



LOCAL 506 UNION NEWS

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Thursday, November 12, 2020

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

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The Officers, Executive Board and Office Staff of
UE LOCAL 506

Wish you and your family a

Happy Thanksgiving

The Union Hall Will Be Closed For Shutdown

The union hall will be closed fiscal week 48 November 23rd - 27th for shutdown. In the event of an emergency please call the union hall at (814) 899-3108. You will be prompted to leave a message for the Officer you are trying to reach. Please leave a detailed message and we will return your call.

Officers voicemail extensions:

Business Agent, Mike Ferritto dial ext. 24

President, Scott Slawson dial ext. 23

Chief Plant Steward, Leo Grzegorzewski dial ext. 25

NOVEMBER MEMBERSHIP MEETING NOTICE

Governor Wolf recently amended his order for max occupancy limits for events. To maintain compliance a maximum of 50 people can be present during membership meetings. Anyone in excess of 50 will not be permitted and will be asked to attend the meeting via Zoom. All in attendance will be required to wear mask and asked to help disinfect their area before departing.

Agenda:

- ⚡ Financial Report
- ⚡ Officers Report
- ⚡ Committee Reports and General Business
- ⚡ Approval Of Constitutional Amendments

Zoom Membership Meetings & Times



Thursday, November 19, 2020

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



I hope all is well. Over the past month, National, Local, and Union elections determined who will hold respective offices. Now that most elections are over, it is time for us to focus on the future. We need to work together to build a better future for the generations of Americans to follow. We can make great things happen if we all work together.

COVID-19 and layoffs are on all our minds. Record cases of COVID-19 infections nationally and locally are concerning. The combination of cold weather, flu season, and the upcoming holidays certainly will not contain the pandemic. Please do your best to follow CDC recommended guidelines when out in public, at work, and home. Hopefully, a safe vaccine will be available soon, and therapeutic advances will help treat this deadly pandemic. Recently at Step II, we revisited the sanitation efforts throughout the plant by divisions. I am pleased to report, no outstanding issues were reported. Minor recommendations made by the Divisional Chief Stewards and the Company will help improve safety on the shop floor. Good work from both sides!

The pandemic, weak economy, and unemployment are major factors directly affecting the freight industry worldwide. The demand for locomotives this year was down significantly. When looking forward to orders for 2021, there are no real significant signs of recovery at this time. Recently, U.E. 506 was issued another layoff notice of up to an additional 150 brothers and sisters hitting the street. That, along with layoffs announced earlier this spring, brings the total to 450 employees laid off in 2021. What was confusing about the company's announcement was that they said, "As you know, we have repeatedly met with the UE506 officers to discuss potential operational improvement and measures to improve the Erie site cost profile. These efforts have not been successful". The officers have met with the Erie site Plant Manager, Union Relations Managers, and Wabtec's Senior Executive and General Manager—of Freight Operations. The facts are, we communicated to all of the above on several occasions over the past 17 months areas of opportunity and where the company has been wasting money. One of the most glaring wastes of money is the company's practice of moving people from pillar to post throughout the plant (Temp Transfers). This is causing Efficiencies and Time on Product to drop dramatically; all adversely affect costs in Erie. There is absolutely no way this practice is benefiting Erie or Wabtec. For example, they moved welders from Bldg. 5 to the wire shop in Bldg. 12 while TLOWing assemblers in other areas of the plant. In this instance, they paid employees Class 1 rate of pay for performing Class 3 work for months and months. This is just one example of many bad decisions made by the company directly increasing costs in Erie. Hopefully, this practice ends soon, and we get back to being a more profitable site. The company has shown a disturbing pattern of discipline, interfering with investigations and interrogating Union Officials. In bldg. 12 allegedly, ten employees were lined up at the time clock three minutes early. The only two employees issued discipline were Stewards. In bldg. 12 again, a Steward was given a serious warning a week off without pay for what the company says was a work slowdown or work stoppage. We presented indisputable evidence to the UR Manager proving the accused Steward was not at work the day the company insisted the work stoppage or work slowdown occurred. When we argued this case at the most recent Step II meeting, the UR representative for Bldg. 12 stated, "the date is not relevant" (referring to the date on the warning the company identified as the date the so-called event happened). The Company refused our suggested resolve to this case, and this case is now at Step III. I guess the company thinks they can issue discipline even when you are not at work. I can assure you this one is not going away! We will hold this company accountable for this and all unsubstantiated discipline imposed on our members. Stay strong, and be safe. I want to wish all a Happy Thanksgiving and safe hunting.

October's Step II meeting results

Letters (requests for Step III)

- (98) COVID-19 pay issues
- (5) Time and Attendance points
- (2) Layoff discrepancies
- (1) Termination
- (1) MTA doing bargaining unit work
- (2) Unjust discipline

Hold

- (2) Improper payment to employees
- (1) Job duties clarification

Closed

- COVID-19 sanitation measures maintained in all divisions
- Over Time distribution
- Employees not afforded proper training when moved
- Vacation permission (bldg. 63 only allowing 1 EE at a time off)

October's Step III meeting results

Hold

- (23) Testing (The Union submitted our proposal for Testing) waiting for company's response
- (4) MBTA work.
- (1) Short Term Disability waiting period (3 days vs 7 days)

Closed

- (2) Farm-out from earlier this year

New cases discussed all placed on hold

- (4) Farm-out
- (1) Improper layoff

President's Report

By Scott Slawson



As we head into the winter month's we are seeing a significant uptick in Covid cases, not just in our area but the world as a whole. We have had discussion with the company regarding the Covid MOA and possibly enhancing it again. In the meantime, we are encouraging everyone to stay safe and following the advice of medical experts. The Union hall is still open for up to 50 total people at this time. If there is any change to that we will communicate as quickly as possible. As of right now we will continue to hold meetings both live and via Zoom.

Recently we had a discussion with the company about the grievance and arbitration process and the frustration and undo stress it is putting squarely on the shoulders of the Union and its members. Due to the company's law firm having an unwillingness to arbitrate via Zoom. This is creating a bad situation for both sides. To start with, this is a first contract with a new employer. In situations like this it is natural for both sides to want to attempt to hold the high ground and not yield their position. Both sides believe that that's what was negotiated during contract and do not want to set a precedence to the contrary. Because of neither side yielding their position, we are seeing a high number of redundant grievances due to not having an arbitrator's decision. I do believe both sides would like to resolve these issues so we can move forward but until the law firm in the middle stops blocking the path it will be difficult. An arbitrator's decision can go either way but at that point at least both sides will know and be able to move forward from that point. To me the reluctance on their side only propagates the idea that they know the Union has a strong case and is correct in its position. We will continue to push to start seeing some form of resolve with these issues.

As the layoffs continue, I want to remind you that you have the ability to choose not to bump. If this is something you are considering and would like to discuss it please do not hesitate to call us or reach out to your Chief Steward.

The Officers and Executive Board would like to wish all the members and their families a Happy Thanksgiving. If you are a hunter, good luck and be safe! 🦋

UE LOCAL 506

Toy Drive

November 11th

to

December 10th

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

Operation Prevention

Operation Prevention is a Union/Employee developed program to assist in education and training and to promote Safety in the work place. The Program's Mission is simple: *"This program is part of our shared goal to transfer ownership of the safety program to the work force and, through that transfer of ownership, to create an atmosphere that is conducive to zero injuries by increasing safety awareness and improving the safety attitude of employees"*. The Business Leader decides who will be asked if they would like to attend an Operation Prevention session based on the following:



- In place of discipline for a safety work rule violation.
- A near miss incident that warrants discussion.
- A history of injuries or occurrences.
- To help bring out work issues in a nonthreatening environment.
- Or someone may volunteer to attend.

The OP Team consists of the area's Safety Coordinator, two or three hourly employees and the participating employee. This session is intended to be completely private and confidential. The session is also designed to be free from interruptions. The OP Team will help implement corrective actions and will be responsible for following up with the employee until both the OP Team and the employee have agreed that no additional benefit can be derived from continuing. At that time, the OP Team will close its file and advise the Business Leader that the employee has successfully completed the program. There will be no further action taken.

On record, there have been 745 OP sessions offered. Of this, 689 were accepted and conducted. This program currently has a non-recurrence rate of 97%. Thank you to all the employees who have participated in Operation Prevention to help make the plant the safest shop possible. Anyone who would like to have more information should contact their Safety Coordinator or Safety Steering Committee member.

Election Committee Nominations

Nominations for Divisional Election Committee Representatives must be made at the UE Local 506 office, during regular business hours on January 5, 6 and 7, 2021. Nominations will be closed at 4:00 P.M. on January 7, 2021. Any member in good standing can nominate themselves or others as candidates. The member making the nomination will pick up an acceptance form and questionnaire. **Both forms must be filled out by the candidate and returned to the hall no later than 4:00 P.M. on Wednesday, January 13, 2021.** The individual making the nomination is responsible for delivering the forms to the candidate.

If required, elections will be held in the contested divisions on January 29, 2021. Two tellers per shift will be chosen, by mutual agreement of the candidates, to conduct the election in the division. The Divisional Chief Steward will post notices for the election in prominent locations at least three days prior to the election. The posting will include candidates, dates, hours of voting and where the elections will be conducted. ⚡

Open Enrollment for your 2021 benefits takes place November 9–20, 2020.

Now is the time to act!

Choose your employee benefits for 2021

- Know and understand your options
- Choose the right fit for you

Follow these steps for electing your benefits.

1. To enroll, log into the online enrollment system at <https://www.myworkday.com/wabtec/login.html> on your computer or tablet or use the Workday app to review your current elections.
2. Make desired changes to your benefit elections for 2021.
3. Make sure your address information is current. If you do not wish to make any changes for 2021, you do not need to take any action.

EXCEPTION: If you want to participate in an FSA in 2021, you must make an election. IRS rules require you to sign up and make your election for each new plan year.

During Open Enrollment it is important for you to:

- Ensure that your beneficiary and dependent information is accurate in Workday by reviewing their addresses and phone numbers and updating, if necessary.
- Confirm that your emergency contact and personal information, such as address and telephone numbers, are current. Use Your Smart Phone! If you have questions, contact the new Wabtec Benefits Service Center at 866-806-4260. The center is open Monday through Friday, 8 a.m. to 6 p.m. Eastern Time.

COVID-19 Cost of Care Waiver

Through December 31, 2020, Wabtec will continue to cover the costs of care for members hospitalized for COVID-19, including testing when recommended by a medical professional and in-network hospital care. Additionally, Wabtec is waiving all Teladoc copayments through December 31, 2020, regardless of whether the visit is related to the diagnosis or treatment of COVID-19. Wabtec and Highmark will continue to monitor and evaluate the COVID-19 situation. Visit highmarkanswers.com for additional information.

Getting into Workday – IT Access • To make any benefits election changes, employees need to be able to log into their Workday account. • If you are unable to gain access, please contact Wabtec IT at 412-825-1895. • Every employee should login to ensure that all personal information is updated within Workday.

Flexible Spending Accounts

2020 FSA Balances

Members who have flexible spending accounts will have until March 15, 2021 to apply 2020 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, and 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.

“Separation” categories as they apply to TAA and TRA.

Duration of the separation. (Total or Partial Separations)

- **Partial Separation-** Reduction of work hours and wages below 80% of average wages and hours.
- **Total Separation-** lack of work layoff of 7 or more consecutive calendar days.

Total or Partial Separation occurs with regard to the TAA petition coverage dates or timeline.

Regulations require the state agency to look back all the way to the petition impact date for a Total or Partial Separation and a regular UC claim that the worker either opened, had already opened or could have opened and use that to establish the TRA Weekly Benefit Amount.

Within the petition coverage dates we can have a **First Separation, Most Recent Total Separation, First TRA Qualifying Separation** and **Most Recent TRA Qualifying Separation**.

First Separation: the first one which occurs within the certification period of a certification of group eligibility for TAA benefits. This separation can be *either a total or partial separation*. This means that a worker may establish eligibility for TAA benefits (other than TRA and RTAA) with either a total or a partial separation from adversely affected employment covered under the certification. *The first separation need not be a “Qualifying” separation (defined below) to establish eligibility for TAA benefits, with the exception of TRA.* At least one Total Separation is required to establish RTAA eligibility.

- **Most Recent Total Separation:** this is the Total Separation that has occurred most recently within the petition certification period. The Most Recent Total Separation may or may not be a “TRA Qualifying Separation”. **The Most Recent Total Separation is important because it establishes all of the time based deadlines associated with TAA.**
- **First TRA Qualifying Separation:** This is the first total or partial separation that occurs in the petition coverage period that qualifies the worker for TRA. In order to be a TRA Qualifying separation, in the 52-weeks preceding the total or partial separation, the worker must have 26-weeks in which they earned \$30 or more dollars *from the certified employer* AND *was entitled to (or would be entitled if they applied) unemployment insurance for a week within the benefit period (1) in which such total or partial separation took place, or (2) which began (or would have begun) by reason of the filing of a claim for unemployment insurance by such worker after such total or partial separation;* Some of the 26-weeks of work can be substituted if the workers was on workers comp or “employer authorized leave”. **The First TRA Qualifying Separation is important because it established initial eligibility for TRA, and sets the TRA Weekly Benefit Amount.**
- **Most Recent TRA Qualifying Separation:** This is just the most recent separation that meets the requirements mentioned above. **The Most Recent TRA Qualifying Separation is important because it establishes the “eligibility periods” the worker can receive TRA. For Basic TRA- 104-weeks from the Most Recent TRA Qualifying Separation, Additional TRA- the 78-week period beginning with the end of the 104-week Basic TRA period and finally Completion TRA the 20-week period beginning with the end of the 78-week Additional TRA period.**

Example 1: If a recalled worker has Total or Partial Separation due to a “TLOW”, and attempts to open a UC claim and is determined not financially eligible, this scenario can be a **First Separation**, but it is not a **TRA Qualifying Separation**. Even if the worker had the required 26-weeks in the previous 52-weeks, at the time of separation there was no entitlement to regular UC with which to establish the TRA Weekly Benefit Amount.

Example 2: If a recalled worker has a Total or Partial Separation due to a “TLOW” and opens a UC claim that may be totally based on earnings with employer(s) other than GE, or is based on earnings from GE and other employers, BUT the worker does not meet the “26-weeks in the previous 52-weeks” test, this scenario could also be a **First Separation**, but even though the worker was financially eligible for UC, it will not establish a **TRA Qualifying Separation** because the worker did not meet the requisite “26-weeks in the previous 52-weeks” test for TRA.

So a Total or Partial Separation can establish eligibility for all TAA benefits with the exception of TRA, in order for a Total or Partial Separation to also be a TRA Qualifying Separation, the worker must meet the “26-weeks of work with the certified employer in previous 52-weeks” and must also establish entitlement to regular UC, already have an unexpired UC claim at the time, or could have established entitlement to UC at the time, had the worker filed a claim.

TA-W# 93917
GE Transportation Parts LLC a WABTEC Company
TAA TIME LINE

Impact Date	Filing Date	Certification Date	26 weeks from Certification	Expiration Date
6-24-18	6/25/2018	9/28/2018	3/30/19	9/28/20

CERTIFICATION DATE – The date workers are certified as eligible to apply for TAA/TRA benefits by the US Department of Labor and for purposes of determining the first payable week

IMPACT DATE – The date USDOL determines that foreign competition first affected the workers. This is usually 1 year prior to the filing date

PETITION FILING DATE – The date USDOL determines the petition was filed

EXPIRATION DATE – The date the petition certification expires. Expiration is 2 years after the certification date.

With the assistance of the PA Rapid Response UE 506 has filed another petition for certification. We are waiting on a decision from the US Department of Labor. We will notify the members as soon as we receive a determination.

Benefit Rights Interview (BRI)

To assure you receive the trade benefits you are entitled, you will need to sign up for a next scheduled TRADE BRI (Benefit Rights Interview)

Due to COVID-19 the first few meetings will be virtual meetings via SKYPE.

Step 1) Sign up here - <https://www.surveymonkey.com/r/RRTradeBRI>

The Trade BRI will be held VIRTUALLY on Skype on **Tuesday, December 1, 2020, @ 10:30am-11:45am or 1:30pm-2:45pm or Friday, December 11, 2020 at 10:30am-11:45am or 1:30pm-2:45pm** (EDT).

Sign up above and you will get an invite via email within 48 hours. *(If you don't receive the email, check your Spam folder.)*

Step 2) Fill out ONLY the highlighted sections of document, [FORM 8-55](#) Print, sign, and get it to the Union Hall. **This is how you will get your Trade Determination under Petition #93917. You must have a determination to use your trade benefits!**

Step 3) Make sure you read over the [Trade Handbook](#) (UCP-11D)

Step 4) You will also need to [PRINT and SIGN the UCP-11D form](#) that states you have received and read the UCP-11D trade handbook (*link above*).

Step 5) Return the two signed FORMS (8-55 & UCP 11-D acknowledgment) to the UE 506 Union Hall PRIOR TO MEETING on

Tuesday, December 1, 2020, @ 10:30am-11:45am or 1:30pm-2:45pm
or Friday, December 11, 2020 at 10:30am-11:45am or 1:30pm-2:45pm (EDT).

You must fill out the online SURVEY (Step 1, above) to get an INVITE to the Virtual TRADE BRI meeting.

Make sure when you get the Invite via Email, that you check to see if you can use the SKYPE link either on your phone or computer PRIOR TO THE MEETING. The best way to do that...**is before your virtual meeting.** Check the link, and download the Skype APP or you can use the web browser link. It's best to be able to "see" the presentation on the screen. *More directions will be coming via email once you sign up above or [HERE](#).*

IMPORTANT LINKS

For additional information UE 506 website - <http://uelocal506.com>

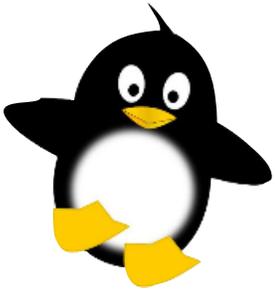
*Form 855- <http://uelocal506.com/wp-content/uploads/2020/05/855-GE-Wabtec-5-20-2.pdf>

*Trade Handbook - <https://www.uc.pa.gov/Documents/UCP%20Forms/ucp-11D.pdf>

*UCP 11-D form - <http://uelocal506.com/wp-content/uploads/2020/05/UCP-11-d-FORM-WABTEC-1.pdf>

For technical difficulties - email Bev at berapp@pa.gov

Coordinators Corner



Walking in a Winter Wonderland...Like a Penguin

As the days grow shorter and the seasons start to change, lots of us start thinking of what changes we will need to make to stay safe! We change our clocks and smoke detector batteries. We change our filters and check the furnace before changing the thermostat. We change the way we drive, our tires, and even when we leave for work to allow us time to arrive safely. One thing many of us might not think about is changing the way we walk! When icy conditions start to show up and the snow begins to fall, so do people! Changing the way we walk on these surfaces can go a long way in preventing an injury. Let's make this a winter free from falls by following these safe walking tips.

1. When getting out of your vehicle, maintain 3 points of contact. Use the vehicle for support and retrieve objects once you exit.
2. Use designated walkways and handrails when climbing stairs. Stay on the maintained path and avoid using cell phones while walking.
3. Keep your hands free. You'll need them for balance and to catch yourself should you fall.
4. Wear proper footwear that provides traction. Rubber and neoprene composite provide better traction than plastic and leather soles. Consider using products designed for special traction on snow and ice.
5. Walk like a penguin. When on ice, do as the penguins do! Waddling or shuffling with arms extended out keeps all your weight on one leg at a time. Stay flat footed with your feet pointed out and you can maintain your center of gravity much better!

Each winter we have some serious injuries from falls in the plant. This year our goal is ZERO falls! Although contractors work hard to help keep our roads and walkways safe, sometimes it's hard to keep up with Erie winters. If you see an area that needs attention, call X2212 or report it to your Safety Coordinator or Monitor. Salt bins and shovels are also located at the main entry doors to help us beat the winter black and blues. If you see an area that needs salt or cleared of snow, take some time to make it safe for everyone. Following these tips is a great start to a fall free winter but it's also going to take all of us to continue to See, Say and Do! ⚡



LPAC
Celebrating
75 Years

**LPAC Membership Special
For UE 506 Members**

First Year \$25 Annual Renewal \$12
First Year Membership Valid through 12/31/2021

Open Daily
Weekly Food Specials
Happy Hour 4-6

Basket of Cheer



UE Local 506 Sports Committee is holding their 2020 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 17th first shift membership meeting.

UE Local 506 Proposed Constitutional Amendments

Constitutional Amendments

Article I

Current Language:

Section 1: This union shall be known as the 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.

Proposed Language:

Section 1: This union shall be known as the UE Local 506. It shall be affiliated with the United Electrical, Radio and Machine Workers of America, **Inter-National** Union and Eastern Region, United Electrical, Radio and Machine Workers of America.

Current Language:

Article I

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

~~A member who is compelled to lose his or her status as an employee of the company because of the leave of absence clause in the UE-GE Agreement, or who has retired from employment according to the UE-GE Pension Plan, may remain a member by complying with the provisions of the Constitution regarding members in good standing. (Move to Article III New Section 3)~~

Proposed language:

Article I

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

The remaining language of Article I, Section 2 will be amended and moved to Article III, new Section 3.

Constitutional Amendments

Article III

Current Language:

Article III

Section 2: Unemployed members shall pay Unemployment Dues of 25 cents (twenty-five cents)

for each full month not at work, for any reason, to remain a member in good standing.

Proposed Language:

Article III

Section 2: Unemployed members shall pay Unemployment Dues of **Fifty (50) cents** for each full month not at work, for any reason, to remain a member in good standing. **Unemployed member will receive a receipt of Unemployment Dues paid. Receipt will be needed to verify eligibility of voting privileges.**

Section 3: A member who is compelled to lose his or her status as an employee of the company because of the leave of absence clause in the Collective Bargaining Agreement with the company, may remain a member by complying with the provisions of this Article.

Article III

Current Section 3 **renumbered as section 4**

Article III

Current Section 4 **renumbered as section 5**

Article III

Current Section 5 **renumbered as section 6**

Constitutional Amendments

Article IV

Current language:

Article IV

Section 1: The Officers of this Union shall be: Business Agent, President, Chief Plant Steward, Vice President/Recording Secretary, Treasurer, three Executive Board Members-at- Large and the Divisional Chief stewards. Also, three Trustees and a Sergeant-at-Arms.

Section 2: No member shall hold more than one of the above-mentioned offices.

Proposed Language:

Article IV

Section 1: The Officers of this Union shall be: Business Agent, President, Chief Plant Steward, Vice President/Recording Secretary, Treasurer, three Executive Board Members-at- Large and the Divisional Chief stewards. Also, three Trustees and

a Sergeant-at-Arms.

Section 2: No member shall hold more than one of the above-mentioned offices.

Section 3: At the expiration of his or her term, all officers shall turn over to his or her successor, all records and property of the Union that are in his or her possession.

Article IV

Current Section 3 **renumbered as Section 4**

Article IV

Current Section 4 **renumbered as Section 5**

Article IV

Current Section 5 **renumbered as Section 6**

Article IV

Current Section 6a **renumbered as Section 7a.**

Article IV

Current Section 6b **renumbered as Section 7b.**

Current Language:

Article IV

Section 6b: It shall be the duty of the Business Agent and Treasurer to place all money of this Union in a bank or banks of good reputation in the name of UE Local 506, United Electrical, Radio, Machine Workers of America (UE), Erie, Pennsylvania. Union Funds may be invested elsewhere subject to the approval of the membership.

Under no circumstances may these funds be put in stocks or any other investment where an element of risk to the funds is involved, without the approval of the membership.

Proposed Language:

Article IV

Section **7b**: It shall be the duty of the Business Agent and Treasurer to place all money of this Union in a bank or banks of good reputation in the name of UE Local 506, United Electrical, Radio, Machine Workers of America (UE), Erie, Pennsylvania. **Under no circumstances may these funds be put in stocks or any other investment where an element of risk to the funds is involved, without the approval of the membership.**

Article IV

Current Section 7 **renumbered as Section 8**

Article IV

Current Section 8 **renumbered as Section 9**

Article IV

Current Section 9 **renumbered as Section 10**

Current Language:

Article IV

Section 9: The Trustees shall audit the books of the union quarterly. The Trustees shall make a report of their audit at a subsequent membership meeting. The Alternate Trustee will be called upon to perform the duties of Trustee in the event one Trustee is not available.

The Trustees and Treasurer shall be responsible for the safe keeping of all legal papers and properties of the Union Depository

Proposed Language:

Article IV

Section 10: The Trustees shall audit the books of the union quarterly. The Trustees shall make a report of their audit at a subsequent membership meeting. The Alternate Trustee will be called upon to perform the duties of Trustee in the event one Trustee is not available.

The Trustees and Treasurer shall be responsible for the safe keeping of all legal papers and properties of the Union Depository. **The trustees shall perform a physical inventory of the Union's property on an annual basis.**

Article IV

Current Section 10 **renumbered as Section 11**

Article IV

Current Section 11 **renumbered as Section 12**

Article IV

Current Section 12 **renumbered as Section 13.**

Article IV

Current Section 13 **renumbered as Section 14.**

Article IV

Current Section 14 **renumbered as Section 15.**

Article IV

Current Section 15 **renumbered as Section 16.**

Article IV

Current Section 16 **renumbered as Section 17.**

Article IV

Current Section 17 **renumbered as Section 18.**

Current Language:

Article IV

Current Section 17: In accordance with the requirements of the International Union, all Local Union Officers charged with the responsibility of handling Union Funds shall be bonded under the requirements and Bond of the International.

Proposed Language:

Article IV

Section 18: In accordance with the requirements of the **National** Union, all Local Union Officers charged with the responsibility of handling Union Funds shall be bonded under the requirements and Bond of the **National**.

Constitutional Amendments

Article V

Nominations and Elections of Officers

Current Language:

Article V

Section 1

g. Upon election, all officers of UE Local 506 shall pledge to advance the programs and policies of the Union in accordance the current Constitution and by-laws of the United Electrical, Radio and Machine Workers of America (UE), "Oath of Office".

The term of office for the above listed offices shall be two years, except the office of Trustee which shall be four years.

*Two Trustees shall be elected in June of 1989, for a 45-month term, and each fourth year thereafter in March. One Trustee will be elected in March 1991, and each fourth year thereafter.

Proposed Language:

Article V

g. Upon election, all officers of UE Local 506 shall pledge to advance the programs and policies of the Union in accordance the current Constitution and by-laws of the United Electrical, Radio and Machine Workers of America (UE), "Oath of Office".

h. The term of office for the above listed offices shall be two years, except the office of Trustee which shall be four years.

*Two Trustees shall be elected in June of 1989, for a 45-month term, and each fourth year thereafter in March. One Trustee will be elected in March 1991, and each fourth year thereafter.

Current Language:

Article V

Section 3: Form of Acceptance

FORM OF ACCEPTANCE

Name _____

Department _____

Clock Number _____

You have been nominated for the Office of _____ of UE Local 506.

Do you accept? _____

The Union Constitution provides that you answer the questions and pledge yourself to uphold:

1. The Constitution of the United States of America
2. The Constitution of the United Electrical Radio and Machine Workers of America (UE).
3. The Constitution and By-Laws of the UE Local 506.

Do you so pledge yourself? _____

Have you held office of any kind in this Union?

How long _____

How Many UE Local 506 meetings have you attended in the past 24 months?

Membership _____ Stewards _____

Are you familiar with the provisions of the UE-GE Agreement? _____

State briefly your qualifications for the office you seek. _____

Your answers are for publication in the *UNION NEWS, UE Local 506, official publication. This form must be returned no later than* _____

Proposed Language:

Article V

Section 3: Form of Acceptance

FORM OF ACCEPTANCE

NAME: _____

(Print your name as you want it to appear on the official ballot)

SSO # _____

Building # _____

Street Address: _____

City: _____ **State:** _____ **Zip:** _____

You have been nominated for the office of _____ of UE Local 506.

Do you accept? _____

The Union Constitution provide that you answer these questions and pledge yourself to uphold:

1. The Constitution of the United States of America.
2. The Constitution of the United Electrical

Radio and Machine Workers of America (UE).

3. The Constitution and by-laws of UE Local 506.

Do you so pledge yourself? _____

Have you held office of any kind in this Union? _____

How long? _____

How many UE 506 meetings have you attended in the past 24 months?

Membership _____ Stewards _____

Are you familiar with the provisions of the Collective Bargaining Agreement?

Briefly state your qualifications for the office that you seek. _____

DO NOT WRITE ON THE BACK OF THIS SHEET. PLEASE USE ATTACHMENT IF MORE SPACE IS NEEDED.

Your answers to these questions may be published in the *Local 506 Union News*, an official publication of UE Local 506, both print and web-based editions.

Signed: _____

Not valid unless signed

This form must be returned no later than _____ on _____.

ELECTION COMMITTEE

Section 4

Proposed Language:

Article V

Section 4c: The Chief Steward of the division shall appoint a member in good standing to the Election Committee if no one is nominated for the position or for a vacancy in office of less than one year on the term.

GENERAL ELECTION PROCESS

Current Language:

Article V

Section 5: At least thirty (30) days prior to the regular meeting of the Union at which nominations are to be made, the Business Agent shall notify the membership through the UE Local 506 Official

Publication that nominations for Officers shall be made from the floor of this meeting.

Proposed Language:

Article V

Section 5: At least thirty (30) days prior to the regular meeting of the Union at which nominations are to be made, the Business Agent shall notify the membership through the **National** UE Official Publication that nominations for Officers shall be made from the floor of this meeting.

Current Language:

Article V

Section 7: Only members of UE Local 506 shall participate in the Union's nominations and elections. Only members shall have the right to endorse, campaign, support or work for candidates in such elections.

Proposed Language:

Article V

Section 7: Only members **in good standing** of UE Local 506 shall participate in the Union's nominations and elections. Only members shall have the right to endorse, campaign, support or work for candidates in such elections.

Current Language:

Article V, Section 10, 3rd Paragraph

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.

Proposed Language:

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. **Members on a company assignment, outside the factory, may obtain the absentee ballot by providing a copy of travel instructions.** When picking up the ballot, the member must sign for it.

Section 11

Article V

Current Section 11a **renumbered Section 11.**

Article V

Current Section 11b **renumbered Section 11a.**

Article V

Current Section 11c **renumbered Section 11b.**

Article V

Current Section 11d **renumbered Section 11c.**

Article V

Current Section 11e **renumbered Section 11d.**

Current Language:

Article V

Section 11e:

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 then carry out their duties in accordance with Article V, Section 8 of the UE Local 506 Constitution and By-Laws.

Proposed Language:

Article V

Section 11d: 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 9 of the UE Local 506 Constitution and By-Laws.

Section 1

Current Language:

Article V

Section 13: Delegates, other than delegates to Eastern Region meetings and UE-GE Conference Board meetings, shall be nominated at a membership meeting and elected at the following membership meeting, provided that notice has been given to the members of such pending election. Delegates to the UE National Convention will consist of the President, Business Agent, Chief Plant Steward and one-half the number of remaining Executive Board members. Also, four (4) additional delegates to be elected from rank-and-file members in good standing.

Proposed Language:

Article V

Section 13: Delegates, other than delegates **to Eastern Region meetings and National Convention**, shall be nominated at a membership meeting and elected at the following membership meeting, provided that notice has been given to the members of such pending election. Delegates to the UE National Convention will consist of the President, Business Agent, Chief Plant Steward and one-half the number of remaining Executive Board members. Also, four (4) additional delegates

to be elected from rank-and-file members in good standing

Section 15

Current Language:

Article V

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

Proposed Language:

Article V

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

Section 16

Current Language:

Article V

Section 16: Any challenge to the conduct or results of a local union election must be filed with the Secretary of the local union holding the election within five (5) days after the official announcement of the election result. The election committee shall promptly investigate such challenge and make recommendations for its disposition to the next regularly scheduled meeting or special meeting. The disputed office shall be filled in accordance with decision of the local union membership, subject to appeals procedure provided for in Article XIII.

Proposed Language:

Article V

Section 16: Any challenge to the conduct or results of a local union election must be filed with the **Recording** Secretary of the local union holding the election within five (5) days after the official announcement of the election results. The election committee shall promptly investigate such challenge and make recommendations for its disposition to the next regularly scheduled meeting or special meeting. The disputed office shall be filled in accordance with decision of the local union membership, subject to appeals procedure provided for in Article XIII.

Constitutional Amendments

Article VI

INITIATIONS, FEES, DUES AND FINES

Section 2

Current Language:

Article VI

Section 2: Effective February 1, 2012, the membership dues shall be Twelve dollars and Twenty-Five Cents (\$12.25) per week per member, except as hereinafter provided.

Proposed Language:

Article VI

Section 2: Effective **July 21, 2016**, the membership dues shall be **Twenty** dollars and Twenty-Five Cents (**\$20.25**) per week per member, except as hereinafter provided.

Current Language:

Article VI

Section 5: The monthly per capita of UE Local 506 shall be paid to the International Union in accordance with the International Constitution

Proposed Language:

Article VI

Section 5: The monthly per capita of UE Local 506 shall be paid to the ~~Inter~~**National** Union in accordance with the ~~Inter~~**National** Constitution

Constitutional Amendments

Article VII

STEWARDS COUNCIL

Section 2

Current Language:

Article VII

Section 2: Meetings shall be held monthly.

Proposed Language:

Article VII

Section 2: **Membership meetings shall also be credited as a Stewards Council Meetings. In addition, a Stewards Council Meeting may be called when the Officers deem it necessary.**

Constitutional Amendments

Article VIII

CHIEF PLANT STEWARD/ DUTIES

Section 1

Current Language:

Article VIII

Section 1: The Chief Plant Steward shall preside

over all meeting of the Stewards' Council and be Chairman of the Union's Grievance-Negotiating Committee.

He/she shall prepare all grievances that have not been settled by shop stewards at the Technical Advisor level and present same to local management for discussion in accordance with the grievance procedure as outlined in the UE-GE agreement.

Proposed Language:

Article VII

Section 1: The Chief Plant Steward shall preside over all meeting of the Stewards' Council and be Chairman of the Union's Grievance-Negotiating Committee.

He/she shall prepare all grievances that have not been settled by shop stewards at the ~~Technical Advisor~~**supervisory** level and present same to local management for discussion in accordance with the grievance procedure as outlined in the **Collective Bargaining Agreement**.

Constitutional Amendments

Article IX

DIVISIONAL CHIEF STEWARD DUTIES, NOMINATIONS AND ELECTIONS

Section 3d

Current Language:

Article IX

Section 3d: The names of qualified candidates from each Division shall be published in the UE 506 NEWS or other special bulletin.

Proposed Language:

Article IX

Section 3d: The names of qualified candidates from each Division shall be published in the UE **Local**506 News or other special bulletin.

Section 3h

Current Language:

Article IX

Section 3h: At the conclusion of the election the Tellers shall count and tabulate the ballots and issue a certificate of the results of the election to the Local Executive Board.

Proposed Language:

Article IX

Section 3h: At the conclusion of the election the Tellers shall count and tabulate the **ballots and report the results to the Election Committee Chairperson. The Election Committee Chairperson shall within**

three (3) days of the election, verify the results, archive them and issue a certificate of the results of the elections to the Local Executive Board.

Constitutional Amendments

Article X

SHOP STEWARD, NOMINATIONS, ELECTIONS AND DUTIES

Section 1, Paragraph 7

Current Language:

Article X

Stewards elected according to the Local Constitution will have deferment from layoffs providing they follow the provisions of the UE Local 506, UER & MWA Constitution and policies and principles of the Union in accordance with established practice.

Proposed Language:

Article X

Stewards elected according to the Local Constitution **will have superseniority in accordance with the Collective Bargaining Agreement** from layoffs providing they follow the provisions of the UE Local 506, UER & MWA Constitution and policies and principles of the Union in accordance with established practice.

Constitutional Amendments

Article XIII

TRIALS AND APPEALS

Section 3 Paragraph 3

Current language:

Article XIII

Either the plaintiff or defendant shall have the right to appeal to the District Council, And thereafter to the UE General Executive Board and from that body to the ensuing convention.

Proposed Language:

Article XIII

Either the plaintiff or defendant shall have the right to appeal to the **Regional** Council, And thereafter to the UE General Executive Board and from that body to the ensuing convention.

Constitutional Amendments

Article XIV

AMENDMENTS TO THE CONSTITUTION

Section 6

Current Language:

Article XIV

Section 6: The proposed amendment shall become part of this constitution by a majority vote in favor of the proposed amendment of the members present at the meeting, provided such amendments does not conflict with the Constitution of the Eastern of the International Union.

Proposed Language:

Article XIV

Section 6: The proposed amendment shall become part of this constitution by a majority vote in favor of the proposed amendment of the members present at the meeting, provided such amendments does not conflict with the Constitution of the Eastern of the ~~Inter~~**National** Union.

Constitutional Amendments

Appendage

STRIKE DEFENSE FUND

Rules and Regulations

Current Language:

Section D. Retirement refunds will be paid to members in good standing at the time of their retirement, including disability retirement and to the beneficiary of a member who dies before retirement.

Proposed Language:

Section D. Retirement refunds will be paid to members in good standing at the time of their retirement and to the beneficiary of a member who dies before retirement **and to members participating in a voluntary layoff programs to save another member's job, forfeiting their recall rights.**

Section F.

Current Language:

1. \$2.50 for each month of service credited for the period December 1, 1970 through November 30, 1971.

Proposed Language:

1. ~~\$2.50 for each month of service credited for the period December 1, 1970 through November 30, 1971.~~

Current Section 2 **renumbered as Section 1.**

Current Section3 **renumbered as Section 2.**

Section M.

Proposed Language:

Section M: In the event the Local Grievance Committee approves a grievance of a general nature for arbitration, costs related to such arbitration will be reimbursed from the Strike Defense Fund.

Current Section M **Relabeled as Section N.**

Important Numbers and Websites

For Questions Related To U.S. Employee Benefits, Please contact Lisa Dine at (814) 875-5552 or lisa.dine@wabtec.com.

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.nnig.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

NOVEMBER MEMBERSHIP MEETINGS VIA ZOOM

The Officers will again be conducting the November, Membership meetings via Zoom webinar. 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 November 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, November 19, 2020

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

DECEMBER 2020

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1 L.A.C. MEETING	2	3	4	5
6	7 Pearl Harbor Remembrance Day 	8	9	10 STEP III (Tentative)	11	12
13	14	15 506 EXECUTIVE BOARD MEETING	16	17 506 MEMBERSHIP MEETINGS	18 STEP II R.A.G.E. BOARD MEETING 618 MEMBERSHIP MEETING	19
20	21 Winter Solstice 	22	23	24 Christmas Eve	25 Christmas 	26
27	28	29	30	31 New Year's Eve		