

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

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EDITOR
Bill Maher

MANAGING-EDITOR
Tom O'Shea

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Proposed Change to IUE CWA Local 201 Constitution

By Tom O'Shea, VP

For the past year we have been working on an update of our IUE CWA Local 201 Constitution. This update was mainly aimed at typo's and out of date language. The last update was done in June of 2015. The main reason we are doing this update is to prepare for the 2020 IUE CWA Local 201 officer election. In October of this year the membership will vote on all offices: from steward to president.

One of our goals for 2020 is to hold an election we can all be proud of. We want to cross all the T's and dot all the I's. We want our members to feel it was done right. No doubt in anyone's mind. With that said the only way to do that is to prepare. While going through our constitution we came upon Article IX Section B. *Number Elected* and it read any jurisdiction that had less than 251 constituents did not qualify as justifying a part time board member. Under 251 would be considered a Chief Steward. Past practice at Local 201 has considered the offices of President, VP/Recording Secretary, Business Agent and any full time Executive Board Member full time union employees. Meaning they get paid by the union 4 days a week and the company one day per week Step II. The BA and President also get a weekly twenty five dollar stipend. Part time Executive Board Mem-

bers have been paid 2 full days per week by the union one Step II day and they work two days at the company. The office of Chief Steward is defined as one full time union paid day per week one Step II day and three days working in the shop. We looked at our three jurisdictions and noticed that one of them was close to being below that threshold of 251.

The local was served with a petition on January 21, 2020. The petition signed by 87 active 201 members basically reads to change Article IX Section B. *Number Elected*. That article currently reads: A) 250 and under members would require a chief steward as representative B) 251 -500 part time E Board member. The petition is asking that it read *under 500* would require a part time E Board member. That reading would essentially say that you could have a jurisdiction down to 1 member and it would still have a part time E Board member. With an eye to maintaining a budget and spending our members' dues money appropriately, having a 1-member jurisdiction is not in our best financial interest.

The Constitution Committee met several times to discuss the petition and to discuss the other proposed changes. In re-

sponse to the petition, the Constitution Committee voted to not recommend the petition but proposed a change to lower the limit on Part Time E Board representation from 251-500 to 201-500. The Constitution Committee voted to recommend this change to the Policy Board and the Policy Board voted unanimously to recommend this change to the membership.

The original language in the constitution was structured on the assumption that jurisdictions were always going to grow. There was no thought that we would get smaller. And that is what happened, we got smaller. To address that change our Local, in 2015 created the limit of the 251-member minimum jurisdiction.

There are three jurisdictions in our Local at GE. Lynn Component Manufacturing (LCM) is led by full time E Board member Bill Holm. LATO/Logistics/Medical Center is led by part time E Board member Bobby Eldridge. LPS/M&E and Tool and Die is led by part time E Board member Fred Russell.

continued on page 9

MARKET-BASED-WAGE PAYMENT ISSUED 3.3.2020

Some Lump-Sum payments that were issued previously to MBW employees, failed to factor in vacation and/or sick time (excused paid absence) into the "all hours worked" formula utilized in determining payment. The Union brought the oversight to the attention of the Company. Payroll reports were reviewed, and the result was 295 employees received additional compensation to correct the omission.



Retiring President of the North Shore Labor Council Jeff Crosby Passes the Gavel to Incoming NSLC President Adam Kaszynski

Next Local 201 Membership Meeting March 17, 2020 - See page 4

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

Law Offices of James J. Carrigan



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

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

Anne Gugino Carrigan
(Former member AFSCME)

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

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



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

Service Directory

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

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

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Please call.
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Cell 603-781-4952

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Onsite Substance Abuse Support Group

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

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



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

"Published monthly." \$1.00 a Year



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Negotiating a Union Contract: A Job Description

(From a Steward's POV Anyway)

by Jackie Miller, Chief Steward, Saugus Public Library

Job: Union Staff Rep/Contract Negotiator

Responsibilities: Negotiate contracts over months that could be settled in hours (if other parties would play nice), spend lots of time driving to and from negotiations, work with distracted stewards juggling too many things, and spend hours filling out mountains of paperwork.

Qualities needed: Patience of Job, the ability to keep a straight face despite eye-popping statements and offers that should make the speaker blush in shame for speaking the words, and a masochistic love of sitting in endless meetings.

Really cool tattoos optional.

Amber Brooks and Kendall Bell from the IUE-CWA have been working tirelessly to help move along the Saugus Public Library's contract negotiation with the Town of Saugus. It is moving slowly, but any action is thanks to Amber and Kendall's efforts. We at the library thank them for all of their help.

BTW: All union members are more than welcome to visit the Saugus Public Library and make use of the library resources: children's programs, a large genealogy collection, an excellent DVD collection, free WIFI, computers, a printer/fax/scanner, study areas, and of course, books.

Administrative Assistant Opportunity (Part-time)

IUE-CWA Local 201, a progressive labor union representing approximately 1600 union members on the North Shore of Boston and thousands of lifetime retirees, is seeking an Administrative Assistant/Accounting employee.

The Local's office, located in Lynn, MA has 1 full time and 1 part time administrative staff members providing support for 4 full time and 3 part time union representatives servicing the needs of union members working for 5 different employers – General Electric, Ametek Aerospace, Veolia Water, Avis-Budget Group, and the Saugus Library. The individual would be working under the direction of the Office Manager and Business Agent, assisting in a major internal reorganization of the union hall records, performing bookkeeping, typing, budgets, taxes, accounting, payroll, reception, scheduling, grievance processing, among other office administrative functions.

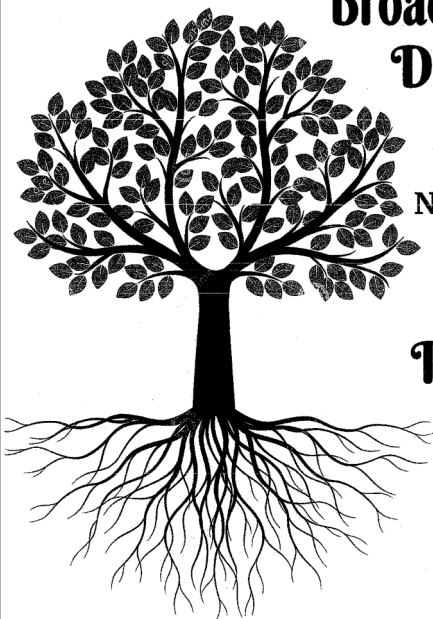
Proficiency with computers, accounting, taxes, and organizing an office is highly desirable. A dependable individual with a self-motivated, energetic, patient, and friendly personality is sought. Good inter-personal skills are a must. Computer programs used include Microsoft Office (Word, Excel, Powerpoint, etc), Quick Books, Peachtree etc. Bi-lingual is a plus.

The job would be 16 hours a week and starting pay will be between \$25 and \$28 per hour, based on previous experience and skills. There is a 6-month probationary period. The job contains some paid vacation, sick & personal time off and a non-matched 401k plan. Employee paid medical insurance can be arranged if desired.

This is just a general job description and does not encompass all duties. Resumes may be submitted in person to Jossie at the front desk at the union hall or electronically to Jossie@Local201IUECWA.org. Local 201 will call if interview is to be requested. 201 is an equal opportunity employer.

New Lynn Coalition Presents:

Broader Branches Deeper Roots,



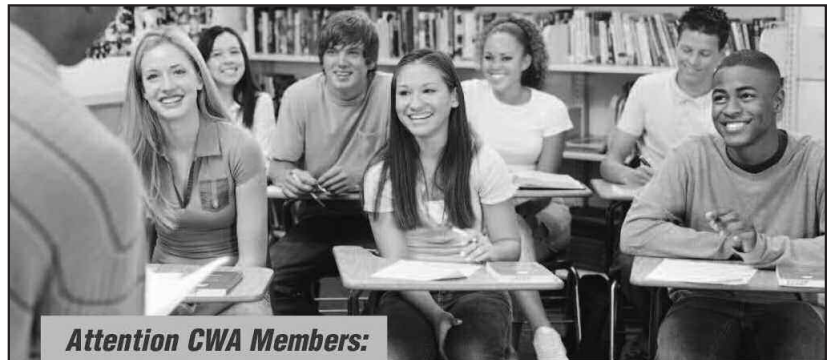
An evening honoring
New Lynn Coalition
Founder:
State
Representative

Peter Capano

Saturday,
April 4th, 2020
6 to 8 pm
Lynn Museum
590 Washington St
Ticket: \$30 p/p*

Light Refreshments will be served.
Program Booklet Advertising Available.
Ad/ Info: Paul Coombs, paulcoombs@gmail.com
*All proceeds will go to New Lynn Coalition

For ticket, pls visit FB



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$4,000 each for the 2020-2021 school year, and another \$4,000 for 2021-2022. (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, 2020 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/>

Can I Deduct My Union Dues?



Due to last year's tax reform law signed by President Donald J. Trump, union dues and other expense incurred in the course of your job, as part of miscellaneous expenses, can **no longer** be considered as a portion of your itemized deductions on your tax return for the tax year 2019. Other expenses that are **no longer allowed** under the new law, that you may have relied on in past years, include:

- work-related travel, transportation, and meal expenses;
- business liability insurance premiums;
- depreciation on a computer or cellular telephone your employer requires you to use in your work;
- dues to professional societies;
- education (work-related);
- home office expenses for part of your home used regularly and exclusively in your work;
- expenses of looking for a new job in your present occupation (including travel);
- legal fees related to your job;
- subscriptions to professional journals and trade magazines related to your work;
- tools and supplies used in your work; and
- work clothes and uniforms (if required and not suitable for everyday use)

This tax law is currently in effect for the tax years 2018 to 2025. We will keep you updated if the law is amended.

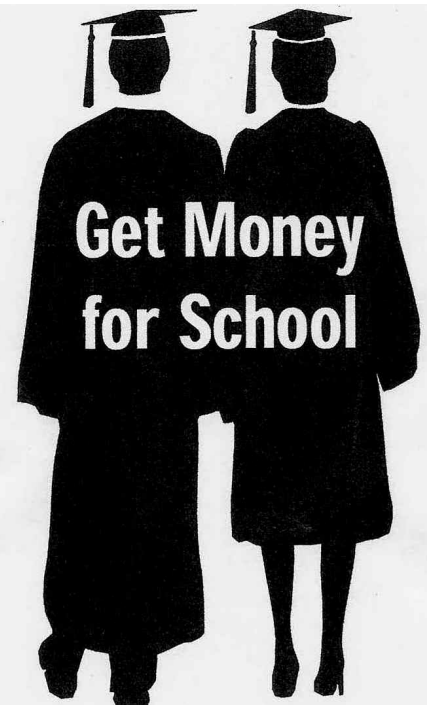
This has been prepared for informational purposes only. It is not intended to provide, nor should it be relied upon, for tax advice. You should consult your own tax advisor on how this change will affect you.

Alcohol & Drug Abuse Affects Everyone - Recovery Does Too.

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

All calls are strictly confidential

**Bob Cummings
LADC1,MA-PGS
781-584-7641**



Get Money for School

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

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

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

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

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

Applications will only be accepted on-line.

OFFICIAL NOTICE

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

TUESDAY, MARCH 17, 2020
112 EXCHANGE STREET
LYNN, MA 01901

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

AGENDA:

- I. **FEATURED PRESENTATIONS:**
 1. 30 YEAR PIN AWARD
 2. SWEARING IN OF NEW MEMBERS
 3. HEALTHCARE FOR ALL PRESENTATION
- II. **GENERAL BUSINESS:**
 1. POLICY BOARD
 2. TREASURER'S AND MONTHLY FINANCIAL REPORTS
 3. COMMITTEE REPORTS
 - a. Education Committee
 - b. Legislative Committee: Membership Vote on Endorsement of Ed Markey US Senate
 - c. Constitution Committee: Membership Vote on bylaw change.
 4. GOOD AND WELFARE
 5. UPDATE OF IUE CWA LOCAL 201 CONSTITUTION
- III. **GE REPORT**
- IV. **AVIS/BUDGET GROUP REPORT**
- V. **AMETEK REPORT**
- VI. **VEOLIA WATER REPORT**
- VII. **SAUGUS LIBRARIANS REPORT**
- VIII. **NEW BUSINESS**

Signed,
ADAM KASZYNSKI, President
WILLIAM MAHER, Business Agent

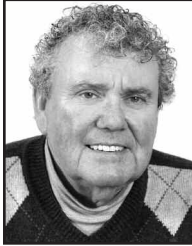
IUE-CWA 2020-21 Scholarships

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

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

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

Carl Kennebrew, President



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

DID YOU KNOW JACK AND SUZIE WELCH CAME TO SALEM STATE COLLEGE TO PROMOTE THEIR BOOK?

This was some years ago before Salem State became a university, but I wanted to share this story. Jack and Suzie came to promote their book called "Winning". My granddaughter Shannon and I went. There were thousands of people there. The event was held in the O'Keefe center. Now to set the scene: Jack and Suzy were sitting on the stage above the audience. All the lights were shining on them. The rest of the place was in darkness. Jack and Suzy had the audience mesmerized. At the end they took questions. As usual I had my tee shirt on which read "GE BRING GOOD THINGS TO RETIREES". I got up and stood at the mic and said "Congrat-

ulations"...before I could get another word out Jack said "I know that voice, that's Kevin Mahar from the Union". Remember he could not see me because it was so dark. I then said "you're right again, Jack" everyone was laughing including Jack. I said, "sorry I could not make it to your wedding as I was at the GE Shareowners meeting trying to get a cost of living increase for GE pensioners. I know the name of your new book is "Winning", your GE pension is \$9.6 Million dollars per year. Because we do not have a cost of living increase in our pension plan that makes you the BIGGEST LOSER IN THE WORLD". At that point everyone started laughing in-

cluding Jack. After the meeting we met Jack and Suzie as they signed books. Jack kidded my granddaughter by saying "That is your grandfather? You poor girl" then he said, quite unexpectedly "YOUR GRANDFATHER HELPS MORE PEOPLE THAN ANYONE I KNOW".

My long-time friend James "Jim" Hohmann passed away on February 25, 2020. After 37 years of dedicated service as a highly skilled machinist his GE pension was \$670. Certainly, a far cry from Jack Welch' pension. Jim really wanted to go to the May 5, 2020 GE Shareowners meet-

ing and tell his story. I will speak for him on May 5. It would be great if more retirees could come and speak for Jim and tell the company their story too. If you are interested in going to the meeting which is in Boston, call me KEVIN 781-367-7822.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, and Members is extended to the family and friends of John Tubbs bldg. 66 Tool Crib Attendant on the recent death of his brother.

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.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Tuesday, April 14, 2020 at 2 PM
If the Lynn schools are closed due to weather on the day of our scheduled Retirees Council meeting, there will be no meeting that day.

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

Agenda:

- I. Financial Report
- II. Any New Business
- III. GE Share Owners Meeting
 - Kevin D. Mahar, President
 - Edward Walczak, Financial Secretary

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



IUE-CWA Local 201 OFFICIAL NOTICE: March 17th Vote on Proposed Constitutional Changes

At the March 17th IUE CWA Local 201 Monthly Membership Meeting a vote will take place on a proposed change to the IUE CWA Local 201 Constitution regarding Article IX Executive Policy Board Section B. Number Elected.

Current reading: Article IX Section B. Number Elected: The Executive Board Members and Chief Steward elected from the section shall be elected in the following manner:

- 1) GE FORMULA
 - a. 250 and under - Chief Steward.
 - b. 251 - 500 -Part time Executive Board Member
 - c. 501-1200 people- (1) Executive Board Member
 - d. 1201-2600- Two (2) Executive Board Members
 - e. 2601 and up- Three (3) Executive Board Members.

Petition Received January 21, 2020:

This petition asserts that all G. E. Lynn employees working in Maint. & Construction, Machine Services, or L.P.S., shall always have E-Board representation regardless of the number of active employees in these positions. We, the undersigned, agree to delete the requirement for 240 active employees, and replace that language to read "No set number of active employees required for E-Board representation"

Signed by 87 members in good standing.

The Policy Board and Constitution Committee recommend a rejection of the petition. We are recommending a different path.

Explanation of Recommendation to Reject the Petition:

The Local 201 Constitution Committee and Policy Board agree that the Crafts shall always have E-Board representation. However, we do not support lowering the jurisdictional threshold for a GE Board member to Zero. Our goal is to maintain three jurisdictions. LCM, LATO-Logistics and the Crafts. The Crafts/Tool and Die jurisdiction numbers are under the 250 minimum. We looked at four possible choices: 1) Make the current E Board member a Chief Steward 2) Merge the Crafts with another Jurisdiction 3) Reduce Jurisdiction quotas to zero members as the petition suggests. Or 4) lower the minimum amount of members to a reasonable number.

We rejected option 1 and 2 because our goal is to maintain the current level of representation in all 3 jurisdictions. The Constitution Committee and Policy Board overwhelmingly opposed option 3 (The petition) because we believe zero is an unfair and unreasonable amount of members to justify a GE Board member position. Our proposal instead is option 4, to maintain the current level of representation by lowering the number of members needed to constitute a GE Board Member jurisdiction to 201.

Proposed Change: Recommended by the Constitution Committee and Executive Policy Board.

Section B. Number Elected

The Executive Board Members and Chief Steward elected from the section shall be elected in the following manner:

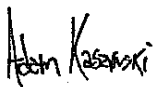
- 1) GE FORMULA
 - a. 200 and under- Chief Steward (**Changed from "250 and under"**)
 - b. 201-500- Part time Executive Board Member (**Changed from "251-500"**)
 - c. 501-1200 people- (1) Executive Board Member
 - d. 1201-2600- Two (2) Executive Board Members
 - e. 2601 and up- Three (3) Executive Board Members.

All jurisdiction total numbers will include open jobs in that jurisdiction and members waiting to be released into that jurisdiction. (Add last sentence).

All Members are encouraged to attend the Meeting. Members can only vote at one meeting.

Where: IUE CWA Local 201 Union Hall, 112 Exchange Street, Lynn MA.


When: March 17, 2020 12:30pm and 3:30pm



Adam Kaszynski, President



Bill Maher, Business Agent
-Local201 Executive Board



Tom O'Shea, Vice President

Lean Machine or Sausage Grinder?

by Adam Kaszynski, President

If you, a worker performs the same set of operations all day, every day (often over many years) – there is no greater expert than you, that worker. Yet, in your time at the Company, how many times has your input been taken seriously and acted upon by management? How hard is it to get tools, gauges, uniform’s, new equipment, or a critical improvement to your planning? When you are on IME and your work is farmed out, how many days/weeks/years have you asked and waited for the boss to farm your work back in? Management maintains their right to run the business – and they’ve often run it into the ground. The Company pays for teams of management and outside “Experts” to tell them what the Union (YOU) have been saying for years. The experts are already in the building and have been the whole time. The real experts are workers in IUE-CWA Local 201.

Many of the so-called experts on the Company side may understand that you are the real experts – but be wary of management’s attention. Far less of them understand how wrongheaded it is to take employee input, put it through the sausage grinder and regurgitate a distorted version of it onto our shop floor. Let’s *imag-*

ine we say we need a new machine with Fanuc controls, strong enough to cut high-temp alloy, and training for maintenance on how to keep the new equipment running. Workers and Union reps make the case for it. It goes through the sausage grinder and what we get is a rinky dink POS, unequipped for the specifications of our work, installed backwards by an outside vendor. Let’s use a (Lean?) tool to analyze where the mistake was in that process. Was it with the workers? No. Union Reps? No. I think we all see where the “bottleneck” is.

Do not get me wrong, there have been some much-needed investments around the shop. It’s been so long since this plant got any attention, there are bound to be mistakes now that some investment is slowly trickling in. But the Company needs to correct the course quickly. Input’s on improvements work best when they come from the shop floor, through the Union. This only works when Management listens to you (The Union). Where that has happened, things have gone much more smoothly for everyone. We will continue to advocate for the future of the Riverworks, whether or not the Company follows suite.

Don’t act alone. Involve Union Reps in any project, discussion, or exercise related to Lean or changes in working conditions. Acting alone or behind the back of a Steward or Board Member is a weakness that management will take advantage of. There is a good reason the Union puts a steward in all Lean trainings, and only allows Lean training to be run by the IUE. There is a reason why we caucus together, without management, at the beginning and end of each IUE Lean training. Continuous Improvement means continuous collective bargaining. If you act alone, you risk the rights we have built together. We have a collective voice through our Union to fight for the greater good. Don’t meet on your own with management, don’t add input that hasn’t been vetted through your Stewards and Co-workers. When we speak as one voice, we are stronger, more effective, and acting as a Union. And we will need to be very strong going forward. The Company is only driving Lean to increase profits. The only way to get our fair share of those profits is through collec-

tive bargaining. Stick together.

Hey GE, How About a Union-led Tour?

I would like to extend an open invitation to Top GE Management for a Union led tour of the plant. We can show you what we have been saying all along. We can show you the area where the Union and Company have worked well together to bring more work and investment into this plant. We can also show you where the Union workforce had to do it on their own. We can also show you the areas where we need improvement. We will introduce you to the people who generate all the profit of this plant, and who rely on these jobs to provide for their families. We want this place to succeed. Local 201 workers at the Riverworks don’t up and leave after a couple years. Local 201 workers are the experts you should be investing in.

May 5th, 2020 GE Shareholders Meeting in Boston

Active and Retired GE Union members have been attending the annual GE shareholders meeting for years, but this year

continued on page 12

CHIROPRACTOR

Dr. Joseph J. Dowling

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



Fred Hogan Sworn in as an IUE CWA Local 201 Steward at the February Membership Meeting



Etana Jacobi at the February Membership Meeting



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Uniforms and Hierarchy of Controls

Protective clothing (uniforms) fall under OSHA 1910 General Requirements Standard 1910.132 related to PPE. Outside of Arc Flash Protection, we need protection from chemicals, mechanical irritants, various dusts and others known potential hazards.

Our Joint Health & Safety teams work together using **The Hierarchy of Controls** to choose the most effective solution to workplace hazards.

- Elimination – Physically remove the hazard
- Substitution – Replace the hazard
- Engineering Controls – Isolate members from the hazard
- Administrative Controls – Change the process, written procedures, etc.
- Personal Protective Equipment – Protect the member

You can't eliminate every hazard, but the closer we can come to the top of the list, the closer we can reach that ideal and make members healthier and safer.

On the shop floor there are protections and enclosures designed to protect members from coolant spray, oils, chemicals, and more. The reality is that members will need to do tasks that will inevitably result in one or more of the above listed hazards on their clothing. Manual tool changes, die setups, air gun use, adjustments and over spray are just a few routes of exposure.

During recent years the company has gone through a difficult transition with regards to uniforms. Countless

members have had to endure this transition often correctly using their Union Elected Safety Representatives as a means to get through the process.

Uniforms are necessary PPE for some members not currently receiving them. If the work you do requires you to need a uniform notify your Supervisor and your **Union Elected Safety Representative**, the process is long and complicated but I'm confident we can get there and maintain this program.

I completely understand the amount of work and resources it takes to protect members that need uniforms for protection from hazards, but we need to increase our efforts in order to standardize our uniform program across the site. Warm weather is not far away, unnecessary rashes and other skin conditions may be lessened or eliminated through proper clothing protection. PPE can be difficult to manage, and cost can be an issue when it comes to eliminating hazards, but it can be justified thru Loss Control Management or Actuaries.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, and Members is extended to the family and friends of Eusebio Quintana Sr. on his recent death. Eusebio was the father of Josefina Quintana the IUE CWA Local 201 Office Manager. Father in Law to Limbert Thomas bldg. 63 Logistics. Grandfather to Yanitza Thomas bldg. 40 and Scodhyn (Billy) Thomas bldg. 66.



Julie Curtis, Jeff Crosby and Frank Quarterone Retire at the February North Shore Labor Council Delegate Meeting

Veolia Water

Hello everybody, it will be nice to see spring come. Let's start off. I want to thank Fred Hogan and Stu Mellon for becoming Steward's this month. It will be nice to see a team Union Environment at the plant. Let's work together for a better future for us all. There is also a Steward's training class coming up March 24. The union body has been talking a lot lately about all the ongoing development in Lynn. We have stood with our allies to keep our members and neighbors from getting pushed out of the city from rising rents and property taxes, and to support funding for the strained infrastructure of schools. Increased development also affects our already strained plant. Development will become more taxing on our plants already aging infrastructure which the workforce is very involved with. The union wants to be involved in the conversation with the Company or the next company that wants to take over the contract with the city. We feel we could add some valuable input from the workers in the plant about improving the condition of the plant. Most of our workforce has been there 20+ years. The plant belongs to the community and we feel It is important to keep our community and our water clean.

Joe Grant,
Chief Steward Veolia Water Lynn

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Brian Thomas
President - Registered Principal
brian@dfgedge.com

Workers' Compensation Specialist

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



Richard Hart Schwartz
Law Offices of Richard Hart Schwartz
7 Kimball Lane, Building A
Lynnfield, MA 01940

978-337-5499
rschwartz@rhartlaw.com
www.rhartlaw.com



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

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Step III (Headquarters Level) – Any grievance having been processed through Step II without satisfactory settlement, may be referred to the National Officers of the Union (via GE & Aerospace Conference Board) for submission to an Executive Officer of the Company or his designated representative, who shall arrange meetings for the purpose of discussing such grievances. Such grievances shall be submitted to the Company not less than two (2) weeks prior to Step III meeting date. Upon presenting the case at Step III, the Company shall give its final decision to the Union in writing within a reasonable time after the completion of discussion on any grievance.

- The Company Step III representative, along with a representative from Local UR, discusses the merits of the case with the Local 201 Business Agent (or representative) and the Chairman of the IUE-CWA GE & Aerospace Conference Board.
- Step III meetings are usually scheduled every three (3) months (March, June, September, December) and the location varies due to the submission of grievances from the various sites within the GE & Aerospace Conference Board.
- The Step III decision may result in a denial of the grievance, a referral back to Step II for resolution, a settlement of the grievance, or a request from the company for additional time.
- Should the grievance be denied, the IUE-CWA Local 201 Grievance Board convenes and votes on whether the grievance should be referred to Arbitration.

Article XV – Arbitration – Any grievance that remains unsettled after having been fully processed pursuant to the provisions of Article XIII, and which involves either the interpretation or application of a provision of the Agreement, or a disciplinary penalty (including discharge) which is alleged to have been imposed without cause, or a non-disciplinary termination, subject to provisions contained in the contract (12 pages).

- Not all grievances are arbitrable. Additionally, not all cases are referred to arbitration by the Local 201 Grievance Board.
- Arbitrators look for settlement of grievances prior to hearings.
- Should the Local vote to refer to arbitration, the decision to arbitrate rests with the Chairman of the GE & Aerospace Conference Board and the International office of the IUE-CWA (Dayton, OH). The Staff Attorney, or representative, shall the decision to arbitrate be confirmed, will submit the grievance to arbitration. The grievance is now the “property” of the IUE-CWA and the Local has no control over timeframes, and/or setting mutually agreed upon dates.

The Grievance and Arbitration process is governed by a timetable, the merit of the grievance and outside influences. The three steps of the grievance procedure, as well as the utilization of arbitration, is a PROCESS, not an EVENT.

continued from page 1

Our desire is to maintain three jurisdictions with 3 E Board members. All three jurisdictions pose unique opportunities and differences. If the numbers for any jurisdiction falls below the 251-minimum number. We propose one of four choices: 1) As the Constitution reads: Make the current E board member a chief steward 2) lower the minimum to maintain part time E Board status 3) Merge the jurisdiction or 4) Have no minimum amount of members in any given jurisdiction. As is stated earlier we want to keep all 3 current jurisdictions as they are. All three are critical to the make-up of the GE IUE CWA Local 201 union. The Constitution Committee proposal suggestion is to lower the minimum requirement from 251 to 201 to maintain part time E Board coverage.

As a union we want to provide as much representation as possible to our members. Period. The members pay dues and it is up to the leadership of the local to use that money to run a union. We are not an organization that is out to make a profit. We are an or-

ganization that is supposed to use its members money wisely every day with an eye to the future. None of the officers have credit cards or expense accounts. We don't drive union owned vehicles. We don't get allowances for clothing. We're not setting up the bar anywhere.

Over the year's changes have been proposed to the structure of representation at the GE plant. Reality has caused changes on its own. The end of Turbine and the end of the Gear Plant are two examples of jurisdictions that disappeared. The end of the Piece Work system was the end of that jurisdiction as well.

We are publishing this to inform and educate our members. At the March 17, 2020 membership meeting the petition served on the local will be voted on by the members. The amendment by the Constitution Committee will also be voted on by the members.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees' Association and Staff is extended to the family and friends of GE retiree James Hohmann on his recent death. Jim was a long-time union advocate.



SAVE THE DATE!

2020 LABOR NOTES CONFERENCE

April 17-19, 2020 Chicago, Illinois

labornotes.org/2020

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CLIENT'S EXPERIENCE

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

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

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180 Commercial Street
Lynn MA 01905



LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

As the Rotor Turns

The union has contacted the company about possibly changing the failure to release process. Some people are being held up to two years on an upgrade. They are not making the money they should be making. The company needs to have more liability on this. More to come.

LATO

There will soon be 35 AAEM jobs posted. We are still working out the details with management. But I can tell you 12-15 will be on the new 3rd shift in building 29. The rest will be divided up amongst the value streams.

The company is looking for volunteers to be trained in the Probe Shop in building 42. You don't have to work in the building to ask to be trained there, anyone from any line can be as-

signed there.

There are still open Steward positions in 29 2nd shift. Hope someone steps up.

Logistics

Wow, big changes on the management side of the fence. We are down two cell leaders in two weeks. Management has told me they are going to cover the responsibilities with the body's that they have already. This is going to be a disaster!!! Just remember that you only have to take direction from your immediate supervisor.

The stewards and I met with management about adding more Lead Hands. The company is in the process of identifying them.

Hope to see you around the shop.
Bobby



LPS/M&E Report

By ARTIE AMIRAULT
*Filling in for Fred Russell
until further notice*

Hi Everyone,

Well it's been an interesting few weeks to say the least covering for Freddy. I've learned a lot in this time so far and it's also been nice getting to meet a lot more of the crew around the plant.

It seems there are still certain areas in the plant that think it would be better to send our work out to the outside contractors. Work we could and should do. I feel we've proved time and time again that not only do we do a better job and do the job safer than the outside contractors, we also provide a better product and in the long run we are also at least a third of the cost if not less in most cases. This is including overtime.

(Small Example: Recently installed 7'x7' steel machine platform by outside vendor. Cost \$14,000. The GE Crafts could have done it for less than half that price.)

That being said. How many countless times now has the company gone out with projects that could have been kept in the plant only to have the Crafts come behind the outside company and fix the mess they've created? This is after we were told we couldn't handle the job, or we weren't needed. I also think it's about time for the company to start holding these contractors accountable for the jobs they are given and not paying them in full until their projects are 100% complete and verified to be so. That means up and running completely and that they have cleaned up all their trash involved with the project, which never happens. Also, they should be held to the same playing field on safety as the rest of us. Let's be honest. They're not. Many times, they do whatever they need to do to get the job done as fast as possible regardless of safety and when things happen it seems to get swept under the rug. Where's the accountability?

Finally, lack of communication, planning, crafts personnel, material, and preparation on the company's part to meet their deadlines is not the union's fault. We like to approach a project with a saying we call the 5 P's:

PROPER PLANNING

PREVENTS POOR PERFORMANCE

We've said numerous times now. Give the crafts the job and what we need to do the job and we'll get it done. That's what we are here for. We're proving it daily right now around the plant. Things they said we couldn't get done we are getting done. I know you guys in the crafts don't hear it around the plant as much as you should but keep up the good work. You're doing a great job. Thank you.

See you around the plant.

GE Tax Forms 2019

1099 online Jan 15, will be mailed Jan 31st

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

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



Advice from the Ophthalmologist

Do You Have Diabetes?

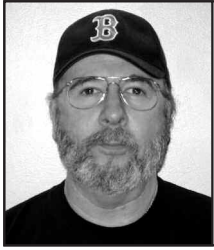


- Diabetes is the leading cause of blindness in persons between the ages of 20-64. Every diabetic needs a thorough, dilated eye exam every year by an ophthalmologist (Eye-MD).
- Blood sugar control minimizes the risk of diabetic eye disease. Diabetics should test their blood sugar regularly and keep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



“Down By The River”

By BILL HOLM
LCM Executive Board

Farmout List - The annual Farmout list is out and will be gone over at meetings with management, the LCM stewards and board. There will also be a meeting with the company and the full grievance board. To be clear this is not something new. The list comes out every year and the union fights to keep every hour possible. Do not fall victim to the rumor mill. LCM has more work than we can handle. There are 1.1 Million hours on the books for 2020 which includes 313 Thousand hours of delinquency. LCM historically has been able to deliver 775 thousand hours consistently over the past few years. The data shows we need another 200 direct heads to handle the 1.1 million hours. If you take the 775 thousand hours done last year divided by 500 direct heads in LCM it can be done in 40 hours a week for the fiscal year. Factor in the 300 indirect heads plus overtime for all indirect and direct heads and the company is losing money on every hour worked. See what happens when you don't invest in the plant, cut wages and lose skilled workers. The Union is fighting to get people released on their up-

grades, more training, more hiring, better wages, and investment in the plant. Talk to your steward on farmout and be respectful. They are fighting to keep the work here. The company is farming out the work. More to come on farmout.

Overtime List - Article 5 of the contract states **Overtime shall be divided as equally as proficient operations permit among the employees who are performing similar work in the group. A record of overtime worked by employees (or credited to them) will be maintained by the immediate supervisor of the group and will be available for examination by appropriate Union Steward upon request.** Overtime belongs to the group not certain individuals. It is in your best interest to have a list to ensure fairness for all. Your group can run the list and vote on the rules or have the cell leader run the list. You need a list for the grievance procedure. Do not work on another shift on the weekend unless the whole group on that shift has been offered. People infringing on another shifts overtime at their own will is going to result in discipline.



Congressman Moulton, BA Maher and President Kaszynski at Labor Round Table Discussion in March



It Starts With Me SAFETY



GE Aviation Lynn 2020 Shoemobile Schedule

March 11th	6:00 AM-4:00 PM	South of 40
March 25th	6:00 AM-4:00 PM	South of 40
April 15th	6:00 AM-4:00 PM	South of 40
April 22nd	6:00 AM-4:00 PM	South of 40
May 13th	6:00 AM-4:00 PM	South of 40
May 20th	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

✂ CUT AND SAVE ✂

GEEAA EVENTS...

- * **MARCH** – GEEAA GOLF LEAGUE INFO.
CONTACT; Tim Eagar, (timothy.eagar@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, basketball, tennis, Horseshoes, ¼ track and Softball,
- * **MAY, 26TH**, **Annual Membership Meeting**
- * **AUGUST, 4TH** **Regular board meeting**
(members are welcome to attend)
Time: 11:30am until...12:30, Place: Visitors Center
- **APRIL 15th** **Horseshoe's contact; Dave Lurvey #781-854-2571 @ GEEAA FIELD, every Wednesday 3:15, until just show up, Everyone's welcome**
TENNIS. Contact: Pat Joyce. #781-594-3131
Field Rental, Contact: Tom Bishop #781-983-1180
ROAD RACE, Membership info; kip williamson #781-594-4014

GEEAA Golf Tour

- **June****PORSTHMOUTH C.C., (Cancelled)**
(Due to increased price and minimum golfers to over 100)
- * **August 6th**,...**Managers' Cup, 27 holes**
at Pease Golf Course, NH.
2/man team, Ryder Cup Format
\$100 PP Members, \$125PP non-members.
- * **September, 28TH** , **GEEAA Golf League Outing**

Call for Info: GEEAA, Tom Bishop, GEEAA, 781-983-1180, tom.bishopgeeaa@gmail.com, PO BOX 148, WEST LYNN, MA. 01905



Business Agent's Column

By BILL MAHER
Business Agent

THE GE GRIEVANCE PROCEDURE

The Business Agent will be traveling to Deerfield Beach, FL on March 16th – 21st for Step III and the GE & Aerospace Conference Board. This article is a primer on the GRIEVANCE process. There are three (3) steps in the Grievance Procedure contained in **Article XIII: Grievance Procedure and Article XV: Arbitration** of the Collective Bargaining Agreement between the Company and IUE-CWA Local 201.

Matters vs. Grievances – The Local has two methods of discussing issues that affect employees.

- **Matter** – Not a formal grievance and usually effects large groups (Heat in Buildings, Contract Books, Hiring Updates, etc.) A Matter may be turned into a grievance, depending on the nature of the matter or left on the agenda for recurring issues (Third Shift Holiday Swap, Training, Hiring, etc.) A Matter is less restrictive than a grievance for all intents and purposes.
- **Grievance** - A formal complaint of a contractual violation or mandatory subject of bargaining that has a Local Docket # and a timetable that must be followed.

Step 1 (Foreman Level) – Within a reasonable time after the occurrence or knowledge of the situation, condition or action of Management giving rise to the grievance, the employee affected thereby or his Steward may present the grievance to the employee's Foreman or other immediate supervisor. (If presented by the employee, he/she may also have his Steward present.)

- Foreman or other immediate supervisor will provide answer/decision within ONE working day after grievance presented OR shall advise employee/Steward that additional time is needed, and a decision shall be given within ONE WEEK.
- A Steward who submits a written grievance to his Foreman shall receive, upon request, a written reply.
- If a settlement is not reached between the Steward and his immediate supervisor, the grievance may be referred (via E-Board member) to Step II.
- Stewards should request a written Step 1 reply from immediate supervisor on the Step 1 Grievance Form.

Step II (Management Level) – If a settlement is not reached at Step 1, the designated Local official (E-Board Member of jurisdiction) may present to Union Relations a written statement of such grievance within thirty (30) days of the Company answer at Step 1. Representative may request additional one week to process the grievance to Step II. (Time limit may be extended by mutual agreement).

- Step II matters/grievances are discussed every two (2) weeks, alternating between LCM and LATO/Logistics/Crafts.
- Step II is where grievances have the longest shelf life and the process can be extremely slow.
- When the Union senses that a settlement of the grievance is not forthcoming from Local Union Relations and believes that the grievance has merit, the Union will request a "final position" from local Union Relations.
- The IUE-CWA Local 201 Grievance Board discusses the merits/pitfalls of the case and votes whether to refer the case to Step III of the Grievance Procedure.

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President's Column

By ADAM KASZYNSKI
President

continued from page 7

it's in our backyard. A subcommittee of the Policy Board will be working with the Local 201 Retiree council to be good hosts to our Union Brothers and Sisters across the country. Stay tuned.

Avis Budget Update

Chief Steward Jorge Rivera, Steward Joe Morales and I had a productive visit with Local 201 members at the 3 downtown ABG locations last month. Concern around the Counter Sales Initiative were brought to our attention, and the Company and Union will be meeting soon to discuss those concerns. Please do not hesitate to call the Union Hall as things come up – 781-598-2760. We also stopped by the Headquarters location to check in with the crew. The Union began an important conversation with the Company regarding health and safety that has been going well so far. If you have concerns regarding your safety bring it to the attention of your supervisor immediately and please call IUE-CWA Health and Safety Director Carmen DeAngelis at 617-462-7310.

Ametek Aerospace Contract Campaign

Business Agent Bill Maher and I are looking forward to a visit on March 6th with members at Ametek Aerospace. Contract expiration is in May and the BA has scheduled bargaining sessions with the Company. For my part, I'll be assisting the Business Agent by organizing for 100% participation in the 2020 Bargaining Survey, preparing for our next Contract campaign meeting, and helping the group to elect a representative for the Bargaining Committee. Please contact me directly if you are interested in running for the Bargaining Committee, 781-598-2760 Ext. 34.

Don't Miss the Membership Meeting March 17th

We are voting on bylaw changes to the Local 201 Constitution, an endorsement of Ed Markey for U.S. Senate, and a new initiative to better welcome new hires to our Union. We'll also have a short presentation on the challenges and opportunities presented by the health care crisis in the U.S. Thank you to IUE-CWA staff rep Etana Jacobi for her Special Presentation on "Building Workers Power" at last month's membership meeting. Check the Membership Meeting Agenda Monthly as we continue with Special Presentations that focus on key issues facing Local 201 members and our communities.

March 24th Stewards Class: Representing Members Faced with Discipline

All Local 201 stewards are invited to attend this class, taught by author and labor attorney Robert Schwartz. Stewards Please sign up with your Board Member or call me directly at 781-598-2760 Ext. 34

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