

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

Vol. LXXXI

PERIODICALS POSTAGE PAID AT LYNN, MASS.

JANUARY 18, 2022

USPS 171-720

Number 1

EDITOR
Justin Richards

MANAGING-EDITOR
Tom O'Shea

Subscription
\$1.00 Per Year

Published By
IUE-CWA Local 201, AFL-CIO
(781) 598-2760

MBW "Top of Market": Key Issue for All 201 Members at GE

We will be going back to the table this year to take another shot at the Market Based Wage system. 201 News will be publishing a series of articles in the lead up to prepare for those negotiations. The first topic in the series is on the "Top of Market".

2016 – MBW Agreement Ratified

In 2016, the Market Based Wage Agreement was ratified, which for the first time in our history introduced the awful "Top of Market" mechanism to our wage structure. The 2016 Agreement specified 3 things about "Top of Market".

- 1 No legacy employees will be subject to this agreement until the expiration of the 2015-2019 National Collective Bargaining Agreement, on June 23, 2019. *(This is why you hear the phrase "We are all market-based wages" some of us are on progression (M Rate) to the top of the rate and some are at the top of the rate (R Rate) . No matter your seniority, for the past 2.5 years all of our raises have been subject to "Top of Market".)*
- 2 Beginning June 23, 2019, any classification determined to be compensated **below** the "Top of Market" will receive negotiated base pay increases as agreed to in the National Agreement.

continued on page 7

The 201 Christmas Spirit Lives On

The Local 201 Activities committee met in late November to plan something to mark the holiday season. For the past two years Covid has put a monkey wrench in just about every community activity and once again, we were forced to cancel our annual Children's Christmas party. The Children's Christmas party has been a highlight for our local. Every year since the GE strike of 1969 IUE CWA Local 201 has held the event. Members and retirees, children and grandchildren always came out in large numbers. It became tradition for many. The party has been held at St. Mike's function hall for years. Members of the neighborhood also attended. Pizza, homemade



popcorn, hot chocolate, and cake were staples. The highlight of the party, next to the magician, was of course a visit from St. Nick. Families would line up for a chance to meet with Santa and the children got to take home a toy from his bag. With all that missing again this year the committee decided, with membership approval, that they would donate what unused toys we had stored to charity and host a visit with Santa on Zoom Day. Based on the old Dial – a – Santa we thought a Zoom visit would work. And work it did. On December 22 from noon to 6pm we opened our Zoom airwaves. Let's just say Santa covered all the bases. He visited with happy children, scared children, and a few wise guys. But he held his own. Thank you to the members of the Activities Committee and volunteers that made this a success.

Congratulations Retirees August 1, 2021 – January 1, 2022

LCM

Anthony Palocci
Deborah McCauley
Wayne McCauley
Stewart Kinloch
Dennis Frawley
Mary Lou Abernathy

LAT+O

Christopher Rooney
Devon Soares
John Valentino III
Guillermo "Carlos" Richardson-Salas
Scott Hussey
Kevin Livermore
Tina Blangiardi
Annette Mazza
Ralph Gray (2.1.2021)
Linda Borrelli (1.1.2021)

Logistics

Donna Jones
Donna Witham
Edward Melanson

LPS/Machine Repair/Crafts

Arthur Driscoll
Charles Dexter
Jerome Deveney

Congratulations to all 2021 retirees. This list covers August 1, 2021 – January 1, 2022. "Hoping you enjoy a long healthy retirement and thank you for being members of Local 201." If we missed anyone, please let us know. All retirees should be receiving the union newspaper. If you are not call 781-598-2760 or send an email to info@local201iuecwa.org.

Next Local 201 Membership Meeting January 25, 2022 - 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

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Paul Beauvais on his recent death. Paul worked for many years in the Gear Plant and retired in 1995.

Onsite Substance Abuse Support

For more information please call the Employee Assistance Team Local 201/GE Working Together. Located at the Medical Center and IUE CWA Local 201 Union Hall.

Bob Cummings 617-275-1527
Jeff Zeisel 617-733-2842

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



Service Directory

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

Fix-A-Brick
Foundations - Stairs - Chimneys - Walkways - Repairs
Call 978-239-9801 Ted Crowley

Mark & Robin's Comics



Print your ad here
\$5 per issue or \$50 per year

CHIROPRACTOR

Dr. Joseph J. Dowling
341 Western Ave., Lynn, MA 01904

(781) 596-0700
www.drdownling.com

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



Complimentary Exam and Evaluation for GE, AMETEK, U.S. FILTER/EOS, and/or Local 201 IUE Members

Print your ad on this form.

Mail to: Service Directory, IUE-CWA Local 201,
112 Exchange St., Lynn, MA 01901.

Enclose Payment:

For active members & retirees: \$5 per issue or \$50 per year

TITLE _____

 25 _____
 WORD _____
 LIMIT _____

 PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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

"Published monthly." \$1.00 a Year

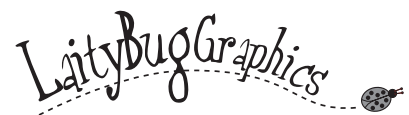


Published by: Local 201 IUE-CWA (AFL-CIO)
112 Exchange Street, Lynn, MA 01901

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



Layout Design by



Printed by The Golden Manet Press Quincy



Published By Camera Graphics



Publication of an advertisement does not constitute endorsement or approval of any product or service advertised, or any point of view, standard, or opinion presented therein. IUE-CWA Local 201 is not responsible for any claims made in an advertisement appearing in its publications.

North Shore Labor Council Takes Action

By Yousif Abdallah, Organizer, Northshore Labor Council

Six years ago Marblehead voters approved a plan to borrow \$5.75 million to construct a permanent building and improve access at the town's transfer station. Today there is only a rotting, rodent-infested trailer where employees have fallen through the floor, and a corrugated steel enclosure missing one side and part of another.

The foundations of both structures are in decay, and inside one enclosure, a rusted electrical box with exposed live wires and slippery, out-of-code steps that pose hazards to the towns workers.

Workers of the transfer station declared it was demeaning to work in such unsanitary and hazardous conditions, especially while employed by a city with the means to provide better. Truly, the only ones who seem to believe the site decent are the rodents that occupy the

trailer in abundance.

That is what led the Marblehead Municipal Employees Union IUE-CWA 81776 (MMEU) President Terri Tauro to take action. After filing a formal grievance, she reached out to the North Shore Labor Council (NSLC) for solidarity.

After being notified, the acting Local 201 Health and Safety Director Jason Daley - lent his time and expertise to formally document the safety concerns,

and was even the one to identify the hazardous exposed electrical wires.

With this information and support from the NSLC, Terri had what she needed to put together a press event. On January 10, 2022, members of the NSLC and MMEU came out in large numbers to support the transfer station workers.

Successfully garnering media attention, and after continued pressure from the NSLC

and MMEU, the Marblehead Board of Health was forced to postpone a rushed vote on the transfer station.

While there is still work to be accomplished, President Tauro is hopeful for the future of the transfer station and her workers, and she can expect the North Shore Labor Council to be there in solidarity every step of the way.



Senator _____ :

A recent report from UMass Boston and Cornell University highlights the dangerous impacts of General Electric's decades long practice of outsourcing and offshoring our jobs. GE receives billions of taxpayer dollars every year but those dollars are not being invested in U.S. workers, communities, or facilities. Tell GE to bring our work back!

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 IUE-CWA Local 201 or CWA via text or voice. PeriodicMsgs ReplySTOP2quit HELP4info Msg&DataRatesMayApply

Union Plus Scholarship Program

The online application is now available!

What kind of school is eligible: The scholarship is open to students who attend or plan to attend a U.S. college, university, community college, or a technical/ trade school. Students attending undergraduate or graduate schools are eligible.

Scholarship amounts: Recipients will receive \$500 - \$4,000.

Deadline to apply: January 31, 2022 at 12 pm (noon), Eastern Time.

Students may reapply each year.

Visit UnionPlus.org/Education to learn more and apply for the scholarship program.

Bring it Home GE

The postcard pictured above is part of our campaign to Bring it Home. The GE jobs campaign. We are asking members to sign the back of these post cards. They will be delivered directly to our U.S. Senators. Members have been hesitant to sign for several reasons: I don't want them to have my address - If you are a registered voter, they have your address already. You will not receive any more mail from them if you are getting any in the first place. We need our members voices to be heard on Capital Hill. We want to pressure our elected officials to do the right thing. Bring work back to our country. Please sign a card and let our voice be heard. Stewards and E Board members will be collecting the cards, or you can drop them off at the Union hall. Thank you.

Business Agent article continued from page 12

I have been requesting our contract from the Company for weeks. I was assured they would have this resolved and contracts to be printed and distributed shortly. So, everybody understands, it's the Company's responsibility to have the contracts printed and bound, and this never happens overnight.

Avis and Budget Report

As we have all been seeing, the uptick in Covid-19 has caused flight cancelations and some slight impacts to travel, I reached out to the Company to see where we stand. I was told we are still in need of a few heads, rental reservations are still looking good, and through everything that's been going on around us the past couple months, business is still looking good and has not really been affected by the surge or flight cancelations. Demand is up 47% from this time last year. Keep up the great work, stay vigilant, be sure management is keeping their hands off our work.

LWWTP

With Veolia coming back into the picture and contract negotiations around the corner, there is a lot of work to do. Fortunately for us, after going through that rough transition in July, we have a

solid foundation to start with. We will be bringing that same energy going into the next transition and then on to negotiations. Surveys went out and came back. Membership priorities are as follows in order of importance, 1. Wages, 2. Insurance, 3. Time-Off, 4. Job Security. These are just some of the big-ticket items and we all know what you guys deserve. There is no treatment plant without you all, there is no Veolia without you all. I look forward to working with you guys again.

Saugus Library Report

Contract negotiations this year! Surveys have gone out please fill these out and get them back to Chief Steward Jackie Miller, those survey's give your bargaining committee assistance in establishing proposals and by knowing all the demands of the membership.

**IUE-CWA Local 201
RETIREES COUNCIL
MEETING NOTICE**

Tuesday January 25 1-3 PM

Join Zoom Meeting
<https://us02web.zoom.us/j/86199516446>

Meeting ID: 861 9951 6446
 Passcode: 153283
 Call in: 646 558 8656

**For more info call
Kevin 781-367-7822**

Kevin D. Mahar, President
 Edward Walczak, Financial Secretary

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.

January 24, 2022 GE Wage Update

2019-2023 IUE/GE Contract provides a \$.20 raise + \$1,000 ACP on January 24th, 2022.

"R" Rates + \$.20 base pay increase + \$1,000 ACP

"MBW" Rates + \$.20 Lump Sum multiplied by all hours worked 2021 Calendar Year + \$1,000 ACP

"MBW" Rates receive the \$.20 raise in the form of Lump Sum. The Lump Sum payment is calculated using all hours worked in the previous calendar year and will not be less than 2,080 hours for full time employees who have had no breaks in service.

2022 GE Medical Insurance Rates

Annual Pay	Weekly Contributions		
	Option 1	Option 2	Option 3
1 Person Contribution			
Less Than \$25,000	\$23.49	\$13.91	\$9.04
\$25,000-\$37,499	\$27.85	\$18.26	\$10.71
\$37,500-\$49,999	\$30.48	\$23.77	\$12.27
\$50,000-\$74,999	\$38.28	\$31.57	\$18.15
\$75,000-\$99,999	\$47.84	\$41.13	\$25.80
\$100,000-\$149,999	\$60.04	\$53.33	\$37.52
Greater than or equal to \$150,000	\$80.08	\$73.37	\$55.16
2 Person Contribution			
Less Than \$25,000	\$46.98	\$27.81	\$18.55
\$25,000-\$37,499	\$55.69	\$36.53	\$21.90
\$37,500-\$49,999	\$60.90	\$47.48	\$24.47
\$50,000-\$74,999	\$76.59	\$63.17	\$36.33
\$75,000-\$99,999	\$95.72	\$82.30	\$51.63
\$100,000-\$149,999	\$120.09	\$106.67	\$75.04
Greater than or equal to \$150,000	\$160.13	\$146.71	\$110.29
3 or More Contribution			
Less Than \$25,000	\$58.67	\$34.70	\$23.53
\$25,000-\$37,499	\$69.63	\$45.67	\$27.75
\$37,500-\$49,999	\$76.23	\$59.45	\$30.64
\$50,000-\$74,999	\$95.72	\$78.94	\$45.40
\$75,000-\$99,999	\$119.75	\$102.97	\$64.58
\$100,000-\$149,999	\$150.03	\$133.26	\$93.77
Greater than or equal to \$150,000	\$200.15	\$183.38	\$137.85

*This table applies to Employees who are regularly scheduled to work 30 or more hours a week and are considered to be Full-Time Employees for GE benefit purposes.

ANNUAL LOCAL 201 DUES ADJUSTMENT 2022

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 2022 for the calendar year 2022:

General Electric Members - \$21.57 weekly increases to \$22.66 weekly. **(\$1.09 increase weekly)**

Suez Members - \$42.72 every 2 weeks increases to \$44.64 every two weeks. **(\$1.92 increase bi-weekly)**

Avis Members (Downtown/Cambridge) - \$24.48 every 2 weeks increases to \$25.04 every 2 weeks **(\$0.56 increase bi-weekly)**
(Note: Part time - prorated)

Ametek Members - \$31.66 every 2 weeks increases to \$33.02 every 2 weeks. **(\$1.36 increase bi-weekly)**

AB Group Members (Logan/Headquarters) - \$25.62 every 2 weeks decreases to \$22.50 every 2 weeks **(\$3.12 decrease bi-weekly)** (Note: Part time - pro rated)

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.*

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Daniel Vouboukis on his recent death.



Letters to the Editor

Dear Friends at IUE-CWA Local 201,

On behalf of all of us at the Haven Project, thank you for your donation. We are truly grateful for your generosity. This donation will go towards providing services to the 230+ homeless young adults north of Boston we serve annually. Your generosity enables us to fulfill our mission of helping homeless young adults get the support they need to become stable and independent.

Sincerely,
Tracey Scherrer
Executive Director
The Haven Project

Dear Friends at IUE-CWA Local 201,

Let me paint you a picture. In December I was deemed a covid contact to a coworker who was positive, so I left early to go get tested. On the way out I was pulled over at the gate, harassed, mistreated, and made to feel like more of an inmate than a GE employee...THIS IS NOT OK!!!! I get that it's their job to do random searches, and I am more than happy to oblige...in the correct way. Believe me, you...I have nothing to hide, however, I AM entitled to Union representation. We are all allowed to have a steward present while they conduct their routine searches. I was not afforded that opportunity. I complied at first by letting him peek in my windows while I was calling my steward, but his attitude and condescending demeanor made me less than compliant and I decided he could look no further until a steward was present. He DID NOT like that and told me to open my glove box or step out of the car...ummmm...WHAT?!?!?! He is not a cop, I am not a criminal. He was in the wrong, and I wanted my steward there to witness. I was not afforded that opportunity! He said if I didn't open my glove box, he was going to take my sticker...I told him "My steward will be out here in one minute." He repeated himself, "open the glove box now or I'm taking your sticker!" I looked at the sticker, pointed at it, and said "It's there bro...you are in the wrong right now!!" He reached in my window and peeled it and walked away! This man who shall remain nameless (every single one of you knows who I'm talking about...) NEEDS TO BE REP-RIMANDED. He has dozens of complaints and grievances filed on him, why is he not being punished? Why is he not being reprimanded?? Why is he the only guard who constantly feels (and seemingly gets away with) he can harass and mistreat us like this? I'm not upset about the search, I have nothing to hide. It's their job and I get it. Every other guard who has searched us is at the very least compliant, patient, and understands our right to a steward during these routine searches. The fact that I have to walk in and out of the plant everyday because of his lack of knowledge of his own job is beside me! The fact that this whole thing could have been avoided by him being PATIENT and waiting literally one minute for my steward to walk out is beside me! He was wrong, I was right. This whole article isn't even a thing if he just waited one minute!!!

MBW article continued from page 1

- 3 Beginning June 23, 2019, any classification determined to be compensated at or above the "Top of Market" will receive negotiated base pay increases in the form of a lump sum payment.

The 2016 Agreement defined Top of Market in it's glossary as the following:

"Top of Market: This wage is the top end of the market for each job classification. Specifically, it is the 90th percentile for wages by job and geographic market. This number will be a guidepost for the wage structure as we work to align our wages with our local labor markets, while maintaining wages that are far above the local market average. This number was determined through the utilization of a detailed wage survey conducted by Mercer. GE Aviation is committed to gathering updated data through the same process, and to updating our market wage data every 24 months, beginning in Quarter 1 2019. Any changes to the methodology for gathering the data will be subject to negotiation and agreement of the Company and the Union."

"Top of Market" IS NOT the "top of rate", it is the ceiling that restricts the top of the rate from increasing from a base pay raise in the National Agreement. Top of Rate is the R rate. Top of the Rate only increases if a base pay raise in the National Agreement does not increase beyond what third party contractor Mercer determines is less than the 90th percentile of wages for similar work in the "geographic market".

The 2016 MBW Agreement put us in a rough spot. Not only did it establish an unjust 10-year progression for new hires, It put a "Top of Market" ceiling on everyone's wages that rises and falls at the whims of the so-called market. If we fought for and won generous base pay raises in the National Agreement, due to this local agreement it could be converted into a much less valuable lump sum payment. For example, if a classification is \$0.10 below the top of market and a 3% increase (\$1.00) is negotiated effective 9/1/19, in the 2016 agreement an employee in such classification would receive \$0.10 in his/her base pay and \$0.90 converted to a lump sum payment.

2019 - Top of Market takes Effect, Union Renegotiates

In 2019, the Union got back to the table with new leadership and united opposition to the catastrophic MBW system. Those negotiations resulted in significant improvements to the MBW agreement, including reducing the progression from 10 to 7 years, ended the problem of upgrading adding years to your progression, and two improvements to the still awful "Top of Market" mechanism.

- **Top of Market cannot go down:** MBW 2019 Section 3. B) Add the following to the "Top of Market" section of the "Glossary": It is agreed and understood that the Top of Market for current employees will not be reduced based on updated market data. *(This means that if Mercer comes back and says the 90th percentile has fallen, the Company will use the old higher "Top of Market" figure instead of the new lower one.)*
- **No Split Lump Sum:** MBW 2019:Section 3. D) Any classification determined to be compensated below "Top of Market" at the time of any negotiated increase will receive the full amount of such increase until such time as the classification exceeds the "Top of Market" *(For example, if a classification is \$0.10 below the top of market and a 3% increase (\$1.00) is negotiated effective 9/1/19, in the 2016 agreement an employee in such classification would receive \$0.10 in his/her base pay and \$0.90 converted to a lump sum payment. Pursuant to this 2019 modification, an employee in the classification would receive the full \$1.00 increase. The classification would receive any additional increases in the form of a lump sum payment.)*

2021 – Company Refuses to Budge on Top Issues, Agree to Meet in 2022

We went back to the table in 2021, and made our arguments once again to do away with the Market Based System altogether. Our major proposals based on the MBW Membership Survey were (1. Elimination of MBW (2. Years Off the 7-Year Progression (3. Increase in start rates/ Front Loading (4. Top of Market. Once it was clear the Company would not budge on the 7-year progression or Top of Market, and the Union would not budge both sides agreed to take most of the major proposals off the table and to get something done in that round of negotiations. Members on progression no longer can upgrade to a higher rate for less pay, licensed crafts on progression got a front loaded skilled rate adjustment because GE couldn't hire, and we agreed to amend the modification language so we would not have to wait until 2023 to fight for improvements in the MBW agreement.

- MBW 2021: The Company or the Union may serve a 60-day notice of bargaining an addendum to the 2021 MBW agreement at any time prior to June 30, 2022. If no notice is served, the agreement shall continue until its modification date (2023).
- MBW 2021: If an addendum MBW negotiation commences, matters such as progression changes, top of market, classification consolidation, the expiration of the agreement and any other subject the parties mutually agree on shall be discussed.

2022 - Time to lift the "Top of Market" Wage Cap

Our National Contract expires in June 2023. The Company has got itself into a real pickle, and June 2022 is when they can get themselves out of it. We demand that any base wage increases agreed to in the National Contract are fully incorporated into the rate and not broken out into Lump Sums.

IMPORTANT GE NUMBERS

GE Benefits Center - 1-800-252-5259 or benefits.ge.com

GE Dental Benefits Claim Center -1-888-529-8474

Health Coach from GE - 1-866-272-6007

Pension Benefits Center - 1-800-432-3450

GE Payroll Center -1-800-315-1082

GE Retirement Savings Plan (RSP) - 1-877-55-GERSP
(1-877-554-3777)

Savings Accounts (HRA/FSA) - 1-888-303-3000

GE Disability Benefits Center - 1-800-392-0789 (Option 1)

GE Leave Administrator -1-800-392-0789 (Option 2)

GE Vision Care Benefits Claim Center - 1-800-433-9375

GE Prescription Drug Benefits - 1-800-509-9891

GE Education Center for Tuition Reimbursement -
1-800-992-0406

GE Travel Center - (800) 866 4382



Health & Safety Notes

By JAY DALEY
Acting Union Health Safety Director

President's article continued from page 12

Hopefully everyone enjoyed Christmas and The New Year with loved ones with as little Covid impact as possible. It is the second week of January and approximately ten percent of Local 201 members have contracted the virus since the new year. Regardless of any individual view on mask wearing, our brothers and sisters depend on us, think about their loved ones at home. With respect to COVID-19 PPE requirements management has a responsibility to lead by example.

We all prefer to work in a clean environment, if there is an area in your building where the housekeeping has gotten out of hand and it is going to require a bit more attention, contact the Local 201 Union Elected Safety Representative in your area, EHS Safety Leader, Steward, or any Local 201 officer who will direct your concern in the right direction. If you prefer, shop floor computers in most areas allow safety concerns to be added into "Gensuite" manually or by scanning a QR code with your phone.

The goal of our joint health and safety team is to cultivate a culture of safety that will help us all stay safe while also making improvements to our working environment. With many machine moves and construction projects on sight,

there is no one better at anticipating oncoming safety issues from these types of projects than the 201 members who work in those areas every day. Your area safety rep will appreciate the help with identifying any safety concerns you can identify.

For our new Local 201 members we have a rough outline of what a Joint Health and Safety Program should include with the most important factor being you.

- **Employee Involvement** - The backbone of any culture in a workplace. The members on the floor remain our most valuable resource.
- **Hazard recognition** - The ability to recognize known hazards in and around the workplace.
- **Training** - A properly trained and informed work force makes people more comfortable to participate and makes that participation more valuable to the program.
- **Develop a system for open communication** - We track our safety concerns in "Gensuite" there is user information on the shop floor or a safety rep will be happy to guide you through this. You can also just report concerns to your safety rep, EHS leader, or Steward with

the option to tell them to keep your name out of it.

- **A fair and just culture** - for this system to work, everyone needs to be comfortable reporting issues or even just asking questions. Every time we voice a concern, we are not necessarily going to be correct, we need to be sure there will be no repercussions for participating in our safety culture or the entire thing falls apart
- **Management modeling/leading by example** - leadership needs to walk the walk and talk the talk. Improving a culture requires leadership first, then we can build it from there
- **A commitment to continual growth** - a Company that truly embodies a culture of safety understands that while successes must be celebrated, there will always be room for improvement. Having participation from all parties will ensure that our safety culture doesn't become stagnant.

As always, the 201 safety reps are available to help in any way we can. Thanks for your time, and here's to a safe and successful 2022 to all of 201.

Jay

board, everyone but the hedge funds would be a lot better off.

In 1989, GE employed 277,000 workers in the U.S. In 2019, that number was only 70,000. Years of offshoring jobs and abandoning the workers and communities have left GE's domestic manufacturing footprint a shell of what it once was. As a recent report from the University of Massachusetts, Boston, and Cornell University documents, GE has benefited mightily from taxpayer bailouts and government contracts, yet it has continued to move jobs, shutter plants, break promises to retirees, downsize domestic manufacturing, and implement other cuts that have irreparably harmed American workers. The Company has slashed its U.S. workforce by 47% in just the past three years.

As CWA President Chris Shelton points out in his Fortune Magazine article, "GE remains one of the largest defense contractors in the world. Last year, the company received over \$4 billion in defense revenue from the U.S. government, dollars not invested in U.S. workers, communities, or facilities. It received \$20 million from the Pentagon in 2020 as part of a program to aid military contractors who lost business due to the COVID-19 pandemic. GE Aviation got \$75 million through the federal CARES Act in June 2020. In January, the company won a \$20 million grant from the federal Department of Defense to develop high-tech wind turbine generators."

Congress must intervene in GE's offshoring, disinvestment, and look very carefully at the proposed split.

GE's business model has become over-reliant on offshoring, making supply chains more fragile for products that are critical for our country's power supply and defense as the impact on our environment is dire. If GE wants to help build America back better and maximize revenue, the Company must modernize and re-invest in its historic domestic manufacturing sites. The proposed split signals they are moving in the opposite direction and letting short term stock gains take precedence over the sustainability of the Company. Our campaign to bring back jobs to our shores remains essential to our country's future.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Eileen Queena on her recent death.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Raymond Meserve on his recent death. Ray was a Machinist at the time of his retirement.



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

I hope everyone had a safe and Happy Holiday Season.

Members should check their paychecks, there have been a lot of people's pay that have been messed up. Failure to releases for people that have accepted an upgrade, Market base wage anniversary raises, vacation and sick time not being paid out correctly, change of shift not being paid. I don't want to put all the blame on payroll, it's a lack of training from the Company with their cell leaders, most of whom are new. I advise everyone to check your pay stub weekly to make sure you are being paid properly. If you need anything fixed grab a steward and talk to your cell leader.

LATO

2021 was not a good year for LATO, vendor driven quality issues, bad management decisions and a plant wide power outage affected the business from shipping engines at the end of the quarter. But things are looking up for 2022, all three value streams and development go up across the board this year. There is so much work that the Company has hired 38 AAEM'S to make up for the rise in volume.

I would like to say welcome to LATO to all the new faces and to remember do not let the Company rush your training. Your ready when you are comfortable to go on your own and remember to voucher accordingly. The Company cannot tell you what to voucher. Some business leaders

like to tell their cell leaders what people should be vouchering. I requested a list of what was shipped for engines for 2021, I did not receive the list in time. I'll put it in next month's paper.

LOGISTICS

Finally, some good news to report in Logistics!! What a huge 4th quarter, everything got shipped on time. Great job to the members on the floor that busted their hump working during the holiday season. I've always said we have the best team in logistics, and we prove it time and again. The word on the floor is the current Logistics plant leader is leaving and is taking a new position with the Company. Let's hope the Company hires someone that wants to see this place succeed and not someone who is trying to make a name for themselves.

As everyone knows there was a Covid-19 outbreak in the area. I can't say this enough, wash your hands, wear your mask, keep 6ft of distance and if you feel sick stay home and get a test.

Fingers crossed 2022 is better than 2021.

See you around the shop.
Bobby

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Raymond Legere on his recent death. Ray worked in building 40 Tool Crib.



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board

Hi Everyone,

It was nice to get out of here for a little while but also makes it that much harder to want to come back. I hope everyone enjoyed their holidays and spending time with their friends and families rather than being in the plant. That said we are off into the New Year and only time will tell what that's going to bring.

The Company continues to struggle to get 2S completed in areas around the plant.

Heading into the new year the Company came to the Union with a proposal for us to work side by side with management to help them to be able to complete this task. We however did not agree with what was offered as we saw their proposal as a temporary fix to a problem that needed a permanent solution. In turn we presented the Company with a proposal that we feel will solve not only the Company's 2S problem but also help to maintain 2S and cleanliness around the plant for years to come. The conversations continue as we speak so hopefully there will be more on this to come.

Another continuing problem the Company has is the Repair Control position. And again, the clock is ticking for them to make a decision and figure out what they are going to do to fill not only the 5 openings they have now, but as people retire the more openings to come this year. They better hurry up. The Company has made a couple different proposals to the Union on this situation. But they seem to be torn amongst themselves on how to move forward. That said, any electricians around the plant who finally want to make the jump to RC should head on over to the employment office and accept 1 of the open jobs that are posted currently.

On a good note, the Company finally seems to be making some headway in the hiring of new Plumbers, Electricians and HVAC, hopefully this continues to be the case. I haven't gotten around to meeting most of the new hires yet, but it is my goal to do so in the coming weeks. Welcome to you all.

Finally, everyone should keep an eye on their pay especially during their MBW anniversary date as well as when you upgrade and finally get released to your new job. Your pay is almost surely going to be completely messed up. The Company's new program called Workday is a complete mess and requires a magnitude of approvals to be done within the system by management before your pay will be updated. We all know what that means and how well that seems to be going so far.

Well, that's it for now, here's to hoping that this year will be better than the last and that we continue to see the much-needed investment throughout the plant.

See you around the plant.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Robert Clapp on his recent death. Bob was a Mechanical Inspector who retired in 1999.



Brian Thomas
REGISTERED PRINCIPAL
583 Chestnut St
Unit 6
Lynn, MA 01904
BRANCH: 781.496.3900
DIRECT: 781.519.0461
FAX: 781.469.1826
brian@dfgedge.com
www.dfgedge.com



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

U.S. Secretary of Labor Martin Walsh

Having Marty Walsh as mayor of Boston was a plus for labor. Marty was a past Union president who made labor part of his agenda. Being in Boston was good for labor relations in our region. Then Marty took the job of Secretary of Labor in Washington. I thought this was going to be even better for the labor movement. Then I remembered that Washington politics is in a state of gridlock. After the first few months I thought maybe Marty was better off being in Boston. Then the nurses at St. Vincent's in Worcester went on strike in March of 2021. It ended up being the longest nurses strike in state history. During this epic event the company managing the hospital hired scab nurses to fill the striking nurse's slots. The governor of Massachusetts was called on several times to mediate in this labor dispute all to no avail. Finally, U.S. Secretary of Labor Martin Walsh stepped in and got the strike settled. The nurses voted on and ratified the contract on January 3, 2022. I guess that having an actual pro labor person on the job as the U.S. Secretary of Labor has its advantages.

Power Plant

On December 17, 2021, at 7am the lights went out again at GE Lynn. At the end of the 4th quarter, when the plant was trying to meet its orders for the year, we experienced a power outage that lasted 2 shifts. We are not a third world country. We are a unique, critical, military installation that provides hardware to the United States of America. What do you tell the Commander in Chief when

you cannot deliver the product he ordered? What do you tell the soldiers in the field that the engines and parts they need are coming.....soon?

In the spring of 2020 Lynn shut down the last large scale power generation system at the River Works complex. The building 99 Powerhouse, when running, was able to provide power to the whole plant. The decision was made to get out of the power generation business in Lynn and depend wholly on buying power from an outside source. Since that time, we have had a few small-scale outages but nothing like December 17, 2021.

It didn't take a rocket scientist to predict this would happen. The workers in Lynn know how things work and were well aware of the position the Company put itself in. This should have been no surprise to anyone.

ERP

This December 17th blackout put focus on the Lynn GE emergency response plan or lack thereof.

An Emergency Response Plan is critical to a fully functioning plant. When there is an emergency the need to know a few simple things are gravely important: What is the emergency? Who is in charge? And then go from there. At one time we had a working ERP. It seems to be broken. It is not easy

to maintain an ERP, roles change from week to week. It takes time and dedication. Our plant deserves a fully functioning Emergency Response Plan. What happened on December 17, 2021, did not exhibit a functioning ERP.

I have been involved with the joint safety program for many years at GE Lynn. I was there when the plant applied for and eventually received Star VPP status. I won't go into the VPP details, let's just say everyone worked very hard to achieve a level of safety that the

OSHA program approved of. Somewhere along the way we have strayed from that VPP mantra. Safety should be our number 1 concern.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Kenneth Ramsdell on his recent death. Kenny was a GE Machinist, long time Steward and E Board member of IUE CWA Local 201. He retired in 2009.



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$4,000 each for the 2022-2023 school year, and another \$4,000 for 2023-2024. (2nd year award based on satisfactory academic record.)

Sixteen new scholarships will be awarded by CWA's Joe Beirne Scholarship Program.

Eligible are CWA members, their spouses, children and grandchildren (*including those of laid-off, retired or deceased members*) planning for college studies. Undergraduate and graduate students returning to schooling may also apply.

Final deadline for applications is 11:59 p.m., EST, April 30, 2022.

Applications are easy to make online at the Foundation's website (*including submission of a short original essay*).

Winners will be chosen in a lottery drawing.

The program honors CWA's founding president, who served for more than 30 years. Joe Beirne took great pride in the roles he played in furthering educational opportunity and working for social justice.

For more information, and to fill out and submit the application form, visit:

<https://cwa-union.org/beirne>



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

Coldest Story Ever Told Part 2

I guess the Company decided to be heartless again right before Christmas. Exactly one year ago the Company pulled this same stunt, terminating one of our own brothers unjustly. Thankfully, the Union fought hard and was able to get him his job back with full backpay. Last week, the Company decided to keep up with their Christmas tradition and terminate another one of our brothers two days before Christmas. Heartless if you ask me. Picture living out of state with your family; you apply to GE, and they call you for an interview and you pass the interview with flying colors. Now, imagine moving your whole family to Massachusetts for your new job. You come to work, pass all their welding tests, and you get placed in Building 66 on your job. Training is going well, everyone in the area is getting to know you, and things are good. I'm getting upset just writing this, but I'll continue. A few weeks go by, and you get called up to Human Resources without any notice; they tell you that you're terminated from the Company. You ask, for what? They tell you they heard you had trouble reading and writing English. Let me get this straight; you make it through all the interview processes, pass all the tests required to work at GE, but that doesn't matter. What's next? They don't like the way we look? Fired. They don't like what we are wearing? Fired. Here's a little advice for GE from the LCM E-Board: next Christmas, when you keep up your tradition, at least give

the employee a stocking full of coal to keep their family warm. I have a better idea. How about giving out Christmas bonuses instead of termination letters next year?

LCM

It's been a few tough years with Covid, but our 201 Brothers and Sisters have worked throughout this pandemic, and I applaud you all for your hard work. It's scary at times working around so many people not knowing if you're bringing Covid home to your family. This is why I strongly believe the right thing for General Electric to do is pay 201 members hazard pay, an extra 10% for our hard work as essential employees. This is not asking for a lot; we just want to be recognized by the Company as hardworking essential employees.

A lot of people in LCM are waiting to be released from their jobs. We are working with the Company to try to get people moved quicker but it is not an easy task.

Building 66 Platinum Cell is still like a ghost town: not a lot going on there. There are rumors the Company wants to bring all the flaps to Lynn and create a whole new cell in Platinum just for flaps. This would be great for our members, so fingers crossed. Building 40 seems to be doing good with a fair amount of work. Building 32 slowed down a bit; hoping that's just because of the holidays. Building 64 and 74 seem to be doing okay, but the lack of people being released on upgrades, is hurting the business.

Moving Violation



MANAGEMENT DOING BARGAINING UNIT WORK

Name of Culprit _____

Date of Violation _____

Time of Violation _____

Description of Work Being Done _____

Classification _____

Witnesses _____

Return to Steward

On I.M.E.

Building _____

Area _____

Work Station _____

Reason _____

I.M.E. hrs. _____

Date _____

Fix the Plant

Fix Wages

Farm In

Fill out and return to your Steward



**Is Your SSO Password Current?
Please Log in and Check.**

**Also, if you have
GE Pension Questions:
800-432-3450**



Business Agent's Column

By JUSTIN RICHARDS
Business Agent

G.E Report

2022, A year of anticipation, preparation, organizing and solidarity! As the Presidents column outlined a year in review last month, in 2022 we need to be better, fiercer, stronger! Our actions last year netted positive results. We have some big fights ahead of us, we are going back to the table to negotiate MBW in June, the ongoing fight for farm-in and new work, and we have national negotiations in 2023. Let's focus in 2022 on, engagement, solidarity, support, activism, and ACTION!

The most recent example of the success of membership engagement came just a month ago. For decades the Braze Inspectors have fought for a rate adjustment. This time around, it was a success! Why? Because members in the room spoke up, were active and engaged. The success of those negotiations is because of you guys! When this agreement went to the membership it was voted on unanimously. Great job 201.

There are 20 open jobs externally, ranging from electricians, plumbers, R.C.'s and M 17 roles. Spread the word!

There have been numerous complaints about the outside Vendor CCC's lack of cleaning high touch areas, the Company responded to the Union, "CCC is cleaning high touch areas every 24 hours," The Union requested cleaning and disinfecting high touch areas, common areas, and bathrooms between shifts. The Company rejected additional cleaning claiming they have spoke to the Department of Health and cleaning every 24 hours is adequate. If you see that this is not being done, contact your Union Health and Safety reps.

I can't say this enough. DO NOT, DO NOT, DO NOT, let the Company circumvent our contract, local supplements, and understandings, or our overtime rules! Once this happens in one area its like a cancer and spreads through the plant, the Company, cell leaders, business leaders, HR, cannot just do what ever the hell they want! They cannot authorize somebody to be skipped on an overtime list, they can not touch our work! Do not let them get away with anything. We have numerous clear-cut violations of supplements, practices, and our contract and with new management showing up every other shift, we can't let any of this slide. You all are the Union, its everybody's responsibility to hold them accountable. See something say something right away.

Ametek Report

In last month's Newspaper there was a type-o in the increased dues amount, the correct amount is \$33.02, an increase of \$1.36 bi-weekly. As stated in last months newspaper, the dues calculation is based on the average hourly-wage, as the wages increase you will see slight increases in dues.

As of 1/12/2022 we are still waiting on the Company to print new contracts. I have reached out to the Company continuously and get the same response, I will check in and get back to you.

I was told by the Company reviews are to be done by the end of January, any discrepancies, or disparities you feel about your review contact your Union Hall.

Wage increases will be going into effect in April.

continued on page 5



President's Column

By ADAM KASZYNSKI
President

GE Proposes Split: What does it mean for us?

On November 9th General Electric CEO Larry Culp announced that GE will divide itself into three separate Companies over the course of the next three years. GE plans to spin off Healthcare in early 2023 (GE will hold 19.9%) and Renewable Energy and Power in early 2024, leaving GE Aviation and their money pit long term care schemes packaged as "GE". So what does it mean for us? Culp stated that "each can benefit from greater focus, tailored capital allocation, and strategic flexibility to drive long-term growth and value for customers, investors, and employees." That's corporate drivel for "none of your business".

However within minutes another press release came through that shed more light. An announcement from the predatory hedge fund Trian, run by billionaire Nelson Peltz, said it "enthusiastically supports this important step in the transformation of GE". One of Trian's founders Ed Gardner has had a seat on the GE board of directors since 2016 where he has been looking out for Trian's interest. Now THAT told us something – and it was not good, for workers, shareholders, or the future of General Electric. When a predatory hedge fund has a seat on a Company's board and says the Company is moving in the right direction, you know the Company is in trouble. As we said in this paper exactly one year ago they want to boost the stock price as high as they can, as fast as they can... and then get the hell out.

The split is how Culp and the Hedge funds want to do it. The hedge fund influenced board gave Culp his bonus even though shareholders voted it down, in return Culp has handed over the reins of the Company to hedge fund vultures who own around 5% of GE shares. The hedge funds are relying on the passive nature of the other players by saying their strategy will get them all a short term bump in stock price, and three bites at the GE apple. Our Union will not be passive, and neither will our growing list of allies and stakeholders. As CWA President Chris Shelton said in his Op-Ed in Fortune Magazine last month,

"Culp and Trian Partners may just be looking for the next big payday for themselves, and not looking out for the future of American manufacturing or GE's long-term interest They are certainly not looking out for their employees and the communities that depend on GE jobs: Culp and Trian will likely be long gone before the destructive effects of their proposed restructuring are fully felt."

This breakup is not yet a done deal. It's splashy corporate PR meant to convince workers, and financial markets, that this is in the bag, an attempt at setting in motion a self-fulfilling prophecy. The rogue GE board is hoping to have an uncontested split that allows the hedge funds to recoup their losses. They do not care about you or the Company's future. They care about the blip, then they will dip. Workers and the American taxpayers would be left once again to clean up the mess. Not without a fight.

The Company estimates it will cost \$2 BILLION dollars to execute the split. You know all the lawyers, marketing people will come up with new names, and other non-productive waste that goes into splitting up a conglomerate. Imagine what we could do in Lynn with \$2 billion dollars? A new brilliant factory at the Riverworks, a state of the art apprentice program, new product lines, thousands of more jobs, \$2 billion is a lot of money to waste. That's over \$1.7 million dollars for every 201 worker at GE. If worker's ran the

continued on page 8