can only do so much, but together we can sweep down the mightiest walls of oppression and resistance.

The page is turning on this contract negotiation,

but our work on behalf of workers across the world is just beginning. The late Robert Kennedy said it best when he delivered a speech at the University of Cape Town on June 6, 1966, during the height of apartheid.

“Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope, and crossing each other from a million different centers of energy and daring, those ripples build a current that can sweep down the mightiest walls of oppression and resistance.”

Together we fought for what we believed in a way that led others to join us, and we sent forth a tiny ripple of hope. Stand proud brothers and sisters. Work hard, and always remember you are a part of a legacy of justice and brotherhood that fights for the rights of all people. *Who are we?* **UE.**

The Officers, Executive Board, and members of UE 506 extend our deepest gratitude to the entire UE National, outside counsel, community and government officials for their constant support and expertise throughout negotiations.

Over the countless hours of negotiations, the following list represents the people who joined us on the frontline in the fight for the rights of workers everywhere:

International Rep. John Thompson
Director of Organization Gene Elk
President Peter Knowlton
International Rep Mark Meinster
Jonathan Kissam UE Communications Director
Ben Wilson Field Organizer
Andrew Dinkelaker Secretary Treasurer
Karl Zimmerman Research Director
Kari Thompson Director of International Strategies
John Ocampo Field Organizer
Karen Harden International Rep.
George Wakmunski Field Organizer
Abbie Curtis Field Organizer
Lyndsey O'Day Filed Organizer
Gary DeLuke Field Organizer
Donna Morgan Eastern Region President
Irene Thomas General Counsel
Mike Healy, Healy Block & Hornack, P.C. Legal Counsel
Barney Oursler, Co-director Mon Valley Unemployed Committee
State Representative Pat Harkins
Bobby O'brien, Deputy Secretary Department of Labor and Industry
Parker Philips, Inc. Economic Impact Analysis, Communications & Public Affairs
Governor Tom Wolf

76th UE National Convention

The 76th UE National Convention will take place Sunday, August 25th through Thursday, August 29th in Pittsburgh, PA. This year's convention theme is "The Union for Everyone!" which reflects the changes from UE's beginnings over 83 years ago, when the membership came solely from electrical, radio and machine industries. Today the membership is very diverse including rail crew drivers, school and college/university employees, co-op workers, hospital employees, service contract workers to name a few, in addition to manufacturing workers who have been the backbone of UE for so many years. We have learned that no matter what sector you hail members hail from UE's long and vibrant history of aggressive struggle lives on.

Local 506 2019 Convention Delegates

The following members accepted and will serve as Local 506 Convention Delegates:

Tom Skwaryk Bldg. 12
Don Brown Bldg. 6
James Hibbler Bldg. 5
Bryan Pietrzak Bldg. 18



My SmartCare: Registration Guide

The My SmartCare online portal and mobile app allow you to freely and securely access your BCC Reimbursement Accounts 24/7/365. You can register from either platform. Here's how:

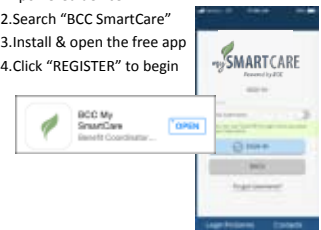
My SmartCare Online Portal

1. Go To:
<https://www.myhealthcareonline.com/bccsmartcare/>
2. Click 'REGISTER' at the top right corner of the screen to begin



My SmartCare Mobile App

1. Open the app store from your iOS or Android powered device
2. Search "BCC SmartCare"
3. Install & open the free app
4. Click "REGISTER" to begin



- When registering as a new user, My SmartCare will walk you through a series of registration questions followed by a secure authentication process to validate you as a user.
- Use your **Social Security Number** as your **Employee ID**.
- Use your **Benefits Debit Card number** or your **Employer ID** as your **Registration ID**.
 - WABTEC's Employer ID: BCCWTC
- By registering with My SmartCare, you will have the option to receive important push notifications (account balance, grace period, year-end reminders; notice of debit card mailed, etc.) via e-mail or text message. You can manage these notifications in your My SmartCare communication settings.
- You have the option to save your User ID to your mobile device by choosing 'ON' next to "Save this Online ID". This will allow you to bypass the secure sign in process each time you log in after you verify your identity during the initial log in.

If you have questions regarding your account(s) or a specific claim, please contact BCC's Customer Service Center at 1-800-685-6100. Any device issues should be directed to your service provider.



UE Local 506 and Local 618 members attend Special Membership Meetings to review the details of the contract on June 11, 2019



2019 Debra Gornall Scholarship Application

A \$500 scholarship will be awarded to a graduating high school senior as financial help for purposes of further education.

Eligibility: Applicants must be a child or grandchild of a UE Eastern Region union member, and eligible to enroll in a 2-year or 4-year undergraduate program, or an accredited trade school for Fall 2019.

PLEASE PRINT/Personal Information

Applicants Name: _____ Signature of Applicant _____

Address: _____ City: _____ State _____ Zip _____

Home Phone: _____ E-Mail: _____

Educational Information

High School: _____ GPA: _____ ACT Score: _____ or SAT Score _____

Graduated or will graduate in: May or June 2019

Extracurricular Activities (Please Attach Any Relevant Documents)

Activity	Roles and Responsibilities
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____

Union Members Name: _____ Relationship to Applicant: _____

Address: _____ City: _____ State _____ Zip _____

Home Phone: _____ E-Mail: _____

Signature of Union Member: _____ Date: _____

I attest that by my signature this application is true and accurate.

Please submit along with your application a 500 word essay on the following Essay Question:

Are there lessons from the 1930's for organized labor today?

PLEASE RETURN YOUR APPLICATION AND ESSAY BY 7/1/2019. Scholarship will be awarded at the August council meeting.



12TH ANNUAL UE/VAMC WELCOME HOME "FORE" VETERANS GOLF TOURNAMENT 9:00 a.m. SHOTGUN START



WHEN: Sunday, July 21, 2019 @ 9:00 a.m.

WHERE: Mound Grove Golf Course, 10760 Donation 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: \$75 PER PERSON

INCLUDES: 18 Holes Greens Fee + Cart, Hot-Dog & Beverages on Course, Barbeque dinner and Awards after tournament. Your entry fee is not considered a donation to the Erie VA Medical Center and the fee only covers the cost to participate in 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. Offering breakfast sandwiches with complimentary cocktail (courtesy of Mound Grove Golf Course) during registration/check-in from 8:00 a.m.-8:45 a.m.

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 12, 2019 @ 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 120 GOLFERS – Foursome not required. Singles or pairs accepted.

UE Local 506 Constitutional Amendments

During the May Membership Meeting the members passed the following Constitutional Amendments.

Constitutional Amendment 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 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 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
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,

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Constitutional Amendment
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
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.

GRIEVANCE PROCEDURE

STEP I

Step I Steward or EE hands in grievance form to supervisor within 14 day of the issue. The company must provide a written answer within 7 days after the grievance is submitted to the EE, Department Steward, Divisional Chief Steward and Chief Plant Steward. An extension may be granted if mutually agreed upon.

STEP II

Step II If a satisfactory resolve is not reached at Step I, the Steward or EE must check the box on the grievance form and submit to the supervisor within 14 days after the discussion at Step I. Step II meetings will be held each month with the Divisional Chief Steward, Chief Plant Steward and designated Labor Relations Representative. The parties shall discuss all grievances from that division that reached Step II in the preceding calendar month, unless an extension is mutually agreed upon. Within 7 calendar days from the Step II meeting the company will provide a written answer to the grievances heard at that meeting. The answer will be sent to the EE, Divisional Steward and Chief Plant Steward.

STEP III

Step III If a satisfactory resolve is not reached at Step II, the Steward or EE must check the box on the grievance form and submit to the supervisor within 7 days after the answer is received. The parties shall discuss all grievances that reached Step II in the preceding calendar month, unless an extension is mutually agreed upon. A U.E. International Representative and other necessary Union designees may attend the Step III meeting. The company will provide a written answer to all grievances heard at that Step III meeting within 7 calendar days after the Step III meeting. When the Union appeals a grievance to Step III, and the Company provides its answer, the Grievance Procedure will be considered fully exhausted.

STEP IV

If the decision of the labor Relations Representative does not resolve the grievance, the Union may request that the grievance be submitted to final and binding arbitration, provided the arbitration demand is submitted to the Company within 60 calendar days after the receipt of the Step III answer. If the Step III grievance is not appealed to arbitration within 60 calendar days, the Step III answer will be considered final and binding on the employee, the Company and the Union.

Important Numbers and Websites

HIGHMARK – 1-800-811-0391
E-MAIL – highmarkbcbs.com

AETNA – 1-866-317-6989
E-MAIL – aetna.com

BCC SMART CARE – 1-800-685-6100
E-MAIL – www.mywealthcareonline.com/bccsmartcare

CVS – 1-877-347-7444
E-MAIL – caremark.com

METLIFE – 1-800-942-0854
E-MAIL – microsite.ehr.com

DAVISVISION – 1-800-999-5431
E-MAIL – microsite.ehr.com

WABTEC PAYROLL/ENROLLMENT
INFORMATION – 518-690-4612
E-MAIL – microsite.ehr.com/Wabtec

HAVING A BENEFITS ISSUE?
Call Mark Kresse at 875-6620
or Lisa Dine at 875-5552
Call to report – 875-4000

JULY 2019						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4 Independence Day	5	6
← SHUTDOWN →						
7	8	9	10 618 MEMBERSHIP MEETING RAGE MEMBERSHIP MEETING	11	12	13
14	15	16 506 EXECUTIVE BOARD MEETING	17	18 506 MEMBERSHIP MEETINGS	19	20
21	22	23	24	25	26 RAGE BOARD MEETING	27
28	29	30	31			