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LOCAL 506 UNION NEWS

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Nominations for Alternate Trustee



Nominations for the Alternate Trustee will be taken from the floor during this month's membership meetings. Only members of UE Local 506 shall have the right to participate in the Union's nominations and elections. Any member in good standing has the right to run for these positions.

In compliance with the UE Local 506 Constitution and By-Laws, nominations shall be made from the floor of the May 20, 2021 membership meetings. **Members that would like to nominate themselves or another member will be required to physically attend the meeting to place the nomination.** Eligible nominees will receive notification by registered mail 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. ⚡

"If this discussion could in any way lead to me being disciplined or terminated, or affect my personal working conditions, I request that my steward or union officer be present at the meeting. Without representation, I choose not to answer any questions."
(This is my right under a Supreme Court decision called Weingarten)



Take The Pledge



Motorcycle Safety Foundation's
Seriously Safe Top 10

- 1 Take formal training and get licensed.
- 2 Wear all gear when riding.
- 3 Ride unaffected by alcohol or drugs.
- 4 Assume others don't see you.
- 5 Maintain 360° awareness.
- 6 Create a space cushion all around.
- 7 Enter intersections and curves with caution.
- 8 Practice emergency braking and swerving.
- 9 Save aggressive riding for the racetrack.
- 10 Refresh your skills and knowledge regularly.



MAY 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, May 20, 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



May Grievance Update

On Thursday, April 29, we conducted a Step III grievance meeting, forty grievances were argued. The results are as follows:

Closed Grievances:

ACP Payment

The contract states that the ACP payment will be paid on June 1st of each year. The company had been paying them on the next pay cycle after June 1st or the following Friday. In the future, ACP payments will be paid on or before June 1st.

Forty-hour PLOW Notice

An individual was issued a PLOW notice fifteen minutes after the start of his shift on Monday. His last day worked was Friday of that week. He was not afforded a forty-hour notice. The company agreed to pay him eight hours pay.

Hold Grievances:

MBTA (New Work Commitment)

The company is providing a financial presentation to explain how they came up with the equivalent volume of work performed by 100 full-time employees. When we crunched their numbers, our math indicates only the equivalent volume of work for twenty-four full-time employees.

Late Reporting of Injuries

Testing

Face Mask Violations

Red Circle Rates

Thirty-day Notice Prior to a PLOW Event

One termination

Denied Grievances:

The following grievances will be reviewed by the grievance committee and considered for arbitration later this month.

Temporary Transfers

An individual was denied shutdown work while temporary transferred employees with less seniority in the area were asked to work shutdown and did.

Holiday Pay

The company denied holiday pay for a person that used FMLA the day before the holiday. Our position is he was on approved leave and should be paid.

Union Investigations

The hall filed a grievance on Steward's rights to investigate grievances without interference. Local 506 Chief Stewards and Department Stewards have every right to investigate issues on the shop floor that could or may affect our members' rights.

Union Representation

An employee requested Union representation and was refused when issued discipline.

Step II and Step III Meetings

The next scheduled Step II will be on May 13th and the next Step III grievance meeting will be on May 27th.

President's Report

By Scott Slawson



One of the local's top priorities over the past several months has been to drive work into our facility. We have been working closely with leaders from UE Local 610 and our National Union to drive what we are calling the Green Locomotive Project. This initiative was brought about to drive change in the locomotive industry. Since the inception of the Tier 4 locomotive in 2015, there have been less than 2000 sold. A majority, almost 70% of locomotives on the rails today are Tier 1 design or older. While the EPA took a step in the right direction when it implemented the tiered emission program, rail carriers have been able to skirt around those restrictions by rebuilding existing equipment or using emission credits to buy Tier 3 locomotives. For us, the worker, not selling a new locomotive is a bad scenario. It leads to job loss. New locomotives are much more labor-intensive than rebuilds and are far cleaner for the air we breathe. Because the oldest locomotives are generally used in rail yards the pollution concentration is much higher. This leads to increased rates of cancer among various other health-related issues.

In mid-March, our CEO Mr. Santana testified before a congressional hearing regarding the need for cleaner emission locomotives. The proposal involves securing government funding to work with Carnegie Mellon and Genesee & Wyoming (G&W) to start the development of a new hydrogen-based locomotive and eventually working towards zero emissions. While we are excited about the shift to push for cleaner locomotives in the future, it does little in the way of cleaning up the environment and creating jobs at Wabtec facilities in Western PA now. These two issues have been our primary focus.

On March 26th we met with the Erie Site Plant Manager and discussed the project we have simultaneously been working on. We expressed interest in cooperation, informing the company that we have access to politicians and advocacy groups that may indeed be able to assist. That was followed up by a meeting with Representative Connor Lamb's and Senator Casey's offices. Both were interested in the union's position of the company's ask to Congress.

While the company has been slow to respond to our willingness to help, the company has recently responded to our March 7th letter sent to our CEO. We will be meeting with the company shortly and will keep you informed of our progress. There are few moments when the company and its workforce can align on topics that are mutually beneficial. We hope this is one of those times. Regardless of the company's position, we will continue to push on in our endeavor of getting attached to any new infrastructure/transportation bill.

May 7, 2021

Re: Request for a Meeting to Discuss Working Jointly for an Infrastructure Bill Which Promotes Green Locomotives and Job Growth

Dear Mr. Santana,

On March 26, the leadership of Local 506 met with the Erie Works Plant Manager Joe Cavalier and we outlined a series of legislative proposals for the federal infrastructure bill developed by our members in Erie and Pittsburgh which included short-term, mid-term, and long-term goals to stimulate the sale of new lower emission locomotives - Tier 3 and above as well as battery and fuel cell locomotives built by Wabtec workers in Western Pennsylvania.

Unfortunately, Mr. Cavalier nor any other Wabtec official has responded to our offer to work together on a program that is mutually beneficial to the company and our members. Therefore, we are requesting a meeting with you to discuss our willingness to work together to promote jobs for our members and increase sales and revenue for Wabtec.

While we are somewhat encouraged that the Wabtec/CMU plan which was presented to the House of Representatives Transportation Committee is being proposed; it does not look like it offers much in the way of immediate job growth for the business and our members. With our long-term strategy of driving change now, there will be a benefit to both the company and its employees. Our green locomotive initiative offering job growth now while tackling climate change has been well received by members of Congress who have also asked whether we support Wabtec's proposal with CMU.

We realize that you have a busy schedule. However, the infrastructure bill is now being written and some observers believe it will be finalized and enacted before the end of July. We look forward to your timely reply to our request for a meeting to discuss these important matters.

The Officers and Executive Board would like to wish everyone a safe and happy Memorial Day. 🇺🇸

COBRA Premium Subsidies

The American Rescue Plan Act of 2021 (“ARPA”) provides that, for the period from April 1, 2021 until September 30, 2021, if an individual’s Consolidated Omnibus Budget Reconciliation Act (“COBRA”) qualifying event is an involuntary termination of employment or a reduction of hours (each, an “assistance eligible individual”), then 100% of the COBRA premium is paid by the employer, health plan, or insurer and the premium expense is reimbursed by the federal government through a refundable FICA tax credit. For an insured or self-insured plan, the employer applies for the tax credit; however, a multiemployer plan will apply direct for the tax credit.

The subsidy is available for both assistance eligible individuals, as well as their dependents, electing COBRA, but is not available for anyone who voluntarily ends their employment. The subsidy will end on the earliest of (1) the expiration of the assistance eligible individual’s maximum 18-month COBRA period, (2) the individual’s eligibility for another group health plan or Medicare, or (3) September 30, 2021 (when the temporary subsidy under ARPA ends).

The termination of employment or reduction of hours may have occurred prior to the effective date of ARPA. A new 60-day election period is created for individuals who had an involuntary termination of employment or reduction in hours within the last 18 months and did not timely elect COBRA or dropped COBRA coverage. The election period begins on the date that the individual receives the new COBRA notice.

An employer may elect to permit assistance eligible persons to change their election to other plan options that have the same or lower-cost premiums. **Employers must update COBRA notices previously sent to individuals eligible for the subsidy to describe the subsidy and the ability to elect different coverage (if permitted by the employer) and issue extended COBRA election notices to assistance eligible individuals entitled to elect COBRA, by no later than May 31, 2021.** Failure to issue these notices will be treated as a failure of COBRA’s notice requirements. ARPA directed the Department of Labor to publish model notices for employers to utilize for the COBRA subsidy by April 11, 2021.

What if I already paid premiums for April and May?

Members who have already paid their monthly premiums can call BCC and request a refund at 800-685-6100. ⚡



Coordinators Corner

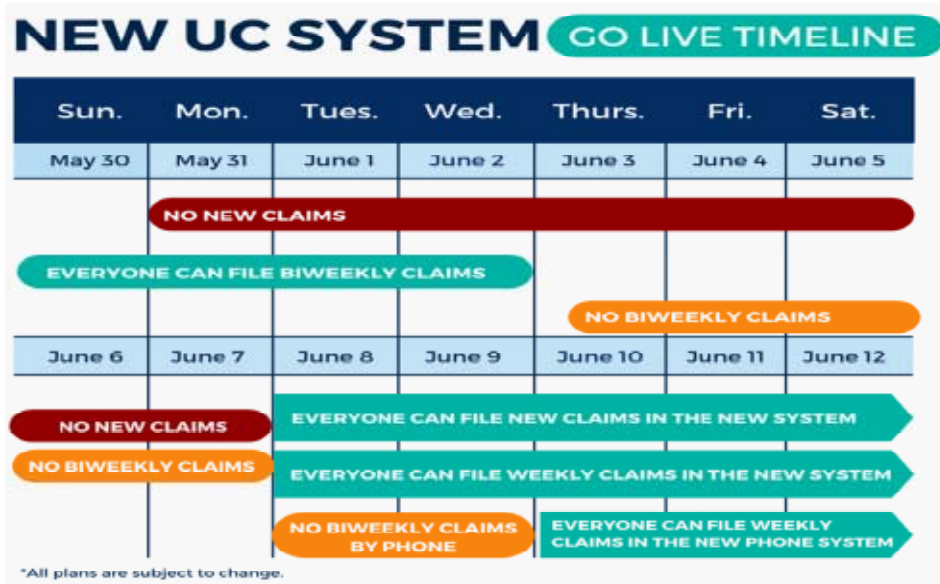
Are You Qualified To Do That?

As we continue to be forced to do more with less, many of us may be asked to perform work outside of our qualifications. Job classification issues aside, we also need to consider safety when it comes to our ability to do the requested task. Just because you may have done something before, maybe years ago, that doesn’t necessarily mean you still have the appropriate skill, knowledge or training to do what is being asked today. Equipment such as cranes and jitneys or knowledge-based training with fall protection, respirators or confined spaces require initial and refresher training to be considered qualified. Along with many of these, an up-to-date medical physical is also required. This type of training can expire and along with it so does your qualification to operate that equipment or perform certain types of work. Additionally, training and experience on certain machines or equipment can be very specific or the proper process may be wildly different than you’re used to. You may have operated a similar piece of equipment, but without the proper SAFES, training and a walk-through with a competent and experienced operator, you may be setting yourself or others up for injury. If you have any questions as to your current qualifications, please see your Safety Coordinator prior to operating equipment you are unsure of. ⚡

New UC System: What You Need to Know

The UC system will start the offline period on May 30 through June 7

See below for a detailed timeline on how it may affect your filing schedule:



Note: If you file for Pandemic Unemployment Assistance (PUA) by logging in with a username and password, you are not affected.

The UC system needs to be taken offline to move information from the current mainframe to the new, improved system. During this time, you cannot file a new claim or complete your normal biweekly claim.

You will be unable to access the current claims system starting Thurs., June 3, and the new system will become available on Tues., June 8.

- **Everyone can file Sunday, May 30 through Wednesday, June 2** to claim the weeks ending on May 29 and before.
- No one can file biweekly claims from Thursday, June 3 through Monday, June 7
- No one can open a new unemployment claim from Sun., May 30 through Mon., June 7. If you would have opened a claim from May 31 through June 5, we will backdate your claim for you to May 30.
- **The system is expected to be up and running again on Tuesday, June 8. At that time, everyone can file or open claims again.**

Payments should not be delayed

Most claimants will not see a delay in their benefits because the offline period for claimants filing weekly claims. Offline period will fall from Thursday to Monday.

Phone lines are still available

The UC Call centers will keep the phones and email open while the system is offline. Some issues may not be able to be resolved until the new system is live, but they will be put in a queue for processing. The call centers will also help people who are having issues and be able to answer questions about the offline period and the new UC system.

Creating an account and log in

The new UC system will require a log-in using a Keystone ID and password. You might already have one from using a different Commonwealth of Pennsylvania online service.

If you don't have a Keystone ID:

- You can create one when you access the new UC for the first time. If you are interested in learning the step-by-step process, please access the How to Log In User Guide.
- If you forgot your Keystone ID or password, please reference our user guide to learn how to reset your password.

Claim filing is different in the new system

You won't be able to file any claims from June 3 through June 7. Starting June 8:

Online:	By Phone:
<ul style="list-style-type: none"> • You should file every week instead of every other week • You will then get paid every week instead of every other week • You no longer have to file by Friday each week 	<ul style="list-style-type: none"> • Starting June 10, you can file weekly claims by phone. You will need to provide your SSN and PIN that you currently use to log into the UC system. • Pennsylvania Teleclaims (PAT) Toll-free: 888-255-4728 or PAT Español: 877-888-8104

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 – micosite.ehr.com

DAVISVISION – 1-800-999-5431

E-MAIL – micosite.ehr.com

LINCOLN FINANCIAL DISABILITY CLAIMS – 1-844-829-5509

E-MAIL – www.MyLincolnPortal.com

WABTEC PAYROLL/ENROLLMENT INFORMATION – 518-690-4612

E-MAIL – micosite.ehr.com/Wabtec



MAY MEMBERSHIP MEETINGS VIA ZOOM



The Officers will be conducting the May, 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 April 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, May 20, 2021

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

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

JUNE 2021

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