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LOCAL 506 UNION NEWS

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Constitutional Amendments

Any proposed changes to the UE local 506 Constitution must be submitted in writing by the end of the March, first shift membership meeting. Proposals submitted in writing will be discussed and voted on in May. Submissions must clearly state the current article and section of the Constitution sought to be amended along with the proposed change. ⚡

Local 506 Trustees Election

UE Local 506 Trustee Steve Hyzer has retired; therefore, a special election will be held in April. Trustees nominations will be accepted from the floor during the March, membership meetings. Nominees will receive notification and enclosed therein a form of acceptance. Failure to return the form in the specified amount of time will be considered a declination of the nomination by the member. All candidates will pledge to uphold the Constitution of the United States, the Constitution of the United Electrical, Radio and Machine Workers of America and the Constitution and by-laws of UE Local 506. ⚡

Eastern Region Delegates Elections

UE Eastern Region Delegate and Alternate-Delegate Nominations will be taken from the floor during membership meetings on Thursday, February 18, 2021.

UE Local 506 Constitution allocates Delegates 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 March 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 April membership meetings. ⚡

FEBRUARY MEMBERSHIP MEETING NOTICE

Out of an abundance of caution, we strongly encourage everyone to attend membership meetings via Zoom. A maximum of 50 people will be permitted during in-person membership meetings. Anyone in excess of 50 will be asked to attend the meeting via Zoom. All in attendance will be required to wear a mask and asked to help disinfect their area before departing.

Agenda:

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

Membership Meetings & Times Thursday, February 18, 2021

- 7:30 a.m. (3rd Shift)
- 12:30 p.m. (2nd Shift)
- 3:30 p.m. (1st Shift)

Chief Plant Steward's Report

By Leo Grzegorzewski



In last month's grievance report, I used a pie chart to help the membership better understand how your grievance committee fared in 2020. I know the results were not impressive. That's what happens when only one side is committed to resolving issues. The Company steadfastly refuses to settle grievances at all steps of the grievance procedure. At the last Step II meeting, held on January 14, 2020, we argued a total of fifty-eight grievances.

January 14, Step II Results

(4) Holds - Payment issues, Company not recognizing the Union and employee movement issue.

(22) Closed - The majority dealt with management doing bargaining unit work. Others included payment issues for employees sent home at the gate because of supposedly high-temperature readings.

(32) Letters - Time and attendance, unjust discipline, temporary transfers, layoff, and bumping issues.

Again! Not much movement on the Company's side to resolve grievances at Step I or Step II of the grievance procedure.

The next Step II meeting is on February 10th and 11th. We will be cleaning up the all grievances not argued in 2020. The reason we are meeting for two days is that there are eighty-seven grievances on the agenda. Next month's Step II meeting in March will consist of only grievances filed in 2021. To date there are forty grievances filed so far in 2021.

We are still attempting to get the Company and arbitrators to the table to hear the six grievance cases currently at arbitration. We also have eight cases the grievance committee will be voting on soon, to go to arbitration.

Grievances at arbitration

1. Building 10, 19 code pay issue
2. Continuation of benefits
3. Layoff
4. Bumping down to the next Classification
5. Temp transfer
6. Time & attendance

Grievances to be voted on to advance to arbitration

1. Steward in bldg. 12, issued Major Warning and week off for allegedly engaging in a work stoppage. On the date the Company said the violation happened, the Steward was not at work that day. (**Targeting Union Officials**).
2. (2) Discipline Grievances for standing at the time clock to early only Department Stewards were disciplined (**Targeting Union Officials**).
3. The company issued unjust discipline to a Divisional Chief Steward (**Targeting Union Officials**).
4. The Company Moving a Department Steward off his shift and area of representation (**Targeting Union Officials**).
5. New Time and Attendance Policy rules implemented on March 16, 2020
6. The bumping process done out of seniority order.
7. Short Term Disability (Waiting Period)
8. Injury reporting issues

As you can see, there could be at least fourteen or more arbitrations this year. How can that be? In early 2019, both the Company and the Union hammered out the current agreement together. We were in negotiations for over five months. Finally, in June of 2019, a four-year contract was signed that was fair to both sides. Now! Here we are, just over 1-1/2 years and 858 grievances later. The simple facts are, the Union cannot be wrong on so many articles of the contract. We are rightfully fighting for what we bargained for in the contract. The company appears to have no intention of engaging in a good working relationship with UE 506 and our hard-working members, look at the numbers, they don't lie. Never forget what we have endured since signing this contract, the treatment on the shop floor towards our members and Union Representatives, the blatant disregard for what's written in the contract, and witnessing the waste, resources, and knowledge of our members. What a Shame! Keep the Faith! Stay Strong! Stay Safe! 🚧

President's Report

By Scott Slawson



The start of the new year brought new hope as 2020 was a bad year for so many of us. So far 2021 is feeling like a reboot. As 2020 2.0 continues so do many of the same issues we face with the company. In many cases, they continue to violate the contract, seem overly zealous in their approach to discipline, continue to blame the Union for their problems, and even when they are wrong, somehow try to justify why they are not.

The most recent incident is the layoff of a couple more brothers to the street. On December 8th we received notification from the employment office that the last of the PLOW exits would occur on December 18th. On December 9th in a meeting with Human Resources, we were informed after asking the question directly, that the layoff notices were considered satisfied. When we were informed there were going to be four additional layoffs to exit on February 5th, we questioned the HR manager, pointing out the conversation that transpired on the 9th of December. It was insinuated that somehow, we were twisting his words. We struggle to understand how you twist the words “**the notices are considered satisfied**”! A grievance has been filed and surprise, the company feels it has done nothing wrong yet again and we are just picking on them. The contract requires 30 days’ notice and this is a position we will not yield on. This is one of many examples we continue to deal with.

It is no secret to the imbalance of the exempt to the hourly ratio in the plant, yet we continue to lose work due to cost. While we do not want to see anyone lose their job there is a balance. With the serious lack of work the company claims to not have, it has made the decision to hold on to a high ratio of the exempt population. By doing this they are causing our cost per hour to escalate exponentially. In turn, they are claiming our cost structure is too high to put work into this facility. By refusing to put work in this facility to help flush down some of that cost, the company in turn is crippling this site. It seems their only concern is the time on product and the wages we earn, mutually agreed upon less than two short years ago. We have tried multiple times to explain due to the little work available and all the moves through permanent and temporary movement, TOP, efficiency and training are going to suffer. As for our wages, I will not make any apology for earning a family-sustaining wage. It is amazing how you can be asked repeatedly to lower your wage with no regard just because you are a laborer. Apparently, it is easy to overlook the fact that my bills don’t go away just because my wage reduces.

We have also reminded the company that the only thing the worker is responsible for is reporting to work and doing their job! Management holds every other responsibility in this plant. If the ship goes down the failure is their fault. The employees of a business cannot be to blame for poor management. They will, however, always blame us because they never want to admit their own failures. Unfortunately, that failure hurts us, our families and our communities.

While these are a couple of the many issues we face with our new employer, we will continue to persist in our positions and fight for what is right. We are trying to guide what is right through experience and uphold the agreement that was signed by both sides. The question, however, is Wabtec willing to do the right things for this site and all of its employees? The things that will help us all prosper and succeed!

Stay strong and stay united! ⚡

Covid-19 Travel Guidance

The Wolf administration is requiring that travelers entering Pennsylvania from other countries and states, as well as Pennsylvanians who are returning home from other countries or states, have a negative COVID-19 test within 72 hours prior to entering the Commonwealth or quarantine for 10 days upon entry into Pennsylvania. If a traveler chooses to get tested upon entering the Commonwealth, or is waiting for test results, the traveler must quarantine for 10 days, or until receipt of a negative test result, whichever comes first. **If you are planning to travel out of the state for more than 24 hours, please inform your UR/HR Manager before departure. Upon return your HR manager will inform you what steps are necessary for you to return to work safely. Members who reside in states other than Pennsylvania must report travel outside of their resident state. It is not necessary to report your daily travel.** ⚡

L&I Urges Vigilance Against Social Media Fraud Attempts



Harrisburg, PA – The Pennsylvania Department of Labor & Industry (L&I) has become aware of multiple attempts by fraudsters to obtain individuals’ personal and confidential information through fake Facebook pages and is reminding Pennsylvanians to never provide their information to anyone over social media.

“Unfortunately, the availability of new federal unemployment money is causing a surge in fraud attempts,” said L&I Acting Secretary Jennifer Berrier. “L&I does not communicate directly with individuals over social media, including Facebook.”

L&I operates a Facebook page under the name “PA Department of Labor & Industry” and handle “@PALaborIndustry.” Several similarly named pages have appeared over the past few days, and some scammers have posted on L&I’s legitimate page pretending to be L&I employees.

Important tips

- L&I’s Facebook page has a blue check box next to the name that identifies it as a verified page.
- Comments by the legitimate L&I page also have a blue check box next to them indicating it as a verified page. **If a comment or page does not have this check box, it is a fraudster posing as L&I.**
- L&I does not post responses directly to claimants, send private messages, or ask for a private message to be sent.
- L&I also will not ask individuals to call or text a phone number. The only phone numbers for unemployment are:
 - 1-888-313-7284 (for UC/PEUC/EB claimants)
 - 1-855-284-8545 (for PUA claimants)
- L&I will not ask for individuals to send an email. The only email addresses for unemployment are:
 - uchelp@pa.gov (for UC/PEUC/EB claimants)
 - ucpua@pa.gov (for PUA claimants)

L&I is working with its partners, including Facebook and law enforcement, to quickly identify and remove fraudulent pages. Individuals who encounter a suspicious page or post are asked to flag it for staff review.

For more information on identifying fraud, what to do if you believe you have been a victim of fraud, or how to report fraud, [visit L&I’s website](#). ⚡

2021 Holiday Schedule



- **New Year’s Day:** Friday, January 1
- **Martin Luther King Day:** Monday, January 18
- **Good Friday:** Friday, April 2
- **Memorial Day:** Monday, May 31
- **Independence Day:** Monday, July 5
- **Labor Day:** Monday, September 6
- **Veterans Day:** Thursday, November 11
- **Thanksgiving Day:** Thursday, November 25
- **Day after Thanksgiving:** Friday, November 26
- **Christmas Eve:** Friday, December 24
- **Christmas Day (after):** Monday, December 27
- **New Year’s Eve:** Friday, December 31

Shutdown

On February 8, 2021 Wabtec’s Union Relations Manager provided the official announcement of a planned partial shutdown for the end of 2021 Q1 in Fiscal weeks 12 and 13. The announcement also stated that they expect additional weeks that will be announced by March 1, 2021

The announcement was expedited so the March plan can be announced to the site as early as known. We expect additional announcements to be made by March 1, for the shutdowns that will take place for remainder of 2021.

***Note that in the areas that are down, there may be skeleton crews running in the areas to support Operations flow**

Shutdown Q1 2021*														
Week	Bldg. 5	Bldg. 7	Bldg. 2	Bldg. 6	Bldg. 12	Bldg. 18 Controls	Bldg. 18 Truck/UX	Kitting	Bldg. 63	Bldg. 10	Bldg. 26	Bldg. 50	Campus Services	EHS
FW12								Down	Down					
FW13	Down	Down	Down	Down	Down	Down		Down	Down					

Article XVII

Section 2. Shutdowns. The Company may schedule one (1) or more shutdowns at the Erie Plant during the vacation year. Under no circumstance will the company schedule shutdown periods in any vacation year exceeding three weeks in length.

- (a) Scheduled shutdowns will be announced prior to March 1 of the current calendar year. Employees will be required to hold up to two weeks of vacation for use during the scheduled shutdown. For any period for which an employee is not eligible or does not become eligible for vacation pay during the vacation year, and during which he/she has no work available, the employee will be deemed to be on temporary lack of work.

Safety Boot Reimbursement

Article XXIV. Safety

Section 3. Personal Protective Equipment. The Company will continue to provide safety devices, guards and personal protective equipment to minimize accidents and health hazards on its premises.

- (a) Employees will be required to wear protective footwear (steel-toed boots) in accordance with the requirements of the standards promulgated by the Occupational Safety and Health Administration (OSHA).
 - (i) Employees who are required to wear safety shoes with metatarsal protection will be reimbursed up to a maximum of \$150 each calendar year for the purchase of protective footwear. Reimbursements may not be carried over from year to year.
 - (ii) Employees who are not required to wear safety shoes with metatarsal protection will be reimbursed up to a maximum of \$100 each calendar year for the purchase of protective footwear. Reimbursements may not be carried over from year to year.
 - (iii) The Company will provide reimbursement only if the purchase is approved in advance, and the employee must provide adequate documentation of the purchase.





TAA Decision TA-W 96,182

TAA Decision 96182

Note: Determinations for this case number, this case number with an alphabetic suffix, and any appeals or amendments appear below.

**DEPARTMENT OF LABOR
Employment and Training Administration
TA-W-96,182**

**GE TRANSPORTATION
A WABTEC COMPANY
ERIE, PENNSYLVANIA
Certification Regarding Eligibility
To Apply for Worker Adjustment Assistance**

In accordance with Section 223 of the Trade Act of 1974, as amended ("Act"), 19 U.S.C. § 2273, the Department of Labor herein presents the results of an investigation regarding certification of eligibility to apply for worker adjustment assistance.

The group eligibility requirements for workers of a firm under Section 222(a) of the Act, 19 U.S.C. § 2272(a), are satisfied if the following criteria are met:

(1) a significant number or proportion of the workers in such workers' firm have become totally or partially separated, or are threatened to become totally or partially separated; and

(2)(A)(i) the sales or production, or both, of such firm have decreased absolutely; and

(ii)(I) imports of articles or services like or directly competitive with articles produced or services supplied by such firm have increased; and

(iii) the increase in imports described in clause (ii) contributed importantly to such workers' separation or threat of separation and to the decline in the sales or production of such firm.

The investigation was initiated in response to a petition filed on September 8, 2020 by State Workforce Office on behalf of workers and former workers of GE Transportation, A WABTEC Company, Erie, Pennsylvania (GE/WABTEC-Erie). The workers' firm is engaged in activities related to the production of locomotives, freight cars, passenger transit vehicles, and related component parts.

Workers were eligible to apply for Trade Adjustment Assistance benefits under TA-W-93,917 (certification expired on September 28, 2020).

During the course of the investigation, information was collected from the petitioner, the workers' firm, and other sources.

Section 222(a)(1) has been met because a significant number or proportion of the workers in GE/WABTEC-Erie have become totally or partially separated, or are threatened to become totally or partially separated.

Section 222(a)(2)(A)(i) has been met because the sales and/or production at GE/WABTEC-Erie have decreased absolutely.

Section 222(a)(2)(A)(ii) has been met because imports of articles like or directly competitive with the articles produced by GE/WABTEC-Erie have increased during the relevant period when compared to the representative base period.

Finally, Section 222(a)(2)(A)(iii) has been met because increased imports contributed importantly to the worker group separations and sales/production declines at GE/WABTEC-Erie.

Conclusion

After careful review of the facts obtained in the investigation, I determine that workers of GE/WABTEC-Erie meet the worker group certification criteria under Section 222(a) of the Act, 19 U.S.C. § 2272(a). In accordance with Section 223 of the Act, 19 U.S.C. § 2273, I make the following certification:

“All workers of GE Transportation, A WABTEC Company, Erie, Pennsylvania, who became totally or partially separated from employment on or after September 29, 2020 through two years from the date of certification, and all workers in the group threatened with total or partial separation from employment on the date of certification through two years from the date of certification, are eligible to apply for adjustment assistance under Chapter 2 of Title II of the Trade Act of 1974, as amended.”

Important Numbers and Websites

Employment Leader

Please contact Beth Pollard at (814) 875-2720 or beth.pollard@wabtec.com.

For Questions Related To U.S. Employee Benefits,

Please contact Wabtec Benefits Service Center at (866) 806-4260

For Questions Related To Erie PA Health Services (Wabtec Medical Center),

Please contact Charlie Ramsey at (814) 875-2034 or charles.ramsey@wabtec.com.

HAVING PAYROLL ISSUES?

Call Steve Pettys at 875-6505

CALL TO REPORT – 875-4000

FMLA 1-844-372-1594

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

Call (814) 452-2675 or go to Website: www.nni.org



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

zoom



FEBRUARY MEMBERSHIP MEETINGS VIA ZOOM

zoom



The Officers will be conducting the February, Membership meetings via Zoom webinar and in-person. It is easy to join the meeting via smartphone, tablet, computer or landline. For the best experience download the zoom app via smartphone, tablet or computer. If you would just like to call and listen, there will be a phone number for landlines as well. Only members are invited and are required to verify their membership. **To assure that members who would like to attend the February membership meeting via Zoom are sent a proper invitation we are requesting that members email the following information to uelocal506solidarity@gmail.com. This is also an effort to avoid unnecessary emails and assure email address accuracy. Once members receive a proper invitation to their requested meeting, they will not be required to submit additional emails going forward.**

Members requesting invitation please email the following information to uelocal506solidarity@gmail.com

Name

Building

Meeting (shift you would like to attend)

Telephone Number

Membership Meetings & Times

Thursday, February 18, 2021

7:30 a.m. (3rd Shift) 12:30 p.m. (2nd Shift)

3:30 p.m. (1st Shift)

MARCH 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2 L.A.C. MEETING	3	4	5	6
7	8	9	10 618 MEMBERSHIP MEETING	11 STEP II (Tentative)	12	13
14 Daylight Savings Time Begins	15	16 506 EXECUTIVE BOARD MEETING	17 	18 506 MEMBERSHIP MEETINGS	19	20
21	22	23	24	25 STEP III (Tentative)	26	27
28	29	30	31			