

# IUE-CWA Local 201 News

Celebrating 90 Years  
as a Chartered Local  
1933 – 2023

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

Vol. LXXXII

PERIODICALS POSTAGE PAID AT LYNN, MASS.

AUGUST 8, 2023

USPS 171-720

Number 8

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MANAGING-EDITOR  
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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

## The Fight is On at Avis Budget

By President, Adam Kaszynski

Workers at Avis Budget Group, represented by IUE-CWA Local 201, will hold a powerful rally Saturday August 5th outside the Company's local headquarters in East Boston. As the nation's attention remains fixated on the growing voices of union workers fighting for their rights, this rally spotlights the heart-wrenching plight of Avis employees struggling against low wages, costly healthcare, and spiraling income inequality!

Despite signing two 30-day extensions since the June 30th contract expiration, little progress has been made on the workers' key concerns, including the unaffordable cost of healthcare and the relentless cost-of-living crisis, leaving each paycheck inadequate to meet some members basic needs. The Company's recent report of a staggering \$3.1 billion in revenue only fuels our determination to secure a fair contract that reflects our members' contribution to the Company's success.

"We have members who work full time and are homeless, or barely getting by," laments **Rudy Turcios**, highlighting the urgent need for a living wage in the Boston area.

The outrage of Avis Budget workers is magnified by the crippling burden of healthcare expenses. With healthcare premiums devouring up to 35% of their hard-earned income, **Lea Stefanakis** shares the painful reality: "I don't think it's fair that a third of my check goes toward maintaining healthcare coverage for my family of 3, and that doesn't count the out-of-pocket costs when we use it."

As if that weren't enough, the Company's denial of scheduled time off and erratic, unpredictable shifts have turned the lives of these dedicated workers into a constant struggle. Their plea for more regular schedules falls on deaf ears, with **Kamau**

**Hashim** expressing exasperation, "We have proposed ways to do it, but it feels like no one is listening. The Company requires a 2 week notice for requesting use of a personal day. I put in for a personal day five months in advance and the request was denied." The harrowing stories of our members epitomizes the nationwide struggle against poverty wages and income inequality. Our call for change is a rallying cry for workers across the country who face similar challenges and seek a brighter, more equitable future.

**Local 201 90th Anniversary Celebration October 14th 10am-3pm at the Lynn Museum**

Over the past year Local 201 and the Retirees Council have been working with UMass Labor Resource Center and the Lynn Museum on a project to celebrate and uplift the Local's proud 90-year history. The project interviewed around 50 members and former union leaders, mostly long retired, to record the oral history of our great Union (interviews are ongoing, reach out if you are interested). Starting Labor Day, the Lynn Museum will host an exhibit on Local 201's history. On October 14th we will hold an exciting event at the museum, and all are invited to attend. It will be one part celebration, one part archiving your union/work artifacts, and one part museum exhibit. Between 10am and 3pm on October 14th, put on a Union t shirt and bring your friends and family to the Lynn Museum. Bring 1-3 photographs, artifacts, or pieces of you or your family's history in relation to your time as a 201-union member. We will have professional archivists on hand to digitize your items with scanners or cameras to help us preserve and celebrate the history and work of our members. The

*continued on page 12*

## Congratulations Local 201 GE Retirees February 1, 2023 – July 1, 2023

### Lynn Component Manufacturing LCM

Paula Manos  
Warren Briggs  
Peter Bedard  
Chun Diu  
Richard Young Jr.  
Scott Butters  
Kenneth Nguyen  
Edward Heuston  
John Belville  
Anthony Harling  
James Thompson  
Kevin Cormier  
John Mitchell  
Glenn Augelli  
James Hulecki  
Edward Barber  
Roselda LeBlanc  
Steven Bekeritis  
Steven Corriveau  
Michael Langis  
Richard McGann  
James Melanson  
Timothy Carr

### Logistics

Kevin Veinotte  
Johns Toms

### Medical Center

Melvyn Grimard

### Tool and Die

Michael Lovering  
Charles Mitsios

### Lynn Assembly Test + Overhaul LATO

Robert Savory  
Steven Latauskas  
Richard Taube  
Michael Happnie  
Wayne Maribito  
James Brady  
Paul Rouleau  
Daniel Staid  
Paul Tucker  
Nicholas Calos  
Joseph Amirault  
Richard G. Woodworth II

### Power Plant Operations

William Neistorowich  
Steven Swirka

### LPS/Crafts/Machine Maintenance

Stephen Waitt  
Joseph Wood  
Michael Pasternak  
James O'Brien  
Ronald LeBlanc

Congratulations to all 2023 retirees. This list covers February 1, 2023 – July 1, 2023. "Hoping you enjoy a long healthy retirement and thank you for being members of Local 201." If we missed anyone, please let us know. All retirees should be receiving the union newspaper. If you are not call 781-598-2760 or send an email to [info@local201iuecwa.org](mailto:info@local201iuecwa.org).

**Next Local 201 Membership Meeting August 15, 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)

Tel. (781) 596-0100  
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.

**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.  
781-215-3974 Text Preferred

## CHIROPRACTOR

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



- Neck & Back Pain • Sports Injuries
- Sciatica • Auto Accidents
- Muscle Strains • Work Accidents
- Leg/Arm Numbness
- Repetitive Stress Injuries • Carpal Tunnel Syndrome

Complimentary Exam and Evaluation for GE, AMETEK, Veolia at Lynn Wastewater Treatment Plant, and/or Local 201 IUE Members

### 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.



#### 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



Published by: Local 201 IUE-CWA (AFL-CIO)  
112 Exchange Street, Lynn, MA 01901

Periodicals Postage Paid at Lynn, MA  
POSTMASTER: Send address changes  
to "IUE-CWA Local 201 News," 112 Exchange Street, Lynn, MA 01901



Printed by The Golden Manet Press Quincy



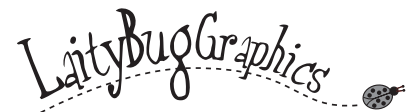
Published By Camera Graphics



### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree William McKeever on his recent death. Bill worked as a Tool Grinder before he retired.

Layout Design by



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# Banding Together To Keep Our Freedoms

By Jackie Miller Chief Steward Saugus Public Library

In May, when Kaz put out the word that the Northshore Labor Council would be counter-protesting people demonstrating against a drag queen make up tutorial event at the Peabody Institute Library of Danvers, I asked him how unions had become involved. "The Labor Council heard from union Librarians about what was going on in Danvers, and around the country to ban books, harass librarians, and disrupt public events out of hatred. Union's need to be on the front lines of attacks on our unions, freedom, and democracy."

Members of our union and many other were there in force along with many others supporting the acceptance of the LGBTQ+ community and promoting acceptance and inclusivity of any person or group just trying to live their lives and doing no harm to others. The people wanting to ban Salem drag queen Miz Diamond Wigfall from teaching a bunch of teenagers who had registered (with parental permission) for the theatrical makeup lesson were vastly outnumbered by those preferring a live-and-let-live approach to life. From what I heard, the kids had a good time, learned some makeup tips in time for their prom photos, and thought Miz Wigfall was nice.

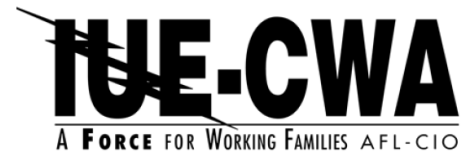
I hope the kids there and everyone who saw the coverage on TV, social media, or read about it in a newspaper noticed that people banding together made a difference. Local 201 members being there ensured the library event went on peacefully. If the library chooses to have Miz Wigfall back, it might not require hundreds gathering to guarantee it happens.

Another issue also needs us to be ready to band together: book banning. Book banning is less eye-catching than drag queen story hours, but it's a significant threat when people want to control what others can and cannot read. Books share ideas or differing points of view. Books show how other people live and what history can

teach us. Cut off the flow of information, and you can control what people think and believe.

While Florida and Arkansas are going off the deep end, making it harder for kids to access books in schools and trying to criminalize the act of librarians sharing books with kids, it is also happening in Massachusetts. If someone (almost always someone who hasn't read the book they are objecting to) decides the book is harmful, immoral, or the animals are black and brown and how is a white child supposed to relate to the animals? (Sylvester and the Magic Pebble by William Steig: the complainant kept me on the phone for a half hour with this concern.) they can get it banned in a school or removed from a library. The main issue is not about whether or not someone can get a banned book at a bookstore or online; it's about taking away people's access to ideas and information in a public institution and why they are trying to control what other people or their kids can read.

So, if you hear of a parent wanting a book banned in a school or someone demands a book banned at your local library, just put out the word, and we'll be there to protest because Local 201 members will be damned if we let anyone dictate what others can read.



## IMPORTANT ALL UNION MEMBERS

2023 is a union officer election year and our Local uses both the IUE CWA Local 201 newspaper and the IUE CWA newspaper "The Bolt" to send nomination and election notices to your homes as required by Federal Law.

ALL MEMBERS should update their mailing address with the Union as soon as possible to ensure that you receive the election notice. We have forms available to update your address. Please fill out the form below and give it to your steward or union official or mail it to the union hall at.

IUE CWA Local 201  
112 Exchange Street  
Lynn MA 01901

### Local Member Address Update Form

PLEASE PRINT NEATLY

Full Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_

State \_\_\_\_\_ ZIP Code \_\_\_\_\_

Email address (optional): \_\_\_\_\_

Cell Phone Number (optional): \_\_\_\_\_

### VET-TO-VET SUPPORT CONNECTION



Veteran run support network.

-No VA BS      -No paperwork      -No hassle

Just Veterans helping Veterans

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

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

## 1ST ANNUAL LOCAL 201 DEEP SEA FISHING TRIP

FIRST COME FIRST SERVE  
**SEPTEMBER 9, 2023**  
**7AM - 5PM**

SAVE THE DATE



40 Spots Available. \$50 per Spot  
Availability goes to Active 201 Members First  
Retirees, Family and Friends if Available.  
See Jossie for Tickets

Information on Page 9 VP Article



### Letter to the Editor

Hello Brothers and Sisters!

I'm writing to you to speak on my role and experience at the 17th IUE-CWA division meeting and the 79th CWA convention. This year I attended with Local 201 President Adam Kaszynski, Local 201 Business Agent Justin Richards and Local 201 Trustee Billy Stephanides. I'm not sure where to begin, as there is so much to reflect on. I was lucky enough to be given the opportunity to graduate my mentorship program as well as speak in front of delegates at the division meeting. I was up there to touch on my role as a mobilization chair and the importance of local 201's continued efforts by the mobilization committee. I've been blessed to lead a great group of mobilization captains. They, along with every member of our local, are the real backbone and biggest contributors to any and all of our successes. I can tell you right now, the rest of the IUE-CWA has been watching. Not only by our own Division, but the CWA as a whole. This was made evident in a few ways, one was an amazing video that had been put together highlighting our practice picket on May Day 2023. It was played at both the IUE division meeting as well as at the CWA convention. When our IUE-CWA President Carl Kennebrew was recognizing our efforts at the division meeting, he stated, "you hear me speaking about GE alot, not because GE is the only company we deal with, but because GE is the standard." There's a clear admiration and respect for how hard this local is willing to fight, it's how we've always been, and how we will always be. Outgoing CWA President Chris Shelton understands just how hard this fight can be too, in his words "GE is the biggest @\$\$\*\*\* company I've ever had to deal with." For someone with 55 years of union leadership under his belt, that statement was telling. The CWA convention also recognized the hard work of all the members and our fight with GE that led to a successful 2 year contract extension.

Other things touched on at the convention included the addition of 11,000 new CWA members in the last 2 years, with thousands more on the verge of joining our union. There were amazing guest speakers, including legislators from both the local and federal levels. As previously mentioned, CWA President Chris Shelton was stepping down into retirement, setting up for an interesting election for a new CWA President. I was excited to be able to experience the process of selecting the new president. It was a fair voting process and was amazing to see a true democratic process at work. With that said, Congratulations to newly elected CWA President Claude Cummings Jr! I wish him luck in his new role.

The convention as a whole showed me that we are in exciting times in the labor movement, and while the fight never stops, the IUE-CWA is finding ways to grow and successfully fight back with these corporations. The future is bright and I'm honored to be a part of it. Even more, I couldn't have asked for anything better than to be a part of it representing Local 201.

Local 201 Campaign Captain Chris Moody



### Machinist Training Opportunity

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

We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits, and a career with opportunities for growth. Students are enrolled *tuition free* in our demanding 5.5-month training program. Classes are Tuesday, Wednesday, and Thursday nights 6pm-9pm and Saturdays 7am-3pm.

Applications may be submitted on our website: [www.eteamhome.net](http://www.eteamhome.net)

Facebook.com/ETeammachinisttraining  
Call us at 617-699-1071

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

### OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

### COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

AUGUST 15, 2023

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



OR VIA ZOOM

<https://shorturl.at/deqMS>

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 ELECTION 2023 RULES

Signed,

ADAM KASZYNSKI, President  
JUSTIN RICHARDS, Business Agent



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

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

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

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

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

FREE PARKING

EVENING AND SATURDAY HOURS

### Sign the petition to Bring our Jobs Home:

Suspend US-India Military Tech Transfer Deal Until Critical US Industrial Capacity and Jobs Are Secured.

<https://actionnetwork.org/petitions/suspend-us-india-military-tech-transfer-deal-until-critical-us-industrial-capacity-and-jobs-are-secured/>



# 201 Retiree's Column

By ALEX BROWN  
*Local 201 Retirees Council President*

**Retirees Have Stories to Tell:** Do you have a special flier, t-shirt, button or memento that tells a story about your time in the shop or union? Would you be willing to share it and tell the story? Local 201 has been partnering with the Lynn Museum and University of MA – Boston on a Local 201 History Project. Saturday October 14 will be a day to bring down your keepsake to be recorded for history. Stay tuned for more details.



*Retirees Enjoy the Luncheon Honoring Ed Walczak and Kevin Mahar.*

**GE Notice to Post 65 Retirees:** I've gotten some calls about the recent notices from GE about the Retiree Reimbursement Account (RRA) and the GE Pharmacy Assistance Fund (GEPAF). It's written in legalese so it's hard to understand. I checked with GE reps from Corporate Benefits to confirm my understanding. Basically, the deadlines to submit claims and appeals were relaxed during COVID. Now that the COVID National Emergency has been ended, the relaxed deadlines will end. Here's a chart for submitting claims:

For claims incurred in 2021: Deadline is December 31, 2023.

For claims in 2022: Deadline is July 11, 2024

For claims in 2023: Deadline is December 31, 2024.

Regular deadlines for COBRA elections and premium payments will resume as well.

## Town of Saugus Human Resources

298 Central Street  
Saugus, Massachusetts 01906  
Telephone: (781) 231-4126  
Fax: (781) 231-5666

### Job Posting

**Job Title:** Children's Librarian

**Location:** Town of Saugus

**Schedule:** 24 hours per week  
(includes one evening and a Friday/Saturday rotation)

**Pay Rate:** (Union Scale): \$26.10 to \$30.33 per hour (Five steps)

**Job Summary:** The Children's Librarian, working under the supervision of the Head of Children's Services, develops, plans, and implements children's services. The successful candidate will be a friendly, self-motivated, and quick learner who is able to handle a variety of tasks.

**Qualifications:** Master's degree in library science from or degree candidacy at an accredited library school.

**Close Date:** August 18, 2023 or until filled

**Application:** Please e-mail all cover letters/resumes to Human Resources Manager, Gabriela Christina at [gchristina@saugus-ma.gov](mailto:gchristina@saugus-ma.gov).

## IUE-CWA Local 201 RETIRES COUNCIL MEETING NOTICE

**NO MEETING IN AUGUST**

**See you in Septembetr**

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

Alex Brown, President  
Gregg Johnson, Financial Secretary

**Listed Below are  
Open Positions as of  
August 1, 2023 at Lynn GE.  
You can apply for these jobs  
at [GEcareers.com](http://GEcareers.com)**

6 Advanced Aircraft  
Engine Mechanics

3 Welders

**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

## Save the Date for the

# Local 201 90th Anniversary Road Show

**Saturday, October 14th, 2023**

**10 a.m. - 3 p.m.**

**at the Lynn Museum**

**Wear a union t-shirt!**

**Light refreshments will  
be served.**

# IUE CWA LOCAL 201 ELECTION SPECIAL SUPPLEMENT

Please Pull This Section and Save



**OFFICIAL ELECTION NOTICE  
GENERAL ELECTION  
Tuesday October 24, 2023**

The term of office for all positions shall be for 3 years ending with the following General Elections in October of 2026

THE ELECTION COMMITTEE WILL BE ACCEPTING NOMINATIONS FOR THE FOLLOWING POSITIONS:

**OFFICERS (FIVE MEMBERS)**

President, Business Agent, Vice President/Recording Secretary  
Treasurer, Sergeant-At-Arms

**HEALTH & SAFETY (ONE MEMBER)**

Health & Safety Director

**TRUSTEES (THREE MEMBERS)**

General Electric Bargaining Unit (Two Members)  
Amalgamated Bargaining Units – Ametek, Lynn Wastewater Treatment Plant (Veolia), Avis/Budget Group, Saugus Library (One Member)

**EXECUTIVE BOARD / CHIEF Steward (Seven MEMBERS)**

Section I - LCM Manufacturing (One Member)  
Section II – LATO Assembly & Test, Medical Center and Flight Support/Logistics (One Member)  
Section III – Crafts LPS/M&E, Tool and Die (One Member)  
Ametek (One Member)  
Veolia Chief Steward (One Member)  
Avis/Budget Group (One Member)  
Saugus Library (One Member)

**Delegates to the Convention of the International Union (THREE MEMBERS)**

President & Business Agent by virtue of office (Two Members) Local 201 Elected at large (One Member)

**Delegates to the District Council (THREE MEMBERS)**

President & Business Agent by virtue of office (Two Members) Local 201 Elected at large (One Member)

**Delegates to the General Electric – IUE CWA**

**Conference Board (THREE MEMBERS)**

President & Business Agent by virtue of office (Two Members) River Works (One member)

**Building Association Board of Directors (THREE MEMBERS)**

River Works (Two members at-large)  
Ametek, Lynn Wastewater Treatment Plant (Veolia),  
Avis/Budget Group, Saugus Library (One Member)

Signed,

Dan Dinan, Chairperson  
Election & Jurisdiction Committee

**OFFICIAL ELECTION NOTICE  
GENERAL ELECTION  
Tuesday October 24, 2023**

**ELECTION SCHEDULE**

- **Tuesday, July 18, 2023**  
Newspaper Election Rules and Procedures published.
- **Tuesday, August 15, 2023**  
Membership Meeting: Vote on all Election Rules & Procedures
- **Wednesday, August 16, 2023**  
Nominations open @ 8:00 am: Officers, Health and Safety Director, Executive Board Members, Trustees, Delegates, Building Association Board of Directors, Stewards and Standing Committees
- **Friday, September 1, 2023**  
Nominations close @ 5:00 pm: Officers, Health and Safety Director, Executive Board Members, Trustees, Delegates, Building Association Board of Directors, Standing Committees and Stewards
- **Friday, September 8, 2023**  
Withdrawals close @ 5:00 pm: Officers, Health & Safety Director, Executive Board Members, Trustees, Delegates, Building Association Board of Directors, Standing Committees and Stewards
- **Wednesday, September 13, 2023**  
Readers and photograph submission close @ 5:00 pm: Officers, Health & Safety Director, Executive Board Members, Trustees, Delegates, Building Association Board of Directors, Standing Committees and Stewards (no photograph for Stewards). Readers maximum of 300 words only. Candidates wishing to have a photograph taken at the union hall can do so on September 13, 2023 from 8am – 5pm.
- **Tuesday, September 19, 2023**  
Election Edition of Newspaper: will contain Candidate Readers and Photos, not including Stewards.
- **Tuesday, October 24, 2023 “ELECTION DAY”**

Signed,

Dan Dinan, Chairperson  
Election & Jurisdiction Committee

**SYMPATHY**

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Joyce Wallace on the recent death of her sister Cheryl Chrysotom. Cheryl was also the aunt of Markus Wilson who works in bldg. 74 and Jamaal Wilson who works in bldg. 29.



**OFFICIAL ELECTION NOTICE  
STANDING COMMITTEES ELECTIONS  
Tuesday October 24, 2023**

**ELECTION RULES AND PROCEDURES**

1. The Election Rules and Procedures shall be published in the IUE-CWA Local 201 News Organ at least seven (7) days preceding the August membership meeting. All Election Rules and Procedures shall be acted upon at the meeting. The membership meeting will be held on Tuesday, August 15, 2023.
2. The Election & Jurisdiction Committee is opening a fifteen (15) day nomination period for members to obtain nominating signatures.  
**Nominations Open: Wednesday, August 16, 2023 at 8:00AM**  
**Nominations Close: Friday, September 1, 2023 at 5:00 PM**  
**Withdrawals Close: Friday, September 8, 2023 at 5:00 PM**
3. A member, in order to be nominated, must obtain a minimum of ten (10) signatures on Official Nomination Papers. Nominating signatures shall be from members who are in good standing, and from the jurisdiction in which the member is a nominee. Official Nomination Papers may be obtained at the Union Hall located at 112 Exchange St. Lynn, MA.
4. Nominating signatures must be obtained during the Official Nomination period only.
5. A nominee must be from the jurisdiction to which being nominated.
6. Nomination Papers will be accepted during the official nomination period only.
7. All the information requested in the header on the nomination paper must be completed and accurate.
8. A nominee must be in good standing at the close of the nomination period.
9. Eligibility of all nominees will be determined by the Election & Jurisdiction Committee after the close of the nomination period.
10. A nominee who wishes to withdraw their nomination papers must do so in writing. Withdrawals must be submitted to Election & Jurisdiction Committee no later than the close of the withdrawal period.
11. A nominee who has been declared ineligible will be promptly notified by the Election & Jurisdiction Committee Chairperson. Notification of ineligibility will be delivered in hand, or by certified mail. Appeals or withdrawals must be made in writing within three (3) working days from the date of notification.
12. An appeal of the election, or a request for a recount, must be made in writing to the Election & Jurisdiction Committee Chairperson. Appeals of the election and requests for recounts must be made within five (5) working days of the official announcement of election results.
13. Sticker or write-in votes will not be accepted.

Signed,

Adam Kaszynski, President

Justin Richards, Business Agent

Dan Dinan, Chairperson  
Election & Jurisdiction Committee



**Letter to the Editor**

Dear Members of IUE-CWA Local 201,

My name is Nick Becker and I'm excited to serve in your Local as an Organizer for the next year. I joined the labor movement as a student worker at Kenyon College in Ohio where I spent three years organizing with students, faculty, and maintenance unions in a cross-craft coalition to organize new workers and raise workplace standards. I'm looking forward to organizing new workers in Lynn and strengthening Local 201's bargaining and community power. Please feel free to reach out to me at [nicholasbecker00@gmail.com](mailto:nicholasbecker00@gmail.com), and I will likely be reaching out to some of you in the coming weeks to introduce myself and get to work with you on our organizing plan.

In solidarity,  
Nick Becker





## LPS/M&E Report

By ARTIE AMIRAULT  
*Crafts Executive Board*

The Company's continued hiring pause is not only hurting Maintenance but it's hurting Production and is also creating possible safety hazards around the plant. It's only a matter of time before someone gets hurt and the Company will once again be reactive rather than proactive, all for the sake of saving a penny. Since the beginning of the year, we have lost numerous RC's, Plumbers, Electricians and Machine Repair. All of which we were already in need of before the hiring pause. We are only viewed as an expense to the higher ups in the Company, one they clearly don't think they need. The fact of the matter is that they honestly have zero clue about what we do and what is involved in our jobs and what's sad is they have zero interest in even listening to find out. For some reason they seem to think they are going to get better service through outside vendors. We know that this is not the truth. They are more expensive, cut corners, and most of the time we need to clean up the mess they created after they are gone and paid. They have zero accountability. Even with all the OT we could work we would still be cheaper. This is just poor management all around. The lead times to get vendors into the plant is weeks, and the process to get them cleared to even get into the plant is so completely flawed that some vendors don't even want to be bothered with the process. The process is so flawed that it's almost collusion between the same, say, 5 contractors who are all working together during the quoting process to make it look like GE is getting a good price. They also know they won't be paid for 6 months so the prices they charge to make up for it are completely ridiculous. Also, depending on the job there might only be 1 vendor approved to come in the plant and so they are free to charge whatever they want because we have nobody else approved in the system to do the job. So much for the 3 quotes. As of late the Company is constantly complaining about the budget of maintenance and finances and is part of the reason why they cannot justify hiring. The metrics they are looking at are flawed. Here are some examples of what the Company pays outside vendors for jobs we all know shouldn't even come close to these prices all the while complaining about the budget, OT and the finances.

1. \$80,000 to saw cut a 12" trench 120' long. We could buy the saw ourselves and do the job strictly on double time and the job wouldn't even come close to costing this much. This is literally a member's salary for a whole year.
2. \$100,000 to run a new 600-amp feeder to a new machine from the substation. If we had the correct amount of manpower, we could easily do this job in house.
3. \$20,000 to demo 20 feet of 4' high steel fence and demo electrical disconnects

mounted on it. Again, could have been done in house for a 16th of the price even on OT with the correct management and manpower.

4. \$14,000 dollars to build an 8x8 steel platform. We could have bought all the material and worked 3 Sundays and probably would have cost less than half.
5. \$22,000 for an OV to come in and work with us for 4 days. Troubleshooting a machine.
6. \$90,000 on roll around white boards for the plant. \$90,000!!!

This is absurd! These are small projects in the plant. Just imagine what the bigger projects around the plant must cost. I'm sure they are insanely overpriced as well. Yes, we couldn't do most of them but there are projects that have gone out that we definitely could have done, especially if we were properly staffed and managed properly. The Company has created and fostered an environment of laziness around the plant where no one is held accountable. The upper management is out of touch with the shop floor and are having smoke blown up their butt by lower management as to what is really happening on the floor.

How can you complain about the budget and OT when these are the prices being paid weekly to outside vendors?

Finally, I'll end with safety. We have members working in tunnels, fuel farms, pits, mezzanines, and many other obscure locations around the plant that are not commonly traveled and are out of sight of most of the plant employees during the day never mind the off shift. These members in maintenance used to work in groups of 2 or more when working in these areas for safety reasons and now because of the Company's lack of maintaining the proper manpower around the plant these members are going into these areas alone. They are doing so all the while knowing the potential hazard because this is what we do, and they take pride in their work and want to get the job done. All the while maintenance being the scapegoat for production and being talked poorly about behind closed doors in management meetings. (Remember there are ears everywhere and these things get back to us) It's only a matter of time before one of these guys gets seriously hurt working in these areas and I can only imagine it would be some time before people noticed they were missing when they could possibly need immediate medical care if injured. Again, only to be reactive after the fact.

**This will be and is on the Company!!!**

All in the name of supposedly saving money that they hope will end up in their own pockets at the end of the year in the form of a bonus.

See you around the plant.



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

Attention all members and retirees, The Lynn Museum is Opening an exhibit about the history of Local 201. Save the date, the exhibit is open to the public starting Labor Day Monday September 4th, 2023, at the Lynn Museum, 590 Washington St Lynn, MA 01901 across from the Capital Dinner. Also join us October 14, 2023 for an exhibit kickoff event at the Museum, refreshments will be provided and limited parking is available at the Local 201 Union Hall parking lot. Hope to see you there.

### LATO

LATO has too many generals and not enough soldiers. It seems like everyone thinks that they are your boss. You only have one boss and that is your cell leader. That is the only person you take direction from. Some of these new engineers think that because they have the title of engineer, they can do whatever they want. Example: A Union steward observes an engineer running a part on a machine and approaches the engineer and tells them that's not their job and its bargaining unit work. The engineer proceeds to tell the Union steward that I'm an engineer and I can do this. No, you can't that is bargaining unit work and it is a grievance. The engineer then goes to HR and turns in the union steward saying they are a hindrance to production, and they need to be removed from the area. Imagine being such a pompous person that you go after another person's livelihood because he said "No" to you. Obviously, there was no finding in the HR investigation. The steward was doing their job!! And regarding engineering, if you want to do our job you can apply at [GECareers.com](https://www.gecareers.com) and if you are qualified you can be hired into the Bargaining unit.

### Logistics

The stewards and I recently met with the business. Cross training came up, the business wants everyone to be able to do every aspect of every job. If you work in KAS, you are going to have to learn the white zones too. I'm sure there will be some pushback from people over training. You cannot refuse to be trained or refuse to train someone, it's part of your job scope. The business claims they have a training plan that they are going to roll out soon. Let's wait and see... They are looking for volunteers in KAS, BULK, and occasionally KITS so if you're interested in doing something different go see your cell leader. Just remember it's only those areas you can't ask to go to shipping or receiving to work those are different areas.

Hope to see you around the shop.

Bobby





# VP's Column

By TOM O'SHEA  
Vice-President/Recording Secretary

## Election

In order to comply with the CWA constitution, we extended the nomination period for the upcoming October 24, 2023, General Officer Election by two days. The new nomination period is August 16, 2023, at 8am through September 1, 2023, 5pm. We published the election rules in the July issue of the Local 201 News. We republished two pages of the election rules that contain the nomination date changes in this the August newspaper. The membership will vote on the election rules at the August 15, 2023, membership meeting.

There are many new local 201 members that have not experienced an officer election. For those new hires and for everyone else the nomination process is basically a signature

gathering event. If for example, you choose to run for e-board of LCM then you can only gather signatures from workers in the LCM jurisdiction and that goes for all jurisdictional offices. If you run for Business Agent, you can gather signatures from any jurisdiction or amalgamated unit.

Nomination forms are available at the local 201 union hall. You can only seek signatures during the established nomination period. People signing nomination papers can sign as many candidates' papers as they wish as long as they are in the proper jurisdiction. Nominees remember, before you submit your nomination papers, they must be signed by you, the nominee.

## Fishing Trip

Local 201 is holding a fishing

trip on September 9, 2023. It is an all-day deep sea fishing event. The boat leaves at 7am sharp and returns by 5pm. We have contracted the American Classic, a sport fishing boat that runs trips out of Lynn harbor. The regular price to go out on a trip that is open to the public is close to \$100 per person. We are chartering the boat so that we can regulate who attends and local 201 is only charging \$50 per person to go on the trip. Tickets are available at the local 201 union hall, see Jossie. Tickets are first come first serve and go to active local 201 members first. If there are tickets available at the end of August, we will open the trip to retirees and family members. Fishing rods are available on the boat at no additional cost. Food is available for purchase. You can also

bring food, but no alcohol can be brought on the boat. We are looking forward to selling this trip out and having a great time.

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Anthony DeAngelo on the recent death of his mother. Tony works 1st shift in bldg. 40 Repair Control.

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Donald Patti on his recent death. Don was an iron worker and retired after 37 years at GE. He was the brother of GE retiree Bruce Patti.

## 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**.

**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. Rollovers are penalty free and tax free.

**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.

### The Income solutions we work with have the following features:

- 100% safe, account value will never go down if the market drops or crashes
- 25% up-front bonus applied at account opening
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- Will provide you with a guaranteed lifetime income
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### 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**

# GE Update

by Business Agent, Justin Richards

## LCM

LCM executive board member is currently out. Effective Monday August 7th, Steward Chris Moody will be filling in as active LCM Executive board.

I don't even know where to start! I will start off with this, the Company needs to get their heads out of their *you know what*.

The major focus on my part over the past few weeks has been on Plant 1. The Union was notified a few weeks ago of a potential farm out of the T09 cooling plates, and the Company had identified where the bottleneck operations were. The stewards and I dug in on the issue, met with the operators and got a lot of great feedback. The problems creating this bottleneck were beyond our control and had to do with job assignments, quality getting out of their chairs and dispositioning parts, and finishing unfinished tasks to make the job more efficient. We came up with a game plan in a matter of hours and boom, within days the bottleneck was clearing out. As of now, the farm out notice has not been served. We have stepped into these situations multiple times over the years, and over the past few years our input and suggestions have been ignored. Finally, somebody is in that hot seat that listened, considered, and implemented parts of our game plan and we have seen some success.

The Okuma line is a disaster. What started off as an 18-month development, programming, and process approval plan, is severely lagging and incomplete. All this is beyond our control and because a *special someone* doesn't order enough tooling and fixturing, or orders the wrong stuff, created flow and runtime issues, has led to more delinquency! The Company refusing to run the GnL's cells and running one man one at times in these cells, has increased IME, costs, and decreased base labor hours. That's just one example and if I gave you all the examples that have been and continue to set us back, I would be writing a

book. That's all doom and gloom! On the bright side, we are starting to see some light. Somebody is finally listening and working with us and there have been improvements in IME, delivery, and base hour output. Trying to come up with creative solutions, I am wondering if we put some taco trucks and ping pong tables out on the floor, maybe more ME/QE's would be on the floor dispositioning parts and supporting the operators?

In 64, anybody that sees the production specialist doing any clerk work, notify a steward and grieve it immediately. Once again, the Company has failed to backfill the day shift production clerk in time. Poor management does not result in us allowing them to do our work! The production specialist has been spoken to a few times and has continued to cross the line, even claiming that in other areas the production specialist does clerk work. If this is happening stop it immediately.

What in the world happened to TPMO? What was the most successful and improved area in the plant has now been one of the worst performing areas. I visited the area a couple of times over the past weeks, 100s of shafts sitting waiting to be disposed. Bad machine usage, bad job assignments. One person over there has definitely **TRIP'**ed, fell, and lost all sense. Listen to the operators and your predecessors to fix these problems! There is a whole vessel of knowledge on the floor at your disposal. RPMO is picking up some steam and wrapping up the development that will help get some more work flowing through the area. The clock is still ticking, and the Company has a lot of work to do to be able to handle this 404 volume increase by 2025.

## Plant 2&4

Large engine is in disarray. From an overview, farm out has killed that area as it has most areas. Almost all of the EDM work that ran on the MJT's went with Brittany to Connecticut and lead times on getting

these parts back has severely impacted flow. This has a domino effect on many things like training, delivery, IME and so on. There are a host of training issues because our members cannot consistently train on builds because there are no parts to build. I am sure you all can see where else that leads to, quality issues, IME etc. It's not just EDM work either, material issues, bad job assignments etc. At our plant leader meeting on 8/2, we suggested the Company look into the possibility of utilizing the MJT's in small engine to farm some of that work back in. Fingers crossed, hopefully we can get some parts on those machines while we are waiting for the new EDM's to come in. Small engines are impacted largely by material issues, as is green cell and other areas. There was a quality issue at the vendor that they are working through but that's been the same story we have -been hearing for just about a year now. Unfortunately, that is even beyond the Company's control. We are all at the mercy of this vendor right now. The Yazda is finally up and running in Green cell, programming and planning should be approved pretty soon for the T44 outer case. Once this is done, we should start seeing these parts farmed back in.

As you all know, they are expected to wrap up the work in Platinum by the end of the year. This week there are about 9 members left that have not been notified of being laid off or have not accepted an upgrade. I have had a few meetings with the Company over the movement of members, and who contractually has the opportunity for the Special Retirement Bonus. The Company refused to identify positions or openings so we can work through placements. Contractually, once the notice is served, if there is a reduction in a classification, members that are eligible for an SRB have 15 days to accept or refuse the option. The Company wants to handle this on a case-by-case basis, when it's time to lay-off a member so

they get around paying the bonus and they can continue holding people to help them get the remaining parts shipped. The Company completely failed yet again, not handling this correctly before they served the notice, and having openings for everybody to slide into. Just as we see with the lookback payment and other issues, when our contract or agreed upon language does not align with the needs of the business, the Company tries to skirt around the contract. Their justification for this is that it doesn't work for the business.

The Company has put a pause on indirect hiring and pulled down all the indirect job postings that we are in desperate need of, electricians, RC's and plumbers, but yet we still have new machinery coming in that needs to be installed, older equipment that needs to be maintained, and members retiring out of these classifications with no backfills in line. If you're looking to cut indirect headcount stop adding useless layers of management, and quality personnel that refuse to do their jobs. I guess I could be wrong if the requirements in the posting are ordering and eating lunch at all hours of the shift and seat warming, I guess they are fulfilling their duties.

If this paper happens to make it up the ladder to any of the executives wondering what in the hell is going on, come on in and walk the plant with us unannounced. Fair warning though, you're going to be in for an eye opener. I will personally walk you through the issues that are impeding our plant from becoming successful.

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Thomas Waldron on the recent death of his sister. Tom works 2nd shift in bldg. 63 Logistics.

*Business Agent's article continued from page 12*

- Your grandparents, step-grandparents, or grandparent's domestic partner
- Your siblings or stepsiblings

**How much will you be paid on PFML?**

To calculate pay for PFML absences there is a handy calculator online:

<https://calculator.digital.mass.gov/pfml/yourbenefits/>

In 2022, the maximum weekly benefit is \$1,084.31. In 2023, it will increase to \$1,129.82.

**7-day waiting period:**

When you begin your paid leave, in most cases there is a waiting period of 7 calendar days before payments begin. You will not receive any benefits pay-

ments during this waiting period. Also, these 7 days will count against your total available leave for the benefit year. During the 7-day waiting period, you can use your Paid Time Off (PTO) and are afforded job protection.

**Apply for PFML**

If you work at GE and need to take time on PFML go to [ge.com/mysedgwick](http://ge.com/mysedgwick) or call 1-800-392-0789 to apply. Once you have submitted a claim, Sedgewick will follow up with forms that may need to be filled out by a doctor. If your claim is denied, you should call the union hall right away for assistance filing an appeal. It's still a fairly new law, and it can be confusing to members, doctors, and the Company (largely thanks to Sedgwick). If you need help grab

a steward or call the hall. Kaz (781-598-2760 Ext. 34) always makes himself available to assist members or stewards with PFML issues and is a good resource for complicated/difficult cases.

**Short-Term Disability (STD)**

All members are enrolled in the GE STD plan. Which protects your job, COS, seniority, and offers wage substitution when you are out of work on a non-occupational injury. Members need to call GE Disability and Leave Center 1-800-392-0789 when they will be absent from work for more than 7 consecutive calendar days to notify the Company of your STD claim. Benefits begin on the 8th consecutive calendar day of disability OR on the 1st day of hospitalization or outpatient surgery. STD provides up to 26 weeks of benefit. The pay is 60% of pay, with a minimum of \$400 a week, and a maximum of \$950 a week.

**To apply for STD** go to [ge.com/mysedgwick](http://ge.com/mysedgwick) or call 1-800-392-0789 (GE Disability and Leave Center). If your claim is initially denied you have a right to appeal, so do it quickly. If you need help grab a steward or call the hall.

**The Small Necessities Leave Act (SNLA)**

MA General Law. c. 149, 52D (Act), mandates that certain eligible employees be permitted to take a total of 24 hours of unpaid leave during any twelve month period. These 24 hours are in addition to FMLA (it does not run concurrently).

Purposes for which the leave may be taken:

The 24 hours of leave may be taken by an eligible employee for any of the following purposes:

1. To participate in school activities directly related to the educational advancement of a child of the employee, such as parent-teacher conferences or interviewing for a new school.
2. To accompany the son or daughter of the employee to routine medical or dental appointments, such as check-ups or vaccination.
3. To accompany an elderly relative of the employee to routine medical or dental appointments or appointments for other professional services related to the elder's care, such as interviewing at nursing or group homes.

Leave under the Act may be taken intermittently or on a reduced leave schedule. An eligible employee need not take the entire 24 hour leave at once, but may take a few hours of time depending on the employee's needs, as long as the total leave does not exceed 24 hours during any twelve month period.

Given the breadth of the statute, employers are urged by the Attorney General to give a liberal interpretation to the purposes for which the leave may be taken. If you need to use SNLA notify your boss and report to GE Disability and Leave Center as soon as practicable and they can code you for SNLA


**GE Lynn Absentee Policy**

Our contract, and just cause provisions are in conflict with aspects of the Company's attendance policy. Therefore, the Union does not recognize the attendance policy. However, knowing the policy is helpful now that members may be burning up PTO to stay home with COVID. Unexcused absence in 8 hour increments and tardy/ leave early are 2 totally different policies. For unpaid unexcused absence the GE Absence policy is as follows:

- 1st occurrence unpaid absence: 1st contact report
- 2nd occurrence unpaid absence: 1st letter of concern
- 3rd occurrence unpaid absence: 2nd contact report
- 4th occurrence unpaid absence: 2nd letter of concern
- 5th occurrence unpaid absence: 3rd contact report
- 6th occurrence unpaid absence: last chance letter
- 7th occurrence unpaid absence: termination letter

Per the Company policy the steward is to be notified at each step of the process, and the e-board must be notified at the 2nd letter of concern, and on each of the following steps.

It is also worthy to note that many members that reach out on 5th or 6th step have been missing work due to issues generally covered under PFML or SNLA. That time is there for those who need it, so instead of risking a write up for missing a day unexcused refer to this article to see if you are eligible for protected leave.



## Health & Safety Notes

By CARMEN DEANGELIS  
*Local 201 Health & Safety Director*

We would like to welcome Nick Overbaugh as Plant 4 Safety Representative, starting August 7th immediately performing duties related to our Joint Health and Safety program. After several interviews, Nick consistently showed a willingness to learn the vast amount of material we are tasked with while keeping our membership first and foremost in mind. This appointment comes just two months before our elections in an effort to maintain Local 201 H&S coverage while this position is vacant.

I would like to thank Chris Moody for his service, I relied on his skill set and abilities to help members in creative ways and expect to do so in the future. Chris multitasked and took on many challenges presented to him, proving to be an asset to many of our members in Local 201.

As I write this article, we are just two weeks away from our General Election Nomination period August 16th to September 1st, if you are interested in running for any of our elected positions you will want to get your nomination papers filled out. Check out last months Local 201 news for details if you haven't already.

If you are interested in running for an Elected Safety Representative position, please reach out to me.

Our Local 201 Health and Safety Representatives are trained in many H&S related shop floor programs critical to the site which also includes environmental and/or health hazard, risk and abatement. You will need to be able to use a computer in order to enter safety concerns, create work orders and track them to closure. Our Safety Program is heavily reliant on our Local 201 members participating in Safety Meetings, planned inspections, and most importantly raising shop floor safety related concerns. We often rely on our membership to help us gather detailed information for our safety related documents because they work there everyday and can see things we might not notice.

Each H&S Representative works closely with H&S Mgmt. team to fulfill Lynn's Joint Health & Safety requirements while acting in the best interest of our members.



## Business Agent's Column

By JUSTIN RICHARDS  
*Business Agent*

### GE No Longer to Pay for COVID Absence

When the pandemic began back in 2020 Local 201 took to the streets and the negotiating table to fight for paid time off for COVID cases. As a result, GE rolled out a policy of up to 10 days paid time off if you tested positive for COVID-19. According to the Company, since the government declared the "Covid-19 public health emergency over" back in May, the Company will end the practice of up to 10 paid days off for COVID related absence on August 7th, 2023. The announcement says all GE sites will return to their site-specific absence and time off policies and follow federal and local laws. Let's look at what some of those rights, benefits, policies, and laws are.

### Sick and Personal Pay: Article 27

"For each absence of an hour or longer, up to the number of hours applicable in accordance with the following schedule:

- 1-14 years – 24 hours
- 15-24 years – 32 hours
- 25 years and over – 40 hours

This time is governed by the IUE/GE National Agreement, so unlike MA Earned Sick Leave you can elect during open enrollment to roll over unused sick time up to a maximum of 240 hours. Sick and Personal pay is coded as "Personal Illness" on your pay stub.

### MA Earned Sick Leave

Since 2015, after passing a ballot initiative (201 knocked hundreds and hundreds of doors), workers must be provided 5 days sick time per year. This was a major improvement for members at GE with less than 25 years' service and insured every member in the plant has 5 paid sick days a year. People under 15 years' service got 3 MA sick days, and people between 15-25 years got 2 MA sick days. This sick leave is governed by MA law, not our contract, and is not eligible to roll over. This time is coded as "Sick and Safe Leave" on your pay stub.

### MA Paid Family Medical Leave (PFML)

PFML provides Massachusetts employees with up to 12 weeks of job-protected, paid family leave, up to 20 weeks of job-protected, paid medical leave, or up 26 weeks of combined family and medical leave in a benefit year. It can be taken in blocks or intermittently.

To be eligible to receive paid leave under PFML, an employee must have earned at least \$5,700 (2022) or \$6,000 (2023) in the previous 12 months. In addition, you must have earned at least 30 times the benefit amount that you are eligible for. PFML eligibility is not dependent on how long an individual has worked for a current employer.

### What circumstances make me eligible for PFML?:

- Caring for your own serious health condition as certified by a health care provider, including illness, injury, or pregnancy/childbirth (up to 20 weeks of paid medical leave)
- Caring for a family member with a serious health condition as certified by a health care provider, including illness, injury, or pregnancy/childbirth (up to 12 weeks of paid family leave)
- Bonding with your child during the first 12 months after birth, adoption, or foster care placement (up to 12 weeks of paid family leave)
- Caring for a family member who was injured serving in the armed forces (up to 26 weeks of paid family leave)
- Managing affairs while a family member is on active duty (up to 12 weeks of paid family leave)

### Family as defined by the PFML includes:

- Your spouse or domestic partner
- Your children, stepchildren, or domestic partner's children
- Your parents, stepparents, or parent's domestic partner
- Your spouse or domestic partner's parents
- Your grandchildren, step-grandchildren, or domestic partner's grandchildren

*continued on page 11*



## President's Column

By ADAM KASZYNSKI  
*President*

*continued from page 1*

archive we build that day will later be published and hosted by UMass, for members, scholars, and future generations to access, study, and celebrate for generations. Light refreshments will be served, and it will be a great opportunity to bring together active members, retirees, and our families to celebrate each other – the many generations and families of Local 201. Happy 90th Anniversary Brothers and Sisters!

### UE 506 and 618 on Strike at Wabtec (Formerly GE)

Union workers at Wabtec in Erie PA have been out on strike for weeks. Local 201 and Local 506 go way back. The Wabtec plant was a GE Transportation Plant, and our locals were both part of the GE Coordinated Bargaining Committee at National Contract. A few years ago, GE sold the business to Wabtec, and as you all know by now the GE contract did not contain successorship language back then. Wabtec came at them hard, and many rights that union GE workers still have, have been taken away. They are striking for what they lost and more and have Local 201's support and solidarity. Please attend the membership meeting to approve sending \$1,000 to their strike fund.

### Teamster's Reach TA with UPS

The voting process has begun on the Tentative Agreement between UPS and the Teamsters, with polls closing on August 22nd. I don't want to weigh in on the agreement while member voting is ongoing, but I couldn't not mention the big news. This is the largest labor contract in North America, and as such has a standard bearing quality. The Teamsters said they were going to eliminate two-tier and did. Union UPS workers spent the last few weeks practice picketing around the country, like Local 201 did on May 1st. What is clear to me is that the Teamsters ran an aggressive contract campaign, publicizing their demands, providing updates to members, taking escalating actions, and built a credible strike threat. They were undoubtedly prepared, willing, and ready to strike. I was extremely inspired by their campaign.

As the newly elected United Auto Workers union leadership lines up to take on the Big 3 Auto companies, I am excited to see where the increasing militancy of a revitalized labor movement goes next.

### SAG-AFTRA and Writers Guild Strike Continues

The Writers and Actors are on a historic and inspiring strike. How can we help? According to the Unions, neither union is calling for a consumer boycott right now. Instead, the Union has 3 requests of supporters. 1. Share support for their struggle on social media, 2. Do not do the work of a striking actor or writer (never scab), 3. Donate to the Entertainment Community Fund. The Entertainment Community Fund is a non-profit that supports writers, actors, and any crew member that needs help paying their rent or medical bills. That money goes to strikers and affected workers in need, and helps them maintain the picket line longer, which will ensure their victory: [EntertainmentCommunityFund.org](http://EntertainmentCommunityFund.org).

SAG-AFTRA is calling for a rally **Wednesday, August 9th, starting at 3:45pm at the Boston Common, Parkman Bandstand**. Help apply pressure by joining actors, labor activists, in support of a fair contract! This rally is open to all so please bring your friends, family and supporters!