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# LOCAL 506 UNION NEWS

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<http://www.uelocal506.com>

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## UE General President Peter Knowlton to Retire (but stay active in the union)

UE General President **Peter Knowlton** has announced that he plans to retire when his term ends on October 31, and he did not seek reelection at this year's convention.

He will be retiring with over three decades of service to UE as a field organizer, district and then regional president, and national officer, though as Knowlton is quick to remind anyone; he's around these days; this is not the end of his contributions to the union — he plans to stay active as a retiree.

Peter was a permanent fixture throughout Local 506 and Wabtec negotiations. He showed his commitment to Local 506 members in countless hours. Peter was a force in bringing national attention to our struggle with the help of presidential candidate Bernie Sanders. Peter's efforts will be a constant reminder of how the labor movement can advance through tireless determination and aggressive struggle.

Peter is also known throughout the union for his willingness, even eagerness, to debate and discuss difficult issues; his passion for UE's progressive values and democratic practices; and above all, his boundless optimism.



*Local 506 Officers present UE General President Peter Knowlton with an honorary Local 506 retirement watch during the 76<sup>th</sup> National Convention.*



## Elect Stewards and Alternates in November

The Local 506 Election Committee representatives, working with the Divisional Chief Stewards, will be posting nomination cards for Departmental Stewards and Alternates on Friday, October 25th. Per the 506 Constitution, the elections will be conducted during the first two weeks in November. Any member who has been in good standing for at least six (6) months shall be eligible to run for either office. The term of office will be two years. Stewards and Alternate Stewards will be installed during the last meeting in November following elections. Members who will be using vacation, personal time or on TLOW will be responsible for signing Candidates cards and voting.

### Elections Schedule

**Second Shift - Tuesday, November 5**

**Third Shift - Wednesday, November 6**

**First Shift - Thursday, November 7**

*In the event of a tie, there will be run-off elections held on Monday, November 11<sup>th</sup>.*



# Local 274

Beginning August 12, 2019, UE Members at Kennametal's Greenfield Tap & Die plant in Greenfield, MA were on strike for three days protesting the company's demands for healthcare concessions, mandatory overtime, and allowing temp workers to do Union members' jobs. Local 274 put forward reasonable proposals for fair wage increases, but the company continues to insist on eliminating the current health insurance plan, replacing it with an expensive high-deductible plan. They are also insisting on the right to make unilateral changes to the healthcare plan without negotiating with the union. UE Local 274 has been in negotiations with the Pittsburgh-based Kennametal corporation for over six months. Negotiations continue to date.

Local 274 members have contributed to making Kennametal enormously profitable, with \$2.4 billion in revenue in 2018. Kennametal's President and CEO, Christopher Rossi received a total compensation package of over \$5.7 million in salary and stock options, including a \$500,000 bonus, in 2018, according to Bloomberg Media.

Workers at the Greenfield Tap & Die plant have been organized with UE since 1941, and Local 274 has been a defender of good local jobs and a sustainable and strong economy for Greenfield for more than three generations.

During the August membership meeting, Local 506 passed a motion to make a contribution of \$5,029.24 to UE local 274 Strike fund. The donation was the balance of the UE 506 GoFundMe account created during the nine-day lockout. The check was presented to Local 274 to support their fight at the 76<sup>th</sup> UE National Convention in Pittsburgh.



# Chief Plant Steward's Report

*By Leo Grzegorzewski*



I want to thank the members who participated in this year's Labor Day parade. It was a great success; our membership was enthusiastic and very vocal. Along the parade route, kids enjoyed candy we passed out, and adults joined our member's voices that echoed off the buildings along the parade route. The weather held off, it was overcast, and the temperature was perfect. This year's Labor Day parade allowed U.E. 506 to show our appreciation to the other labor organizations and the community our sincere thanks for the overwhelming support during the strike. We must never forget the ones that did not forget us when we were in need. The ceremony ended downtown at Perry's Square. After the parade, Pat Harkins thanked U.E. 506 members for standing up for **ALL working-class citizens** in Erie, and the country against corporate greed. Pat also credited our members for protecting what we rightfully earned and fought for over the last eighty-two years. I want to thank Jason Trayer for all the work he put into making the parade a success on all levels. Jason spent a lot of time away from his family, preparing for the event.

Our next Step II grievance meeting will be on September 26th. We have a Step III meeting scheduled for September 11th. I will report the results from that meeting during the next membership meeting.

Over the past month, we have been in discussions with the company over various subjects. We have talked about testing employees on their own time, also the content of the tests. Our position is simple. Tests must represent the duties and functions performed by employees in those specific areas period! Some questions on the tests are not representative of what the job duties are in a particular area; you would need an engineering degree to pass. We also have addressed previously held codes when bidding on jobs — it is the Union's position. If you previously held the code, the test should be an evaluation of the employee's strengths and weaknesses, not pass or fail. You are minimally qualified for the position and have the right to that job. We also covered other subjects such as the hired but not started employees that have not moved, nineteen codes in building ten and parts shortages throughout the plant. We will continue to meet with the Company over these and other issues moving forward, see you at the next membership meeting. ⚡

# President's Report

We continue to meet with the company on many of the issues facing our members and the business. Due to rising trade barriers and the quickening slowdown of several major economies, rail markets around the world are being impacted. In North America, several of the major freight companies are parking their fleets. The business recently communicated; volume is down next year. They have also stated it is early yet and they do anticipate some of the empty space to fill in. We are getting the productivity/CIC teams up and running, and the business is starting to move some of the warehousing out to create more production floor space. They also communicated they are pulling work from outside in efforts to bring as much as possible back in-house. To date, some of this work includes the Battery Pre-Production work for the battery-powered locomotive, control groups for OHV units and KAS Freight Kits.

We are also continuing the many active discussions on testing, continuous operations, The 19 codes still in 22 code assembly positions in Bldg. 10, etc. The company has also brought up Work Rules, Time and Attendance, the Job Posting System and the need to separate the job classifications between the Engine Lab and Bldg. 26 Test.

Testing for job classifications is a topic that affects us all. We maintain our position if you have previously held the code you are minimally qualified for the position. It is one thing to take an evaluation to see what training you may need to be safe and proficient in your job, it something entirely different to take a pass/fail test for a job you are coded for. There are also the issues of, what is a minimum qualification test, testing on your own time, what jobs require a test, and what happens if there as a layoff or they need to temporarily assign employees. Along with this, we are also discussing on-site training programs that would be made available to employees.

As for continuous operations, we have had numerous discussions and formal written communication several times. As I write this article, we have been sent the correct version of the Continuous Operations side letter and that issue is now resolved. Continuous Operations will remain "status quo" until something else is negotiated. We still have a grievance on hold at the step III level to handle the back-pay issue.

Our National President, Peter Knowlton recently announced his retirement and at National Conven-

*By Scott Slawson*



tion. Carl Rosen, long-time president of the Western Region, was elected to take the helm. Carl will have big shoes to fill and we wish him the best in his new role. Also, at the convention, the National Union and the delegates present voted to endorse Bernie Sanders for his presidential run. The endorsement was on the back of Workplace Democracy Plan unveiled by the Senator shortly before the Convention.



**Presidential Candidate Bernie Sanders addresses delegates of UE 76th National Convention.**

This plan includes giving Unions the ability to organize through a majority sign up process, eliminate right-to-work laws. Give federal workers the right to strike. Give collective bargaining right to all public sector employees. Require companies that merge to honor existing collective bargaining agreements. Ban the replacement of striking workers, protect worker pensions, allow secondary boycotts and guarantee the right to unionize for all workers. To be clear, this is an endorsement by the Nation Union, not the Local. If we are going to endorse any candidates from the Local, we must vote as a Local.

I want to thank all members, their family and friends that took the time to participate in the annual Labor Day Parade and making it a success once again. You truly are amazing! Our membership always gets the highest praise for our participation. This year was especially special due to the overwhelming support the community showed during our struggle. For those of you that took the time, The Officers and Executive board send our deepest heartfelt thank you!



# Labor Day Parade 2019

## U.E. Local 506 Members Salute Erie Workers

On September 2, 2019, U.E. Local 506 united with our families, neighbors, community & political leaders and organized Labor in celebration. This Labor Day, the members of U.E. Local 506 joined in paying tribute to the contribution's unions have made to the strength, prosperity, and well-being of our community. The parade, organized by the NWPA area Labor Federation included 45 labor groups along with the Erie and McDowell High school marching bands. Local 506 received honors at the Labor Day parade for the union with the most participants and the largest percentage of participants.





# Coordinators Corner

By: Safety Coordinators

## Protect from falls this Fall

In some areas of the plant, protection from falls is a constant area of focus. Depending on your job, you may or may not be exposed to the fall hazards that are often discussed in training and safety meetings. For those of you who may not be exposed to these risks at work, that training may still

prove valuable at home! With Autumn right around the corner, many of the seasonal activities in our personal lives will get us off the ground and possibly into harm's way.

When most of us need to reach areas overhead a ladder is usually involved. Unfortunately, more than 90,000 people receive emergency room treatment from ladder-related injuries every year! Remember to use these same safe practices that have been reviewed at work when working at home. First, make sure you have the right type of ladder for the job and it has the capacity and height to perform the work safely. Things such as checking its condition before use, always facing the ladder, keeping your hands free and using 3 points of contact while climbing is critical to preventing an accident. Use a tool belt or line to bring items up to your location. Never attempt to overreach for something while on a ladder. Your belt buckle should never be outside the side rails. Correct placement of ladders is also important. Besides making sure it is placed on firm and level ground, never place a ladder in front of a door that is not locked or guarded. When placing a straight or extension ladder, remember the 4-to-1 rule; for every four feet of height, you must climb, move the base one foot away from the wall.

Autumn also brings with it the start of hunting season! This is an exciting time for many of our members. Unfortunately, statistics have shown that tree stand accidents are still the number one cause of hunter-related injury every season. If you choose to hunt from heights, please make sure you are selecting the proper tree for your stand and wearing a high-quality safety harness. Remember your safety rope (or strap) should be attached so that it prevents you from falling more than 12 inches. When climbing, follow the same rules for ladders. Again, use a haul line to pull up your gear and unloaded firearm, making sure it is on the opposite side of the tree

from where you are climbing. It only takes one fall to suffer a serious injury or permanently end your hunting career.

Whether we are hunting from tree-stands, doing home maintenance or decorating for the holidays, let's take the same approach when we are off the clock that we do at work to stay safe. ⚡



## Benefits Information

### Legacy GET employees -

**Take action now** to be sure you're on track with 2019 401(k) contributions, getting the full Wabtec match and prepared to meet your savings goals in 2020.

**What's new?** Beginning September 1, 2019, Wabtec employees can make 401(k) contribution elections percentages in tenths of a point. This means that, instead of contributing only whole percentages (e.g. 3%), you can now set your contributions with partial percentages (e.g. 3.6%).

**Anything else?** Yes. You should be sure that your retirement plan contributions across all employers in 2019 do not exceed IRS limits<sup>1,2,3</sup>. Also, consider contributing at least 3% each pay period to receive the full Wabtec match.

**To make changes in your Wabtec 401k contribution percentages**, log into the Fidelity website at [www.401k.com](http://www.401k.com), select your Wabtec plan > Quick Links > Contribution Amount > Contribution Amount and Catch-up Contributions > make desired percentage changes > click Change Contribution Amount. Allow 1-2 pay periods for changes to take effect in your Wabtec payroll.

**Questions?** Call a Fidelity Representative at 866-811-6041. You'll find a helpful worksheet on the Wabtec Benefits web page (<https://microsite.ehr.com/wabtec/>) > Wabtec Savings Plan > Resource Hub > "[Fidelity Retirement Plan Contributions Check Up](#)"

<sup>1</sup>The IRS permits pre-tax and/or Roth contribution maximums of \$19,000 per year in 2019.

<sup>2</sup>The IRS permits people who are 50 years or older in 2019 to contribute an additional \$6,000 in catch-up contributions.

<sup>3</sup>Post-tax contributions may be subject to IRS limits for all-source Defined Contribution plans. Contact Fidelity or your tax advisor for more information.

# CONTRACT CLARITY

To clear up any confusion, please review the following explanations related to vacation and personal time. The italicized print is the language from the specific sections of the contract. The bold text is the explanation of the section.

## Article XVII. VACATIONS



(l) Upon separation from employment, any accumulated and unused vacation hours will be automatically paid in the employee's last paycheck; provided, however, that any employee who voluntarily resigns from employment without providing a minimum of two (2) weeks' notice will forfeit any accrued but unused vacation. Any vacation hours paid in advance and not earned will be deducted from final check as permitted by applicable law.



**To be paid out your earned but unused vacation, if you resign, you must give 2 weeks' notice. If you have used more vacation than you have earned and resign, that payment will be deducted from your final paycheck.**



(m) An employee who retires will be paid the difference between his/her total annual vacation eligibility less the amount of vacation he/she used in the current vacation year prior to his/her retirement, provided that the employee provides the Company with at least thirty (30) days' notice of his/her retirement date.



**If you are going to retire and provide 30 days' notice, you will be paid out your full annual vacation allotment minus what you have used.**

## Article XX. PERSONAL ILLNESS PAY



Section 1. Accrued Personal Illness Pay. Former GET employees will be permitted to utilize any accrued but unused Personal Illness Pay as of the Closing Date of the acquisition of the Erie Plant. Any Personal Illness Pay that is not used in 2019 will be paid out during the first regular payroll period in 2020.



**The company will pay out unused personal time employees carried over from GE into employment with Wabtec. The company has indicated that they will also allow employees to carry over their maximum 2019 hours of personal pay allowance into 2020 if they choose to.**

### **Maximum Hours of Personal Pay Allowance**

#### **Continuous service**

<b>1-15 years</b>	<b>24 Hours</b>
<b>15-24 years</b>	<b>32 Hours</b>
<b>25+</b>	<b>40 Hours</b>



Section 4. Accumulation of Personal Illness Pay. Any unused Personal Illness Pay remaining at the end of the calendar year will be rolled over to the following calendar year up to a maximum accumulation of two hundred forty (240) hours. Any unused Personal Illness Pay Hours in excess of two hundred forty (240) hours will be paid out at the end of the calendar year.



**Starting in 2020, employees, unused Personal Illness Pay will be rolled over up to (240) hours. Hours accumulated over 240 will be paid.**



Section 7. Payout of Accrued Personal Illness Pay. (b) If an employee retires (at age 60 or older), dies, voluntarily resigns from employment with a minimum of two (2) weeks' notice, or loses his/her seniority due to layoff or leave of absence under Article VIII, Section 3, the employee will be paid for any accumulated Personal Illness Pay.



**Employees who resign must give two weeks' notice to be paid out for accumulated Personal Illness Pay. For reasons other the termination, employees will be paid for any accumulated Personal Illness pay at separation.**

# Pennsylvania Unemployment and Pensions

## Pennsylvania Unemployment and Pensions

When filing for UC benefits you will be asked “in the next year, are you or will you receive a pension (excluding Social Security or Railroad Retirement) or lump sum payment(s), from an employer you worked for in the past 18-months?”

When filing an initial claim or reopening a claim, you should answer “Yes.” This will trigger a questionnaire to be mailed to the claimant and the Pension Plan Administrator. That information provided will be used to determine the amount of the monthly pension, when you will begin receiving payments, and whether or not there will be any impact on your UC payments.

If you are not filing an initial claim rather re-opening an existing claim on the internet and you answer “Yes” to the pension or severance question it may not trigger a questionnaire to be sent to you and the pension administrator. If you do not receive a questionnaire, you should contact the UC Office by telephone (814)587-1489 or go to <https://www.uc.pa.gov/pages/contact-us-uc-benefits-info.aspx> and report the pension.

If you fail to report the pension it could result in an overpayment that can have cause future financial consequences.

Members who are currently working for WABTEC and collecting their GE pension should be aware that your pension payments may have an impact on UC eligibility and UC WBR (Weekly Benefit Rate).

**For information on potential reductions go to <https://www.uc.pa.gov/unemployment-benefits/benefits-information/Pages/Potential-Reductions.aspx>.**

### **Pensions:**

Pension payments may be deductible if (1) the pension is paid from a plan contributed to or maintained by a base-year employer; and (2) your work during the base year increased the amount of, or affected your eligibility for, the pension.

If the employer alone contributed to the pension, 100 percent of the prorated, weekly amount of the pension is deductible.

**If you contributed in any amount to the pension, 50 percent of the prorated, weekly pension amount is deductible. Pensions are deductible from weekly benefits on a dollar-for-dollar basis. The partial benefit credit is not applicable.**

***Ge pensions are deducted at 50% prorated, weekly pension amount.***

The following pension payments are NOT deductible:

- A lump-sum pension payment, if you did not have the option of receiving monthly or periodic payments.
- A lump-sum pension payment that is rolled over into an eligible retirement plan, such as an IRA, within 60 days of receipt of the payment. (If you roll over only a part of a lump-sum payment, that portion of the lump-sum that is not rolled over is deductible.)
- Social Security and Railroad Retirement pensions.

# Welcome Home “FORE” Veterans Golf Tournament

Once again, the UE Local 506 Sports Committee is to be commended for putting on another successful golf outing. The 12th Annual Welcome Home “Fore” Veterans Golf Tournament raised a total of \$6,432.00 with 32 sponsors. The proceeds will go to helping our returning Veterans transition back into civilian life. Many thanks go out to all who participated and worked behind the scenes to make this event a success. We would like to thank all the veterans for their service. THANK YOU!

## **UE 506 VA Hospital Golf Tournament Winners**

Closest to the pin #4 (ball on green)

**Ron Mozdy**

Closest to the pin #11 (2nd shot)

**Lorie Panitzke**

Closest to the line #6

**Kelly Maslar**

Closest to the target #10 (woman)

**Missy Hooks**

**#18 (men)** – Donated to VA  
Longest drive #8 (men)

**John Miles**

#5 (women)

**Monica Zaczek**

Winning Team **Proctor Posse**  
**VAMC Tournament Sponsors**

51 Golfers

28 Monetary Sponsors

4 Non-Monetary Sponsors

32 Total Sponsors

6 New Monetary Sponsors

## Thank You

UE Local 506 raised \$5,054.35 for the families of the victims lost in a fire at an overnight daycare. We want to thank everyone who contributed to assist the families through this tragedy. Please keep the victims and their families in your prayers.

## September Membership Meeting Notice

### Agenda:

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

### Membership Meetings & Times

Thursday, September 19, 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



# Fall Raffle



## Two Tickets for the Steelers vs Browns



December 1, 2019 Game  
(Heinz Field) (smart phone needed for ticket transfer)

plus a



# Lottery Tree



## PA State Instant Lottery Tickets

Drawing At Conclusion Of 1<sup>st</sup> Shift October Membership Meeting

Donation: \$2.00 each / 3 for \$5.00

## OCTOBER 2019

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

## Important Numbers and Websites

**HAVING BENEFITS ISSUES?**  
Call Mark Kresse at 875-6620  
or Lisa Dine at 875-5552

**HAVING PAYROLL ISSUES?**  
Call Rebecca Marshall  
at 875-4909

**HAVING SHORT TERM  
DISABILITY ISSUES?**  
Call Lorne Meyers  
at 875-6505

**CALL TO REPORT – 875-4000**

If members or their loved ones are struggling with alcohol dependency you can get help

Call (814) 452-2675 or go to Website: [www.nnig.org](http://www.nnig.org)

*ONE DAY AT A TIME*

*\*AA IS NOT SOMETHING YOU JOIN, IT'S A WAY OF LIFE*

*\*SOBRIETY IS A JOURNEY ... NOT A DESTINATION*

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**HIGHMARK – 1-800-811-0391**  
E-MAIL – [highmarkbcbs.com](mailto:highmarkbcbs.com)

**AETNA – 1-866-317-6989**  
E-MAIL – [aetna.com](mailto:aetna.com)

**BCC SMART CARE – 1-800-685-6100**  
E-MAIL – [www.mywealthcareonline.com/bccsmartcare](http://www.mywealthcareonline.com/bccsmartcare)

**CVS – 1-877-347-7444**  
E-MAIL – [caremark.com](mailto:caremark.com)

**METLIFE – 1-800-942-0854**  
E-MAIL – [microsite.ehr.com](mailto:microsite.ehr.com)

**DAVISVISION – 1-800-999-5431**  
E-MAIL – [microsite.ehr.com](mailto:microsite.ehr.com)

**LINCOLN FINANCIAL DISABILITY CLAIMS – 1-844-829-5509**  
E-MAIL – [www.MyLincolnPortal.com](http://www.MyLincolnPortal.com)

**WABTEC PAYROLL/ENROLLMENT INFORMATION – 518-690-4612**  
E-MAIL – [microsite.ehr.com/Wabtec](mailto:microsite.ehr.com/Wabtec)