



Volume 70, Issue 11
Friday, November 15, 2019

LOCAL 506 UNION NEWS

3923 Main Street, Erie, PA 16511
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The Officers, Executive Board
and Office Staff of
UE LOCAL 506

Wish you and your family a

Happy Thanksgiving

Eastern Region Delegates Elections

UE Eastern Regional Delegate and Alternate-Delegate Nominations will be taken from the floor during Membership meetings on Thursday, November 21, 2019.

UE Local 506 Constitution allocates Delegate positions for the three Local 506 Officers. The names of nominees for the four additional Delegate positions will be placed on a ballot and a vote will be conducted during the December 19, 2019 Membership meetings.

The four candidates receiving the highest vote totals will assume Regional Delegate status. The next three candidates will serve as Alternate-Delegates. In the case of a tie vote, a run-off election will be held during the January, Membership meetings. ⚡

November Membership Meeting Notice

Agenda:

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

Membership Meetings & Times
Thursday, November 21, 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

Chief Plant Steward's Report

By Leo Grzegorzewski



We now know Wabtec has decided to go ahead with a Permanent Lack of Work of up to one hundred employees at the Erie plant. Sadly, this event takes place during the holiday season when it could have been avoided by managing the workforce with Temporary Lack of Works. The Union made local Wabtec officials aware of this option throughout numerous meetings and conversations but to no avail. We explained there is a good possibility some employees may not be eligible for unemployment. The officers also made it known to the company, employees may exhaust their IEA benefit before the end of the year. Wabtec made the decision to proceed with the PLOW's regardless. The other glaring issue our members face is the current layoff event takes place during this year's annual Benefits Open Enrollment period. Let's think about that! Wabtec is now a fortune 500 company, that's a big deal in the business world. You would think Wabtec would have had everything ready for Open Enrollment; they did not! Wabtec failed miserably. Weeks ago, the officers made repeated requests for such documentation and never received it. There was no advance notice of the Open Enrollment process communicated to Erie employees' period! No fliers, leaflets, not even on Wabtec TV. In fact, as of the morning of November 8th, the officers nor our members had any official documentation on the Open Enrollment process, which had begun two days earlier. Employees in Erie certainly deserve better. We have members getting laid off, employees on Personal Illness, Workman's Comp, and active employees that should have had this information before this year's Open Enrollment started. That is an industry-standard for a company this size. We do know Wabtec did inform their other sites and management teams the information they needed for Benefits Open Enrollment. We in Erie, one of their largest plants, must have been a second thought, or maybe they did not consider our situation at all. Who knows? Only Wabtec can answer that question.

I will have a full grievance report at the November Membership meeting. I hope everyone has a Happy Thanksgiving. ⚡

UE LOCAL 506

Toy Drive

November 1st to December 2nd

We are collecting toys and monetary contributions for our Annual Toy Drive. You can give contributions to your Union Steward, Chief Steward or at the Union Hall.

**These gifts will be distributed through three agencies:
Erie Family Center – Martin Luther King Center – Union City Family Support Center**

Flexible Spending Accounts

2019 FSA Balances

Members who have flexible spending accounts will have until March 15, 2020 to apply 2019 health care cost to the balance of your account. Any remaining balance that is not applied by the end of the grace period will be forfeited.

FSA in the event of a layoff

FSA accounts are available while you are making payroll contributions and are COBRA eligible. The six-month period begins the COBRA 18-month clock. During the six-month period, and during the remaining COBRA period, the employee may maintain access to the FSA by making those payments. If COBRA FSA payments are not paid, the account terminates. It is available for expenses incurred while the account is active, but stops accruing when it becomes inactive.

Conversely, an employee who has fully exhausted the FSA already at the time of termination need not continue the FSA via COBRA and allow the account to terminate.

UE Local 506 Retiree's

CONGRATULATIONS!

The following is the most recent list of members who have retired. The Local would like to wish them the best of luck in retirement. Thank you for your dedication, you will all be greatly missed.

Dale Mitchell	David Felix
Melvin Johnson	Tim Hershelman
Bob Herrick	Kevin Hirz
Anthony Borelli	Brian Long
Odis Hamilton	Jeffrey Morgan
Christopher Chizewick	Matthew Ryan
Joseph Cicero	Jeffrey Stankiewicz
Donald Ensbrunner	Timothy Wallace
William Federowicz	

President's Report

By Scott Slawson



November has arrived in full force. Veterans Day, Thanksgiving, hunting season and layoffs that are becoming all too common. Once again, just before the holidays our members and their families are faced with layoffs and difficult decisions. To date Wabtec has failed to file its second quarter earned wages to the state putting in jeopardy our members ability to be eligible for Unemployment Compensation. The PLOW event wasn't supposed to start until December 6th, but for reasons no one has been able to explain, the business felt the need to accelerate the event. The first 18 members are scheduled to be permanently laid off November 15th. We discussed the impact this would have to our members and our concerns with their ability to collect UC benefits as well as the potential impact on their TRA eligibility. The response we received was that our layoff process was too cumbersome and took too long. Everyone had to be out by the end of the year to meet financials!?!?!? **I beg to differ!** Our new layoff procedure is greatly streamlined over the old process and the number of codes is significantly reduced making it even easier. Somehow, in 2009, with many more codes and a much more involved process the company was able to send 1475 employees to the street all on the same day. **Meet the new Boss, Same as the old Boss!**

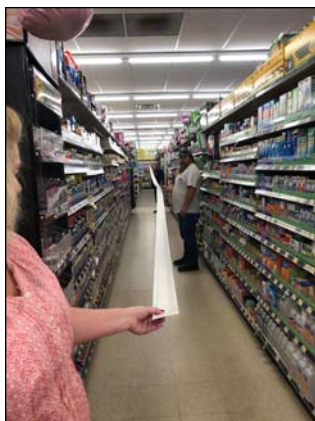
We continue to navigate through many issues. As I have stated before, we are in for four years of interpretation. The primary issues we are currently discussing besides the layoff are testing for previously held jobs, testing on your own time, the overtime process unilaterally implemented by the company, permanent previously held positions by default, new work rules and a new time and attendance policy. We will have a full update on these topics at this month's membership meeting.

As of right now, we have a tentative date of November 20th to sign the contract. Once it is signed the company will get them printed for distribution. Also, on the horizon is our annual toy drive. This is an important event that greatly helps families provide a Christmas for children that otherwise wouldn't be able to have one. We have always stepped up in the past and I thank you for that. Let's work together and make this the best one yet.

The Officers and Executive Board would like to thank all those that have served our great country. The sacrifices you have made so we can all enjoy the freedoms we have are greatly appreciated. We would also like to wish everyone and their families a Happy Thanksgiving. If you're a hunter we wish you the best of luck and ask you to please be safe. 🦋

Trail of Treats 2019

UE Local 506 once again participated in the 23rd annual "Trail of Treats" at the Millcreek Mall. The proceeds from the event benefit children receiving services from the Achievement Center or Sarah A. Reed Children's Center where they learn to overcome emotional and behavioral challenges so that they can experience more positive results in their school and home settings. This year over 2,500 children participated in the event in addition to about 2,000 family members. With your contributions, local 506 purchased \$1,348.54 in candy and donated \$600.00 to this year's event. A special thanks to Bill and Becky Crawford and Craig Krol for the candy run and George, Manager of Dollar General in Meadville, who gave us special discount which allowed us to purchase even more candy.



Safety Corner

By: Safety Coordinators

Carbon Monoxide Safety

It's that time of year when we fire up the furnaces and fireplaces, close the doors and spend much of our days living and working inside. It's also the time of year when incidents of carbon monoxide poisoning spike! It's the leading cause of accidental poisoning deaths in America with more than 400 people dying from unintentional poisoning and causing over 20,000 ER visits each year! Because CO exposure often goes undetected, and it easily catches its victims off guard or in their sleep, it's important to know as much as you can about this hidden hazard.

Carbon monoxide is a tasteless, colorless, odorless gas found in the fumes of fuels that contain carbon, such as wood, coal and gasoline. CO poisoning is a potentially fatal illness that occurs when people breathe in carbon monoxide. All sorts of sources can release carbon monoxide, including cars, trucks, small gasoline engines (like lawn mowers and electrical generators), stoves, lanterns, furnaces, grills, gas ranges, water heaters and clothes dryers. The risk of poisoning is especially high when equipment is used in an enclosed place and ventilation is poor.

Symptoms vary depending on the concentration of CO in the environment, the length of time you are exposed, and your general health. If you are exposed to very high levels of carbon monoxide gas in a poorly ventilated room, you can start to develop a variety of symptoms. Headaches, shortness of breath, fatigue, dizziness, vision problems or confused judgment are some initial indicators of poisoning. Other symptoms include rapid breathing and heart rate or chest pain. Without immediate treatment, you can lose consciousness or even die. Death can result from only a few minutes of exposure to higher concentrations or from an hour of exposure to lower levels.

If you are exposed to very low levels of carbon monoxide over a longer period (weeks or months), your symptoms can appear like the flu, with headache, fatigue, or just feeling sick. People with long-term exposure to low levels of carbon monoxide also can have numbness, unexplained vision problems, sleep disturbances, and impaired memory and concentration.

Protecting yourself from a threat that you can't see, smell or taste may sound like a tall order. Knowledge of the sources and symptoms can help protect you and your family from these dangers. Please be sure to install at least one CO alarm on each level of your home and near sleeping areas. Don't let carbon monoxide make itself at home in your house. ⚡

Unemployment and Trade Petition TA-W-93,917

Unemployment Compensation Eligibility

Members who are notified they will be laid off will be offered trade and unemployment benefits sessions. As the company provides notice to employees the local will schedule sessions that will be held at the union hall. During these sessions rapid response and unemployment will attempt to determine eligibility for unemployment benefits. We are concerned that affected employees may not be eligible for unemployment compensation which could impact their TRA entitlement. TRA is the cash benefit that extends unemployment insurance while you are attending approved full-time training. We have been working with the State to identify those individuals based on service in affected jobs, but because the company has not provided the State with 2019 second-quarter earnings, our efforts have been rendered useless. Without these reports, it's impossible to verify and prepare for those who will be laid off and not eligible for unemployment compensation benefits. The Union will continue to raise these concerns with the company.

United States Department of Labor Trade Petition TA-W-93,917

On September 28, 2018 the United States Department of Labor determined that employees of the General Electric Company, GE Transportation Erie, Pennsylvania who become totally or partially separated from employment on or after June 24, 2018, through two years from the date of certification, are eligible to apply for adjustment assistance under trade petition (TA-W-93,917).

Modification of Petition

This is the most recent amended Certification for GE/WABTEC Erie

Federal Petition Number	93917
PA Petition Number	10006
Employer	GENERAL ELECTRIC COMPANY GE TRANSPORTATION PARTS TRANSPORTATION DIVISION
Address	2901 E LAKE RD ERIE, PA 16531-0001
Petition Filed By	Other
Filing Date	6/25/2018
Certification Date	9/28/2018
Amended Certification Date	3/15/2019
Impact Date	6/24/2018
Expiration/Termination Date	9/28/2020
26 Weeks from Cert.	3/30/2019
First Payable Week	10/6/2018
Eligibility for RTAA	Always Included Under 2015 TAA Certifications
Primarily Affected PA CareerLink	0714, ERIE COUNTY CAREERLINK
City and State	ERIE, PA 16501-1012
Telephone Number	(814) 455-9966
Primarily Affected UC Service Center	0998, DUQUESNE UCSC
City, State Zip Code	DUQUESNE, PA 15110-1067
Telephone Number	(888) 313-7284
Number of Workers	2684
Product	locomotives and kits, off-highway vehicles, and drill motors
Industry	Transportation Equipment Manufacturing
Comments/Coverage	03/15/19- Including all workers of General Electric Company, GE Transportation Parts, Transportation Division, doing business as Westinghouse Air Brake Technology Corporation 09/28/18 - Including workers whose wages were reported through General Electric International, Inc., GE Engine Services, and on-site leased workers from Adecco and Yoh/Managed Staffing, Erie, PA. Please see the attached certification decision from USDOL.
Prior Certification TA-W Number	91725
Expiration/Termination Date	6/23/2018

The Union held a benefits session with the Pennsylvania Department of Labor and Industry Rapid Response meeting for November 18, 2019, at 9 am. We will continue to schedule additional benefits sessions as the company notifies members of layoff. Pennsylvania CareerLink, PA Unemployment and other agencies will provide benefits rights interviews, information on trade benefits and the Affordable Care Act (ACA). Representatives will provide members with information about all benefits available to them. Benefit Rights Interviews (BRI's) will be conducted during this meeting and are required to be eligible for Trade benefits. ⚡



UE Local 506 Members honor veterans at 2019 Veterans Day Parade

Basket of Cheer

UE Local 506 Sports Committee is holding their 2019 holiday basket of cheer raffle. Tickets can be purchased at membership meetings and from your Chief Steward. The drawing will be held at the conclusion of the December 19th first shift membership meeting.

DECEMBER 2019						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7 Pearl Harbor Remembrance Day 
8	9	10	11 618 MEMBERSHIP MEETING RAGE MEETING	12	13	14
15	16	17 506 EXECUTIVE BOARD MEETING	18	19 506 MEMBERSHIP MEETINGS	20 RAGE BOARD MEETING	21 Winter Begins 
22 Hanukkah 	23	24 Christmas Eve	25 Christmas 	26 Kwanzaa Begins 	27	28
29	30	31 New Year's Eve				

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

ONE DAY AT A TIME
**AA IS NOT SOMETHING YOU*
JOIN, IT'S A WAY OF LIFE
**SOBRIETY IS A JOURNEY ...*
NOT A DESTINATION



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

**LINCOLN FINANCIAL DISABILITY
CLAIMS – 1-844-829-5509**
E-MAIL – www.MyLincolnPortal.com

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