

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

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Union Negotiates Internal CNC Training Program at GE – Vote March 21

By IUE CWA Local 201 President Adam Kaszynski

For months we have been negotiating with the Company around the return of the CNC Training Program after the COVID hiatus. The bargaining committee and the Local 201 Policy Board have reached a Tentative Agreement (TA) with GE, and unanimously recommend the TA to the membership. The full text of the TA can be found at local201.org for review prior to the March 21st membership meeting where we will vote.

Once the training program posts the 12 training positions, members can apply. The program takes place during first

shift. The program is open to all members currently at the R/M 17 rate. R /M-16 rate and below are also eligible but will need to have successfully completed the Internal Blueprint Reading and Shop math class, or have successfully graduated from a vocational high school or a machinist training program (E-Team, Nighthawks, etc). If you are on a rate 17 or lower, with no GE machine experience, and haven't had 6 months outside experience running a machine, this is your path to upgrading into the machining job family (the other way is to upgrade to punch

press – which you can upgrade laterally to from other R/M-17 positions). You must first pass an assessment, then the training roles will be filled with eligible candidates by seniority.

The entrance assessment asks a range of questions from easy to near impossible (for me anyway), in four sections which are averaged together for a final score. The Company finally agreed to lower the passing grade a bit and to drop the lowest of the four scores when they average the final grade. If you want to study up beforehand, there are great shop math, blueprint, and

machining courses available from the website www.ToolingU.com. Free trial here: <https://learn.toolingu.com/free-trial/>.

The program will run for 22 weeks. If you are planning a long vacation, the course may not be for you; it's already a lot to pack in over 22 weeks. For the first 4 weeks of the program, you will hold onto your previous job, shift, and pay rate. If you ask off, or fail the 4-week assessment, you'll land right back where you came from. If you continue in the program after 4 weeks, you will be paid at R/M-19 for the remainder of the training program – and failure to complete the program after 4 weeks will mean you will be moved into an open job, for which you are qualified, which has already exhausted the upgrade system. While in the training program you will not be eligible for overtime.

There is now a "Co-Op" element where trainees will spend the last 4 weeks on the floor shadowing a trainer (R/M-19 Machinist selected by seniority on a volunteer basis) that will

get paid working lead rate while training. **You can only train one person at a time.** These trainers will be responsible for getting trainees over the last hump, so it's important for our best trainers to volunteer.

In week 21 your final assessment will be to successfully complete an "exhibit A" on a part, then you will be offered a R/M-19 machine job family position, which you may not decline. The jobs will be bid by seniority and could be for any shift. If you need to stay on a particular shift, the training may not be for you.

This program is a great opportunity to get more qualifications for upgrading for our members – more money, stronger job security with on-the-job training, while getting paid, and to get higher rates after. It's a win-win for everyone, and the board and I ask for your support in voting yes on March 21st at the membership meeting to kick off the new and improved Internal CNC Training program.

continued on page 12

On February 23rd the New Lynn Coalition Honored MA State Rep Peter Capano and Other Unsung Community Heroes at the Lynn Museum



Derek White and Rob Peterson Receive Awards.

Next Local 201 Membership Meeting March 21, 2023 - 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, and Staff is extended to the family and friends of Robert Eldridge on the recent death of his grandfather. Bob is a servicer in bldg. 29 and is IUE CWA Local 201 E Board LAT+O/Logistics/Medical Center.

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

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

Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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

"Published monthly." \$1.00 a Year

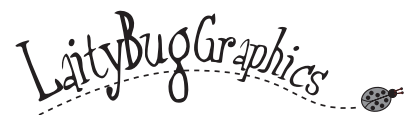


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Letter to the Editor

Hello Brothers and Sisters!!!

I wanted to write to everybody to quickly go over the mobilization committees goals and why its so important. The work the captains do is essential and they've all stepped up to bring this local together so we can build power and solidarity on the shop floor to support the bargaining team. The goal of the committee is to connect and communicate to members about updates, ways to get involved, and invite every member to build power by taking collective action together. It's important to understand that the power lies with the 1200 members of this local and the 3,000+ GE members nationwide and not the 11 members of the bargaining team. I call on you to know your area steward and campaign captain, sign up for campaign updates, and show up to the meetings and consider joining our committee. This is OUR contract! Below is a list of all our mobilization chairs and captains.

Committee chairs:

Christopher Moody
Jay Daley
Kate DeSisto

Fred Thomson
Billy Stephanides

Captains:

Aaron Ewart 66
Adam O'Neill 99
Anthony Totilo 66
Billy Stephanides 66
Brian O'Regan 42
Brian Truax 63
Brian Fitzgerald 42
Charles Mitsios 63
Chris Roderick 32
Chris Moody 66
Clint Brewster 99
Colette Carlino 66
Dan Clement 64
Daniel Dinan 77
David Craig 40
Derek White 29
Doug McCollum 40
Duc Nguyen 66
Francisco Morales 42
Frank Grullon 66
Fred Thomson 66
Geno Anderson 64
Jamaal Wilson 29
James Florence 74
Jared Daley 66
Jason Daley 64
Jeff Cruz Ruaes 29 / 42
John Irvin 63
John Velez 74

Johnny Thach 74
Joseph Tirone 66
Kate DeSisto 74
Ken Linnell 64
Kevin Nlemvo 29 / 42
Leo Rodriguez 66
Luis Cunillera 66
Manny Grieco 40
Mark Celani 32
Mark Malionek 40
Michael Suggs 74
Michael Fitzgerald 64
Mike Cameron 63
Natasha Morales 40
Nefty Alvarez 64
Nick Overbaugh 66
Nick Velasques 40
Norm Blanchard 77
Patrick Cole 29 / 42
Peter Senopoulos 40
Roan McNaughton 74
Robert (Bob) Reynolds 29
Ron Yim 66
Rudhy Paulino 66
Shane Lopresti 66
Steve Kent 40
Steve Allen 74
Tim Lynch 64

Signed,
Chris Moody, GE Contract Captain Mobilization Co-Chair



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

Hard to believe three years as LCM E-Board member is almost over. It's been a real challenge. One thing I could tell you, it's not an easy job. It's 24 hours a day trying to fight the good fight and help 201 members with their grievances. It's not over yet, the biggest part of the challenge is coming up, National Contract. One thing I can tell you is that everyone down at the union hall and the contract captains truly care and they want to fight hard for a great contract. A lot, as I always say, depends on our solidarity with one another and being willing to go the extra mile.

How we approach the next two and a half months will determine what our future for the next four years looks like. Remember what I have been saying in my other articles. The person working next to you is your union brother/sister. Treat them like family. We may get into disagreements but at the end of the shift they are still part of your union family. We worked through the pandemic together. We will work together to fight for the best contract for 2023-2027.

In Solidarity
Joe Tirone LCM E Board member



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of **\$4,000** each for the **2023-2024** school year, and another **\$4,000** for **2024-2025**. (2nd year award based on satisfactory academic record.)

Eligible are CWA members, their spouses, children and grandchildren (including those of laid-off, retired or deceased members) planning for college studies.

Winners will be chosen in a lottery drawing.

The program honors CWA's founding president, who served for more than 30 years. Joe Beirne took great pride in the roles he played in furthering educational opportunity and working for social justice.

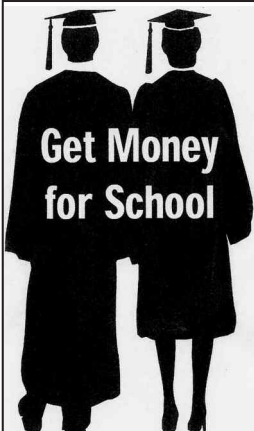
Final deadline for applications is 11:59 p.m., EST, April 30, 2023.

Sixteen new scholarships will be awarded by CWA's Joe Beirne Scholarship Program.

Applications are easy to make online at the Foundation's website (including submission of a short original essay).

For more information, and to fill out and submit the application form, visit:

cwa.org/beirne



Get Money for School

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 Applications will only be accepted over the Internet. The **deadline** for applying **April 30, 2023**. As of this publication the IUE CWA Website on Scholarship information had not been updated.

March Madness: Making the Playing Ground Fairer for Student Athletes

By Jackie Miller Chief Steward Saugus Public Library

The first NCAA Division I men’s basketball tournament was played in 1939. Almost 25 years later a group of former student-athletes filed a lawsuit. It took close to a century, but students have learned that organizations that benefit financially from the work of others usually do not have their workers’ best interests at heart. Although the NCAA and its lawyers argued that playing a sport in college is not work done in exchange for compensation but part of the “educational experience for athletes on campus.” In June 2021, the U. S. Supreme Court unanimously ruled that players can be paid.

According to a recent Yahoo Finance report, basketball is the second-highest revenue-producing sport for colleges after football, bringing in \$8.1 million per Division I school. The bulk of revenue for college basketball comes from CBS Sports’ deal to broadcast the NCAA Tournament, a deal worth \$1.1 billion annually—a sweet deal for organizations that operate as not-for-profits.

Colleges and universities were naturally reluctant to share the financial benefits sports teams generate. Under previous NCAA rules, prior to the court’s ruling, students could not be paid, and the scholarship money colleges offered was capped at the cost of attending the school. The NCAA defended its rules as necessary to preserve the amateur nature of college sports.

Adding to the financial insult, the NCAA requires all college athletes to have health insurance. The NCAA does not, however, mandate colleges pay for the healthcare costs for athletes. The parent’s insurance pays the medical expenses if a player is injured. Unsurprisingly, the term “student-athlete” was created so colleges wouldn’t be held liable for sports injuries.

And, just how much do schools make off of their basketball teams?

The top five Division I schools basketball teams generated the following revenues in 2022*:

1. Louisville Cardinals
Total revenue: \$42,177,260
Men’s basketball: \$40,684,042
Women’s basketball: \$1,493,218

2. Duke Blue Devils
Total revenue: \$37,244,192
Men’s basketball: \$33,382,496
Women’s basketball: \$3,861,246

3. Kentucky Wildcats
Revenue: \$29,733,764
Men’s basketball: \$29,307,070
Women’s basketball: \$426,694

4. North Carolina Tar Heels
Revenue: \$27,156,486
Men’s basketball: \$26,230,915
Women’s basketball: \$925,571

5. Indiana Hoosiers
Revenue: \$25,502,758
Men’s basketball: \$25,140,266
Women’s basketball: \$362,496

*Figures from GObankingrates.com March 15, 2022, article by George Malone

Hopefully, students will soon organize student-athlete unions before another century rolls by.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of John McQuarrie on the recent death of his father GE retiree Allan McQuarrie. Al was the Employee Assistance Officer for local 201 for many years until his retirement in 2003. John works as an AAEM in bldg. 29.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, and Staff is extended to the family and friends of Marysia Hayes on the recent death of her husband William. Marysia is an AAEM in bldg. 29.

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

MARCH 21, 2023

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

OR VIA ZOOM
shorturl.at/pORY5




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 MOU TA GE CNC CLASS

Signed,
ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent



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Kevin's Swan Song

By Susan Strauss, former IUE Steward and Committee Member, and Local 201 Retiree

As an IUE 201 steward, an IUE 201 board member, IUE 201 president, and, lastly, as IUE 201 president of the local 201 retirees' council, Kevin David Mahar has devoted the past 63 years defending workers and retirees at General Electric in Lynn. Now, on his 80th birthday, he has decided to finally retire from it all.

As a steward Kevin was fired for protesting

racial discrimination, as a board member he advocated building the union hall on Bennett Street, and as union president he helped change the workers compensation laws of Massachusetts. For the last 28 years, as president of the 201 retirees, Kevin can point to four pension increases and two additional (13th) checks his leadership helped achieve. Among

other concerns, he organized a national GE retirees' group that established regular communication with GE labor relations and their insurance administrators. Among the things they achieved was getting VIA to list Blue Cross Blue Shield as a regular covered option. Alex Brown, former 201 president, has now stepped up to be 201's new retiree council pres-

ident and Greg Johnson, former 201 steward, its treasurer. (Ed Walczak, the current treasurer is also retiring). Alex and Greg hope to engage all 201 retirees in making the organization an active and re-vitalized

group. Won't you help them?

Our next meeting is Tuesday, March 28th at 1 p.m. in person at the union hall as well as on zoom. Come join us!

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Robert Boynton 2nd shift TPMO on the recent death of his mother GE retiree Christine Boynton. Christine was also the widow of GE retiree Harold Boynton and was the grandmother of Rob Boynton Jr. who works 1st shift in bldg. 40.



Letter to the Editor

LOCAL 201 HISTORY PROJECT

We are rerunning this letter to let people know that the project is going well but we still need/want more participation! If you worked at GE River Works, West Lynn, Everett or Wilmington please please reach out.

Dear Former (or present) member of IUE-CWA Local 201,

Local 201 has played an important role in our community; in the IUE-CWA (and prior to that the UE) and in the New England labor movement. IUE-CWA 201 has been one of the most prominent leaders in negotiations with the GE for the betterment of all. As a participant in Local 201, you have something to say about what happened when you were active; what you accomplished; and what you were thinking about. A new generation needs to hear your thoughts.

Local 201, in cooperation with the University of MA-Boston, and the Lynn Museum/Lynn Arts has launched the Local 201 History Project. It has four parts.

1) Identify and catalogue existing material about Local 201; whether in libraries or individual collections; 2) Arrange to digitize the material e.g. the Electrical Union News or other documents; 3) Identify individuals to be interviewed as we build an oral history of the local; 4) Acquire individual collections of papers.

Contact our committee:

(1) Do you have any material? (2) Are interested in being interviewed or want to suggest someone? (3) If you just want to talk about the project and the local's history.

CONTACT

Adam Kaszynski; President IUE-CWA Local 201, 781-598-2760, email at akaz@local201iuecwa.org

Frank Emspak, former Executive Board member; (Wilmington) IUE local 201, 608-215-6701; frankemspak@gmail.com

Signed,

THE LOCAL 201 HISTORY PROJECT Committee

Adam Kaszynski; President IUE-CWA Local 201

Doneeca Thurston Director LynnMuseum/Lynn Arts

Nick Juravich; Associate Director, Labor Resource Center UMass Boston

Frank Emspak; Emeritus Professor; School for Workers, University of Wisconsin



Congratulations on your Retirement 66 RC Steve Waitt

IUE-CWA Local 201

RETIREES COUNCIL MEETING NOTICE

When: Tuesday March 28, 2023 at 1 pm

**Where: Local 201 Union Hall
112 Exchange Street Lynn MA 01901**

OR

Join Zoom Meeting

<https://us02web.zoom.us/j/86199516446>

Meeting ID: 861 9951 6446

Passcode: 153283

Call in: + 646 558 8656

For more info call Alex Brown: 617-922-5573

Alex Brown, President

Greg Johnson, Financial Secretary

Military Service While Employed by GE

By Local-201 Veterans' Committee Chairman Jeff Cruz

It may not seem as common as we think but as a matter of fact there are several members working at GE who are currently part of the armed forces. National Guardsmen, Reservists, and Active-Duty personnel on terminal leave are dotted throughout the plant working by our side and disappearing every once in a while, to fulfill their military duties. As waves of new hires come into the plant, we have seen a need to continuously educate the new generations of 201 members on the military benefits negotiated by the Union and the guidelines set by the Company. For more details refer to Article 23 "Military Pay" of the most recent union contract or visit the OneHR.ge.com benefits page and navigate the "Time off and Leave of Absence" sections until you find the military duty section or check the most up to date benefits handbook. You may also find it interesting to see that the contract language fought and won by the Union has become the standard for all company employees.

For ease of our members here is a summary.

Pay for Military Service is available for but not limited to: Annual Training (ATs), Active

duty/Active duty training, Inactive duty/inactive duty training, and Schooling, including Officer Training School, Advanced Non-Commissioned Officer Course, etc. All of these must be substantiated by either orders or official correspondence from your command. You will also need to fill out the appropriate company forms which can be found in the benefits page or by reaching out to HR.

You must have at least 30 days of service with the Company in order to qualify for military pay, otherwise the leave will be unpaid, unless otherwise stated by law. In all cases you are eligible to receive rights and privileges under the Uniformed Services Employment and Reemployment Rights Act (USERRA)

If military orders are for 30 consecutive calendar days or less (including back-to-back orders) you will remain on active payroll and are eligible for up to 30 days of military pay per calendar year. This means that you will receive your full pay based on your normal straight time 40hr paycheck.

If military orders are for 30 consecutive calendar days or more (including back to back orders) you are eligible to receive a lump-

sum payment equal to four weeks of full pay, based on your normal straight-time 40hr paycheck. You are then eligible to receive the difference between your military pay and your normal straight-time 40hr paycheck for the days you would otherwise have been scheduled to work, up to a maximum for up to 35 months. (This is reduced to only 4 weeks full pay if this leave is due to a new enlistment and subsequent training)

Medical/dental/vision insurance: Your coverage will continue until whichever comes first either the 30 days after the date on which you are no longer on the Active Payroll or the end of Continuous Service, and for covered dependents, the earlier of the duration of leave or the end of Continuous Service. There would be a change of coverage and cost if military leave extends past 30 days. You may be sent a bill to pay for these services.

Flexible Spending Account: Contributions may be suspended; however, if continuing to contribute, the tax treatment may change.

Service Credits: Assuming you return to work, service credits and continuous service will be main-

tained during the entirety of your military leave. You will continue to receive service credits for the length of your leave.

Remaining Time-off and vacation: If you return during the calendar year your paid time off is still available to you, otherwise remaining paid time off will be paid out to you at the beginning of the next year.

Retirement Savings Plan: If you return from a qualifying leave, you'll receive a make-up for any Company Retirement Contributions you missed during your absence. You'll also have the opportunity to make up any of your own contributions you missed during that time either by payroll deductions or lump-sums.

Please keep in mind that this is as brief as an overview that we can make without getting into the weeds of these guidelines. If you know of someone who might benefit from this information bring it to their attention. If there is anything else that you think we should all be more aware of or if you have any questions, please let us know; contact the hall or the Veterans' Committee at jefferson.cruzruales@gmail.com

Sevenwood Financial Services, LLC.

We have been working with your Co-workers, and Retirees, for the past 20 years, helping them protect and grow what they have worked so hard to earn. You do **NOT** have to be on the "roller coaster" of the market to "hopefully" grow your retirement account. Our clients have realized market like gains, with **no possibility of market loss**. The Retirement Income Solutions we work with take waiting and wondering right off the table. You will know what you have now, and it can **ONLY GROW**.

The Income solutions we work with have the following features:

Offered by the **5th largest money manager**, in the world.

100% safe, account value will never go down if the market drops or crashes

Up-front bonus applied at account opening (call for current percentage)

All future gains/returns are **applied to the up-front bonus** as well

Unlike the market, gains are **actually added to your account** and can never be lost

Rate Lock Feature: anytime throughout the year if you're showing a gain, we can capture it and lock it in

Will provide you with a **guaranteed lifetime income**

After turning on the income, future gains/returns **result in raises**, and when your income goes up, it stays up

Currently Working: Your retirement plan may have a feature that allows you to protect all or part of your 401K. Prior to age 59 ½ you may be allowed to protect and grow a portion of your 401K. After age 59 ½ you may be allowed to protect and grow all of it.

Retirees: If you are still in the market, now is the time to consider this alternative. The volatility of the market makes it very hard to plan for the future. Our clients sleep well at night, because they know that their retirement funds are not only protected, but have also grown significantly.

There are many other great features to consider. Please share your email address with us and we'll send you the rest of the information, including product brochures and comparisons to the market.

Below is a list of other scenarios where this might be a fit:

Cash sitting stagnant in the bank (cash actually loses value due to inflation)

Penalty free, tax free, rollover of an existing IRA or Annuity (that you would like to protect and grow)

Brokerage accounts (stocks, bonds and mutual funds – protect those current gains or protect from future losses)

Maximize what you leave to your heirs (via the bonus)

Call us today!! Debbie Marti 203-376-7947 Eric VanOstrand 860-913-4563

www.sevenwoodfinancialservices.com

Pictures From North Shore Labor Council January 2023 Educational Conference



Communication – Stay on Top of the Latest Union Updates!

Communication is key to maintain a strong Union. Our Union’s primary form of communication is the Local 201 News and Membership meeting, but did you know we also maintain a website, email list, and text list?

What’s on Local201.org?

- Here is some of what you can find at Local201.org
- Membership Meeting Announcements/Minutes
- Digital Copies of the 201 News
- GE Contract Campaign Updates (Including National GE Worker Newsletter Digital Additions)
- Scholarship Information for School
- Membership Meeting Minutes

NEW: “Stewards Corner”: Relevant information for stewards is available to all members in this section. These items include your contract and supplements, grievance forms and educational materials. You can check it out here: <https://local201.org/stewards-corner>

Local 201 General Membership Email List

To sign up for the Local 201 email list you can go to: <http://eepurl.com/goiLMz> or scan here:



Local 201 General Membership Text List

To get periodic text updates text “Local201” to (833)-436-1355.

AVBG Contract Updates

Text: Sign up for Text Contract Updates: Text “AVBG” to (833)-436-1355

Email: Sign up for email updates:

<http://eepurl.com/goiLMz>. Make sure to select “Avis Budget” from “Employer” drop down menu.

IUE- CWA GE Bargaining Committee Updates

Facebook: Like and follow

<https://www.facebook.com/unitedatge> for official updates from the IUE-CWA GE Bargaining Committee

Text List: National Bargaining Committee Text List:

Text “GE” to 69866

Sign up to be a GE Contract Campaign Captain:

bit.ly/GEcaptains

Listed Below Are Open Positions as of March 1, 2023 at Lynn GE. You can apply for these jobs at GEcareers.com

- | | |
|-------------------------|----------------|
| Electrician 4 | Plumber 4 |
| Repair Control 6 | HVAC 4 |
| Grind 2 | Welder 8 |
| Experienced Machinist 7 | Stock Keeper 1 |



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Management of Change

As more process changes, machine moves, floor design changes, and maintenance shop modifications are being introduced on the shop floor, there is an effort underway to revamp and improve Management of Change on site. Condensed **definition:** MOC is a process for preventing or mitigating business losses including degradation of safety, health or environment as the result of **changes** made to how you construct, operate, manage, or repair your facility or your processes.

MOC is fundamentally covered under OSHA 29 CFR 1910.119 as:

“The employer shall establish written procedures to manage changes (except for “replacements in kind”) to process chemicals, technology, equipment, and procedures; and changes to facilities that affect a covered process.”

NIOSH uses “PtD” or Prevention thru Design which we basically have here in Lynn.

Many of the worst industrial accidents in recent history have as a root cause the failure of the MOC process.

We must identify what constitutes a “change” we wish to manage; lack of clear definition can cripple the program’s effectiveness and create loopholes. A few examples of MOC are:

- Addition, modifications, or additions to new process equipment or critical business systems (including software)
- Changes in maintenance procedures
- Alterations to safety systems (interlocks, fire suppression, etc.).

What about temporary changes?

There is no more permanent change than a “temporary change” which escaped the MOC process. Of all the uncontrolled changes that occur, “temporary” changes are the most frequent causes of accidents and near miss/incidents.

Then there’s the “But we aren’t making a real modification, just making it a little better”. Well intentioned minor improvements rank as the sec-

ond largest cause of incidents that fall under the failure-of-MOC category.

There is the classic “I/we don’t have time for MOC, this is an emergency!”. During an emergency is exactly when the self-discipline imposed by a well-established MOC process is necessary. If we are experiencing frequent failures that require midnight part substitutions and work arounds, then our challenge is not to ignore MOC but rather drive our programs in place designed to eliminate chronic failures with standard work procedures and preventative maintenance.

“The approval process takes too long, we can’t get anything done”.

This is a GE company written policy requirement. Poorly designed MOC approval procedures confuse the need to be informed of a change after it happens with the need to approve before it happens. Levels of approval need to be appropriate to the change and potential risk associated with it. There is also a need for flexibility that can be tailored to the situation at hand. Minimize the number of approvals to just the right ones to streamline quality. As far as machine moves, I believe maintenance is the key since they are often doing the work and know from experience. Too often I hear maintenance members say, “They should have asked me first”.

Despite our best efforts and GE written policy, MOC won’t catch every problem, but risk management is about changing the odds to be more in our favor. A well-designed MOC process will help eliminate risks and is an essential loss prevention tool that doesn’t have to be so difficult to use that it inhibits change.

Opening LWTP Veolia Instrument Technician
<https://g.co/kgs/UJa6mn>



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

Hi Everyone,

Clearly there has been a huge issue with people understanding the 21-day notice process and how it has worked for many, many years. Especially newer people in management. So, let's try to clear this up and make it really clear for the people that seem to have a really hard time understanding the process and what needs a 21-day notice.

The Company and the Union have a contract. It is a LABOR! Contract. That means that unless otherwise negotiated through Transfers of Work or Farmout notices once you cross through the gates the labor belongs to Local 201. As far as Maintenance or Trades go the contract states this:

ARTICLE XXII Section 5(d) 1 & 2

(d) Subcontracting of Trades Work at the Plant Location. Notice

The Company will give notice to the Local of its intent to subcontract trades work, where the work will be done by a subcontractor at the same plant or elsewhere and there is no decrease in the number of represented employees performing such trades work, before to finalization of the proposed action provided that the work is of a nature that is normally performed by trades workers (maintenance, tool & die, and other similar classifications). Notice will not be required in emergency situations.

Bargaining

If the local request bargaining concerning such subcontracting the Company will promptly meet and discuss its plan with the Local. However, in no event will the Company be obligated to withhold the effectuation of the proposed subcontracting for more than twenty-one (21) calendar days from the date of the notification to the Local.

Pretty clear to me! There are no exceptions! It doesn't matter if it's new, old, upgrade, modification, retrofit, add-on, or if you don't think that we don't do it so it doesn't have to be notified. Again, unless it's a Transfer of Work. **WE DO IT!** It's that simple. It all needs to be notified. If you don't think it does, 99% of the time **IT DOES!** If a contractor or vendor is coming into the plant, there is to be a notification. As a matter of fact, those of us that know the process have made it easy and there is even a fancy little 21-day notification form for you to fill out to make it easy on everyone. The purpose of the form is so that the Local knows the location of the project, the Scope of the work, what crafts will be involved and if we will work with the vendor or not, when the project will start, and who the project leader is from the Company in case there are any problems. All of this information saves us all from a lot of wasted time and headaches.

It's a long standing process with the Company that 98% of the time has no issues. Let's keep it that way. It can be real simple or it can become real hard. You can only claim ignorance once, after that it becomes arrogance, and nobody likes that.

"Arrogance is the surest path to Failure"

See you around the plant!

The Company announced that they are investing \$31 million dollars in Lynn. Okay, it is great to hear the Company is investing in Lynn but let me tell you that the money is already spent, the Union was told about it last year. The money went to test cell upgrades, tooling re-design, building improvements, new grind machines and air conditioning. The Company loves to go to the media to announce when they spend money, especially during a contract year. It's just a smoke screen to the public. We who work there, we see what really goes on. Machines down, farmed out parts, inexperienced management in roles they shouldn't be in, a toxic structure that is set up to fail. There is an old saying at the River Works, get us the parts we will get you the engines. Well, they can't even do that right....

LATO

The shift poll is done. Not everyone got the shift or engine line they wanted and for the people complaining it doesn't matter what type of worker you are or how much your boss tells you they will take care of you. Seniority is everything, from lay-off to upgrade to shift, in some areas its job assignment. The Company has taken away a lot

from us. They can't take away seniority. It is unusually slow for the end of the quarter and the business is telling the Union that there aren't enough parts to justify overtime. When you farmout our work to outside vendors that send us bad parts and the Company got rid of incoming inspection there are going to be parts shortages.

Once again, the Company is trying to break the group and some people are going along with it. I'm going to say this, come June we could very well be on Western Ave so just remember we win when we stick together.

Logistics

Great news for people looking to upgrade. The Union and the Company have reached a tentative agreement pending membership approval on a new CNC training course. If passed, you can go from a 16 to a 19 without holding a 17 if you have blueprint and shop math and complete the training course. For more information come to the next Union meeting 3/21 to go over a breakdown of the agreement and vote.

Market Base Wage negotiations are still going on, talk to a steward for the latest update.

Hope to see you around the shop. Bobby

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VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

E Team

During new hire orientation I try to remember to tell the story about what I know of the GE Apprentice program. The program graduated its last class in 1989. It was a 3.5 year program that paid students full time wages to go to school. If you got in, it was your fulltime job at GE. It was difficult and very competitive to get into the GE Apprentice program. The program was a comprehensive immersion into machining and learning the workings of the factory. Many of the graduates went on to become GE Engineers, Planners, Foreman, Machinists or to another job they qualified for on the factory floor. The Company invested in its workforce and it paid dividends to the Company. The apprentice school was on

the top floor of bldg. 77. If you came into the plant by way of Fairchild Street, 77 would have been on your left lining the roadway.

When the program ended in 1989 workers were worried. The Company seemed to be getting away from manufacturing. Closing the program signaled a distinct change of direction. Community groups were also concerned. In the early 1990's, local 201 and several community groups got together to discuss this future. A future where manufacturing jobs needed a skilled workforce. And an educational pathway that was not apparent to fill those needs. This group of concerned citizens decided that creating their own machinist training program was one answer to filling that need. And so, the E team was

born. The E team was originally a 9-month program with approximately 30 students per class. Classes were held Tuesday, Wednesday, and Thursday evenings from 6pm - 9pm and Saturday 7am - 3pm. Today's E team is approximately 5.5 months but has retained it same schedule. Tuesday, Wednesday + Thursday 6pm - 9pm and Saturday 7am - 3pm. It took a lot of dedicated teachers and volunteers to get to this point. The program has proven successful. It gets funded (for now) and has a newly refurbished machine shop facility at Lynn Tech. The E team has inspired two similar programs which are organized through AMTEP, one in Danvers at Essex Tech known as the Night Hawks and at Gloucester High School.

Right now, there are a good amount of E team and Night Hawk graduates working at GE Lynn. Any alumni seeing this article should remember that part of the deal is to give back. To volunteer at E team. To make sure your E team sisters and brothers are aware of your E team presence. It's up to you. Don't wait for someone else to organize something. Do it. Pay it forward.

Not to slight the Company. I believe they have seen the error of their ways and in the past 15 years have been working towards rectifying it. GE Lynn has held several versions of an in-house training program and most recently have been hold-

ing blueprint reading and shop math classes along with their latest in-house CNC training program that employees can upgrade to. The next CNC training class should be ready to begin any day now.

201 History Project

Interviews for the Local 201 history project are well underway. Volunteers from UMass Boston have been conducting them here at the Local 201 Union Hall and the list of names is impressive. If you are interested in participating and setting up an interview, please reach out to Frank Emspak at 608 215 6701. This project will culminate with a public event and celebration. Location and time to be determined.

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FREE PARKING EVENING AND SATURDAY HOURS



It Starts With Me
SAFETY



GE Aerospace Lynn
2023 Shoemobile Schedule

March 22nd (Wed)	6:00 AM - 4:00 PM	South of 40
April 12th (Wed)	6:00 AM - 4:00 PM	South of 40
April 20th (Thurs)	6:00 AM - 4:00 PM	North of 42
May 11th (Thurs)	6:00 AM - 4:00 PM	South of 40
May 24th (Wed)	6:00 AM - 4:00 PM	South of 40
June 8th (Thurs)	6:00 AM - 4:00 PM	South of 40
June 14th (Wed)	6:00 AM - 4:00 PM	South of 40
July 26th (Wed)	6:00 AM - 4:00 PM	South of 40
August 23rd (Wed)	6:00 AM - 4:00 PM	South of 40
September 13th (Wed)	6:00 AM - 4:00 PM	South of 40
October 12th (Thurs)	6:00 AM - 4:00 PM	South of 40
November 15th (Wed)	6:00 AM - 4:00 PM	South of 40

Please notify Suzie Dozier (EHS Leader) or Stephanie Murray (IUE Safety Rep) to get approval to purchase at one of the participating offsite vendor stores. You can also purchase shoes online at Lehigh safety shoes Gelynn.lehighsafetyshoes.com

Encuesta de contratos de Avis Budget 2023

Ponga una marca de verificación en la casilla que indique su prioridad :
ALTA, BAJA o N/A
 con respecto a las 6 categorías que se enumeran a continuación.

CATEGORÍA	ALTA PRIORIDAD	BAJA PRIORIDAD	NO APLICABLE (N/A)
Aumento de los salarios			
Uniforme pago/cuidado			
Costo del seguro de salud			
Más tiempo libre			
Beneficios de jubilación			
Antigüedad en la unidad de negociación, sin antigüedad separada por clasificaciones			

Si tiene algún comentario u otra idea que deba discutirse en las próximas negociaciones, escriba a continuación:

Avis Budget 2023 Contract Survey

Put a check mark in the box indicating your priority -
HIGH, LOW, or N/A regarding the 6 categories listed below.

CATEGORY	HIGH PRIORITY	LOW PRIORITY	NOT APPLICABLE (N/A)
Increase in Wages			
Uniform Allowance/Care			
Health Insurance Cost			
More Time Off			
Retirement Benefits			
Bargaining Unit Seniority (no separate seniority for classifications)			

If you have any comments or other ideas that should be discussed in the upcoming negotiations, please write below:

Business Agent's article continued from page 12

covid protocols, the Veolia hostile takeover, multiple May Day events, also, worked with the B.A and bargaining committees through all negotiations mentioned and the ones not mentioned.

It is not often that the B.A and the President necessarily get along or have the same thought process. I have seen this in the past. What I can truly appreciate is this current leadership team, and how well we work together in fighting for the interests of the membership! The current President is my right hand as well as I am his.

What is not captured in these explanations is the hours that go into these negotiations, grievances, having that political relationship, developing education and training initiatives, being on call 24/7 even while on vacation and for the current B.A and President, being on call through the birth of our children.

GE Report

MBW negotiations are still ongoing, we are narrowing down to key proposals, this round of negotiations is set to expire March 30th both the company an Union are in agreement to increase the amount of sessions with the time remaining. GE contract campaign is going great! I appreciate all the work the captains and mobilizing chairs are putting into this campaign. United we bargain divided we beg!

Today 3/9 during step 2, the Union requested bargaining over the ongoing Kaizen events. The Company has failed to notify the Union when these events are happening. These events could and will impact working conditions. The Union intends to bargain an agreement that covers these events as we did with the lean events.

AVBG

I want to start off by welcoming and introducing the new stewards at Logan! Leah, Samantha, Rudy and Karim. They are RSA's and are off shift. If you need representation or have questions and can't find a steward, see them at the counter! We are still looking for stewards to represent each classification, if anybody is interested, please see your stewards for nomination papers.

LWWTP

Just recently a couple of our members with Cobra coverage issues were sent unjust denial of coverage letters from the Company. The Union has been assisting and advocating for these members since the coverage issued reared its head. Once these denials came in, we filed grievances. The Company just denied these grievances based on timeliness. This is extreme, egregious, and an unjustifiable aggressive position from the Company. These grievances where not untimely as we had some resolve and worked the process since the issue became apparent. If that's the position the Company wants to take, I am extremely confident, especially after all the Company has put this membership through, the membership has no issue and is more than welcoming to take the same aggressive position. More to come, I plan on getting into the plant and meeting with you all during break time.



Business Agent's Column

By JUSTIN RICHARDS
Business Agent

Business Agent Role

What does the role of the Local 201 Business Agent entail? The easier explanation is, just about everything. The long answer, the role is responsible for managing the local's finances, tracking dues, calculating dues, budgeting, lost time, approving payroll, etc. the B.A. is the financial secretary of the local, hiring and managing office staff, and editor of the 201 newsletters. The B.A is responsible for managing grievances throughout the grievance procedure from step 2 up to arbitration, advising the board member's and chief stewards on grievance writing and handling, to be present at all the grievance meetings at all our bargaining units. Each one of our contracts has a grievance procedure, these meetings are held with GE, AVBG, LWWTP, Ametek and Saugus Public Library. The board members and chief stewards generally argue the step 2 grievances and the B.A argues the grievance beyond step 2. During the step 2 grievance proceedings the B.A advises on the direction the grievance should take. Once the B.A takes over a grievance he/she is responsible if further investigation or fact gathering is needed and presenting that to the Company. Step 3 is quite different from step 2. In step 2 grievances naturally get argued for weeks, at step 3 it is a single meeting which is why every bit of evidence on the Unions side must be presented, there is no rescheduling. Filing and handling Unfair Labor Practice charges. The B.A is the chief negotiator for the Union locally and is the 201-lead negotiator at national negotiations and Delegate to the IUE/CWA convention. He/She must be present at meetings of the membership, executive policy board, steward council, grievance committee, for the purpose of making reports and giving guidance on business at hand. He/She is responsible for delegating work to the elected officers and providing legal counsel to the board.

A recap of negotiations since the last election:

GE MBW three times, Top of Market, Laser Cutter in 32, Green Cell Weld, Prep to Braze, E-nonconformance, two Transfer of Work notices, New farmout process, X-ray, numerous section fours.

CNC training program, Weld school, executive order, Lean agreements, and I know there is more I am forgetting.

LWWTP

Two contract negotiations, and ongoing Cobra debacle

AVBG

Three off cycle wage increases, recall during the pandemic, multiple termination cases and grievances, and preparing for upcoming contract negotiations.

Saugus Public Library

One contract. The Saugus Library negotiations was assigned by the B.A to the President. This was delegated because we had two contract negotiations simultaneously, the Library and LWWTP.

Ametek

Two contracts.

President Role

Preside at all membership, stewards council, Executive policy board, and grievance board meetings. Enforce order and the constitution, sign all checks and expenditure orders, appoint all committee members and delegates if needed. Delegate to IUE Division Meeting, CWA Convention, and GE Conference Board. Member of all committees. Assist the IUE in all organizing efforts. Prepare weekly reports for the board. President of the 201 Building Association, community engagement, strengthening relationships with other unions, lead political programs and communicating with elected officials. Lead strategic campaigning, lead research department, leadership development, manage website with help of office admin. Currently our President is the President of the North Shore Labor Council (AFL-CIO), a Vice President of the AFL-CIO Mass chapter, and sits on the E-Team Machinist Program Advisory Board of Directors - all of which happens outside regular office hours. Member of IUE GE National Negotiating Committee Meeting and all local bargaining committees.

Since the last election the President has led the following:

Organized multiple campaign efforts, GE headquarters, Harvard, protest to the board of directors, organized political support through TOW negotiations,

continued on page 11



President's Column

By ADAM KASZYNSKI
President

continued from page 1

201 Avis Budget Workers Gear up For Contract

It's contract year at Avis Budget and members are coming out of the woodwork to get engaged in the process. From record turnout at the last membership meeting, to nomination papers coming in for 4 new stewards – things are heating up. Contract surveys continue to come in and I've heard there are a couple member-led petitions going around. This is the sign of an active membership ready for contract. We had a great Stewards class with new stewards Lea, Rudy, Karim, and Sam on March 3rd and they will be joining our veteran stewards Kamau, Muktar, Jessica, and Chief Steward Jorge. We still have openings at the Headquarters! **Text AVBG to (833)-436-1355 to sign up for text contract updates.**

IUE-CWA Staff Negotiators Kendall Bell and Byron Waterman joined 201 Business Agent Justin Richards, Chief Steward Jorge Rivera, and myself for a walk around the shops February 24th. We had great discussions about the contract, and also learned of some issues that need to be grievances. If you or someone else notice a contract violation, it's important to alert a steward or call the hall if a steward is unavailable. We have to raise the complaint on a certain timeline so it's important to raise your hand when something doesn't seem right so we can get answers and potentially relief. Tell a steward the who, what, when, why about the complaint and they will let you know if it's a grievance, many things are. It's nearly impossible to grieve something that happened over a couple weeks ago. We need to formally raise the complaint to the Company with a steward ASAP.

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