

# 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)

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## “T.O.M. Kick Off” (Top of Market)

It's already that time! Per the addendum in the modification language in the Market Base Wage Agreement, the Union has the opportunity to bargain over T.O.M. Earlier this year we published a series of articles explaining the importance of the different terms of the agreement, in February's newsletter we published a T.O.M. explanation. Here is a brief recap and an update on this bargaining period.

### Understanding T.O.M.'s Definition and Application

The 2016 Agreement defined Top of Market in its glossary as the following: “Top of Market: This wage is the top end of the market for each job classification. Specifically, it is the 90th percentile for wages by job and geographic market...” Top of Market (T.O.M.) IS NOT the “top of rate”, T.O.M. acts as a ceiling that restricts the top of the rate from increasing locally beyond T.O.M. ceiling.

The 2016 MBW Agreement put us in a rough spot. The so-called market can end up putting a “Top of the Market” ceiling on everyone's wages that denies us of our contractual wage increases. If we fought for and won a generous base pay increase in the National Agreement, due to this local agreement it could be converted into a much less valuable lump sum payment.

### Understanding Mercer and SIRS Data

G.E. gathers all our job descriptions and turns them over to Mercer, Mercer takes these job descriptions and compares them to other job descriptions they have in their massive database. Mercer establishes what they call, “competitive wage structures” creating benchmark data points by gathering compensation data and job data “descriptions” from thousands of companies across the country and globe. If Mercer's data does not have a match to compare with our job data, they utilize the SIRS database and apply a weighted average between the compensation benchmarks be-

tween both SIRS and Mercer. SIRS operates just like Mercer but more focused in the high-tech portions of jobs.

Now you have to remember Mercer's database is more general, SIRS database consists of more technical jobs. With each database they compute a 50th, 75th, and 90th percentile wage benchmark, then depending on how much the job description matches the different databases, they apply a weighted average and then compute another 50th, 75th and 90th percentile benchmark. That's just a part of it.

### Understanding the Application of Consumer Price Index

Mercer also uses “CPI” (Consumer Pricing Index) to establish an additional adder. Mercer's database is filled with participating companies from all around the country, and wages will vary from region to region. As we all know there are many variables that contribute to these differences such as, housing, real estate, taxes, etc., we always refer to this as being the “cost of living” which is high in our region. Mercer applies the changes in CPI as a percentage to the benchmarks that have been developed

thus far.

So, for an example, if Mercer Computes a national 90th percentile average wage being \$40 an hour, and the CPI calculation show that our region is 10% higher than the national average, that 10% comes out to \$4, add that to the \$40 and the 90% benchmark for our region would be \$44 an hour. This is just an example.

### 2023 Negotiations

On 12/7 we kicked off our first session and the Company furnished the updated data to the Union. Again, I really want to drive this point home, T.O.M. is not the top of rate, it is the wage ceiling. This ceiling is the difference between receiving a nationally negotiated wage increase or getting a Lump Sum payment. For example, if your current T.O.M. for your rate is \$39 and your hourly pay is \$39 and there is a scheduled \$1 general wage increase, you would not receive that \$1 increase, you would receive a one time lump sum payment no less than \$2080. Now think about how that

*continued on page 3*



Zoom  
Dial-A-Santa

10am-5pm EST, Tuesday December 13th

Zoom Link:  
<https://us02web.zoom.us/j/81064705085>

Hosted by IUE-CWA Local 201  
for friends, members, and all GE workers



LOCAL 201  
Holiday Open House  
For All Members & Retirees

Following Each Membership Meeting on  
Tuesday, December 20th, 2022  
at 12:30 PM & 3:30 PM  
112 Exchange Street, Lynn, MA 01901

To Pre-register for the Zoom Portion of the Meeting:  
  
<https://tinyurl.com/hh82t8u>

Our regular monthly meeting will be followed by a Holiday party for members and retirees.

Italian Dinner  
Membership Meeting Attendance Awards  
New Local 201 “Good Trouble Award” Presentation

\* Solidarity and Happy Holidays

**Next Local 201 Membership Meeting December 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 David Smith and GE retiree Nikki Smith on the recent death of their father. Dave works in 29 Test. .

### 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

## CHIROPRACTOR

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

"Published monthly." \$1.00 a Year



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T.O.M. Kick Off continued from page 1

affects your future earnings, over a 10 year period, if you only work 40 hours per week and no overtime, that's \$20,800. Add in the time and a half or double time losses of that \$1, that's a serious loss of earnings. Our initial first glance of the data, the ceiling has raised a bit for just about all classifications, but not enough. The benefit to having a separate negotiation period for T.O.M. is our ability to focus solely on raising that ceiling.

We all owe a big thanks once again to our Union brothers and sisters across the country who fought for better wages and benefits and refused to back down to these greedy corporations. In a lot of cases, they walked a picket line to get those increases. Unions have once again improved standards for not just organized labor but for the whole working class. These Unions put us in a better position going into these negotiations.

**More Testimonials from the October 25 Rally in Schenectady N.Y.**

My name is Shane, I have been with GE for the past 5 years. I was one of the many Union brothers and sisters to attend the Schenectady NY IUE-CWA Rally and let me tell you this, I have not seen solidarity this strong since I have been with the Company. It was a very powerful movement, all of us IUE-CWA brothers and sisters standing shoulder to shoulder, speaking as one, marching as a union, fighting for what we deserve. I am truly proud to be a small part, but a part nonetheless of this great union.

Shane Lopresti, 66, 1st Shift

The sun shined on Schenectady on October 25th. Seeing union members from all around the country coming together in solidarity displayed how powerful we are when we come together for a common cause. It showed how driven we are to see a better present and future for ourselves, our fellow union brothers and sisters and our families at home. There were hundreds of us out there, but the unity made it feel like thousands and our voices made it feel like millions. The sun was out in New York, but it was shining on Schenectady the most that day.

Frank Grullon, RPMO, 1st Shift

Hello brothers and sisters! It's been an exciting year for me with the IUE-CWA and our recent rally in Schenectady, NY was no different. It's amazing to see that many GE workers come together to stand up against the Company in a show of solidarity. It's the Company's biggest fear, all of us Locals standing together in demanding a fair contract. We heard from our national president along with the president of each Local. The message they all shared was clear, we're ready now more than ever to fight for what we deserve and we're ready to do it together! As more things I attend, I hope that every member has a chance to experience something like it as these events only make us stronger

In Solidarity,  
Chris Moody, 66 Blue, 1st shift

**MASSACHUSETTS AFL-CIO  
65th ANNUAL SCHOLARSHIP PROGRAM**

We are pleased to announce the 65th Annual Scholarship Awards Program for all high school seniors throughout the Commonwealth of Massachusetts who are seeking higher education. Students attending schools outside of Massachusetts must have their parents obtain permission

The Massachusetts AFL-CIO labor history exam will be conducted in high schools **February 6-10, 2023**. The exam is a one hour process consisting of 40 multiple choice questions and one essay question. Please make sure those students interested in taking the exam **complete the application and provide a copy of the application to their guidance department NO LATER than Friday, December 16, 2022.**

The Massachusetts AFL-CIO, along with affiliated local unions, and labor/non-labor organizations, offers a scholarship program which provided over 779 scholarships totaling almost \$1,000,000 to union members, their children/step children, grandchildren, nieces, nephews, and non-union Massachusetts high school seniors in 2023. *Editor's Note: Students related to Local 201 members will be eligible for up to 2 scholarships, one from Local 201 as well as one of the many Union Scholarships with open eligibility.*

All Massachusetts AFL-CIO scholarships and local union/central labor council scholarships are awarded solely on the basis of the multiple choice exam and essay score. Each participating school will receive one master copy of all the scholarship materials to keep in the guidance department for those students who do not have Internet access. **Study guides can be downloaded from our website [www.massflcio.org](http://www.massflcio.org), under "Programs," click on "Scholarship Program."**

Sincerely, Steven Tolman, President, Massachusetts AFL-CIO

**I DESIRE TO COMPETE FOR:  
IUE-CWA LOCAL 201 SCHOLARSHIP AWARDS**

- (1) JAMES J. DONAHUE MEMORIAL AWARD \$1,500
- (2) HERBERT E. HAYWARD MEMORIAL AWARD \$1,500
- (3) CHARLES E. RUITER, JR. MEMORIAL AWARD \$1,500
- (4) JEFF CROSBY AWARD \$1,500

**To Apply for an IUE-CWA Local 201 Scholarship:  
<https://www.massflcio.org/scholarships>**



IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2023-2024 school year. The scholarships are available to IUE-CWA members and their families.

For information on eligibility and an application, go online at [www.iue-cwa.org](http://www.iue-cwa.org)

Applications will only be accepted over the Internet.

The **deadline** for applying **TBD**.

*As of this publication the IUE CWA Website on Scholarship information had not been updated.*

# Senators with Unlimited Sick Days Vote Down Paid Leave for Railway Workers

by Local 201 Steward Jay Daley

I'm sure most of us have heard at least something about the railway workers contract situation. They have been fighting for a fair contract for a while and last September the U.S. President's office stepped in and came to a Tentative Agreement between the Railroad companies and the Union Leadership.

The TA had substantial raises and caps on Healthcare premiums, but no paid sick days, even though the Union members had been clear that this is a major issue for them. Like us, these people are "Essential Workers" expected to show up for work no matter what is going on in the world around them. How could anyone think that a handful of sick days for this group is too much to ask?

Well, not surprisingly, our government officials chose corporate profits over people... again. Led by "The Most Union Friendly President in History", I know he is, because I keep hearing him say it. But when given the chance to prove it, not only did he tell the house and senate to force

feed this contract to the members that just voted it down, but he also said, "there is no time for modifications or delays". Curious, considering strikes weren't scheduled to begin until Dec. 9th and adding paid sick time could be figured out in hours.

Forcing this contract to a membership that just voted it down cuts their Union off at its knees going forward. How can anyone think those companies will negotiate in good faith knowing the Unions won't be allowed to strike, even if they go through the democratic process of voting it down. These government officials have just shown us how much respect they have for Voting and Unions in one fell swoop. They don't care that the membership voted and said this doesn't work for them.

What do they care about? Stop me if you have heard this one before, but predictably... It's corporate profits! These railroad companies have a scheduling method called P.S.R. (Precision scheduled railroading) it's an opera-

tional strategy that attempts to minimize company operating costs and maximize revenues. Which makes sense, these companies are in the business of moving freight and making profits, and business is good, last year the 7 dominant North American railway companies had a combined net income of \$27 billion, that's double their profit margin from just a decade ago. However, in the last 6 years America's major freight carriers have shed 30 percent of their employees, which explains why they are happy to give out raises and cap healthcare premiums, but not willing to budge on what most people see as a bare minimum perk, paid sick time.

We have grown to expect this lack of compassion from corporations, but some among us still held out hope for better from our government officials. Unfortunately, they have shown their true colors yet again. Maybe it's time we stop listening to their catchy slogans and start paying attention to the things they actually do?

## OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

### COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

DECEMBER 20, 2022

IN PERSON AT THE IUE CWA LOCAL 201

UNION HALL  
112 EXCHANGE STREET  
LYNN, MA 01901



OR VIA ZOOM

<https://tinyurl.com/bdh82t4u>

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. DISCUSSION ON HIRING LOCAL 201 ORGANIZER
  - 2. 2023 DUES REPORT
  - 3. VOTE ON 2023 HOLIDAY PROPOSAL

Signed,

ADAM KASZYNSKI, President  
JUSTIN RICHARDS, Business Agent

### 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 Brown on his recent death. John was an Engine Assembler who retired in 1999.

## 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

## VET-TO-VET SUPPORT CONNECTION



Veteran run support network.

-No VA BS      -No paperwork      -No hassle

Just Veterans helping Veterans

Call: 781-584-7641 and be connected with another vet.  
Strictly Confidential

Run and supported by IUE-CWA Local 201 Veteran's Committee

# Grief and the Holidays

Local 201 EAP Director, Derek White

Losing a friend or a loved one is never easy at any time. The holidays between Thanksgiving and New Year's Day will only magnify a loss. These holidays are times spent with those who are close to us, and it can be tough if someone is no longer there during these times of togetherness. The painful emotions that come along with a loss and the holidays are all part of the healing process. Understanding this may help make this time of year a little easier to get through. We all deal with grief in different ways and for different lengths of time, there is no right or wrong way to heal. Some things you can do to help get through this holiday season:

**Allow time for yourself and your feelings** - If things become overwhelming, take a break. You don't have to attend every holiday function or party. If there is something you don't feel comfortable doing, don't do it.

**Do something in remembrance for the one you lost** - Lighting a candle in memory of your loved one, having a moment of silence at a gathering, or making a donation in mem-

ory of someone are just some of the things you can do to acknowledge the loss.

**Be good to yourself** - Be sure to do healthy things for yourself. Eat right and get plenty of rest. Get outside for a walk. Allow yourself some joy this holiday season, do not feel guilty if you find yourself having some fun.

**Ask for Help** - If you find yourself doing too much, ask others for help. If you're having trouble coping with the loss, reach out for support from a friend, family member, or join a support group. Sharing your feelings can be the best way to get through these difficult times.

If you would like to speak to a professional, please reach out to our Employee Assistance Program. I can be reached at 781-584-7641. Jeff Zeisel can be reached at 781-594-4533. **All calls are strictly confidential.**

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Brian Truax on the recent death of his mother Rita Twomey. Brian is a local 201 steward and works in logistics.

### 2023 Dues Adjustment

The dues amount is based on a flat rate formula, that is based on the average wage from each one of our bargaining units in the October payroll report. This year the average wage has increased at all our bargaining units that fall under the, "Flat Rate Dues Structure." At AVBG, we have had two off cycle increase, LWWTP a total of 6% GWI this year, GE increases as a result of the reduction in the progression, Ametek has started new hires significantly higher than previous years. The adjusted rates go into effect the first pay period of 2023.

G.E	AVBG Airport	AVBG Downtown	Ametek	Veolia
2022- \$22.66 weekly	2022- \$22.50 Bi-Weekly	2022- \$25.04 Bi-weekly	2022- \$33.02 Bi-weekly	2022- \$44.64 Bi-weekly
2023- \$23.34 weekly	2023- \$25.75 Bi-Weekly	2023- \$28.11 Bi-weekly	2023- \$34.59 Bi-weekly	2023- \$45.68 Bi-weekly



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

**Use your Davis Vision benefits every year!  
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Comprehensive Eye Examinations including computerized testing equipment such as Auto-Refracton, 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

IUE-CWA Local 201

## RETIREES COUNCIL MEETING NOTICE

**Tuesday December 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

## \$26,000 Scholarships for Massachusetts High School Seniors

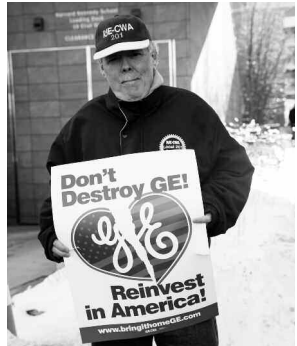
The Henry David Thoreau Foundation awards collegiate scholarships of up to \$26K to eight to ten students graduating from public or private high schools in Massachusetts. As Henry David Thoreau Scholars, these select high school seniors may enroll in any college and university in the world while they major or minor in an environmentally related field.

Henry David Thoreau Scholars have studied a wide variety of environmentally related areas, including biology, epidemiology, oceanography, international affairs and environmental law, and upon completing their undergraduate degrees, they became members of the Henry David Thoreau Society. Thoreau Scholar alumni have published articles in the Henry David Thoreau Environmental Digest, initiated environmental projects on planetary health, and formed companies and organizations including the animation company, Oxbow, satellite imagery startup CrowdAI, and the nonprofit energy organization Equitable Origin.

The Henry David Thoreau Foundation further assists its scholarship winners by identifying environmentally related internships, offering internship stipends, and providing networking opportunities. Upon graduation from college, Henry David Thoreau Scholars are inducted into the Henry David Thoreau Society. A sign of success of the Henry David Thoreau Foundation's mission to foster environmental leadership is the support past scholarship winners provide to present scholarship winners.

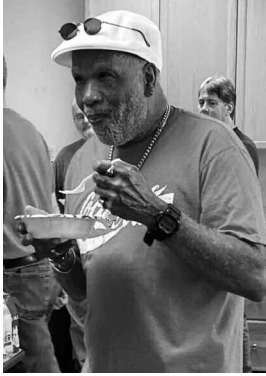
To learn more about the Henry David Thoreau Foundation and the Henry David Thoreau Scholarships, please visit [thoreauscholar.org](http://thoreauscholar.org). An online application is available now. Students have until February 1, 2023, to apply.

# A Year in Review



**7 YEARS IS TOO LONG FOR EQUAL WAGES**





# RALLY IN SCHENECTADY

TUESDAY, OCTOBER 25

**LETS 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**

Scan this code to sign up and 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


# It's Groundhog's Day. Again. Saugus Public Library Contract Negotiations Hits a Familiar Roadblock

By Jackie Miller Chief Steward Saugus Public Library

After much effort to get a date to meet after our last sit down in early August with Saugus Town Manager Scott Crabtree, Adam "Kaz" Kaszynski, Britani Dunbar, and I met with Scott Crabtree and the head of Accounting Donna Matarazzo on November 9. The meeting went well. Kaz is a skilled negotiator and Britani is the fastest keyboarder on the East Coast. Both sides agreed that the paperwork would be signed within two weeks. Both sides agreed to the terms including having Kaz returning to town hall on November 15 to sign the tentative agreement.

Then silence. And more silence.

We are being ghosted. And the ghosting is not being done by *A Christmas Carol's* pro-union ghosts. (Those ghosts got Bob Cratchit a raise, a shuttle full of coal, and medical insurance for Tiny Tim after just one night's negotiations!)

At least, as I make my way across the street to inquire about getting a date and time to sign the tentative agreement, I can admire the holiday decorations, and hope I don't spend yet another new year trekking to the Department of Labor's office in Boston.

The other unions in Saugus know these tactics as well as we do. We aren't getting special treatment. And if this is the way a union gets treated, imagine life without unions.



## Health & Safety Notes

By CARMEN DEANGELIS  
Local 201 Health & Safety Director

### Metal Working Coolant

When we talk about metalworking fluids here at GE Lynn, we often refer to machine coolant.

Recently preventive maintenance improvements were made in Plant 4 (66) to address failing machine coolant. The entire coolant system was pumped out, rinsed with cleaner, pumped out and cleaned again and refilled with new product. Machine service crafts played an important part in this project due to their knowledge of the system and experience.

As cold weather approached, doors and windows that had been open for fresh air were now closed exposing a strong coolant smell, one of the signs of bad coolant. Coolant will "turn" and become unusable due to excessive bacteria, tramp oil, wastes, and other factors. An important factor for coolant quality is maintaining proper water content. When coolant evaporates only the water evaporates, the minerals and coolant concentration do not evaporate. Filling an initial coolant system with regular water may not be a problem because the natural minerals may help reduce initial foaming but after that filtered or deionized water is recommended to minimize these added minerals. Machines that leak oil or need cleaning will negatively affect coolant quality, as well as machines not in use for long periods of time. Regular maintenance, oil skimmers at the coolant pans, functional coolant filtration systems, and a scheduled cleaning of machine pans and surrounding areas will go a long way to maintaining coolant quality.

Some of the health concerns of improperly managed metal working fluids include skin irritation, dermatitis, eye, nose, and throat irritation and breathing difficulties, to name a few. It's important to note that even freshly mixed coolant and cutting fluids contain additives such as corrosion inhibitors, biocides, and foaming agents that can also cause many of the potential workplace illnesses mentioned.

Ventilation at machines that are tested and maintained on a regular basis, and the use of PPE will help to protect members from airborne contaminants. We have seen in the past that even those workers that are not directly working at machines can be adversely affected by mismanaged health and safety programs.

It is important to report to the medical center if you're not feeling right for any reason so that you can get checked out. Environmental conditions that may have brought on these symptoms will be brought to light and our Joint Health and Safety team will work to eliminate the potential hazard/s involved. Being proactive will protect you and those around you and make our jobs easier.

Merry Christmas.



### Letter to the Editor

Dear Local 201 -

Thank you and the members of IUE-CWA Local 201 for your membership renewal.

I want to let you know how deeply grateful we are of your donation. It is thanks to supporters like you that MassCOSH has been able to continue helping so many workers throughout our Commonwealth over these last few years.

We, along with many other occupational health experts, are very aware that OSHA is still limited in its ability to protect all workers in every industry where we know numerous hazards exist. As a result, workers continue to seek comprehensive information on how they can best keep themselves and their colleagues safe. We also continue to educate workers on how they can best organize around health and safety to demand better protections, benefits, and good wages.

As we continue to advocate for safer jobs with our allies across the state and the nation, it is our hope that our efforts not only saves lives but also uplifts workers and empowers them to organize together towards a common goal of being able to go to work and return home in the same condition they arrived, free of illness and injury.

So let us not forget to mourn for those workers who did not get to go home but also remember to continue ensuring these conditions no longer exist and that we make sure to stand up and fight like hell for the living. We know this is only possible with your continued generosity so thank you again for believing in our mission.

In Solidarity,  
Al Vega  
MassCOSH Chief of Strategy & Engagement

### Listed Below Are Open

Positions as of December 1, 2022 at Lynn GE.  
You can apply for these jobs at [GECareers.com](https://www.gecareers.com)

- |             |                         |
|-------------|-------------------------|
| 2 Grind     | 9 Experienced Machinist |
| 2 Bench     | 6 HVAC                  |
| 1 Spot Weld | 3 Electrician           |
| 9 Welder    | 5 Repair Controls       |





# LPS/M&E Report

By ARTIE AMIRAULT  
Crafts Executive Board



AS THE  
ROTOR TURNS  
By BOBBY ELDRIDGE  
LAT&O/  
Logistics Executive Board

## Just Call It Clean

Three years of numerous Lean and Shingi events and one success story. PT Shafts. Way to go Management team. Event after event with minimal to zero improvement. Shop rates through the roof, Scrap rate is just as high, and delinquency don't even ask. I've lost count of the number of Green and Blue Cell events we've had. All with the promises of farming back in and regaining control of our processes again. At least that's what the 300 sticky notes showed. Even the CEO couldn't convince the management team to listen to our ideas. Hell, if I was a Lean Leader I would have left or quit the Company too. It's an impossible task to work with this egotistical management team that is never wrong. The worst part is they are enabled to continue working this way by the higher ups and even by the HR team even when they are continuously called out and shown that they are hurting the business. We're running the same plays from the same playbook and expecting a different result. Pretty sure that's the definition of insanity.

Hey, the plant looks halfway good though. Over 300 tons of trash removed from the plant so far and still climbing. New layouts, less trash and less clutter. Problem is... No planning. We're doing 5S. I mean 2S. We couldn't handle 5S. For those who don't know, 5S is a Clean initiative. Ooops, sorry, Lean initiative. It stands for Sort, Set in order, Shine, Standardize, Sustain. We couldn't handle the last 3 and we are far from Shining so we're doing 2S. Hell we can barely handle Sort, so the way the Company handles that is just throw it all away. It's sad really. Again, production says we need this space, and we need it now. Don't care what's there, throw it out or find a new space for it. New space? What new space? "We need all that stuff, where should we put it"? Don't know, but I need it moved now. It's ridiculous. Zero planning or knowledge about what is needed and not needed to maintain the business. Just throw it out! At one point Clean, Ooops did it again, Lean was so

important we even had the CEO of Aviation in the plant cleaning the floor and machines making \$5,400 an hour just to try and prove how important it is. That's 2 CEO's in 2 different Lean events with zero noticeable Lean changes, but hey 1 made a few Clean changes. Way to go.

Don't even get me started on P2P (part to print). That's really for another article, but just so you know.... We've been making the same parts here for 50 years and according to them we've been making all these parts wrong the whole time. Are you kidding me? I guess we've just been lucky this whole time and that no one noticed. Unbelievable!

The true success story however of Clean, oops I really need to stop doing that, I mean Lean, is the millions of dollars of new investment in machinery and infrastructure around the plant which is what the plant has needed for years and is nice to see. GE has ridden the backs of these antiquated machines and its highly skilled and knowledgeable workers to the point of no return. They got their money's worth and more. The Problem is they've waited so long on the machinery and let so much knowledge go without backfill that they've dug themselves a huge hole we are all not too sure they can climb out of. Hopefully things start to turn around. I mean don't get me wrong the plant being Clean is great too and maybe one day the Company will figure out how to make it Lean too. I guess time will tell. Maybe time for a new playbook.

Merry Christmas everyone. Hope everyone gets to spend some time with their family and enjoy a little bit of time off.

See you around the plant!



There has been an uptick in discipline over the last three months across the plant. This isn't anything new. It's the end of the quarter and the Company always clamps down around this time but what is going on recently is a little more than just clamping down, it seems like this is designed to get rid of people. This is a contract year, and the Company is playing hard ball. Speaking about it being a contract year, everything people have said that they have been hearing is just a rumor. There have been no contract talks this year between the Company and the Union. So please feel free to contact the Union Hall to clear up any questions you have.

## LATO

The Company is complaining about IME again. I don't know why? IME is company driven and they have avenues to lower it. They can bring work in; they can offer 4 and the door or how about they have their management team come in on the weekend so if an engine needs a disposition there is someone there that can do it and the engine isn't sitting there until Monday? But the Company blames IME on us, they should look at how they run their business before pointing fingers.

Remember to use your remaining vacation days and personal time before the end of the year. Use it or lose it.

## Logistics

Let me clear up a hot rumor that is going through building 63. The business is not farming out SMK. There were talks about it higher up, but it was decided that it is going to stay and work from CPLC is coming back. But what is more alarming is that the former plant "leader" from logistics who now works in special projects was lobbying from his evil lair to bypass Lynn Logistics and ship all the cold sections straight to Strothers. That would be a transfer of work and would have had to be negotiated with the Union. He is still trying to screw the hard-working members in logistics from behind the scenes. But it was ultimately decided that it didn't save any money and was squashed. Another bad idea from the former plant "leader" ....

I want to take the time to wish everyone a Merry Christmas and Happy Holidays. Hope to see everyone at the Local 201 Holiday party on December 20th at the union hall. See you around the shop.

Bobby

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Marie Raymond on her recent death.



## VP's Column

By TOM O'SHEA  
Vice-President/  
Recording Secretary

### Children's Party

Another children's Christmas party is in the books and what a party it was! Santa was there, as were a host of new guests offering new activities. Thank you to Yanitza Thomas for all your hard work and many thanks to the volunteers, the Lynn English Bulldogs football team, the local 201 Activities committee and all who participated. Our last children's party was in 2019. But we didn't forget how to show the spirit of the season! Some things are timeless.

### Contract Year

We are in a GE contract year. Our contract with the Company expires on June 18, 2023. For all our new members hired after the 2019 contract negotiations, this year will be an education. The contract negotiation process is a very important part of working at GE Lynn. PAY ATTENTION. Read the

local 201 newspapers. Attend monthly membership meetings. Don't be afraid to speak up. If you have a question ask a steward, ask an E Board member or ask a veteran local 201 member. Here are some of the basics pertaining to our contract. We are IUE CWA Local 201. Our contract includes IUE CWA GE workers in Schenectady New York Local 301, Madisonville Kentucky Local 701, Strother Kansas Local 1004, Albany N.Y. Local 303, Cleveland Ohio Local 707, Dallas Texas Local 788 and Minneapolis Minnesota Local 1140. These locals along with the IAM and UAW at GE Evandale have worked together in the past to negotiate a contract. These collective unions are called the Coordinated Bargaining Committee or CBC. The IAM and UAW do not share a contract with the IUE. Our collective strength has helped

create separate contracts that in the past contained similar language that got voted on separately. The negotiating team will meet with the Company at the end of May to start the process. The head of the negotiating team for the IUE is Jerry Carney, he will work alongside IUE President Carl Kennebrew and the rest of the team. For local 201 the Business Agent Justin Richards and President Adam Kaszynski will be part of the negotiating team. Delegate Bobby Eldridge will vote when the negotiations close. After the members of the negotiating team vote the local 201 Policy Board will vote. Next in line is the steward's council, they will meet and vote. Lastly the agreement will go to the membership for a secret ballot vote.

During a contract year, questions about the contract start being asked a year in advance. Mainly by long service

members or members looking to retire. One of the most frequently asked questions: "is there going to be a buy out?". The answer is "not likely". In the past programs that incentivize retirement often leave the manufacturing facilities that offer them in desperate need of skilled workers to train the remaining workers. This has happened in several IUE union facilities. I don't expect the international to be pushing for buy outs.

Social media has

played a role in recent contracts. Mostly in a negative way. While it is important to stay informed it is not good to hide behind the curtain and disparage others. More on this to come.

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Ametek retiree Robert Neilson on his recent death. Bob worked at GE and Ametek and held positions as a Machinist and in Tool and Die.

## THE JANES DOCUMENTARY MOVIE NIGHT

FREE EVENT/FOLLOWED BY DISCUSSION  
SUBTITLES IN SPANISH  
REFRESHMENTS SERVED

The Janes Documentary looks at a group of women who built an underground network for women seeking a safe, affordable abortion before Roe vs. Wade. What can we learn from their experiences?

Thursday, January 12, 2023

6:00 PM to 9:00 PM

Lynn Museum

590 Washington Street, Lynn, MA

Women's Committee of the North Shore Labor Council

Please RSVP by January 06, 2023, by scanning QR Code or click [here!](#)



### HOLIDAY ALKATHONS

Abington Early Bird Dawn Patrol 10 Bedford St. 6 pm 12/31-1/1 9 am  
Dedham Village 1st Ch., 670 High St. 8 pm 12/24-9:30 pm 12/25 & 8 pm 12/31-9:30 pm 1/1  
District 6 Christmas 12/24 9 pm-midnight & 12/25 9 am-6 pm Lutheran Ch., 900 Main St., Brockton  
District 6 New Year's 9 pm-1:15 AM 1/1 and 9 AM-6 pm 1/1 Lutheran Ch., 900 Main St., Brockton  
District 7 Christmas 12/24 4 pm-12/25 4 pm @The Anchor, 7 Hadassah Way, Hull  
District 7 New Year's 12/31 Noon-1/1 Noon @ the Anchor, 7 Hadassah Way, Hull  
District 8 United Methodist Ch., 40 Beale St., Quincy 6 pm 12/24-6 pm 12/25  
District 8 United Methodist Ch., 40 Beale St., Quincy 6 pm 12/31-6 pm 1/1  
District 12/13 & 14 Christmas 12/24 6-9 pm 12/25 9 am- 7 pm VFW 386 Washington St Brookline  
Lowell Bridge Club, 33 E. Merrimack St. December 25 6 AM-8 PM  
Malden 4 Winds Friday Club 24, 787 Salem St. 6 pm 12/24-6 pm 12/25. Food donations welcome.



## Business Agent's Column

By JUSTIN RICHARDS  
*Business Agent*

The year is just about over! I hope everybody is looking forward to having a couple days off work and getting back together with your family and friends to celebrate Christmas! As the year is closing out, I am sitting back writing this article and thinking about all the negotiations, campaigning, all the different issues and grievances that have come up at the different bargaining units, it's been a busy and productive year.

In my report this month I am not going to separate the different bargaining Units. Given the year we had and are now closing out, I feel it is important to write about what applies to all our members: negotiated benefits and rights under our contracts. And, if there is a violation how our members should address it. Firstly, everybody has to understand that because we are a Union, we are afforded Weingarten rights under the NLRA. Section 7 of the NLRA protects employees who refuse to submit to certain interviews without a requested representative present. I cannot stress this enough. If your manager tries to question you about your attendance, your performance, anything that has the potential to lead to discipline, do not answer any questions until your Union representative is present and you have had the time to speak to your rep. BEWARE! Your manager is not your friend! They can, will, and have, twisted our members' answers to fit their agenda. We have seen many cases where discipline could have been avoided or mitigated if representation had been present during these conversations with the manager. So, if the

manager does not offer representation, request it immediately! We have been extremely aggressive with the companies when it comes to representing our members. For the most part the managers at our different bargaining units inform members to get a representative. If this doesn't happen, simply and always request one and find a steward or call the hall. It is illegal for the Company to deny a union member their right to representation. For our newer members, do not ever feel uncomfortable requesting representation; it will only benefit you.

In my opinion one of, if not the most important article in our contracts is the grievance procedure. Each one of our contracts has a grievance procedure that consists of multiple steps. Step one is the grievance discussion between the steward and manager. Step 2 is the discussion between the board member/chief steward and union relations. Step 3 is the discussion between the business agent and the Company's corporate union relations personnel.

When should you file a grievance? Always! If the Company screws up your pay, if your boss is harassing you, treating you differently from others, violating your overtime rights or any other rights under our contracts or negotiated benefits, or any other wrongdoing that might have occurred.

Grievances do not get magically filed. So, how should you file a grievance? First bring the complaint to the steward with all the facts, bring as much information as possible, and any witness who might have been present at the time, be detailed. The steward will review

your complaint, identify the violation and what articles have been violated, write a summary of the violation, request a relief or settlement and then present the grievance to the manager. When or if the grievance is not satisfied at this step, the steward will then turn the grievance into the chief steward or board member for processing into the second step. If unsatisfied at the second step, the Business Agent will prepare the grievance for the third step.

Why is it important to file grievances? For multiple reasons. One is to establish how specific contract language is interpreted, the intent and mutual understanding of that language. Contract language can be vague and gray and if we settle a grievance with the Company on that specific language, that grievance settlement establishes how that language is interpreted and applied in the future, it becomes binding and precedent setting. Secondly, grievances are legal and binding agreements. For example, a member files a grievance because they believe that they were disciplined unjustly. If the Company agrees that the discipline was unjust and removes the discipline from your file, they cannot use that discipline incident against you in the future, and the Union will have a legal record of it. Thirdly, probably the most important, these are our rights. Grievances exercise and protect those rights!

Understand the timing of your grievance. Step one, the Company must give an answer in a spe-



## LCM Executive Board

By JOSEPH TIRONE  
*LCM Executive Board*

### Holiday Dreamin'

I would like to start by saying I hope all 201 members and their families have a great Holiday Season.

I have been meeting with the business leaders every week just to talk about what's going on around the shop and address any issues they're having. This seems to be working. If any stewards are having problems in their area, they will attend this meeting and be able to address them there. With all the issues around the plant, it is crucial that the Company works with the Union.

One of the big things I hear about all the time is new management people doing bargaining unit work. This is somebody's job, and they need to understand that. I'm trying to work with upper management to fix this issue. Management has a job to do, and it doesn't include running trackers, moving parts, etc. It's very easy to understand, stay in your lane, imagine one of us going into management's office and doing their job? It's like a slap in the face.

Since its holiday season I'm dreaming of a green Christmas where the CEO of General Electric realizes how underpaid we are, how high the cost of living is and gives all 201 members a ten dollar an hour pay increase. Oh, and brings back pensions, because every American deserves to retire.

Sincerely LCM E Board  
Joseph Tirone

cific timeframe outlined in our contracts. For GE its 24 hours, Ametek 5 days, AVBG 7 calendar days excluding weekends and holidays, Saugus Public Library 14 working days, LWWT 7 days. At the step 2 level, this is where it changes, and timeliness really only kicks in when arguments from both sides come to a halt. At this level there is a constant back and forth between the Union and the Company, arguing over facts and circumstances or bringing in additional evidence on both sides. This can take a while in part due to our step 2 scheduling. At GE we meet once a week and rotate jurisdictions, AVBG we meet monthly, the other units we meet on request. If a

grievance proceeds to step three, more time is tacked on. At GE we meet quarterly, once every three months. The rest of the Units we meet on request. Once we request a third step meeting with our other Units, that meeting is usually held within four weeks. When you're questioning why it sometimes takes so long, this is it and why. It's important for both the Union and the Company to be prepared going into these meetings. If I had a dollar for every time the Union called a grievance and the Company responded with, "still reviewing" I could probably buy a decent car. Merry Christmas Everybody!



## President's Column

By ADAM KASZYNSKI  
*President*

### Let's Hire an Organizer: Proposal Going to Membership Vote in January

I am really excited about the Executive Boards Organizing Proposal that will be up for discussion this month followed by a discussion and vote at the January membership meeting. Exact details of the proposal will be in the next paper preceding the vote. Please reach out with input over the next month as we finalize the proposal. Here's what the general proposal looks like so far:

If passed, Local 201 would hire 1 full time organizer, for the period of one year, to develop an organizing program at the local, train members as external (new shops) and internal (201's 5 bargaining units) organizers, and engage in organizing with the aim of growing and strengthening our Union.

#### Project Goals:

- Probe viability of organizing targets
- Develop a plan to generate and target strategic leads within the Locals jurisdiction
- Training
- Build organizing committees at strategic targets
- Organize new workers into Local 201
- Organize current members to take on workplace issues and prepare for upcoming contract fights.

**Salary and Benefits:** The CWA will reimburse the Local for the cost of 75% of the salary. The organizer will be offered the

same benefit package as the 2 current 201 staff members, which will be paid by the Local. The total cost will be in the final proposal published in the next edition of the 201 news preceding the vote.

**Hiring Committee:** The Local president and CWA Organizing department will conduct the search. A candidate will be recommended to the IUE-CWA Local 201 Executive Board for final approval.

**Duration:** The contract will be for one year, with the understanding that the membership and board will review after one year and decide via democratic vote whether to continue with this organizing program.

**Why?** Years ago the local had an organizer, and it grew and strengthened our Union. Now is the right time to rebuild our organizing program to strengthen and grow our Union. We get calls everyday from workers that want to join our union, and we need to rise up to meet this moment – we cannot let it pass us by. We have 2 big contracts next year at GE and Avis Budget and we need to hone our organization to be prepared for 2 big fights. I hope you will consider coming to the meeting/holiday party to discuss this opportunity.

#### Politicians Betray Rail Workers

The vultures of Wall Street have pushed a strategy for short term stock gains and higher profits built on increased exploitation of even fewer rail workers. GE has pursued a similar path led by the parasitic strategies of hedge funds like Trian leading to less investment, more outsourcing, and the split. In the railroads, the strategy is

called Precision Scheduling. Do more with less. There has been a 30% reduction in railroad employees over the last decade. The stock price of Railroad company CSX has grown 300% in the same time frame. The companies can more than afford to pay the sick time, but the companies hedged their bets on the antiquated Railway Labor Act (1926) to force the contract down workers throats. The RLA allows congress and the president to intervene before a strike, and Joe Biden totally blew it. I have been asked many times over the past week if the government could force a contract down 201 members throats, the answer is "no", we have the right to strike and are not under the RLA. Biden, Trump, or anyone else in government could not do to us what they just did to rail workers. Railroad workers deserve the right to strike and no amount of political calculations justifies an intervention against the will of the workers. Yes, a railroad strike could cripple the economy, and no one wants to see that. That's exactly why the employer should offer the sick time to avert a strike. Their fight is far from over. Thanks to Jason Daley for writing a great op-ed for this issue of the paper (page 4), I wouldn't be surprised if it ran in some local newspapers so keep a look out.

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

## Veterans Day 2022



Thank you to the Lynn English High School ROTC for performing at the GE Veterans Day commemoration and thank you to all who attended.