

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

Vol. LXXXII

PERIODICALS POSTAGE PAID AT LYNN, MASS.

MAY 9, 2023

USPS 171-720

Number 5

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Subscription
\$1.00 Per Year

Published By
IUE-CWA Local 201, AFL-CIO
Tel: (781) 598-2760 Fax: (781) 595-8770

Avis Budget Contract Negotiations The wealth needs to be spread to the workers, Fighting for our fair share at the table June 5th

By IUE CWA Local 201 Business Agent Justin Richards

We have agreed to start bargaining on June 5th for the 2023 contract. I proposed Open Bargaining during these negotiations to the Company. If the Company agrees, all members will be invited to negotiations on their own time. According to a press release from the Company published in February 2023, the Company's revenue in 2022 was \$12 billion; yes, you are reading that correctly! Financially, 2022 was the best year in the Company's history of operation. In 2021, total compensation packages for AVBG Executives were as follows: President and CEO Joseph Ferraro \$8.6 million or \$4,134.61 an hour, International President Keith Rankin \$2.5 million or \$1,201.92 an hour, CFO Brian Choi \$2.8 million, EVP Verish Sita \$3.1 million, Chairman of the Board Bernardo Hees \$5 million. In 2021, the 5 top executives of the Company collectively earned \$22 million. This information was provided by salary.com and is for 2021. Considering 2022 was the best year in the operating history of the Company, I am curious to see what their compensation packages were for 2022. An article published by Forbes in October 2022 has Avis ranked #5 in the country for best car rental companies. I am saying all of this for a reason; these 5 executives did not build the Company's reputation of being one of the

best in the country and world. They are not the ones who satisfy customers, provide quick turnaround with cleaning, inspecting, or other responsibilities to ensure vehicles are on the line for customers to rent. The Company's reputation and revenue is not successful because of these 5 executives, or the number of other executives whose median income is over \$200,000; it's because of you, the workers, our members. You all show up to work every day, some of you working 60+ hours a week, some of you working two jobs just to make ends meet. All the while the top brass of the Company is sitting back lining their pockets in their comfy chairs. We are in an economic crisis; inflation has decreased our spending power, but it has increased their spending power. The wealth needs to be shared with the proper people, those most deserving, which is the workers on the line! Going into these negotiations, the membership's key demands are Wages, Time Off, Health Insurance, and Retirement Security. Currently we have classifications that hover just above minimum wage in one of the most expensive areas to live in the country. It is completely asinine that the workers who built this Company to what it is, receive the bare minimum, and that the profits that are generated off your backs are being paid out to

top executives. Local 201 represents 5 bargaining units and has had success in negotiating fair contracts with 4 units over the past two years. Why? Because the members at these units are fed up and tired of being preyed on by these corporate vultures who force us to work multiple jobs, endless hours, and live paycheck to paycheck just to support our families. This ravenous greed puts our members' backs against the wall. How are we going to get our fair share? Through collective bargaining and collective action, that's how. This Company is a complete failure without all of you, and it's time we take a stand and do what is necessary to ensure our members get their fair share. The power is in the membership, not the 12 or so people at the bargaining table. We have established a mobilizing structure; most of the membership have signed up for bargaining updates

and we will use this structure to communicate with the membership throughout negotiations. We anticipate the Company to take hard positions against our key demands; after all, this is the Company that allegedly tried to find loopholes to not pay the State's minimum wage increases. Your leadership and bargaining team are committed to breaking the Company's trend of preying on its workers, but this does not happen without the membership. Everybody needs to be prepared to sacrifice, if necessary, and if we need to strike, members need to be prepared to hold that line as long as it takes. We have sacrificed far too long for this abhorrent treatment of our members to continue.



Local 201 Business Agent and President Prepare for 2023 Avis/Budget Contract Negotiations with Stewards

Next Local 201 Membership Meeting May 16, 2023 - See page 4

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

Law Offices of James J. Carrigan



15 Johnson Street, Lynn, MA 01902



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)

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Fax (781) 592-7555

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

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.

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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.



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

"Published monthly." \$1.00 a Year



Published by: Local 201 IUE-CWA (AFL-CIO)
112 Exchange Street, Lynn, MA 01901
Periodicals Postage Paid at Lynn, MA
POSTMASTER: Send address changes



AFL-CIO to "IUE-CWA Local 201 News," 112 Exchange Street, Lynn, MA 01901



Printed by The Golden Manet Press Quincy



Published By Camera Graphics



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Negociaciones de Contrato con Avis Budget

La Riqueza Debe Extenderse a los Trabajadores, La Lucha por Nuestra Parte Justa Comienza en la Mesa el 5 de junio.

By IUE CWA Local 201 Business Agent Justin Richards

Tuvimos nuestra reunión de 2do Paso con la Compañía el 3 de mayo. Emos acordado a empezar negociaciones el 5 de junio. Le propuse a la Compañía Negociación Abierta durante estas negociaciones. Si la Compañía acepta, todos los compañeros serán invitados a las negociaciones en su propio tiempo. De acuerdo a un comunicado de prensa de la Compañía publicado en febrero del 2023, las ganancias de la Compañía en 2022 fueron de \$12 billones; si, lo están leyendo bien. Financieramente, 2022 fue el mejor año en la historia de la Compañía. En 2021, el paquete total de compensación para los altos ejecutivos de AVBG sigue así: Presidente y CEO Joseph Ferraro \$8.6 millones o \$4,134.61 por hora, Presidente International Keith Rankin \$2.5 millones o \$1,201.92 por hora, CFO Brian Choi \$2.8 millones, EVP Verish Sita \$3.1 millones, Presidente de la Junta Bernardo Hees \$5 millones. En 2021, los 5 ejecutivos más altos de la Compañía colectivamente se llevaron \$22 millones. Esta información fue proveída por salary.com y son de 2021. Considerando que 2022 fue el mejor año para la Compañía, tengo curiosidad de ver como quedaron sus paquetes de

compensación en 2022. Un artículo publicado por Forbes en octubre del 2022 tiene Avis como la 5ta compañía más alta de renta de autos. Digo todo esto por una razón; estos 5 ejecutivos no construyeron la reputación de la Compañía de ser una de las mejores del país y del mundo. Ellos no son los que ayudan a los clientes, responden rápido con limpieza, inspección, u otras responsabilidades que garantizan que los vehículos estén en la línea listos para los clientes. La reputación y ganancia de la Compañía no son exitosas por las acciones de estos 5 ejecutivos, o los otros numerosos ejecutivos quienes ingreso medio es más que \$200,000; la Compañía es exitosa por sus acciones, los trabajadores, nuestros compañeros. Todos ustedes están aquí todos los días, algunos de ustedes trabajando mas de 60 horas cada semana, algunos de ustedes con dos trabajos para poder llegar al fin del mes. Todo esto mientras los altos mandos de la Compañía siguen forrando sus bolsillos de plata desde sus sillas cómodas. Estamos en una crisis económica; la inflación nos desgasta el poder adquisitivo, mientras les damos a ellos. La riqueza tiene que ser compartida con la

gente correcta, los que si lo merecen, nuestros compañeros en la línea! Entrando en estas negociaciones, las demandas de los compañeros son Paga, Tiempo Libre Pagado, Seguro Médico, y Jubilaciones. Actualmente tenemos clasificaciones que están justo encima del salario mínimo en una de las áreas mas caras para vivir en el país. Esto es completamente asnal que los trabajadores que construyeron esta compañía reciban apenas lo mínimo, y para que las ganancias generadas de su sudor sirvan para pagar a altos ejecutivos. Local 201 representa 5 unidades de negociación y a negociado exitosamente 4 contratos justos durante los últimos 2 años. Porque? Por qué los compañeros en estas unidades están hartos y cansados de que los buitres corporativos se aprovechen de ellos, buitres que nos obligan a buscar mas de un trabajo, horas sin fin, y viven de cheque en cheque solo para poder alimentar a sus familias. Esta codicia voraz empuja nuestras espaldas contra la pared. Como se supone que vamos a recibir nuestra parte justa? A través de negociación colectiva y acción colectiva, así lo haremos. Esta Compañía hablaría completamente sin todos

ustedes, y es hora de ponerse en pie y hacer lo necesario para asegurar que nuestros compañeros reciban su parte justa. El poder está en los compañeros, no en las 12 personas que se sientan a negociar. Emos establecido una estructura de movilización; la mayoría de los compañeros se han inscrito para recibir noticias y usaremos esta estructura para comunicarnos con los compañeros durante las negociaciones. Esperamos que la Compañía tome posiciones duras en contra nuestras demandas; después de todo, esta es la Compañía que busco pretextos para no pagar los aumentos al salario mínimo del estado. Sus lideres y el equipo de negociación están comprometidos a romper con la dirección que la Compañía toma para aprovecharse de sus trabajadores, pero nada de esto sucederá sin nuestros compañeros. Todos necesitan estar listos para sacrificar, y si es necesario hacer huelga, los compañeros necesitan estar preparados para mantener la línea el tiempo que sea necesario. Ya hemos sacrificado demasiado por mucho tiempo y tenemos que seguir luchando para que el tratamiento horrendo de nuestros compañeros se detenga.



Local 201 Airport Workers with Banner



Avis Budget Workers Building Solidarity on the Slopes



Letters to the Editor

Down By The River

Thank you to everyone that voted no on the latest MBW update agreement. No more trading anything for MBW. Six years ago, the agreement was supposed to be the fix-all new start for Lynn with workers lined up on Western Ave. to work here on new work with promises of investment and farm-in. How's that working out for us? The MBW agreement is a boa constrictor that crushes the membership tighter with every trade. NO collaboration, no more consolidation. Enough!

Two years from now we will be in the biggest fight of our careers, and we have to be diligent and united. The next election is of the utmost importance, only serious candidates should run. We need members who participate, communicate, read the paper, attend meetings, and vote. We need stewards that know their own job, and the work and needs of the members they represent. As a steward knowing your job, the contract, and the rules, makes you the ultimate weapon in the fight against corporate greed. It all starts with workers on the floor and the stewards.

There is a big misconception here about the top officers of the union being on the shop floor, they are there when they need to be, and that's enough. They are buried in work, it all starts with the members and stewards at step one, from there it goes to the board members, then full board, and then step two. What everyone needs to understand here is the most important thing here is the work. Walk the floor all you want. What's getting done? Work is going out the door. Look what's going on here, there's over four hundred drawing numbers, that breaks down to thousands of operations that we need to keep as much as possible in Lynn. Management keeps turning over because they are taxed with shipping hardware, without enough workers, decent machines, and resources, all while the top executives are getting the skim year after year. We also need to have some pickets at the offices of our representatives in MA who let GE ship military hardware overseas. Everyone Please Be Ready.

One more thing, this is not for anyone who voted yes, on any MBW agreement recently or in the past, nor is it towards the board or the bargaining committee. It is for those who deemed it OK to consolidate Tool Makers and Die Makers and said, "we have to sacrifice the few to save the many", or it doesn't affect them. You know who are, you know where you can go, and you know what you can do when you get there.

In Solidarity, Bill Holm, Tool and Die Shop Steward

Dear Local 201,

I recently had the pleasure of attending a meeting with fellow union members in Kentucky. It was a great opportunity to connect with others in the same struggle and to discuss important issues facing our union and the broader community. The event took place at their local hall and was open to all, as well as their families and friends. The atmosphere was lively and welcoming, with music playing in the background and the scent of grilled meats filling the air. I was warmly welcomed by the IUE-CWA members, who were incredibly hospitable and eager to share their stories with me.

Over plates of delicious smoked bologna, we talked about their experiences as union members and the important work they do. As we ate and talked, I couldn't help but feel inspired by the passion and dedication of these union members. They truly believe in the power of collective bargaining and are committed to fighting for the rights of workers.

Overall, my experience meeting the IUE CWA members in Kentucky was one that I will never forget. It was a reminder of the importance of unions in our society and the impact they have on the lives of workers. I left feeling grateful for the opportunity to have met such amazing people and excited to continue supporting the work we are collectively doing.

By Frank Grullon, Campaign Captain, Building 74

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

MAY 16, 2023

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



OR VIA ZOOM

<https://shorturl.at/ABDEH>

FIRST SHIFT 3:30 P.M.

SECOND SHIFT 12:30 P.M.

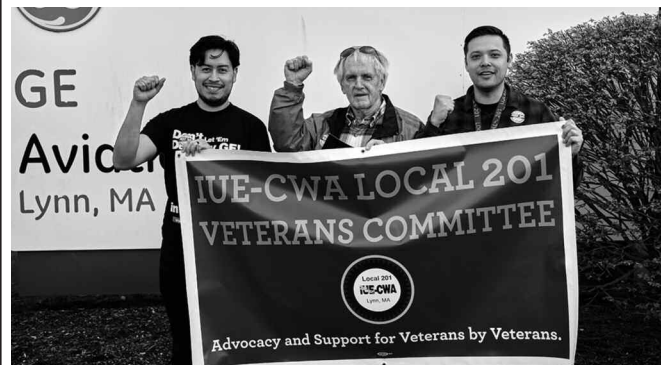
THIRD SHIFT MAY ATTEND EITHER MEETING.

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. MATTER OF LOCAL 201 RETIREES
 - 2. MATTER OF LOCAL 201 VETERANS COMMITTEE
 - 3. MATTER OF LOCAL 201 CAPTAIN'S REPORT

Signed,

ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent



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201 Retiree's Column

By ALEX BROWN
Local 201 Retirees Council President

Retirees Were There!

I was proud to stand with the group of retirees behind our new banner in support of the Local's practice picket on May Day.

IUE CWA is getting ready to build for a good contract in two years. And we need support from retirees and soon to be retirees, too. It was good to see many of you I haven't seen in a while since retirement and COVID. And we had fun! My favorite retiree comment was "The local is in good hands."

A lot of retirees worked hard to get the word out about our plan to be there and get a banner made so we were visible. Thank you. We are building our network. Do you want to hear about future plans? Sign up in the box on page 9 and mail it in, or fill out the form online at <https://shorturl.at/joIMR>. We want to hear your ideas of what is important for retirees.

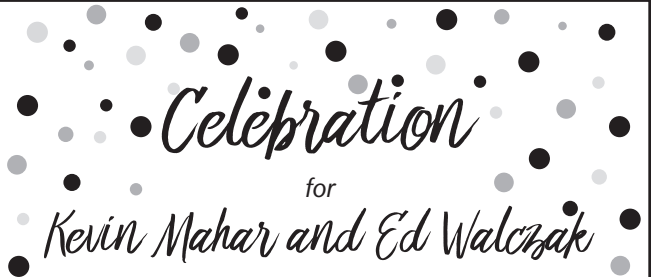
Our May 24 retiree's council meeting is at the Hibernian Hall. And our June 28 meeting is at Olde Thyme Italian Restaurant right before the lunch to honor Kevin Mahar and Ed Walczak for their years, and years of service to the Retiree Council. See box on this page for info on tickets. Join us!



201 Retirees and others, joined in on a nationwide protest in March for a "Day of Action Against Dirty Banks". They demanded that big banks stop investing in new fossil projects responsible for the climate crisis.



Local 201 Retirees Turn Out for May Day and the GE Practice Picket



on their retirement from the
IUE-CWA 201 Retirees Council

WEDNESDAY, JUNE 28, 2023
11:30 - 12:00.....monthly meeting
12:00 - 1:30.....luncheon

Come, share your memories, and "roast" them both.

\$10 per person
50/50 raffle

Tickets available from Jossie at
the Union Hall, 781- 598-2760
or by mail
IUE-CWA 201 112 Exchange St., Lynn, MA 01901

Old Tyme Italian Restaurant
612 Boston Street
Lynn, MA

Please respond by June 7th

Listed Below Are Open Positions as of
May 1, 2023 at Lynn GE.
You can apply for these jobs at [GECareers.com](https://www.gecareers.com)

- | | | |
|----------|----------|--------------|
| Broach 1 | Bench 3 | Auto Lathe 1 |
| Grind 1 | Welder 8 | |

IUE-CWA Local 201 RETIRES COUNCIL MEETING NOTICE

Wednesday, May 24, 2023 at 1:00-2:30 PM
Hibernian Hall Downstairs
105 Federal Street Lynn MA
OR

Join Zoom Meeting
(Limited Zoom Available)
<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



IUE-CWA Campaign Captains Nationwide, FIOM CGIL, 201 Leadership and Retirees Break Bread Before May Day.



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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. Rollovers are penalty free and tax free.

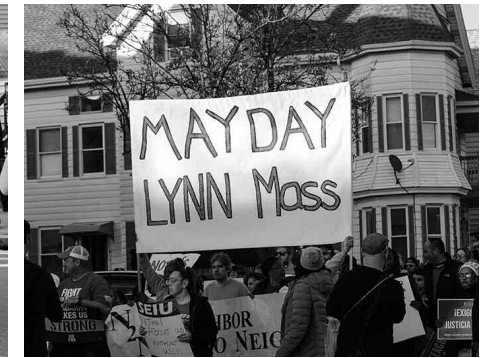
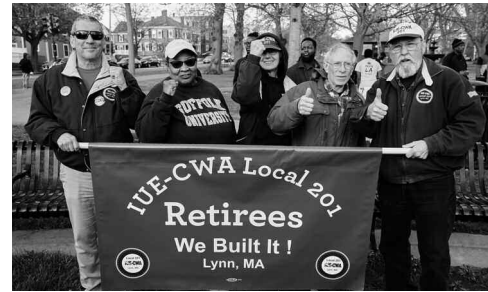
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- Will provide you with a guaranteed lifetime income
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- **Maximize what you leave to your heirs** (via the bonus)

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Hear Us Out

By Neftaly Alvarez IUE CWA Local 201 Treasurer

We all experienced the impact of Part to Print (p2p) had on the plant in some way or another. Over in 64 we had to deal with the issue, not caused by us, but because previous management had the great idea of farming our work out. This opened up a can of worms on how certain features were being generated and led to a severe halt in production and increased the level of IME because every feature of every part needed to be fully inspected, in some instances, more than once. This became ridiculous, increasing shop cost and impeding production which leads to delinquency due to lack of hardware being shipped. Maybe they don't understand that if we don't ship hardware, we can't make money. So how will you get paid? On top of that, they decide to farm more out, thousands of hours. These parts were done incorrectly (what a surprise) creating more WIP since they have been sitting on the shop floor since November 2022. Now we are waiting on quality to make a decision whether these parts are conforming or not. This puts us in a worse position, and yet no one who made these decisions is being held accountable. Instead, they are praised and promoted. Is the GE ok? I believe not. This is insanity.

Fast forward, we get a new business leader who seems to want to listen to the operators on the floor and actually put operators' input to good use. And it worked! Can you believe that? We got work farmed back in, that should have never been farmed out in the first place, while building a decent relationship with good COMMUNICATION with the new Business Leader. Finally, some progress was being made in regard to farming work in and fixing the shop's flow. We succeeded at both. Shipped over a 1\$ million in hardware multiple weeks in a row, which I might add used to be the norm, and had the cells set up to provide maximum output. Great days ahead... I believe not. Instead, GE turns around revealing they are not happy with this Business Leader's approach to managing the shop floor and allegedly requested him to resign. This is ludicrous! Even the Kaizen folks always instruct multi-billion dollar companies to take worker input in regard to production seriously! We were all confused, and to be frank, disgusted with GE's decision to request our former business leader to step down. We had a relationship that worked, and felt was getting better, yet they destroyed it. What a shame. Shoutout to Larry "Mac" McCullen for doing the right thing by listening to operators on the floor, leading to a successful flow of production, along with shipping millions of dollars of hardware that got everyone paid.



Health & Safety Notes

*By CARMEN DEANGELIS
Local 201 Health & Safety Director*

Every year Local 201 Safety Representatives attend Workers Memorial Day in Boston at the State House. This year we were proud to have and wear a sign "Mourn for the Dead Fight for the Living" from years ago that past H&S Director Ted Comick kept for our members.

The opportunity for our Safety team to get together outside the plant is always a good thing and we were all smiles until family members of the fallen workers got up to the podium to speak. Parents, children, and grandchildren shared memories on behalf of their family members who could not. By the time family members of workers who were killed, made ill, or injured on the job were finished speaking, those in attendance had a feeling hard to describe that could only come from an event like this.

Fifty-one workers in Massachusetts lost their lives on the job in 2022. Thirty-nine of these workers died from injuries at work. 10 firefighters, one truck driver, and one cannabis cultivation worker died from work-related disease. These numbers do not include exposure to COVID-19 on the job or from other occupational diseases.

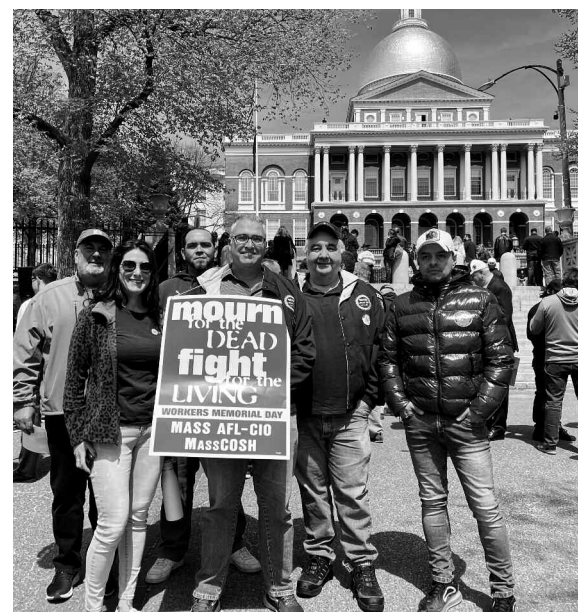
Transportation incidents accounted for almost half of the worker fatalities in 2022, followed by falls, slips, and trips (9 workers) and contact with an object or equipment (5 workers). Exposure to harmful substances or environments (5 workers). Violence in the workplace and a commercial fire (3 workers).

The cannabis industry is growing fast in Massachusetts, with workers experiencing known hazards as well as

new ones. Cannabis dust can cause asthma, particularly for those around large quantities of cannabis flower and fine cannabis dust. These dusts are even capable of causing asthma in workers who have never had it before. More research will be needed in the future to protect workers in this lucrative industry as well as protective regulations by Federal agencies to prevent future deaths.

The Massachusetts Coalition for Occupational Safety and Health (MassCOSH) and the Massachusetts AFL-CIO do incredible work all year collecting data from OSHA, the Department of Labor, and many other agencies in order to give accurate data that I merely touched on.

I'd like to thank our Elected Safety Representatives for attending. I know as we reflect on these tragedies of the past year, we also renew our commitment to fight for the safety and health of our members in the future.



Bill Leonard, Stephanie Murray, Chris Moody, Carmen DeAngelis, Don Doucette and Dan Castro attend Workers Memorial Day 2023 in Boston.



**LPS/M&E
Report**
By ARTIE AMIRAULT
Crafts Executive Board



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

Well, here we go again. People are retiring left and right and the Company decides it's a good time to do a hiring pause. Not a freeze, don't get confused. Just a pause. All positions will be evaluated. HAHA! What a joke. Here we are still down HVAC, Electricians, Plumbers, RC's All Arounds, Tool Makers, Die Makers, and the list goes on and we have a pause. Now if you ask the Company they are still hiring, they are just closely evaluating each position. All this while all the Indirect postings have been removed from the GE Careers Website. When asked about this the Company's response was "we have a pool of applicants that have already applied". Really??? That's news to me. Must be a kiddie pool because as far as I knew we were still having a very hard time finding applicants for all these positions. This is the reason that the Company was interested in increasing the start rates for all these positions in the now voted down MBW agreement. So let's see if I can make sense of this.... First, we can't hire because our rates are not competitive so they make an attempt to correct the situation and offer higher start rates to attract applicants because we can't get any. Still barely any interest. 4 months go by. Next, they attempt to offer even higher start rates in an MBW agreement, and it gets voted down. Now they completely remove postings and claim they have a pool to hire from. Sound right to you? Sounds completely ridiculous and like complete nonsense to me. We didn't have any applicants and we still don't and now we definitely are not going to get any. All while people are retiring. Great way to fix the problem GE. Way to go. As usual they take a problem they have no answer to and make it completely worse. Typical GE. How about this? Fix the problem you the Company created. Just increase the rates, you don't need our help to do this. You tell us you want to increase the rates; we say OK. End of story. PUT THE POSTINGS BACK UP!

See you around the plant.

With the National Contract extension having been ratified by membership vote it is important to remember that the most important thing was not how you voted but that you went and voted. Thank you to all who took the time to vote. What I don't like to hear is members complaining about what does the union do for me? Being in a union isn't about one person, it's about all the members in the union. Union members work together to negotiate and enforce a contract with management that guarantees the things members care about like decent raises, affordable healthcare, job security and a stable schedule. The union isn't the five people that work down the Hall. You all are the union! So, when you say the union isn't doing anything for me that only means you're not trying to help yourself. Come to a union meeting. It's the third Tuesday of every month, get informed join a committee be active and please ask questions. Remember YOU ARE THE UNION.

LATO

There is a rumor of the Value Stream shifts being realigned. It is just that, a rumor. There has been no talk of any realigning of the shifts between the Company and the Union. The Company has informed the Union that there is a hiring pause and the external AAEM postings may be postponed and only the internal posting will be honored through the cur-

rent upgrade system.

The business is looking to ramp up on Kaizen events across LATO. Kaizen is a form of LEAN and the Union's position on these events must be negotiated. So, if the Company approaches you to be involved and you are uncomfortable or have any questions, please contact a steward.

Logistics

LEAD HAND RESPONSIBILITIES

- Train people
- Lot number Modifications. Ex: SPP
- Help with Expedites. Ex: Locating totes, priorities.
- Collection of 2410 forms at the end of the month.
- Periodically review packaging material and provide a list of what is needed.
- Ensure surplus is returned daily and re-received.
- Handle day to day questions.

Everyone is still responsible for Workstation audits, leak and water tests, multi-tote lots. The Company can review lead hands every year and decide on the review. The Union has no say who is given the lead hand or who gets it taken away. Also, it is your choice if you want to give it up.

Hope to see you around the shop.
Bobby

WE ARE BUILDING OUR LOCAL 201 RETIREE NETWORK. PLEASE CUT OUT THIS FORM AND MAIL IT BACK TO THE UNION HALL (112 EXCHANGE ST, LYNN MA, 01901) OR YOU CAN FILL OUT THE FORM ONLINE: <https://shorturl.at/joiMR>

NAME: _____

RETIRED DATE: _____

ADDRESS CITY: _____ ZIP CODE: _____

PHONE NUMBER: _____

ARE YOU OK TO RECEIVE TEXT MESSAGES? (CIRCLE ONE): YES NO

EMAIL ADDRESS: _____

PREFERRED METHOD OF CONTACT (CIRCLE ONE): PHONE CALL EMAIL TEXT MESSAGES

I WANT TO VOLUNTEER FOR UNION-RELATED EVENTS AND ACTIVITIES (CIRCLE ONE): YES NO



VP's Column

By TOM O'SHEA
Vice-President/Recording Secretary

May Day

May Day – also known as international workers day and in many countries, it is simply Labor Day – was once again a great day for us in Lynn. IUE-CWA hosted two labor leaders from Italy as well as union members from Schenectady, N.Y., Strother, KS and Madisonville KY. They all converged in Lynn to participate in our practice picket as well as the traditional May Day march. The Italian coalition represented union workers from the GE owned SPA division of Avio Aereo in Italy. We also hosted a union official from FIOM-CGIL responsible for international union relations as well as training. On Sunday the local 201 board met with them and shared union insight. It was an important foreign exchange moment that should lead to better understanding for all.

The practice picket organized by our many Local 201 contract captains was well attended. We had two

rallies, the first one started at 1:30pm. Workers from all shifts participated. The reinvigorated retiree's council, led by the local 201 Retiree's Council President Alex Brown showed up with their new banner and picketed with active members. The day was not over there, part two of May Day continued at 5:30pm where local human rights organizations along with local 201 members met at Lynn Common. Speeches were given and a march ensued up Western Avenue that ended at the old GE main gate. Thank you to everyone who attended.

GE MBW Vote

Our latest MBW TA was voted on at the April 25 membership meeting. Both sessions of our monthly meeting were well attended. Discussion was vigorous and the TA did not pass. I want to thank the negotiating committee that worked very hard on this agreement. The traditional bargaining period of 60

days did not go to waste. We met as often as time would allow. There was a lot in this agreement, maybe that is why it did not pass. Communication is everything, we put out a paper flier and loaded the agreement onto our website. I think the fact that we had just voted on our national agreement a week earlier confused some members. Whatever happened we will not be revisiting the MBW agreement for another two years.

GE 2 Year Extension

Members across the country voted to accept the 2-year extension on the IUE CWA/GE National Agreement. The Company is headed towards its final phase of splitting into three separate companies at the end of 2023. Successorship was essential for both remaining parts of the Company, Aerospace and Power. We secured that as well as a 12% raise over two years

Memorial Day

By Jefferson Cruz Chair
Local 201 Veterans Committee

This article is not going to be a history lesson, instead as Memorial Day approaches, I would like to take the opportunity to stay a little more in the present. Memorial Day gives us an opportunity to remember those who are not with us and who left in the line of service. In honoring the fallen, we would like to take care of those left behind. The 201 Vets Com has decided to put some of that sentiment to good use and wants to extend our solidarity in a small but meaningful way. In the next couple of days expect to see some of us walking around collecting donations which will make their way to an honest and transparent organization that honors the memory of our troops past and present. I am embarrassed to admit that we have not picked out our recipient (we'll have it nailed down by the time we hit the floor), but I am glad to say it's because of the due diligence that this endeavor deserves. We are always looking for more veterans and vet supporters who want to help in this and all of our future efforts, you can reach us through the Union Hall or through my email, Jefferson.cruzruales@gmail.com.

We also want to remind and invite everyone to attend the yearly Memorial Day Ceremony hosted by the Company's Veteran Network held on May 24 at the main gate flagpole at times to be announced, 2-96 Auditorium in case of rain. Hope to see you there.

"Our flag does not fly because the wind moves it. It flies with the last breath of each soldier who died protecting it." -Unknown



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Lynn, MA 01905
(781) 599-2773

FREE PARKING

EVENING AND SATURDAY HOURS

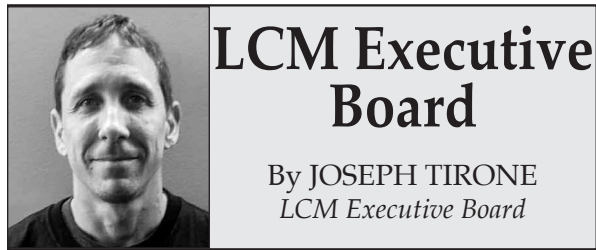


**The Lynn GE Memorial Day
ceremonies will be held
Wednesday, May 24th**

Times to Be Determined

MAIN GATE

**Rain location will be 2-96 Auditorium
-ALL EMPLOYEES ARE
ENCOURAGED TO ATTEND-**



So much has happened in the past month, from historic wage increases, to record turnout at the membership meeting, huge acts of unity and solidarity on the shop floor and the plant gates. It's always a battle with the Company over wages, but after all these years we got a favorable wage increase, and on top of that percentage based increases are far more beneficial to our membership and will help with the cost of living crisis. The reason this happened is from all the hard work 201 members have been putting in. The Campaign Captains have really made a difference pounding the floor, organizing, and keeping people informed about the contract. If you see them walking the floor, introduce yourself and thank them for all the work they do for the membership. These things are vital for our future here at GE. When all 201 members get involved, the Company sees this, and when the Company sees us, we win more together. It really was awesome seeing 201 members outside of every building with their union shirt on taking group pictures or marching together getting their steps in in the practice picket, these are all signs of unity, and all contributes to keeping the Company in check. Don't ever forget there's power in numbers, 201 needs to stand together as family in solidarity. We go back to the table in two years to negotiate the next contract, this time will go by fast, so we shouldn't let the foot off the pedal, there is still a lot of work to be done, we must keep working hard and stay united as one.

This past union meeting, it was incredible seeing so many 201 members there and making their voices heard, don't forget we are a democratic union, and we will continue to make sure that membership engagement is part of any major decision being made. This is another thing that is so important, every 201 member should attend monthly union meetings, this is your union so get involved.

In Solidarity Joseph Tirone LCM E Board



Business Agent's article continued from page 12

cused on farm-in, stopping farm-out, and putting ourselves in a position to get new work. Our strength is in our labor and unity. PAY ATTENTION; we add power to both of those by being the best! NOT THE FASTEST! I have met with plant leaders in the past, and I recently met with a fairly new plant leader, who is a couple years in, and he was concerned about working faster and cutting down times. That is not the main objective of how we should operate and is completely ass backwards. The only way to achieve being the best in the supply chain is to focus on our quality. There needs to be an absolute priority on quality from all 201 members. If the Company wants to lower times, they need to improve processes. The Company reserves the right to run the business into the ground; that's an actual statement from the Company. There are a lot of things we can't control, but quality is something we can and have to control. Pay attention, focus on the part in front of you; the goal is to complete the operation with zero non conformances, first-time yield. First-time yield is getting a part through the line with no quality issues. When our first-time yield improves, our delivery improves, and profits for the Company increase. Your area managers are shifting focus to quantity rather than quality. Why? Because GE has a bonus structure that gives bonuses to managers based on how many parts we ship, creating a massive conflict of interest. Managers have no problem pushing quality aside to meet quotas. These people do not care about our futures. No favors, do not let anything slide, call it out and make sure that whatever led to a nonconformance is corrected. One single escape can, and has, shut production lines down.

Ametek Report

I was looking through some of the older contracts and have recently had some conversations with retirees who worked in Wilmington. It is sad and absolutely revolting to hear stories from these retired members about how big the Wilmington plant once was and how many members used to punch in and out every day. It is repugnant to see the plant today as a shell of what it used to be. We currently have less than 18 members in Wilmington. I am sure even the long-standing salary employees are disgusted to see the severe impacts of corporate greed. These companies are not the only ones at fault for the deindustrialization that is happening in this country. Our elected representatives are to blame as well. They allow loose legislation that gives these companies freedoms to move across the globe and exploit cheap labor and poor working conditions. It is important that we all do our part to elect labor-friendly representatives. Make sure you're exercising your right to vote and keep all of this in mind when you're casting your ballots in the future, whether it be at local, state, or federal elections.

Veolia Report

We are still working through the insurance appeals from the COBRA debacle for a few of our members. The Company has been extremely helpful with these appeals and with working through these issues. I say that with full sarcasm, and it is the furthest thing from the truth. If any 201 member reports a safety concern to the Company, make sure you are also reporting that concern to 201 Safety Director Carmen DeAngelis. If you cannot reach him, call the union hall to report it.

**GE Aerospace Lynn
2023 Shoemobile Schedule**

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

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



Business Agent's Column

By JUSTIN RICHARDS
Business Agent

Ge Report

The Market Based Wage Tentative Agreement was rejected at the April 25th membership meeting. Although I recommended ratification, I support the membership's decisions to reject the modifications to the agreement. I want to impress on the appreciation towards the membership for the number of members we had at that meeting, as well as the engagement and the organizing from the floor around their position on the agreement. The Bargaining Committee's responsibility is to negotiate and bring a TA to the membership, and then let the membership decide whether it is good enough or not. I have received some calls from members that were upset about the agreement being rejected. You must understand it is your responsibility to show up and vote, as well as encourage the brothers and sisters in your area to do the same. If you did not cast your vote, you have no justification to be upset, whether you were for or against any agreement. We are a democratic Union, and that's how real democracy works.

From the dates of April 20th to the 24th, Lato/Logistics Executive Board member Bobby Eldridge and myself attended the Union's national spring conference as well as the Union's Step III grievance meeting. The Company took unreasonable positions at this Step III conference regarding our cases surrounding Management Doing Bargaining Unit Work. Each one of these grievances came out of Building 64, and all of them were filed as a result of MEs and QEs running our equipment and inspecting/collecting data on our parts. The Company took the position that this work falls under the responsibility of the Quality Leaders. We just held a May Day Rally on May 1st, kicking off our Jobs Campaign, which is a concerted effort to fight to get work back into the plant. We cannot allow the Company to give Management our jobs. Every time you see any Quality personnel running our equipment, inspecting our parts, collecting data, or anything else concerning, contact a steward and grieve the instance immediately.

May Day always inspires and amazes me. Standing amongst community organizations and other unions is a powerful feeling. That's what the labor movement is all about: coming together to align our struggles and injustices, and fighting for improvements in working conditions, living conditions, and supporting each other. Speaking to our Jobs Campaign, everybody needs to be fo-

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President's Column

By ADAM KASZYNSKI
President

GE Workers from Italy, Lynn, Strother, Madisonville, and Schenectady Pledge to "Fight Together"

Two representatives from the Italian manufacturing Union FIOM CGIL traveled to meet with our board and join us all for the May 1st Day of Action for Jobs and Solidarity. One of the representatives works on the shop floor in a GE owned Avio Rivalta plant in Italy that is part of our supply chain and provides the Lynn plant with Gear Boxes. On Sunday April 30th officers from Local 201 met with our Italian brothers for hours and discussed our respective plants, GE, unions, differences in Italian and US labor law, and common issues faced by all GE workers. Officers from both Unions agreed that when dealing with a multinational corporation, we need to set up a table for multinational workers to coordinate, collaborate, and back each other up on our common issues. In unity lies our strength. After the meeting, we were joined by GE Campaign Captains from Strother, Madisonville, Lynn and Schenectady, International IUE Staff and 201 Retirees. We broke bread over a delicious home cooked meal at the Union Hall (Thank you Jossie!!!). The following day, everyone came out to the practice picket and marched from the Lynn Commons to GE to show our solidarity and to relaunch our campaign for Jobs in Lynn. Big shout out to the Local 201 Retirees Association that came with a big crew to support the practice picket and march! A highlight from the rally was hearing Tom O'Shea on the mic reading a message of solidarity in Italian, "che buono!"

I look forward to the continued communication, collaboration, and solidarity between the FIOM CGIL and IUE-CWA GE Workers. Thank you to our Brothers from Italy for joining us for International Workers Day. FIOM CGIL's slogan is one that sums up the spirit of both our unions, "Non ci avrete mai come volete voi!" or, roughly, "You will never control us the way that you want to!"

E-Team Machinist Program Will Graduate on Time

A couple weeks ago, while building the Union's case for apprenticeship programs at GE Lynn, we learned that Lynn Tech was scheduled to be closed for the entire summer for a big renovation project, and that the E-team would not be able to access the machine shop to finish out the program. Thankfully, our electeds intervened and cleared the way for E-team to finish up the program. I want to thank former 201 officers Jay Walsh (Lynn City Council President), Pete Capano (State Representative, 11th Essex), and 201 endorsed candidate Jared Nicholson (Lynn Mayor) for their quick work securing the machine shop so the E-team can finish on time. That was a close one! I hope results like that inspire more 201 members to run for elected office around the state.

AVBG Contract

Over the past couple of years our members have won 5 contracts with no concessions and gains for workers: 2 at Ametek, Veolia, Saugus Public Library and GE. Avis Budget is the next one up. It's been 5 years since the CBA was opened up, and the stewards and members are gearing up for a fight. Members across every BU stand ready to support our brothers and sisters at AVBG to bring a good contract home.



Union Leaders from Italy with the Local 201 BA + President