

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn), Ametek Aerospace (Wilmington), LWWTP (Lynn), Avis-Budget Group (East Boston), Avis (Boston/Cambridge), and the Saugus Public Library (Saugus) and thousands of lifetime Retiree members across the country. www.local201.org

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201 Bargaining Committee and GE Reach TA on 6-year Progression

The Bargaining Committee recommends a "yes" vote.

By Adam Kaszynski, President, IUE-CWA Local 201

In 2016, the Market Based Wage System was brought to Lynn. It included a 10-year progression which could be extended by years when you upgraded. On Upgrade, you went to the closest step on the next rate's progression, which could land you back at Step 1 out of 10, after years of already being on progression. Imagine having to work a 14-year progression? Thankfully, no one will ever have to do it.

The 2016 MBW agreement was passed by a democratic majority vote. A very vocal minority opposed the 2016 MBWA, led by former LCM E-Board member Bill Holm, the LCM Stewards, and others. That opposition began taking leadership in the Local in 2019 through democratic elections. Many people ran, and likely won office due to being part of this opposition. Some lost. We have sought to claw back concessions, and the membership gave the mandate to do so.

First our Union fixed MBW progression extensions on upgrade. Then our Union

knocked off 3 years of the 10-year progression. Now, if the membership ratifies this Tentative Agreement, we move to a 6-year progression - all before a single member ever had to do a 14, 10, or 7 year progression to get to the top of the rate.

The MBW structure is a fundamentally flawed system, and we all want to abolish it. However, after the Company again refused Union proposals to do away with the system in 2021, we focused on reducing progression length and getting our say in Top of Market calculations that control EVERY MEMBER'S national wage increases. This Tentative Agreement will make improvements on 2 of the biggest issues members had as indicated by survey responses, decreasing the progression, and Top of Market Review (the 2016 mechanism that can trigger Lump Sum bonuses that replace nationally-negotiated General Wage Increases). The 2016 MBWA was not like a National Contract with an expiration date where we can just walk if it isn't working out. It

is the Bargaining Committee's job to improve what cannot be destroyed. According to the terms of the 2016 agreement, in order to modify the MBW agreement both the Union and the Company must agree, or no changes will be made. That means we didn't get everything we wanted, but neither did the Company. The Bargaining Committee is confident we left nothing on the table, and this is the best agreement GE was willing to make in the current modification period. If this agreement is not ratified by the membership, we do not get any of these important changes, including the 6-year progression. We also understand that in 2016, GE stabbed us in the back with a 10-inch knife, and none of us are thanking them for pulling it out 4 inches.

The Bargaining Committee recommends a concerted campaign of all GE workers until the IUE-CWA has a fair National Contract, and our off-shored/farmed out work returns home where it belongs.

The Bargaining Committee recommends a "Yes" vote to ratify this agreement.

Summary of Tentative Agreement

(The Tentative Agreement is available on page 7)

6-Year Progression:

Progression will be reduced from 7 years to 6 years. Members new rates shall take effect not more than 30 days after the ratification vote. This will result in a range of increases on steps of every progression. See chart on page 8 for increases of the 6-year progression.

Top of Market (TOM) Review:

If ratified, the Company agrees that their Top of Market review will go through bargaining, and they will provide the necessary information. In 2016, the Company hired a third-party vendor, Mercer, to calculate a Top of Market figure for each rate in the plant. Mercer has refused paid work from unions to provide the same analysis. Therefore, we know

continued on page 12



Next Local 201 Membership Meeting September 20, 2022 - 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

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Dana Anderson on his recent death. Dana was a Machine Repair Technician who worked in Plant IV and bldg. 40. He retired in 2000.

Onsite Substance Abuse Support

For more information please call the Employee Assistance Team Local 201/GE Working Together. Located at the Medical Center and IUE CWA Local 201 Union Hall.

Derek White 781-584-7641
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.

Fix-A-Brick
Foundations - Stairs - Chimneys - Walkways - Repairs
Call 978-239-9801 Ted Crowley

Mark & Robin's Comics



Clean Outs/Estate Sales/Junk Removal
We remove trash for a fee.
Also will consult to liquidate your estate.
978-476-1742 Text Preferred

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Dr. Joseph J. Dowling
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(781) 596-0700
www.drdownling.com



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- Sciatica • Auto Accidents
- Muscle Strains • Work Accidents
- Leg/Arm Numbness
- Repetitive Stress Injuries • Carpal Tunnel Syndrome

Complimentary Exam and Evaluation for GE, AMETEK, U.S. FILTER/EOS, and/or Local 201 IUE Members

Print your ad on this form.

Mail to: Service Directory, IUE-CWA Local 201,
112 Exchange St., Lynn, MA 01901.

Enclose Payment:

For active members & retirees: \$5 per issue or \$50 per year

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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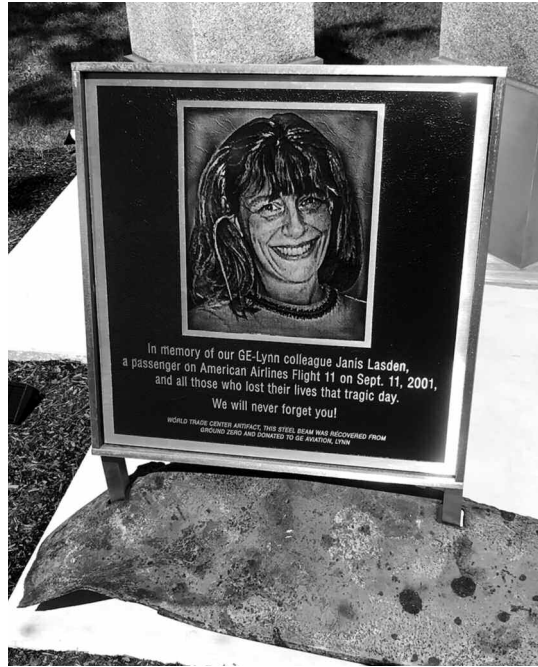
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Janis Lasden

A monument has been erected on the common area between buildings 29 and 42 in honor of Janis Lasden who lost her life in the 9/11 attacks on our country. The project was spearheaded by Joe Bourgeois and Rich Gorham. Designed and built by Local 201 Crafts workers: Paul Fucaloro, Chris Morrison and John Leighton. Much thanks to them and all those that had a hand in creating this memorial. The family of Janis Lasden was invited to the plant on August 25th for the official unveiling. A short speech was given and the plaque was unveiled. It was a fitting tribute. Thanks again to all who participated in making this a memorable event.

Community Splash Pad Event



Local 201 members came out to support this event in August. The day was perfect for the splash pad. Hot and sunny. City councilors made an appearance, including IUE-CWA Local 201 member Fred Hogan, as did a member from the IUE international staff. Thank you to everyone that made this a huge success.

Listed Below Are Open Positions as of September 1, 2022 at Lynn GE.

You can apply for these jobs at [GECareers.com](https://www.gecareers.com).

- 5 Electricians
- 4 Repair Control
- 4 Experienced Machinists
- 1 Spot Weld
- 5 HVAC
- 1 Sheetmetal
- 7 Welders

Ametek Wilmington MA. Job Openings

Manufacturing Technician
3 positions open

<https://188100.jobs2web.com/job/Wilmington-Manufacturing-Technician-MA-01887/890972600/>

Welder Technician

<https://188100.jobs2web.com/job/Wilmington-Welder-Technician-MA-01887/833907100/>

Inspector

<https://188100.jobs2web.com/job/Wilmington-Manufacturing-Technician-Inspector-MA-01887/832572600/>



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brian@dfgedge.com
www.dfgedge.com

More Than Summer's Last Hurrah

By Jackie Miller Chief Steward Saugus Public Library

Labor Day recognizes the many contributions workers have made—and continue to make daily—to our country's prosperity and the well-being of its citizens. Annually celebrated on the first Monday of September, many people have come to regard Labor Day as the unofficial end of summer. Retailers and car dealerships announce Labor Day sales, while many will use the three-day weekend to take a last trip to the Cape or have a cookout.

Labor Day is presumably the idea of Matthew Maguire, who proposed the holiday in 1882 while serving as secretary of the Central Labor Union in New York. In 1877, Massachusetts passed legislation recognizing Labor Day. On June 28, 1894, President Grover Cleveland signed the law declaring the first Monday in September a federal holiday. New York City held the first Labor Day parade that same year. The U.S. Department of Labor has a Hall of Fame recognizing the contributions of individuals whose efforts improved working conditions, wages, and quality of life for America's working men, women, and their families. https://www.dol.gov/general/aboutdol/hall_of_honor/inductees It's a wide range of people, including David Dubinsky, Helen Keller, and the 9/11 Rescue Workers, among

many others.

Union members, however, know Labor Day came at a tremendous cost and is an ongoing struggle to keep corporations from exploiting workers to increase already astronomical earnings. Jeff Bezos makes **\$8.56 million an hour**; an Amazon warehouse worker averages \$18 an hour. Is it any wonder that Amazon employees and workers at Starbucks, Trader Joe's, and others are organizing to join unions?

According to labor historians, the United States has had the bloodiest and most violent labor history of any industrial nation in the world. Union busting attempts are also common. Apple, Amazon, and Starbucks have all been in the news recently for their union-busting tactics. Although companies may not resort to calling in violent strike-breakers like Andrew Carnegie during the Homestead Strike or call in the military as in the Ludlow Massacre, the workers are still intimidated in multiple ways.

So, as the fight for fair wages, safe working conditions, and health insurance continues, thank you to all who support unions and workers.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Ben Brown on his recent death. Ben retired in 2004 after working at GE for 37 years.

September is Recovery Month

By Local 201 EAP Director Derek White

Hello brothers and sisters, I hope you had a great summer and were able to take some time to relax and recharge. Although summer is coming to an end there is still plenty of time to get out and enjoy the warm days and cool nights of fall, my favorite time of year. It is a great time to get out and take a walk. Besides the obvious physical benefits, walking can help improve your psychological and mental health, especially if you walk outdoors. A walk in nature, such as a wooded area is proven to increase these benefits.

September is National Recovery Month. Recovery Month celebrates the gains made by those in recovery. This observance reinforces the positive message that behavioral health is essential to overall health, prevention works, treatment is effective, and people can and do recover. A purple awareness ribbon signifies the observation of recovery month. I have these ribbons available for anyone who would like one.

Local 201's Employee Assistance Program (EAP) is here to confidentially support our members who may have personal and/or work-related problems which may be affecting mental and emotional well-being such as stress, grief, problem gambling, substance use disorders, relationship and family problems. If there is something preventing you from being your best self, please reach out. It's OK to not be OK, no one is 100 percent all the time. If anyone would like to speak to me, I can be reached at 781-584-7641. I am available at both the union hall and the medical center. **All communication is strictly confidential.**

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

NEXT MEETING
SEPTEMBER 20, 2022

IN PERSON AT THE
IUE CWA LOCAL 201 UNION HALL
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 AWARDS
 - 2. SWEARING IN OF NEW MEMBERS
- II. **GENERAL BUSINESS:**
 - 1. MEETING MINUTES FROM PREVIOUS MEMBERSHIP MEETING
 - 2. POLICY BOARD
 - 3. TREASURER'S MONTHLY FINANCIAL REPORT
 - 4. COMMITTEE REPORTS
- III. **GE REPORT**
- IV. **AVIS/BUDGET GROUP REPORT**
- V. **AMETEK REPORT**
- VI. **VEOLIA WATER REPORT**
- VII. **SAUGUS LIBRARIANS REPORT**
- VIII. **NEW BUSINESS**
 - 1. INFORMATIONAL MEETING ON THE MBW TA

Signed,

ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent



Discount Tickets
Available

at the Union Hall
Admission

\$15 per person
Fair Dates

September 30 –
October 10, 2022

Deadline to buy
tickets 9/20/2022

Labor Board Reaffirms Right to Wear Union Shirts at Work

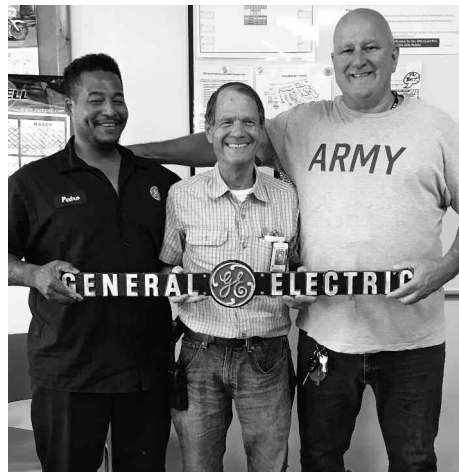
The National Labor Relations Board (NLRB), on Monday, reversed a Trump-era decision that strengthened employers' ability to restrict the freedom of expression on the shop floor. The case stemmed from the UAW's unfair labor practice charges against Tesla regarding management's attempt to suppress an organizing campaign in which workers wore black union T-shirts at work. Per the NLRB's ruling, Tesla is required to post a notice at the facility stating that the company will comply with the law and not prohibit union shirts. The decision reaffirmed longstanding precedent holding that employer attempts to impose any restriction on the display of union insignia, including by wearing union apparel, are presumptively unlawful, absent special circumstances that justify such a restriction.

After consideration of public comment through a Notice and Invitation for Briefing, *see Tesla, Inc., 370 NLRB No. 88 (2021)*, a Board majority consisting of Chairman McFerran and Members Wilcox and Prouty found that it was unlawful for Tesla to maintain a policy requiring employees to wear a plain black t-shirt or one imprinted with the employer's logo, thus prohibiting employees from substituting a shirt bearing union insignia. The Board reaffirmed that, consistent with *Republic Aviation Corp. v. NLRB, 324 U.S. 793 (1945)*, when an employer interferes in any way with employees' right under Section 7 of the National Labor Relations Act to display union insignia, that interference is presumptively unlawful, and the employer has the burden to establish special circumstances that make the rule necessary to maintain production or discipline.

"Wearing union insignia, whether a button or a t-shirt, is a critical form of

protected communication. For many decades, employees have used insignia to advocate for their workplace interests – from supporting organizing campaigns, to protesting unfair conditions in the workplace – and the law has always protected them," said Chairman Lauren McFerran. "With today's decision, the Board reaffirms that any attempt to restrict the wearing of union clothing or insignia is presumptively unlawful and – consistent with Supreme Court precedent – an employer has a heightened burden to justify attempts to limit this important right."

IUE-CWA Local 201 applauds the decision of the NLRB, and boo's the 2 dissenting NLRB members who voted against freedom of speech. Openings on the NLRB are appointed by the President of the United States, both NLRB members that voted against freedom of speech were John Ring and Marvin Kaplan. They were both appointed by former President Donald Trump.



Al Bartnicki, maintenance foreman from the powerhouse, celebrated 50 years with the Company in August. Pictured with him are Pedro Reyes Moquete, Al Bartnicki and Clint Brewster. Congratulations Al.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

**Tuesday September 27, 2022
1:00-3:00 PM**

Join Zoom Meeting

<https://us02web.zoomus/j/86199516446>

Meeting ID: 861 9951 6446

Passcode: 153283

Call in: + 646 558 8656

For more info call Kevin 781-367-7822

Kevin D. Mahar, President
Edward Walczak, Financial Secretary

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Jessie Ann "Jessie" Johnson on her recent death. Jessie worked in bldg. 63 Logistics 2nd shift.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Joseph Surawski on his recent death. Joe was a Toolmaker who retired in 2010.

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**RAISE UP
MASSACHUSETTS**

FAIR SHARE AMENDMENT



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

By now everyone should have seen the Company's cry for help on the screen savers. If you haven't, take the 15 minutes to watch the slide show, voucher accordingly. The Company is asking for local 201's help to dig the Company out of a hole that the Company made for themselves. It says "We need your collaborative efforts" what does that even mean? I asked union relations for the Company's definition and of course they didn't have one. I can tell you what "collaboration" isn't, it's not farming our work out and having people sitting on I.M.E for weeks on end. It's not nickel and diming on the overtime when there are racks of parts piling up. It's not Human Resources or what the Company likes to call "people Leaders" (yes that is a real term the Company uses), who over discipline and suspend when a warning or a contact is justified. It isn't when cell leaders don't listen to the operator because they think they are the smartest person in the history of G.E. (Isn't listening to the operator one of the main fundamentals of Lean)? What it isn't is admitting that Market Base Wage doesn't work and sticking with it knowing the business is failing. But you want our help so some upper managers can make their bonus, put a feather in their cap and move on. You want our help? Start by investing in your workforce and bring our work back.

LATO

Once again, we are having issues with who is the cell leader of record in building 29. On the weekend it is the T700 cell leader. If you are being re-assigned by any person other than the cell leader of record, you have all right to ask if this is where the cell leader of record

wants me or go get a steward.

Just a friendly reminder, make sure when you don't come in to work to give your cell leader advance notice by calling/texting or signing the time and attendance sheet.

Another friendly reminder, stamp as you go and if you have an issue put in an N.C.R and get permission to go forward. If you think you are being a good worker and taking it upon yourself to fix it and not putting one in, you are putting your job on the line and could damage the engine. Do the right thing.

Logistics

Training, Training, Training or lack thereof... Still waiting for everyone to be trained and certified on the forklift. Still waiting for people to be trained in the white zones, still waiting for people to be trained in CAS. Speaking of training, if you are asked to be trained or asked to train someone it's a job assignment and if you are a lead hand it is your job to train people first.

I'm getting complaints about weekend white zone coverage. If you are assigned to go over to one of the zones you must go over on time and be prepared to work. If you are assigned to a zone and you are not trained ask for training. The white zone is owned by LATO not logistics, you are assigned over there on a daily job assignment, LATO can take you back whenever they want, so when you are over there do the right thing.

There are talks about another blueprint and shop math class being offered. More to come on that.

Hope to see you around the shop.

Bobby



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

Time to Be Strong

I have been pounding the floor a lot lately through LCM. Nothing makes me happier than talking to 201 members and listening to their ideas and complaints. Every 201 member has a voice that should be heard. This is what makes a strong union, the power to speak up whether it's negative or positive and hearing all of you loud and clear. There's a lot of frustration on the shop floor and I understand. I see the machines not running, I see the material shortage it's very depressing not having work and no overtime especially when a lot of our work is farmed out. There is some positive, I'm seeing new machines come into LCM, but it takes a while to get them up and running. We have been pushing the Company to hire more crafts but it's tough they are not paying enough to draw good quality people to GE. These are tough times throughout this country, but I still believe this could be a great place to work. As union members it's up to us to stick together and watch each other's back. If management isn't doing something right, stick together as a group, do not think of yourself. Find the new members in your area show them the ropes and work with your stewards. Trust me there's power in numbers. Nobody needs a hero in any area. Work with members that need help, we are very powerful as one. National contract is coming up, we will be strong, and we will fight for what we deserve.

Thank you to everyone that filled out the contract survey it will really help us fight for what 201 members want and deserve. If you have not filled out a survey, please take the time to do that. It is very important. And keep attending our Union meetings. That is your opportunity to make your voice heard. This is your Union!



Volunteers from Local 201 and the North Shore Labor Council holding signs for Terri Tauro on Primary Election Day 9.6.2022

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Stephen Kreamer on his recent death. Steve worked as a Carpenter and retired in 2013.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Marie McCall on her recent death. Marie worked in bldg. 66 as a Miller and retired in 2014.

MEMORANDUM OF UNDERSTANDING
 BETWEEN
 GENERAL ELECTRIC COMPANY
 GE AVIATION (LYNN, MA)
 AND
 IUE-CWA LOCAL 201

Whereas, On August 31, 2016, the General Electric Company-Aviation (hereinafter “Company”) and IUE-CWA Local 201 (hereinafter” “the Union”) (collectively “the Parties”) reached a Memorandum of Agreement (“MOA”) on a Market Based Wage(“ MBW”) Compensation system for employees located in Lynn, Massachusetts. Subsequently, the 2016 agreement was renegotiated in 2019 and modifications to the 2016 agreement were made;

Whereas, in March 2021, the Union notified the Company of intent to enter into negotiations regarding modifications to the Market Based Wage (MBW) compensation agreement in Lynn;

Whereas, the Parties commenced negotiations on May 27, 2021 that resulted in a ratified and signed agreement on October 1, 2022 with a follow up negotiation on limited subject matter planned for June 2022;

Whereas, the Parties commenced negotiation on limited subject matter on June 28, 2022;

Whereas, this agreement is subject to ratification by the Local 201 membership and approval by GE Lynn executive team;

NOW THEREFORE, in settlement of the forgoing, the Parties hereby agree to the following modifications:

1. At a date identified by management, the following job titles may be consolidated or changed:
 - a. M/R 17 Sheet Metal and M/R 17 Bench into Bench M/R 17
 - b. M/R 25 Tool Maker combined with R/M 25 Die Maker into Tool/Die Maker R/M 25
 - c. In Blue Cell, Production Machinist may be assigned full time to Dual Purpose machines such as the Okuma
 - d. Mechanics may perform disconnection and reconnection of Hydraulic lines in production machines
2. Number 19 of the 2016 MBW agreement shall be changed to: If either the Company or the Union desires to modify this Agreement after June 23, 2019, it shall not more than 60 days prior to March 1, 2023, or prior to March 1 of any subsequent year in two year intervals (i.e. 2025, 2027, etc.) so notify the other in writing. Collective bargaining negotiation shall commence between the parties at an agreed-upon time and place following such notice but not more than 30 days after notification for the purpose of considering changes in this agreement.
3. The TOM review shall be subject to bargaining. The Union must notify the Company of intent to bargain TOM review 60 days prior to the effectuation of the TOM adjustments. Bargaining will commence within 14 days of notification. The Union shall be entitled to information in accordance with the NLRA, however the following information shall be supplied at a minimum: Mercer Job Matches, the Mercer Output Model and the Company’s TOM weighted average calculation. If no agreement is reached within 30 days after the commencement of bargaining, the TOM will be determined by the Company’s TOM weighted average calculation.
4. Progression will be reduced from 7 years to 6 years. The company will redistribute the increase within each step making adjustments where necessary to avoid creating (where possible) instances where an employee could upgrade for less pay or instances where an employee may take a pay cut as a result of the redistribution. Employees new rate shall be effective not more than 30 days after ratification.
5. The Company will provide a partial retroactive payment in the amount of 251.60 to each member on step progression employed on the day the payment is paid. The formula to be used shall be 40x.37x17.
6. The Union and the Company shall have 30 days from the signing of this agreement to obtain ratification from the Union membership and approval from the GE executive team. If such ratification and approval is not obtained on or before 30 days after the tentative agreement of this agreement, no changes shall take place and the 2016, 2019 and 2021 MBW agreements shall remain in full force in effect until the next modification date of June 2023.
7. This Agreement shall be interpreted in accordance with any and all applicable laws. If any of the provisions of this Agreement shall be held invalid, the remainder of the Agreement shall not be affected.
8. The signatories to this Agreement are authorized to bind their principles.

Agreed to and approved by the undersigned this ____ day of _____, 2022

TENTATIVE AGREEMENT Subject to Membership Vote

IMPORTANT GE NUMBERS

- GE Benefits Center - 1-800-252-5259 or benefits.ge.com
- GE Dental Benefits Claim Center -1-888-529-8474
- Health Coach from GE - 1-866-272-6007
- Pension Benefits Center - 1-800-432-3450
- GE Payroll Center -1-800-315-1082
- GE Retirement Savings Plan (RSP) - 1-877-55-GERSP
(1-877-554-3777)
- Savings Accounts (HRA/FSA) - 1-888-303-3006
- GE Disability Benefits Center - 1-800-392-0789 (Option 1)
- GE Leave Administrator -1-800-392-0789 (Option 2)
- GE Vision Care Benefits Claim Center - 1-800-433-9375
- GE Prescription Drug Benefits - 1-800-509-9891
- GE Education Center for Tuition Reimbursement -
1-800-992-0406
- GE Travel Center - 1-800-866 4382
- GE Workers Comp - 1-800-434-8331



Union Plus member perks program

1. Download the App Union Plus Deals to your phone
2. Select IUE-CWA when registering
3. Save Hundreds with private discounts on local and national offers.

The Union Plus Deals provides members savings on eTickets for theme parks and attractions and access to coupons and offers for a variety of shops and services.

Tentative Agreement 7-Step to 6-Step Schedule if Ratified

Rate		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
M14	CURRENT RATE	\$18.00	\$22.02	\$24.03	\$26.05	\$28.07	\$30.09	\$32.10
	TENTATIVE AGREEMENT	\$18.31	\$22.34	\$24.70	\$27.05	\$29.40	\$31.76	\$33.59
	INCREASE	\$0.31	\$0.32	\$0.67	\$1.00	\$1.33	\$1.67	\$1.49
M16	CURRENT RATE	\$20.00	\$22.02	\$24.03	\$26.05	\$28.07	\$30.09	\$32.10
	TENTATIVE AGREEMENT	\$20.00	\$22.35	\$24.17	\$27.06	\$29.41	\$31.77	\$34.12
	INCREASE	\$-	\$0.33	\$0.14	\$1.01	\$1.34	\$1.68	\$2.02
M17	CURRENT RATE	\$23.50	\$25.10	\$26.70	\$28.31	\$29.91	\$31.51	\$33.11
	TENTATIVE AGREEMENT	\$23.50	\$25.37	\$27.24	\$29.11	\$30.98	\$32.85	\$34.72
	INCREASE	\$-	\$0.27	\$0.54	\$0.80	\$1.07	\$1.34	\$1.61
M18	CURRENT RATE	\$26.00	\$27.36	\$28.73	\$30.09	\$31.46	\$32.82	\$34.19
	TENTATIVE AGREEMENT	\$26.00	\$27.59	\$29.18	\$30.77	\$32.36	\$33.95	\$35.55
	INCREASE	\$-	\$0.23	\$0.45	\$0.68	\$0.90	\$1.13	\$1.36
M19	CURRENT RATE	\$25.50	\$27.07	\$28.64	\$30.20	\$31.77	\$33.34	\$34.91
	TENTATIVE AGREEMENT	\$25.50	\$27.33	\$29.16	\$30.99	\$32.82	\$34.65	\$36.48
	INCREASE	\$-	\$0.26	\$0.52	\$0.79	\$1.05	\$1.31	\$1.57
B19	CURRENT RATE	\$21.00	\$23.21	\$25.42	\$27.63	\$29.84	\$32.05	\$34.26
	TENTATIVE AGREEMENT	\$21.00	\$23.58	\$26.16	\$28.74	\$31.32	\$33.90	\$36.48
	INCREASE	\$-	\$0.37	\$0.74	\$1.11	\$1.48	\$1.85	\$2.22
W19	CURRENT RATE	\$30.00	\$30.93	\$31.85	\$32.78	\$33.70	\$34.63	\$35.55
	TENTATIVE AGREEMENT	\$30.00	\$31.08	\$32.16	\$33.24	\$34.32	\$35.40	\$36.48
	INCREASE	\$-	\$0.15	\$0.31	\$0.46	\$0.62	\$0.77	\$0.93
M20	CURRENT RATE	\$25.00	\$26.79	\$28.59	\$30.38	\$32.18	\$33.97	\$35.77
	TENTATIVE AGREEMENT	\$25.51	\$27.34	\$29.18	\$31.28	\$33.37	\$34.72	\$37.56
	INCREASE	\$0.51	\$0.55	\$0.59	\$0.90	\$1.19	\$0.75	\$1.79
B20	CURRENT RATE	\$26.50	\$28.08	\$29.66	\$31.24	\$32.82	\$34.40	\$35.98
	TENTATIVE AGREEMENT	\$26.50	\$28.34	\$30.18	\$32.02	\$33.86	\$35.70	\$37.56
	INCREASE	\$-	\$0.26	\$0.52	\$0.78	\$1.04	\$1.30	\$1.58
M21	CURRENT RATE*	\$26.00	\$27.81	\$29.62	\$31.43	\$33.24	\$35.05	\$36.86
	TENTATIVE AGREEMENT	\$26.00	\$28.11	\$30.22	\$32.33	\$34.44	\$36.55	\$38.66
	INCREASE	\$-	\$0.30	\$0.60	\$0.90	\$1.20	\$1.50	\$1.80
M22	CURRENT RATE	\$28.00	\$29.67	\$31.35	\$33.02	\$34.70	\$36.37	\$38.05
	TENTATIVE AGREEMENT	\$28.00	\$29.95	\$31.90	\$33.85	\$35.80	\$37.75	\$39.72
	INCREASE	\$-	\$0.28	\$0.55	\$0.83	\$1.10	\$1.38	\$1.67
B22	CURRENT RATE	\$27.00	\$28.82	\$30.63	\$32.45	\$34.27	\$36.09	\$37.90
	TENTATIVE AGREEMENT	\$27.00	\$29.12	\$31.24	\$33.36	\$35.48	\$37.60	\$39.72
	INCREASE	\$-	\$0.30	\$0.61	\$0.91	\$1.21	\$1.51	\$1.82
M23	CURRENT RATE	\$32.00	\$33.25	\$34.50	\$35.75	\$36.99	\$38.24	\$39.49
	TENTATIVE AGREEMENT	\$32.00	\$33.46	\$34.92	\$36.38	\$37.84	\$39.30	\$40.74
	INCREASE	\$-	\$0.21	\$0.42	\$0.63	\$0.85	\$1.06	\$1.25
B23	CURRENT RATE	\$37.00	\$37.54	\$38.07	\$38.60	\$39.14	\$39.67	\$40.21
	TENTATIVE AGREEMENT	\$37.00	\$37.62	\$38.24	\$38.86	\$39.48	\$40.10	\$40.74
	INCREASE	\$-	\$0.08	\$0.17	\$0.26	\$0.34	\$0.43	\$0.53
M24	CURRENT RATE	\$37.00	\$37.74	\$38.48	\$39.23	\$39.97	\$40.71	\$41.45
	TENTATIVE AGREEMENT	\$37.00	\$37.87	\$38.74	\$39.61	\$40.48	\$41.35	\$42.20
	INCREASE	\$-	\$0.13	\$0.26	\$0.38	\$0.51	\$0.64	\$0.75
M25	CURRENT RATE	\$38.00	\$38.68	\$39.36	\$40.03	\$40.71	\$41.39	\$42.07
	TENTATIVE AGREEMENT	\$38.00	\$38.79	\$39.58	\$40.37	\$41.16	\$41.95	\$42.75
	INCREASE	\$-	\$0.11	\$0.22	\$0.34	\$0.45	\$0.56	\$0.68
B25	CURRENT RATE	\$34.00	\$35.25	\$36.50	\$37.75	\$39.00	\$40.25	\$41.50
	TENTATIVE AGREEMENT	\$34.00	\$35.46	\$36.92	\$38.38	\$39.84	\$41.30	\$42.75
	INCREASE	\$-	\$0.21	\$0.42	\$0.63	\$0.84	\$1.05	\$1.25

Apply Now: New E-Team Machinist Training Class



The E-Team machinist training program is currently recruiting and accepting applications for its next class.

We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits and a career with opportunities for growth. Students are enrolled tuition free in our demanding training program.

Applications may be obtained at the Union Hall or go to our website:
www.ETeamhome.net

Facebook
<https://www.facebook.com/ETeamMachinistTraining>

Call us at 617-699-1071

The E-Team is associated with the Essex County Community Organizations, IUE/CWA Local 201 and the Boston Tooling and Machining Association.



Local 201 and North Shore Labor Council members on the picket line for Starbucks



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board

Hi Everyone,

Let's start off with the positive and let me just say great job to everyone who was involved with the creation of the 9/11 memorial dedicated to Janis Lasden over in the LATO green space. If you haven't had a chance to check it out, you should take a walk over and see it.

Just before writing this article the Union met with the Company for our Jobs Competitiveness and Growth Meeting that we have quarterly and let me tell you it wasn't good. Delinquency is up, Delivery is down. In fact, it was one of our worst quarters to date and our shop rate is a dismal \$424 dollars an hour. I remember a time back when "he who shall not be named" was here and it was deemed unacceptable and incomprehensible if the shop rate was just over \$200. This place cannot continue to run this way, it's unsustainable. Take a walk around the shops, it's quiet. When's the last time this has happened? IME is through the roof, there's no material on the shop floors and we continue to farmout. I'm not sure if it was supposed to come out or not but it was said and it's something we've been saying to the Company for a while now. "We need more hours". We agree, but that's not what the Company has been doing. Put work in front of our members, farm in and hire. Oh, that's right the last thing in the previous statement is also a huge problem that the Company is also trying to address which they finally want to admit. We don't totally agree with the reasons they gave on why they think they are having this problem, however, they stated that there is a small pool of skilled workers that can do the work we do in many classifications. That is correct and honestly the pool is going to get smaller for the next few years before it starts to get bigger again. They are also having a hard time attracting applicants, which is not something they have had a problem with in the past. Before, 100 people were applying now 25, but again they are correct. However, one of the reasons they think they are having this

problem is because they are not getting the message out there enough, that they are hiring and need to become more visible in this job market. Which may be the case, but if you ask me. Wrong! GE is not competitive anymore for 1, and for 2, if there is only this small pool of workers that already have jobs, you have to make them want to leave their current jobs. You have to be the GE of old and be the best option and opportunity out there. Do you know how you do that? Wages and Benefits. Nobody cares that you are GE anymore. You're just another Company offering the same old crap that everyone else is offering, so why would potential workers leave their current jobs where they are already comfortable? They are not going to. Do you know how else I know that GE is not being visible in the hiring scene? It's a worker's market and everyone, and I mean everyone including myself, is looking for the best opportunity available in this opportunistic job market. Last but not least, and this should be the biggest red flag that GE has waving in their face that what they think is not the problem...

PEOPLE ARE QUITTING-!!!

When was the last time that has happened as much as it is now in this company?

Both Management and Union. It's almost weekly at this point. HELLO!??!

Finally, as far as the Crafts are concerned. I think it's time the Company starts to entertain reintroducing the internal RC school that they used to have in the plant. Seeing as they now have a Weld School, CNC School, AAEM School and Blueprint and Shop Math. All of which I think are great additions to help with the future of this plant. Also, I think it would be great if they started up an apprenticeship program in the crafts with the local Trade Schools. This is something other military manufacturers are doing around the area and GE shouldn't be left in the dust with this opportunity as well.

See you around the plant.



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

ADA Requirements

Recently the company has increased ADA requirements on members returning to work with work restrictions. If you return to work with medical restrictions for more than 12 weeks your treating provider may be asked to fill out an ADA (Americans with Disabilities Act) form to determine whether you are permanently disabled. Your provider will be expected to follow your Functional Job Profile determined by the company to determine physical and cognitive demands. This is not a new policy, ADA, FMLA, (Federal Laws) and Workers Compensation law are similar but different and too much material for this article. This article focuses on what is now a limited view of the ADA process that I feel may have the potential to adversely affect our members.

One concern is the pressure it puts on a treating provider to make decisions for their patients in a time frame neither may be comfortable with. The unexpected stress a member will experience having to make time sensitive decisions with their treating provider they are not certain about in the future, especially when the restrictions may have been easily accommodated without noticeable impact on production or those they work with.

It appears to me that one of the biggest mistakes someone can make related to ADA compliance and medical work restrictions would be returning to work earlier than you are expected to from a surgery or an injury with an expected recovery time outlined by your treating provider. For instance, if your recovery is typically 9 months but instead you want to come back to work with restrictions in 6 months because you want to be a "team player" you may potentially be met with an ADA form after 12 weeks instead of what you might have thought would be appreciation from the Company.

A federal law since 1990, the Americans with Disabilities Act (ADA) prohibits discrimination against individuals with disabilities. There have been positive accommodations made in the past through ADA for our members, I look forward to clarification and information from the Company in order to better serve all parties. Members returning under work restrictions are providing service at a time when people are needed more than ever. As always, members can call me for assistance and eventually we can get through most anything. Carmen 617-462-7310.

**Vote on MBW TA
Sept. 21st 6AM-5PM
Bldg. 96 Auditorium**



VP's Column

By TOM O'SHEA
*Vice-President/
Recording Secretary*

Good Neighbor Fund

Charities can do a lot of good. Figuring out which ones to give to is worth taking the time to investigate. You can look back and see scandals over the years of charities going astray, bloated salaries, mismanagement of money and outright theft, It can jade you and prevent you from giving. Don't let that happen.

At GE Lynn we have a charity called the Good Neighbor Fund (GNF). It has been around for many, many years. When GE Lynn had 15K workers there were thousands of people giving to the GNF. GE would match 50 cents on the dollar of every donation. There was a GNF board with elected officials and representatives from management and union. There was no overhead because the charity was run in house and GE picked up the tab for lost time. The GNF gave to many Lynn based organizations.

Like just about everything else the GNF has fallen on hard times. The work population of GE is around 2600. Most of the new hires and people working here with under 10 years' service have probably never heard of the GNF. It still exists and it is still giving money to organizations in need. The money comes from GE employees that have donations taken directly out of their paycheck. Back in the "day" the GNF saw thousands of dollars coming in every week. Today that is down to a trickle. In order to meet the growing demand, the GNF is seeking new donors.

Can you donate one dollar per week to the Good Neighbor Fund? If everyone in the plant did that the GNF would be much healthier. The community would be healthier. In the near future the GNF is going to have a drive to increase donations. When you see the volunteers walking the plant, please engage with them and consider signing up to donate.

Gettysburg Address

Four score and seven years ago our fathers brought forth on this continent, a new nation, conceived in Liberty, and dedicated to the proposition that all men are created equal.

Now we are engaged in a great civil war, testing whether that nation, or any nation so conceived and so dedicated, can long endure. We are met on a great battlefield of that war. We have come to dedicate a portion of that field, as a final resting place for those who here gave their lives that that nation might live. It is altogether fitting and proper that we should do this.

But, in a larger sense, we can not dedicate — we can not consecrate — we can not hallow — this ground. The brave men, living and dead, who struggled here, have consecrated it, far above our poor power to add or detract. The world will little note, nor long remember what we say here, but it can never forget what they did here. It is for us the living, rather, to be dedicated here to the unfinished work which they who fought here

have thus far so nobly advanced. It is rather for us to be here dedicated to the great task remaining before us — that from these honored dead we take increased devotion to that cause for which they gave the last full measure of devotion — that we here highly resolve that these dead shall not have died in vain — that this nation, under God, shall have a new birth of freedom — and that government of the people, by the people, for the people, shall not perish from the earth.

Abraham Lincoln

November 19, 1863

I put this in my column because I want people to read it and think about it. I believe this speech, one of the most important speeches ever given in this country, is still very relevant today. We are still on "many" great battlefields. And people are dying on them, whether in mass shootings or other violent happenings. In the past couple years, we were and still are perilously close to **losing government of the people, by the people and for the people.** It is up to each and every one of us to fight for those principles. The United States of America is a beacon around the world. It has been for 246 years. We cannot give that up.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Mark Stevens on his recent death. Mark worked in bldg. 66 Zyglo and retired in 2017.



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EVENING AND



It Starts With Me
SAFETY



**GE Aviation Lynn
2022 Shoemobile Schedule**

September 14th	6:00 AM - 4:00 PM	South of 40
October 12th	6:00 AM - 4:00 PM	South of 40
November 16th	6:00 AM - 4:00 PM	South of 40

Please notify your EHS Leader to get approval to purchase at one of the participating offsite vendor stores. You can also purchase shoes online at Lehigh safety shoes.

Please inquire with your area
EHS Leader or Suzie Dozier at extension x7705



Business Agent's Column

By JUSTIN RICHARDS

Business Agent

GE Report

We finally reached a tentative agreement on this round of Market-Based Wage (MBW) negotiations. Please carefully read the explanation of the agreement starting on page 1. Now keep in mind that if this agreement is ratified, we will go back to the table and bargain on Top of Market in January 2023 and return to the table for MBW negotiations in February 2023.

On September 7th, 2022, the Company held an "employee appreciation event." The Union was notified about this event during a Step 2 meeting. We requested the cost of the event, and as usual the Company questioned with "What is the nature of your request?" We stated to the Company that in order to show actual employee appreciation the Union requests the Company cancel the event and distribute the cost of the event into wage increases to the people that "manufacture the future of flight, we lift people up and bring them home safely." We proposed a way to show actual appreciation to the people that have built this Company, and as to be expected, that proposal was immediately denied. What really turns my stomach and should turn all of our stomachs is that in one breath, the Company has this disingenuous way of showing appreciation, and in the next breath, they are putting some of our members through the ringer and openly displaying their devilish tactics. They have forced some of our members to go through financial hardships, and these hardships are the fault of GE and Sedgwick's incompetence; there are multiple cases showing this incompetence, and the Company refuses to address the real-world issues we are all feeling the effects from, for example, INFLATION! Let's not forget about the dependant verification audit 9 months ago when the Company showed a great deal of appreciation for members and unjustly removed members' eligible dependants from their

health insurance coverage then refused to allow them an extension or open up enrollment. Mind you the policy states that a loss of coverage is a triggering event that allows Open Enrollment off cycle. GE is self-insured, and they can dictate these qualifying events and extensions, but refuse to.

Ametek Report

A once humming and busy manufacturing facility consisting of hundreds of production workers is now a skeleton crew, morphed into a slim run R&D facility that establishes and develops processes to be exported into plants across the globe in order to maximize profits by capitalizing and exploiting cheap labor. These decisions that are made to off-shore work and minimize expenses and to maximize profits are made far above the local management level. These decisions are made by CEOs, CFOs, and whoever else is at that level, and those decisions are purposely not tied to the local plant and community. Ametek is a facility with numerous government contracts, funded by the taxpayers, YOU, US, the working class! How do we change the tide? Being diligent, getting involved, voting at our local elections, supporting candidates that are for the people, the working people! Organizing and mobilizing internally around our issues like wages, benefits, time-off, job security, and many more issues when contract time comes. I say this because the time has come; our predecessors in the labor movement have laid the groundwork for us to build on! Our past union members, since the 1800's, have fought and won the benefits we are afforded today. We made some progress in the NMM contract in 2021, and when the contract opens back up in 2024, we need to be prepared and ready internally; ready to go out there and get what's rightfully owed to this membership.

Avis and Budget Report

The latest Status Report for

the Company shows we have about 300 members in total. What we have all seen throughout the last couple years is the trouble the Company has had retaining and attracting employees on both sides of the fence. In late May/early June, the company approached the Union with this retention and attraction problem and had come up with a possible resolution, that resolution being an off-cycle wage increase and starting rate increase. The Union advocated for more than the one dollar adjustment that everybody has seen, but the Company was against providing a reasonable increase that addresses the root problem. The status report shows the current headcount and the hourly wage of our members. What the report doesn't show is the disparity in earnings between the very people that make this Company successful and the person or persons that get to sit in a safe, protected, comfy suite making almost \$8.6 million dollars in 2021. We saw hundreds of members laid off in 2021 and placed on the recall list, which the Union fought and ended up exhausting! The Company was claiming to be struggling financially due to travel restrictions and the lack of reservations, so the Company was forced to lay off our members and subject them to an average of 50% of their earnings. So, while our members are frantic about budgeting to pay bills, put food on the table, and support their families, Mr. Joe Ferraro raked in an estimated whopping \$8.6 million dollars from the safety of his corner office in New Jersey. To put that into perspective, the median full time employee pay was just about \$30k in 2021, Mr. Joe Ferraro made \$8.6 million, 290 times more than what our members make. Our members are the ones on the front lines, carrying out the signature of the brand, providing the customer experience that has consistently made this Company successful. 2023 is approaching quickly and it is important that

this membership does what it takes to get a fair contract that consists of acceptable wage increases and fights to reduce this wage disparity that we have seen for the last couple of decades.

LWWTP

We just had our Step 3 meeting on the safety bonus grievance we submitted. The Company held on its position that when Suez took over, they did not have a safety incentive structure. The Union maintains the position that Suez had the opportunity to negotiate that article and did not do so. The safety bonus is a negotiated benefit. The RFP language in the two agreements 201 has signed with Suez is clear; all terms and conditions outside of what has been negotiated are not to be changed. The Company took our arguments into consideration and are going to respond.

Our first session of negotiations is scheduled for September 20th. Thank you all for taking the time to fill out the contract surveys. Our proposals will be designed around the surveys that were turned in. Our major issues need to be addressed accordingly! The members at the treatment plant are what make these 20-year contracts with the city possible and afford Veolia the opportunity to obtain these contracts. After the debacle that we went through when Suez took over and attempted to refuse to acknowledge our CBA, and now that Veolia has taken over again, our issues need to be addressed throughout these upcoming negotiations. It's up to us and how hard we fight; our efforts will dictate if our issues get properly addressed. I have full confidence, after seeing the will and determination of our members during the Suez merger, that you will be willing to walk that line.

Saugus Public Library

The Town of Saugus cancelled our last meeting on August 23rd and hasn't returned a call or email since. We may have to head over there and get some attention if this keeps up.



President's Column

By ADAM KASZYNSKI
President

continued from page 1

their numbers cannot be trusted. The Union is entitled to all information under the law including Mercer data, and if ratified we can have a stronger say in what the Company calls the Top of Market.

Modification Period of MBW:

The Bargaining Committee and the Company agreed that having MBW negotiations timed to extend into the National Contract was less than ideal, but we differed with the Company on the remedy. The Union refused the Company's proposal to set the modification proposal period to 1 year following the National Contract. Top of Market and other issues with the MBW system need to be reviewed before this National Contract. We agreed to move the modification proposal period to the beginning of the year in 2023, and in 2-year intervals following. If ratified, we have a stronger ability to negotiate TOM and fight for adjustments. This is extremely important since due to the 2016 MBWA, 201 members are at risk of lump sum bonuses instead of nationally-negotiated General Wage Increases next contract. We let the Company know 201 members will not pass a National Contract where negotiated raises are replaced with lump sums.

Low Impact Consolidation:

The Tentative Agreement includes the following consolidations and changes to jobs.

[M/R 17 Sheet Metal and M/R 17 Bench into Bench M/R 17:](#) These 2 classifications perform like-work and do not exist within the same cells or even buildings. Therefore, the only impact of this consolidation would potentially be during a

large layoff, where they would now be the same classification. Seniority would control.

[M/R 25 Tool Maker combined with R/M 25 Die Maker into Tool/Die Maker R/M 25:](#) If ratified, Tool Makers and Die Makers would be the same classification. The business would be responsible for arranging cross-training as needed. The Company initiated a Transfer of Work a decade ago that nearly decimated Tool and Die. We want to keep it around.

[In Blue Cell only, Production Machinists may be assigned full time to Dual Purpose machines](#) such as the Okuma: Production machinists will now be able to be assigned to operate the new Okumas that are currently in the development process for A/B casings in Blue Cell. The Company wanted PMs to be assigned full time to the Dual Purpose machines throughout LCM. The Bargaining Committee was unwilling to give the Company a blanket agreement, and restricted full time PM use on Dual Purpose machines to Blue Cell in Building 66 only. We wanted to maintain our right to negotiate when new equipment comes into our plant, as we have done in Punch Press with the laser cutter, and Blue Cell with the robotic spot welder.

[Mechanics will now be able to disconnect and reconnect Hydraulic lines on production machines](#) only for the purpose of replacing pumps, removing chip conveyors and similar type work without the need for a plumber to be present and as long as they feel like they are capable and it is safe to do so. This is strictly Hydraulic lines only. NOT Coolant, Air, Water, Gas, ect.

The Company repeatedly

asked for additional consolidation to reach agreement. The Bargaining Committee was able to push them to withdraw the rest of their consolidation proposals. We asked if the Company demanded non-union GE shops to consolidate for reduced progression; they indicated GE has and can consolidate, or make other large changes, whenever they please in the non-union shops.

\$251.60 (before taxes) Payment to All Members on Step Progression:

The Company will provide a partial retroactive payment in the amount of \$251.60 to each member on step progression. If you are at the top of the rate (hired before MBW in 2016) you do not receive the payment. The formula used shall be 40x.37x17. If you are out of work for example on Workers Compensation, Short Term Disability, Long Term Disability, etc. you will receive the payment upon your return.

The Company knew our position from negotiations last year, we wanted a reduced progression if they were going to get anything out of negotiations this year. The Company concocted a plan to announce a 6-year progression at some non-union sites right as bargaining began in late June 2022. They did this to try to create leverage, so the Bargaining Committee would be tempted to agree to large concessions or risk having a year-longer progression than some non-union sites. Their plan failed. We told the Company they needed to pay up for pulling an anti-union move to interfere with Local negotiations. We understood it as retaliation for when, in solidarity, we shared the details of our 7-year progression

with non-union GE workers that were still on 10-year progressions in 2019. The Bargaining Committee requested a retroactive payment going back to the beginning of negotiations. Of course, it should have been higher, but the Company would not budge at the end of negotiations.

Due to the efforts of you, the Union, GE workers at at least 3 sites around the country can be moved from a 7-year to a 6-year progression. Local 201 is, and will remain, an ally to all GE workers across the world in their struggle for dignity, fair treatment, and a Union. Solidarity is how we win. And unlike the non-union shops, we have the right to vote to ratify our 6-year progression and the other changes. We vote on September 21st.

[Vote September 21st:](#)

Voting will be in-plant September 21st in the Building 96 Auditorium 6AM -5PM.

[Informational Meeting September 20th:](#)

We will meet to discuss this Tentative Agreement during the regularly scheduled membership meeting on September 20th at 12:30pm and 3:30pm at the Union Hall 112 Exchange St. Lynn MA.

The 201 Bargaining Committee endorses this Tentative Agreement and recommends you

**Vote "Yes" to
ratify these changes
September 21st
6AM-5PM
Bldg. 96 Auditorium**