

IUE-CWA Local 201 News

**Celebrating 87 Years
as a Chartered Local
1933 – 2020**

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

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2020 CONTRACTUAL RAISES

By Bill Maher

January 27, 2020 marked the first General Wage Increase (GWI) of the 2019-2023 contract. The 75-cent increase was added to "legacy" employees' hourly rate and to the top-of-rate for ALL Market-Based-Wage (MBW) employees. This increase to the top-of-rate, along with the reduction of the progression table, from 10 years to 7 years, increased the compensation at each step of the 7-year progression. Additionally, the Market-Based-Wage Agreement provides that ALL MBW employees will receive a "lump-sum" payment for all hours worked in 2019. This "look-back" will be a minimum of 75 cents multiplied by 2080 hours (\$1560), for those employees with no breaks in service. However, hours worked, above the 40-hour work week, will be included in the total compensation, paid at the straight-time rate. Therefore, if an employee worked 300 hours, above and beyond his/her 40-hour week, he/she will receive an additional \$225 (.75 X 300), and the total compensation will vary depending on total hours worked in 2019.

The MBW lump-sum payments were issued, in a separate check, on Friday, February 7, 2020 (as the newspaper went to print). The Company provided to the Union the total amount of hours worked for each IUE-CWA Local 201 member that will receive the "lump-sum" payment. Furthermore, as this is the initial payment regarding the MBW Agreement, the Union anticipates some questions and/or minor issues, as with anything that is being implemented for the first time. Please refer questions to your area stewards. Should there be any issues, the Union will work diligently and expeditiously to correct. The MBW Negotiating Committee spent countless hours renegotiating the 2016 MBW Agreement and

Market Based Wage Progression Schedules* (updated 8-8-2019)

Final rates subject to ratification

Classification	Rate**	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Servicer	M14	18.00	20.01	22.01	24.02	26.02	28.03	30.03	32.035
Material Handler	M16	20.00	21.75	23.51	25.26	27.01	28.76	30.52	32.27
Stockkeeper	M16	20.00	21.75	23.51	25.26	27.01	28.76	30.52	32.27
Production Follower	M16	20.00	21.75	23.51	25.26	27.01	28.76	30.52	32.27
Packer	M16	20.00	21.75	23.51	25.26	27.01	28.76	30.52	32.27
Construction Worker	M16	20.00	21.75	23.51	25.26	27.01	28.76	30.52	32.27
Braze Inspector	B16	20.00	22.05	24.09	26.14	28.18	30.23	32.27	34.32
Sheetmetal	M17	23.50	25.10	26.70	28.31	29.91	31.51	33.11	34.715
Bench	M17	23.50	25.10	26.70	28.31	29.91	31.51	33.11	34.715
Punch Press	M17	23.50	25.10	26.70	28.31	29.91	31.51	33.11	34.715
Welder Machine Resist (Spot Weld)	M17	23.50	25.10	26.70	28.31	29.91	31.51	33.11	34.715
Milling Machine Electro (EDM)	M17	23.50	25.10	26.70	28.31	29.91	31.51	33.11	34.715
Welder	M18	26.00	27.36	28.73	30.09	31.46	32.82	34.19	35.55
Milling Machine	M19	25.50	27.07	28.64	30.20	31.77	33.34	34.91	36.475
Boring Mill Vertical (VTL)	M19	25.50	27.07	28.64	30.20	31.77	33.34	34.91	36.475
Auto Lathe	M19	25.50	27.07	28.64	30.20	31.77	33.34	34.91	36.475
Engine Lathe	M19	25.50	27.07	28.64	30.20	31.77	33.34	34.91	36.475
Milling Machine Electro Automatic	M19	25.50	27.07	28.64	30.20	31.77	33.34	34.91	36.475
Broach Vertical	M19	25.50	27.07	28.64	30.20	31.77	33.34	34.91	36.475
Fire Inspector	B19	21.00	22.95	24.89	26.84	28.78	30.73	32.68	34.625
Power Plant Operator	W19	30.00	30.93	31.85	32.78	33.70	34.63	35.55	36.475
Inspector Non-Destruct (FPI)	M20	25.00	26.79	28.59	30.38	32.18	33.97	35.77	37.56
Inspector Mechanical	M20	25.00	26.79	28.59	30.38	32.18	33.97	35.77	37.56
Grinder IntCylSurf	B20	26.50	28.08	29.66	31.24	32.82	34.40	35.98	37.56
Machinist Dual Purpose	M21	26.00	27.78	29.56	31.34	33.12	34.90	36.67	38.455
Machinist Production	M22	28.00	29.67	31.35	33.02	34.70	36.37	38.05	39.72
Machine & Assemble	M22	28.00	29.67	31.35	33.02	34.70	36.37	38.05	39.72
Inspector Tool & Gage	B22	27.00	28.82	30.63	32.45	34.27	36.09	37.90	39.72
Machinist Special Programs	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Electrician - Prj Crft - MA Lic. Req.	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Ironworker - Prj Crft	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Machine Repair - Prj Crft	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Plumber - Prj Crft - MA Lic. Req.	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Pipefitter / Pipe Welder - Prj Crft	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Repair Test - Prj Crft	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Refrigeration - Prj Crft - MA Lic. Req.	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Project Crafts/Const/Car	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Tinsmith - Prj Crft	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Advanced Aircraft Engine Mechanic	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Power Plant Engineer	M24	37.00	37.74	38.48	39.23	39.97	40.71	41.45	42.195
Repair Control	M25	33.00	34.39	35.78	37.18	38.57	39.96	41.35	42.745
Tool Maker	B25	34.00	35.25	36.50	37.75	39.00	40.25	41.50	42.745
Die Maker	B25	34.00	35.25	36.50	37.75	39.00	40.25	41.50	42.745

NOTE: These steps do not reflect the 20 cent April 2019 COLA for employees hired on or before that date. Employees who received the COLA will continue to receive it until they move to the next step in the progression. MBW employees are also eligible for the ACP payments and ratification bonus if the national contract is ratified.

* In addition to the progression schedule adjustments based on the GWIs and COLAs, MBW employees will also still receive a lump sum payment on the following dates: 1/27/20, 6/29/20, 1/25/21, 6/28/21, 1/24/22, 6/27/22, 1/23/23, and 4/24/23. The lump sum payment will be calculated by multiplying the amount of the negotiated increase by the number of hours worked by the individual in the prior calendar year. The number of hours used in the formula will not be less than 2,080 for full-time employees who have had no breaks in service.

** All MBW classifications are classified as "M", "B", or "W" for administrative purposes only.



making improvements for all employees that are subject to the terms of the agreement. IUE-CWA Local 201 will continue

efforts, wherever and whenever possible, that benefit members and their families.

Next Local 201 Membership Meeting February 25, 2020 - 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.

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 bath-rooms. 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

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

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

View at adventurerealtyaz.com

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

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

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

Handyman Wanted
Call Tina for Details
617-293-3032

Condo For Rent
Seaport Landing,
150 Lynnway Lynn MA
2 bdrm, 1.5 bath, Furnished
\$2,300 per month
Unfurnished \$2,000 per month
Million Dollar Views.
1 Year Lease Required
781-367-7822

New Commercial Generator 8,750 Watts
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Firewood All Hard-wood. \$100.00 per cord.
Trailer: 5'X9'. HD. All Steel \$100.00
Call Dale 978-462-7877



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TURN YOUR CURRENT MORTGAGE INTO AN INVESTMENT PROGRAM!
POSTAGE: 10 FOREVER STAMPS OR \$5.00 CASH ONLY
Effective marketing - PO Box 8214 Lynn, MA 01904
Business Opportunity: www.themortgagemanager.biz/9149
Home Owners: www.themortgagemanager.org/call/9149

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.



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Revised USMCA Improves on Flawed Trump Agreement

Friday, December 13, 2019

The following is a statement from Communications Workers of America President Chris Shelton:

From the start of these negotiations, CWA has been clear about what a successful new trade agreement between the United States, Mexico and Canada should accomplish. First and foremost, it must reverse the incentives corporations have to move jobs from country to country, in search of the lowest wages and weakest labor standards. This includes not only manufacturing jobs, but also call center and other

service sector work. It must also include a strong enforcement process to hold the parties accountable to their obligations under the agreement.

The version of the USMCA that President Trump announced last year was deeply flawed. CWA members mobilized to make thousands of phone calls, telling their members of Congress that the agreement was unacceptable and urging them to press for changes. Thanks to the persistence of Democrats like Senators Sherrod Brown and Ron Wyden and Representatives Rosa DeLauro and Jan

Schakowsky, negotiations reopened and significant improvements were made to the agreement.

As any experienced union negotiator knows, it's important to read the final text of any agreement before passing judgement on it instead of relying on verbal promises. The actual revised USMCA text contains some modest improvements over NAFTA for working people in all three countries under this agreement.

Thanks to the leadership of Senators Brown and Wyden in particular, new provisions allow for inspections of work-

places suspected of worker rights violations. Unfortunately, the agreement does not include the stronger enforcement measures that they had proposed, especially for call centers. The new agreement also eliminates the provisions in President Trump's deal that would have locked in high medicine prices for consumers across North America.

Our work to address outsourcing, offshoring and economic inequality goes beyond addressing the flaws in our trade agreements. There are actions that the Trump Adminis-

continued on page 5

TELL CONGRESS: SUPPORT THE "PRO" ACT FOR WORKER POWER!

When workers organize, mobilize, and strike together we can build power and win the wages, benefits, and working conditions we need and deserve!

Local 201 signed hundreds of post cards in our legislative fight against corporate greed.



Dear _____,

I am a Communications Workers of America member and making unions stronger is an election issue for me and thousands of workers in your district.

I am writing to urge you to support the **Protecting the Right to Organize (PRO) Act (H.R. 2474/S.1306)**. Our current laws keep the balance of power tilted in favor of CEOs and the super rich, but the PRO Act will help put power in the hands of workers by strengthening protections for workers forming a union, preventing the misclassification of workers as independent contractors, eliminating obstacles for workers to get their first contract, and more!

Sincerely,

Name: _____

Address: _____ City: _____

State: _____ Zip: _____ Personal Phone: _____

Personal Email: _____

By providing your mobile phone number you agree to receive updates on this issue and other union-related news from CWA via text or voice. PeriodicMsgs ReplySTOP2quit HELP4info Msg&DataRatesMayApply

Dear _____,

I am a Communications Worker of America member fighting to save jobs. Thousands of our jobs have disappeared in the past several years thanks to big corporations sending work overseas to boost profits at the expense of all working people. We need common sense legislation to keep American workers employed and our communities strong. We urge you to support **No Tax Breaks for Outsourcing Act (H.R. 1711 / S. 780)**.

Sincerely,

Name (print) _____ Personal Email _____

Address _____ City _____ State _____ Zip _____

Personal Cell Phone _____

By providing your cell phone number, you agree to receive updates on the fight against offshoring and other union-related news from CWA via text or voice. Message & data rates apply.

IUE-CWA CWA

ANNUAL LOCAL 201 DUES ADJUSTMENT 2020 PER OUR LOCAL 201 CONSTITUTION:

"Local 201 shall adopt the 'flat base dues' administrative option provided for by CWA and in accordance, charge all individual members at each specific Company and/or location represented by the Local, the same amount of weekly or bi-weekly dues. (Note: Amounts may vary between

Companies and/or locations but not vary by individuals within the specific Company Location). Dues shall be calculated by regular CWA methods, (minus contribution for the Member's Relief Fund and Defense Funds for public sector workers) but the Local shall require an amount equal to 2.75 hours per member per month (private sector) of the "average" wage at said Company and/or location estimated for the upcoming dues year (every January 1 to December 31)."

Based on the above membership approved Constitutional language, the following shall be the dues adjustments effective in January 2020 for the calendar year 2020:

General Electric Members - \$22.07 weekly decreases to \$21.42 weekly.

(\$.65 decrease weekly)

Veolia Members - \$38.94 every 2 weeks increases to \$41.48 every two weeks. (**\$ 2.54 increase bi-weekly**)

Avis Members (Downtown/Cambridge) - \$21.96 every 2 weeks decreases to \$20.76 every 2 weeks (**\$1.20 decrease bi-weekly**) (Note: Part time - prorated)

Ametek Members - \$31.00 every 2 weeks decreases to \$30.14 every 2 weeks. (**\$.86 decrease bi-weekly**)

AB Group Members (Logan/Headquarters) - \$20.28 every 2 weeks increases to \$20.76 every 2 weeks

(**\$.48 increase bi-weekly**) (Note: Part time - prorated)

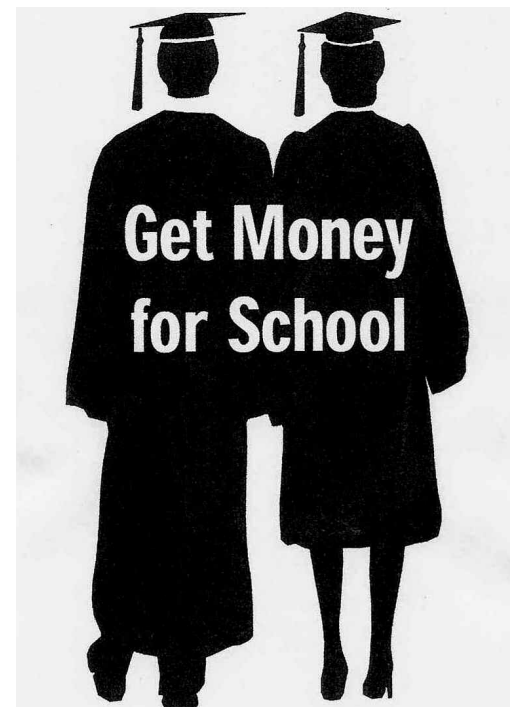
Saugus Library Members- keeps the same formula at 1.45% for an individual's Wages (not on flat based system due to the large difference in hours of members' regular schedules). The "public sector" reduction (due to no right to strike and thus no strike benefit eligibility) has been applied to the 2.75 hours (1.59%) Local 201 constitutional approved formula, reducing the percentage to the 1.45% of an individual's pay.

Note: The reason some bargaining units dues decrease in a given year is due to the "average" wage rate at the location going down. This can be caused

by a variety of factors, including lump sum bonuses, senior higher rated or paid workers retiring, influx of lower paid new hires etc.

The opposite factors such as wage rate increases, filling of higher rated jobs, little hiring at lower rates etc. can cause a **dues increase** due to a rise in the "average" rate at the particular workplace.

The 2020 dues rate for GE workers should go into effect the week of January 13th. Members will be reimbursed for any over payment of dues that occurred in the first weeks of 2020.



IUE-CWA has 6 scholarships worth between \$2,500 and \$4,000 available for the 2020-2021 school year.

The scholarships are available only to IUE-CWA members and their families.

For details on eligibility and an application, go on-line to www.iue-cwa.org

You will find 'Scholarships' by clicking on the Scholarship slide on the top of the main IUE-CWA web page or under the 'Members' tab. Please note that eligibility requirements vary for the individual scholarships.

The application process opens on January 15, 2020 and closes on March 31, 2020

Applications will only be accepted on-line.

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

TUESDAY, FEBRUARY 25, 2020
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,

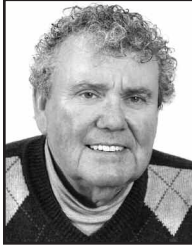
ADAM KASZYNSKI, President
WILLIAM MAHER, Business Agent

IUE-CWA 2020-21 Scholarships

As of January 15, 2020, IUE-CWA will begin taking applications for its 2020-2021 scholarships.

IUE-CWA offers six scholarships ranging between \$2,500 and \$4,000 to deserving members and their children and grandchildren. These are in addition to CWA's Joseph Beirne scholarships.

Enclosed is a leaflet you can use in your publication, on bulletin boards, or as a handout. **Note: the applications will only be taken on-line.** You must direct scholars to www.iue-cwa.org to apply. (Scholarships are located under the 'Member Resources' Tab). Please do everything possible to publicize these scholarships. They are a benefit of membership and should be taken advantage of. A college education is costly, and typical scholarships often cut out deserving middle-class students because their families earn more than some arbitrary amount. These scholarships are based on union membership and interest, not finances. Please help us get the word out!
Carl Kennebrew, President



201 Retiree's Column

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

Get your \$1,000 benefits!

I am asking each of you to do the following:

1. Call Via at 1-855-873-0103 and ask if you are eligible for the \$1,000 reimbursement from GE. You would have to be age 65 before January 2018. If eligible, ask Via to send you a Recurring Premium Reimbursement Request form.
2. Also ask what amount of funds if any are in your RRA (recurring reimbursement account.) Ask Via to send you a letter of how much is in that account. Ask them how you obtain those funds and send them to you directly. I also would ask you to send me a copy of these letters. You can email me direct at kmahar5063@aol.com or fax them to me at 1-781-595-8770.

We had a great turn out at our annual retirees Christmas party held this year at Old Tyme Italian on Boston Street in Lynn. The theme of the party was the 50th anniversary of the 1969 strike at G.E. Many of you showed up and told stories. Thank you.

I reminded everyone about being the "roving reporter" on the train to Boston. Because people were coming into the River Works on the Boston and Maine, the union and BA Peter DiCicco sent myself and Peter Teel along with a camera man to cover the train. I would interview people on the train asking them "How do you feel about the current strike at GE"? The reactions were priceless. People would put their newspapers over their heads to hide from the camera. Peter DiCicco put one of our guys Keith Rohr in charge of our GE Boycott Products Campaign. We would go to shopping centers handing out leaflets asking consumers to boycott GE products. It was a great time and a time to remember.

BIG NEWS. GE is holding its annual shareowners meeting on May 5, 2020 in Boston, MA. This is being held at the Weston Boston Waterfront Hotel 425 Summer St. Boston MA. God willing I will be there as an advocate for GE Pensioners who desperately need a raise in their pensions, especially since prescription drug costs have gone out of site. Many long term retirees are having to choose between food or the prescription drugs to stay alive.

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tration and Congress can take right now that would have an immediate, positive impact for working people and bring jobs back to our country.

Congress should reverse tax policies enshrined in the Republican tax law that reward companies for sending jobs overseas and pass the Protecting the Right to Organize (PRO) Act and the Public Service Freedom to Negotiate Act to increase the power of working people to

join unions and bargain strong contracts. President Trump should sign an executive order preventing federal government contracts from being awarded to companies that offshore U.S. call center jobs and Congress should pass and President Trump should sign the US Call Center Worker and Consumer Protection Act.

The negotiations over the USMCA have shown that our approach to trade policy needs to be fundamentally overhauled to benefit working families, not just multi-

national corporations. While a net improvement, the USMCA is not a future template for a progressive vision of trade that puts at its core our values of good jobs and rising wages. At CWA, we will continue and increase our cross-border work to build alliances between union members in the United States, Canada and Mexico to monitor the implementation of the agreement and build power together to ensure that the commitments made in the agreement are honored.

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.

New Local 201 Hoodies are on sale at the Union Hall \$40. Old Style Local 201 Jackets (sizes Large, Medium and Small only) on sale for \$35 until they are gone



IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Tuesday, March 10, 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

Martin Luther King Jr. Breakfast

By Bill Maher



The Community Minority Cultural Center (CMCC) held the 34th Annual Breakfast in honor of Dr. Martin Luther King Jr. at the Lynn Knights of Columbus on January 20th. The event was emceed by Michelle La Poetica and featured Keynote Speaker and African American scholar, Dr. Maru Colbert. Dr. Colbert delivered a poignant and moving message to all in attendance. The room was filled with energy, as well as original music, performed by local musicians. This was my third CMCC breakfast that I have attended, in honor of Dr. Martin Luther King Jr; I look forward to next year.



Letter to the Editor Trump: A Bad Boss

Several years ago, when *The Office*—the comedy featuring Steve Carrell as the inept boss was on TV— I happened to be purchasing groceries while the teenage cashier and bag boy discussed the show. Oblivious to my presence, both boys shared their favorite Michael Scott moments as my groceries were scanned and bagged. “I can’t wait,” said the cashier, a teenager young enough that he could still count his work history in months rather than years, “until I have a job with a boss like Michael Scott. I’ll have so much fun!” Startling the boys, I said, “Someday, you will have a boss like that, and I can assure you, it will not be fun.” At that point, I paid for my purchases and left, leaving the two boys behind to discover in time that there will be many bad bosses in their future.

I think of that moment often, especially now as Donald Trump runs for reelection as he

is the quintessential bad boss. We have all experienced bad bosses like the boss who screams at employees instead of talking a problem out. Think of the time you were shouted at by your boss in front of others; Trump’s twitter storms mocking government workers and U. S. citizens are that on a global scale. Jeff Sessions, Michael Cohen, and so many others...

Bad bosses cause problems and then blame others. Remember when federal workers were furloughed at Christmas time when Trump wanted money for a wall? He put people out of work to try to get his way. Bad management caused the longest government shut-down in U.S. history. (My sister’s family and a union member at the Saugus Public Library were among those hit when their husbands were not getting paid.)

One of the easiest ways to recognize a toxic place of employment is to check job post-

ings: how quickly do people leave and how hard is it to hire qualified people and keep them. (One of the worst bosses I ever had had sixteen employees quit during their tenure. Previously, employees stayed until retirement.) When you keep seeing the same jobs repeatedly posted or going unfilled, the place probably has a bad boss. Donald Trump has a revolving door of employees coming and soon going. Reince Priebus, John Kelly, Mick Mulvaney, for example. Bad bosses make bad choices like hiring buddies with no qualifications who make things worse... think Roger Stone, Michael Flynn, Roger Manafort and other Trump cronies now featured on mug shots.

Bad business practices are a sign that your boss is just plain bad at running a business. The U.S. has a record-high deficit now that we’ll all be paying for later. Starting a trade war with China just raised prices on products here. Just go grocery shopping to see that in action. Trump’s tax cuts for the wealthy and corporations are just like



Jackie Miller, Saugus Library

the bonuses executives get while paying workers less. Think of this as April 15 approaches again.

Yes, America has a bad boss. And we are definitely not having fun with Trump as our boss.

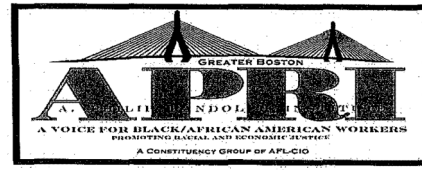
Unions exist because bad bosses exist. Unions workers joined together to deal with bad bosses. This coming November, we have an opportunity to get rid of a bad boss. Be sure to vote this fall.

(Letters to the Editor are the opinion of the author and do not necessarily reflect the views of IUE-CWA Local 201, its Executive Board, or the Local 201 News Editorial Board)

New Developments, Rising Rents Forcing Lynn Residents Out

By Local 201 Legislative Committee member, Derek White

On January 28 I attended a public forum on the future of housing within the city at Lynn Housing Authority & Neighborhood Development. This forum allowed residents to speak about the challenges they see happening in the city of Lynn when it comes to affordable housing. In Lynn we currently have housing developments being built while others are still in the planning stages. These developments are considered high end or luxury and are unaffordable to most of Lynn's current residents. The higher rents in these developments create rent and property tax increases throughout the city. These increases are forcing residents, some who were born and raised here, out of the city. The Munroe St. project is being built in close proximity to the commuter rail. This is for easy access for people who work in Boston but cannot afford to live in the Boston area where rents are sky high. What is affordable to them is not affordable to Lynn's current residents. The Lynn Housing Authority brought in the Metropolitan Area Planning Council (MAPC) to help come up with a plan to address this crisis. MAPC found that 42 percent of Lynn's households live in a home they cannot afford. The federal Department of Housing and Urban Development (HUD) defines affordable housing as one that a household can obtain for 30 percent or less of its income. Almost half of the residents in Lynn are spending more than 30 percent of their income on housing with many spending up to 50 percent. If this trend continues these residents will have no choice but to leave the city. The participants at the forum came up with ideas such as rent control laws in the city and to have these new units being built have costs more reflective of the city. Two more forums are scheduled for the spring and the fall. Hopefully a solution can be found which will help the city reach its full potential while taking care of its current residents.



JOIN THE GREATER BOSTON CHAPTER A. PHILIP RANDOLPH INSTITUTE

The A. Philip Randolph Institute (APRI) is the senior constituency group within the AFL-CIO. The goal of the Institute is to promote trade unionism in the Black/African American community and serve as a bridge between labor and the community.

The objectives of the Greater Boston A. Philip Randolph Institute are:

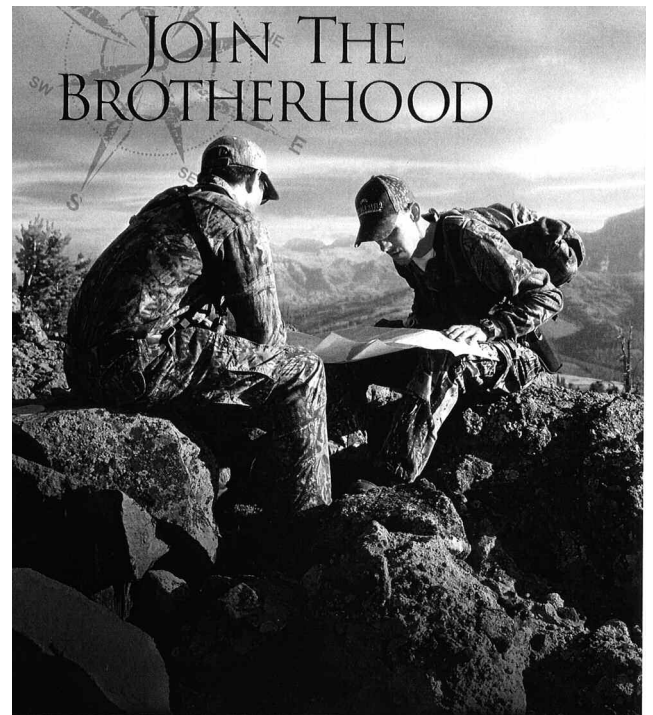
- The encouragement and expansion of Black/African American political activity at the state, local and national levels of government.
- The encouragement of Black/African American involvement in their unions through education, mobilization and leadership development.
- The encouragement and active support for the growth of labor unions and good jobs.
- The development of an analysis on race and the creation of a dialogue on race within the labor movement
- The development of a union presence in the Black/African American community.

What you can do:

- Have your local union/organization join the Chapter
- Assign someone to represent your union/organizations on the Executive Board
- Assign an additional 4 delegates to the Chapter and ask your members to join

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, and Members is extended to the family and friends of Francisco Burgado on the recent death of his mother. Francisco works in bldg. 63.



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.

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Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Coronavirus and the Workplace

Coronaviruses (CoV) are a large family of viruses that cause illness ranging from the common cold to more severe diseases such as Middle East Respiratory Syndrome and severe Acute Respiratory Syndrome. Coronaviruses are zoonotic, meaning they are transmitted between animals and people.

Novel Coronavirus is a new strain that has not been previously identified in humans. Common signs of infection include respiratory symptoms, fever, cough, shortness of breath and breathing difficulties. Severe cases can lead to pneumonia, severe acute respiratory syndrome, kidney failure and even death.

Because there is presently no Coronavirus vaccine available, the CDC recommends standard precautions to prevent infection including regular hand washing for at least 20 seconds, covering mouth and nose when sneezing, thoroughly cooking meat and eggs. Avoid close contact with people showing symptoms mentioned above.

As far as Family and Medical Leave Act (FMLA) is concerned, members are generally not able to use it to **avoid** getting sick. There may be exceptions for preexisting conditions likely to be worsened by exposure to a contagious disease.

While OSHA has not come up with specific standards covering Coronavirus, it has issued a notice indicating that employers should be aware of the following general standards to which employers may be subject under OSHA:

General Duty Clause: "A place of employment free from recognized hazards that are likely to cause the death or serious harm to...employees." To that end, ensuring surfaces and eating areas are disinfected regularly and encouraging sick employees to stay home are readily achievable practices.

Recordkeeping and Reporting Requirements: While there is an exemption for instances of cold and flu, OSHA has deemed the 2019 Novel Coronavirus a recordable illness when a worker is infected on the job.

The situation is evolving, and it is never too early for us to consider member concerns, help prevent an outbreak, or address one if it occurs.

Emergency Response

There are many new members here in Lynn, we want to revisit emergency response reporting as a reminder.


For any type of onsite emergency (spills, fire, smoke, medical), the notification process is to contact GE **Lynn Plant Protection** through a **landline phone** (911) or through a mobile device at the following number: **781-594-2591**.

The landline phones mentioned are the **red phones** for internal calls only located next to most exit doors, or office phones set up in cubicles etc.

Remember, dialing 911 on your mobile device will cause a delay in response, and will **NOT** go to the correct escalation point of contact. My personal preference is if you have a company or personal cell phone, program **781-594-2591** in your phone contacts as GE Emergency 911.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, and Members is extended to the family and friends of Nicholas Reisopoulos on the recent death of his brother. Nicholas works in bldg. 63.



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Group Tours Essex Tech Machine Shop in January

Experienced Machinist Educators Needed to Help Fill the Skills Gap

On January 14 the Northeast Advanced Manufacturing Consortium held an informational session at Essex Tech looking to recruit teachers for their adult evening machinist education classes. Along with the efforts that the E Team has been focused on for over 2 decades and in association with the E Team the group is in need of additional educators. They are also looking to fill teaching slots in the Gloucester wing of this program at Gloucester High School. This program is an Adult Training program and the training happens in the evening hours and potentially some Saturdays. The GE Foundation has recently funded this initiative to compliment the training successes the NAMC and E-Team programs have historically demonstrated. At the information session on the 14th, several candidates showed up to hear the presentation. The program needs 10-15 teachers. Right now, they are stretched thin. The program is looking for experienced machinists. Retirees are welcome. To qualify to be an educator you need to take an online prep course. If you pass and qualify the first step would put you in a classroom to audit. While being in an auditing situation you would get paid. The next steps would be to shadow a current instructor followed by team teaching with a current teacher. Again, you would be getting paid. If you find that this is for you and the program fits all around you could be offered a position. The commitment varies. If you commit to a full semester you may be in a rotational situation. You may choose to sit out the next semester. The goal is to get a team of educators to meet the needs of the three programs. Flexibility is on the table. If you are interested contact Robin Dion at robin.dion@namcnetwork.com.



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

The GE Lynn Good Neighbor Fund (GNF) held its monthly meeting on January 21. The board voted unanimously to elect Robin Painchaud as the new Secretary. Robin is a Local 201 member who will be joining a team composed of both union and management representatives.

The GNF has been a part of the Lynn GE for many decades. It is a charity that donates money to vetted causes in the North Shore area. Way back when, new hires were asked to join their first day of work. Unfortunately, that practice fell off years ago. For several decades the fund relied on members who had joined early in their careers. The way our fund works is 100% of the money donated by employees goes to local nonprofits chosen by the board. (We will be publishing a list of charities the GNF donated to in 2019 in our next issue.)

The GNF board is starting to get active again. The board is looking to expand its donating database in 2020. Look for more information on the GNF in the 201 News and the Company Newsletter.

Contract books should be out soon. We received the final contract document electronically. The company said they would be

available the end of February.

Vision Care: If you are enrolled in the GE Medical you have the option to enroll in GE Vision Care. There are two options. GE Vision Preventive Care will cover a full In-Network eye exam once every calendar year. It will also partially cover other costs. (Refer to the Memorandum of Understanding for details.) The GE Vision Premium Option is your other choice. It will cost you monthly: 1-person \$9.00, 2-person \$18.25 and 3 or more \$27.75. The coverage is more extensive. For details check the MOU.

Dental Care: Again, you must be enrolled in GE Medical to qualify for Dental Care coverage through GE. And again, you can get the basic coverage under GE Dental Preventive Care Option that requires no weekly contribution as opposed to the GE Dental Premium Option which requires a weekly contribution and covers more. The glaring difference is that you pay a deductible for periodontal services starting at \$50 per year for 1- person coverage up to \$150 per family. If you have any questions please feel free to contact me directly at toshea@local201iuecwa.org or call the hall at 781-598-2760

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 Wayne Murray Sr. on his recent death. Wayne was an Iron Worker who retired in 1988

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 Jim Logan on his recent death. Jim was a long time Steward and active union advocate.

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

GE Tax Forms 2019 1099 online Jan 15, will be mailed Jan 31st

1095-C the health care form for retirees/dependents under 65 on GE insurance, available online mid-February and mailed March 2.

- W-2 and 1099 forms will be online Jan 15, and will be mailed Jan 31st
- 1095-C the health care form for members/dependents/under 65 on GE insurance will be available online mid-February and mailed March 2.

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SAVE THE DATE!

2020 LABOR NOTES CONFERENCE
April 17-19, 2020 Chicago, Illinois labornotes.org/2020



LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

As the Rotor Turns

The rumors of hiring in LATO are true. They are going to be posting 30 AAEM jobs in the next few weeks. If you're on the class list or have an A&P license or equivalent military experience and are in the plant, make sure that you fill out an upgrade. There is currently a 1 for 1 agreement for hiring. That means 1 person hired from the class list and 1 person hired from the fully qualified/street list. Here is an example: 30 jobs posted 15 will be from the class and the other 15 will be fully qualified hires like people with an A&P that work in the plant and fully qualified people outside of GE Lynn who apply for the job. Looking forward to some new faces in LATO.

Smoking

As much as people are complaining about the crackdown on smoking in the plant, it isn't anything new. It started years ago with a smoking ban in the buildings. This drove the smokers outside and seemed to work for a while. In 2012 the company took the next step and completely banned smoking on site. The union filed a grievance in 2012 on the policy. It went

to Step III and we lost. (I have the grievance on my desk at the union hall if anyone would like to see it). In the past year or so there have been a few fires that were attributed to the careless disposal of smoking material. Now the 2012 policy is being enforced. If you get caught smoking in the plant, you could be subjected to a warning notice. There is no progressive discipline under the plant code of conduct (which the union doesn't recognize). I for one find that a little excessive and there has to be a reasonable alternative.

Whether you smoke or not that is your personal choice. Many lifelong smokers I have talked to wish they had made a different decision years ago when they started. Quitting smoking, again, from what I have heard is one of the hardest things to do. Period.

If you need to smoke during your workday at GE Lynn and you do not want to go against the company policy, you need to punch out and go off the property to do so. Going out any of the turnstiles DOES NOT PUNCH YOU OUT. More on this to come.....

Hope to see you around the shop.
Bobby



LPS/M&E Report

By ARTIE AMIRAULT
Filling in for Fred Russell until further notice

Hi everyone.

My name is Arthur Amirault. I'll be covering for Fred Russell while he's out recovering from knee surgery. Most people that already know me around the plant call me Artie. I'm an RC in building 40 on the 1st shift. I've been here at GE for a little over 13 years and have been a union steward for almost 12 of those years. Over the years as a steward I've worked with the union on a few different negotiations with the company such as the Crafts Agreement and MBW. I also sit in on the 21 Day Notice meetings with the company to help try and keep as much of the crafts work inside the plant. Over the last few weeks I've been going around the plant and to Step 2 with Freddy to try and be up to date with the things going on around the plant. I've got to meet a lot of people in the crafts that I didn't know and will try to make my way around the plant in the next few weeks to meet others.

We've lost a lot of great knowledge in the crafts around the plant from retirements over the years. I think we are losing valuable time by not placing new people in the crafts now to work with the people we have left before that knowledge is gone as well. We have a lot of changes going on around the plant with older machines being removed, new machinery coming in and work areas being redesigned with new layouts. Hopefully that means a lot more work for us in the crafts which so far, we have been able to keep the majority of in house. Everyone has been doing a great job getting the work done, thank you. That's it for now. See you around the plant.



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.

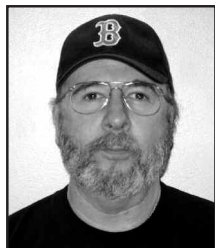
Workers' Compensation Specialist

I worked for 23 years as a workers' compensation specialist in Salem before moving my office to Lynnfield in 2018.



Richard Hart Schwartz
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“Down By The River”

By BILL HOLM
LCM Executive Board

O.C.P. (Operator Control Plan), Training and Vouchering.

When you are first hired or move to a new area you are a Pre-Qualified operator. You are NOT O.C.P. qualified. You can NOT sign the Operator block on the routing sheet. The block needs to be signed by a Qualified Operator or Inspector. While working with a trainer you observe and learn the job, you claim I.M.E. and the trainer claims the work being done. In any case when the qualified operator or inspector is not available enter a “V” in the operator block, write “100% inspection required” in the non-conformance block on the back of the router. Don’t forget your pay number and the operation number. In some situations where operators are training, they may work by themselves, but you still can Not sign the router until you have an Exhibit A and are O.C.P. Qualified. Example: you have been training for some time and can confidently run some jobs. You run the job, but you still need a qualified operator to sign off on the router after checking it. You sign your pay number outside the block. To be compliant with Government accounting you claim the part with a manual voucher on common shop floor because you did the work. This situation recently came to light and the Company is looking into having another method other than a manual vouchering for this situation. To be clear, while in training do not run any job on your own unless you are completely confident. You can’t be forced if you’re not fully trained and not O.C.P. qualified.

Message to new employees, introduce yourself to your area steward. We are here to assist and answer any questions you have.

Vouchering: Production must be vouchered accurately. It may vary day to day due to work conditions. It may not be the same as your co-workers or your cell leader's expectations. Mischarging is illegal and a termination offense. Do your best and charge accurately.

Routing Sheet: Identifying and authorizing document
Production Time: Time spent working on a specific job
Non-Production Time: All time spent during working hours in tasks unrelated to production.
IME: Indirect Manufacturing Expense. Account to which non-production time is charged.
Policy 20.10: Required standards of conduct with respect to transactions with the U.S. Government.

Always Production: charged to the job regardless of time spent.

Tape tryout time: resulting in production worthy hardware
Training: routing sheet signer only (trainer)
Running Multiple machines: (1 man 2 and so on) charged accordingly per agreed upon jobs only.
Waiting while Inspector or engineer: Inspecting or performing investigation

Always Non-Production: charged to non-production account IME

Medical Center Blood Donations Personnel/Payroll: Inquiries on employment, pay and benefits
Training: Non-routing sheet signer (trainee IME)
Tape Tryout Time: Time up until tape is capable of manufacturing a part to drawing specifications and limits.
Union Time Welding School Informative Meetings

Subject to the 18 Minute Rule: Items lasting 18 minutes or less are charged to the job being done prior to the interruption.
Tool Crib and Gage Room Instructions from Cell Leader Interruptions from others Opening and putting away tools Paid Lunch Personal Time: bathroom/water cooler etc.
Power failure Work Station house keeping Voucher Preparation/transaction Waiting for: Inspector, Planner or Engineer to arrive. Maintenance/Repair, Cell Leader, Reassignment, Material, Tools or Fixtures. Interruptions exceeding 18 minutes should be charged to the appropriate non-production account (IME).

Policy 20:10 Examples
NO: Your cell leader cannot direct you to change time you already vouchered. (unless to correct a mistake).
NO: Your cell leader cannot tell you in advance how much time to claim for a part.
NO: Your cell leader cannot tell you to swap more IME for less

production time.
NO: Your cell leader cannot require you to "make up time".
NO: Your cell leader cannot direct you to skip or charge set-up time for IME.
NO: Your cell leader cannot deny you overtime because you voucher accurately.
YES: Your cell leader can ask why the same job you did yesterday took longer today.
YES: Your cell leader can review with you proper rules for I ME, rework, extra cost and help you correct any mistakes.
YES: Your cell leader can communicate their expectation of your performance.
YES: Your cell leader can discuss with you tooling or gages that are missing.
YES: Your cell leader can direct you to do housekeeping at your workstation to prepare for a tour.
Bottom Line: Especially for new members. The Union believes in a fair day's work for a fair day's pay. All you have to do is be here, be on time, do your best to produce quality parts to procedure and voucher with accuracy and integrity and the Union can defend you.

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 Ted Cicalis on his recent death. Ted worked in the GE 29 Test Cells before his retirement.

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 Sean Wildman on his recent death. Sean was an Electrician in bldg. 74 before his retirement and was the brother of Russ Wildman also a GE retiree.



Business Agent's Column

By BILL MAHER
Business Agent



President's Column

By ADAM KASZYNSKI
President

Daywork Rates

1/27/20

.75 cents per hour general wage increase

R08	-	30.51
R10	-	30.77
R12	-	31.155
R14	-	31.535
R15	-	31.86
R16	-	32.27
R17	-	32.865
R18	-	33.5
R19	-	34.425
R20	-	35.51
R21	-	36.6
R22	-	37.67
R23	-	38.69
R24	-	40.145
R25	-	40.695
R27	-	41.65

Congratulations to 2019 Retirees July 1- December 31

LCM

Cathy Ring
Gary Young
Kathy Sport
Gary McIsaac
Alfred LeBlanc

LATO

James Harrington
Judy Lord
Geraldo Valdez
Steven Orlowski
Richard Balser
Laurent Mercier
Gary Belostock
Diane Scoppettuolo

LPS

Eric Waybright

Logistics

Stephen LeBlanc

Our Fight for the PRO Act Continues

When workers organize, mobilize, and strike together we can build power and win the wages, benefits, and working conditions we need and deserve. However, current U.S. labor law keeps the balance of power tightly in the hands of CEOs and the super rich. This huge imbalance has led to wage inequality, outsourcing of jobs, concessionary contracts and a rigged political system.

The Protecting the Right to Organize (PRO) Act (H.R. 2474) is historic legislation that will help put power in the hands of workers and reverse decades of legislation meant to crush unions. It would make it easier for workers to join unions, protect strikes and other protest activity, deal a massive blow to "Right-to-Work" laws – and more.

Many Local 201 members have written or called Congress to ask them to stand with workers over CEOs and the 1% by supporting the PRO Act. Everyone who signed a post card, made a phone call, or wrote a letter played a role in pushing the legislation this far. YOU are the Union.

Today (February 6th) the House will vote on and likely pass the PRO Act. Unfortunately, the Bill is considered "dead on arrival" once it reaches the Republican Majority in the Senate. Both Massachusetts Senators Warren and Markey are supporting the PRO Act. By building our political power we must continue the fight to get this bill through after this next election. Elections have consequences.

Among our biggest accomplishments in getting the legislation this far is a litmus test for those who support labor and working families and the politicians that do not. The economy has become increasingly rigged against working families, and those that do not want to fix the problem need to be thrown out of office. The CWA has announced they will not endorse any politician opposed to the PRO Act. Now we draw a line.

There is an old expression, "You know how hard you hit the pig by how loud it squeals", meaning, the more effectively you fight your enemies, the harder they decry your efforts. The anti-worker forces at the US Chamber of Commerce, National Retail Federation, and the International Franchise Association are screaming. So are their mouthpieces in media and government. We must be doing a good job.

"In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as 'right to work.' It is a law to rob us of our civil rights and job rights. Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone....Wherever these laws have been passed, wages are lower, job opportunities are fewer, and there are no civil rights. We do not intend to let them do this to us. We demand this fraud be stopped. Our weapon is our vote." – Martin Luther King Jr. 1961

IUE-CWA Campaign Lead Etana Jacobi will be in town February 23-26th to talk to us about the PRO Act and other ways that we can build power to fight for working people. During break times February 24th and 25th on 1st and 2nd shifts in the Riverworks plant and on February 26th in the ABG break room at the Logan Airport location. Make sure to say hello.

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