



LOCAL 506 UNION NEWS

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The Officers, Executive Board
and UE 506 Staff

Would like to wish all UE 506 members and
your families a very

Happy Thanksgiving

Proposed Constitutional Amendment

To be Voted on at the November Membership Meetings:

Current Language: Article V, Section 10, 3rd Paragraph

Any day within (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 (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. **Any day within (15) days prior to the date of the election, members on a, union approved, company assignment, outside the factory, may obtain the absentee ballot by providing a copy of their travel orders at the local 506 office during normal business hours. When picking up the ballot, the member must sign for it.**

November Membership Meeting Notice

Agenda:

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

Membership Meetings & Times
Thursday, November 18, 2021
(All meetings)

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

12:30 p.m. (2nd Shift)

3:20 p.m. (1st Shift)

No Food Will Be Served At Meetings

Chief Plant Steward's Report

By Leo Grzegorzewski



Welcome recently recalled UE 506 members! It is great to have you back again. Hopefully, this marks the beginning of future recalls to the plant. Recalls have been long overdue. The Membership, Department Stewards, Chief Stewards, and Officers have been working diligently for months identifying positions throughout the plant that need to be filled. We will continue to identify areas where we need people and relay that information to the company weekly. I recommend you understand and are aware of the changes made to the company's attendance policy. If you have questions, reach out to your Department Stewards, they will be glad to help you. The company continues to temp transfer employees throughout the plant with little to no training when moved. We have communicated our concerns and advised the company to cease this disturbing practice. Number one, it is unsafe. Number two, it is a total waste of money. For your safety and the safety of your coworkers, if placed on an unfamiliar job and you have questions about what is safe and not safe. STOP! Ask your PTA, Department Steward, or Safety Coordinator for help. Don't do anything unsafe that could injure you, or the people you work around. All of us want to go home to our families safe. COVID-19 is still very much a part of our daily lives and will be for some time. Like most companies, COVID-19 protocols are in place throughout the site, be sure you completely understand what they are. Lately, we have noticed increased discipline issued to our members over face masks and quarantine protocols. To avoid discipline. Know what they are, and follow them! Stewards, when new members enter into your department, introduce yourself. Let them know where they can find you, and answer any questions they might have. Our next Monthly Membership Meeting is on November 18th. For 3rd Shift members, Officers reports begin at 7:30 am, 2nd Shift at 12:30 pm, and 1st Shift begins at 3:20 pm. I encourage all members to attend and get involved.

Grievance report:

On Thursday, October 28th we had a Step III grievance meeting. Forty-six grievances were on the agenda. The results are as follows.

Holds (38)

- (8) MBTA farmed out work to go to the CIC (Continuous Improvement Committee) for evaluation. We have been waiting months for the company to restart the program to work on MBTA and other projects throughout the plant.
- (23) Testing disqualification process. The company gave the Union a response that is ambiguous and not acceptable. On November 8th the Union requested bargaining on this subject in accordance with the U.E. Wabtec Agreement **Article I RECOGNITION.**
- (5) VMI (Vendor Managed Inventory) grievances on hold pending further discussion.
- (1) Termination grievance on hold pending company provides requested information.
- (1) Unjust warning and week off without pay. Not argued.

Closed (2)

- (1) OT issues Building 6.
- (1) Time and Attendance issue.

Letters (Denied) (6)

- (1) Termination grievance
- (1) Company refusing a Union Officer Union paid time off.
- (2) Management doing bargaining unit work. Building 6 (Rampant)
- (1) Intimidation grievance. Manager in Building 6 intimidating and acting in an unprofessional manner towards a Union member.
- (1) Untimely response to a grievance.

The next Step III grievance was scheduled for December 2nd. The Union and the company will need to reschedule another mutually agreed upon date.

The next Step II grievance meeting will be conducted on November 15th.

I hope everyone has a safe and Happy Thanksgiving and good luck hunting. 🦋

President's Report

By Scott Slawson



The Occupational Safety and Health Administration (OSHA) has issued an emergency temporary standard (ETS) to minimize the risk of COVID-19 transmission in the workplace. The ETS establishes binding requirements to protect unvaccinated employees of large employers (100 or more employees) from the risk of contracting COVID-19 in the workplace.

COVID-19 was not known to exist until January 2020, and since then nearly 745,000 people, many of them workers, have died from the disease in the U.S. alone. At the present time, workers are continually becoming seriously ill and dying as a result of occupational exposures to COVID-19. OSHA expects that the Vaccination and Testing ETS will result in approximately 23 million individuals becoming vaccinated. The agency has conservatively estimated that the ETS will prevent over 6,500 deaths and over 250,000 hospitalizations. In issuing the ETS, OSHA has made several important determinations:

Unvaccinated Workers Face Grave Danger: Unvaccinated workers are much more likely to contract and transmit COVID-19 in the workplace than vaccinated workers. OSHA has determined that many employees in the U.S. who are not fully vaccinated against COVID-19 face grave danger from exposure to COVID-19 in the workplace. This finding of grave danger is based on the severe health consequences associated with exposure to the virus along with evidence demonstrating the transmissibility of the virus in the workplace and the prevalence of infections in employee populations. The evidence for the finding of a grave danger is in Section III.A. of the ETS preamble.

An ETS is Necessary: Workers are becoming seriously ill and dying as a result of occupational exposures to COVID-19, when a simple measure, vaccination, can largely prevent those deaths and illnesses. The ETS protects these workers through the most effective and efficient control available – vaccination – and further protects workers who remain unvaccinated through required regular testing, use of face coverings, and removal of all infected employees from the workplace. OSHA also concludes, based on its enforcement experience during the pandemic to date, that continued reliance on existing standards and regulations, the General Duty Clause of the OSH Act, and workplace guidance, in lieu of an ETS, is not adequate to protect unvaccinated employees from COVID-19. Thus, OSHA has also determined that an ETS is necessary to protect unvaccinated workers from the risk of contracting COVID-19 at work. The evidence for the need for the ETS is in Section III.B. of the ETS preamble.

The ETS is Limited to Employers with 100 or More Employees: In light of the unique occupational safety and health dangers presented by COVID-19, and against the backdrop of the uncertain economic environment of a pandemic, OSHA is proceeding in a stepwise fashion in addressing the emergency this rule covers. OSHA is confident that employers with 100 or more employees have the administrative capacity to implement the standard's requirements promptly, but is less confident that smaller employers can do so without undue disruption. OSHA needs additional time to assess the capacity of smaller employers, and is seeking comment to help the agency make that determination. Nonetheless, the agency is acting to protect workers now in adopting a standard that will reach two-thirds of all private-sector workers in the nation, including those working in the largest facilities, where the most deadly outbreaks of COVID-19 can occur. Additional information on the scope of the ETS is found in Section VI.B. of the ETS preamble.

The ETS is Feasible: OSHA has evaluated the feasibility of this ETS and has determined that the requirements of the ETS are both economically and technologically feasible. The evidence for feasibility is found in Section IV. of the ETS preamble. The specific 2 requirements of the ETS are outlined and described in the Summary and Explanation, which is in Section VI. of the ETS preamble.

The ETS Preempts State and Local Laws: OSHA intends the ETS to address comprehensively the occupational safety and health issues of vaccination, wearing face coverings, and testing for COVID-19. Thus, the standard is intended to preempt States, and political subdivisions of States, from adopting and enforcing workplace requirements relating to these issues, except under the authority of a Federally-approved State Plan. In particular, OSHA intends to preempt any State or local requirements that ban or limit an employer from requiring vaccination, face covering, or testing. Additional information on the preemption of State and local laws is found in Section VI.A. of the ETS preamble.

The ETS Also Serves as a Proposed Rule: Although this ETS takes effect immediately, it also serves as a proposal

Continued on Page 4

under Section 6(b) of the OSH Act for a final standard. Accordingly, OSHA seeks comment on all aspects of this ETS and how it would be adopted as a final standard. OSHA encourages commenters to explain why they prefer or disfavor particular policy choices, and to include any relevant studies, experiences, anecdotes or other information that may help support the comment. Stakeholders may submit comments and attachments, identified by Docket No. OSHA-2021-0007, electronically at www.regulations.gov. Follow the instructions online for making electronic submissions.

OSHA May Revise or Update the ETS: OSHA will continue to monitor trends in COVID-19 infections and death as more of the workforce and the general population become fully vaccinated against COVID-19 and as the pandemic continues to evolve. Where OSHA finds a grave danger from the virus no longer exists, or new information indicates a change in measures necessary to address the grave danger, OSHA may update this ETS, as appropriate.

- **Employers covered by the ETS.** The ETS generally applies to employers in all workplaces that are under OSHA's authority and jurisdiction, including industries as diverse as manufacturing, retail, delivery services, warehouses, meatpacking, agriculture, construction, logging, maritime, and healthcare. Within these industries, all employers that have a total of at least 100 employees firm-or corporate-wide, at any time the ETS is in effect, are covered.
- **Workplaces not covered by the ETS.** This standard does not apply to workplaces covered under the Safer Federal Workforce Task Force COVID-19 Workplace Safety: Guidance for Federal Contractors and Subcontractors or in settings where employees provide healthcare services or healthcare support services when subject to the requirements of the Healthcare ETS (29 CFR 1910.502).
- **Employees of covered employers not subject to the requirements.** The ETS does not apply to employees who do not report to a workplace where other individuals such as coworkers or customers are present, employees while they are working from home, or employees who work exclusively outdoors.
- **Effective Dates.** The ETS is effective immediately upon publication in Federal Register. To comply, employers must ensure provisions are addressed in the workplace by the following dates:
 - 30 days after publication: All requirements other than testing for employees who have not completed their entire primary vaccination dose(s)
 - 60 days after publication: Testing for employees who have not received all doses required for a primary vaccination.

The above is a partial summary of the ETS order released by OSHA last week. It is still our position that everyone should have the choice of being vaccinated or not. We will be entering into effects bargaining with the company over this issue. This is not an issue we take lightly. At stake is the health and safety of all of our members. We will do our best to ensure that anybody that does not want the vaccination for any reason will not be forced. Proof of vaccination to the company will be required to the company and anyone who is not vaccinated or does not provide proof will be required to wear a face mask. We will be navigating the rest of the issues over the coming couple of weeks and will do our best to keep you informed. Stay tuned!

The Officers and Executive Board would like to thank all the veterans that have served our great country and wish everyone a Happy Thanksgiving. Best of luck and be safe to all of those that will be hunting. 🦋

Congratulations to all the newly elected Stewards.



Thank you so for stepping up and taking on this important job.

If you need a replacement of your badge because yours is not working call:

875-2240

You will be put on a list and it should be completed within 24 hrs



Open Enrollment for your 2022 benefits takes place November 9–23, 2021.

Now is the time to act!

Choose your employee benefits for 2022

- 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 2022.
3. Make sure your address information is current. If you do not wish to make any changes for 2022, you do not need to take any action.

EXCEPTION: If you want to participate in an FSA in 2022, you must make an election. IRS rules require you to sign up and make your election for each new plan year.

2021 FSA Balances- money you contribute

Members who have flexible spending accounts will have until March 15, 2022 to apply 2021 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.

2021 HRA Balances- money company Gives you

Members who still have HRA money available will have until March 31st, 2022 to apply 2021 health care cost to the balance of your account. Then your HRA money will rollover to 2022 account and no longer will be able to be used for 2021 health care costs.

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.

PRINT your elections for your records!!!

Wabtec Benefits Card:

To get a new benefits card, verify address and phone number, or check balance information call:
1-888-897-3788

To check balances, to pay bills, Deposit and payment history or to verify personal information go to:

BenefitCC.wealthcareportal.com - to register



Important Numbers and Emails

Call Off Number:
814-875-4000

Employment issues:
Beth Pollard 814-875-2720
Beth.pollard@wabtec.com

Payroll Issues:
Steve Pettys 814-875-6505
Steve.pettys@wabtec.com

Health Services Erie Site:
Charlie Ramsey
814-875-9550 or 814-875-3169
Charles.ramsey@wabtec.com

Medical Center:
814-875-2034

Important Numbers and Websites:

Wabtec Benefits Service Center:
866-806-4260
www.Mywabtecbenefits.com

Lincoln Financial:
FMLA:1-844-372-1594
Short/Long term Disability:
1-844-829-5509
www.MyLincolnPortal.com

Highmark:1-800-811-0391
www.highmarkbcbs.com

DavisVision:1-800-999-5431
www.Davisvision.com

Met-life Dental:1-800-942-0854
www.Metlife.com

CVS Prescription Drug:
1-877-347-7444
www.caremark.com

Medical Benefits Card:
1-800-685-6100
<http://benefitcc.wealthcareportal.com>

If you, a family member, or friend
Are struggling with Alcohol
1-814-452-2675
<https://aaeriepa.org>

Basket of Cheer



UE Local 506 Sports Committee is holding their 2021 holiday "Basket of Cheer" raffle. Tickets can be purchased at membership meetings and from your Chief Steward. Tickets are \$1.00 each or 7 for \$5.00

The drawing will be held at the conclusion of the December 16th first shift membership meeting.

Running On Wine, Spirits, Beer, & Christmas Cheer

I Googled
My Symptoms,
Turns out,
All I need is Beer

Congratulations! UE Local 506 Retiree's

The following is the most recent list of members who have retired. The Local would like to wish them the best of luck in retirement.

Thank you for your dedication, you will all be greatly missed.

Vincent Silvaggi, Bldg. 5
Gary Senkalski, Bldg. 5
Jerry Craig, Bldg. 2
Matthew McCracken, Gage Cal.

DECEMBER 2021

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