

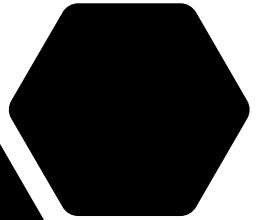
2021 Steward's Training

**“Union
Matters”**

Welcome



Strong shape,
Most efficient use of wax,
Greatest number of cells,
with least amount of wax



Plant Standards:



Evendale EHS Support Central

EVENDALE EVACUATION MAPS UPDATED 2/2021!

Please Select [GO](#)

EVACUATION MAPS (Greater Cincinnati Area, NON Evendale)

Please Select [GO](#)

Fire Practices

Please Select [GO](#)

Additional Resources

[GE Evendale Plant Standards](#)
[GE Evendale Plant Protection Support Central Community](#)
[Security Awareness Training](#)

GE Evendale Facilities Hotline

 To report emergency building issues, call the GE Evendale Facilities Hotline at 513-243-8080.

Emergency Evacuation Training

Please Select [GO](#)

Cranes

[Lift Plans](#)

GE Evendale Safety Shoe Program

Safety Shoe Workflow & Purchase History Lookup

 [Workflow](#)

Evendale Safety Shoe Program Information

Please Select [GO](#)

Employee Resources

Essential EHS Program Information

Please Select [GO](#)

One-Stop New Employee Necessities

Please Select [GO](#)

SRA (JSA) Library

Please Select [GO](#)

Evendale is a VPP Star Site

 The following links can help you learn more about VPP:
[OSHA Voluntary Protection Programs - All About VPP](#)
[VPP Commitment Letter 2020](#)
[EHS Policy 2020](#)

EHS Resources

Please Select [GO](#)

EHS Training Material

Please Select [GO](#)


Waste Container Request Form !UPDATE 4.2021!

 [Waste Container Request Form Request Form Instructions](#)

ALTAIR 4XR Detector

 [ALTAIR 4XR Detector](#)

800 Dock Shipping Procedure

 [800 Dock Shipping Procedure](#)

Plant Standards Link

[Plant Standards](#)

Chemical management 101

 [Aviation SDS System \(MSDS\)](#)

 [SDS - Advanced Search Options](#)

 [Chemical Approval Request Form](#)

Chemical Management References

Please Select [GO](#)



Part of General Electric?

General Electric uses your network username and password to login to Box. Continue to login to Box through your network.

Continue

Not a part of General Electric?

Welcome to GE Box!

The GE Box team has provided you with a box account to store, share, and access your files online.

GE Employees and Contractors with a SSO and GE

Email ID: Select "Continue" above to log in.

GE Partners, Vendors and Customers without a SSO and

GE Email ID: Select "Not part of General Electric" above to log in with your external email and password.

Think before you share! Certain GE classifications (e.g. Crown Jewels, US Export Control License Required, etc.) are **NOT** permitted in Box at GE. Please see GE Terms of

box

All Files

Recents

Synced

Notes

Trash

My Collections


Favorites

Drag items here for quick access

Search Files and Folders

?

8



GH

> GEA Facilities Engineering Construction Standards - as of 2021-01-07

...

Upload ▾

New ▾

Share

Name	Updated ▾	Size
<div></div> Division 21 - Fire Suppression	Feb 3, 2021 by Karen Story	8 Files
<div></div> Division 33 - Utilities	Jan 19, 2021 by Jennifer Seeling	1 File
<div></div> Division 26 - Electrical	Jan 19, 2021 by Jennifer Seeling	29 Files
<div></div> Division 23 - Heating Ventilating and Air Conditioning	Jan 19, 2021 by Jennifer Seeling	17 Files
<div></div> Division 27 - Communications	Jan 19, 2021 by Jennifer Seeling	1 File
<div></div> Division 12 - Furnishings (No Standards Issued)	Jan 19, 2021 by Jennifer Seeling	0 Files
<div></div> Division 13 - Special Constructions (No Standards Issued)	Jan 19, 2021 by Jennifer Seeling	0 Files
<div></div> Division 8 - Doors and Windows	Jan 19, 2021 by Jennifer Seeling	4 Files
<div></div> Division 9 - Finishes	Jan 19, 2021 by Jennifer Seeling	9 Files
<div></div> Division 10 - Specialties	Jan 19, 2021 by Jennifer Seeling	12 Files

Sharing

Details

JS

Jennifer Seeling

Owner

GH

Greg Hester

Editor

MM

Michael McKellop

Co-owner

MC

Michael Crumley

Co-owner

KS

Kyle Seeling

Co-owner

+24 People

Shared Link

Create Link

File Request

Create Link

box

All Files

Recents

Synced

Notes

Trash

My Collections

Favorites

Drag items here for quick access

Search Files and Folders

?

8

GE

GH

> Division 5 - Metals

...

Upload

New

Share

Name	Updated	Size
<div>PDF</div> 05050 011714 Welding and Welding Inspection.pdf	Jan 19, 2021 by Jennifer Seeling	288 KB
<div>PDF</div> 05130 051997 Building 800 T-1 Roof Truss Reinforcement.pdf	Jan 19, 2021 by Jennifer Seeling	184.7 KB
<div>PDF</div> 05510 071001 Handrails and Guards.pdf	Jan 19, 2021 by Jennifer Seeling	34.7 KB
<div>PDF</div> 05110 052597 Buildings 700-800-B-C Support from Roof Tr...	Jan 19, 2021 by Jennifer Seeling	81 KB
<div>PDF</div> 05515 020603 Fixed Industrial Ladders.pdf	Jan 19, 2021 by Jennifer Seeling	142.8 KB
<div>PDF</div> 05140 051997 Budling 700 T-1_2_3 and 4 Roof Truss Reinfo...	Jan 19, 2021 by Jennifer Seeling	189.2 KB
<div>PDF</div> 05145 051997 Building B T-1 and 2 Roof Truss Reinforcemen...	Jan 19, 2021 by Jennifer Seeling	294.1 KB
<div>PDF</div> 05120 051597 Buildings 700-800-B-C Roof Openings for HV...	Jan 19, 2021 by Jennifer Seeling	89.2 KB
<div>PDF</div> 05100 052597 Structural Steel Construction.pdf	Jan 19, 2021 by Jennifer Seeling	77.5 KB

Sharing

Details

JS

Jennifer Seeling

Owner

GH

Greg Hester

Editor

MM

Michael McKellop

Co-owner

MC

Michael Crumley

Co-owner

KS

Kyle Seeling

Co-owner

+24 People

Shared Link

Create Link

File Request

Create Link

IAM LODGE 912 REQUEST FOR UNEMPLOYMENT STAMPS

Date _____

This is to certify that I am/have been (circle one) unemployed as identified in the notice below. My last day worked was on (Date) _____. I left due to illness/layoff (circle one) and I returned/expect to return (circle one) on Date _____

Member's name _____ SSO# or Book No. _____
Please print

Address _____
Street/P.O. Box City State Zip

Signature _____

NOTE: The Grand Lodge Constitution, and the Lodge 912 By-Laws, states that in order to qualify for an unemployment stamp a member must be unemployed due to separation from employment, layoff or furlough, sickness or disability for the majority of the working days of a calendar month, not engaged in any business or profession outside the trade and notify the Secretary-Treasurer of the lodge within a two (2) month period. **THE MATTER OF REPORTING IS ENTIRELY THE MEMBER'S RESPONSIBILITY.** Please use this form to E-mail to LL912st@zoomtown.com or mail to P.O. Box 62661, Cincinnati, OH 45262-0641 or give it to the Secretary-Treasurer. You must notify us immediately upon securing employment.

Stewards Training April 28, 2021

Secretary Treasurer LL912

Scott Huentelman

Job Responsibilities

- Financial Funds of Lodge (Checking, Savings, [CD'S..](#))
- Quarterly Taxes, ODJFS (Unemployment Compensation)
- Member Records on the V-Lodge (New, Retirees, Deceased...)
- Dues Reporting

New Members

- Application (New Member Kit, T-Shirt)
- Initiation Fees (2 months Dues + 1 Month Dues in Advance)
- Dues Books

Forms

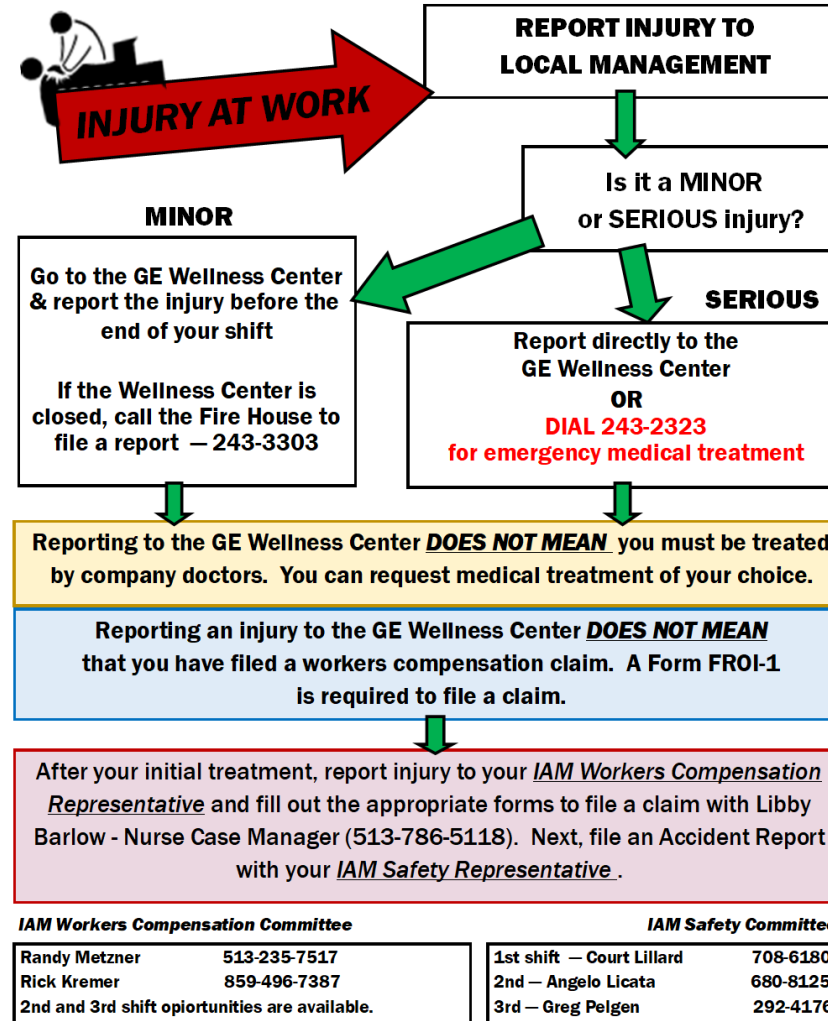
- Yellow Cards (Required when going out of work either on W/C or PI. Also, another one needs to be turned in with date of return)
- White Cards
- Change of Address Forms
- Withdraw Cards

WORKERS MEMORIAL DAY • APRIL 28

MOURN FOR THE
DEAD
FIGHT FOR THE
LIVING

AFL-CIO

Workers Compensation



- * **ASK FOR A DATE-STAMPED COPY** of any forms filed with the company
- * **Inform your IAM Union Rep** of any correspondences received from the company
- * **With telephone correspondences, get the full name and phone number of the person calling!**



SHORT SLEEVED TEE SHIRTS \$ 14



SUMMER CAP
\$ 15

DIGITAL CAMO CAP
\$ 15

CAMO CAP
\$ 15

KNIT CAP (WITH/WITHOUT CUFF)
(NAVY OR BLACK)
\$ 8

TO PLACE AN ORDER, PLEASE CALL OR TEXT AN IAM LL912 TRUSTEE
KEN SANDY (513)276-6491, BRAD POWERS (513)374-7025, or DAN PENCE (513)285-2725



HOODED SWEATSHIRTS WITH LOGO ON BACK

(GRAY OR BLACK)

\$ 43



LONG SLEEVE TEES
(WITH/WITHOUT FRONT POCKET)
\$ 18

WICKING TEES - CAMO
SHORT SLEEVE \$ 19
LONG SLEEVE \$ 24

POLO SHIRTS
(GRAY OR MAROON)
\$ 45



BOTTLE KOOZY
FLAG \$ 3; RED/BLUE \$ 2

CAN KOOZY
BLACK/RED \$ 1

IAM 912 GLASS
\$ 5

LANYARD
\$ 4

TO PLACE AN ORDER, PLEASE CALL OR TEXT AN IAM LL912 TRUSTEE
KEN SANDY (513)276-6491, BRAD POWERS (513)374-7025, or DAN PENCE (513)285-2725



Stay Connected

- LL 912 Site
- Phone list
- Text mssg
- Lodge Mtg
- Stewards Mtg
- Other ?



[HOME](#)[LINKS ▼](#)[CALENDAR](#)[RETIREE CENTER](#)[STEWARDS REPORTS](#)[PHOTOS](#)[OUR LEADERSHIP](#)[FORMS ▼](#)[APPAREL](#)[IN MEMORIAM](#)

MONTHLY MEETINGS

Meetings occur the 2nd Tuesday of each month at 1:00 PM and 3:30 PM. Normally, the location is the UAW Local 647 Union Hall, 10020 Reading Rd, Cincinnati, OH 45241. Due to current COVID-19 restrictions, we are holding meetings at the Sharonville Convention Center, 11355 Chester Road, Cincinnati, OH 45246.

RECENT POSTS

22nd annual IAM lodge 912
Golf outing
August 19, 2020

Strike authorization vote
April 10, 2019

CONTRACT NEGOTIATION
TRAINING

February 1, 2019

IAM Local Lodge 912 Leadership

President Mark Goodhart ([Click to e-mail President Goodhart](#))

Vice President Glen Carpenter ([Click to e-mail VP Carpenter](#))

Recording Secretary Shane Latta ([Click to e-mail RS Latta](#))

Treasurer Scott Huentelman ([Click to e-mail Treasurer Huentelman](#))

Trustee Ken Sandy ([Click here to e-mail Trustee Sandy](#))

Trustee Dan Pence ([Click here to e-mail Trustee Pence](#))

Trustee Brad Powers ([Click here to e-mail Trustee Powers](#))



Show
And
Tell

What hazards do we face?

Physical / Chemical

Who is responsible?

IH – R I C

How do we know?

Sampling data

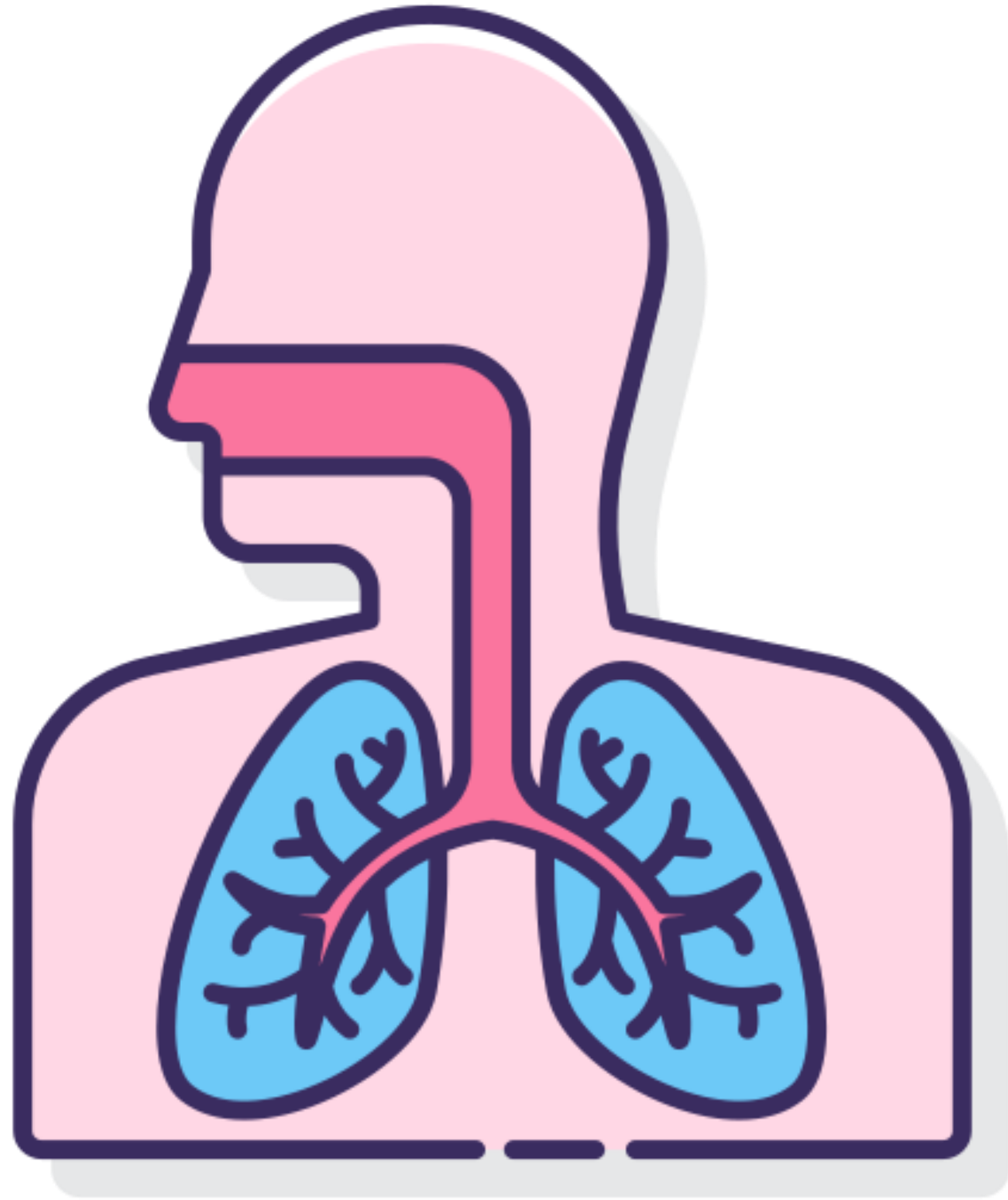
No Data – No Defense

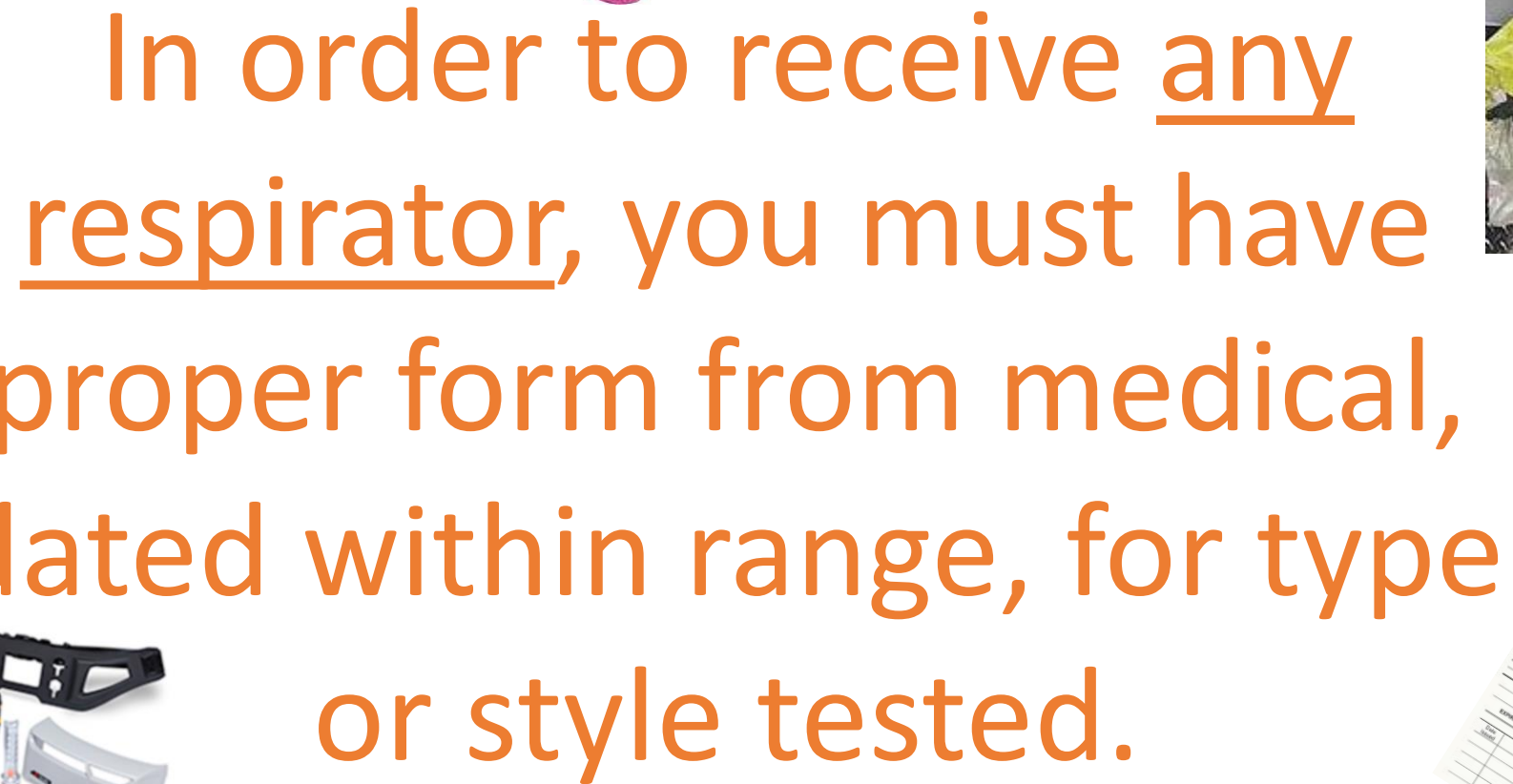
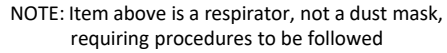
Respirators:

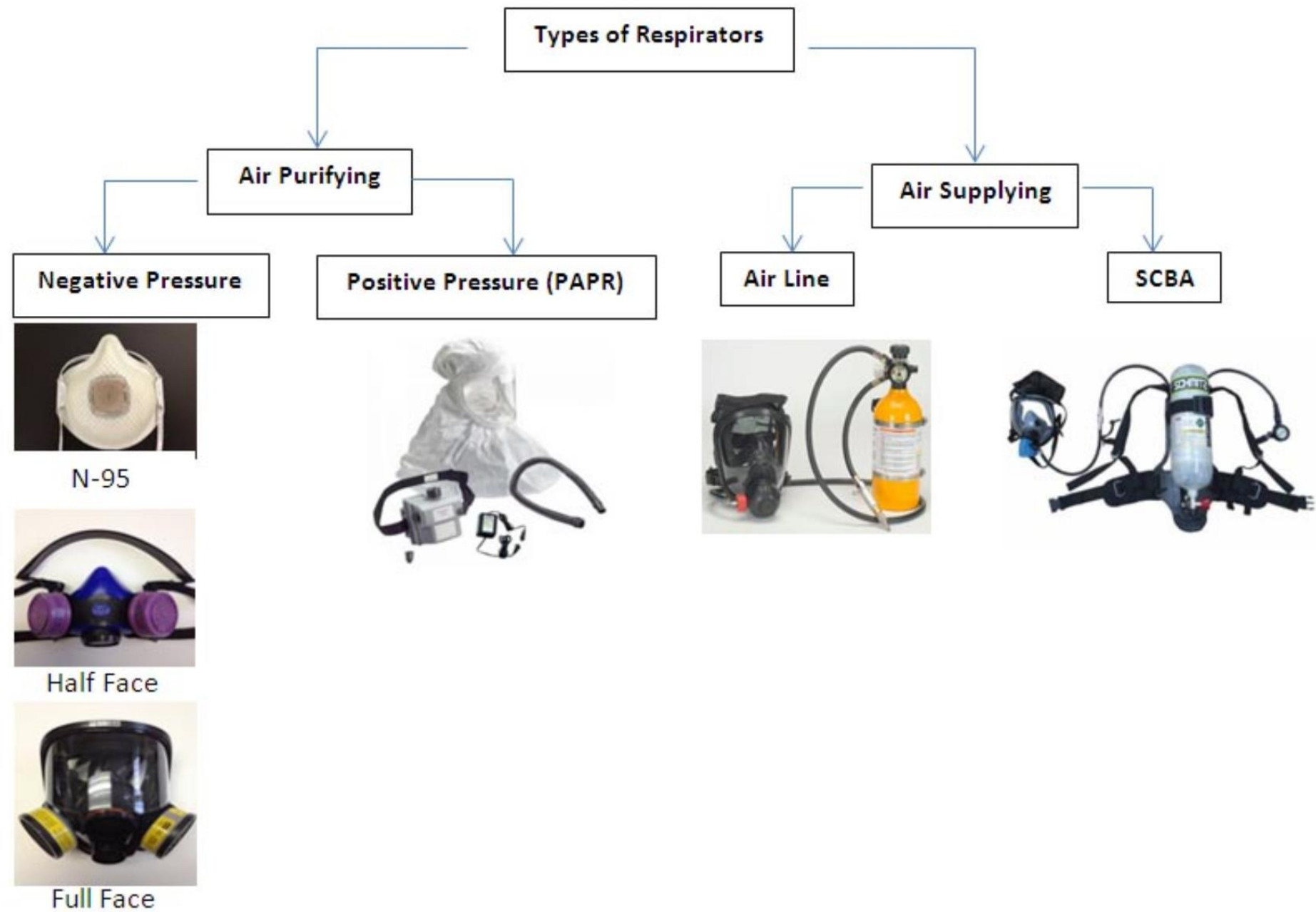
Engineer
Administrative
PPE



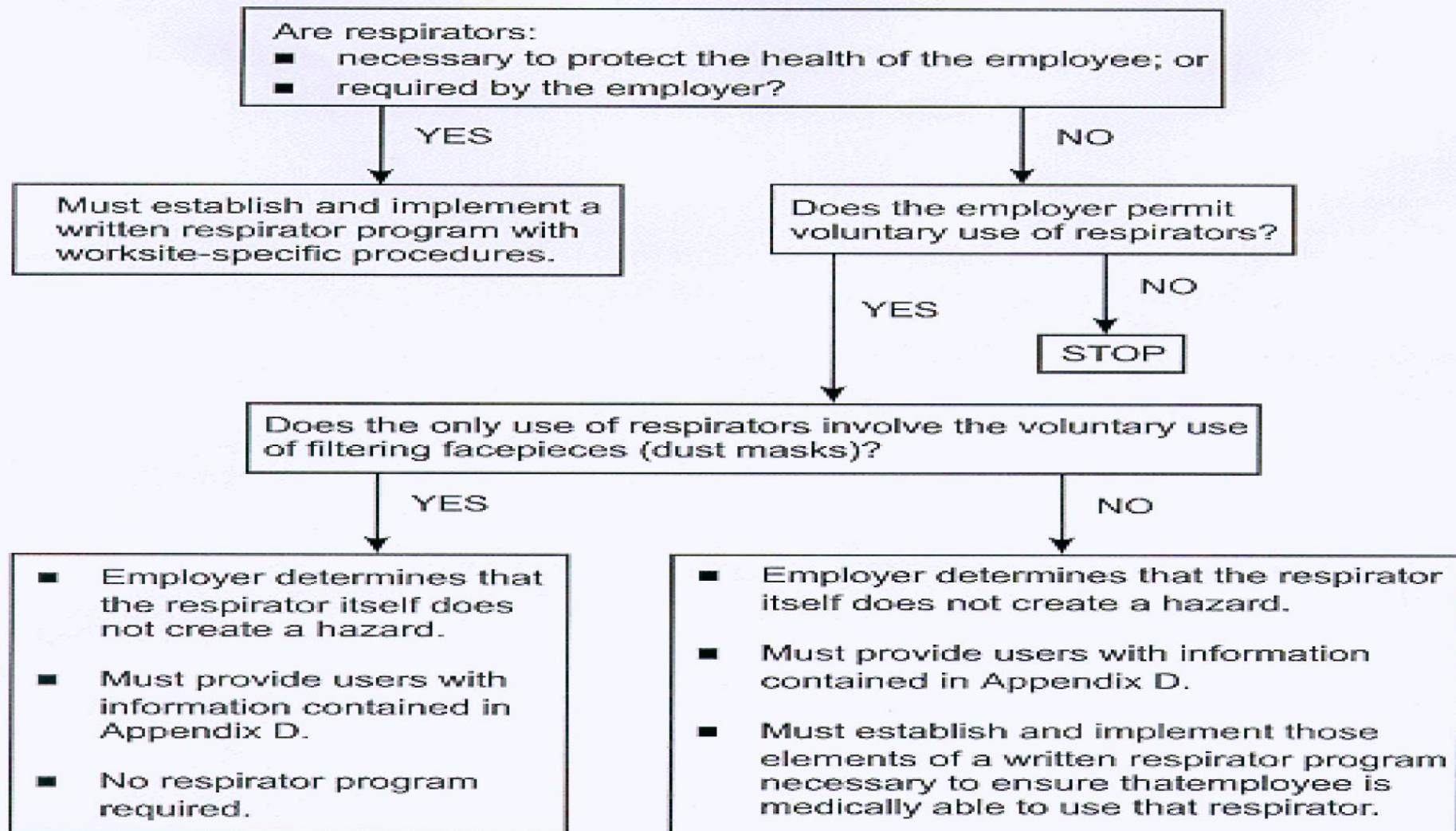
R
O
E



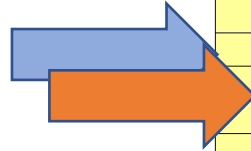




Respirator-Use Requirements Flow Chart 29 CFR 1910.134(c)



Updated chart:
Voluntary use
N95 only



Voluntary Respirator Use – Initial and every 3 years						
Respirator Type	Filtering Facepiece	APR ¹	PAPR ²		Supplied Air ³	
Program Requirements	N95 (Dust Mask)	Half/full Face/P100	Tight Fitting	Hood/Loose Fitting	Tight Fitting	Hood/Loose Fitting
Fit Test		✓	✓		✓	
Medical Exam	X	✓	✓	✓	✓	✓
Medical Questionnaire	X	✓	✓	✓	✓	✓
Training	✓	✓	✓	✓	✓	✓
29 CFR 1910.134, Appendix D, SP06 Appendix A	✓	✓	✓	✓	✓	✓

Mandatory Respirator Use – Initial and Annual							
Respirator Type	Filtering Facepiece	APR ¹	PAPR ²		Supplied Air ³		SCBA ⁴
Program Requirements	(Dust Mask) N95	Half/full Face/P100	Tight Fitting	Hood/Loose Fitting	Tight Fitting	Hood/Loose Fitting	
Fit Test		✓	✓		✓		✓
Medical Exam		✓	✓	✓	✓	✓	✓
Medical Questionnaire		✓	✓	✓	✓	✓	✓
Training		✓	✓	✓	✓	✓	✓
29 CFR 1910.134, Appendix D							

¹ APR = Tight-Fitting, Negative Pressure Air Purifying Respirator (1/2 Mask or Full-Face)

Emergencies ~ 513-243-2323
Concern/Near Miss ~ 513- 243-8080
Click the link for COVID-19 Information & Resources

News & Communication

Safe Start Meeting FW 14 Complacency
Weekly Safe Starts ~ Complacency in the Workplace

Safe Start - Monitors (Sort list for most current document)
Please Select GO

SAFETY ALERTS !see 2021 updates!
Access Safety Alerts for information about significant events, their root causes and corrective action items. Click on the **SAFETY ALERT** icon to see the safety alerts for this year.

Group Meeting Topic
Group Topics Cover Regulatory EHS Training and MUST be completed by ALL hourly employees and attendance sheets turned into your Safety Coordinator.

Please Select GO

Employee Involvement Meeting Information
Employee Involvement Meeting Presentation (Updated 3.19.2021)

Occupational Health Services
Occupational Health Services* @ GE Family Wellness Center *For work-related incidents ONLY.
Monday - Friday 7a - 11:30p
Nurse on duty from 6p - 11:30p and can be reached at 853-8972. 3rd shift/weekends when nurse is off duty call 243-2323.
For personal medical services, call the GE Family Wellness Center at (513) 853-8900 to schedule an appointment.

COVID-19 Resources !Updated 8.28.2020!

COVID-19 Resources
Please Select

Video Series ~ COVID-19 and Layers of Safety
Safety is our top priority and we are aggressively taking steps to protect our employees during COVID-19.

Aviation Response Center (ARC)
Report Suspected COVID-19 cases to the ARC @ **513-243-2100** or **Aviation.ResponseCenter@ge.com**.

Disinfecting Safety Data Sheets
List of SDS' for chemicals used to disinfect work areas.

GE Aviation COVID Resources
COVID-19 Resources

HEXAVALENT CHROMIUM !!NEW ADD!!
Hexavalent Chromium Resources
Please Select

Management of Change/Orange Tag Updates
Management of Change/Orange Tag
Please Select GO

Pink Tag/Equipment Disposition
Please Select GO

MOC/Orange Tag Tracking Number Request
<< Click Icon

Quick Links

EHS Library

Respirator Request Form

Safety Benefit & Vacation Process

Workflow and Purchase History

Safety Glasses

Order List

Concern / Near Miss Reporting

Facilities Maintenance Work Orders

Training Tracker

Safety Risk Assessment (JSA)

Confined Space Entry Permit

Confined Space Database Training Package

Offsite

Head

Waste C

Waste Request Form Instructions

1

2

3

**Respirator ?
Start Here !**

**Call
GE Wellness Center
853-8900
For appointment**

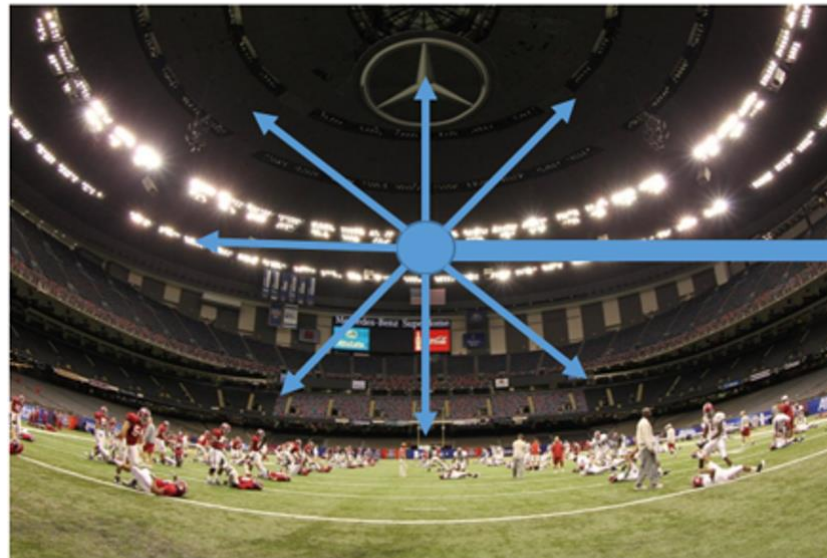
**Visit IME Crib 800
With paperwork
For respirator**

Dose

How much is $0.2 \mu\text{g}/\text{m}^3$

One packet of sweetener in the air volume of the Superdome

Weight of 1 packet sweetener = $1\text{g} = 1,000,000 \mu\text{g}$

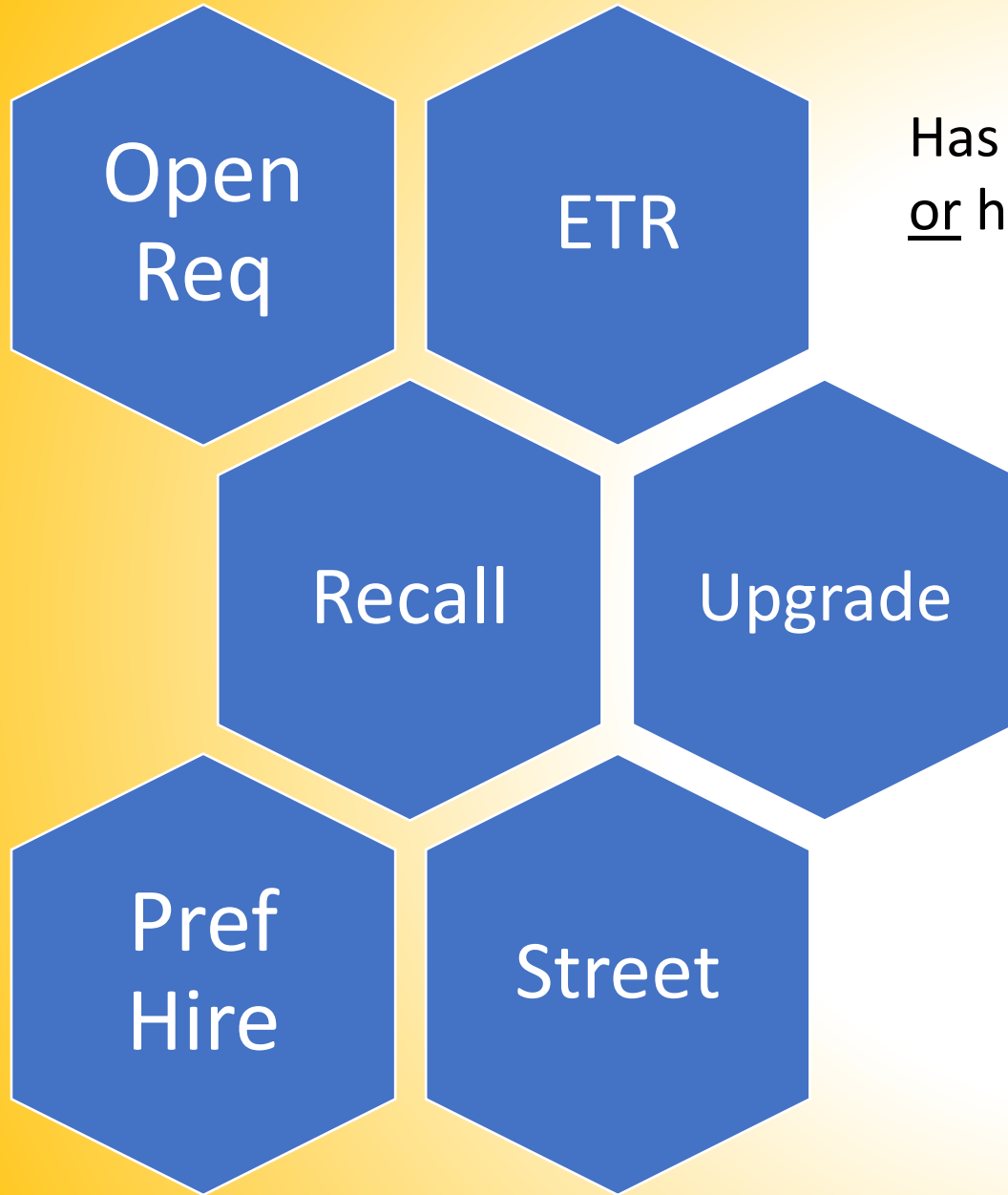


$$\begin{array}{r} 1,000,000 \mu\text{g} \\ \div 3,500,000 \text{ m}^3 \\ \hline 0.29 \mu\text{g}/\text{m}^3 \end{array}$$

Volume of the Superdome = $3,500,000 \text{ m}^3$



Internal Movement



Has not moved on ETR or Upgrade w/in last 12 months
or hired / rehired w/in last 12 month

Submitted in JOS (*Job Opportunity System*)
Posted for 5 days



Must
fillout
paper
form

In
Unit

2 weeks
preceding
first fiscal /
Monday in
April

EE
moves
on 3rd
Monday
in April

Received Hourly Staffing

IAM UNIT SHIFT CHANGE REQUEST

Requests must be submitted on the appropriate form. Once submitted, the employee will be required to move to the shift and area as identified by the Hourly Staffing Office.

Name _____
Seniority Date _____
Single Sign On # _____
Badge # _____
Current Shift _____ Shift Requested _____
(1 shift selection only)
Job Classification _____
Job Code _____

Employee's Signature _____ Date _____

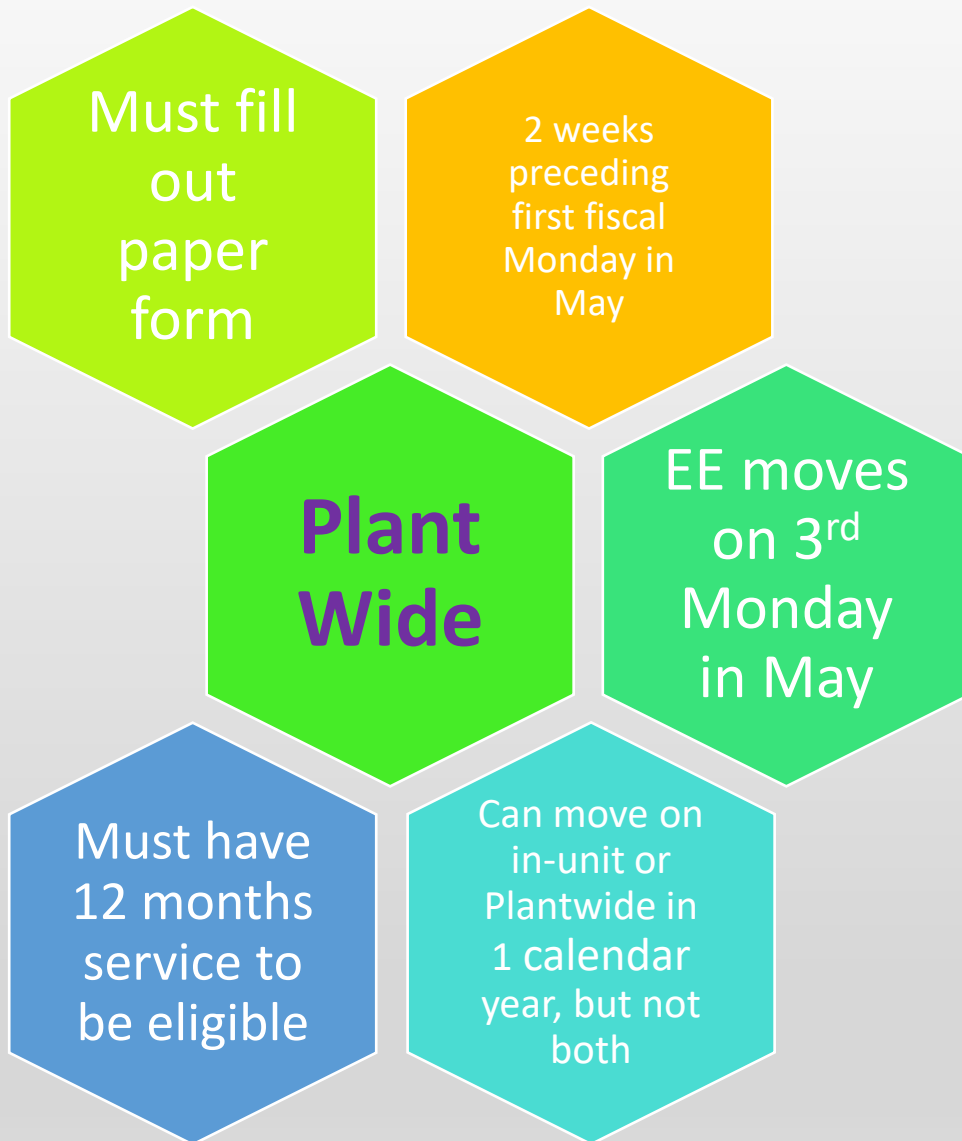
Cell Owner/Supervisor Name _____ Phone _____

IAM UNIT SHIFT CHANGE

MOVE DATE _____ SHIFT _____

cc: Employee
Employee's folder

Return form to: Hourly Staffing Office
Building 800 – 2nd Floor – Column Bb 5 ½, Phone – 513-283-2971



Received Hourly Staffing

IAM PLANT-WIDE SHIFT CHANGE REQUEST

Requests must be submitted on the appropriate form. Once submitted, the employee will be required to move to the shift and area as identified by the Hourly Staffing Office.

Name _____
Seniority Date _____
Single Sign On # _____
Badge # _____
Current Shift _____ Shift Requested _____
(1 shift selection only)
Job Classification _____
Job Code _____
Unit _____

Employee's Signature _____ Date _____
Cell Owner/Supervisor Name _____ Phone _____

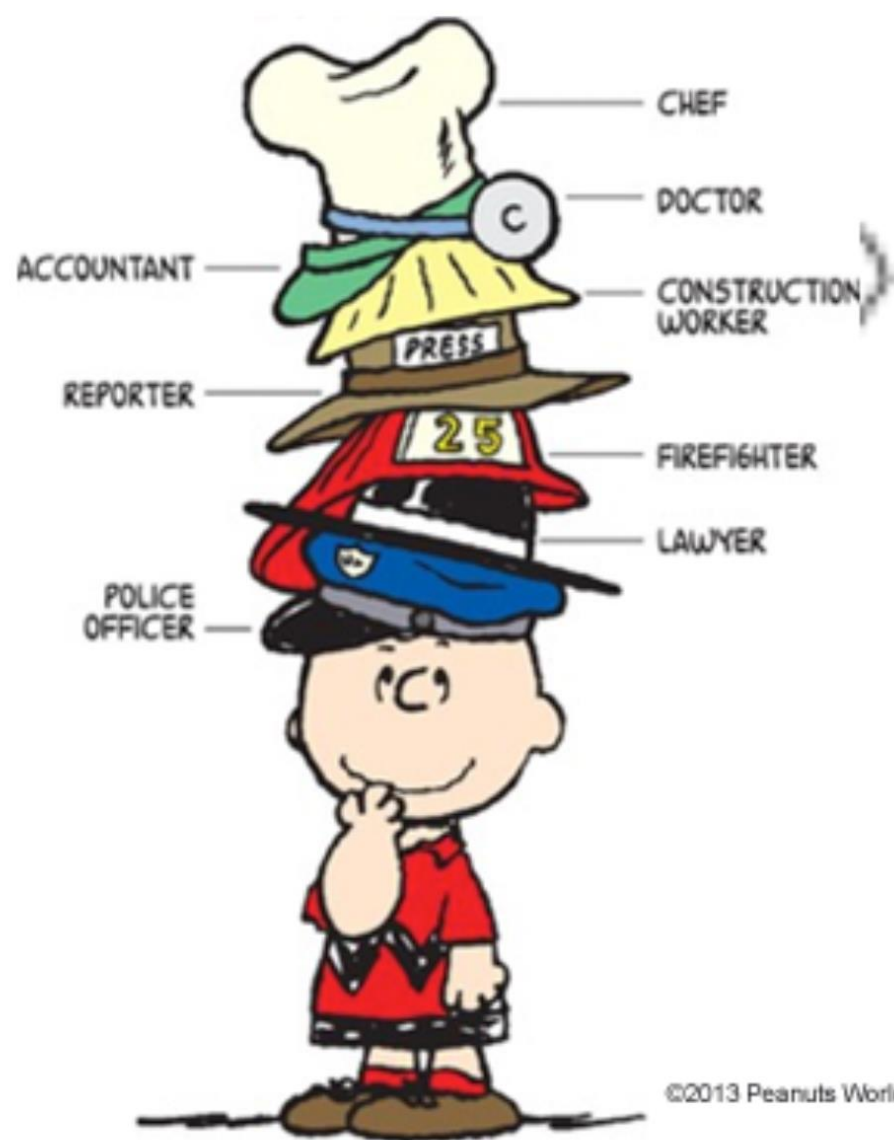
IAM PLANT-WIDE SHIFT CHANGE

MOVE DATE _____ SHIFT _____
DISPLACED _____
cc: Employee

Return form to: OR

Hourly Staffing Office
Building 800 – Mezzanine – Column Bb 5 ½, Phone – 513-255-5275

Hourly Staffing Drop Box – 800 Main, Col. Bb 5 ¾,
Between Stairwell and Elevator



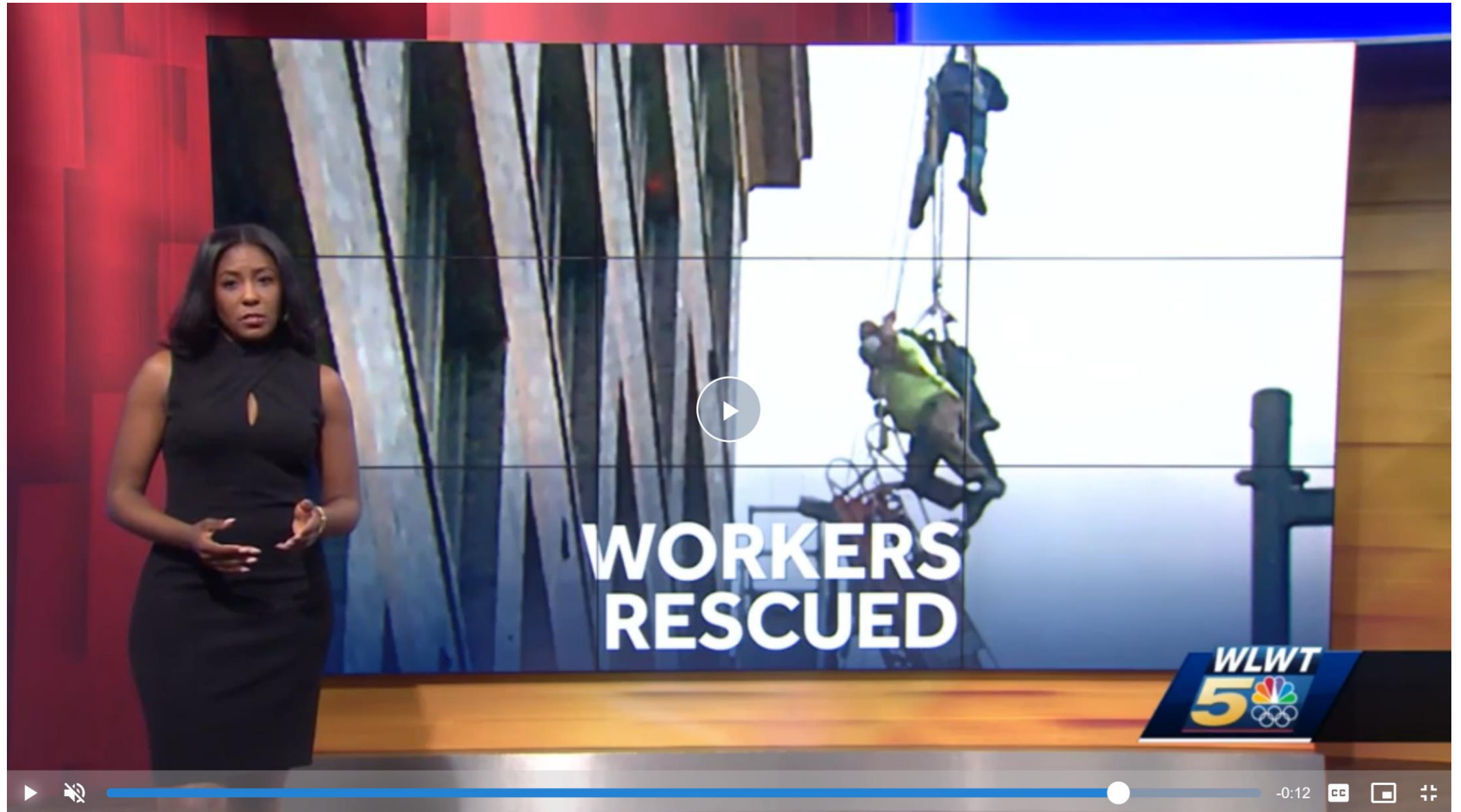
News Flash:

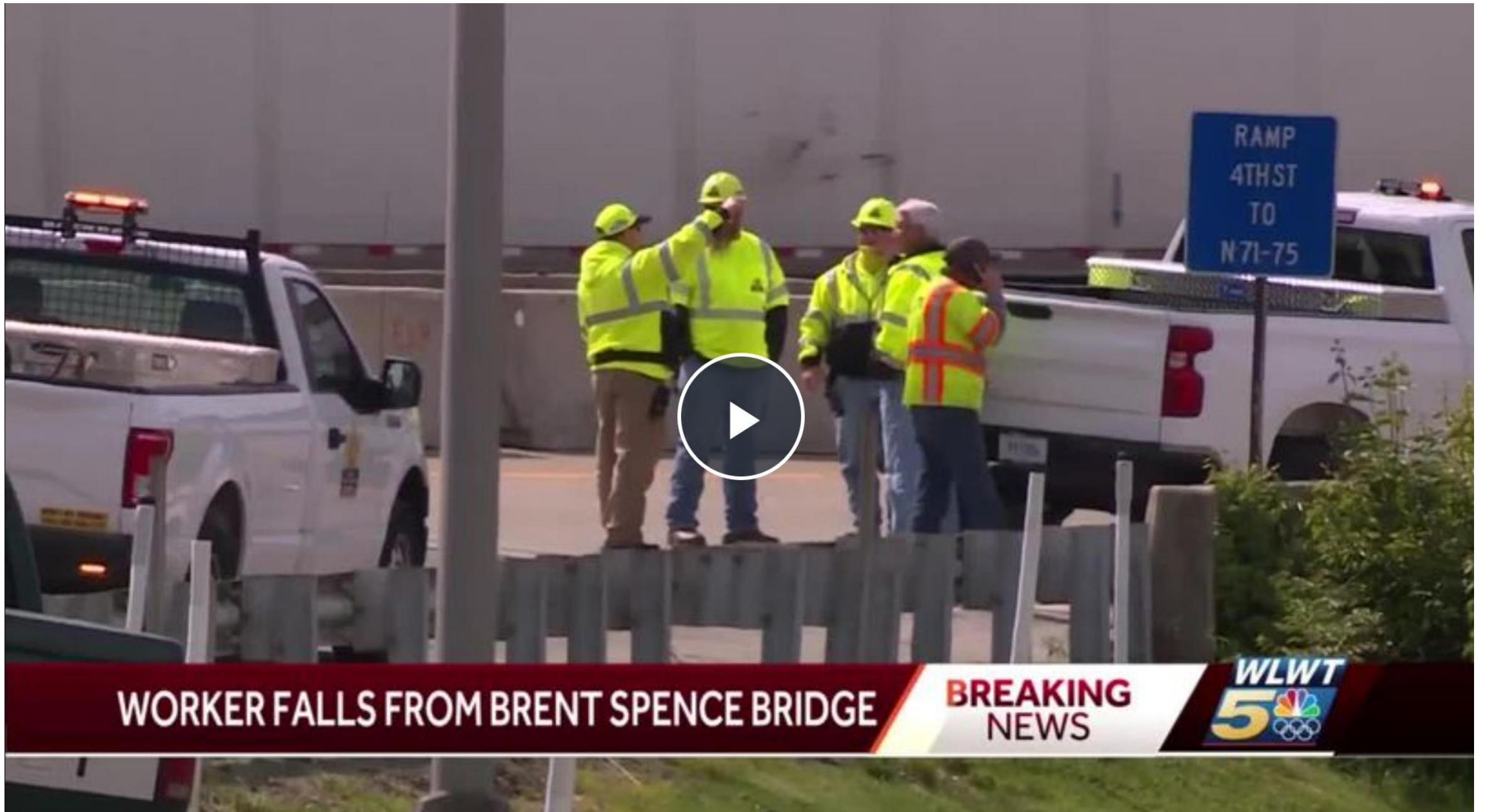
According to the April 2021 edition of Safety and Health Magazine, OSHA's Top 10 Most Cited Violations for FY 2020 are as follows;

- Fall Protection – General Requirements CFR 1926.501 – Total Violations 5,424
- Hazard Communication – CFR 1910.1200 – Total Violations 3,199
- Respiratory Protection – CFR 1910.134 - Total Violations 2,649
- Scaffolding – CFR 1926.451 - Total Violations 2,538
- Ladders – CFR 1926.1053 - Total Violations 2,129
- Lockout/Tagout – CFR 1910.147 - Total Violations 2,065
- Powered Industrial Trucks – CFR 1910.178 - Total Violations 1,932
- Fall Protection – Training Requirements – CFR 1926.503 - Total Violations 1,621
- Personal Protective and Life Saving Equipment, Eye and Face Protection – CFR 1926.102 - Total Violations 1,369
- Machine Guarding – CFR 1910.212 - Total Violations 1,313

Three of these violations are GE Safety Zero Tolerance Violations, Fall Protection, Scaffolding and Lockout/Tagout. Four of the violations are related to fall from heights, Fall Protection – General Requirements, Scaffolding, Ladders and Fall Protection – Training Requirements.

Fall protection:





WORKER FALLS FROM BRENT SPENCE BRIDGE

**BREAKING
NEWS**



Fall Protection Inspections

Fall Protection equipment inspections to take place in April-May

- Work Orders will be delivered to supervisors within the next week
 - Please have your unit's fall protection competent person inspect PFAS, SRLs, etc.
 - Mark up work orders if any changes need to be made
 - Competent Person Training scheduled for Friday, April 16; 9-11:30AM (Instructor: Mike Bossert)
 - 2nd shift training to be scheduled
- Please notify us if anyone in your unit needs competent person training**

NOTE: Shock absorbing lanyards should be replaced with SRLs so as your unit performs inspections, please remove all lanyards from service.

Contact **Gary Richardson** with any questions. Gary.Richardson@ge.com



RENEW THE
PROMISE

A graphic featuring a dark blue background with a sunburst pattern of lighter blue lines radiating from the center. The word 'RENEW' is in light blue, and 'THE' is also in light blue. The word 'PROMISE' is in a bold, orange font. The 'O' in 'PROMISE' is stylized as a sunburst, matching the background pattern.

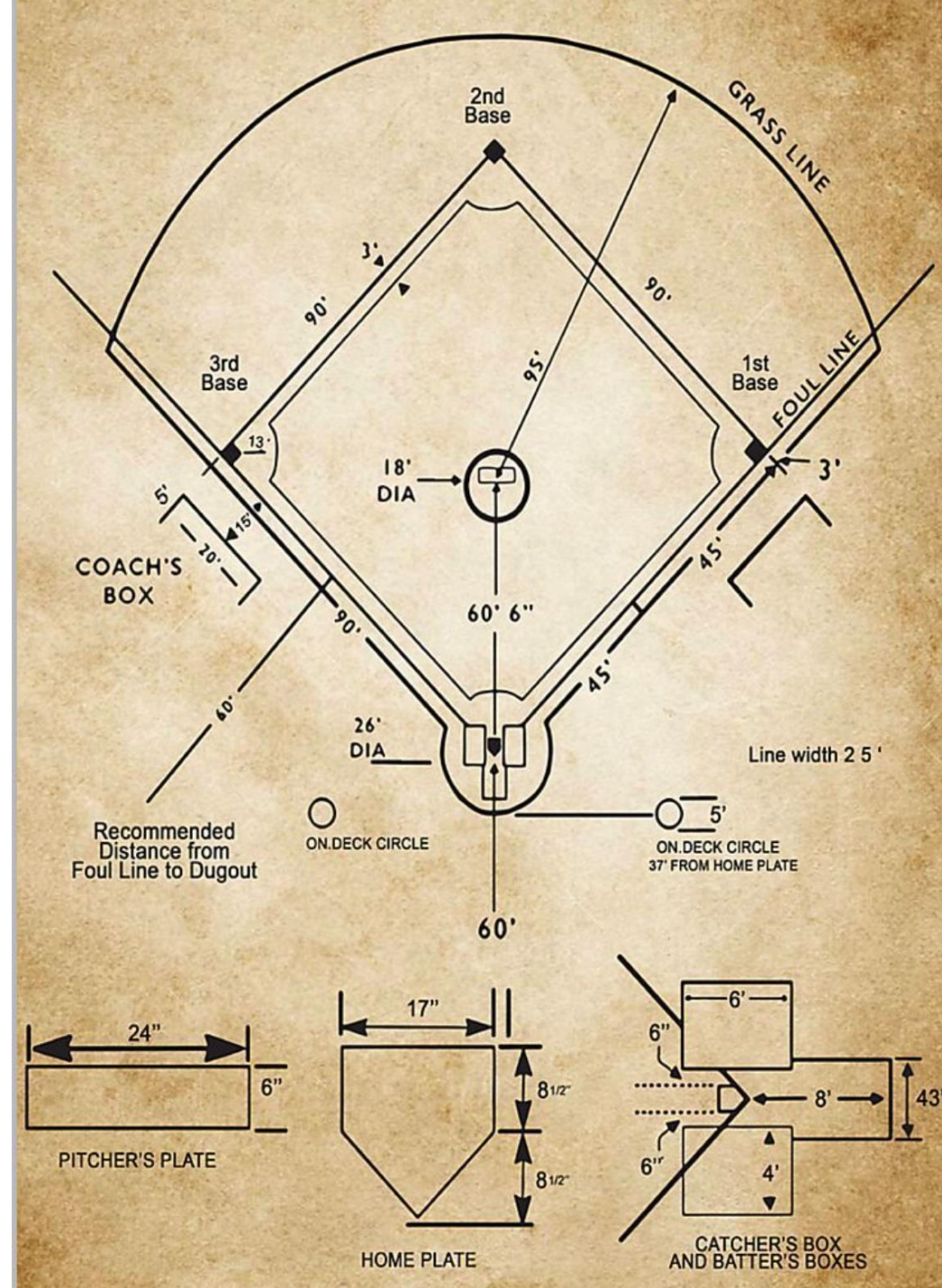
**SAFE JOBS
FOR ALL**

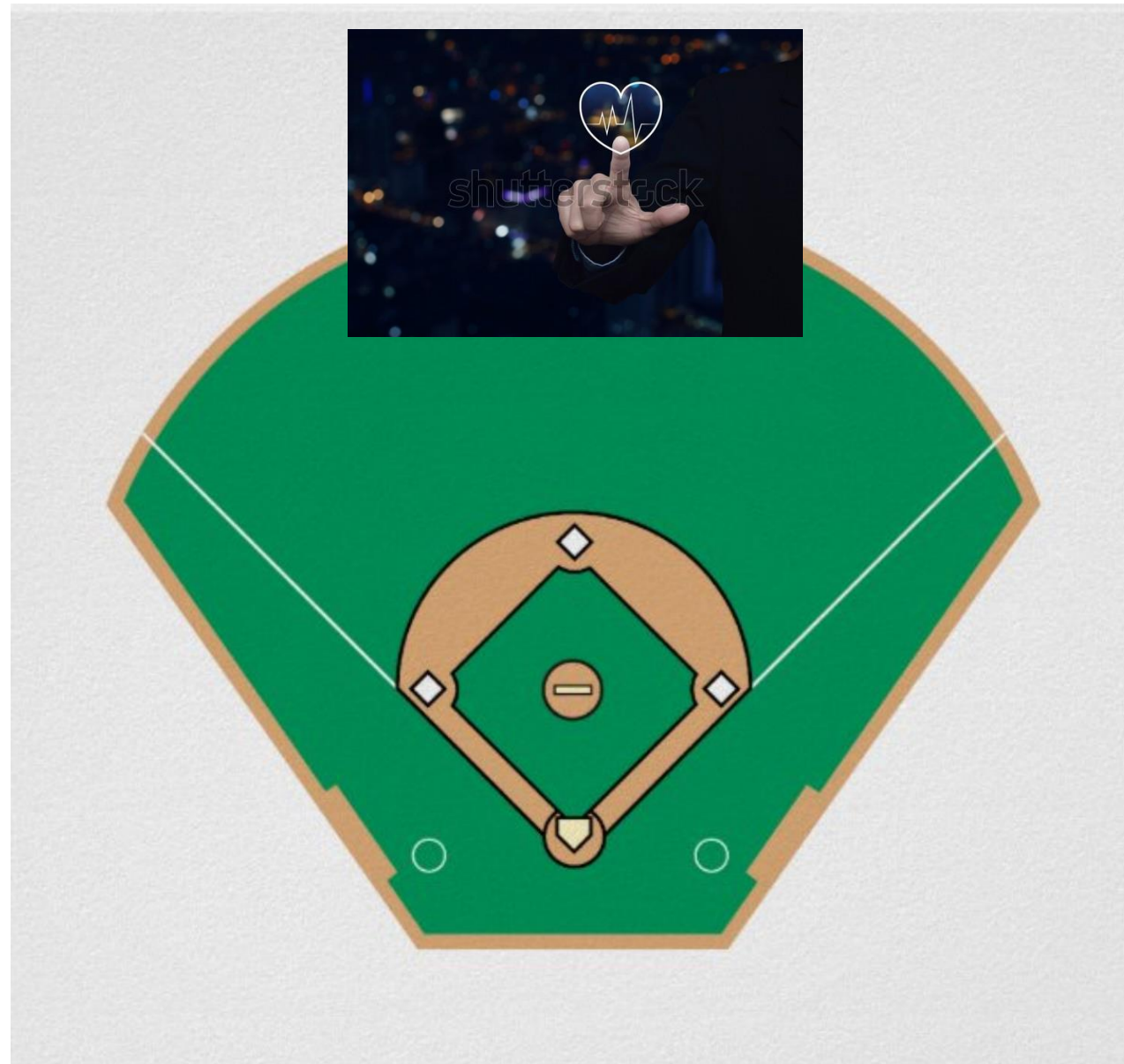
“The key”



Union Matters

What wins the game?





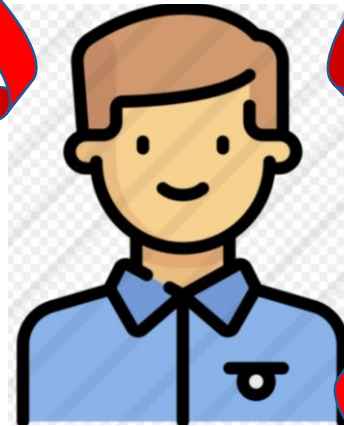
Your finger on the pulse

For every action...
There is an opposite
And equal reaction

Maybe it's not a sports analogy,
Perhaps science better explains your role



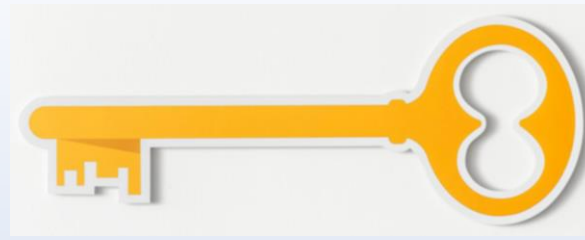




Many facets to the role



Stewards rights ?



Stewards role:

Negotiator
Leader
Educator
Communicator
Organizer
Political activist

✓ Union solidarity

✓ Contract rights

3 factors:

✓ Labor Law

Two main jobs – building a strong union / grievance handling

Expect to be tested - hazing

Union Stewards:

Special status-

Immunity

No reprisals

Equal standards

ULP charges



Grievance?

- 1) Violation of the terms of the contract or interpretation or application of the contract
- 2) A violation of an employees rights on the job, a right that usually, but not always defined by the contract

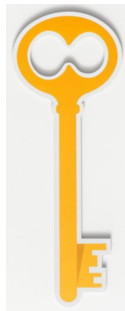
Law

Past practice – benefits or privileges

Discipline – “just cause” or disparate treatment / unfairly

“Get it in writing”

- ✓ **Investigation – 5W’s**
- ✓ **Take notes – vs memory**
- ✓ **What else – other info**
- ✓ **How - resolved**



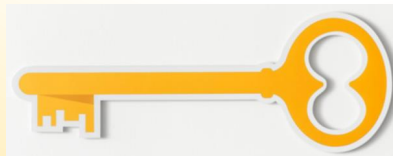
Best “past practices” victories:

Lost time while seeing company doctor
The right to swap shifts
The right to receive sick pay during layoffs
The right to use company vehicles to commute to work
Yearly company picnic
Discounts on company products
Free meals and coffee
Pay for travel time
Considering the lunch period as paid time
Christmas bonus

Listening?

Skill – one relies on the other (talk/listen)

- Body language is a cue
- Empathize
- Ask questions
- Don't give up too soon
- Concentrate on what is said
- Look at the other person
- Leave your emotions behind
- Control your anger
- Get rid of distractions
- Get to the main point
- Share responsibility
- React to ideas, not to the person
- Don't argue mentally
- Use the difference in rate
- Listen to what is not said
- Listen to how something is said
- Don't antagonize the speaker
- Listen for their personality
- Avoid jumping to assumptions
- Avoid classifying the speaker
- Avoid hasty judgement
- Recognize your own prejudices
- Identify the type of reasoning
- Evaluate facts and evidence



Ten Mistakes A Steward Should **Never** Make:

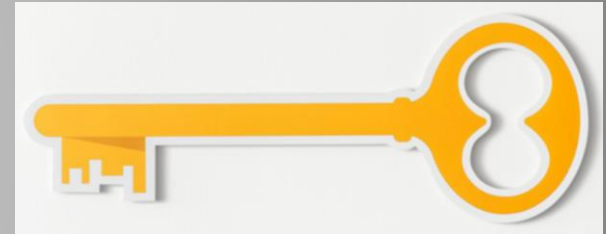
- ⑧ Miss a deadline
- ⑧ Never get back to the grievant
- ⑧ Bad mouth the union
- ⑧ Drop a routine fly ball
- ⑧ Sit down/shut up at meetings with management
- ⑧ Lose control
- ⑧ Write long grievances
- ⑧ Meet grievant first time at hearing
- ⑧ Wait for member to come to you with issue/problem.
- ⑧ Forget to take a breather

DFR



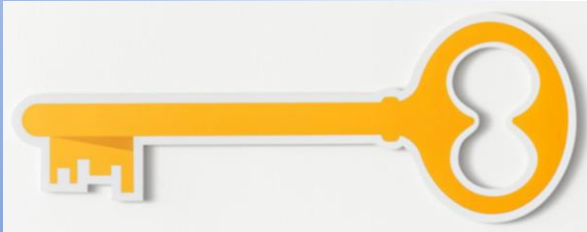
Key points in grievance handling:

- ✓ Know your membership
- ✓ Encourage your members to submit all grievances to their representative
- ✓ Discourage members from shopping around for a representative to file their grievance
- ✓ If a member has a complaint, not a grievance, take the time to explain why it cannot be processed as a grievance
- ✓ Do not make promises you cannot keep
- ✓ Know your collective bargaining agreement. (*Read and re-read it*)
- ✓ Get all the relevant facts about the grievance and record them
- ✓ Make sure the grievant knows what the issues are
- ✓ Be honest with the grievant
- ✓ Separate personal vendettas from real grievances
- ✓ Plan your case and prepare at every stage
- ✓ Keep the grievant informed at every stage
- ✓ Try to settle the grievance early on
- ✓ Discourage the member from discussing a grievance with management
- ✓ Try to retain your member's confidence at all times
- ✓ Discourage your members from processing their own grievances or settling privately with management
- ✓ Listen to the grievant --- know when he/she is telling the truth
- ✓ If a worker has an obvious grievance and won't file it, find out why
- ✓ Do not take bad grievances
- ✓ Keep written records of all conversations (*you will need them*)
- ✓ Setup a filing system that works for you



Nobody's Perfect: 20 mistakes

- Always wait until a worker comes to you.
- Walk around the worksite with a chip on your shoulder.
- Pretend to know all the answers to all problems.
- Give out false information or spread rumors.
- Fail to keep members posted on disposition of grievances.
- Violate company rules.
- Violate the contract.
- Always try to talk members out of filing grievances.
- Present a grievance that isn't one.
- Forget to investigate a grievance thoroughly before handling
- Blow up when dealing with supervisors or workers.
- Use profane language to intimidate the boss.
- Argue a grievance by taking personal issue with the supervisor and directing personal remarks.
- Miss membership.
- Bawl out a member in front of co-workers or in front of a supervisor.
- Stall when workers call you.
- Keep all information to yourself.
- Permit workers to push you around.
- Enhance the supervisor's prestige by permitting the supervisor to use you as a means of doing his/her dirty work.
- Manage the workers.



Solicitation of grievances:

Support:

Union can organize support for grievances through measures such as:

- ✓ Handbills
- ✓ Petitions
- ✓ Button and Tee Shirts
- ✓ Meetings during break or mealtime
- ✓ Letters to customers
- ✓ Press releases
- ✓ Off-duty picket lines



Dozen Points on Grievance Presentation:

- I. Prepare the case beforehand
- II. Avoid arguments among union people in presence of the company
- III. Stick to the point, avoid getting led off on side issues by the company
- IV. Get the main point of the company's argument
- V. Disagree with dignity
- VI. Avoid unnecessary delays
- VII. Settle at the lowest possible step
- VIII. Burden of proof is on the supervisor
- IX. Avoid bluffing
- X. Maintain your position on a grievance until proven wrong
- XI. Be prompt ... follow the grievance through
- XII. Enforce the contract



Weingarten Rights:



- ✓ Supreme Court ruling (1975)
- ✓ Safeguard for employees / from supervisor or employers agent interrogation or coercive methods
- ✓ Right to request union assistance
- ✓ Can refuse to answer questions until request is honored (at beginning or anytime thereafter)

Stewards can:

- Offer advise on how to answer a question
- Help the employee avoid making fatal admissions or insubordinate outbursts
- Object to intimidating conduct
- Insure that the interviewer does not distort the employee's answers
- Point out extenuating circumstances

“Would you mind stepping into my office for a minute?” ... What's up?

Always question the nature of a meeting?

“I will comply with your request if you share the nature of the meeting”

“Sure, just tell me what this is all about”

If manger/supervisors answer in any way indicates:

Investigating incident

Reviewing a record

Member Feels meeting or outcome in any way will go toward discipline

Member must ask for union to be present

ULP:

Compelling workers to answer question without representation

Limiting a steward to being a silent witness

Withholding any other Weingarten rights violates NLRA

SHEET 1 OF 3

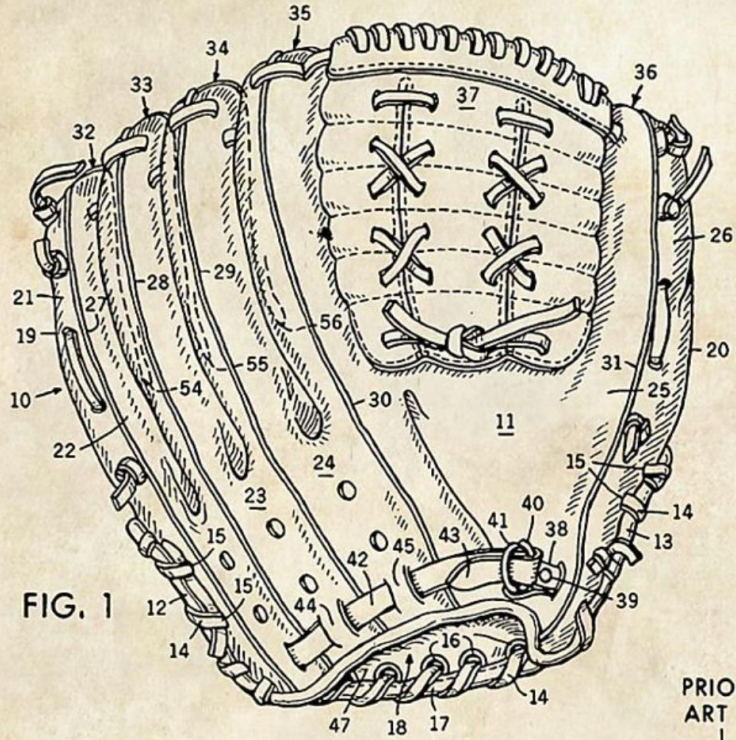


FIG. 1

PRIOR
ART

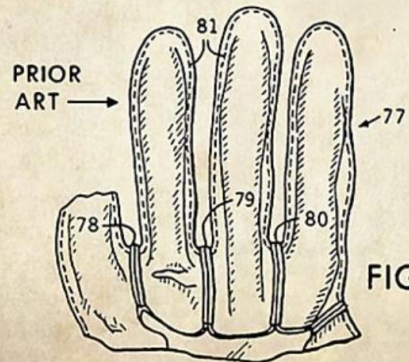


FIG. 6

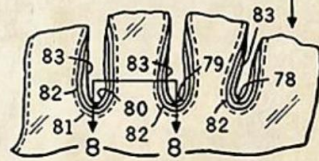


FIG. 7

INVENTOR
ROLAND N. LATINA
BY

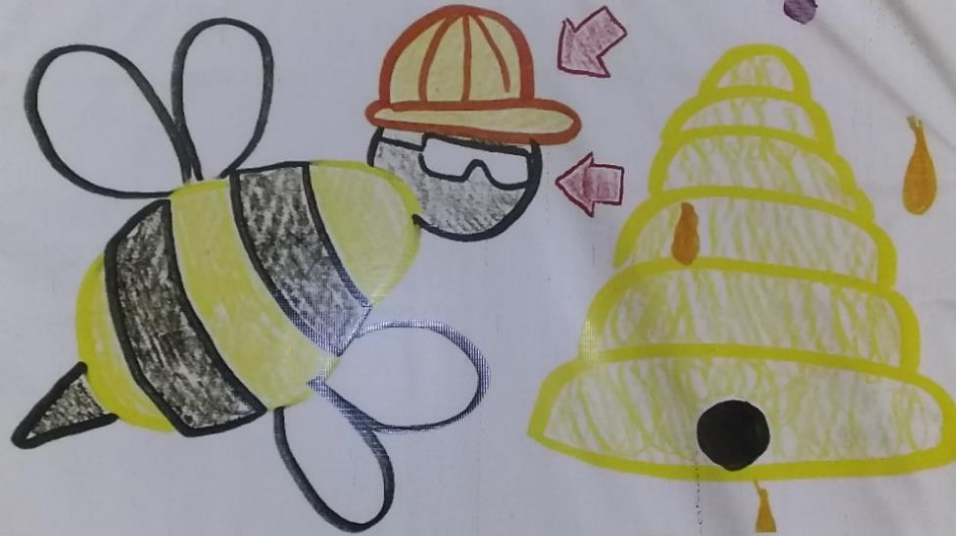
Gravel, Linder & Hoffmann
ATTORNEYS

It's always
coming at
you

GE Aviation Evendale
Safety on the Job



Bee Safe!



Drawing by Abby Krammer, Sponsored by Erich Krammer

Joe Safety Says...
Be safe on the job every day. Wear the
appropriate PPE and use safe work
practices.





If you know what it
is

Waste Drum Changes

Effective immediately, 55-gallon waste drums are being transitioned from blue and white drums to black drums. Blue and white drums already in place at satellite accumulation areas will be replaced with black drums as requests are made to remove them.

Below are examples of waste that 55-gallon drums are used for. Refer to Environmental Practice 4 for more information.



- Hazardous Waste (yellow label) – includes acids, corrosives, flammable solvents.
- Non-Hazardous Waste (blue label) – includes coolant, used oil, oily absorbents.
- Universal Waste (pink label) – includes aerosol cans, batteries, bulbs.



FileHomeInsertDrawDesignTransitionsAnimationsSlide ShowReviewViewHelp

NormalOutlineViewSlideSorterNotesPageReadingView

SlideMasterHandoutMasterNotesMaster

☐ Ruler☐ Gridlines☐ Guides

NotesZoomFit to WindowZoomColor/Grayscale

New WindowArrange AllCascadeMove SplitSwitch Windows

MacrosMacros

Presentation ViewsMaster ViewsShowZoomColor/GrayscaleWindowMacros

11

Evendale Ergo Equipment Treasure Hunt and Equipment Catalog - Results/Wrap Up

Industrial Ergo Program conducted a site wide "treasure hunt" from March 1st through March 26th. Entries were accepted by email and text, in the form of pictures of the found equipment with location and contact information.

14 distinct entries from 13 different people

- Am ordering T-shirts as entry thank-you gifts.
- At least 9 entries were from personnel who have not had interaction with the ergo program to date.

Will be drawing 3 names for the prize giveaway.

Estimate of the combined value of entered equipment >\$100K

Verification of entries is ongoing.

- Several entries were for safety equipment, not ergo.
- Verification of value will be concurrent.
- Equipment owners will be contacted and disposition determined.
- Catalog pictures and info will be compiled at this time, as well.

Next Steps

- Produce and promote Evendale Ergo Equipment Catalog.
- Determine storage availability and store equipment appropriately.
- Final compilation of data and report out.
- Format project into an Ergo Cup format and enter.

Confidential. Not to be copied, distributed, or reproduced without prior approval.

April 19, 2023 11

12

Evendale Safety Shoe Program

Having the proper shoes for the job is critical, but when it comes to safety shoes and boots, one size does not fit all. The Evendale Safety Shoe Program features two shoe vendors, Footwork's and Red Wing that offer hundreds of safety shoe and boot options.

Every Evendale employee is extended a shoe benefit of \$200.00 every 18 months. Employees may go to the Footwork's or Red Wing store of their choice to purchase shoes. All safety shoes, whether steel or composite toe, must meet the ASTM F2413-11 standard.

Cincinnati Area FootWorks Stores:

10156 Reading Road
Reading, OH 45241
513-563-4220

9910 Berberich Drive
Florence, KY 41042
859-344-6600

Cincinnati Area Red Wing Stores:

10128 Princeton Glendale Rd
Cincinnati, OH 45246
513-874-7720

710 Eastgate Drive
Cincinnati, OH 45245
513-752-5500

5715 Fields Equestrian
Cincinnati, OH 45245
513-752-5500

7787 College Hill
West Chester, OH 45387
513-486-7000

59 Glenway Ave
Cincinnati, OH 45221
513-746-7463

8071 College Hill Rd
Florence, KY 41042
859-344-6600

Bizonka Unlimited Inc
906 State Route 128 Ste
Leves, OH 45002
513-941-7720

Marketing will provide a QR code to the EHS SC page

See the EHS Support Central Page for additional store locations and safety shoe FAQ's!

13

Safety Shoe FAQ

Q What is my safety shoe benefit?
A Every Evendale employee is extended a shoe benefit of \$200.00 every 18 months. Employees may go to the Footwork's or Red Wing store of their choice to purchase shoes.

Q Do I have to provide proof that I am a GE employee when purchasing shoes?
A YES! You must have your employee badge and component code/ADN to purchase shoes.

Slide 12 of 24

Engineering

1:27 PM 4/19/2021



Voluntary Protection Programs
An OSHA Cooperative Program



THE WHEELS ARE COMING OFF





On the Media

Listen Now Get Email Series Team About

LISTEN FOR FREE

SUPPORT US

Stay Informed!



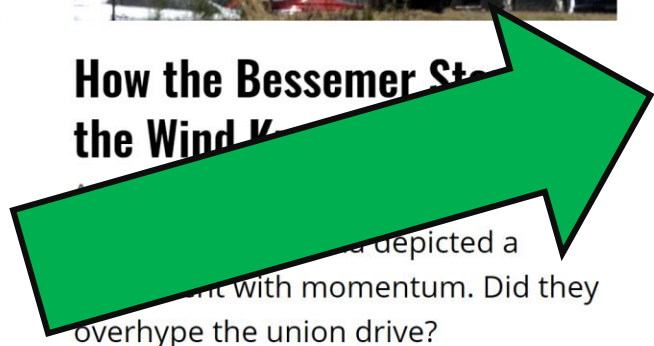
Breaking News Consumer's Handbook: Vaccine Edition

Apr 16, 2021

We examine the fuzzy math and misleading language that can cloud media coverage of vaccines.



How the Bessemer Steel Company Depicted a Union with Momentum. Did they overhype the union drive?



How the Mainstream Media Abandoned the Working Class

Apr 16, 2021

The demise of the labor beat dovetailed with the rise of the "money" beat.

Q/A:

Both want to maintain
And
build a strong colony

