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IUE-CWA Local 201 News  
112 Exchange St., Lynn, MA 01901

# IUE-CWA Local 201 News

Celebrating 86 Years  
as a Chartered Local  
1933 – 2019

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 Library (Saugus) and thousands of lifetime Retiree members across the country. [www.local201iuecwa.org](http://www.local201iuecwa.org)

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DECEMBER 10, 2019

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Number 11

EDITOR  
Bill Maher

MANAGING-EDITOR  
Tom O'Shea

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(781) 598-2760

## 4.5 Million for Machinist Training Programs Secured

By Adam Kaszynski

It is nice to close out the year with some great news. After 23 years, GE has made a financial commitment to the E-Team Machinist Training program, which guarantees the future of skilled labor in the area which we need to secure new work. E-team is fully funded for the next 2 years, with potential funding available for 3 additional years. 2 million was secured earlier this year from the state, 1.58 Million was spent on

new machines and equipment in the Lynn Tech Shop, and \$320,000 is being devoted to expanding the size of the shop to be able to teach more students and hold more machines. And now the GE foundation has come through with an additional 2.5 million necessary to increase the scale and impact of local machinist training initiatives.

The Advanced Manufacturing Training Expansion Pro-

gram expands on the success of the E-team Machinist Training Program, by funding equipment and training to Lynn Tech, Essex Tech, and Gloucester High and Adult Machining education programs E-team and the Nighthawks Machinist Training. This will help backfill the large amount of retirements on the horizon – which we warned would jeopardize the future of the plant.

GE and the many machine shops within 100 miles of the River Works plant are looking for experienced machinists. If you drive up old route one you will see several machine shop businesses with permanent

“help wanted” signs on their buildings. Local 201 has been trying very hard to close the skills gap. It started when GE Lynn closed its apprentice program in 1989. The unions answer was to create “our” own apprentice program. As the average age of machinists became older and older, Local 201 and Community partners foresaw this issue decades ago when they started the E-team. Local 201 Retiree and E-team Program Director Tony Dunn commented, “It is great to have the support of the state and GE Foundation. E-team’s mandate is always from the people. That is why we are here. We were

*continued on page 12*

### GE Holiday Swap Third Shift Only

The December 24th Holiday has been swapped for December 26.

**Third Shift GE Only**

### HAPPY HOLIDAYS



IUE-CWA Local 201  
Cordially invites you to our

### ANNUAL CHRISTMAS HOLIDAY LUNCH & DINNER



December 17, 2019  
12:30 PM & 3:30 PM



For all Members, Stewards,  
Officers and Committee Members



Local 201 Union Hall  
112 Exchange Street, Lynn MA



Local 201 Leaders meet with Lynn Mayor McGee and others at Lynn Tech Machine Shop

**Next Local 201 Membership Meeting December 17, 2019 - 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

### Onsite Substance Abuse Support Group

To participate please call Local 201 Medical Center:  
Bob Cummings 617-275-1527  
Jeff Zeisel 617-733-2842

In coordination with the Employee Assistance Program.  
All calls are strictly confidential.



# Service Directory

As a service to our members and retirees, Local 201 offers classified ads at minimal rates. We encourage members to consider their brothers and sisters when hiring for odd jobs. These ads do not imply any endorsement or guarantee of workmanship by Local 201.

**Real Estate Needs.**  
Paul Kotkowski Century 21  
North East. 36 years experience.  
Full time Realtor. Listing and Selling. GE Retiree.  
Call 978-828-1604

**Yani's & Jossie's Platter Creations**  
Catering Specialists  
For more information:  
Yani 781-244-5626  
Yanitzathomas@icloud.com  
Jossie 781-346-3881  
JQTSmiles@aol.com

**Small Engine Service:** 35 plus yrs experience repairing small engines, Lawn Mowers, Snow Blowers, Chain Saws, etc. Reasonable prices. (10% Discount on Parts for GE employees)  
Call 978-758-9527

**Solar Powered House for Sale**  
Snowflake Arizona  
27 Miles S. of Holbrook  
2 story, 2 bedrooms, 2 bathrooms. 1500 sq ft. Custom wood + Masonry. Gas Heat. 300' deep well. 6 acres. Taxes \$600.00 per year \$169,000.00  
Call 775-537-7870  
View at [adventurerealtyaz.com](http://adventurerealtyaz.com)

**Real Estate Ellsworth Maine**  
3 Bdrm, 2.5 Bath, Laundry-Main Level, Full Attic, Full Basement  
2-Story, 2-Car Barn. Low Taxes  
2 Acres. \$279,000  
207-667-0283

**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

**GJM - Removals, Cleanouts, Residential and Commercial Trash Collection, Recycling**  
gmamos@comcast.net  
Call George 781-910-0853

**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

**NEED PART TIME HELP?**  
I am looking to do light housekeeping, errands, shopping, laundry, shopping, companion will help with the elderly and or children.  
Call Trish 617-791-9057

**Handyman Wanted**  
Call Tina for Details  
617-293-3032

**Fix A Brick** - No job too small, really! Stairs, Foundations, Walkways, Chimneys, etc., etc. Call 978-239-9801.

**Condo For Rent**  
Seaport Landing,  
150 Lynnway Lynn MA  
2 bdrm, 1.5 bath, Furnished \$2,300 per month  
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1 Year Lease Required  
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**New Commercial Generator** 8,750 Watts  
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Home Owner: [www.theortogagemanager.org/call/9149](http://www.theortogagemanager.org/call/9149)

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

"Published monthly." \$1.00 a Year



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112 Exchange Street, Lynn, MA 01901

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#### 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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PHONE # \_\_\_\_\_

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Your phone # ..... Circle: active or retired Date mailed .....

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# Introducing MA Labor Action Network

By Brian LaPierre

We face a challenge in Massachusetts that comes from the lack of accountability to the voters from the leadership and many members of our state legislature in terms of pro-labor and progressive legislation.

This past year we saw our super-majority Democratic state legislature refuse to act on issues like wage theft, fire fighter safety, workers' health and safety, immigrant rights and many other key issues. Several legislative efforts, despite significant public support, died in committee never to see a vote. While significant progress was achieved on funding for public education, the "Janus" fix, minimum wage and paid family leave, politicians on Beacon Hill voted to take away time and a half on Sundays for retail workers and rewarded themselves with pay raises.

This comes about through the outsize influence of corporate lobbyists at the State House, just like in Washington D.C. In addition, we have one of the lowest rates of contested elections in the country. Incumbents often go unchallenged in primary and general elections, resulting in weak accountability to the voters. While 2018 saw insurgent progressive forces win unexpected victories at the state and federal levels.

To that end the *Mass Labor Action Network (MLAN)* has been established in order to promote a working families policy agenda at the Massachusetts state level and to promote better accountability among our statewide elected officials. Its current members include unions representing teachers, nurses, manufacturing and retail workers along with the Communication Workers who together represent almost half the union members in our state.

We plan through our efforts to promote a discussion among the broader labor movement on the need to challenge entrenched corporate power, entrenched power at the State House and to align labor with the insurgent forces and candidates that are reshaping politics across the country. While we have some great labor champions there, like IUE-CWA Local 201's own Pete Capano, we need more representatives like him who put working families' needs before corporate profits. If you would like to help contact the Local 201 Legislative Committee we can make some real changes together.

*Brian LaPierre is the Director of Organization of the American Federation of Teachers MA and a Lynn City Councilor*



## Advice from the Ophthalmologist

### Do You Have Diabetes?



- Diabetes is the leading cause of blindness in persons between the ages of 20-64. Every diabetic needs a thorough, dilated eye exam every year by an ophthalmologist (Eye-MD).
- Blood sugar control minimizes the risk of diabetic eye disease. Diabetics should test their blood sugar regularly and keep it below "150."

Dr. Gross is a Board Certified Ophthalmologist (Eye-MD) and a graduate of Harvard College and Yale Medical School. His services range from routine eye care to the treatment of complex eye disorders.

The office is located on the Lynnway in a modern office complex on the ocean. Parking is free and most insurance plans are accepted.

Visit us on the web at [www.neilgrossmd.com](http://www.neilgrossmd.com).

## Saugus Library Update

I realize it is December, not November, (especially after having had to shovel my driveway out twice in two days), but I want to take this opportunity to thank our union and all the people who support its efforts to protect workers. My wish to thank everyone comes in the wake of the recent election where the entire Town of Saugus School Committee was voted out in an apparent backlash to the board's actions to replace its unionized school custodians with a for-profit cleaning company. The school custodians were only the latest union group in the town to have been targeted. It is good to know that the residents of the town chose to act when they saw long-serving members of the community treated poorly.

Although the library staff is one of IUE-CWA Local 201's smaller unions, the union members at the library know that our union has our back. The efforts - past and present- of the union president, the business agent, and the union members have ensured that our voices are heard. We would also like to thank CWA's rep Amber Brooks for all she is doing for us as negotiations for the library contract have re-started again.

Merry Christmas, Happy Hanukah, Happy Kwanza and Happy New Year to all from the Staff at the Saugus Public Library. And a special thank you to all our union members for being union members!



### SHOP UNION!!!!



Every Stop & Shop supermarket and gas station is a union shop. Peapod orders are prepared and delivered by union members.



Massachusetts : Rhode Island :

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Braintree</li> <li>• Canton</li> <li>• Cohasset</li> <li>• Mansfield</li> <li>• Medfield</li> <li>• Sharon</li> <li>• Randolph</li> <li>• Weymouth</li> <li>• North Attleboro</li> <li>• Carver</li> <li>• Dartmouth</li> <li>• East Brockton</li> <li>• West Brockton</li> <li>• Hanover</li> <li>• Easton</li> <li>• Hanson</li> <li>• N. Fall River</li> <li>• Raynham</li> </ul> | <ul style="list-style-type: none"> <li>• East Providence</li> <li>• Chapel View</li> <li>• Lakewood</li> <li>• Barrington</li> <li>• Middletown</li> <li>• North Providence</li> <li>• Riverside</li> <li>• Wakefield</li> </ul> |
|---|--|



- Downtown Crossing Boston
- Natick, MA
- Peabody, MA
- Braintree, MA
- Saugus, MA (Fragrance and Cosmetics Only)
- Warwick, RI

# Grief and the Holidays

By Local 201 EAP Trainee, Derek White

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

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

*Do something in remembrance for the one you lost* -Lighting a candle in memory of your loved one, having a moment of silence at a gathering, or making a donation in memory of someone are just some of the things you can do to acknowledge the loss.

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

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

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

## New Local 201 Hoodies for Sale Soon and Old Style Local 201 Jackets on Sale for \$35



**2020 Dues Calculations are Underway. A Flier will be in the Shop by the end of 2019 with the new Dues Rates.**

### OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

### COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

TUESDAY, DECEMBER 17, 2019

112 EXCHANGE STREET  
LYNN, MA 01901

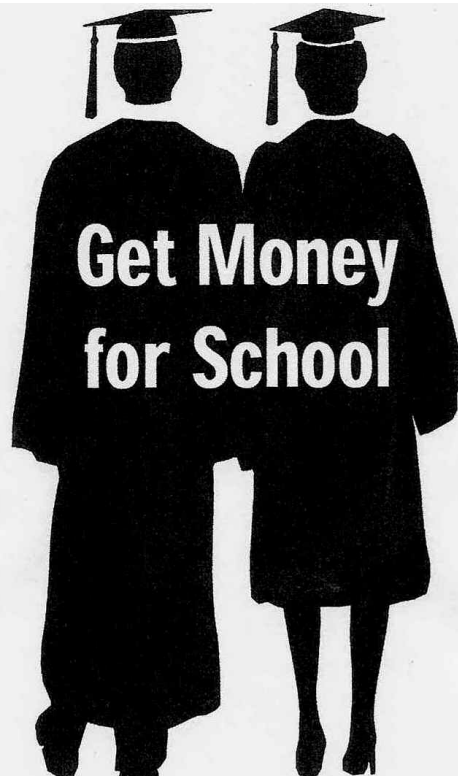
FIRST SHIFT ..... 3:30 P.M.  
SECOND SHIFT ..... 12:30 P.M.  
THIRD SHIFT may attend either meeting.

**AGENDA:**

- I. **FEATURED PRESENTATIONS:**
  - 1. 30 YEAR PIN AWARD
- II. **GENERAL BUSINESS:**
  - 1. POLICY BOARD
  - 2. TREASURER'S AND MONTHLY FINANCIAL REPORTS
  - 3. COMMITTEE REPORTS
  - 4. GOOD AND WELFARE
- III. **GE REPORT**
- IV. **AVIS & BUDGET CAR RENTAL REPORT:**
- V. **AMETEK REPORT:**
- VI. **VEOLIA WATER REPORT:**
- VII. **SAUGUS LIBRARIANS REPORT:**
- VIII. **NEW BUSINESS**

Signed,

ADAM KASZYNSKI, President  
WILLIAM MAHER, Business Agent



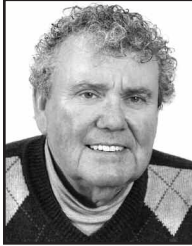
IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2020-2021 school year.

The scholarships are available to IUE-CWA members and their families. For details on eligibility and an application, go online at [www.iue-cwa.org](http://www.iue-cwa.org) beginning October 15, 2019. Applications will only be accepted over the Internet. Application deadline will be announced soon on-line.



## Sue Hayward Retires.... Again!!!

Suzanne Hayward is retiring again!!! Sue has been a part of the Local 201 family since the 1960's. She first got hired when the union hall was on South Common Street in Lynn. Sue left right before the 1969 strike started, she raised a family and returned 20 years later never missing a beat. Sue retired for the first time in 2014. She came back a year later to "help out" and has been here ever since. "Sue, we all want to say thank you for your years of service to the Local and dedication to our organization. We wish you the best and know you will be available if we have any questions : )".



# 201 Retiree's Column

By KEVIN D. MAHAR  
*President Local 201 Retirees Council  
and former Local 201 President Alex Brown*

This article is coming out the day of our annual retirees Christmas party. I hope you are all here. This year's party is in remembrance of the 1969 Strike at GE. This is the 50th anniversary. Where were you in 1969? I remember where I was. Walking the picket line and getting bailed out of jail. It was an exciting time. Lunch provided for the strikers every day at St. Mike's. Picket shacks, barrel fires, stale donuts and your union card would get you discounts at many establishments in Lynn. The whole city was affected by this event. It lasted 101 days and was held in bad winter weather.

During this time the Local 201 Children's Christmas party was started as was Dial a Santa.

On another note, I spent over an hour and a half on the phone with VIA the other day working to get benefits for one of our retirees. I cannot understand why it takes so long. Our retirees who have given the best years of their lives to a company deserve better. No one should have to go through such an exercise just to get what is coming to them. And the RETIREES NEED A RAISE!!! Merry Christmas and Happy New Year and Happy Holidays to everyone.

## A Look Back at 2019



**IUE-CWA Local 201  
RETIREES  
COUNCIL  
MEETING NOTICE**  
**Tuesday, January 14, 2020 at 2 PM**  
*If the Lynn schools are closed due to weather on the day of our scheduled Retirees Council meeting, there will be no meeting that day.*  
St. Michaels Hall,  
Elmwood Ave., Lynn, MA  
**Agenda:**  
**I. Financial Report**  
**II. Any New Business**  
  
Kevin D. Mahar,  
President  
Edward Walczak,  
Financial Secretary

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees' Association and Staff is extended to the family and friends of retiree Anthony DiPietro, upon his recent death. Anthony was a Carpenter prior to his retirement in 2017.

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, and Staff is extended to the family and friends of Keith Brown upon his recent death. Keith was a Production Machinist in Bldg. 74 RPMO.

Clear Channel Outdoor

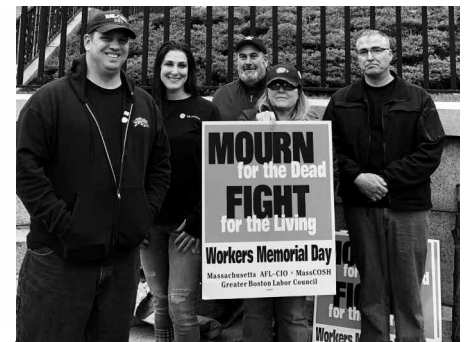
**FROM OUR FAMILY TO YOURS!**

**HAPPY HOLIDAYS**

**EYE CENTER**  
OF THE NORTH SHORE

# A Look Back at 2019







## Health & Safety Notes

By CARMEN DEANGELIS  
Local 201 Health & Safety Director

### Management of Change

A recent topic of discussion among members has identified Management of Change (MOC) and how it is being managed here in Lynn. MOC is also referred to as OTP "Orange Tag Procedure", tags are posted to identify scope, progress and to let people on the floor know the company requirement is being followed. Simple **definition**: MOC is a process for preventing or mitigating business losses including degradation of safety, health or environment as the result of **changes** made to how you construct, operate, manage, or repair your facility or your processes.

MOC is fundamentally covered under OSHA 29 CFR 1910.119 as:

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

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

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

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

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

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

Then there's the "But we aren't making a real modification, just making it a little better". Well intentioned minor improvements rank as the second largest cause of incidents that fall under the failure-of-MOC category.

There is the classic "I" or "we" don't have time for MOC, this is an emergency!". During an emergency is exactly when the self-

discipline imposed by a well-established MOC process is necessary. If we are experiencing frequent failures that require midnight part substitutions and work arounds, then our challenge is not to ignore MOC but rather drive our programs in place designed to eliminate chronic failures with standard work procedures and preventative maintenance.

Another frequent cry is: "the approval process takes too long; we can't get anything done".

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

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

### Avis/Budget Update

Merry Christmas and Happy New Year to everyone. Hello ABG Local 201 members, just a reminder and/or update. All members have the right to request a Union Rep at anytime when we are being interviewed by management. This excludes any Bargaining Unit Leads - they are not management.

Ladies and Gentlemen here are our rights: **Weingarten Rights**: In 1975 the U.S. Supreme Court in the case of NLRB v. J. Weingarten, Inc. 420 U.S. 251 (1975) upheld a National Labor Relations Board (NLRB) decision that states: **Employees have a right to union representation at investigatory interviews.** "If this interview could in anyway lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives I choose not to participate in this discussion."

If you cannot find a steward call Local 201 Union Hall: 781-598-2760.

Chief Steward  
Jorge Rivera

### DiVirgilio Financial Group

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Brian Thomas  
President - Registered Principal  
brian@dfgedge.com

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U.S. FILTER/EOS, and/or Local 201 IUE Members







# VP's Column

By TOM O'SHEA  
Vice-President/  
Recording Secretary

Do you use tools at home? I assume that just about everyone would answer yes to that question. The follow up is do you take care of your tools? Again, the answer is probably yes. Why? Because you want the tools to be there and in good condition the next time you go to use them. Most of the jobs we do in the shop require the use of tools. The company is investing in new machines and tooling. If you want your job to continue to put food on the table for you and your family it would make sense to take care of the equipment and tools that enable you to do that work. If the company is not going to take ownership of the shop (and that appears to be happening at some work stations), then we need to take ownership and that means taking care of the tools and machines we use and to continue taking pride in the work we all do. We have the experience and skill to make the shop run. With the revolving door in the management ranks it falls on us to do it right. Like the button say's "Make it Right, Make it in Lynn". I'm not advocating for or against the company. I am

writing this to encourage our members to make the shop the best it can be.

**Retirements.** If you are planning on retiring soon, we can help you run your numbers and complete the process at the union hall. It is fairly straight forward. You can also go online to OneHr.GE.com, log in and run the numbers yourself to see where you stand. Finalizing the process takes a little work. Either Patty Westervelt in 74A or we at the union hall can complete the process. Feel free to send me an email to request a time to sit down at [toshea@local201iuecwa.org](mailto:toshea@local201iuecwa.org) or call at 781-598-2760.

**Social Security** marked its 84th birthday in 2019. This social program was started to provide a basic source of income for working families when they retired. It is the largest source of income for most of the people in this country age 65 and older. This social program was not designed to be the sole safety net for people age 65 or older due to retirement, disability or death of a spousal wage earner. It was designed to encourage people to save for retirement

too. Some interesting facts: currently there are 2.8 workers paying into the system for everyone person collecting benefits. In the year 2035 that number will drop to 2.3 workers per collector. Approximately 63 million people currently are collecting benefits. Of these 74% are retirees, 16% collect disability benefits and 10% collect survivors' benefits. This information was taken from the "Guide to Social Security 2020" booklet. We subscribe to this publication annually and have copies at the union hall for our members to review. Feel free to come down and read it over.

## 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

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- ▶ Call for Pricing and Details

### CLIENT'S EXPERIENCE

Jul 08, 2015 ★★★★★ Had my car detailed here recently. Great price and excellent. I'll re use these guys again. -Jiggajayz

Mar 31, 2015 ★★★★★ Best power washer in Lynn, MA -anonymous

(781) 842-4913 100% SATISFACTION GUARANTEE 180 Commercial Street Lynn MA 01905



## Letters to the Editor

Dear Local 201,

Thank you for giving the gift of health! We sincerely appreciate your donation to our event.

The health center is fortunate to have you helping to make healthcare accessible to the more than 41,000 people we serve. Your commitment to our patients and our work is invaluable. We thank you for helping us.

Thank you again for your generous support!

Sincerely,  
Kiame Mahaniah, MD



# LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE  
LAT&O/Logistics Executive Board

## As the Rotor Turns

Wow can't believe it's already December, what a year! With that said, I write this every year and that is about snow days or lack of them. Union employees do not get snow days unless the plant is closed. There could be molten lava flowing down Western avenue and the plant would stay open. When it snows you still must come to work unless you have time to cover it or be subjected to discipline. There is a plant notification system that will alert you if the plant is shut down. It is called the Emergency Notification System ENS and you need to sign up to get notified. Check it out at OneHr.ge.com.

## LATO

Let me clear up some rumors about the possibility of a 3rd shift in LATO.

Nothing official has been discussed between the union and the company. The company expressed an informal interest in starting a third shift possibly in the new year. I will keep you all updated if talks progress.

## Logistics

There are going to be a lot of new faces in management around Logistics. New faces mean new ideas and new headaches for people on the floor. Please be patient, we all know the old saying "if it ain't broke don't fix it". Everyone should update their emergency contact information at OneHr.ge.com.

Have a safe and happy holiday. Merry Christmas.

See you around the shop.  
Bobby



# LPS/M&E Report

By FRED RUSSELL  
Executive Board Member

First of all, Merry Christmas and a Happy New Year to all! Now on to the business. New machines are coming in. The Crafts are moving them and hooking them up. Mass Crane is still in the plant. We need Repair Control people. We need a lot of Crafts people. Retirements are a fact and several of the Crafts people will be retiring. Oh well. See what next year brings. Have a great Christmas and New Year everyone. See you next year.

**LOVE TO DRIVE?  
ENJOY  
SOCIALIZING?  
The Lynn  
Senior Center  
needs you!**



WE ARE LOOKING FOR A VOLUNTEER DRIVER TO DRIVE 12 PASSENGER VANS TO TAKE OUR SENIORS ON FIELD TRIPS OR LUNCH TRIPS.

MOST TRIPS ARE MORNING OR MID-AFTERNOON. A FEW TIMES A YEAR WE DO SPECIAL NIGHT TRIPS

WE PROVIDE EASY, SAFETY TRAINING. YOU MUST HAVE A CLEAN CORI AND DECENT DRIVING RECORD.

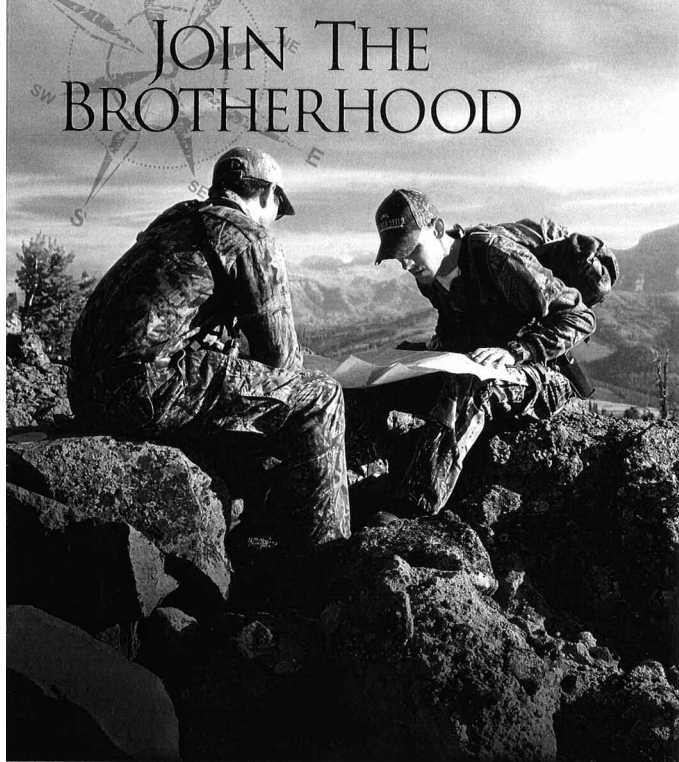
**WHAT DO YOU GET BESIDES TIME WITH US?**

**LUNCH!!!**

AND A SPECIAL BONUS:

LYNN VOLUNTEERS OVER THE AGE OF 60 WILL BE ELEGIBLE TO TAKE ADVANTAGE OF THE SENIOR TAX ABATEMENT WORK OFF PROGRAM-YOUR VOLUNTEER HOURS WILL REDUCE YOUR PROPERTY TAX PAYMENT!

Call Pam Brito or Rosa Paulinodiaz: 781-599-0110

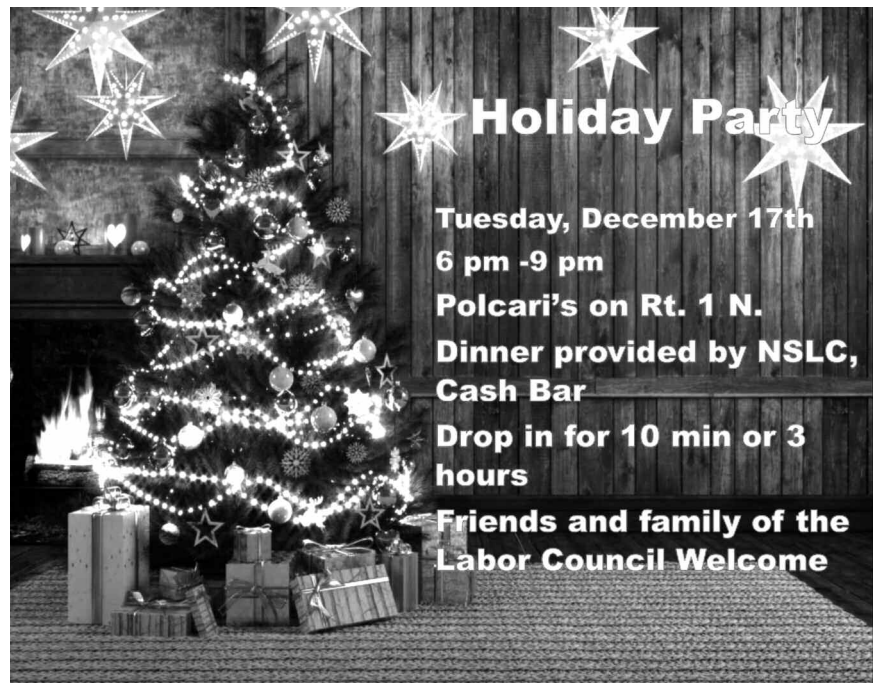


The Union Sportsmen's Alliance is a **Brotherhood of the Great Outdoors**. We're a Union-dedicated outdoor organization whose members hunt, fish, shoot and volunteer their skills for conservation. We share an appreciation for the outdoors that runs deep. And we invite you to join us and help preserve the hunting and fishing heritage we all enjoy.

www.UnionSportsmen.org



IT'S WHERE YOU BELONG.



## Holiday Party

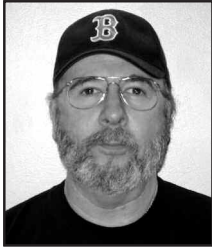
Tuesday, December 17th  
6 pm -9 pm

Polcari's on Rt. 1 N.

Dinner provided by NSLC,  
Cash Bar

Drop in for 10 min or 3  
hours

Friends and family of the  
Labor Council Welcome



# “Down By The River”

By BILL HOLM  
LCM Executive Board

**Children's Christmas Party** - Thanks to the Activities Committee and volunteers for all your work on this year's party. It is a great event which started fifty years ago during the 1969 strike. It's been a nice tradition where 201 members, current and retired, their children and grandchildren and families from the surrounding neighborhood of St. Michaels Hall enjoy a nice get-together during the Holiday Season.

**December Membership Meeting Tuesday 12/17/19 @ 12:30 and 3:30** - Make sure to attend this month's meeting it will consist of a catered lunch and dinner from Spinelli's followed by a short program and attendance awards.

**LCM Looking ahead 2020** - New year, new decade. The shop still has a long way to go. The board met with the company on hiring on Thursday Dec. 5 in anticipation of retirements. Around one third of the membership will be retirement eligible in 2020 and we're bracing for a huge hit on our most experienced members leaving. We are trying to get ahead of the curve. Backfilling jobs is one thing but, we also have to hold management to filling direct labor correctly based on the hours and classifications by area. Enough is

enough on chasing bodies. People waiting to move can't. People going on vacation or are out sick cause jobs to be shut down because they're the only one trained on certain work is not acceptable. All workers in each area must be trained on all the jobs in their area, otherwise it absolutely kills the business. There is also a need for gage calibrators. The union just had to fight to get two gage calibrators that retired backfilled. After that the manager (who recently left the company) wanted to farm out between eight and ten thousand overdue gages at triple the cost and an average of four-day turnaround time. Quality is job one let's keep it that way. Going back to more inspection tollgates is

painful but necessary and with the scrap rate where it is now, it could pay off in the long run. It is great to see new equipment coming in. Keep it coming. We need out of the delinquency hole, our work farmed in and the T901 MADE RIGHT MADE IN LYNN. Merry Christmas and Happy New year to all  
**Blood, Sweat, History** – Congratulations to Greg Johnson and Mike McDermott on their retirements this year. They had close to eighty years of service between them. Both were long time stewards that had great knowledge of our rights on the shop floor, the contract and history of the plant. Thank you for always being there, for the membership.

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- Paid Parental Leave – Up to three weeks of paid leave for new parents for use within 12 months of the birth or placement for adoption of a child or children on or after January 1, 2020.
- Increase of \$50 to STDI maximum weekly benefit. Increase of \$25 to STDI minimum weekly benefit. Increase of \$50 to LTDI monthly minimum benefit.
- Emergency Aid – Grants up to \$3,750 per household for damage due to earthquake, fire, flood, hurricane or tornado in disaster areas designated by federal, state, or local authorities.
- June 29, 2020 – \$0.20 Cost of Living Adjustment (COLA).

## CHRISTMAS ALKATHONS

- Beverly** Second Chance White Whale 9 Hale St. 5:30 pm 12/24-9:30 pm 12/25.
- Boston** K Street Meetings 74 Kilmarnock St. 9 AM-6 pm 12/25 Light Food.
- Brockton** District 6. Hilston Gym, 891 Montello St. 9~30 pm 12/24-7:15 pm 12/25
- Dedham Village.** Unitarian Ch., 670 High St. 8 pm 12/24-8 pm 12/25
- Duxbury** Districts 5 & 7. Senior Center, 10 Mayflower St. 6 pm 12/24-6 pm 12/25
- Haverhill** Welcome Back. Good Shepherd Ch., 471 Main Sf. 6 pm 12/24-8 pm 12/25
- Malden** 4 Winds. Club 24, 787 Salem St. 6 pm 12/24-6 pm 12/25
- Quincy** District 8. Methodist Ch., 40 Beal St. 6 pm 12/24-6 pm 12/25
- So. Boston** District 11. LaBoure Ctr., 275 W Broadway. 7pm-11:45 pm 12/24 & 5AM-9 PM 12/25
- Tewksbury** Knights of Columbus, 2068 Main St. 3 pm 12/24-6 pm 12/25
- Watertown** Grace Vision Ch., 80 Mount Auburn St. 7 pm 12/24-7 pm 12/25. Prepared food welcome.
- Worcester** Intergroup St. John's, 44 Temple St. Noon 12/24-Midnight 12/25.

## NEW YEARS ALKATHONS

- Abington** Dawn Patrol. United Church, 10 Bedford St. 6 pm 12/31-6 pm 1/1
- Beverly** Second Chance. White Whale, 9 Hale St. 5:30pm 12/31-9:30 am 1/1
- Boston** K Street. 9 pm, 12/31-9 pm 1/1. Light Food.
- Brockton** District 6. Hilston Gym, 891 Montello St. 9:30pm 12/31-7:15 pm 1/1
- Brighton** Brookline Tues. Grp. 404 Washington St. 8 pm 12/31-6 pm 1/1
- Dedham** Village, Unitarian Ch., 670 High St. 8 pm 12/31-8 pm 1/1
- Duxbury.** Districts 5 & 7. Senior Center, 10 Mayflower St. 6 pm 12/31-6 pm 1/1
- Gloucester** Early Bird. Baptist Ch., 38 Gloucester Ave. 6 pm 12/31-Noon 1/1
- Quincy** District 8. Methodist Ch., 40 Beal St., 6 pm 12/31-6 pm 1/1
- Salem** District 10. New Hampshire. Pritts Recovery Ctr., 6 Manor Parkway, 6 pm 12/31-Noon 1/1
- Worcester** Intergroup. St. John's 44 Temple St., Noon 12/31-Midnight 1/1

## HAPPY HOLIDAYS TO ALL AND BEST WISHES FOR A SAFE, SOBER NEW YEAR

Your special workers at Central Service: **Kenny, Bob, Danny, Greg, Karen, David and Judy** and your dedicated telephone volunteers.



## Business Agent's Column

By BILL MAHER  
Business Agent

### 2020 Benefits Changes

The following is a list of benefits changes that are effective in 2020.

- \$0.75 General Wage Increase (GWI) - January 27, 2020
- Employees who are called back after the end of their shift (or told to report prior to their regular starting time) will be paid at the rate of time and one-half hours worked up to the beginning of their first shift. This change makes the premium for first shift employees consistent with the premium for second and third shift employees. (Referred to as the "Trolley Car Rule").
- Employees will continue to be paid at the rate of double time for working over 12 hours in a workday. However, the double time premium will not automatically continue into the employee's next workday.
- Additional \$300 Company contribution to RSP for employees not in the Pension.
- Education & Retraining - \$1000 increase in reimbursements to \$13,500 for employees affected by plant closings.
- \$4,000 increase in reimbursements to \$10,000 per year for employees who have been permanently laid off. Income Extension Aid (IEA), Plant Closing Severance Pay and Preferential Placement improvements.
- Health Care – No contribution increases in 2020. 100% coverage on certain generic high blood pressure medications. Low Cost for certain asthma medications and Specialty drugs at \$4 per day. •
- Increased Chiropractic visits (from 15 to 24). 100% coverage for inpatient revisional bariatric surgery (Obesity surgery). Improved Hearing Aid benefit – covered every two years for up to \$3000 per year.
- Maternity Care Select – Beverly Hospital Center of Excellence - Routine prenatal care, inpatient hospital stays and delivery may be covered at 100% and not subject to the annual deductible for Options 1 or 2. Option 3 provides 100% coverage after the annual deductible. Employees must participate in GE Health Benefits, enroll early in their pregnancy and meet plan and clinical eligibility.
- Dental and vision plan options – To be eligible for dental or vision coverage, you must be enrolled in GE Health Benefits with matching coverage for you and your dependents. Dental Preventive Care Option or Dental Premium Option/Vision Preventive Care Option or Vision Premium Option.
- Enhanced pay for military service, immediate eligibility for holiday pay and two paid days off for a Colonoscopy.

*continued on page 11*



## President's Column

By ADAM KASZYNSKI  
President

*continued from page 1*

founded by 201 and ECCO to train people for family sustaining job's for the benefit of members and our community."

The new AMPTEP program's goal is to **train 900 entry level machinists by 2024**, and GE reportedly plans to hire 250 of them. This is in addition to the in-plant CNC Machinist Training programs goal of training 72 machinists next year. It has been a long uphill battle to get here and we have further to go still. Enjoy the victory and continue the fight for our future.

201 members and retirees are still needed to help with our Jobs Growth strategy. Specifically, now that we have the funding in place we need skilled machinists to sign up to teach in these training programs. 201 members and retirees interested in teaching the next generation of machinists can contact Robin Dion at the North-east Advanced Manufacturing Consortium 508-326-1663 or [Robin.Dion@namcnetwork.com/](mailto:Robin.Dion@namcnetwork.com) or call Adam Kaszynski at the Hall at 781-598-2760. Details are subject to change, but a 3 week course at Northshore community college for those interested in becoming trainers will be forthcoming. We will publish more information on ways to get involved as things develop.

### Benefits – Use 'em, or Lose 'em

Now that we are in the middle of holiday season, my mind keeps wondering back to a particular session I was able to attend at GE National Contract Negotiations. Vacation, holidays, and all the benefits a Union Contract offer are on the table (or chopping block) upon contract expiration. The company keeps tabs on what we use, and what we don't use they see as an easy target for a take away. Use your vacation time. Enjoy the holidays with your family. Every vacation day you sell back or holiday you work was a day off hard won from the sacrifices of the generations before us. We deserve more time to do what we please, not less. Take advantage of your Union benefits or watch the Company put a target on it next contract. Merry Christmas, Happy Holidays – use 'em or lose 'em.

### Scholarships for School

You will notice applications for multiple scholarships on offer in the Union paper. If yourself or a child plans on attending college you can apply for this Union member benefit. If you run into questions about the application process or have any issues call me at 781-598-2760.

### Membership Holiday Party

The December 17<sup>th</sup> Membership meeting will be followed by a holiday party catered by Spinelli's. If you haven't been down to the hall in a while, it's a great time to stop in. Stewards, Committee People, and Activists are strongly encouraged to attend. We will have attendance awards for those of you who devote your time to building our union and showing up for our monthly meeting. It's a great way to end the year. Hope to see you there.

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