

IUE-CWA Local 201 News

Celebrating 88 Years
as a Chartered Local
1933 – 2021

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn), Ametek Aerospace (Wilmington), Veolia Water (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.local201iuecwa.org

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MANAGING-EDITOR
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Update on MBW Negotiations

By IUE CWA Local 201 Business Agent, Justin Richards

GE Report

MBW negotiation updates has been the most common question on the floor. Bargaining was set to expire at the end of July, due to the Company withholding information bargaining was held up, the Union filed an unfair labor practice charge against the Company days following our first session. We requested a 60-day extension, and the Company has granted the Union 30 days. Bargaining should be wrapped up by September 9th. Bargaining over an open-ended agreement with the stipulation that if an agreement is not reached at the end of bargaining the previous agreement remains in full force, is unique. Renegotiating these agreements can be somewhat safe because we are not under the same risk of giving concessions as other agreements, it becomes a battle of give and take and both sides must give to get.

Opening in the first session the Company came in wanting to agree on ground rules, the Union opposed signing any type of documented ground rules. Interestingly enough, one of the ground rules the Company wanted to establish was that, both parties have all their proposals on the table by the 2nd or 3rd session. As I said, this type of bargaining is unique and not having the ability to add additional proposals would not be productive and

limits us. When the Union opened in the first session, we put together a compelling argument to abandon the agreement and move back to the legacy pay structure and progression, that argument was dismissed by the Company, and we moved on. The 2nd to last session we had with the Company we were able to identify the Company's wants, and at the last session we slid the Company a creative, protective proposal. Bargaining has been postponed for 2 weeks and will kick back off on August 11th. As we move through negotiations, I would like to be as transparent as possible. That's difficult to do when there are as many moving pieces as there are on the table and proposals come off and on the table. The Unions goal is to shorten the progression to a reasonable time frame that will benefit members, fix the unintended issues in the system such as upgrading for less pay, put the Company back in the position to attract the skilled tradesmen and machinists needed to maintain General Electric's Aviation legacy of being the first and best producer of jet engines, and being the most innovative Company in the industry. Being the best can not be done if you do not pay the best! Right now, our progression is longer than the standard apprenticeships in the state.

Let's hope the Company stops counting pennies and starts counting milestones and successes.

Walking through the plant recently, speaking with our members, there are a lot of us that are not adequately trained and have been rushed through training by our fearless leaders to get OCP qualified so that the businesses are not taking hits on IME. This is backfiring HARD. They are literally killing us slowly, and the Company ends up eating way more IME than they would have if they took the time to adequately train us in all aspects of our jobs. When the IME reports come out, they blame us, they do not take responsibility for their doings in mismanaging the business. I am screaming this to everybody, do not rush your training, demand to be trained on every operation in your area, I would not take overtime now to give up overtime and work in the future. While we are fighting for work to be farmed in, they are farming out work for manpower reasons, and some of this is because there are some areas where training was not provided to everybody. One operator knew the job, that operator upgrades, and the work gets farmed out. When I was on the floor in TPMO as a grinder, I had to pressure the Company to cross train, we can not give

them any reasons to farm work out, but we can give them reasons to farm work in. The Company has taken the position to dump work out of Lynn and that's what they have been doing, they are calling it right-sizing. This is our work; this is our future. There are 367 members that will be retirement eligible by the end of our contract in 2023, what leaves with them is valuable knowledge. The Company does not understand the utter importance of retaining that knowledge before it walks out the door! If at any time you request training and either it is denied or prolonged, see a steward or call the hall.

Ametek

The Company has applied for state training grants that would provide our members additional trainings. They will be using a Company called, Quality Support Group. Because the workforce is represented by the Union, we had to provide the Company with a letter of support as required by the grant writers. The curriculum will consist of blueprint reading, geometric dimensioning and tolerancing, gauge repeatability and reproducibility and 5S introduction. The Company initially had other subjects in the curriculum that do not apply to what we do over there such as, value stream mapping and creating manu-

continued on page 12

Next Local 201 Membership Meeting August 17, 2021 - See page 4

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

Law Offices of James J. Carrigan



Lisa A. Carrigan
has joined the firm
as Of Counsel.

James J. Carrigan
(Former member Local 201
and Lynn Teachers Union)

Anne Gugino Carrigan
(Former member AFSCME)

15 Johnson St., Lynn, MA 01902
(across from Lynn District Court)

Tel. (781) 596-0100
Fax (781) 592-7555



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

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.

<p>Real Estate Needs. Paul Kotkowski Century 21 North East. 36 years experience. Full time Realtor. Listing and Selling. GE Retiree. Call 978-828-1604</p>	<p>Looking to Buy or Sell your N.H. Vacation Home? Don Cormier - Realtor (GE Retiree) Assets Realty Group, Wakefield N.H. Please call. Phone Office 603-522-9000 Cell 603-781-4952</p>	<p>Small Engine Service 35 plus yrs experience repair- ing small engines, Lawn Mowers, Snow Blowers, Chain Saws, etc. Reasonable prices. (10% Discount on Parts for GE employees) Call 978-758-9527</p>
<p>GJM - Removals, Cleanouts, Residential and Commercial Trash Collection, Recycling gmamos@comcast.net Call George 781-910-0853</p>	<p>New Commercial Generator 8,750 Watts \$795.00 or B.O. Firewood All Hardwood. \$100.00 per cord. Trailer: 5'X9'. HD. All Steel \$100.00 Call Dale 978-462-7877</p>	<p>Linda Laughlin Certified MA Real Estate Agent Thinking of buying, selling or investing in real estate? Please give me a call. Linda Laughlin, Atlantic Coast Homes, Salem, MA 978 828 4193 linda@atlanticcoasthome.com</p>
<p>NEED PART TIME HELP? I am looking to do light housekeeping, errands, shop- ping, laundry, shopping, companion will help with the elderly and or children. Call Trish 617-791-9057</p>	<p>Fix A Brick - No job too small, really! Stairs, Foundations, Walkways, Chimneys, etc., etc. Call 978-239-9801</p>	<p>Handyman Wanted Call Tina for Details 617-293-3032</p>

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Dale Peterson on his recent death. Dale retired in 2016. He was an RC in bldg. 99 when he retired.

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.

Bob Cummings 617-275-1527
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 laid off members & retirees: \$1 per issue / \$12 per year
For active members: \$2 per issue / \$24 per year

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Your phone #Circle: active or retired Date mailed

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All of 201

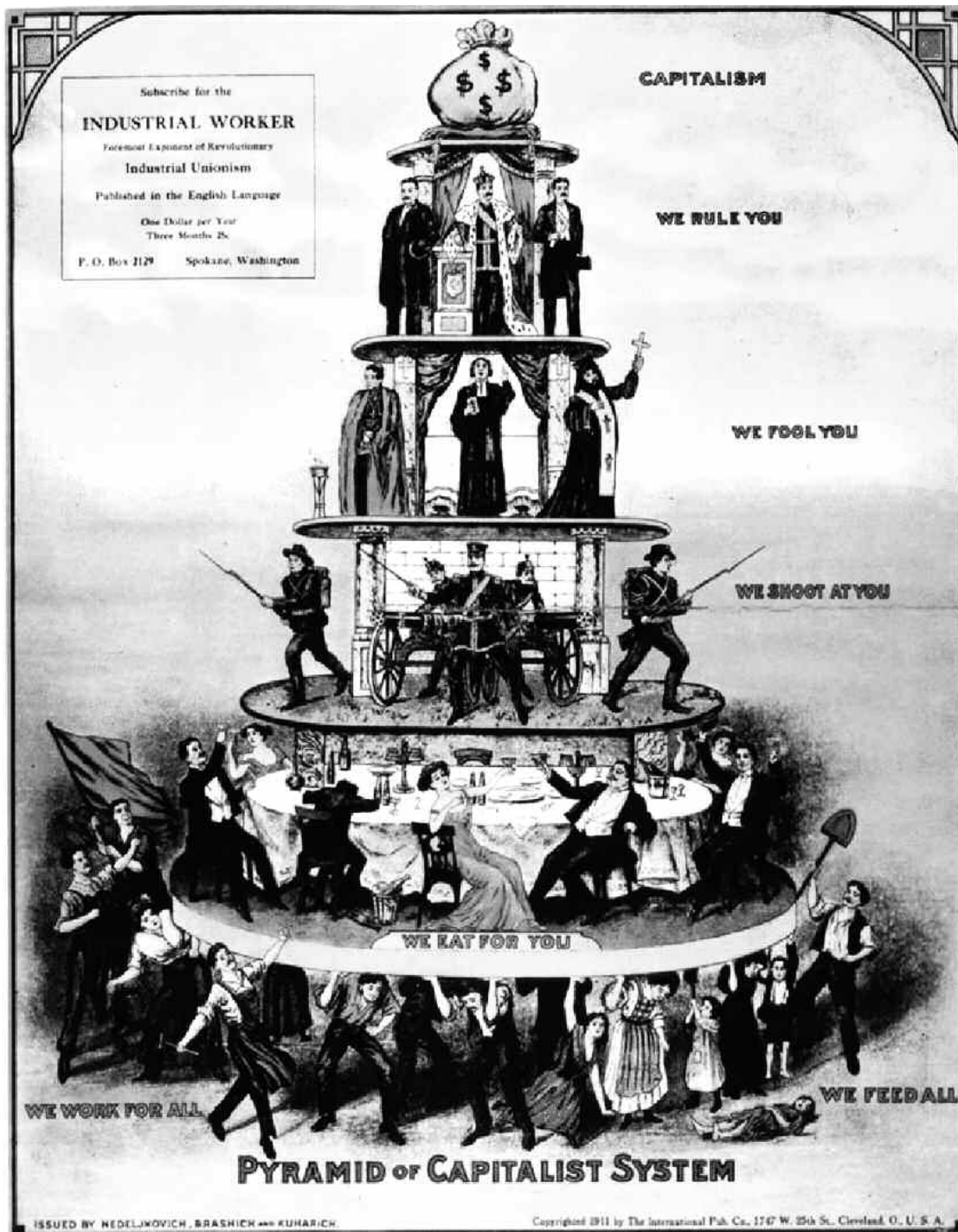
by IUE CWA Local 201 BA Justin Richards

We all live in these times, Companies want to take, and then to take more, they want to bust Unions, limit workers' rights to organize, increase profits by reducing wages. When is enough going to be enough? I will tell you when, when we all stand up together and flip the script! Capitalism is a poison and here's how they want it, they rule us, they fool us, they eat for us, we work for all, and we feed all. What happens when we all sit down?

They have nobody to rule, they have nobody to fool, they have nobody to shoot at, they have nobody to eat for. The capitalist cannot eat without US, and without food (money) they can not do none of the above. Being organized in the masses gives the working class and our communities a bigger voice and these Companies know when they want to take from Union workers, there will be a fight. Its basically a free for all and unorganized shops are at the

mercy of their employers. The hostile takeover at the treatment plant is a perfect example, the results of the transfer of work is another example. When we fight together, we win together! I was raised to never rollover and always go down swinging, the outcomes are not always going to be exactly what we want but it won't be exactly what they want either, that in itself is something to be proud of. But we need to be better and stronger, the only way we do

that is by coming together. I commend this membership for showing up, engaging, and supporting our brothers and sisters at all our amalgamated units. We always have to aim to do better and we will! Our monthly membership meeting is on August 17th, it will be on zoom. June's meeting had a large showing, lets keep this going.



Campaign Tee Shirts Available Now \$5.00 each Limit One per Member

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President's article continued from 12

planned for August and October, and the Company does not seem to want to make an agreement. The clock is ticking for August. That's a problem. We are ready to sit down. We welcome the right kind of LEAN events – the kind that fix the plant and bring in investment and are negotiated by our 201 Bargaining Committee. Those kinds of events are worth participating in.

Outside of those big LEAN events there are smaller unnegotiated LEAN projects that happen around the plant. Charts, Post-its, Spaghetti Yarn. These are often led by local "Lean Leaders". One day you walk in and find a cell leader pod in the middle of your work aisle. Or critical work farmed out because we don't have the staff to get a moved machine up and running. Headaches. Other small projects have led to ergonomic improvements, shadow boxes, and good work for the crafts. I would just remind everyone your participation in LEAN is voluntary. The only management person you have to talk to is your immediate supervisor. If these small projects don't smell right, grab a steward. Work should not be leaving the plant-period. If it looks like that's what they are up to, it's up to all of us to stop it.

Negotiations Ongoing at Lynn Wastewater Treatment Plant

We are getting closer in the direction of an equivalent and comparable benefit package, with some of the negotiated benefits already available. SUEZ has recognized the Veolia accrued sick time/banks and 50% of member's vacation allotment for 2021. For example, if you are entitled to 4 weeks of vacation annually, SUEZ will front load 2 weeks of vacation. If an employee is entitled to 2 weeks of vacation annually, SUEZ will front load 1 week of vacation. The vacation time is what would have accrued per the contract from the Suez take over, but you get it up front. Members were given the choice to enroll in Suez's Cigna health plan OR remain on their old Blue Cross Blue Shield health plan at the same cost as before the takeover. The same is true for the vision plan-choose between your old plan or their plan. We accepted the Suez dental plan, as the Bargaining Committee felt it was comparable. Members still all have jobs, pension, and our contract, which is miles away from where the Company started. United membership action made the negotiation process take the turn in the right direction and if it takes a turn in the wrong direction before negotiations conclude, we know we have what it takes to fight back. When

workers reach 100% participation in confronting the Company, the Company has to deal with the force of your real power. Every Union member being involved makes all the difference. A more detailed summary of benefits and negotiations will be given at the next Membership Meeting.

Lynn Municipal Elections

Mayor: The Local 201 Legislative Committee and Policy Board are recommending Jared Nicholson for Mayor of Lynn. The Membership will vote on the recommendation at the Membership Meeting August 17th. On the school committee, Jared Nicholson helped get shops at Lynn Tech open to Lynn students that were not enrolled at Tech. This is a great addition to the pipeline we want to build to continually increase trade skills in communities surrounding the plant. The machine shop "After Dark" program was stalled due to COVID, but the shop is brand new and should be ready to be opened to high school students from across the city this fall. For years, the trades were neglected in education. Nicholson has already worked to make sure the manufacturing skills we have stay here, so the work stays here. This is vital as we face attrition. We have 367 GE members that will be retirement eligible by the 2023 contract expiration, and Lynn has an incredible manufacturing training pipeline that is available to backfill attrition and to GROW the plant. At an early candidate forum, Nicholson said as Mayor he wanted to create a relationship with GE Executives who are responsible for employment and product decisions at our plant. Nicholson's jobs platform on his website says, "Support Unions and workers who are fighting to make their jobs better, including the community campaign to bring General Electric jobs back to Lynn."

Councilor-At-Large: The Local 201 Legislative Committee and Policy Board are recommending Membership endorsement of Marven Hippolite for one of the four Councilor-At-Large positions. Marven Hippolite would be the youngest person elected to the At-Large Council seat. He is pro-Union, pro-responsible development, and has gone above and beyond for 201 members on multiple occasions working as constituent services for Congressman Moulton's

office. He has helped our members with housing issues, unemployment issues, immigration issues and centers the campaign for work at GE on the campaign trail. As a lifelong Lynn resident, he knows the impact outsourcing and loss of GE Union jobs has had on the city. He has stuck up for 201 every time he has been called upon. We will vote on the recommended endorsements at the August 17th meeting on Zoom.

Zoom meeting on your cell phone remember:



Dial *6 to mute and unmute



Dial *9 to raise your hand and you will be called on.

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

**NEXT MEETING
AUGUST 17, 2021**

VIA ZOOM APP (BEST OPTION)

HTTPS://US02WEB.ZOOM.US/J/86581293142



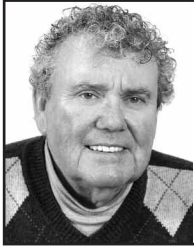
**CALL IN: 1 929 205 6099
MEETING ID: 865 8129 3142
DIAL *6 TO MUTE AND UNMUTE
DIAL *9 TO RAISE HAND**

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. POLICY BOARD
 - 2. TREASURER'S MONTHLY FINANCIAL REPORT
 - 3. COMMITTEE REPORTS
 - (a) LEGISLATIVE COMMITTEE REPORT
 - A) VOTE TO ENDORSE JARED NICHOLSON MAYOR OF LYNN
 - B) VOTE TO ENDORSE MARVEN HIPPOLITE CITY .. COUNCIL LYNN
- III. GE REPORT**
- IV. AVIS/BUDGET GROUP REPORT**
- V. AMETEK REPORT**
- VI. VEOLIA WATER REPORT**
- VII. SAUGUS LIBRARIANS REPORT**
- VIII. NEW BUSINESS**

Signed,
ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

I just had a call from a 95-year-old retiree who said she wanted to know if I was ok because she didn't see my column in the last copy of the 201 News. I assured her that all was ok and thanked her for her concern, at least I know one lady missed my column.

MY SCHEDULE AT THE UNION HALL IS TUESDAY 12:30 TO 3PM WEDNESDAY 12:30 TO 3PM THURSDAY FROM 12:30 TO 3PM. AS ALWAYS, I AM ABLE TO BE REACHED ON MY CELL PHONE 781-367-7822.

ON ANOTHER SUBJECT WE ARE IN THE PROCESS OF FINDING A PLACE TO MEET. WE SHOULD KNOW BY THE NEXT EDITION OF THE PAPER WHERE AND WHEN WE WILL BE ABLE TO DO THIS AS A HYBRID MEETING (BOTH ON ZOOM AND IN PERSON). VIA HAS HURT MANY OF OUR RETIREES AND I FIGHT THE ELDER ABUSE OF VIA ALL THE TIME. YESTERDAY WAS NO EXCEPTION.

EVEN THOUGH WE WILL GET THE PERSON PAID THE \$630 IN HER RRA ACCOUNT BECAUSE VIA SENT HER THE WRONG FORM (VIA SENT A REIMBURSEMENT ACCOUNT FORM WHEN THEY SHOULD HAVE SENT HER A RECURRING REIMBURSEMENT FORM) AND OF COURSE VIA NEVER CALLED HER SO SHE CALLED ME AND I WENT ON A CONFERENCE CALL AND TOOK CARE OF IT. VIA PUT OUT IN THEIR ADS THAT THEY ARE ADVOCATES. I HAVE NEVER ONCE SEEN THAT. IF YOU HAVE EVER RECEIVED A NOTICE FROM VIA SAYING HOW MUCH YOU HAVE IN YOUR RRA PLEASE SEND A COPY TO ME ALONG WITH YOUR PHONE NUMBER. IF YOU CAN EMAIL ME, MY EMAIL IS kmahar5063@aol.com or send me a copy to IUE CWA Local 201 112 Exchange St. Lynn MA 01901 attention Kevin Mahar put your phone or email on the copy.



Letter to the Editor

AFL-CIO Family,

We are heartbroken to inform you that our brother and leader Richard Trumka passed away this morning (8.5.2021) at the age of 72. He was doing what he loved, spending time with his family, celebrating his grandson's birthday.

Words cannot describe the pain we are feeling today. Rich was a legend, from his early days as president of the United Mine Workers of America to his unparalleled leadership as the voice of America's labor movement. Rich loved workers. And he knew there was nothing more powerful than workers standing together for a better life.

If you ever watched Rich at a rally or on a picket line, his face would light up with excitement and hope. He never forgot who he was working for. He never forgot who he was fighting for. America's working people were his constituents for more than 50 years.

This is an extremely difficult day for the AFL-CIO. We've had too many of those days lately. Rich was fond of saying: "Life is good. And then it's not. And then it is again."

So, let's grieve today and fight tomorrow. With everything we have. We will get through this together. For the man who gave all to the movement we love. Rest in peace, President Trumka.

In solidarity,
Liz
Elizabeth Schuler
Secretary Treasurer AFL-CIO

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

September Meeting to be announced
in Septembers News

Kevin D. Mahar, President
Edward Walczak, Financial Secretary

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Retirees Are you Moving???

Do you still want to get the IUE CWA
Local 201 Newspaper mailed to you?

Please contact us if you are moving or
have a change of address that you
would like the newspaper sent to.

Call 781-598-2760.
Thank you.

Support the "Save Massachusetts Call Center Jobs Act"

IUE-CWA 201 submitted this testimony July 27th, 2021 to the State House in strong support of the "Save MA Call Center" Act # H.1958 sponsored by Representative Carol Doherty and Senator Paul Feeney.

It is urgent that MA pass legislation to protect call center jobs this year. Call centers have provided an important source of economic growth in dozens of communities, including many reeling from the loss of manufacturing jobs, offering high-quality jobs with wages that allow workers to support their families. When these jobs are sent out of state or overseas, it is devastating to local communities.

There are over 65,000 call center workers in Massachusetts. But due to nationwide trends of outsourcing and offshoring, these good jobs could soon be moved out of state.

Recently in MA, in October 2018, Hewlett Packard Enterprise closed its Andover call center, laying off 57 customer service and business analyst workers. The company told the workers the jobs would be offshored to Costa Rica and Bulgaria.¹

This is part of a nationwide trend, as the United States has lost 200,000 call center jobs in the past decade.

- Since 2012, **Verizon Wireless** has closed 19 call centers affecting 11,000 workers. In addition, Verizon Wireless has a long history of union busting, including closing down call centers when workers try to organize.
- CWA's largest call center employer, **AT&T**, has eliminated more than 12,000 in-house call center jobs since 2011 and has used a network of at least 38 call centers in eight countries.
- **Wells Fargo** recently laid off thousands of call center workers across the country, while its presence grew from just 100 in 2011 to more than 4,000 today, with plans to expand to an additional 7,000 employees, in the Philippines.

With tax provisions in the 2017 Trump tax bill, companies are even more likely to move their customer service work overseas. According to Joint Committee on Taxation, the new territorial tax system exempts offshore income from US taxation costing \$215 billion over the next decade. And it will create a tax incentive for corporations to move jobs offshore to countries with lower tax rates.

MA can stop this trend by passing Bill H.1958.

- This bill ends grants, loans, tax benefits and state contracts for companies that shift customer service jobs out of the state or to a foreign country. In addition, the state can claw back the outstanding value of any taxpayer money or benefits the company received. It would apply proactively as soon as the bill goes into effect as a law.
- The bill covers employers with fifty or more full-time or full-time equivalent workers.
- A call center employer that intends to relocate at least 30% of call volume in a year out of the state is required to notify the State. Failure to do so is subject to a fine.
- The State will compile a semi-annual "bad actors" list of all call center employers that move at least 30% of calls overseas. This list will be distributed to all state agencies.

We strongly encourage the Massachusetts State Legislature to pass the "Save MA Call Center Jobs Act" to protect good paying call center jobs our communities rely on.

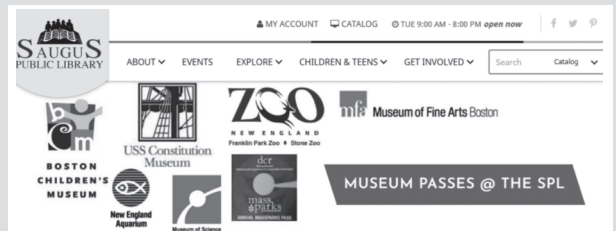
¹ TAA Certification #93725, <https://www.doleta.gov/tradeact/taa/taadecisions/93725.pdf>

Unions and Libraries Both Benefit Members

By Jackie Miller, Chief Steward
Saugus Public Library

Just as Unions are there to help their members, libraries exist to benefit the public. Among the great offerings the Saugus Public Library provides (through the generosity of the Friends of the Saugus Public Library) are the discount passes to local museums and attractions.

Residents of other towns are welcome to use the passes. Be sure to book your passes ahead of time as the discounted passes are popular, especially during school vacations, and we can only give out one pass per place each day. You do need a library card from a library within the NOBLE network, but getting a library card is easy! Just call and ask about registering for a library card.



- Boston Children's Museum**
- Massachusetts (Department of Conservation & Recreation) Parks Passes**
- Boston Museum of Fine Arts**
- Boston Museum of Science**
- New England Aquarium**
- USS Constitution Museum**
- Zoo New England**
(Franklin Park Zoo and Stone Zoo)

Reserving a discount pass is easy. Simply go to the Museum Pass portion of our website <https://www.sauguspubliclibrary.org> and book your discount coupon and learn about admission requirements. You can also call us at 781-231-4168 ext. 3102 to reserve a pass.



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The "Gig Economy"; What is it, and Why Should you Care?

Report by Britani Leigh Dunbar IUE CWA Local 201

If you've ever been paid to mow your neighbor's lawn once a week, walk their dog or keep an eye on their house while they're on vacation, you are a part of the gig economy. While many of us consider these as opportunities to make a little extra money on the side, many Americans are full-time gig workers who depend on these jobs to survive.

Some of the biggest players in the gig economy game are Uber, DoorDash, Lyft, and Instacart. There are other ride-hailing companies, and other food delivery services, but those four have backed a cam-

paign against a lawsuit that was filed in early August by Attorney General Maura Healey in Massachusetts. The lawsuit calls for the reclassification of gig workers, arguing that they are employees of the Company's they work for, and they should be entitled to full workplace rights as outlined by state law; minimum wage, unemployment insurance, sick leave etc.

Whether you call it the "On Demand Economy", the "1099 Economy" or the "Gig Economy", these workers need our help and support. The labor movements posi-

tion is that these workers are misclassified as individual contractors, and because they are considered individual contractors, they are not eligible for the same benefits that traditional employees are. We must fight to get these workers access to employer-provided healthcare and other crucial benefits.

Why Should you Care?

If corporations continue to shed employees and rely on temporary help it will only be a matter of time before all workers are independent contractors fighting for wages

and benefits on their own. The constant whittling away of our benefits and rights as workers is heading us in that direction.

A similar legal initiative was proposed in California in 2020 that was defeated by big tech keeping the gig workers from becoming traditional employees. The Massachusetts bill threatens to shatter the gig economy as we know it and crumble the foundation it was built on. It's up to the voters to make that happen.

E Team Alumni Visit The E Team

From left to right Rob Peterson, Samantha Bansfield, Robbie Arroyo and family,

Robbie Arroyo, Tony Dunn, Natasha Morales, Samantha Bansfield, Adam Kaszynski, Ty Nhek. Natasha Morales is standing next to a 3d printer



Apply Now: New E-Team Machinist Training Class



The E-Team machinist training program is currently recruiting and accepting applications for Class #24, starting Fall of 2021.

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 34 week, 20 hour per week training program.

Applications may be obtained at the Union Hall
or go to our website: www.ETeamhome.net
Facebook <https://www.facebook.com/ETeammachinisttraining>

Call us at 617-699-1071

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





Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

On Saturday July 24th an Arc Flash event resulted in one our members getting severely burned. Having spent time with Pedro since the injury, I can say he is in good spirits and greatly appreciates the support that so many have given him and his family. Thanks goes especially to those members working on the job who immediately got him out of the area and gave care and comfort, a disturbing event that they may never truly be able to share with others due to the shocking nature of an Arc Flash injury.

A brief incident description: Preventative maintenance on a double ended sub-station. Cleaning activities are performed on breakers and related components.

Incomplete LOTO training and other factors caused the member to believe the cabinet was de-energized and safe to work in.

An in-depth investigation took place for days after the event with many factors leading up to the injury. It was clear after searching for root cause that our injured member had no responsibility for the injury he sustained. An OSHA Safety Compliance officer investigating this injury wisely spent a good part of his day learning from our members. I will decline further comment on the OSHA investigation as it is ongoing.

Some of the factors identified as missing or in need of improvement.

1. A documented Standard Work Program surrounding substation PM's and related tasks.
2. Site Risk Review Program, Heat Maps, Strength of Defense Matrices. (used to identify high risk operations)
3. Incomplete-Lockout/Tagout (LOTO) in this case directly related to NFPA-70E (electrical safety)
4. Pre-Job Brief (discuss potential hazards, PPE, areas of concern)
5. PPE (Electrical NFPA-70E – 88% cotton 12% nylon chemically treated) “energized parts” potential present.
6. Training
7. Adequate number of maintenance personnel needed for job task.
8. Double-ended substation PM's de-energized on both ends, with LOTO at both ends and any applicable source.
9. Stronger line of sight to high-risk activities on site (joint Health & Safety)

We have a term called “drift” in safety, loosely defined as the slow uncoupling of practice from written procedure. In this case there was drift away from our sites responsibility to maintain our programs in place to protect our members. My hope is that with the continued dedication of our Local 201 members we can be part of the healing process and the task of improving our existing programs and introducing new ones to meet the needs and expectations of our members.



Letter to the Editor

Greetings brothers and sisters.

I'm Jay Daley, LPS Electrician, Union Steward and Local 201 Union Elected Safety Rep.

On July 24th, around 7:30 a.m. while a group of Utilities workers were doing maintenance on a substation over by building 29, there was a series of unfortunate events that resulted in an Arc-Flash, causing serious injuries to one of our brothers.

A utilities mechanic named Pedro.

The accident caused 1st, 2nd and 3rd degree burns to his hands, arms, chest, and face.

Pedro is one of the nicest guys we have over in LPS and he and his family have a long road to recovery.

In hopes of alleviating even just a little bit of that burden, we have started a “Go Fund Me” for them.

Please donate if your financial situation allows for you to do so comfortably.

And if you are active on social media, please post or share our story.

And for those who are less tech savvy or would just prefer to give cash, there are flyers in the break rooms of almost every building, with ways to do that too.

One of the things we do well around here is rally around our brothers and sisters when they need us. And I'm sure we will do that this time too.

<https://gofund.me/f290465a>



I would also like to take a moment to thank our entire Union leadership group.

We had a long week of meetings trying to figure out how this happened and how to make sure it never happens again.

Our Local 201 Elected Union safety leader Carmen DeAngelis helped to lead the way in these meetings, along with GE corporate and EHS leadership.

Corporate flew in experts from different plants, and after a long week, we had a list of simple solutions that should make sure this never happens to another one of our Brothers or Sisters.

The highlight of the week for me was while we were sitting in a conference room waiting for the meeting to start, the Local 201 BA, President and an E Board member, showed up (uninvited, I'm pretty sure) and sat down to try to help figure out what happened.

I still don't know how they found out the meeting was happening, but their show of support was appreciated.

There were tense moments at first, occasionally emotions were running high, but the entire group eventually got on the same page and started working towards finding solutions.

And those guys continued to move their schedules around to be available for the rest of the process and they were helpful in getting through it all.

I know Carmen had it under control, he has a ton of experience in workplace accidents and is legitimately an expert.... But I've been an elected union safety rep for less than a year.

I was happy to have the support of our leadership.

201 may not be the giant powerhouse Union it once was... Our strength needs to come from our Solidarity. It's good to know our leadership gets it and is leading by example.

In Solidarity,
Jay

JOIN THE MOVEMENT, PASS THE



RAISE UP
MASSACHUSETTS

FAIR SHARE AMENDMENT



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board



LPS/M&E Report

By ARTIE AMIRAULT
Executive Board Member

The Company is looking to force implement changing the way employees have been getting paid for being contact traced for Covid 19 at work. The way it has been since the pandemic has started was if someone tested positive for Covid-19 and named someone as a contact trace that person was paid 10 days to quarantine. The Company has informed the Union that they want to change that process, we asked them to hold off until we had a chance to discuss the situation. The Company's proposed policy is saying that if you are contact traced and are fully vaccinated and show your card you don't have to quarantine but if you are not fully vaccinated and are a contact trace you will not be paid and would have to use your time or go unpaid. With the cafeteria and the fitness center scheduled to reopen and the massive rise of the delta variant in the state, the Company should be gearing up, not scaling back. The Company has an obligation to protect its employees not put them in harm's way to save a buck. The Union has requested bargaining on this matter.

LATO

A lot of changes in management over the last couple of weeks. There will be some new faces and with new faces come new ideas, you know the old saying "if it ain't broke don't fix it" get us the parts and we will get you your engines. I don't know how many times we have to say that statement but it's the truth.

Management is asking members to allow the Com-

pany to video tape them at their workstations. That's a bunch of crap. They are doing this so that they can show other places how to do our work and make it easier to farm out our work. The Company cannot make you do it and the Union doesn't recommend it either.

I want to give a big thanks to the stewards on the floor and say to the members on the floor, if you have a problem, please go see a steward, they can help you.

Logistics

There are still people in management that are trying to pawn off their responsibility to Local 201 members. Union people on the floor do not certify other Union members on the fork truck, there is no such thing as a certified trainer, it doesn't exist.

I have been a fork truck driver at GE for 15 years and this is how the process has always gone. You take the class and written test, when you pass the test, you get trained by your lead hand in your area on how to operate the fork truck. When the lead hand thinks you are trained the Company will have someone from management certify you. The Company caused this problem the Company can fix the problem. Once again if you are asked to certify someone do not do it. Don't help the Company out because their employees are not doing their job.

Hope to see you around the shop

Bobby

Tragically Unnecessary!

Well, it finally happened. The Company's luck finally ran out. The Company's way of just scraping by and doing the absolute bare minimum to get by finally came back to bite them. Tragically however it was at the expense of one of our fellow members who was severely injured and burned in an Arc Flash event and his life will be forever changed by these decisions.

Over the last few years, they have continually let more and more people filter out of this place and have tried to maintain the Lynn site with a shell of the personnel that used to be here even though the infrastructure and machinery is in dire need of repair and PM's are being delayed continuously. By doing so they have created numerous safety hazards and an uptick in injuries around the plant as the people we do have are tasked to perform many of these jobs in the plant without the proper manpower, skills, and training to do so.

Let me be clear when I say this! This accident was 100% the Company's Fault!

You can say whatever you want about how we don't want to lay blame and that we always did it this way and it's been done like this for years and this is why it happened, and it wouldn't have happened if we did this or if this was the situation, we wouldn't have to do this and things would have been different. **NO!**

None of that matters! This is the bottom line. The facts are this. You **(THE COMPANY)** knowingly put an unqualified, untrained person in an electrical substation knowing full well that there was the potential for that worker to come into contact with live parts that could not be locked out and made completely safe before he was able to enter. That is a complete failure by the Company. This is no knock on the Power Plant repair group that was assigned to the job to help the electricians. They are not provided with the same proper Arc Flash training,

tools, or clothing to perform the task that the electricians are afforded. Our Union brother should have NEVER been allowed to enter that substation with the potential hazard being known. This cannot happen.

This again is the result of the Company not staffing the site properly and trying to get by with what they have, using less people and putting people at risk of injury or even worse. Our injured Union brother was lucky as bad as that sounds to say. Thankfully he is still here with us.

To the Company: Fix the wage already and quit pretending to claim ignorance and admit your wrong before it's too late. Yes, the Power Plant Repair guys have always helped out with the substation PM's but there also used to be 6 electricians over in the Power House and now there are 3 and 1 is out at the moment. LPS electricians also could have been invited in to help out but they weren't. Why? One could only guess but I'm sure we all have a good idea. There are far too many accidents or near misses happening as of late in the maintenance dept. and this accident didn't need to happen. Hopefully this is the huge wakeup call that the Company needed to start making the correct decisions around staffing and maintaining this site properly. Time will tell.

There have been collections going on around the plant and there is also a Go Fund Me page set up to help out our Union brother Pedro and his family in this time of need. Anything given is greatly appreciated and thank you. The link can be found on the 201 Facebook page and website.

Finally, to our Union brother. We all hope and wish you a speedy recovery and can't wait to see you again around the plant as for now take care of yourself and your family and know that we are all here thinking of you.

See you around the plant!



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

My article in the July issue of the IUE CWA Local 201 News was part 1 of a look back at the PATCO strike of 1981. It gave background on the history of the air traffic controllers and how they defied President Reagan by going out on strike in 1981 and how all the striking workers were fired. This is part two of that story.

Over 13,000 air traffic controllers were fired in 1981 and they were replaced initially, with non-participating controllers, supervisors, staff personnel, some non-rated personnel, and in some cases by controllers transferred temporarily from other facilities. Some military controllers were also used until replacements could be trained. PATCO was decertified by the Federal Labor Relations Authority on October 22, 1981. It took close to ten years to get back to the level of air traffic controllers pre-strike and to get the system functioning normally.

The impact of this mass firing has been felt ever since in the labor movement. Having the president of the United States fire a group of Union workers gave the green light to the rest of the Corporations in the country to do the same thing. In the 1980's Phelps Dodge, Hormel and International Paper all hired replacements for striking workers instead of negotiating labor

contracts. In the 1970's there were over 380 major strikes or lock outs. In 1999 that fell to 17 and in 2010 the number was 11. The overall consequence of the PATCO strike and mass firing, was that it weakened labors bargaining power as labor unions were reluctant to strike for fair contracts, better wages and better benefits. It paved the way for bad trade deals like NAFTA and gave labor a black eye in the face of the country. When the president said "No" to PATCO American business leaders got the green light to beat up on labor and they did just that.

Leading up to the firing of the PATCO workers was a long history of corporations and legislation aimed at making Unions weaker. While this one event alone did not cause the weakening of the Union movement its impact cannot be minimized.

Housing Crisis

Everyone should be aware we are in the middle of a housing crisis. Prices for properties and rentals has skyrocketed. The reason? The last housing bubble burst in 2007 with the exposure of the subprime mortgage crisis and subsequent fallout. At that time approximately 2 million houses per year were being built in this country. When the bubble burst construction basically stopped.

Students considering becoming trade workers changed direction and opted for other careers. Now we have a shortage of carpenters, plumbers, electricians etc. That coupled with the fact that there are fewer contractors overall has led to the current crisis. The country is now producing approximately 600K houses per year. It is expected to take ten years to catch up to the current need for housing.

How does this relate to Local 201? In several ways. If you or your children or grandchildren are trying to find housing, you know the drill. If you

or they are not earning a living wage, affording housing is a problem too. It is also affecting the ability of the GE Lynn plant to be a viable workplace. There are not enough craft workers or machinists willing to come to GE for Market Base Wages. The competition is too great, and the pool of workers is small. I used to marvel at the workers that would travel from York Maine or central New Hampshire on a daily basis to work in Lynn. That may become the new norm. Affordable housing may be an hour or two hours away from the plant.

FARM-IN/FARM-OUT REPORT

STEWARDS: Fill out this sheet and give to your Board Member for work you think we should be able to do in-house that is farmed-out or may get farmed out.

1. BUILDING # & UNIT MANAGER _____
2. PART # _____
3. OPERATION NUMBERS & TYPE OF OPERATION _____

4. BACKGROUND INFORMATION _____

5. PRESENT STATUS OF WORK _____

6. (A) STEP I CONTACT PERSON _____
(B) DATE OF STEP I _____
(C) STEP I COMPANY ANSWER (BE SPECIFIC) _____

7. REASONS IT SHOULD BE DONE IN-HOUSE _____

(CONTINUE ON BACK IF NEEDED)

FARM-IN REQUEST BEING MADE BY:

STEWARD'S NAME _____
STEWARD'S SHIFT _____ SHOP EXT. _____

Plant Protection Badging Office Hours

Monday: 6:30am – 2pm

Wednesday: 6:30am – 2pm

Friday: 10am – 2pm

Located in the Corinne Johnson
Visitors Center Fairchild Gate.

Get your parking stickers and badges.



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

LCM
A lot going on in LCM lately. As I walk the plant its hard not to notice all the changes being made in Planning and the problems it is causing. It is very crucial that you check your planning before you start any job. If there is something in the planning you don't understand, ask questions, get with your cell leader and quality people and make sure you understand the changes so we can put out quality parts to our customers. Your job may depend on this. Use your preflight checklist. These checklists are a good tool if used properly, they are made to be just that, a checklist to be sure we have everything we need to start a job. Tooling, gages, planning, etc. If anything is missing and your boss says "don't worry I will sign the pre-flight" that's not proper. Call out the router and do not continue until the router is dispositioned to do so. Any deviation from planning goes straight to HR.
If you took an upgrade and are new to the job, make sure you have been trained properly before doing the work on your

own. Getting the proper training is very important in making quality parts. If you feel like you are not being trained properly or that you need more training contact your steward.
With the constant turn over in management it does not make it easy for us 201 members. We really have to watch everything, especially the routers. Just because your cell leader tells you its ok to do something does not necessarily mean it is ok. We must triple check everything. Remember a router is an official document. It is an official record of work done on a part. The history of that part going through the shop. It cannot and should never be altered or changed without proper procedure.
In the real world on a manufacturing floor when simple mistakes are made, the boss has the knowledge and knows how to work with you, so these mistakes are corrected and not repeated. In this new GE "day and age" we have what's called Human Resources and General Electric is using them a lot. Simple things that should be solved

on the shop floor go upstairs to HR far too quickly. This is a consequence of the constant turn over in management. Cell leaders have not been educated on how a machine runs or what to look for in a good part vs. a bad part so they send it upstairs. Instead of having a knowledgeable team working to make it work you have an ill-informed uneducated team looking to point fingers and farm out work. Thirty years of neglect at the Lynn GE plant have led to steam pipes bursting, arc flash accidents and 1,000 pound crane pendants falling out of midair for no apparent reason but time and neglect. Do you want to see headlines in the Lynn Daily Item like "Workers Injured at the Lynn River Works Plant"? No, of course not. I want to read "GE Invests \$\$\$ in River Works".
We were told by upper GE management that the Lynn GE is the home of GE Aviation. Let's start treating it like a home and not a forgotten summer camp.

Alcohol & Drug Abuse Affects Everyone - Recovery Does Too.

Alcoholism, drug abuse and compulsive gambling can affect everyone it touches...at home, in the workplace, and in the community, if someone in your family or yourself needs help, please contact the Employees Assistance Program.

All calls are strictly confidential
Bob Cummings
LADC1,MA-PGS
781-584-7641

Listed Below Are Open Positions as of July 2, 2021 at Lynn GE.

You can apply for these jobs at GEcareers.com.

- HVAC - 3 Openings
- Electrician - 1 Opening
- Warehouse - 9 Openings
- Plumber - 9 Openings
- AAEM - 1 Opening
- Repair Controls - 5 Openings



It Starts With Me
SAFETY

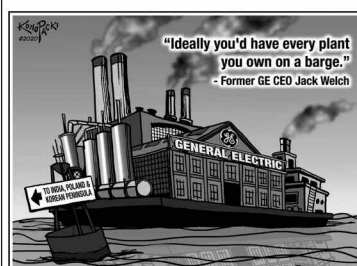


GE Aviation Lynn 2021 Shoemobile Schedule

August 26th	6:00 AM - 4:00 PM	South of 40
September 15th	6:00 AM - 4:00 PM	South of 40
October 14th	6:00 AM - 4:00 PM	South of 40
November 17th	6:00 AM - 4:00 PM	South of 40

Please notify your EHS Leader to get approval to purchase at one of the participating offsite vendor stores. You can also purchase shoes online at Lehigh safety shoes.

Please inquire with your area EHS Leader or Suzie Dozier at extension x7705



A Truly Terrible Year.

Covid deaths. Small businesses closing. Friends and family out of work. Isolation.
And GE's announcement of yet more jobs to be shipped overseas. This time to Korea and Romania.
It is bad: For the workers directly involved and their families. For our communities. For neighbors and friends hoping for MORE good jobs, not fewer.
It's bad for the environment, as moving jobs 10,000 miles away increases the carbon footprint of our products. And it's bad for America's national security. No rational corporation moves jet engine components so close to a warmongering dictatorship famous for lobbing missiles at our allies!

Let's Demand Better!



It's time to blow the whistle.
In 2021 we will campaign for a better GE.

Stay alert. Stay united.



Business Agent's Column

By JUSTIN RICHARDS
Business Agent



President's Column

By ADAM KASZYNSKI
President

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facturing cells. Through discussions the Company removed those subjects, and the Union provided the letter of support. These trainings will be conducted during work hours and are subjected to article 23(D) Skilled training incentive.

Avis and Budget

I am being told there are temp workers (seasonal) at the airport, as well as managers stepping in to assist the service agents with cleaning cars. The Company must exhaust all means of overtime anytime a manager or a temp worker is doing any bargaining unit work. If this is not happening, see a steward immediately! Everybody please be aware, any type of change in your working conditions or terms of your employment must go through the Union first. The Company can not implement any existing policy changes or add any new policies without sitting down with your Union first! If they skate around the Union and do not notify us of their intent to add or change policies or procedures this is illegal. There has been one exception with safety measures put in place regarding Covid-19. The Company has been following local and federal advisories. We had an instance early in the year around shift bid time. The Company force implemented 32-hour schedules on our full-time members. As soon as we were notified we jumped on the matter and got the problem rectified and our members went back to working their 40-hour schedules. Your Union can only take action when we are notified. See something, hear something, say something. We have a step 2 scheduled meeting for August 11th.

LWWTP

The ongoing display of unity, solidarity, and fight coming from the treatment plant is surreal, encouraging and liberating! What has transpired over the last month is something we should all take notice and learn from. WHEN WE FIGHT, WE WIN! As of now we are not done yet, but we moved considerably in the right direction, that provided a choice for members to keep their existing health care.

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

The Broken Legacy of Market Based Wages

We all know the GE Market Based Wage system needs to be scrapped. The Company, blinded by greed, is not biting. Our Bargaining Committee is tasked with trying to get a new agreement, and if either the Company or Union doesn't agree to changes, it defaults back to what we have now. As of 2019, every member in the plant is on the MBW system. Some of us are just at the top of the progression. Every one of us has a stake in these negotiations. In 2016, the Company said the MBW system would make Lynn more competitive for future work and promised growth. We are down 83 members at GE Lynn since that agreement came into effect. Where is this new work? The system has failed. I look forward to resuming negotiations now that we have more of the information we need. This is GE's chance to fix one their biggest impediments to progress, retention, and labor peace in Lynn.

New GE Covid Contract Trace Proposal: Profit before People

When this pandemic started GE was not ready. Through Membership action we all pushed for safer protocols. Now the Company has said they want to go backwards. GE is proposing that vaccinated people that get contact traced do not have to quarantine. With the reported spike in the Delta variant, and new CDC guidance heavily influenced by many breakthrough infections on the Cape, this proposal is dangerous and ill informed. Vaccinated people can still spread the virus. If you get contact traced, and you are vaccinated, your doctor will still tell you to stay away from people, particularly children under 12 that cannot get vaccinated. It's up to all of us to stop transmission, and GE cannot ditch their responsibility. GE has also proposed that unvaccinated people will no longer get paid to quarantine if they have been contact-traced. We all want this pandemic to be over with, but GE's proposed reversal of safety protocols comes way too soon and will only prolong the pandemic.

What's up with LEAN at GE?

Let me tell you what I know. In some instances, LEAN principles have been used to fix plants. In some instances, LEAN principles have been used to destroy plants. That's why we haven't taken a pro-LEAN or anti-LEAN position. We have taken every LEAN event on a case-by-case basis. We have supported all but one LEAN event that went through a bargaining process. If the event is about shortening the supply chain, improving quality, farming in, improving ergonomics, and reducing travel or the amount of time WIP sits around, then it could be beneficial for all of us. If it's about videotaping the way we make things or standardizing our skilled work into a neat package that can be shipped out of Lynn, or to force lower bids from vendors before they rip work out, NO WAY! Why the heck would anyone want to participate in that?

The Union negotiated and supported several LEAN events where GE management from outside Lynn with deep pockets came in and (to varying degrees) engaged with members to address some problems in the shop over a few days. It was uncomfortable at times, but these events often led to investment and were a win for us despite the heartburn. When the Company announced a massive transfer of work before a LEAN event, we were unable to come to an agreement and could not support the event. LEAN events are voluntary, and many people opted out. The LEAN Sensei told everyone the most important part of LEAN is worker involvement at the point of production. That LEAN event was a failure without the participation of the 201 members who make the shop run. Now more LEAN events are being

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