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IUE-CWA Local 201 News  
112 Exchange St., Lynn, MA 01901

# IUE-CWA Local 201 News

Celebrating 89 Years  
as a Chartered Local  
1933 - 2022

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](http://www.local201.org)

Vol. LXXXI

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Number 10

EDITOR  
Justin Richards

MANAGING-EDITOR  
Tom O'Shea

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## MA AFL CIO Convention Update

Tom O'Shea VP Local 201

On September 14 I attended the MA AFL CIO convention. It was a one-day meeting that dealt with the business of the largest union organization in the country at the state level. Many resolutions were passed, and speeches given. Cramming it all into one day was a lot. In 2019 it lasted 2.5 days. It being an election year you had all the statewide candidates there to speak. The union endorsed candidate for Governor Maura Healey spoke as well as her running mate Kim Driscoll. Both showed the stress of just having gotten off a long primary campaign. They made sure everyone knew the fact that the race is not over. Election Day is November 8th and we all need to get out and vote.

Deb Goldberg the state Treasurer spoke. She is the current treasurer running for reelection, and she has a long labor background. Her family started Stop and Shop supermarket years ago and encouraged unions to form in their stores. The family had a working relationship in their business with the union. They saw the potential in having an organized workforce. They were not pushovers, but people who believed in having unions in the workplace and how it could benefit both sides.

The most interesting discussion was about the gig worker ballot question that was pulled due to a lawsuit that found it ineligible. You might remember all the talk and advertisement about it. This was aimed at Uber and Lyft workers to make them independent contractors. The money and effort behind this ballot question that would have changed labor law in Massachusetts was nothing less than astounding. The only reason they lost the lawsuit was that the forces behind this change overreached. They tried to squeeze too much into one question. MA state labor law hung on by a thread. But don't be fooled, these people are coming back and with a vengeance. If a similar law passes it will affect all workers in this state in a negative way.

Stay tuned and please vote on November 8, 2022.



Signs for Labor Endorsed Candidates Line the MA AFL CIO Convention Stage

## Membership Ratifies MBW Agreement

On September 21, 2022, the local 201 membership voted to accept the most recently negotiated changes to the Market Based Wage agreement. Thank you to everyone that took the time to vote and to the Election Committee and volunteers that worked the vote and made it a reality.

Not one member has had to en-

sure a 10- or 7-year progression. The updated agreement is now a 6-year progression. We go back to the table in January 2023 to update the Top of Market rates with the Company and their use of Mercer data. In early March 2023 we return to the table to revisit the Market Based Wage agreement.

# RALLY IN SCHENECTADY

TUESDAY, OCTOBER 25

### LET'S CALL ON GE TO:

- Pay wages that keep up with costs
- Stop offshoring our jobs
- Lower healthcare costs

IUE  
CWA

### SAVE YOUR SEAT ON THE BUS

**7:00 a.m.** Bus leaves 112 Exchange St.  
**11:00 a.m.** Gather at Local 301 Union Hall,  
251 State St.  
**Noon** March to GE Schenectady plant,  
1 River Road

Scan this code to sign up and save your seat on the bus.



Next Local 201 Membership Meeting October 18, 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 John Bailey on his recent death. John was a welder who retired in 2006.

### 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.



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# 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

## CHIROPRACTOR

**Dr. Joseph J. Dowling**  
341 Western Ave., Lynn, MA 01904  
(781) 596-0700  
www.drddowling.com



- Neck & Back Pain • Sports Injuries
- 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 .....

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

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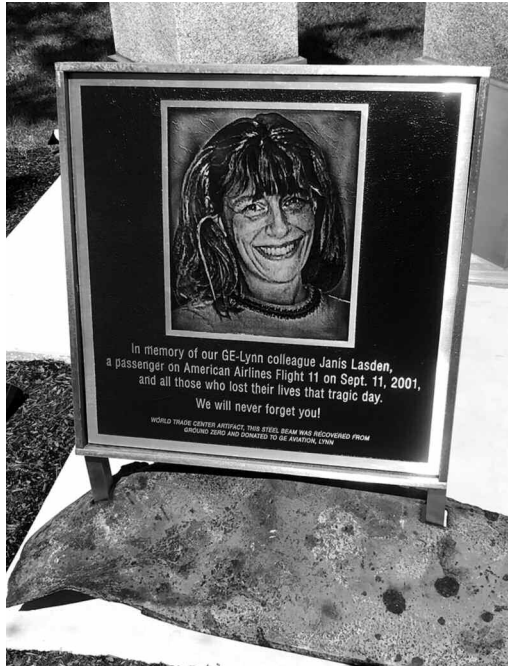
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## Janis Lasden

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 911 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. (We reran this tribute due to all the spelling errors made in the September issue. *My apologies, Tom O'Shea.*)

# October 18 IUE CWA Local 201 Membership Meeting

**!!!!!!! Zoom Preregistration !!!!!!!**

If you are interested in attending the October 18 membership meeting via zoom, here are the steps you will need to take.

**PREREGISTRATION IS REQUIRED!!!!**

Type the exact link on your browser [HTTP://bit.ly/Oct18Local201](http://bit.ly/Oct18Local201) or scan the provided QR code

Fill the online application, you are **required** to provide 4 things.

First Name

Last Name

E-mail address – **The meeting link will be sent to this address**

SSO or Workplace

Providing your phone number is optional

After you click register you will see "Meeting Registration Approved"

You will receive an email with some more details and instructions and the meeting link.

Click **Join Meeting** on the email to join.



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

You can apply for these jobs at [Gecareers.com](http://Gecareers.com).

- HVAC 6
- Repair Control 5
- Experienced Machinists 7
- Plumber1
- Electrician 5
- Welder 7

### 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/>

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of James Stafford on the recent death of his father. Jim is an LPS Planner.



**Brian Thomas**  
REGISTERED PRINCIPAL  
583 Chestnut St  
Unit 6  
Lynn, MA 01904  
BRANCH: 781.496.3900  
DIRECT: 781.519.0461  
FAX: 781.469.1826  
brian@dfgedge.com  
www.dfgedge.com

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OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

NEXT MEETING
OCTOBER 18, 2022

IN PERSON AT THE
IUE CWA LOCAL 201 UNION HALL
112 EXCHANGE STREET
LYNN, MA 01901

OR VIA ZOOM
HTTP://bit.ly/Oct18Local201

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. VOTE ON PROCEDURE FOR PAYMENT OF STRIKE BENEFITS
2. VOTE ON RULES FOR COLLECTING STRIKE BENEFITS
3. VOTE ON STRIKE BENEFITS INFORMATION

Signed,
ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent

Saugus Public Library
Negotiations Update

By Jackie Miller Chief Steward, Saugus Public Library

I wish I had an update, but after coming to terms in August and only needing to clarify one matter, talks petered out simply because we can't get the Town of Saugus to commit to a date. I'll be walking over to the Town Manager's office every Monday afternoon until we get a date to settle matters. We recognize that everyone is busy, but we should be able to at least agree on a date to talk even if it is a month or more out.

In the mean-time, the Saugus Public Library is still offering programs for adults and children, museum passes, e-resources along with the books and other items as well as welcoming Melrose residents who are using Saugus's library during the construction of their new library. Libraries, like unions, work for the good of all, not just the few.

# Local 201 Retirees Information Update

Former IUE CWA Local 201 President Alex Brown

## Retirees over 65: Annual Enrollment is October 15 to December 7

The annual enrollment period for post 65 allows retirees to change their health or prescription drug plans for 2023.

**This is especially important for prescription drug plans.** For instance, I received notice that the premium for my Silverscript Smart RX plan is decreasing \$.60 per month to \$6.80 a month while the annual deductible is increasing to \$505 before the plan will pay for Tier 2 + drugs. Sometimes the increases can be very large. Or the plan might change what it pays for your scripts. If the rates go up, you can see if you can find a better plan for your situation. If you don't take action, you could be stuck with the plan for the year.

Everyone should have gotten a 2023 Annual Notice of Changes. Or you can go online at Viabenefits.com or Medicare.gov or call VIA at 1-855-873-0103 to look at which plan is best for you. Be sure to factor in both the cost of premiums and what the plan pays for your prescriptions.

I recommend that retirees write down all their medications with the strength and the frequency that you take them in order to comparison shop the plans. If you need to make a change, December 7 is the deadline. And it makes sense to call or go online sooner.

Some other reasons to change plans are that you moved, your doctors no longer accept the insurance, your prescriptions changed, or changes to your family. **If you**

**are happy with your plans, you don't have to do anything.**

If you are eligible for the GE Retiree Reimbursement Account that pays \$1000 a year towards your expenses and premiums, you have to enroll in one plan (either prescription drug plan, supplemental or Medicare Advantage plan) through VIA.

Another resource especially for those of you who are not eligible for the \$1000 RRA are the State Health Insurance Assistance programs (SHIP). 1-877-839-2675 or shiphelp.org. They are located in every state and help people with coverage. The Massachusetts program is SHINE and I've been going through the training to better help retirees.

Good news this year is that the monthly cost of Medicare Part B is going down a little to \$164.90 and the deductibles for Part B are going down to \$226. But Medicare Part A hospital deductible and costs are going up.

Some of the recently passed Inflation Reduction Act improvements will happen in 2023: \$35 a month for insulins covered by your plan. Shingles and pneumonia vaccines will no longer have a copay in 2023. There are other changes coming in future years such as out of pocket spending capped at \$2000 in 2025, or Medicare being able to negotiate some prices with drug makers.

If you have questions, you can call Alex at 617-922-5573 or Kevin at 781-367-7822 for help.



Pictured are the Latest Graduates from the in house BluePrint Reading + Shop Math Class and their Instructor Bob Franklin. Congratulations!

## IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Tuesday October 25, 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

## 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.

FREE Training Program



This IT (Information Technology) training is open to people with or without a High School diploma.

## MassSTEP

SKILLS • TRAINING • EDUCATION PROGRAMS

MassSTEP is a free IT (Information Technology) Training Program that prepares people with the skills and knowledge to become certified for entry level roles in 20 weeks.



Please fill out this short survey to help us bring this program to Lynn.

JOIN THE MOVEMENT, PASS THE



RAISE UP MASSACHUSETTS

FAIR SHARE AMENDMENT



# AS THE ROTOR TURNS

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

Everyone keeps hearing management use the term "team" they say "we are on the same team" I don't know what team we are on, here is Webster's dictionary definition of "team"

**Noun:** A group of players forming one side in a competitive game or sport.

**Example:** "His team played well"

I don't know about you but that doesn't sound like management to me.

**Verb:** Come together as a team to achieve a common goal.

**Example:** "He teamed up with the band to produce the album"

Okay that sounds like it should be the definition but when do we come together for a common goal? We are told what to do and we get the job done.

**Bottom line:** "Team" is just a term that management uses to appease the big wigs in corporate. There is always going to be an us versus them mentality that the Company fosters with the Union. Their way of thinking is we are the coaches you are the players, do what we say. But all I have to say is the players don't get fired when the team doesn't win, the coaches do.

## LATO

I just want to thank all the hardworking AAEMs in LATO for finishing out another quarter and making the Company money. I can tell you one person that doesn't appreciate his employees, the new T700 business leader in building 29. He has told AAEM'S directly that he broke the group, and you

will do what I say, or I don't care "if you guys go broke and starve" real good attitude to have and it just proves that he only cares about his numbers. We are all here to do our job and make money and this guy wants to take money out of your pocket and food from your family. LATO has always been a group that sticks together. So, I say let's go broke together...

## Logistics

Congratulations to the members that graduated the most recent Blueprint Reading and Shop Math Class. You are now eligible to upgrade to a 17-role if you choose too. There are talks of having another class in the future. Nothing is scheduled at this time for the members that missed out. There are a lot of jobs being posted internally for upgrade across the plant. The union always recommends upgrading if you can because it gets members into higher paying jobs and gets new members backfilled in off the street. If you choose to stay that's your choice. No one can make you upgrade.

The newly renovated bathrooms are coming along on schedule and should be completed on time.

There are a lot of rumors going around on the shop floor most of them are false. If you hear anything and you want clarification, go see a steward, they can get you the answer you are looking for. Bad information is bad for everyone.

Hope to see you around the shop

Bobby



# Health & Safety Notes

By CARMEN DEANGELIS  
*Local 201  
Health & Safety Director*

## Punch Press Operations

In recent years the amount of "Near Misses" related to die set ups has increased. The Joint Health & Safety team acted early on working with an outside company to strengthen the punch press training in a way that reflects current working conditions. The original corrective action related to training did not appear to fully address the problem as similar events continued to occur at a rate that was unacceptable. We looked to the past when the area had individuals assigned to perform "designated set ups" as well as the amount of apprentice shop experience our members were being exposed to before being expected to work confidently and safely performing a task with potentially dangerous outcomes during set up failure.

Local 201 leadership stepped in as they recognized the potential for injury was too great and immediate protections needed to be in place. All Local 201 leaders including our Stewards work closely with our Joint H&S program, often giving added support to challenges that may require negotiations and increased understanding with many of the best ideas and information coming from our members on the shop floor. As a result, two new lead hands will be added in the area to perform secondary confirmation for all die set ups.

In the future, this recognized safety concern surrounding punch press operations will be monitored as there will likely be more improvements needed to ensure long term safety. Thanks to our punch press members for helping us understand the situation and those in Tool and Die for providing valuable technical advice and experience as they often repair the results of some of these events.

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Local 201 retiree Suzanne Hayward on the recent death of her grandson Connor Calnan.



30 Year Pin recipients John Bird and Alex Tennent with E Board Member Bobby Eldridge

# “Without Labor, Nothing Prospers”

– Sophocles

By Jackie Miller Chief Steward, Saugus Public Library

If in 410 BC, Sophocles could recognize the need for labor for everything to prosper, we in 2022 AD should hopefully be a little further along in recognizing that employees should be treated like the valued members of the workforce that they are. The pandemic forced the public—and sometimes management—to recognize, albeit briefly, the key role employees play in keeping the grocery stores, pharmacies, hospitals, meat packing plants, and all other businesses functioning. But how soon they forget. Amazon, Trader Joe’s, HarperCollins Publishing (owned by Fox News owner Rupert Murdoch-FYI), and Starbucks are now among the companies making it difficult for their employees to unionize.

I’ve compiled several quotes about unions and labor in case you meet anyone who needs reminding that working people should be able to house and feed their families with the pay they receive. Especially at a time when the CEO pay to worker pay, according to the Institute for Policy Studies report released this year that the average gap in 2021 between CEO and median worker pay jumped to 670-to-1 (meaning the average CEO received \$670 in compensation for every \$1 the worker received). As Molly Ivins said, “One thing that corporations do not do is give out money out of the goodness of their hearts.”

The American Labor Movement has consistently demonstrated its devotion to the public interest. It is, and has been, good for all America. —John F. Kennedy  
Never forget that people DIED for

the eight hour workday. —Rebecca Gordon

Every advance in this half-century—Social Security, Civil Rights, Medicare, Aid to Education, one after another—came with the support and leadership of American Labor. —Jimmy Carter

The problem with unions today is that there aren’t enough of them. —Martin Johns, 2011

The quality of employees will be directly proportional to the quality of life you maintain for them. —Charles E. Bryan

The only effective answer to organized greed is organized labor. —Thomas Donahue

Unions did in fact build the middle class. And here’s what that did. That built the United States as we know it. —Joe Biden

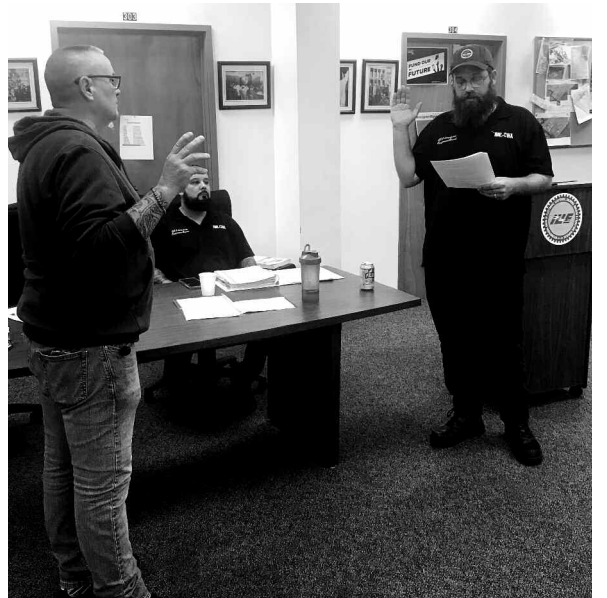
Too few Americans know labor history and how they have benefited from the efforts of unions. We have a 40-hour work week, defined benefits, higher wages, paid vacations and sick leave, largely as the result of union activity in the 20th century. We built a middle-class society in the period after World War II, also a period when the work force was, compared with today, heavily unionized. —Ken Bernstein

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of James Stafford on the recent death of his father. Jim is an LPS Planner.



Keith Truehart Celebrates 40 Years with the Company. Pictured: Keith and Former Local 201 E Board Member Bill Holm.



Steve Allen is sworn in as acting Sergeant at Arms

## IMPORTANT GE NUMBERS

- GE Benefits Center - 1-800-252-5259 or [benefits.ge.com](http://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.

## The Following Strike Rules are to be Voted On at the October 18, 2022 Membership Meeting

### PROCEDURE FOR PAYMENT OF STRIKE BENEFITS

1. Checks will be stored in safekeeping of the Trustees, Treasurer, and Office Manager.
2. Only Strike Committee members, or their designee, will have access to blank checks from the Trustees.
3. Strike Committee members will be responsible for the issuance of the checks and for the disbursement to Union members.
4. Each Union member will be required to complete and sign a "CWA Members' Relief Fund Strike Certification Form" (DFR-1). These forms will be filed in alphabetical order.
5. For a member to qualify for benefits, they must deposit in a locked ballot box at the Hall or Picket line, an authorized picket duty card. (Original A). Picketers shall keep picket card (Copy B) for their records. Picketers must sign a roster sheet at the picket line before they get their picket card stamped.
6. On the reverse side of the Strike Certification Form, (DFR-1) the Strike Committee will attach the picket duty card so that the Union members may be paid.
7. The Strike Committee will ensure that benefit checks are drawn on the appropriate account. These checks will include the following information: check amount with the (2) signatures required, not valid after 90 days. (Note: to comply with CWA rules.)
8. The check log will be in duplicate-one copy will be retained by the Strike Committee and the other copy will be kept by Local 201 Office Manager, or a replacement designated by the Strike Committee. The check log will contain the following columns: check number, signature of member, date of pickup and comments.
9. Each member will be required to present a picture I.D. (badge/license) and sign for their check.
10. The Local 201 Office Manager, or a replacement designated by the Strike Committee, will keep a weekly total of check disbursements. In addition, they will be responsible for checking off disbursements for each Union member on a master roster of Union members, on a weekly basis. The Local 201 Office Manager shall keep a receipt from the computer check writing program to comply with CWA reporting requirements.
11. All check disbursements and pickups will follow specific guidelines set up by the Strike Committee, there will be no exceptions to this procedure. **Should the CWA step in to set up an electronic payment system these rules will govern the checks for those who do not have direct deposit, and the checks that are issued from the Local 201 Strike Fund.**
12. All pay procedures shall be in accordance with CWA rules.

*(Note: Total strike payments of \$600 or more per striker per year are subject to federal and state taxes you must file an IRS Form 1099-MISC)*

### RULES FOR COLLECTING STRIKE BENEFITS

The following rules shall govern the administration of strike benefits eligibility:

1. Every member will picket or perform weekly alternative strike-related duties by applying with the Strike Committee.
2. An employee must be a dues-paying member in good standing and on an authorized strike.
3. Eligibility for local strike payments will begin with the first week of the duly authorized strike, payable on the second week. Eligibility for International payments will begin with the second week of the fully authorized strike, payable on the third week. (In line with the International's strike benefit policies.)
4. A member is ineligible if he/she is on a previously scheduled vacation, leave of absence or lack of work for the duration of that leave.
5. A member is ineligible if he/she is out on Worker's Compensation or on Short-Term/Long-Term Disability until their disability benefits have ended, the strike benefits would start as per (3).
6. A member is ineligible if he/she retires.
7. Any appeal **MUST** be made in writing within thirty (30) days of the denial, and the decision of the Strike Administrators is final, subject to the Local Union constitutional provisions.

### BENEFIT PAYMENT METHOD

- A. You **MUST** register for strike benefits on forms provided. A member is ineligible for weeks of benefits paid prior to registration. Registration on a weekly basis for the duration of the strike is required subject to approval of the Board of Administrators.
- B. When the strike fund checking account falls below a balance of 1 week's strike benefits for the applicable bargaining unit, the Local will make a deposit into the fund of the needed strike benefits from the Local's Strike Fund
- C. Payments will be in the sum of \$400.00 per week per Executive Board and membership approval. This money will be \$300.00 from the International and \$100.00 from the Local Strike Fund commencing on the 15th day of the strike. Payments commencing on the 29th day of the strike will be \$500.00 per week per Executive Board and membership approval. This money will be \$400.00 from the International and \$100.00 from the Local Strike Fund. Payments commencing on the 57th day of the strike will be \$600.00 per week per Executive Board and membership approval. This money will be \$400.00 from the International and \$200.00 from the Local Strike Fund. Any of these amounts may be adjusted.

Signed, IUE-CWA Local 201





# LPS/M&E Report

By ARTIE AMIRAULT  
*Crafts Executive Board*

Well, here we are. Right where I've been saying we were going to be for the last 3 years and what the E Board member before me had been saying and yet the Company did nothing. This is my 30th article for the union paper and I've pretty much brought it up every time. Now they are scrambling (kind of) but it's far, far, too late and the !@#\$\$% is about to hit the fan and it's already started. Now they want to start shuffling the deck and move people around to different buildings through the Layoff and Transfer agreement thinking it's going to fix their problems but it's not. If you want me to be honest it's probably going to make things worse. But what do I know? Right now, it's Plumbers and RC's but I'm sure it's not going to stop there. Not only that but in about 6 months they are probably going to have to reshuffle the deck again after numerous people retire from the crafts. The bottom line is we need to hire and be able to retain people. I'm not just talking about licensed crafts either, I'm talking about everywhere. Yes, we need RC's, HVAC, and Plumbers at the moment, but clearly with the amount of contractors in the plant we could use Carpenters and Ironworkers as well. We also need Machinists, Welders, Tool Makers, Die Makers and the list goes on. Problem is there sure isn't a line of people waiting at the front gate for an interview. It's about to get real interesting and the Company is about to start getting a lot of people really upset. Always a good recipe for company morale.

The Company as of late has also been bringing in a consultant to work with maintenance to do these mini TPM events on

machines. These are supposedly designed to create less machine down time and be more proactive in machine maintenance. Creating operator checklists before each shift for each machine, ordering routinely replaced parts and having them in stock and adjusting PM schedules. All of which will create and produce more work orders for maintenance to do. All of this sounds great in theory and could be a good thing. My concern however is that production will not give us the machine which has always been an ongoing problem since I've been here and well before that. Also, if we are truly going to perform all this work that is going to be needed to maintain these machines the way they are saying we are going to again we will need more people. I guess time will tell if the Company actually plans to follow through with this initiative because like I said I believe this could be a good thing moving forward and could create jobs and work for us and at least it's some kind of plan. I just have a hard time having faith in the Company to actually make it work the way it sounds like it's supposed to and actually following through with their plan. We'll see.

Finally, I would like to thank all the guys for helping keep an eye on the outside contractors around the plant. (There are a ton of them right now. Maybe we should hire them.) and the 21-day notice agreement even though the 21 day bulletin board in LPS hasn't been updated since MAY!!! Good job... Thanks again.

See you around the plant

# Moving Violation



MANAGEMENT DOING BARGAINING UNIT WORK

Name of Culprit \_\_\_\_\_

Date of Violation \_\_\_\_\_

Time of Violation \_\_\_\_\_

Description of Work Being Done \_\_\_\_\_

Classification \_\_\_\_\_

Witnesses \_\_\_\_\_

**Return to Steward**

## On I.M.E.

**Building** \_\_\_\_\_

**Area** \_\_\_\_\_

**Work Station** \_\_\_\_\_

**Reason** \_\_\_\_\_

**I.M.E. hrs.** \_\_\_\_\_

**Date** \_\_\_\_\_

## Fix the Plant

**Fix Wages**

**Farm In**

Fill out and return to your Steward





## VP's Column

By TOM O'SHEA  
Vice-President/  
Recording Secretary

### Officer Election 2023

We are one year away from our next Local 201 officer election. The tentative date for the 2023 election is October 24, 2023. All positions in our local are up for a vote including Officers, Committee members, Delegates and Stewards. We pride ourselves on being a democratic union. We don't always get it right, but together we have the opportunity to work on it and get it right. That is what democracy is all about. I know it sounds trite, but we are the union. You are the union. And you have a voice just like everyone else in this organization. Taking on a leadership position does not give you anything extra. Having been working at the hall for these past years I have learned a lot. A lot about the membership and about myself. All it takes to run for a leadership position is the desire to do so. The willingness to try. If you have questions on eligibility or interest in getting more involved or running for office, please reach out to me 781 215 3974.

### MBW Vote

A decisive majority of the members that voted approved the latest change to the MBW agreement. Thank you to everyone that took the time to vote and to the Election committee and volunteers that worked to make this vote a reality. It is a bitter pill to swallow whenever job classifications are eliminated or combined. And this holds the truest for the Tool and Die workers. Any fully functioning manufacturing facility needs a robust Tool and Die operation. It takes the

most experienced machinists to fill the jobs in tool and die and those workers are few and far between. Combining Tool Maker with Die Maker was not an easy decision to make. They are two very different crafts. The company has been having a hard time finding qualified workers to fill the opening they have now in tool and die. Combining them into one classification is not going to solve the problem. To the pencil pushers and bean counters that are trying to run this company combining two like sounding classifications into one classification might make sense to them. "Hey it's Tool and Die, right"? This is a far cry from the days when graduates from the apprentice course ran the shop. Those managers knew what a die was and the difference between a tool maker and a die maker. Not today. The new job title might look good on paper but in the tool and die shop it's another story.

### Open Enrollment

Open Enrollment is October 10th – 28th. This is the time for you to make changes to your healthcare plan, if you do not wish to make any changes you do not need to update. This is also the time to decide if you want to carry over any unused sick/personal time into the next year. If you have time and you don't opt to carry it over, you will be paid out in February for that time. This is also a good time to update your beneficiaries and any other personal information you have in the system. Take the time to go to [onehr.ge.com](http://onehr.ge.com) for open enrollment and to make any other changes.



## 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](http://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.

### Bay State Associates

Visit our website @ [www.baystateeyeoflynn.com](http://www.baystateeyeoflynn.com)

Use your Davis Vision benefits every year!  
Versace, Gucci, Coach, Rayban and many more!

Comprehensive Eye Examinations including computerized testing equipment such as Auto-Refraction, Visual Field Analysis, Fundus and External Cameras that assist us in testing for Glaucoma, Cataracts and Diabetes.

Please contact our office to verify your eligibility and to schedule an eye appointment.

Dr. Petya Damyanova, Optometrist  
427 Lynnway  
Lynn, MA 01905  
(781) 599-2773

FREE PARKING

EVENING AND SATURDAY HOURS



**It Starts With Me**  
SAFETY



GE Aviation Lynn  
2022 Shoemobile Schedule

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

# OPEN ENROLLMENT

## GE Health Benefits for Production Employees OCTOBER 10 – OCTOBER 28

THIS 19 DAY PERIOD IS THE TIME THAT YOU CAN MAKE CHANGES TO YOUR BENEFIT ELECTIONS DURING THE YEAR (with the exception of a life-event - birth, death, marriage, etc.)

You **must** take action if you....

- Wish to change your medical, vision or dental plans
- Wish to contribute to a flexible-spending account (HCFSA, LPFSA or DCFSA) or health savings account (HSA)
- Need to make a change in your covered dependents or working spouse status
- To carry over unused sick and personal pay program hours earned during 2022. Should you fail to make this election, you will receive payment for unused sick/personal hours in February 2023 (Unused sick/personal hours cannot exceed 240).

Additional Information and/or assistance can be obtained on your benefits website **onehr.ge.com** (click on Annual Enrollment) or by calling the GE Benefits Center at **1-800-252-5259**.

President's article continued from page 12

You can elect to fund this benefit during open enrollment. DCFSA money you don't spend: Unlike other types of FSAs, if you don't incur the eligible expense within the grace period, (by March 15 of the following year), and submit corresponding claims by June 30 of the following year, any unused funds will be forfeited. Keep this in mind when determining how much to contribute to your account.

### MA Paid Family Medical Leave (PFML)

Local 201 represented workers at GE Aviation Lynn, Ametek, ABG and the Lynn Wastewater Treatment Plant are all covered under PFML. PFML provides paid, protected leave to workers for family and medical reasons like:

- Bond with a newborn or newly adopted child
- Care for a family member with a serious health condition
- Care for a family member who is a covered service-member and was injured while serving in a foreign country
- Manage family affairs when a family member is deployed or will be deployed in a foreign country

Most Massachusetts employees are eligible for up to 26 weeks of combined family and medical leave per benefit year.

These 26 weeks may include:

- Up to 12 weeks of paid family leave to care for a family member or to bond with a child
- Up to 20 weeks of paid medical leave to manage a personal serious health condition
- Up to 26 weeks of paid family leave to care for a family member who is a member of the armed forces

You can take more than one kind of leave in a benefit year, but the maximum amount of paid leave you can take in a benefit year is 26 weeks. More information can be found at: <https://www.mass.gov/info-details/paid-family-and-medical-leave-pfml-overview-and-benefits>

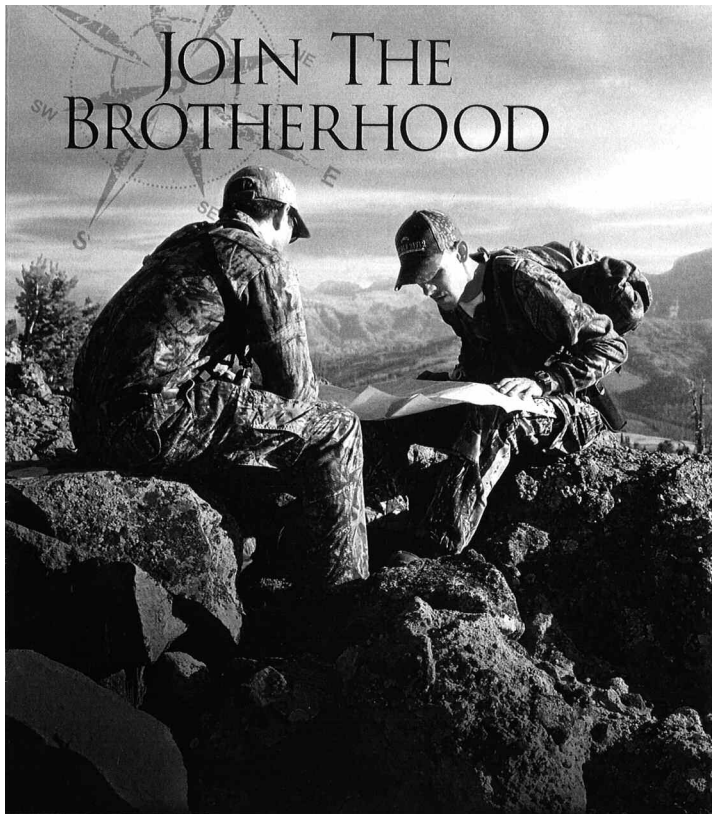
**To apply for PFML at ABG, Ametek, or LWWTP:** make an account on <https://paidleave.mass.gov> or call the Department of Family and Medical Leave (833) 344-7365. *Customer Service Representatives can answer your questions. Translation services for up to 240+ languages are also available.*

**To apply for PFML at GE:** Go to: [ge.com/mysedgwick](https://ge.com/mysedgwick) or call 1-800-392-0789

### Ballot Question:

## Vote for the Fair Share Amendment November 8<sup>th</sup>

It is essential that Union members vote in every election. The AFL-CIO endorsed candidates in MA are featured in this paper. The Fair Share Amendment, or "Millionaire's Tax," is a ballot question that would levy a 4% surtax on every dollar earned over a million dollars in a year. We need this revenue for our schools, transportation infrastructure, and other crumbling services that serve the residents of Massachusetts. Workers are already paying more than enough. It's time for wealthy residents to pull their weight! Vote "Yes" on the Fair Share Amendment.



The Union Sportsmen's Alliance is a **Brotherhood of the Great Outdoors**. We're a Union-dedicated outdoor organization whose members hunt, fish, shoot and volunteer their skills for conservation. We share an appreciation for the outdoors that runs deep. And we invite you to join us and help preserve the hunting and fishing heritage we all enjoy.

[www.UnionSportsmen.org](http://www.UnionSportsmen.org)

FOLLOW US ON 

IT'S WHERE YOU BELONG.





## Business Agent's Column

By JUSTIN RICHARDS  
*Business Agent*

### G.E Report

MBW agreement ratified! What started off as a ten and possibly more than ten years of progression, reduced to 7 and now to 6 years, has been a long-fought battle that is not over. We will continue to fight to either throw out the agreement or get the progression reduced even further! As it stands today, not one member has had to wait 10 years, or 7 years to reach top of rate.

On October 25th, we will be holding our first contract rally with our brothers and sister in Schenectady. We will be chartering a bus to and from the Union Hall. If you are interested in attending the rally, please contact the Union Hall or your steward immediately.

The Union became aware of a recent change to the Massachusetts Wage Act on April 7, 2022, requiring employers who fail to pay wages owed to employees on the required day, to pay treble the amount of liquidated damage, even if they have paid the wages prior to bringing suit. Contractually, we are to be paid Thursday of every week. If you have a late paycheck, missing paycheck, have not received a check when you come back from an approved leave, STD, PFMLA contact the hall. We have an active grievance on this matter ongoing in step 2. The amount of members who have had late and missing paychecks over the course of the years is unacceptable!

### AVBG

On 10/5 the Union signed an agreement with the company to increase start rates for technician's. the new start rates are as follows: Tech A \$25.00, Tech B \$22.00, and Tech C \$19.00. Anybody below the minimum start rates will have their wages adjusted accordingly, retroactively applied to 9/23/22.

### Ametek

It was great to sit down and meet with all of you last month. We are going to a Hybrid membership meeting this month. I encourage all of you to sign on and attend Via Zoom. Instructions on how to attend the membership meeting via zoom are on page 3 of this paper.

### Veolia

Contract Negotiation update! We have concluded our 3rd session on 10/4. We still have some outstanding contract language to nail down and continue talks on wages. So far they have been productive sessions.

### Saugus Public Library

Not much of a negotiation update, talks are still continuing.



## President's Column

By ADAM KASZYNSKI  
*President*

### Hybrid In Person/Zoom Membership Meeting in October and November

After getting feedback from members over the past few months we are going to try going hybrid (zoom AND in-person) at the October and November membership meetings. We have been troubleshooting a way to do this properly, and it's time to test it out. I am confident we can we make it work with some effort, cooperation, and patience. In November we will vote on whether to continue hybrid meetings for most membership meetings. Special call meetings like contract information meetings will still be 100% in person.

**How Zoom will work:** If you cannot attend a membership meeting in person, you can preregister for a zoom link to the meeting. In order to receive the link you will need to provide a Name, email address and an SSO (GE) or Worksite (Non GE). Download the zoom app on your smart phone, computer, or tablet. If there is any issue verifying membership, you may be pulled aside into a "breakout room" by the admin or Sgt. At Arms to verify membership.

The membership meeting notice in this paper has a link to a registration page instead of the meeting link itself. **You must pre-register** to attend the meeting on Zoom. Once you register a meeting link will be sent immediately to your email. You will access the zoom meeting link from your personal email inbox.

**Voting in a Hybrid Meeting:** Voice Vote: Yea or Nay (zoom "raise hand" button or dial star 9, in person raise hand). Most votes are done by "Voice Vote". Poll Vote: If the vote of the body is unclear or too close to call by voice vote, a motion may be made to call a poll vote (zoom votes on poll, in person raise hand).

### Paternity Leave at GE

As of this paper it is likely I will be on 3 weeks paternity leave thanks to our Union contract. VP Tom O'Shea will serve as President while I am out 3 weeks. I figure now is a good time to go over a few of our hard-fought benefits for parents. The GE contract gives us 3 weeks paid paternity/maternity leave for birth or adoption of a child. The state of MA gives additional time through Paid Family Medical Leave program, which you apply for by calling the GE Disability and Leave center at 1-800-392-0789.

### Check out Childcare Cost FSA During Open Enrollment at GE

Did you know our union negotiated benefits offers a Dependent Day Care Flexible Spending Account (FSA)? All employees eligible for health care can also open a DCFSA, which can be funded up to \$5,000 per household. A DCFSA can be used to pay for childcare or adult care for a qualified dependent.

To qualify, dependent care expenses must provide for the well-being and protection of an eligible dependent including:

- Your children under age 13; or
- Any other dependent, including a spouse, who is physically or mentally incapable of caring for himself/herself.

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

*continued on page 11*