

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn), Ametek Aerospace (Wilmington), Veolia Wastewater (Lynn), Avis-Budget Group (East Boston), Avis (Boston/Cambridge), and the Saugus Library (Saugus) and thousands of lifetime Retiree members across the country. [www.local201iuecwa.org](http://www.local201iuecwa.org)

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## GE River Works Members: Time for a FAIR Contract

By Adam Kaszynski

### GE Contract Campaign

It might seem like a paper survey couldn't do much, but it can be powerful. It is crucial to the negotiation process. It lets YOU decide what the union puts on the table. When added to the thousands of surveys tabulated from around the country it let's GE know that the Negotiating Committee understands the needs and demands of the membership that will ultimately vote the contract up or down.

The results of the Local 201 Bargaining Priorities survey are in. Following the completion of Internationals survey, the Policy Board followed up with a local one-page survey in order to:

1. Increase participation.
2. Hone-in on the broad range of important issues raised in the International's survey.
3. Incorporate the feedback we received in the comment section of your survey responses.

4. Recruit volunteers and canvassers for the 2019 GE contract campaign.
5. Have another chance to get comments.

The survey campaign was successful on all fronts. Union stewards organized effectively to increase participation in this survey, for this we all owe them respect and thanks.

23% of people that returned a survey offered to volunteer on the Union's campaigns. The Education Committee spent some of our last meeting calling down the long list of volunteers. Whether you signed up or not, don't wait for a phone call - ask your steward, or talk to me about carrying out the contract ground game.

One easy way to help is to get people out to the membership meeting March 26th. We have 4 regular membership meetings before contract. For those looking to do more:

### Contract Canvasser: Job Description

1. Talk to twenty or so co-workers about the contract as part of Local 201's Contract Action Network.
2. Help distribute fliers, stickers, and contract T-shirts.
3. Assist Stewards and Building Captains in the contract campaign.
4. Attend the monthly Membership Meetings March 26th, April 23th, May 21st, June 18th.

### Building Captain: Job Description

1. Be a Contract Canvasser and/or Steward.
2. Give Canvassers assignments of who to talk to, follow up with, and organize distribution of information and materials using your seniority list. Stay in touch with Canvassers, help with problems. Be the "glue" in your building for the duration of the campaign.
3. Mobilize Canvassers and members to attend monthly Membership Meetings.

*continued on page 12*



Members Attend March 6th Stewards Training Class

**Next Local 201 Membership Meeting March 26, 2019 - See page 4**




## Letter to the Editor

I'm sure many 201 members have heard of the E-team Machinist Training Program including the amount of success it has had throughout the years. Graduates of the program are now helping support an industry faced with a shortage of skilled workers throughout the region. E-Team's goal for the following graduating classes include becoming an accredited program through a certification named NIMMS. With that being said, Local 201 will be hosting a group of Massachusetts Legislators down the hall urging them to support E-Team's agenda going forward. This support is vital in order to expand the program within our community, which has a proven track record of success. With the support of the Massachusetts legislators, we could be able to provide the E-Team with significant amount of resources to ensure it continuous success for years to come. Other groups have attempted to duplicate the E-Team program, but have not been successful. They either charge too much, are unable to provide necessary hands on shop training, or lack the proper curriculum needed to be successful. E-Team has solved these problems with the limited resources it has. The time has come to make E-Team a household name, providing it the support it deserves. We look forward for membership support on this subject, especially from members who are graduates, such as I.

In Solidarity,  
Nefty Alvarez

# E-Team Applications Always available at the Union Hall. Next Class Starting in October 2019.



**DiVirgilio Financial Group**  
781-592-5220  
Fax: 781-598-5957  
PROVIDING CUTTING EDGE SERVICE IN FINANCIAL PLANNING & INSURANCE  
270 Broadway, Lynn, MA 01904      www.dfgedge.com

Brian Thomas  
President - Registered Principal  
brian@dfgedge.com

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# Service Directory


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

<p><b>Real Estate Needs.</b> Paul Kotkowski Century 21 North East. 35 years experience. Full time Realtor. Listing and Selling. GE Retiree. Call 978-828-1604</p>	<p><b>Yani's &amp; Jossie's Platter Creations</b> Catering Specialists For more information: Yani 781-244-5626 Yanitzathomas@icloud.com Jossie 781-346-3881 JQTSmiles@aol.com</p>	<p><b>Small Engine Service:</b> 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</p>
<p><b>Solar Powered House for Sale</b> Snowflake Arizona 27 Miles S. of Holbrook 2 story, 2 bedrooms, 2 bathrooms. 1500 sq ft. Custom wood + Masonry. Gas Heat. 300' deep well. 6 acres. Taxes \$600.00 per year \$169,000.00 Call 775-537-7870 View at <a href="http://adventurerealtyaz.com">adventurerealtyaz.com</a></p>	<p><b>Real Estate Ellsworth Maine</b> 3 Bdrm, 2.5 Bath, Laundry-Main Level, Full Attic, Full Basement 2-Story, 2-Car Barn. Low Taxes 2 Acres. \$279,000 207-667-0283</p>	<p><b>Linda Laughlin Certified MA Real Estate Agent</b> Thinking of buying, selling or investing in real estate? Please give me a call. Linda Laughlin, Atlantic Coast Homes, Salem, MA 978 828 4193 <a href="mailto:linda@atlanticoasthome.com">linda@atlanticoasthome.com</a></p>
<p><b>GJM - Removals, Cleanouts, Residential and Commercial Trash Collection, Recycling</b> gmamos@comcast.net Call George 781-910-0853</p>	<p><b>Looking to Buy or Sell your N.H. Vacation Home?</b> Don Cormier - Realtor (GE Retiree) Assets Realty Group, Wakefield N.H. Please call. Phone Office 603-522-9000 Cell 603-781-4952</p>	<p><b>NEED PART TIME HELP?</b> 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</p>
<p><b>Trailer Utility 4'X 8' \$100.00</b> Fire Wood \$100.00 Cord Ford Focus 2006 \$3200 Ford Focus 2012 558 miles BO Call 978 462 7877</p>	<p><b>Condo For Rent</b> 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</p>	<p><b>Fix A Brick - No job too small, really! Stairs, Foundations, Walkways, Chimneys, etc., etc.</b> Call 978-239-9801</p>
		<p><b>Handyman Wanted</b> Call Tina for Details 617-293-3032</p>



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TITLE \_\_\_\_\_

25 \_\_\_\_\_

WORD \_\_\_\_\_

LIMIT \_\_\_\_\_

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

Your Name ..... Amt. Enclosed .....

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

## 2019 GE Contract Tee Shirts



Front Pocket



Left Sleeve



Right Sleeve

Will be available soon

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, and Members is extended to the family and friends of Stephanie Murray and Anthony Totilo on the recent death of their father. Stephanie is the Health & Safety Rep in Bldg. 40 and Anthony is a Mechanical Inspector in Bldg. 74.

## You're Invited to Join Us

Wednesday, March 27th, 2019

At The Brickyard Bar and Grill  
163 Blossom St.  
Lynn Ma. (Ward 6)

5:00pm - 8:00pm

Light Buffet

★★★★ VOTE for LYNN

# FRED HOGAN

WARD 6

★★★ CITY COUNCILOR ★★★

FredHoganWard6Lynn.com

## 2019 Campaign Kick Off

# FUNDRAISER

Suggested Donation: \$25.00

Paid for by the Committee To Elect Fred Hogan  
26 Washburn Street Lynn Ma 01902  
James Ridley, Treasurer

WE ARE WARD 6  
Lynn

WE ARE WARD 6  
Lynn

Made by in house

Local 201 Membership has not yet moved to endorse any candidates this year. Any endorsements must be approved by membership meeting. This flyer is meant to serve only as an event announcement. Fred Hogan is a Local 201 member at Veolia Water.

## Can I Deduct My Union Dues?

No. Tax reform changed all that. For tax years 2018 through 2025, union dues – and all employee expenses – are no longer deductible, even if the employee can itemize deductions.

## Veolia Update

It's Negotiation time again, contract expiration is April 30th. As you read in the last edition of the 201 newspaper, wages and insurance are the top two demands from the results of the contract survey forms.

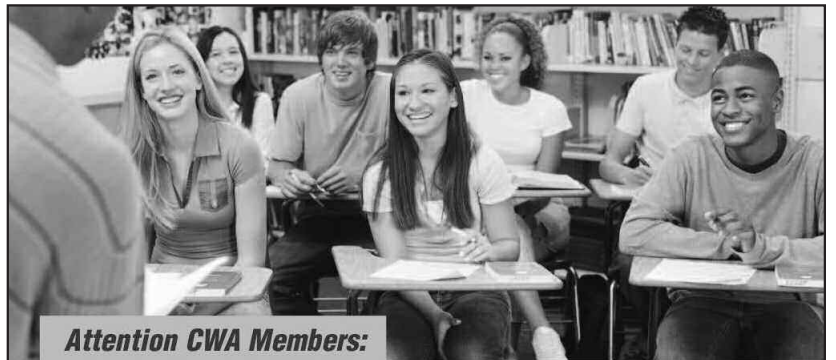
We are currently working on getting an initial date to meet with the Company to start Negotiations. As this edition goes to print we will have held a special membership meeting for Veolia bargaining unit, to prepare for negotiations.

## New Leaders



Shawna Bickford has been appointed Trustee

Welcome Kate DeSisto, Strike Committee and Education Committee, Dan Dinan, Election Committee and Education Committee, and Jessica Kernizan Steward Avis/Budget Downtown.



Attention CWA Members:

## APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$3,000 each for the 2019-2020 school year, and another \$3,000 for 2020-2021. (2nd year award based on satisfactory academic record.)

Fifteen 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 April 30, 2019 at 11:59 p.m. EDT.**

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:

<http://cwa-union.org/pages/beirne/>

# GE Employees Good Neighborhood Fund Secretary Position

Time Required: 8 hours/week paid (remaining 32 hrs. on current job)

Duties include:

- Scheduling monthly meetings and preparing agenda
- Overseeing and responding to requests for donations
- Researching/screening applicants for required information (i.e. charitable organization)
- Setting up site visits (if required)
- Preparing monthly meeting notes

Application requirements:

- Be an existing member of the GEEGNF
- Obtain a minimum of 50 signatures from current GEEGNF members
- Submit completed application/ballot to Union Relations (2-74A) by Monday, March 21st
- Passionate about the community, nonprofits and GE employees' philanthropic outreach

*If interested in applying for this role, please contact Walter Guptill via email at [walterw.guptill@ge.com](mailto:walterw.guptill@ge.com) or ext. 5820, for further information.*

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Retirees Association is extended to the family and friends of retiree Frank Carbone upon his recent death. Frank was a Mechanical Inspector at the GE prior to his retirement in 1999 after 33 years' service.



### Letter to the Editor

Fellow members,

A moment of your time to talk about the Market Based Wage system. Is it working? Do you like it? Is it fair? Ask your coworkers, let's cause a buzz on this topic. An honest day's work for an honest day's pay...eventually, right? It took me a while to get a grasp on the system, and I wish someone told me what I'm about to tell you when I was hired a little over two years ago. It seems I'm not the only one that was misled during my hiring process. We didn't all just coincidentally make up "a dollar a year for ten years until you hit full rate." We are all realizing that this was far from the truth, and it only gets worse. I was lucky enough to start working here as an M17 and received an upgrade to M19 within my first year. Yes, it's an M-rate, not R. For those following along with a list of progression schedules by their side, your first 12 months is a step 0. The deal is, we upgrade to the step equal to or greater than YOUR HOURLY RATE. I went from \$22.50 to \$23.50, remaining a step 0. A dollar more overall and still the same 10 years until I'm full rate is a great move. Now let's talk about what happens when you upgrade later in your career, a situation I recently encountered. I'm currently a step 2 and had the opportunity to upgrade to a M22. Sounds awesome, doesn't it? Three rates higher, and one rate away from the coveted M/R23. Step 2 at M19 is \$25.54, and let's go to the M22 schedule equal to or greater to that...\$27.00, which is \$1.46 more an hour but it's step 0? Yes, my

progression timeline would go from step 2 back to step 0, and I would continue that path for 10 years. I would have 12 years of service before I hit my full rate, something that many of us were told would take 10 years. A common misunderstanding is that you'll move equal steps, which is not the case. Going from M19 step 2 to M22 step 2 would equate to a \$3.44 raise at \$28.98, but not today, boys and girls. \$3.44/hr increase sure does justify all those additional machinery and skills I would have to utilize on a daily basis better than \$1.46 with 2 additional years on my progression. How about if I had reached step 7 at M19 before accepting a M22 job? That would put me back at step 4, with a whopping \$0.34 raise and 13 years to progress total. Is 3 more years of your life worth 34 cents per hour? We need to band together as a Union and demand our rightful and respectful pay rates. We aren't building bicycles here. We are skilled workers producing quality aerospace equipment and need to be compensated as such. Talk to your coworkers, ask questions, and if nobody knows the answer, keep asking around until you do. One last example- you're hired as a M17 and a year and a half later upgrade to a M19, you'll go from step 1 to a step 0. The monetary value of that 1 additional year is \$0.04.

Your friend,  
Justin Ciampa

### OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)  
**COMBINED SHOP  
 STEWARDS &  
 MEMBERSHIP  
 MEETING**

**TUESDAY, MARCH 26, 2019**

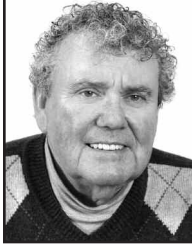
112 EXCHANGE STREET  
LYNN, MA 01901

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

**AGENDA:**

- I. **FEATURED PRESENTATIONS:**
  - 1. REPORT BACK FROM GE CONFERENCE BOARD
  - 2. 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



# 201 Retiree's Column

By KEVIN D. MAHAR  
President Local 201 Retirees Council

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. I know from my experience that here in MA this is a big scam. I have knowledge that hundreds if not thousands of MA residents have many thousands of dollars in their RRA accounts not being used. A major reason for this is

because Via and before them "the Hell of the One Exchange" have made this system so complex and onerous that many have given up. I intend to bring what you send me to the GE annual shareowners meeting and talk to the company about it. I also plan to bring up the issue to the company at the retirees meeting in Schenectady N.Y. I believe this is a major scandal across the country.

3. The Local 201 Policy Board voted to have Alex Brown help me with this work. More on this in my next column.

Also, I would like you to know that on April 23rd there will be a picket line demonstration in Schenectady N.Y. It was Helen Quirini that started this picket line for both retirees and workers who come out of the plant to join in. Details will be worked out so more on this in my next months column. If you think you may want to go let me know. 781-367-7822.

## IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Tuesday, April 9, 2019 at 2 PM

**Note: Meetings are the 2nd Tuesday of the month unless notified otherwise.**

St. Michaels Hall,  
Elmwood Ave., Lynn, MA

### Agenda:

- I. Financial Report
- II. Report on Post 65 Health Insurance Lawsuits
- III. Any New Business

Kevin D. Mahar, President  
Edward Walczak, Financial Secretary

### IN MEMORIAM

The Members of IUE-CWA Local 201 extend their condolences to the family, friends, and co-workers of Steven Herring who was killed in an industrial accident at GE Appliance Park (Haier) in Louisville, KY on February 17, 2019. Mr. Herring was 55 years old and worked at GE Appliances for 24 years.

**GE to Hold 2019 Shareowners Meeting in Tarrytown, New York Wednesday, May 8, 2019 The Westchester Marriot**

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, and Members is extended to the family and friends of Richard Khoun, Building 40 Sheetmetal, on the death of his grandmother.



## Advice from the Ophthalmologist

### Do You Have Diabetes?

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

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

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

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



## Your 401(k) may need a scenery change, too

Changing jobs or retiring? We can help you explore options for putting your retirement planning picture into focus.

**Call when you're ready to talk.**

**Brandon Mahler**  
Financial Advisor  
130 Turner St Bldg 3  
Waltham, MA 02453  
Direct: (781) 472-7824  
Brandon.Mahler@wellsfargoadvisors.com  
<https://home.wellsfargoadvisors.com/Brandon.Mahler>

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# 2019 North Shore Labor Councils Legislative Breakfast

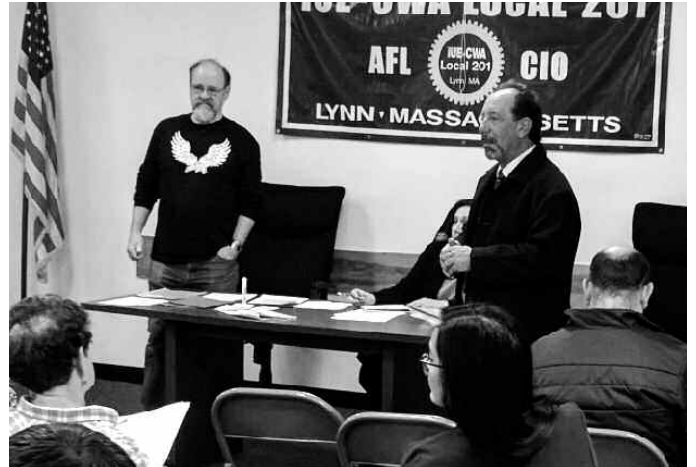
The North Shore Labor Council held its biggest Legislative (Breakfast) Event to date. Over 75 people attended, including 11 legislators. For the first time in over a decade, the Legislative gathering was held in the evening, allowing more union members to attend and meet with their legislators.

Elected officials were called upon to make specific commitments. One, to support an Op-Ed in favor of Wage Theft legislation and two, to support a letter to Speaker of the House DeLeo and President of the Senate Spilka requesting that they bring an Education Funding bill to a vote by July 1st. Legislators were asked to respond either "Yes", "No", or "I will follow up within the next 2 weeks to schedule a meeting to discuss more". The legislators were

hesitant to make a public commitment, and many would have preferred to simply agree to work with us. In the end, they responded as we requested.

Ultimately, asking for a public commitment to something that was specific, measurable, and time-sensitive led to a richer conversation about the challenges facing them within the State House.

Nefty Alvarez, Treasurer of Local 201, advocated for increased funding for the E-Team Machinist Training program. Beth Kontos head of the MA Teachers Association was one of several that spoke in favor of the Education Funding bill.



State Representative Peter Capano speaks at the North Shore Labor Council February Delegate meeting.



Legislators.....and.....Speakers

## 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  
598-2760 or 781-584-7641 ext. 124

## Substance Use Disorder (Addiction) Support Group at GE Lynn

In coordination with the Employee Assistance Program (EAP) this group is to  
- Support our colleagues who are impacted  
- Continue to raise awareness and reduce the stigma associated with substance use disorder

45 min sessions will be held on outside of shifts on **Wednesdays** starting **December 6th** at:  
7:15 am (3rd shift hourly & all salaried)  
2:15 pm (2nd shift hourly & all salaried)  
3:15 pm (1st shift hourly & all salaried)  
In the Building 32-Classroom 2 (Training Center)

If you have questions, please contact:  
Bob Cummings (EAP) 617-275-1527  
Jeff Zeizel (EAP) 617-733-2842  
Greg Kelly 781-838-1168 greg.kelly@ge.com  
Jacqui Jones x4256 jacqueline.a.jones@ge.com



- \* 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.  
jimmarrigan@jamescarriganlaw.com

# Just Cause for All?

Thank you to Bob Schwartz and Labor Notes for allowing us to Republish this Article". "While these are rights all of our members have, this article is of particular relevance to members working at Avis/Budget Group. Know your rights. Email justcauseforall@gmail.com for more information.

The principle of "just cause" is the keystone of the collective bargaining agreement. By imposing rigorous qualifications for discipline, the just-cause standard protects everyone in the union.

If an employer could fire workers for trivial or manufactured reasons, it could easily rid itself of militant officers, stewards, and rank and filers.

A typical just-cause provision reads, "No employee will be disciplined or discharged except for just cause." Some agreements use "good cause," "proper cause," "reasonable cause," or simply "cause." Labor arbitrators usually say such terms are equivalent to just cause.

Newly minted supervisors sometimes assume that just cause is an easy criterion to satisfy. On its face, it only appears to require a legitimate reason for taking action. Years of advocacy, however, have helped to mold the standard into a formidable bulwark.

Among its accepted requirements: employers must publicize rules, enforce them consistently, follow due process, treat employees alike, act on substantial and credible evidence, apply graduated penalties, and consider mitigating and extenuating circumstances.

Just-cause protection marks a sharp dividing line between union and nonunion or "at-will" workers. With few exceptions, employers may not dismiss union workers unless they engage in egregious or repeated misconduct.

On the other hand, employers can fire at-will employees for "good cause, for no cause, or even for cause morally wrong." An at-will employee can be discharged for a single mistake, an argument with a supervisor, an unintentional violation, off-duty conduct, or even for reasons that are patently false.

Since the 1960s many unions have relied on a checklist developed by arbitrator Carroll Daugherty known as "the seven tests of just cause." Unfortunately, the Daugherty tests do not accurately reflect the way arbitrators currently decide cases. It was time to rethink the seven tests.

That's why I undertook a review of more than 15,000 awards by labor arbitrators. The results are laid out in my book *Just Cause: A Union Guide to Winning Discipline Cases*, now available in a newly updated second edition. I found wide agreement among arbitrators on the following basic principles:

## 1. Prior notice

An employee may not be punished for violating a rule or standard whose nature and penalties have not been made known.

Punishing an employee for failing to follow a rule or policy that the employee does not know about is clearly unfair. Employers must publicize

standards in handbooks, on bulletin boards, through the Internet, or by announcement. They must also identify potential penalties, especially if there is a possibility of suspension or discharge.

## 2. Recent enforcement

Punishment may not be imposed for violating a rule or standard that the employer has not enforced for a prolonged period.

When management fails to take action against an infraction for several months or longer, employees are encouraged to believe that the policy or rule is no longer in effect. In such circumstances, imposing discipline is equivalent to applying a rule of which the employee is unaware.

## 3. Due process

An employer must conduct an interview or hold a hearing before making a decision to issue discipline, must take action promptly, and must list charges precisely. Once assessed, discipline may not be increased.

Due process, a legal term for procedural fairness, is implicit in the just-cause standard. A paramount obligation is to allow a worker a chance to tell his or her side of the story before the employer makes a decision to impose discipline.

## 4. Substantial evidence

Charges must be proven by substantial and credible evidence.

Disciplinary action must be based on reliable evidence, not on rumor or speculation. Hearsay (an accusation by a person who does not appear at a hearing) does not support a severe penalty.

## 5. Equal treatment

Unless justified by a valid distinction, an employer may not assess a much stronger punishment against one employee than it has assessed against another employee known to have committed the same offense.

Favoritism and discrimination are incompatible with just cause. Employers must treat all employees who commit the same or similar offenses essentially alike.

## 6. Progressive discipline

When responding to misconduct that is short of egregious, an employer must issue at least one level of discipline that allows the employee an opportunity to improve.

It is widely accepted that the purpose of workplace penalties should be to correct misconduct, not to punish or humiliate. When a possibility exists that an employee can improve, the employer should apply the lowest punishment that is likely to achieve the desired result.

## 7. Mitigating, extenuating, and aggravating circumstances

Discipline must be proportional to the gravity of the offense, taking account of any mitigating, extenuating, or aggravating circumstances.

In addition to the seriousness of an infraction, an employer must consider any other circumstances that reduce or increase the likelihood that the grievant will repeat the offense.

## Q&A: Due Process Gag order

**Q.** Whenever our HR manager conducts a disciplinary interview, she tells the employee and the union representative not to discuss the matter with others. Lawful?

**A.** No. Employees covered by the National Labor Relations Act and parallel state laws have a legal right to discuss disciplinary matters with co-workers and the union. A gag order is permitted only if the employer has a reasonable fear that the employee or the union will intimidate witnesses, destroy evidence, fabricate testimony, or create a cover-up. Where these concerns do not exist or are not justified, a gag order is an unfair labor practice.

## Rush to judgment

**Q.** A supervisor ordered a worker to take a drug test because of his unsteady appearance. When the results came back positive, the general manager called him at home and announced his discharge. Did the manager have an obligation to delay making the decision until the employee was able to come in for an interview?

**A.** Yes. A face-to-face opportunity to explain must always be allowed.

## Done deal

**Q.** A worker was suspended for a day for causing an accident. At the second step, Labor Relations said that due to his record and the cost of the infraction, the suspension should have been five days. Can the company raise the penalty?

**A.** No. Increasing a penalty during the grievance procedure is double jeopardy.

## One violation, two punishments

**Q.** A worker left her post to get something from her car. The company suspended her for one day for violating Rule 6 (leaving work area without permission) and three days for violating Rule 13 (leaving plant without permission). Is this proper?

**A.** No. Construing the same conduct as two infractions, and issuing a penalty for each, is a form of double jeopardy.

## Contractual procedures

**Q.** Our contract says the employer must give written notice to the union within two days whenever it discharges an employee. If the employer fails to meet the requirement, can we assert that the discharge lacks just cause?

**A.** Yes. According to many arbitrators, the employer must completely follow a contract's disciplinary procedure, or forfeit the right to take action—even if the employee is clearly guilty.



# Health & Safety Notes

By CARMEN DEANGELIS  
Local 201 Health & Safety Director

## Tips for Eyewashes & Showers

We have a lot of movement going on here in Lynn, machines and work stations are being added and/or moved. With these changes taking place it is important that we consider the potential risks that can come along with these modifications to our workplace in order to protect our members, especially when it comes to chemical exposure.

The first 10 to 15 seconds after exposure to a hazardous substance, especially a corrosive substance, is critical. While we have safety glasses, fectoggles, faceshields, gloves and aprons on site to protect members, emergency showers and eyewashes are a necessary backup in the event

of an exposure to minimize the effects of the chemical. Safety data sheets are used to evaluate high risk areas, potential risks and emergency needs to identify the best areas for showers and eyewashes. If you feel that there is a location in your building that is missing an emergency shower or eyewash, please let your Local 201 Safety Rep or EHS Leader know.

Emergency showers are designed to flush the users head and body after a splash or chemical exposure that covers them. They should not be used to flush the user's eyes. The high rate or pressure of water flow could damage eyes. Eyewash stations are designed to flush the eye and face area only.

Showers and eyewashes should be on an unobstructed path; be easily visible; on the same floor as the hazard; and near an emergency exit so emergency response personnel can easily reach the member to assist. ANSI recommends that a person be able to reach showers or eyewashes in no more than 10 seconds. A member may not have use of their vision, the standard notes a person can walk about 55 feet in 10 seconds – but this does not account for the person's physical and emotional state in an emergency. If you notice that an eyewash or shower is blocked, please let your Safety Rep or EHS Leader know to get the area cleared immediately.

The ANSI standard defines "flushing fluid" as any potable (drinking) water, preserved water, preserved buffered saline solution, or other medically acceptable solutions. The stan-

dard does not specify how long the affected body part should be flushed or rinsed. It does require equipment to be capable of providing a minimum of 15 minutes of flushing liquid. A minimum of 20 minutes of flushing time is recommended if the contaminant is not known. Flushing times can be modified for known chemicals, for example, 5 minutes for non-irritants or mild irritant or 15-20 minutes for moderate to severe irritants and chemicals that cause acute toxicity if absorbed through the skin, etc. This should be determined by a qualified person such as a medical professional or EHS. It is always better to flush for a longer period of time than not enough.

Water temperature should be "tepid" – between 60-100 F. Temperatures higher than that are harmful to eyes and can enhance chemical reactions with skin and eyes. Long flushing times with cold water

can cause hypothermia and may result in not rinsing or showering for the full recommended time. Emergency showers and eyewashes are checked annually to measure temperature, flow rate, and other general functions of the eyewash or shower. If there is an issue, it gets put into Maximo as a work order so it can be addressed. Eyewashes and showers on site should be flushed and checked weekly, indicated by the tag on the eyewash. If you have any issues or concerns with your eyewash or shower station, please notify your Safety Representative or EHS Leader.

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Retirees Association is extended to the family and friends of retiree Charles Frampton upon his recent death. Prior to his retirement from GE in 1995, Charles served as steward in Building 29 and others.

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# VP's Column

By TOM O'SHEA  
*Vice-President/  
 Recording Secretary*

### Contract 2019

This is my official 2019 GE Contract kick off article. I have been around for many contracts, been involved with a few and I have learned and seen a lot. Here is the basic breakdown. We are IUE CWA Local 201. That means we are part of IUE-CWA our parent union. We are also part of the CBC - the Coordinated Bargaining Committee. This is the organization that negotiates with GE. The unions represented in the CBC are IUE CWA, UAW, USW, IFPTE, IAM and IBEW. Members from these unions make up the CBC National Negotiating Team. From Local 201 the BA, Bill Maher is on the negotiating team.

The negotiating team has met several times already. They are meeting in Lynn this week Schenectady in April and Strother, Arkansas City KS in May. In June they will go to Cincinnati OH and negotiate with GE for three weeks. Our national agreement expires on June 23<sup>rd</sup> at midnight.

Things to remember: There will be a lot of information swirling about the shop in the next 4 months. Some true, some not so true. There are many things you can do as an individual to help the process. Listen to everything. Read the 201 newspaper every month. Also read any fliers the local puts out. Attend the monthly membership meetings. Then ask questions: to your steward, E Board member and even your co-workers. They are the ones you see every day and have the most interactions with. Again, don't believe everything you hear or read. Wear your union tee shirts every Thursday. Talk to people outside of work. Get their opinions too. When the process nears its end, the negotiating team will go back to their respective locals with a recommendation on the contract. In Lynn the Stewards Council will meet to discuss the proposal. Then the stewards will inform their members. (Of course, information will be out there before the stew-

ard's council happens). Then we will vote as individuals on the contract.

That is basically the process. It is what we have. You may not agree or like it, but that is the process.

Any outcome is possible. Yes, even a "No" vote is possible, which **could** lead to a strike. Be prepared for any outcome. Save some money. Don't extend yourself on credit until after July 1, 2019.

### Ed Committee

The Ed Comm met for the first time this year on March 1<sup>st</sup>. The committee has been active over the past decade identifying and meeting the educational needs of the local. At Fridays meeting they prepared for the March 6<sup>th</sup> stewards' class and discussed the possibility of having another class in April. (The April class will be a traditional 2hr class taught by retiree J. Francis). Members of the committee also reached out to contract captains and volunteers to continue our mobilization for the 2019 contract campaign.

The March 6<sup>th</sup> class was a huge success too. Thank you to the Labor Guild for teaching the class and to all the volunteers that made it happen.

Over the years the Ed commit-

tee has organized classes that covered: grievance writing, OT Payments, History of the 1969 strike and many more issues.

We will be doing more classes this year. Keep your eyes on the 201 newspaper for dates and times. If you have an idea for a class let us know.

**Wabtec** (Westinghouse Air Brake Technologies Corporation) recently "merged" with the GE Transportation division. The first order of business by Wabtec was to attempt to break the UE unions in Erie PA, locals 506 and 618

For years GE made locomotive engines in Erie PA. Through many turbulent years of layoffs and re-hiring and moving work the Erie plant and the UE survived. This latest event is truly showing their resolve. The moment the merger was signed, and the ink still wet Wabtec was looking for concessions. Two tier wages, forced OT, total disregard for their current contract. The union and the company negotiated. Negotiations broke down. The UE answered quickly and voted to go on strike. After a little over a week on strike both sides agreed to a three-month contract that puts the workers back to work until June. Stay tuned.



**It Starts With Me**  
 SAFETY



### GE Aviation Lynn 2019 Shoemobile Schedule

March 19th	8:00 AM-4:00 PM	South of 40
April 16th	6:00 AM-4:00 PM	South of 40
April 23rd	6:00 AM-4:00 PM	South of 40
April 25th	6:00 AM-4:00 PM	North of 42
April 30th	6:00 AM-4:00 PM	South of 40
May 7th	6:00 AM-4:00 PM	South of 40
May 9th	6:00 AM-4:00 PM	South of 40
June 13th	6:00 AM-4:00 PM	South of 40
June 27th	6:00 AM-4:00 PM	South of 40
August 15th	6:00 AM-4:00 PM	South of 40
September 12th	6:00 AM-4:00 PM	South of 40
October 17th	6:00 AM-4:00 PM	South of 40
November 14th	6:00 AM-4:00 PM	South of 40

Please notify your EHS Leader to get approval to purchase at one of the participating offsite vendor stores. You can also purchase shoes online at Lehigh safety shoes. Please inquire with your area EHS Leader or Suzie Dozier at extension x7705

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# LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE  
*LAT&O/Logistics Executive Board*

### As the Rotor Turns

I'm not one to complain, but the union finally got to review the AAEM class assessment test. My "personal opinion" is that the test had some very questionable questions and answers and was not fair to someone with no blueprint reading or shop math experience. Nor was a study guide provided to know what to study. Going forward the union will review any testing our members are required to take for a class and make sure it is fair for all our members.

### LATO

With the contract coming up I hear talk of people thinking about retirement. Anyone that's eligible to retire and wants to get an estimate on their numbers can contact the union hall (B. Holm or T. O'Shea) or make an appointment with Patty Westervelt in 74A. It's a big decision for someone to make but its never a bad idea to know where you stand.

I'm looking for a second shift steward in Test. If anyone is interested please contact me or see a steward, hope someone steps up.

Please remember to **always punch out** when you leave the property. The yellow line that runs along Western Ave and The

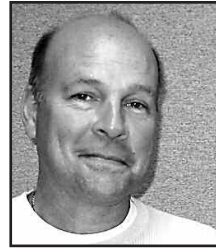
Bennet St gate is the property line. Anything behind that is still on the property. Remember that the turnstiles **do not punch you out**. If you are running over to the **credit union or off the property** to get lunch, **you still must punch out**.

### Logistics

It's quarter point, everyone should be busy in logistics. There's a lot of movement going on with people moving shift to shift and new hires coming in. I hope everyone is training and getting to know the new faces. Just an announcement; the March membership meeting has been moved to the 26th. I encourage everyone to come down for an update on the March Conference Board meeting from the B.A. Also, free pizza and a free gift from the union to anyone that attends (do not ask I'm not going to tell).

The union is also looking for a Representative to the Good Neighborhood Fund. This is an 8hr paid position. Anyone that is interested see the ad in this issue of the paper for details.

Hope to see you around the shop.  
Bobby



# LPS/M&E Report

By FRED RUSSELL  
*Executive Board Member*

### Dear Brothers and Sisters

First of all, the National Negotiating committee will be touring the plant on Thursday. If you see them say "Hello" and ask questions.

There are a lot of Crafts people retiring before and after the contract. If you would like a Craft job, put your upgrades in. We are having trouble filling Repair Control. If you have a MA license and would like to be an RC there are a number of open job's now. That's all I have to say about that.

See you around the yard.

## Stewards Training Class Wednesday April 10th 2pm-4pm "Old School to New School"

### Shop Floor Strategy for River Works Stewards

Led by: Retired Board member Jeff Francis

Hosted by: The Education Committee

Location: Union Hall

Talk to your E Board Member if you are interested, or email [toshea@local201iuecwa.org](mailto:toshea@local201iuecwa.org) for more information.

## EAP OPENING

Local 201 Is Seeking To Hire a Member to Work Towards Filling an Opening as the New EAP Representative. Members interested should come to the union hall to apply. Resume and relevant work experience required.



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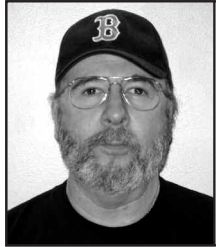
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# “Down By The River”

By BILL HOLM  
LCM Executive Board

## Fix the Plant, Fix Wages, Farm in!

**Work situation** - Looking back because it's what we do as a Union, so we don't doom ourselves to repeat bad history, here's what's gone on. Going back ten years or so a plant manager that got rid of around six hundred people (skilled workers) while the plant ran down, got a street or a way, whatever it's called named after her. It runs from Fairchild St. to the Bennett St. Gate. Next up another plant manager ends the piecework system in Plant IV, where highly skilled workers churned out high production runs at a great pace which generated excellent wages for the group and enormous profits for the company. What no street named for him? Onward and downward. The next plant manager like the two before him continues to let the plant run down, also has his own philosophy of were

not getting any new equipment until this list of twenty machines are all installed and running. On top of that the site leader from LCM disappears along with some of his entourage with no explanation of what happened from the company. August 2016, the company then opens MBW negotiations with the mantra of being more competitive to hire, farm in and new product introduction. The head count plant wide is around the same since then and shop cost, delinquency and scrap have all soared while quality has suffered.

Currently there are some positives, Orders are up, the ITEP work was awarded to GE, there is some new equipment being installed and the company was notified on re-opening MBW negotiations. On the other hand, MBW and a ten-year progression is hurting the business. The numbers

speaking volumes. The plant needs at least another 200 workers to handle the farm - in of the current base labor workload. Average delinquency doubled from 6-12 weeks in LCM in the last year. Five years ago, the company was always complaining about the shop rate. Back then across LCM Plants 1, 2, and 3 it was at \$219 hr. and Plant 4 (piecework) was \$248 hr. Today's shop rate is at \$290, they didn't know how good they had it. Another number the company looks at is IME (Indirect Manufacturing Expense). The average working hours per yr. based on a 40-hour week factoring in vacation, sick time and holidays comes out to 1500. hrs. per employee. As of now LCM wide it's around 1280 on average. That means that each direct head in LCM is averaging over 200 hrs. of IME a year.

200 hrs. x 529(LCM direct headcount) = 105,800 hrs. of

lost base labor. That number is on the company, it's theirs, they own it. These are the issues that drive it. People not being released on upgrades due to lack of hiring (due to MBW). Single point failures of machines down that cause farm-out, not running on all three shifts, some areas have more machines than workers. Workers not knowing all the jobs in the area due to lack of training. There are not enough planners for technical planning, programming and quality issues. Worst of all people on IME while work from their area is farmed out which the company can't even track properly because they took all the IME codes off of the common shop floor. They were warned nothing would piss off the workers more than seeing their work farmed out while they're on IME.

**Fix the Plant, Fix wages, Farm in!**

✂ CUT AND SAVE ✂

## GEEAA EVENTS...

- \* **MARCH** - GEEAA GOLF LEAGUE INFO.  
CONTACT; **Tim Eggar**, (timothy.eggar@gmail.com)  
# 617-201-1165
- **APRIL**, - **SOFTBALL**; coaches, opening for 2 teams,  
• or anyone interested in playing, Call for team fees and  
Info; **Mike Almquist @ ext. 781-594-3994**
- \* **April, 10th** ... **GEEAA Field opens**, pickleball  
basketball, tennis, Horseshoes, ¼ track and Softball,
- \* **APRIL 30<sup>TH</sup>**, **Annual Membership Meeting**  
(members are welcome to attend)  
Time: 11:30am until...12:30, Place: Visitors Center
- **APRIL 18th Horseshoe's contact**; **Mark Phillips**, 978-210-1294  
@ GEEAA FIELD, every Wednesday 3:15 to until  
just show up, Everyone's welcome
- TENNIS, Contact; Pat Joyce, #781-594-3131**
- Pickleball, Contact; Tom Bishop #781-983-1180**
- Field Rental & Road Race info; kip williamson #781-594-4014**

## GEEAA Golf Tour

- \* **June 3rd** .... **PORSTMOUTH C.C., N.H.**  
Blind draw championship (qt. points)  
1<sup>st</sup> 30 foursomes paid by May 20<sup>th</sup>,  
\$100 PP, Members \$125 non-members
  - \* **June 21st**, ... **Golf Challenge, Maine Bus trip**,  
GOLF SCRAMBLE, \$100pp / Limited.  
(Bus. golf, cart, dinner & prizes )
  - \* **August 8th** ... **Managers' Cup, 27 holes**  
undefinedundefined at Pease Golf Course, NH.  
2/man team, Ryder Cup Format  
\$100 PP Members, \$125PP non-members.
  - \* **September, TBD**, **GEEAA Golf League Outing**
- Call for Info: GEEAA, Tom Bishop, GEEAA, 781-983-1180,**  
**tom.bishopgeea@gmail.com, PO BOX 148, WEST LYNN, MA. 01905**



## Business Agent's Column

By BILL MAHER  
Business Agent



## President's Column

By ADAM KASZYNSKI  
President

### Coordinated Bargaining Committee (CBC) Comes to Lynn

Thirty-two (32) brothers and sisters from the CBC are currently at the IUE-CWA Local 201 Union Hall working collaboratively on drafting 2019 contract proposals. They arrived in Lynn on Monday (3/11) and are here until Thursday (3/14). This is the fourth leg of the CBC tour (Salem, VA, Madisonville, KY, and Evendale, Ohio) and there are three (3) more site visits to go before 2019 Contract Negotiations kick-off June 3<sup>rd</sup> in Cincinnati, Ohio. The CBC visit will culminate in a **GE-Lynn Aviation Plant Tour on Thursday, March 14<sup>th</sup>. The tour is scheduled for 12:30-3:30PM. The initial plan is to tour Building 42 (LAT&O), 63 (LOGISTICS), 74 (LCM) and 64 (Machinist – Special Programs).** IUE-CWA President Carl Kennebrew will accompany the tour through the shop floors. The Executive Policy Board will be meeting with the group on Tuesday at the Union Hall. I am encouraging everyone to wear their IUE-CWA Local 201 t-shirts on Thursday, March 14<sup>th</sup>. The remaining legs of the CBC site visits, preparation and negotiations are:

April 2-3: Evendale, OH (meeting w/Company)  
April 16-17: CBC meeting in Dayton, OH  
April 23-24: Schenectady, NY CBC meeting/tour  
May 17-18: Arkansas City, KS (Strother) CBC meeting/tour  
June 3: Cincinnati, OH -Collective Bargaining begins  
June 23: Current Contract expires at midnight

### Erie (UE Local 506 & 618) Reach 90-Day Deal with Wabtec

UE Workers at the former GE Transportation – Lawrence Park plant returned to work on March 11 upon reaching a 90 day agreement with Wabtec. The 90 day agreement will allow the parties to continue negotiations to reach a long-term collective bargaining agreement with the assistance of federal mediators. The UE workers in Erie have been on strike since February 26, the day after the merger between Wabtec and GE Transportation closed. The Membership of IUE-CWA Local 201 supports UE 506 and 618 in their fight for equity and a long-term CBA.

Local 201,

I want to thank the IUE-CWA Local201 for your gift to the Lynn Museum/LynnArts Annual Fund received January 23, 2019. Your gift to the Annual Fund shows you understand that it does make a difference to the community, thank you for your generosity and trust in our mission.

Thank you for supporting and recognizing the value that the Lynn Museum/LynnArts adds to our community, and for being a partner in this work.

Sincerely,  
Drew Russo

*continued from page 1*

### Where We Stand

Two of our top issues were increasing wages and regaining affordable healthcare. There was also overwhelming support for the Local's plan to head back to the bargaining table on Market Based Wages – which we have since acted on.

The survey data told a distinct story, with a strong message. **We're sick of concessions and Company attempts to divide us.** 201 cannot endure another onslaught of take-aways, like that loser we locally voted down, but passed nationally in recession-era 2011. The absence of raises and rising medical costs we got in 2015 are not going to cut it this time around. We're sick of shouldering the costs of GE's mistakes, and getting the cold shoulder when they are raking in profit. We are going to stand behind our Business Agent and CBC until they can bring home a fair contract.

Contract slogans will be hitting the floor in waves. So, look out for buttons and stickers. The first wave is around the corner, "Raise the Wage!"

Contract Mobilization 2019 is off to a good start, but it is time to turn up the heat. We deserve a fair share, and that starts with a fair contract. Let's keep up the momentum and start making some noise.

### Stewards Talk Shop

On March 6th the Education Committee held a day long Stewards class for over 40 people. Stewards received copies of The Union Steward's Complete Guide by David Prosten and a book of agreements and resources custom tailored to each bargaining unit. The class was followed by a brief swearing-in ceremony and a GE Contract Campaign discussion. The next Stewards class is on April 10th from 2pm-4pm, "New School to Old School" taught by former Board member Jeff Francis (retired) on building unity on the shop floor.

### YOU are the Union

It has been powerful to see more people getting involved in their Union. From the Riverworks to Avis Budget, where Jessica Kernizan has "put on the badge" and become a steward at the Downtown locations. The bargaining unit at Veolia Water is kicking off their contract year with a special contract meeting March 8th and our negotiating committee has begun meeting. Our Union Committees are near fully staffed. Just a couple spots left on the Legislative, Activities, and Women's Committees. Monthly Membership Meeting attendance has increased and is democratically steering this Local into the future. The future is unwritten, but what it looks like depends on all of us.

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