

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn) Ametek Aerospace (Wilmington), Veolia Water (Lynn), Avis-Budget Group (East Boston), Avis (Boston/Cambridge), and the Saugus Library (Saugus) and thousands of lifetime Retiree members across the country. [www.local201iuecwa.org](http://www.local201iuecwa.org)

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## GE Lynn Withdraws from Union Relations?

By Adam Kaszynski

Both representatives from Union Relations left the Riverworks at the end of last year and have not been replaced. It has thrown a wrench into Step 2 of the grievance procedure. Human Relations reps are standing in and are over their heads. Human Relations and Union Relations are supposed to be separate entities. The same people responsible for administering benefits are also representing management at Step 2. This is an obvious conflict of interest.

However, the Company's inability to staff Union Relations will not dull the Union's edge in representing members. If grievances are not resolved at Step 1, and Step 2 talks have broken down, we will be forced to take more aggressive positions in pushing issues to the

Step 3 level and relying on shop floor unity.

The grievance procedure is often used to mitigate conflict. It serves as a way to address contractual and legal violations, and a place to discuss matters of importance to the membership. Step 2 grievances often delay potential work actions in order for a grievance to make it through the procedure. If the Company will not respect the grievance procedure, the Union has no other alternative. Without mitigation, there is only escalation.

### Eyes on LEAN at the Riverworks

The Union has plans to continue with IUE Lean training in the plant. The feedback from the trainings has been over-

whelmingly positive. Union cooperation with a few Lean projects in the plant at last years end yielded tangible results. Credit where credit is due: the membership and Executive Policy Board of Local 201, The International (IUE-CWA) Lean Team, and local Management worked together through differences to make a positive impact in the plant. The Union is working with the Company on this training in order to help secure new work and decrease farmout. Participation in the Lean events directly led to millions of dollars of new and improved equipment for PT shafts and on the midframe line – details on that at the January 28<sup>th</sup> membership meeting. These are big wins for all of us at the Riverworks.

While we are excited that this collaboration has resulted in new investment, we are not all on the same "team". The Union wants to see the plant succeed. The Company says they do too. But the measures of success are different for the Union and the Company. And at the end of the day it's our members who will work their whole careers here while management is transient. We are our own organization, loyal only to its members. We are team 201. Management would make better cheerleaders than teammates if they really want to see the place succeed. Management answers to corporate and shareholder interests. There is no room for corporate greed on team 201.

*continued on page 12*

On January 6 the 2019 newly elected members of the Lynn City Council and Lynn School Committee were sworn in for their new terms. Pictured in the photo at the right among all of his colleagues is IUE CWA Local 201' own Fred Hogan City Councilor for Ward 6. Mayor McGee did the swearing in honors. It was a great night for Local 201 that also included State Representative 11th Essex District Peter Capano and Ward 7 City Councilor Jay Walsh (both former officers of Local 201) in attendance. Good luck in 2020 for all.



**Lynn City Council and School Committee January 6th.  
Swearing in night.**

**Next Local 201 Membership Meeting January 28, 2020 - See page 4**

- \* Workers' Compensation
- \* Social Security Disability
- \* Accidents

## Law Offices of James J. Carrigan



Lisa A. Carrigan has joined the firm as Of Counsel.

**James J. Carrigan**  
(Former member Local 201 and Lynn Teachers Union)

**Anne Gugino Carrigan**  
(Former member AFSCME)

15 Johnson St., Lynn, MA 01902  
(across from Lynn District Court)

Tel. (781) 596-0100  
Fax (781) 592-7555



Free consultation.  
\*No fee unless successful.  
jimcarrigan@jamescarriganlaw.com

## Onsite Substance Abuse Support Group

To participate please call Local 201 Medical Center:  
Bob Cummings 617-275-1527  
Jeff Zeisel 617-733-2842

In coordination with the Employee Assistance Program.  
All calls are strictly confidential.



# Service Directory

As a service to our members and retirees, Local 201 offers classified ads at minimal rates. We encourage members to consider their brothers and sisters when hiring for odd jobs. These ads do not imply any endorsement or guarantee of workmanship by Local 201.

**Real Estate Needs.**  
Paul Kotkowski Century 21  
North East. 36 years experience.  
Full time Realtor. Listing and Selling. GE Retiree.  
Call 978-828-1604

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View at [adventurerealtyaz.com](http://adventurerealtyaz.com)

**Real Estate Ellsworth Maine**  
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978 828 4193  
linda@atlanticcoasthome.com

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gmamos@comcast.net  
Call George 781-910-0853

**Looking to Buy or Sell your N.H. Vacation Home?**  
Don Cormier - Realtor (GE Retiree) Assets Realty Group, Wakefield N.H.  
Please call.  
Phone Office 603-522-9000  
Cell 603-781-4952

**NEED PART TIME HELP?**  
I am looking to do light housekeeping, errands, shopping, laundry, shopping, companion will help with the elderly and or children.  
Call Trish 617-791-9057

**Handyman Wanted**  
Call Tina for Details  
617-293-3032

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Home Owner: [www.theortogagemanager.org/alt/9149](http://www.theortogagemanager.org/alt/9149)

## "IUE-CWA Local 201 News" (USPS 171720)

"Published monthly." \$1.00 a Year



Published by: Local 201 IUE-CWA (AFL-CIO)  
112 Exchange Street, Lynn, MA 01901

Periodicals Postage Paid at Lynn, MA  
POSTMASTER: Send address changes to "IUE-CWA Local 201 News," 112 Exchange Street, Lynn, MA 01901



### Print your ad on this form.

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112 Exchange St., Lynn, MA 01901.

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## Letters to the Editor

Dear IUE CWA Local 201,

On behalf of Lynn Museum/ LynnArts, I want to thank you for generously sponsoring our annual Fall Fundraiser last month. The night was one to remember, with lots of laughs, great company, and some terrific auction items.

While we are closed for the winter, please keep in touch by following us on Facebook or Twitter (@lynnmuseum), or checking out our website [www.lynnmuseum.org](http://www.lynnmuseum.org).

Happy Holidays and see you in Spring 2020!

Sincerely,  
Doneeca Thurston, Director

Dear IUE CWA Local 201,

Thank you for your donation to the Rich Viger Lynn Christmas Parade.

Jay Walsh

Dear IUE CWA Local 201,

Thank you for your donation to the Friends of the Peabody Council on Aging in memory of Eric Swanson.

This donation will be used to fund programs and services designed to enrich the quality of life for the Seniors of Peabody.

Sincerely  
Michael F. Zellen, President

## Retirees Are you Moving???

Do you still want to get the IUE CWA Local 201 Newspaper mailed to you?

Please contact us if you are moving or have a change of address that you would like the newspaper sent to. Call 781-598-2760. Thank you.



## Advice from the Ophthalmologist

### Do You Have Diabetes?



- Diabetes is the leading cause of blindness in persons between the ages of 20-64. Every diabetic needs a thorough, dilated eye exam every year by an ophthalmologist (Eye-MD).
- Blood sugar control minimizes the risk of diabetic eye disease. Diabetics should test their blood sugar regularly and keep it below "150."

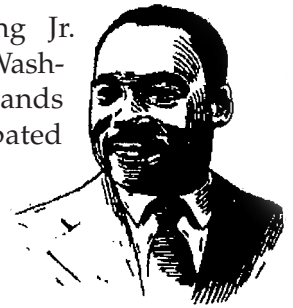
Dr. Gross is a Board Certified Ophthalmologist (Eye-MD) and a graduate of Harvard College and Yale Medical School. His services range from routine eye care to the treatment of complex eye disorders.

The office is located on the Lynnway in a modern office complex on the ocean. Parking is free and most insurance plans are accepted.

Visit us on the web at [www.neilgrossmd.com](http://www.neilgrossmd.com).

## Labor Remembers Dr. Martin Luther King, Jr.

Dr. Martin Luther King Jr. helped lead the March on Washington, Aug 8, 1963. Thousands of union members participated including members from the IUE and UAW.



In April 1968, Dr. King traveled to Memphis to support striking sanitation workers – members of AFSCME Local 1733. The strike was in many ways more than a dispute over workplace issues – it was a struggle for dignity for predominantly African American workers joining together with a union to create a voice on the job and in their community. It was while supporting these striking members that Dr. King was assassinated by a sniper on April 4, 1968.

The night before he was killed, Dr. King addressed the striking workers with these words: "You are demanding that this city will respect the dignity of Labor. So often we overlook the work and the significance of those who are not in professional jobs, of those who are not in the so called big jobs. But let me say to you tonight that whenever you are engaged in work that serves humanity, it has dignity and worth".



**SHOP UNION!!!!**



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- Dartmouth
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- Hanover
- Easton
- Hanson
- N. Fall River
- Raynham

Rhode Island :

- East Providence
- Chapel View
- Lakewood
- Barrington
- Middletown
- North Providence
- Riverside
- Wakefield



- Downtown Crossing Boston
- Natick, MA
- Peabody, MA
- Braintree, MA
- Saugus, MA (Fragrance and Cosmetics Only)
- Warwick, RI

# ANNUAL LOCAL 201 DUES ADJUSTMENT 2020 PER OUR LOCAL 201 CONSTITUTION:

"Local 201 shall adopt the 'flat base dues' administrative option provided for by CWA and in accordance, charge all individual members at each specific Company and/or location represented by the Local, the same amount of weekly or bi-weekly dues. (Note: Amounts may vary between

Companies and/or locations but not vary by individuals within the specific Company Location). Dues shall be calculated by regular CWA methods, (minus contribution for the Member's Relief Fund and Defense Funds for public sector workers) but the Local shall require an amount equal to 2.75 hours per member per month (private sector) of the "average" wage at said Company and/or location estimated for the upcoming dues year (every January 1 to December 31)."

Based on the above membership approved Constitutional language, the following shall be the dues adjustments effective in January 2020 for the calendar year 2020:

**General Electric Members** - \$22.07 weekly decreases to \$21.42 weekly. (\$ .65 decrease weekly)

**Veolia Members** - \$38.94 every 2 weeks increases to \$41.48 every two weeks. (\$ 2.54 increase bi-weekly)

**Avis Members (Downtown/Cambridge)** - \$21.96 every 2 weeks decreases to \$20.76 every 2 weeks (\$1.20 decrease bi-weekly) (Note: Part time - prorated)

**Ametek Members** - \$31.00 every 2 weeks decreases to \$30.14 every 2 weeks. (\$.86 decrease bi-weekly)

**AB Group Members (Logan/Headquarters)** - \$20.28 every 2 weeks increases to \$20.76 every 2 weeks

(\$ .48 increase bi-weekly) (Note: Part time - prorated)

**Saugus Library Members**- keeps the same formula at 1.45% for an individual's Wages (not on flat based system due to the large difference in hours of members' regular schedules). The "public sector" reduction (due to no right to strike and thus no strike benefit eligibility) has been applied to the 2.75 hours (1.59%) Local 201 constitutional approved formula, reducing the percentage to the 1.45% of an individual's pay.

**Note:** The reason some bargaining units dues decrease in a given year is due to the "average" wage rate at the location going down. This can be caused

by a variety of factors, including lump sum bonuses, senior higher rated or paid workers retiring, influx of lower paid new hires etc.

The opposite factors such as wage rate increases, filling of higher rated jobs, little hiring at lower rates etc. can cause a dues increase due to a rise in the "average" rate at the particular workplace.

The 2020 dues rate for GE workers should go into effect the week of January 13th. Members will be reimbursed for any over payment of dues that occurred in the first weeks of 2020.

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees' Association and Staff is extended to the family and friends of retiree Leo Willis on his recent death.

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees' Association and Staff is extended to the family and friends of retiree Rosina Kulyk on her recent death. Rosina was a Servicer before she retired in 2000.

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees' Association and Staff is extended to the family and friends of retiree Philip Keown on his recent death.

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees' Association and Staff is extended to the family and friends of retiree Edward Kaminski on his recent death.

## OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

## COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

TUESDAY, JANUARY 28, 2020

112 EXCHANGE STREET  
LYNN, MA 01901

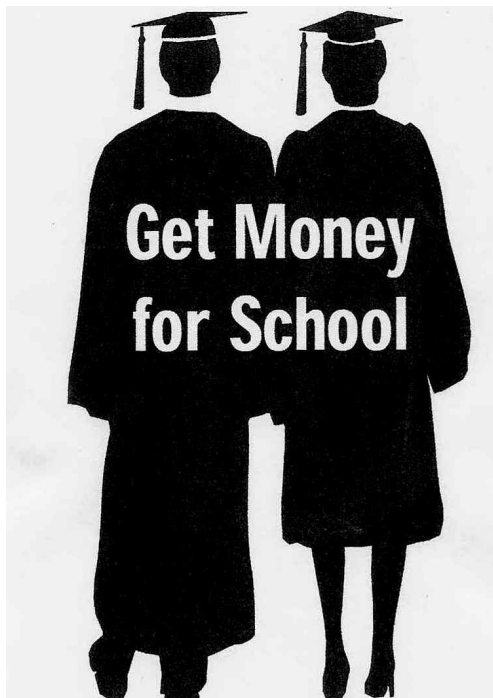
FIRST SHIFT ..... 3:30 P.M.  
SECOND SHIFT ..... 12:30 P.M.  
THIRD SHIFT may attend either meeting.

### AGENDA:

- I. **FEATURED PRESENTATIONS:**
  - 1. 30 YEAR PIN AWARD
- II. **GENERAL BUSINESS:**
  - 1. POLICY BOARD
  - 2. TREASURER'S AND MONTHLY FINANCIAL REPORTS
  - 3. COMMITTEE REPORTS
  - 4. GOOD AND WELFARE
- III. **GE REPORT**
- IV. **AVIS & BUDGET CAR RENTAL REPORT:**
- V. **AMETEK REPORT:**
- VI. **VEOLIA WATER REPORT:**
- VII. **SAUGUS LIBRARIANS REPORT:**
- VIII. **NEW BUSINESS**

Signed,

ADAM KASZYNSKI, President  
WILLIAM MAHER, Business Agent

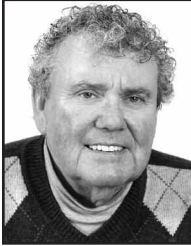


IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2020-2021 school year.

The scholarships are available to IUE-CWA members and their families. For details on eligibility and an application, go online at [www.iue-cwa.org](http://www.iue-cwa.org) beginning October 15, 2019. Applications will only be accepted over the Internet. Application deadline will be announced soon on-line.

New Local 201 Hoodies are on sale at the Union Hall \$40. Old Style Local 201 Jackets on sale for \$35 until they are gone





# 201 Retiree's Column

By KEVIN D. MAHAR  
*President Local 201 Retirees Council  
 and former Local 201 President Alex Brown*

### You must reapply to get your \$1000 benefits!

Now that January is here if you are entitled to the RRA and have been getting the \$1,000 for you and your spouse **you probably have to call Via and request that they send you a RECURRING PREMIUM REIMBURSEMENT REQUEST FORM to continue getting the money. Then you need to call whatever INSURANCE COMPANY YOU HAVE AS A SUPPLEMENT TO MEDICARE. If you need help on this call me at 781-367-7822.** Also, you should know that if you have a recognized gym you may be eligible for added benefits, as an example BC/BS will pay you up to \$150 to join a gym. Many other insurance companies do this as well. So, a word to the wise, always check and ask if yours pays anything if you join a gym.

I know from my experience that here in MA this change in the post 65 insurance has made life difficult for many. I have knowledge that hundreds if not thousands of MA residents have many thousands of dollars in their RRA accounts not being used. A major reason for this is because Via and before them "the Hell of the One Exchange" have made this system so complex and onerous that many have given up. I intend to bring what you send me to the GE annual shareowners meeting and talk to the company about it. I also plan to bring up

the issue to the company at the retirees meeting in Schenectady N.Y. I believe this is a major scandal across the country.

### Retirees Christmas Party

We had a great turn out at our annual retirees Christmas party held this year at Old Tyme Italian Restaurant on Boston Street in Lynn. It was good to see everyone. The theme of the party was the 50th anniversary of the 1969 strike at G.E. Many of you showed up and told stories. Thank you.

Steve Tormey attended and told us his memories. Steve is retired from the UE-GE Conference Board and led the UE's national negotiations with GE in New York for years. The UE's biggest plant was the locomotive plant in Erie PA. UE 506 and IUE CWA Local 201 were allies for many years. Over the past two decades we joined up with UE 506 to have contract rallies. The Erie plant is now owned by a subsidiary of Westinghouse. Steve told the story of how the workers at the UE represented United Shoe Company in Danvers MA went on strike for 2 and ½ weeks during the 1969 strike because they did not want to do work from the striking Lynn plant.

Ed Walczak told about how St. Mike's fed 300 to 500 strikers and their families every day. And it was mentioned that I was the "roving reporter" on the train to Boston.

It was a great day. Thank you to everyone that came out.

I am on vacation for the month of January. Feel free to call me or Alex Brown if you have any issues. See you in February. Happy New Year everyone!

## Social Security Changes for 2020

Each year Social Security announces the annual cost of living adjustment. By law, federal benefits increase when the cost of living rises, as measured by the Department of Labor's Consumer Price Index for Urban Wage Earners and Clerical Workers. Usually, there is an increase in the benefit amount people will receive each month starting the following January.

Nearly 69 million Americans will see a 1.6% increase in their Social Security benefits and SSI payments in 2020. Other changes that will happen in January 2020 reflect the increase in the national average wage index. For example, the maximum amount of earnings subject to Social Security payroll tax will increase to \$137,700 from \$132,900. The earnings limit for workers who are younger than "full" retirement age (age 66 for people born in 1943 through 1954 will increase to \$18,240. For each \$2 earned over \$18,240, \$1 is deducted from benefits.) The earnings limit for people turning 66 in 2020 will increase to \$48,600. (For each \$3 earned over \$48,600, \$1 is deducted from benefits until the month the worker turns age 66.)

This month Social Security COLA notices were posted online for retirement survivors and disability beneficiaries who have a "my Social Security" account. You will be able to view and save future COLA notices via the Message Center inside Social Security.

- Tribune News Service

IUE-CWA Local 201

## RETIRES COUNCIL

### MEETING NOTICE

**Tuesday, February 11, 2020 at 2 PM**

*If the Lynn schools are closed due to weather on the day of our scheduled Retirees Council meeting, there will be no meeting that day.*

St. Michaels Hall,  
 Elmwood Ave., Lynn, MA

#### Agenda:

- I. Financial Report
- II. Any New Business

Kevin D. Mahar,  
 President  
 Edward Walczak,  
 Financial Secretary

Clear Channel Outdoor

## NEW EYEWEAR

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**400 Highland Ave.**

# Retiree Party 2019



# 2019 Children's Christmas Party

The Local 201 Activities Committee led by Yanitza Thomas and Samantha Bansfield held another successful Children's Christmas party this year. Held at St. Mike's hall, the day was perfect for a visit from St. Nick (thank you Don McKinnon for playing Santa). The party was well attended and well run. The Activities Committee along with volunteers from the Lynn English High School Cheerleaders and many Local 201 volunteers made it look easy. This year there were two raffles: The first was for 3 prizes: Big Screen TV – Bill Stephanides, Play Station 4 – Diamantino Pereira and Wireless Beats – Michele De-Meule. The second raffle was a 50/50 won by Fredy Castillo Hernandez. Congratulations to all the winners! The Children's Christmas party is a long-standing tradition at Local 201 that gives a chance for our members to plan a family activity and to give back in the spirit of the season. Thank you again to the Activities Committee and all the volunteers for coming out and working very hard to make the day such a huge success. Without your dedication it would be very difficult to put this party on year after year.





# Health & Safety Notes

By CARMEN DEANGELIS  
Local 201 Health & Safety Director

## Early Reporting Related to First Aid and Recordables

I've written before about the importance of early reporting of injuries simply because it helps members avoid potential first aid visits from becoming more serious and may reduce the chance of workers compensation benefits being delayed or denied.

**First Aid** is defined as one-time treatment and subsequent observation of minor scratches, cuts, burns, splinters, or other minor industrial injury.

As far as OSHA and record keeping requirements, minor injuries requiring first aid only, do not need to be recorded.

Examples of first aid are massages, splinter removal, hot or cold therapy, cleaning surface wounds, non-prescription medications, tetanus shots, wound coverings, draining blisters or fingernails to relieve pressure, fluids to relieve heat stress, almost losing consciousness or becoming dizzy, chemical reactions and more.

When we look at the examples of "first aid" it's

clear that these treatments can prevent minor injuries from becoming more involved than necessary if left untreated.

**Recordables** are defined as work-related injuries requiring treatment beyond first aid. A fatality, loss of consciousness, days away from work, restricted work, job transfers, work-related cancer, chronic irreversible diseases, fractured or cracked bones or teeth, foreign material removed from an eye and punctured eardrums are just some examples of recordables. There are special recording criteria for cases involving: needlesticks and sharps injuries; medical removal; hearing loss; and tuberculosis.

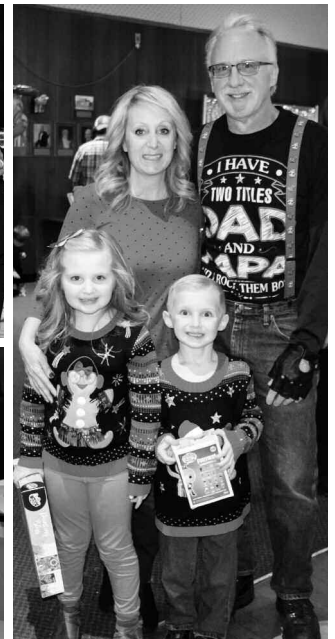
For OSHA Recordable work-related injuries, the company is required to maintain injury records for at least five years. OSHA also requires the company to make records available to current and former employees and their representatives. OSHA requires this record keeping in order

to help evaluate workplace safety, eliminate hazards and prevent future workplace injuries and illnesses.

I have condensed a lot of information into a few paragraphs here, some but not all examples of an OSHA first aid and/or recordable injury are listed. I will expand on any of these subjects for any member, just call me.

My goal is to present several articles related to worker compensation. This way any member can look through past articles for information. My hope is to educate our members so that they feel comfortable reporting an injury with less confusion and more confidence about the process. Our objective is to eliminate workplace hazards in order to avoid injuries, but when the unexpected happens an informed member can be helpful to both the company and themselves. Any questions please call me "Carmen" at 617-462-7310.

## More Children's Christmas Party Photos



### EXPERIENCED MACHINISTS NEEDED

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#### Instructor for Adult Training

#### Information Session

Tuesday, January 14th, 2020

6:00 PM - 7:30 PM

Essex North Shore Agricultural & Technical School  
565 Maple Street, Danvers, MA

Everything you wanted to know about becoming an Adult Training Instructor:

- Location of Training
- Length of Training
- Training Program Information
- Wages for Adult Training Instructors
- Time Commitment for Instructors
- Typical schedule for Adult Training Instructors
- P/T Instructor Positions Throughout the Northeast Region of MA

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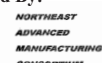
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U.S. FILTER/EOS, and/or Local 201 IUE Members







# VP's Column

By TOM O'SHEA  
Vice-President/  
Recording Secretary

**Happy New Year:** Welcome to 2020. New hires continue to come into GE Lynn. We had a new hire orientation on the 6th of this month. One of the new hires asked a question: "is this union a strong union?" Good question. My answer: "it is as strong as the members want to make it." It's up to you. If you as a worker want your job to matter and you want a future, then you need to work at it. Same goes for being a union member. The leadership is there to steer the ship. It's up to the members to man the ship.

**Insurance Coverage:** Retirees who have not reached age 65 and are still under GE insurance will see changes in 2020. The main change is if you only get vision or dental and are not enrolled in GE medical insurance. If this is your situation and you get medical coverage from your spouse' plan you no longer qualify for just vision or dental. Like active employees, you must be covered under the GE medical plan to qualify for vision or dental coverage.

**Some things to remember:** A "four and the door" is a temporary lack of work. You **DO NOT** have to use sick/personal or vacation time to cover the other 4 hours unless **YOU**

choose to. It is also voluntary and goes by seniority. If you choose to stay and work the day that is your choice.

Except for certain shut-downs, it is **YOUR CHOICE** when to use paid vacation time, you cannot be told you have to use vacation time.

Vacation time falls under "use it or lose it" rules. You must use it all by December 31st unless the company offers to buy it back or allows you to carry it over into the following year. Both are very rare occurrences.

**Weingarten Rights:** An NLRB decision upheld by the Supreme Court, gives you the right to have Union representation in any discussion with management which could, in any way lead to discipline. Do Not waive this Right.

**OneHr.GE.Com** is the GE benefits web site address. This is a site you should become familiar with. From viewing your paycheck every week to checking your status of your beneficiaries etc.

One of the programs GE Lynn was famous for years ago was loosely called the "Dinner for Two" program. This was basically a pat on the back from the company from your super-

visor or manager who felt you did something above and beyond your job. The process back "in the day" when you got such recognition was to go to an office on site and redeem your award. In this office they had stacks of actual paper gift certificates to restaurants and establishments in the area for you to choose from. Of course, that has pretty much all gone away. In its place is a system where supervisors and managers can still recognize their workers and nominate them for Above and Beyond awards which can be redeemed on the OneHr.GE.Com web site.

GE also recognizes service from its employees. The first award is for attaining 5 years of service. If you have reached this milestone you can redeem your award on the web site by going to OneHr.GE.com then to the "Career" tab at the top, then to "Recognition" and finally to "Long Service Award Program". Check it out. Long time employees may have missed redeeming an award. They don't go away until you redeem them.

## Alcohol & Drug Abuse Affects Everyone - Recovery Does Too.

Alcoholism, drug abuse and compulsive gambling can affect everyone it touches... at home, in the workplace, and in the community, if someone in your family or yourself needs help, please contact the Employees Assistance Program.

All calls are strictly confidential  
**Bob Cummings**  
LADC1,MA-PGS  
781-584-7641

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees' Association and Staff is extended to the family and friends of retiree Robert DeSepoli on his recent death. Bobby was an LPS iron worker before he retired in 2019.

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees' Association and Staff is extended to the family and friends of retiree Georgia Dunning on her recent death.

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**SAVE THE DATE!**  
2020 LABOR NOTES CONFERENCE  
April 17-19, 2020 Chicago, Illinois  
labornotes.org/2020



## LAT&O/Logistics Executive Board

By **BOBBY ELDRIDGE**  
LAT&O/Logistics Executive Board

### As the Rotor Turns

Happy New Year everyone. Let me explain how the new overtime rules effective 1/6/2020 are going to work.

1. 1st shift employees used to get paid double time for early call-in hours. This will change to time and one half, which is consistent with how 2nd and 3rd shift are currently paid.
2. "Double Bubble" goes away. Double Bubble was when an employee has exceeded 12 hours in his/her workday and continues into a new workday. Currently he/she would continue to be paid at double-time rate for their shift. As of 1/6/2020, when he/she reaches their regular start time, the double-time payment will stop and payment will revert to straight time.

All other current pay practices remain the same (time and a half after 8 hours, double time after 12 hours, change of shift, time and one half on Saturday, double time on Sunday. Holiday pay is the same as Saturday pay plus 8 hours holiday pay.

### LATO

What a fantastic end of year push. LATO had the best quarter they have had

in years. Here is the breakdown: T700 made their quota for the quarter, CF34 was expecting to get only 16 done but they got all 22 out the door. A big thank you to the AAEM's from T700 who came over to CF to help get out the engines. F414/404 missed 5 engines due to parts not being here but they got out the Gripen, so a big round of applause for that. Test came through as always. Everyone should be extremely proud of the work that they did. Just shows you "get us the parts we will get the work out".

### Logistics

Great job done by everyone to get everything shipped out. We have some new faces on the management side. I hope everyone has a little patience with the transition, its going to be aggravating at times and if there are any issues get in touch with the union.

I hope to talk with management about backfilling the people that have upgraded. The union's stance is to always hire, the more the better.

Remember when you leave the plant to always punch out first.

Hope to see you around the shop.

Bobby




## LPS/M&E Report

By **FRED RUSSELL**  
Executive Board Member

Welcome to the New Year everyone. We lost one of our guys over the Christmas holiday. Bobby DeSepoli passed away. Bobby was a long-time iron worker who had just retired in June. I hope everyone will take a minute and say a prayer for Bobby. He worked in the Crafts for over 40 years. I miss him already.

I want to say thank you to all my guys that spent the last two months of the year moving machines. The company didn't think we could do the work. They gave us a chance and we moved the machines. Like I have said before, give us the work and we will do it. I am going out at the end of the month to have knee surgery. Artie Amireault will be filling in while I am out.

See you around the yard.



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President - Registered Principal  
brian@dfgedge.com

**Local 201 Members receive WINTER SESSION 2020 50% off classes**



**Affordable educational & enrichment classes**  
Classes are 6 weeks, once a week, from 6-8 pm  
You pay \$65 for the 6 weeks!

MONDAYS	TUESDAYS	WEDNESDAYS
<ul style="list-style-type: none"> <li>★ ParaProfessional - Prep class for Test</li> <li>★ Basic Conversation for ESOL, Level 'A'</li> <li>★ YOGA - Class is at 4 pm</li> <li>★ Cooking</li> </ul>	<ul style="list-style-type: none"> <li>★ American Sign Language</li> <li>★ Intro to Oil Burner</li> <li>★ Conversational Spanish</li> <li>★ Carpentry</li> <li>★ Computación Principiantes</li> </ul>	<ul style="list-style-type: none"> <li>★ Basic Conversation for ESOL, Level 'B'</li> <li>★ Intro to Welding</li> <li>★ Cake Decoration</li> <li>★ Computación Avanzada</li> </ul>

**Sign-Up Nights: Wednesdays January 15th & 21st, 2020 from 6 to 7pm At Lynn Tech Main Bldg. Classes will begin January 27th!**

Register at [www.iceponline.org](http://www.iceponline.org)  
Regístrese al [www.iceponline.org](http://www.iceponline.org)

Questions? Call 617-699-1071/  
Preguntas? Llámame al 781-417-9002



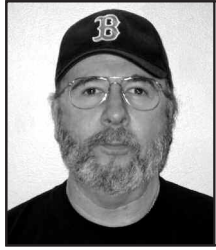
New Lynn Coalition

## Workers' Compensation Specialist

I worked for 23 years as a workers' compensation specialist in Salem before moving my office to Lynnfield in 2018.




Richard Hart Schwartz  
Law Offices of Richard Hart Schwartz  
7 Kimball Lane, Building A  
Lynnfield, MA 01940  
978-337-5499  
rschwartz@rhartlaw.com  
www.rhartlaw.com



# “Down By The River”

By BILL HOLM  
LCM Executive Board

**Farm in/Farm out** - Mid February the Company issues the annual farm out list. Make sure to notify your steward on any work that could be farmed in. Include drawing and operation numbers and any fixture, tooling, planning or machine down issues. The stewards and executive board will be meeting with the company to go over the list, so all input is crucial. In years past this would be the slow time of year where management would be looking at shaving time off of jobs without changing method, tooling or planning while issuing cards with new lower target times. Everyone knows that’s never going to work. Crunch the numbers any way you want, the bottom line is always going to be more workers to do more base labor hours equals lower shop rate. Training is still a bottleneck. IME is the company’s problem and don’t forget about the eighteen-week average

delinquency hole to climb out of. Failure to release grievances are still piling up, and there are people that have been held way too long (some over a year). If you are waiting to move let your steward at the job you’re leaving know and they’ll file the grievance, but not until you move.

**Lean Training** - Training with Mike Mayes the IUE-CWA Lean Facilitator will start again on January 27th with more dates to follow. There has been mostly positive feedback on the training. One of the downside issues is that it seems more geared toward high production assembly line work.

What’s most important is that Lean events lead to investment for equipment and improvements on the shop floor. Green Cell and TPMO have benefited from the investment but, there are still workflow problems.

**Make Sure You Punch OUT!** – Anytime you leave Company Property be sure you’re punched out. Check your time stamp daily. If there is a missed punch or mistake notify your cell leader immediately. Going through the turn-styles or gates does NOT punch you out automatically.

**Blood, Sweat, History** - Monday January 20th we cele-

brate the birth, life and achievements of Dr. Martin Luther King Junior. Dr. King was the chief spokesman for non-violent activism in the Civil Rights movement to end racial segregation. He was also a friend of Labor. Please take some time to reflect on the historic significance of the March on Washington, the “I Have a Dream” speech and Dr. King’s legacy.

**GE Tax Forms 2019**  
1099 online Jan 15,  
will be mailed Jan 31st

- 1095-C the health care form for retirees/dependents under 65 on GE insurance, available online mid-February and mailed March 2.
- W-2 and 1099 forms will be online Jan 15, and will be mailed Jan 31st
- 1095-C the health care form for members/dependents/under 65 on GE insurance will be available online mid-February and mailed March 2.

**Useful Contact Information:**

**Local 201, IUE-CWA**  
781-598-2760

**GE Medical Center**  
781-594-2218

**GE Guard Shack**  
781-594-2591  
If urgent:  
911 on GE Phones

**Sedgwick Claims Management Services, Inc**  
P.O. Box 15065  
Albany, NY 12212  
1-800-434-8331

**Utilization Review (Sedgwick)**  
1-866-286-0281

**GE Disability Center (STD, LTDI)**  
1-800-392-0789

**Division of Industrial Accidents (DIA)**  
Boston 617-727-4900  
1-800-323-3249  
TDD 1-800-224-6196  
Lawrence 978-683-6420  
On Line:  
Info2@dia.state.ma.us

## Workers Compensation and Other Disability Benefits—In a Nutshell

**Other GE Disability Benefits**

- Short Term Disability (STD)**
- Will pay if delayed/denied by Workers’ Comp. Reimbursed if you win Comp. benefits.
  - Call 1-800-392-0789, GE disability center, once you expect to be absent from work for 7 days. Will reduce benefit, if call is not made. Penalty eliminated eff. 1/1/20.
  - Pays 60% of weekly pay, up to a max of \$900, increases to \$950 eff. 1/1/20.
  - Pays a minimum of \$375, increases to \$400, eff. 1/1/20.
  - Disability defined as unable to perform regular duties of your job. Must be under a doctor’s care.
  - Pays from day one if you are admitted to the hospital/have a surgical procedure.
  - STD is taxed.
- Long Term Disability Income (LTDI)**
- Pays 50% of monthly pay after 26 weeks disability.
  - Guaranteed minimum of \$350. Increase to \$400 for Option 1, eff. 1/1/20.
  - Call 1-800-392-0789.
  - LTDI is not taxed.
  - Must be enrolled

**Worker’s Comp Weekly Benefits Total temporary disability**

- Pays 60% of your AWW, “average weekly wage,” (including OT) up to 3 years.
- Max benefit as of 10/19 is \$1431.66, set every October by State. Minimum Benefit: \$286.33.
- Pays after 5 calendar days of disability, retroactive to the first day if disability lasts 21 days.

**Partial disability**

- Pays 60% of difference between AWW at time of injury and post-injury wage up to five years in most cases.
- Cannot exceed 75% of the amount you would receive if totally disabled.
- Includes “make-up pay” for not being able to work OT if supported by medical restriction.

**Permanent total disability**

- Pays 66.6% of AWW up to max weekly benefit for life.
- Difficult to win.

**Other Benefits Under Workers’ Comp.**

- Medical/prescription bills including travel expenses such as auto mileage and taxi fares.
- Permanent loss of function.
- Scar-based disfigurement of hands, face, neck.
- Non-scar based disfigurement.

**Workers’ Compensation Deadlines for Benefits**

Time/Event	Action
Day of Injury	Go to Medical Center and file “First Report of Injury/Illness”
If you are unable to work for 5 or more calendar days* <small>(Note: The 5 days do not need to be consecutive, nor do you need to be scheduled for work.)</small>	GE Must notify the DIA and insurer Sedgwick on “First Report” form.
Then, within 7 calendar days <small>(not including Sunday/holidays)</small>	Insurer must either send a check or send a denial letter. <small>(If it misses that deadline, it owes worker a \$200 penalty and loses “pay-without-prejudice privileges.”)</small>
Within 14 calendar days of Receipt of “First Report:”	Double Check the payment. <small>(The average weekly wage calculated by taking earnings, including OT, during previous 52 weeks divided by 52. Benefits are 60% of AWW.)</small>
If Accepted,	
If Denied,	File form 110 with Division of Industrial Accidents or contact an attorney to file on your behalf. <small>(DIA holds conciliation, conference, and hearing in front of DIA judge to resolve.)</small>



## Business Agent's Column

By BILL MAHER  
*Business Agent*

We have closed the book on 2019, a year filled with challenges and changes, and a year that saw former IUE-CWA Local 201 President and Lynn City Councilor Peter Capano sworn in to the Massachusetts House of Representatives, 11th Essex District, representing Lynn and Nahant. Additionally, the Local 201 Legislative Committee was instrumental in seeing IUE-CWA Local 201 member and Veolia Water employee Fred Hogan, in a hard fought race; elected to the Ward 6 Council Seat on the Lynn City Council, formerly held by State Representative Capano.

Adam Kaszynski was elected as President: IUE-CWA Local 201.

In November, the Baker-Polito Administration & GE Foundation announced \$4.5 million to train new machinists and provide opportunity for graduates to enter into manufacturing roles. Lynn Vocational & Technical Institute (LVTI) and the school's new Advanced Manufacturing Training Center, is one of three schools, along with Gloucester High and Essex Tech to receive the grants. The E-Team Machinist's Training Program was finally recognized as a conduit for bringing talent into GE-Lynn, thanks to the hard work of all involved, over the course of many years. Special thanks to Tony Dunn.

The 2-96 Auditorium was the sight for the T-408 (GE38) ceremony, in recognition of the first production engine delivered to the Department of Defense. Thanks to all who worked diligently over the years to reach this milestone and complete a successful delivery.

The Market Based Wage (MBW) progression was reduced from 10 years to seven years, thanks to the work of the MBW Negotiating Committee.

Over 430 new employees have started since late 2016. Hiring continues.

A Settlement Agreement was reached for 19 former GE employees that acknowledged their prior service and transferred these employees into "legacy" status.

The Business Agent spent the year traveling around the country to CBC sites in preparation for the 2019-2023 CBA Negotiations. Upon spending nearly a month in Cincinnati negotiating a Tentative Agreement, the Tentative Agreement was voted down by Lynn and Schenectady, creating a per capita rejection of the tentative agreement. This rejection illuminated the danger of social media in dispensing incorrect information and attempting to turn rumors into fact. The IUE-CWA returned to the negotiating table in Nashville, whereupon a new Tentative Agreement was reached and overwhelmingly ratified by all the IUE-CWA locations.

The Lean Events that were held in plant were successful due, in part, to the hard work of Local 201 Lean Negotiating Committee, the hard work of the Crafts group, and the volunteers that stepped up to participate in the event. Deemed a success, the Union demonstrated what can happen when the Company acknowledges the skill, care and effort of employees and includes us in the discussion.

We now find ourselves in the first few weeks of the New Year. We move into a new decade with some new investment, some new machines, and hopefully, some new ideas. However, the challenges that we faced in 2019 will continue into 2020 and new challenges will arise. We would like to take this opportunity to thank the members of IUE-CWA Local 201 for their hard work and efforts in navigating the chaos, turnover, transient management, and constant change of 2019. Hopefully, the new year will provide clarity and clarity will lead to success. Let's wait and see.



## President's Column

By ADAM KASZYNSKI  
*President*

*continued from page 1*

### Injured on the Job: GE Medical Center

There is a new company running the Medical Center. Remember, no matter who staffs the Medical Center, they work for the Company. So, when injured on the job, the Union strongly advises you to report the injury and get a worker's comp claim number from the Medical Center. Then, see your OWN doctor for treatment and referrals. You need a doctor that works for you, NOT your employer. Too many workers are forced back to work early by pro-Company quacks, only to have their injuries become worse and must stay out of work even longer.

### 2020 Election: Eyes on Healthcare

One positive development of the current presidential cycle is the ongoing discussion of our broken healthcare system. As workers (including those of us with union contracts) are asked to shoulder more and more of the cost, the insurance and pharmaceutical companies continue to rake in unbelievable profit. This is an immoral and irrational system. What is the price people are willing to pay to treat an illness for themselves or a loved one? The answer is whatever it takes. People will go into crippling debt under the current system and pay exorbitant prices for cheap-to-manufacture medicines like insulin and epi-pens because there is no other choice in this country. Or worse, people opt out of life saving treatment to avoid going into unmanageable debt. The insurance and pharmaceutical companies know this full well and use that vulnerability to line their pockets with the help of their many friends in Washington. Is there a band-aid for a healthcare system designed to maximize profit? I argue *no*. What we need is a complete overhaul of healthcare in this country. Elected officials of both parties have long been on the insurance industry's side of the healthcare debate— with too few exceptions. Politicians need to be on the side of workers if they want labor's vote. Only candidates that take pro-worker stands on healthcare, minimum wage and ending right to work should receive our consideration. Healthcare is a human right!

### 50 years of the 201 Children's Christmas Party

Many thanks to the activities committee for running a very merry Children's Christmas Party! Over 150 kids had the opportunity to receive a gift from Santa.

The origins of the party go back to the 69' strike, when the sacrifice of Union members meant there was little money for gifts. This was the parties 50<sup>th</sup> year, and I thank Yanitza Thomas and the Activities Committee for their dedication in making sure this 201 tradition lives on.

**Thursdays are Union T-Shirt Days.  
Show your Solidarity and wear  
your Union T-Shirts**