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Friday, June 11, 2021

LOCAL 506 UNION NEWS

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

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Alternate Trustee Election

Nominations for Alternate Trustee were accepted during the May membership meeting. Roger Galoardi, building 26 test was the only nominee to accept the nomination. Therefore, Elections for will not be necessary. The Election Committee cast one ballot in Roger's name to validate the election.

Convention Delegates Nominations

Nominations will be accepted during the June 17, 2021 membership meetings to fill (4) rank and file delegate's seats to the 77th UE National Convention. The convention will take place Sunday, September 19 through Thursday, September 23 in Pittsburgh, PA.

Note: Due to COVID-19 the UE will be taking all necessary measures to have a safe and productive convention week. The General Executive Board will convene July 19, 2021 to evaluate and finalize the decision to continue planning an in-person convention or, if circumstances dictate, to switch to a virtual convention format.

The delegate's election will be conducted during the July 22, 2021 membership meeting. The four successful candidates, the officers and seven board members will participate in workshops and be assigned to specific committees where they will help develop UE policies and programs for the next two years.

- **Members in good standing who are elected as delegates understand and agree to participate in workshops and on committees at the Convention as required of all UE 506 delegates.**
- **Members shall not be eligible to serve consecutive terms as rank-and-file delegates to the National Convention unless there are not enough eligible members to fill the four (4) rank and file positions.**

JUNE MEMBERSHIP MEETING NOTICE

June Membership Meetings In-Person

We are excited to announce the Officers will be conducting the June membership meetings in-person and look forward to returning to traditional forum. We will no longer offer meetings via zoom. We ask that everyone attending in person respect the current CDC guidance for masks.

Agenda:

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

Thursday, June 17, 2021

7:30 a.m. (Officers reports only)

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

No Food Will Be Served At Meetings

Chief Plant Steward's Report

By Leo Grzegorzewski



June Grievance Update: On Thursday, May 27, we met with the company for our monthly Step III meeting. A total of Eighty grievances were discussed. Twenty-eight of which have been at Step III forever, five MBTA (New Work Commitment) grievances and twenty-three grievances on Testing. The remaining fifty-two grievances were either holds or new grievances submitted from previous Step II's. Here's how things ended up.

Closed Grievances: MBTA (New Work Commitment) We closed this grievance without prejudice, we can reopen this grievance if needed.

Stewards Deferment: Department Stewards deferment during a PLOW event. The Company agreed, that Department Stewards remain in the same department, with the same BL, and on the same shift.

Overtime Premium Pay: The company agreed to pay a minimum of four hours call-in at the applicable premium rate of pay.

Kronos Issue: The company will not delete any entry's into the Kronos system, all edits will be visible.

STD Payment Issue: This issue was adequately resolved and agreed upon.

Excessive OT Issue: Closed without prejudice

Temp Transfer: Closed

Layoff and Recall: Closed

Hold Grievances:

MBTA Farmout: We mutually agreed to put these grievances on hold and push them to the Continuous Improvement Committee.

Testing: The company submitted a revised proposal on testing. We are currently reviewing their latest proposal and will keep you informed.

Red Circle Rate of Pay

Discipline for late reporting of an injury

Thirty Day PLOW Notice

Face Mask discipline

Safety Coordinator Rate Pay

Subcontracting of Maintenance Work

Safety Discipline

Denied Grievances: Holiday Pay

Layoff Issues (Bumping Down)

Termination Grievance

Management Doing Bargaining Unit Work

We will be in arbitration again on June 24th for the Temporary Transfer grievances. The contract is very clear on temporary transfers, timelines, and situations when moving people. As you know, since signing the contract, the company refuses to abide by Article XIV of the Wabtec U.E. Local 506/618 Agreement. Their justification for their actions is flexibility. Our argument is simply to follow the contract! Their decisions on this matter have cost the Erie plant millions of dollars in lost efficiencies and time on product. Why would you constantly move people throughout the plant in classification or out of classification into jobs and in areas, they never worked before? How can you achieve reliable time on product and maintain good efficiencies when you don't know the job or the area you are moved to? When we talk to them about rehiring laid-off workers to reduce overtime and movement they argue the cost of training, loss of time on product, and lower efficiencies would reduce profits? That is exactly the situation they have created by not following Article XIV. We will be well prepared on June 24th for arbitration. I look forward to a good turnout at this month's membership meeting, time to get back to some type of normalcy. 🌩

**"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)**



President's Report

By Scott Slawson



As we enter June, we are in full preparation mode for our next arbitration hearing in our marathon run of fifteen-plus arbitrations since we became Wabtec employees. Most of these are on contract interpretation. This hearing is on the interpretation of the temporary transfer article of the contract. Even though the company knows and understands what was negotiated, they have taken the position if you temporarily transfer within classification; the time limits do not apply to you. The union refers to this as permanently temporarily transferred. This is a complete lack of respect for our members' seniority and shows the company's lack of integrity and the people we deal with.

Conveniently, the company seems to act if Article XIV, Section 3, subsection (c) doesn't exist. It states, "temporary transfers will not be used to circumvent the job bidding procedures, recall procedures or hiring of new employees as set forth in this agreement." Yet, this is exactly what the company is doing. A great example of this is ongoing in building 5. In November, a Production Tech. was bumped off his job. Due to the member that bumped him being on PI, the bumped individual remained temporarily transferred on the job until May. In May, that person was finally moved to their new job only to move in another temp. transfer yet again knowingly circumventing the spirit and intent of what was negotiated. This one instance alone has caused a lot of heartache for all involved.

The union has attempted to offer a peaceful resolution to this issue from the very first time it cropped up. The simple answer is to handle it the way it was handled with our previous employer. If you are busy in one area and slack in another, you execute a layoff from one area to the next. (Example... Business Leader A has too many people. Business Leader B has too few people. They are the same classification. The employment office executes a layoff from Business Leader A to Business Leader B.) **PROBLEM SOLVED!** Seniority is honored and the spirit and intent of the contract are upheld.

While this may sound simple enough and, on the surface, the employment office agrees it could work, the company has yet to offer any other solution or accept what the union has provided as a feasible resolution to the matter at hand. This has forced us into yet another arbitration. We pointed out after the last Step 3 that the company has failed to even offer any form of counter-offer or compromise on many of these difficult issues that really shouldn't be that problematic. ⚡

2021 Legislative Action Committee Recruitment Drive

As we are all witnessing our economy open back up and transition into a post-COVID world, we are uncannily reminiscing about the years before the global pandemic of how it all used to be. We are also discovering how imperative it is to be PRO-Labor with the enormous job loss impact witnessed, not just with our shop, but as well as with the whole of our country.

Furthermore, we strongly believe in a time of reopening and rediscovering that our local's Legislative Action Committee (LAC) needs to start back up to discuss PRO-Labor issues, concerns, and stances that impact the working class and poor of our communities and country. The LAC will be networking with national, state, and local civic leaders, community outreach programs, union leaders, and also planning activities and day trips that will coincide with PRO-Labor issues, policies, history, etc.

While we all agree that political sectarianism does **not** belong on the shop floor, nor in our American consciousness; we also need to understand that there needs to be a bridge built to get over the division that the working class and poor have been experiencing for the past four decades. It shouldn't matter if you're red, blue, white, black, brown, pink or yellow... what matters is understanding and identifying the how, who, what, when, where, and why the PRO-Labor socio-economic stances came to be and how it's key to tackle building that bridge to mend the divide.

We strongly encourage any interested members to join the LAC. If you would like to help, make a better world for our community and future generations email ue506lac@gmail.com or call the hall. Meetings are at the hall on the **first** Tuesday of that month (1:30PM/2nd shift; 3:15PM/1st shift). ⚡

NEW Unemployment Compensation (UC) System

Unemployment Compensation (UC) Workshop

To help with the transition to the NEW Unemployment Compensation (UC) System, Pennsylvania staff provide instructional workshops that will allow users to learn about the essential functions the portal will offer. PA UC staff will be providing more workshops and resources to help you navigate the new system. The workshop for applicants includes instructions on topics such as:

- Filing a new claim
- Accessing information about a claim
- Filing an appeal
- Checking the status of a payment
- Receiving messages from UC program staff
- Changing options such as whether communication is sent electronically or by physical mail, and whether federal income tax is withheld.



To access the recorded online workshop, go to:

<https://www.youtube.com/watch?v=NPWGuN3Ay7o>

Programs that will transition to the new system are:

- Unemployment Compensation (UC)
- Pandemic Emergency Unemployment Compensation (PEUC)
- Extended Benefits (EB)
- Shared Work or Short-Time Compensation (STC)
- Trade Readjustment Allowances (TRA)

UE 506 Demographics as of 6/3/2021

Service (Whole Years)	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
# of Employees (U.E. 506)	0	0	0	0	0	0	0	2	7	7	7	4	9	9	9	176	234	143	2	3
Service (Whole Years)	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
# of Employees (U.E. 506)	67	5	29	20	6	5	20	3	3	14	22	41	48	6	6	2	2	2	4	5
Service (Whole Years)	40	41	42	43	44	45	46	47	48											
# of Employees (U.E. 506)	5	4	4	5	1	0	0	0	1											



13TH ANNUAL UE/VAMC
WELCOME HOME "FORE" VETERANS
GOLF TOURNAMENT
9:00 a.m. SHOTGUN START



WHEN: Sunday, September 12, 2021 @ 9:00 a.m.

WHERE: Mound Grove Golf Course, 10760 Donation Road, Waterford, PA 16441

WHY: **Welcome Home Fund** (benefiting returning Veterans). Please note that 100% of the proceeds from this fundraising event benefit the Erie VAMC patients.

ENTRY FEE: \$100 PER PERSON (**entry fee will be returned to you if the tournament is cancelled due to COVID**)

INCLUDES: 18 Holes Greens Fee + Cart, Hot-Dog & Beverages on Course, Steak dinner and Awards after tournament. Your entry fee is not considered a donation to the Erie VA Medical Center and the fee only covers the cost to participate in tournament.

SIGN UP: For applications, visit the UE Local 506 Union Hall during business hours or at the Volunteer Office at the Erie VA Medical Center. Offering breakfast sandwiches with complimentary cocktail (courtesy of Mound Grove Golf Course) during registration/check-in from 8:00 a.m.-8:45 a.m.

Make check payable to the UE 506 Sports Committee and drop off or mail applications to UE 506, 3923 Main St. Erie, PA 16511

**** ENTRIES CLOSE FRIDAY, SEPTEMBER 3, 2021 @ 4:00 pm ****

**** ALL CURRENT COVID CDC GUIDELINES WILL BE FOLLOWED ****

QUESTIONS REGARDING THE TOURNAMENT OR LATE REGISTRATION – Please contact Matt McCracken at 814-440-0218

ENTRY FORM - (please print)

FIRST AND LAST NAME

TEAM NAME:

Phone Number

- | | |
|-------------------|-------|
| 1. _____ (M or F) | _____ |
| 2. _____ (M or F) | _____ |
| 3. _____ (M or F) | _____ |
| 4. _____ (M or F) | _____ |

SCRAMBLE FORMAT

LIMITED SIGN-UP FIRST 120 GOLFERS – Foursome not required. Singles or pairs accepted.

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

Members who are applying for short-term disability claims with Lincoln Financial for colonoscopies and endoscopies. **Be sure to indicate your Location/Division/Company code is 0802, signifying the Erie GET group.** By providing this information, members can avoid complications with claim approval. To file STD claims with Lincoln Financial, phone: 1-844-829-5509

Lottery Ticket Raffle

1st Prize:

\$300.00 in PA Instant Lottery Tickets

2nd Prize:

\$200.00 in PA Instant Lottery Tickets

3rd Prize:

\$100.00 in PA Instant Lottery Tickets

Drawing at the Annual UE/VAMC Golf Tournament

SEPTEMBER 12th, 2021

Sponsored By
SPORTS COMMITTEE
LOCAL 506

Proceeds Benefit



**VAMC VISUAL
IMPAIRMENT
PROGRAM**

TICKETS: \$1.00 each / 7 for \$5.00

JULY 2021						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4 Independence Day	Independence Day Observed HOLIDAY	6	7	8	9	10
11	12	13	14 618 MEMBERSHIP MEETING	15 STEP II MEETING (Tentative)	16	17
18	19	20 506 EXECUTIVE BOARD MEETING	21	22 506 MEMBERSHIP MEETINGS	23	24
25	26	27	28	29 STEP III MEETING (Tentative)	30	31