

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

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## GE: Build Back Better in Lynn

By Adam Kaszynski

In 2016 we were at 1260 members at the Riverworks, today it is more like 1220. We were told Market Based Wages would make Lynn competitive and lead to growth. That was false. Here we are – an even smaller workforce. GE in Evandale Ohio had a ten year plan to reach \$550 million of investment by 2020. GE Aviation spent \$240 Million building 5 new plants in the U.S. South. Since 2010 GE has invested about \$1.1 billion in its aviation business overseas. Lynn's funding is a pittance compared to what GE will invest overseas and to start from scratch in Right-to-Work-for-less states.

While we were pleased to win increased investment in the Riverworks beginning in 2018, we need more than a drop in the bucket. GE will spend all these millions to build a plant that isn't even cutting chips yet, while our historic and profitable plant fights for the crumbs. The decisions people high up are making to dis-invest is compromising the future of our plant. With hiring, investment, and farm-in we can have another 100 years in Lynn. Without significant investment, the future looks bleak.

The Plant has been milked dry for decades. Our level of investment needs to reflect and rectify that reality. The cash that workers in Lynn generate is

funding growth opportunities in other places (look up the GE Mega Plant in Pune, India (<https://www.ge.com/news/reports/ges-brilliant-advanced-manufacturing-plant-in>) while we struggle with farmout, single points of failure, old machines, and revolving door management that treats Lynn like a pit stop. We need a big increase in headcount, and direct labor to offset overhead. GE Lynn needs to hire more direct heads to be viable.

About 320 Local 201 members are over 60, and 100 more will be 60 by the end of this contract. GE Lynn needs to prioritize hiring and training before we lose more invaluable skill and knowledge. After a long hiring freeze, it is great to welcome 3 new brothers to Local 201 in GE Lynn. There are more workers in the pipeline. We need hundreds more.

Our members and allies have talked to over 100 community, religious, business, and political leaders that support the Build Back Better in Lynn campaign to bring back work to Riverworks. Driving around Lynn you will find over 80 businesses with signs of support. After all the people of Lynn and Massachusetts have done to build GE, we are calling on GE to restore the Riverworks to the mega manu-

facturing center it was and should be again.

I hope it is clear to GE that there is a growing left-right consensus in congress that American corporations have a responsibility to stop offshoring work and to bring work back to America. All signs point to a political consensus that will make Made in America a key demand.

GE needs to adjust to meet that demand. GE's Offset Agreements, Revenue Sharing Agreements, and Outsourcing to India, China, Romania, Russia, Taiwan, Korea, Vietnam, Hungry, Italy, France, Turkey, England, Sweden, and others needs another look. In February, Biden signed an executive order to bolster critical supply chains with bipartisan support, and the House Armed Services Committee released the Future of Defense Taskforce Report that stated, "The United States must ensure supply chain resiliency within both the military and civilian sectors by establishing reliable manufacturing sources and incentivizing the return of manufacturing to the homeland through fiscal policy, tax incentives, and other financial and policy measures".

We intend to amplify that report. **GE executives, board of directors and shareholders take note!**

*continued on page 12*

## Congratulations Retirees

August 1, 2020 –  
January 1, 2021

### LATO

Herbert Wright  
Thomas Suslak  
Stephen Carroll  
Michael Maffeo  
Jeffrey Card

### LPS/Machine Repair/Crafts

Jered Ayer  
Anthony Cardillo  
Gerald Mosher  
John Therrien

### LCM

Linda Borelli  
Scott Brewer (Retired March 2020)  
Thomas Cannon  
Joseph Delaney  
John Imperial  
David LaFortune  
Mary Tapley  
Mark Page  
Mark Sampson  
Eric Swanson

### Logistics

Richard Guarente  
Timothy McLaughlin  
Dorothy Newman

Congratulations to all 2020 retirees. This list covers the 2nd half of the year 2020. "Hoping you enjoy a long healthy retirement and thank you for being members of Local 201." If we missed anyone, please let us know. All retirees should be receiving the union newspaper. If you are not call 781-598-2760 or send an email to [info@local201iuecwa.org](mailto:info@local201iuecwa.org). If you want to stay involved in the union as a retiree, call Kevin Mahar President of the IUE CWA Local 201 Retirees Council 781-367-7822.

**Next Local 201 Membership Meeting March 16, 2021 - 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.  
jimmarrigan@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.

<p><b>Real Estate Needs.</b> Paul Kotkowski Century 21 North East. 36 years experience. Full time Realtor. Listing and Selling. GE Retiree. Call 978-828-1604</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>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>GJM - Removals, Cleanouts, Residential and Commercial</b> Trash Collection, Recycling gmamos@comcast.net Call George 781-910-0853</p>	<p><b>New Commercial Generator</b> 8,750 Watts \$795.00 or B.O. <b>Firewood</b> All Hardwood. \$100.00 per cord. <b>Trailer:</b> 5'X9'. HD. All Steel \$100.00 Call Dale 978-462-7877</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 linda@atlanticcoasthome.com</p>
<p><b>Maine Real Estate</b> Ellsworth, Maine 45 acres, 15-year new Gambrel, 3 bdrm, 2.5 baths, 2 story. Clean barn. 10 minutes to town. Near Acadia/Bar Harbor. Only \$375,000. Call 978-491-9809</p>	<p><b>Handyman Wanted</b> Call Tina for Details 617-293-3032</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>For Sale Deer Head</b> 8 Point Buck Mounted - perfect condition. Great gift, only \$175. See in Ellsworth Maine. 978-491-9809</p>	<p><b>Fix A Brick - No job too small, really!</b> Stairs, Foundations, Walkways, Chimneys, etc., etc. Call 978-239-9801</p>	

## Onsite Substance Abuse Support

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

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

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



### Print your ad on this form.

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

Enclose Payment:

**For laid off members & retirees: \$1 per issue / \$12 per year**  
**For active members: \$2 per issue / \$24 per year**

TITLE \_\_\_\_\_  
25 \_\_\_\_\_  
WORD \_\_\_\_\_  
LIMIT \_\_\_\_\_  
PHONE # \_\_\_\_\_

Your Name ..... Amt. Enclosed .....  
Your phone # ..... Circle: active or retired Date mailed .....

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

"Published monthly." \$1.00 a Year



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Published By Camera Graphics



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# Biden: "Every Worker Should Have a Free and Fair Choice to Join a Union"

*The following is a transcript of a speech President Biden gave on March 1, 2021.*

I have long said America wasn't built by Wall Street it was built by the middle class and unions built the middle class. Unions put power in the hands of workers. They level the playing field. They give you a

stronger voice for your health, your safety, higher wages, protections from racial discrimination and sexual harassment. Unions lift up workers, both union and non – union but especially Black and Brown workers. I made it clear when I was running that my administration's policy would

be to support unions organizing and the right to collectively bargain. I'm keeping that promise. You should all remember the National Labor Relations Act didn't just say that unions are allowed to exist, it said that we should encourage unions. So, let me be really clear, it's not up to me to decide whether anyone should join a union. But let me be even more clear: It's not up to an employer to decide that either. The choice to join a union is up to the workers – full stop, Full Stop.

Today and over the next few days

and weeks workers in Alabama and all across America are voting on whether to organize a union in their workplace. This is vitally important – a vitally important choice as America grapples with the deadly pandemic, the economic crisis, and the reckoning on race – what it reveals the deep disparities that still exist in our country. And there should be no intimidation, no coercion, no threats, no anti-union propaganda. No supervisor should confront employees about their union preferences. You know, every worker should have a free and

fair choice to join a union. The law guarantees that choice. And it's your right, not that of an employer, it's your right. No employer can take that right away.

So, make your voice heard. God bless you all and may God protect the workers and their families who are trying to figure out how to make it fairly.

Thank you.



## Letter to the Editor

Dear Local 201 IUE-CWA

Our long-time union brother and E-Board member Fred Russell has retired. Like many in the Lynn area before him, Fred came to G.E. Lynn in 1980 right out of High School. He became involved with Local 201 almost immediately after being hired.

Fred was very actively involved in the 30-day strike in 1986. This successfully dealt with a huge backlog of grievances and paved the way for better cooperation between our members and management. As time went on Fred became the E-Board representative for Crafts and Machine Repair Services in Lynn. He successfully fought many battles for his union brothers and sisters, both locally and at the National level trying to negotiate a fair contract.

From a job standpoint, he was always able and willing to take on the toughest machine repair projects in order to keep production up and running. Artie Amirault has done a great job taking over for Fred. This is what we need, our younger members stepping up to the challenge. Over the years, Fred has been a strong voice in Local 201, a great Machine Repair Mechanic, and above all, a great friend to all who knew him. Have a long, happy, and healthy retirement.

You will be missed.



TEXT  
 "Local201" to  
 (833) 436-1355  
 to receive text  
 message updates.  
**TXT**

**"IUE CWA Local 201 Officer pay R 25 + 10% Business Agent + President also receive a weekly stipend of \$25.00"**

**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**

**CHIROPRACTOR**

**Dr. Joseph J. Dowling**  
 341 Western Ave., Lynn, MA 01904  
 (781) 596-0700  
 www.drddowling.com

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

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

# WE STAND WITH St. Vincent NURSES



## A fair RN contract to ensure safer staffing for safer patient care for our patients and our community

The registered nurses of St. Vincent's Hospital in Worcester have been forced to call for a strike in our effort to advocate for safer staffing and safer patient care conditions during the pandemic and beyond.

We have been trying for more than two years to convince our employer, Dallas-based Tenet Healthcare, to provide desperately needed improvement to staffing and patient care conditions at our hospital, conditions that have only been made worse during the pandemic. In the last year alone, nurses have filed more than 500 official "unsafe staffing" reports where they informed management in real time that patient care conditions jeopardized the safety of their patients. Our nurses report experiencing an increase in patient falls, an increase in patients suffering from preventable bed sores, potentially dangerous delays in patients receiving needed medications and other treatments – all due

to lack of appropriate staffing, excessive patient assignments, and cuts to valuable support staff. As a result of these untenable conditions, more than 100 nurses have left the facility, many to UMass Memorial Medical Center in Worcester, which employs many of the staffing practices the nurses are attempting to establish through this negotiation.

Read former Worcester Mayor Raymond Mariano in the Telegram & Gazette writing about how St. Vincent Hospital nurses are on the side of angels, fighting for patient safety.

### Donate

Your donations can help support St. Vincent's nurses. Visit: [www.mass-nurses.org/StVincentNurses](http://www.mass-nurses.org/StVincentNurses)

**Zoom meeting on your cell phone remember:**

**Dial \*6 to mute and unmute**



**Dial \*9 to raise your hand and you will be called on.**



## OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

## COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

TUESDAY, MARCH 16, 2021

VIA ZOOM APP (BEST OPTION)

[HTTPS://US02WEB.ZOOM.US/J/85291955676](https://us02web.zoom.us/j/85291955676)



DIAL IN - +1 929 205 6099  
MEETING ID: 852 9195 5676  
DIAL \*6 TO MUTE AND UNMUTE  
DIAL \*9 TO RAISE HAND

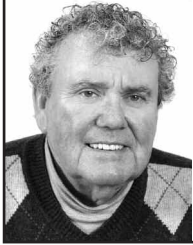
FIRST SHIFT..... 3:30 P.M.  
SECOND SHIFT.....12:30 P.M.  
THIRD SHIFT MAY ATTEND EITHER MEETING.

### AGENDA:

- I. FEATURED PRESENTATIONS:
  - 1. 30+ YEAR PIN AWARDS
  - 2. SWEARING IN OF NEW MEMBERS
- II. GENERAL BUSINESS:
  - 1. POLICY BOARD
  - 2. TREASURER'S MONTHLY FINANCIAL REPORT
  - 3. COMMITTEE REPORTS
- III. GE REPORT
- IV. AVIS/BUDGET GROUP REPORT
- V. AMETEK REPORT
  - 1. UPDATE CONTRACT NEGOTIATIONS
- VI. VEOLIA WATER REPORT
- VII. SAUGUS LIBRARIANS REPORT
- VIII. NEW BUSINESS
  - 1. GOOD AND WELFARE
  - 2. LOCAL 201 PROPOSED BUDGET

Signed,

ADAM KASZYNSKI, President  
JUSTIN RICHARDS, Business Agent



# 201 Retiree's Column

By KEVIN D. MAHAR  
President Local 201 Retirees Council

## GE Has Put The Screws to the Retirees Again

This is not the same company that had the Motto "GE Brings Good Things to Life". It is now the company whose Motto could be "How Do We Squeeze the Retirees More"?

I am part of the generation where my entire family worked at GE. My two brothers and two sisters all worked at GE. I began my career at GE on February 20, 1961. When I walked up the steps of bldg. 77, 19 days after I turned 18. Now here I am at 78 still helping retirees obtain any benefits they worked so hard to obtain. Just so you know for my 33 years' service I have a pension of before taxes of \$1,415 a month after taxes of

\$1,047.16 a month. Believe me there are a lot worse off pensioners than me. You would not believe how badly our GE pension is for many thousands of very long service retirees who literally gave their entire working life to GE.

Here is a real story of a 95-year-old GE retiree, a woman who was in Humana for her prescriptions. She did not know that Humana changed her plan from \$30 a month to \$62.30 for exactly the same plan. She called me and I was able to change her plan to \$26.30 for the same kind of plan. However, this meant that this 95-year-old lady who was a GE retiree paid \$62.30 for many months before we were able to get her into a better plan. I

spent over 2 hours and 47 minutes on the telephone to get this corrected. Do you think this 95-year-old woman would have been able to spend over 2 hours on the telephone to correct this? This is why citizens have lost faith that our government will not protect them. If you have stories like this either email me at kma-har5063@aol.com or call me at 781-367-7822.

The Retirees Council will be holding a Zoom meeting on March 23, 2021. Please check the Meeting box on this page for information.

## IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

March 23, 2021 2:00 PM

Join Zoom Meeting

<https://us02web.zoom.us/j/87582729870>

Or dial in by phone: 1-646-558-8656

Meeting ID: 875 8272 9870

Passcode: 251135

For Meeting Information  
Call Kevin 781-367-7822

Kevin D. Mahar, President  
Edward Walczak, Financial Secretary

## Retirees Are you Moving???

Do you still want to get the IUE CWA Local 201 Newspaper mailed to you?

Please contact us if you are moving or have a change of address that you would like the newspaper sent to.

Call 781-598-2760.  
Thank you.



## Letter to the Editor

Dear Friend,

Thank you for your continued support of My Brother's Table. We are grateful for your generosity and compassion, especially during a very challenging year. With your help, we were able to serve nearly 800,000 meals in 2020, a startling increase over the 204,000 meals we served in 2019.

We thank you for your support in 2020 and hope that you will consider supporting us in 2021.

With best wishes for a happy and healthy 2021!

Dianne Kuzia Hills

Executive Director

My Brother's Table, Lynn, MA



Attention CWA Members:

## APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$4,000 each for the 2021-2022 school year, and another \$4,000 for 2022-2023. (2nd year award based on satisfactory academic record.)

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

Eligible are CWA members, their spouses, children and grandchildren (including those of laid-off, retired or deceased members) planning for college studies.

Final deadline for applications is 11:59 p.m., EST, April 30, 2021.

Applications are easy to complete 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:



# Walmart Stand Out Continues

General Electric was started on the invention of the light bulb and the electric age. The light bulb or “lamp” as they are technically known ushered in the era. Edison Electric along with Thompson Houston merged to create General Electric. For many years the “lamp” was their source of income. From there on out the company diversified into many different directions achieving milestones and patterns on hundreds of inventions. The lighting division which was the backbone of the company has fallen on hard times. The latest form of lighting, the LED diode has pretty much taken place of the traditional lamp. The last of the GE manufacturing facilities is in Bucyrus OH. There they still make traditional lamps but also LED lighting. The LED diodes that GE manufactures are sold at Walmart. Recently GE sold its lighting division to Savant systems. Savant is planning on closing the Bucyrus OH factory and moving operations to China.

Walmart claims it wants to sell products made in the U.S.A. Not products made in China.

For the past 4 weeks Union members have been standing out at Walmarts all across the country educating consumers to what is going on. The final decision on this move is going to be made this month.

*continued from page 12*

with recalls. They are starting to recall more members.

I can't say this enough, thank you to chief steward Jorge Rivera who is currently laid off but continues to be active and serve the membership! As travel picks up, we will start to see a recall trend.

We are currently looking for a steward at the airport, anybody interested please contact the union hall 781-598-2760.

## Ametek

We have kicked off negotiations and are a couple sessions in. This is and will continue to be an uphill battle! This plant is a prime example of why it is important to organize. Ametek is a unique operation in Wilmington MA. I can honestly say if there was no Union the plant would have already packed up and moved, or the company would have watered down any type of benefits and offered lower wages to its employees. At the time this article is being written, the Company and Union are still far apart but the gap is slowly closing.

## Veolia

Same good stuff over there! Chief steward Joe Grant, stewards Fred Hogan and Stu Mellon are handling business! You all are troopers and I want to extend my appreciation for all of the members at the plant and all of you being on top of your game. So, everybody understands, the plant is vital to the community, these guys over there inherently are supporting the wastewater of our community. If that plant doesn't operate efficiently it results in sewage backups and added pollution to the ocean. Thank you, guys, for being great.

## Saugus Library

We are probably going to be looking at the library opening back up to the public soon, maybe at a limited capacity? Keep on trucking and providing resources and education to the community. Anybody looking to rent some good documentaries reach out to the library, Chief steward Jackie Miller will steer you in the right direction.

## All 201

We are seeing an increased turnout at our monthly membership meetings; this is really inspiring! We are all family, 201 FAMILY, if there is a problem at any one of our units there is a problem with all our units, we are all in this together! When there is a call to action we all must respond, not just for 201 but for our communities and fellow union brothers and sisters across the country as well. There is a bigger fight to be had coming up on the horizon, a new reinvigorated labor movement! History repeats itself and as the disparity of wages between workers and the corporate elites increases to new highs, we all have to answer to that call. In 1965, the CEO to Worker pay ratio was 20 to 1, in 1990 it was 107-1, in 2017 the average CEO to Worker pay ratio was 361 to 1. Those are gigantic increases, yet we fight tooth and nail for just enough to keep up with inflation and earn a fair wage to live off.



# Market Based Wage Progression Schedules\* (updated 1-25-2021)

Classification	Rate**	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Servicer	M14	18.00	22.02	24.03	26.05	28.07	30.09	32.10	33.585
Material Handler	M16	20.00	22.02	24.03	26.05	28.07	30.09	32.10	34.12
Stockkeeper	M16	20.00	22.02	24.03	26.05	28.07	30.09	32.10	34.12
Production Follower	M16	20.00	22.02	24.03	26.05	28.07	30.09	32.10	34.12
Packer	M16	20.00	22.02	24.03	26.05	28.07	30.09	32.10	34.12
Construction Worker	M16	20.00	22.02	24.03	26.05	28.07	30.09	32.10	34.12
Braze Inspector	B16	20.00	22.05	24.09	26.14	28.18	30.23	32.27	34.32
Sheetmetal	M17	23.50	25.10	26.70	28.31	29.91	31.51	33.11	34.715
Bench	M17	23.50	25.10	26.70	28.31	29.91	31.51	33.11	34.715
Punch Press	M17	23.50	25.10	26.70	28.31	29.91	31.51	33.11	34.715
Welder Machine Resist (Spot Weld)	M17	23.50	25.10	26.70	28.31	29.91	31.51	33.11	34.715
Milling Machine Electro (EDM)	M17	23.50	25.10	26.70	28.31	29.91	31.51	33.11	34.715
Welder	M18	26.00	27.36	28.73	30.09	31.46	32.82	34.19	35.55
Milling Machine	M19	25.50	27.07	28.64	30.20	31.77	33.34	34.91	36.475
Boring Mill Vertical (VTL)	M19	25.50	27.07	28.64	30.20	31.77	33.34	34.91	36.475
Auto Lathe	M19	25.50	27.07	28.64	30.20	31.77	33.34	34.91	36.475
Engine Lathe	M19	25.50	27.07	28.64	30.20	31.77	33.34	34.91	36.475
Milling Machine Electro Automatic	M19	25.50	27.07	28.64	30.20	31.77	33.34	34.91	36.475
Broach Vertical	M19	25.50	27.07	28.64	30.20	31.77	33.34	34.91	36.475
Fire Inspector	B19	21.00	23.21	25.42	27.63	29.84	32.05	34.26	36.475
Power Plant Operator	W19	30.00	30.93	31.85	32.78	33.70	34.63	35.55	36.475
Inspector Non-Destruct (FPI)	M20	25.00	26.79	28.59	30.38	32.18	33.97	35.77	37.56
Inspector Mechanical	M20	25.00	26.79	28.59	30.38	32.18	33.97	35.77	37.56
Grinder IntCylSurf	B20	26.50	28.08	29.66	31.24	32.82	34.40	35.98	37.56
Machinist Dual Purpose	M21	26.00	27.78	29.56	31.34	33.12	34.90	36.67	38.455
Machinist Production	M22	28.00	29.67	31.35	33.02	34.70	36.37	38.05	39.72
Machine & Assemble	M22	28.00	29.67	31.35	33.02	34.70	36.37	38.05	39.72
Inspector Tool & Gage	B22	27.00	28.82	30.63	32.45	34.27	36.09	37.90	39.72
Machinist Special Programs	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Electrician - Prj Crft - MA Lic. Req.	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Ironworker - Prj Crft	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Machine Repair - Prj Crft	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Plumber - Prj Crft - MA Lic. Req.	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Pipefitter / Pipe Welder - Prj Crft	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Repair Test - Prj Crft	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Refrigeration - Prj Crft - MA Lic. Req.	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Project Crafts/Const/Car	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Tinsmith - Prj Crft	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Advanced Aircraft Engine Mechanic	M23	32.00	33.25	34.50	35.75	36.99	38.24	39.49	40.74
Power Plant Engineer	M24	37.00	37.74	38.48	39.23	39.97	40.71	41.45	42.195
Repair Control	M25	33.00	34.39	35.78	37.18	38.57	39.96	41.35	42.745
Tool Maker	B25	34.00	35.25	36.50	37.75	39.00	40.25	41.50	42.745
Die Maker	B25	34.00	35.25	36.50	37.75	39.00	40.25	41.50	42.745

## R-Rates 1/25/2021-6/28/2021

R08 - \$31.01	R14 - \$32.035	R17 - \$33.365	R20 - \$36.01	R23 - \$39.19	R27 - \$42.15
R10 - \$31.27	R15 - \$32.36	R18 - \$34.00	R21 - \$37.105	R24 - \$40.645	
R12 - \$31.615	R16 - \$32.77	R19 - \$34.925	R22 - \$38.17	R25 - \$41.19	

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

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



# Health & Safety Notes

By CARMEN DEANGELIS  
Local 201 Health & Safety Director

## EAP Benefits Made Easier

The DAN (Disability Advocacy Network) recently put together a workshop session designed to help people navigate EAP and other benefits surrounding disabilities. I was surprised at the resources available for everyday things like legal help, moving services, childcare, and all kinds of life issues many of us don't have time to investigate. The session covered the following topics.

- What EAP is and what to use it for
- How to access EAP
- Types of EAP offerings
- Matching with a provider/virtual counseling options
- Work/Life services
- Cariloop benefits

• Other GE benefits, including new stress and emotional support.

## EAP Benefits: [liveandworkwell.com](http://liveandworkwell.com)

### Key features:

- Provider search
- Managing and scheduling virtual visit appointments
- 24/7 help line
- eCards
- Access to articles, guide videos on a variety of topics
- Access EAP and WorkLife benefits
- **Sanvello** (mobile app) this app uses clinically validated techniques to relieve symptoms related to stress and behavior to build life skills that help with relaxation techniques, coping skills, and much more.

• **Talkspace** – text-based therapy that offers an alternative to face-to-face therapy with thousands of licensed behavioral health clinicians.

**Online Access:** Go to [liveandworkwell.com](http://liveandworkwell.com) where you can “browse as a guest with a company access code” (Code=GE), click “find providers” and enter your zip code. After you fill out a questionnaire you can select the type of therapy you're seeking (virtual visit option is an option here) and get results. It's important to note that to access **free** benefits of **Talkspace** and **Sanvello**, you need to start by going through the Live and Work Well website first to get authorization.

**Cariloop** is accessible to anyone needing help caring for

a loved one- this can be a family member, friend, neighbor, or anyone you are providing care to. In some situations, panic and fear can take hold as a family realizes they are unprepared to be caregivers. Services are provided at no cost to members; however, we are responsible for paying the cost of any services or providers we choose.

If you don't want to use a computer just call HealthCoach from GE at **1-866-272-6007** and say EAP

This is only a brief informational guide; I have a lot of information on this which I can share with any member with an email. You can also call me, and we can figure out how to get you what you need.

## The Lynn Community Health Center Now Has the Covid 19 Vaccine

Read below for Availability

### When can I get a COVID-19 vaccine in MA?



#### PHASE ONE

In order of priority

- Clinical and non-clinical healthcare workers doing direct care
- Long term care facilities
- Fire, Police, and Public Safety
- High-risk settings (including corrections and shelters)
- Home-based healthcare workers
- Healthcare workers doing non-COVID-facing care



#### PHASE TWO

In order of priority

- Individuals 75+
- Individuals 65+, Individuals with 2+ comorbidities (those that are at increased risk for severe illness)
- Early education and K-12 workers, transit, grocery, utility, food and agriculture, sanitation, public works and public health workers
- Individuals with one comorbidity



#### PHASE THREE

Vaccine available to general public

December - February

Estimated timeframes

February - April

April - June

Updated 1/25/2021



**It Starts With SAF**



GE Aviation Lynn

### 2021 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	North of 42
May 13th	6:00 AM - 4:00 PM	South of 40
May 20th	6:00 AM - 4:00 PM	South of 40
June 3rd	6:00 AM - 4:00 PM	South of 40
June 17th	6:00 AM - 4:00 PM	South of 40
July 29th	6:00 AM - 4:00 PM	South of 40
August 26th	6:00 AM - 4:00 PM	South of 40
September 15th	6:00 AM - 4:00 PM	South of 40
October 14th	6:00 AM - 4:00 PM	South of 40
November 17th	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





## LAT&O/Logistics Executive Board

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



## LPS/M&E Report

By **ARTIE AMIRAULT**  
*Executive Board Member*

### As the Rotor Turns

Update on the letter GE sent through Alight Solutions to every member and retiree that have dependents enrolled in GE health insurance. The deadline date has changed from March 23rd to May 4, 2021 to provide the requested information. Local 201 has filed a grievance at the local level. We advise everyone that has gotten the letter to comply with providing the information that was requested. I have talked with a few members that have already sent the information in and they told me that the best way is to call Alight Solutions directly and find out what type of documentation will be sufficient. You might not need to send everything they ask for in the letter. Let's just hope that this all goes away because in the end GE never notified the Union at a local or National level. WE have a contact that must be followed bottom line!!

### LATO

Here is a breakdown of the quantity of work per value stream for the 2021 year.

T700 - Q1 - 110	T408 - Q1 - 10
Q2 - 113	Q2 - 6
Q3 - 113	Q3 - 9
Q4 - 116	Q4 - 10
F414 - Q1 - 19	T64 (subject to change)
Q2 - 14	Q3 - 2
Q3 - 13	Q4 - 5
Q4 - 11	
CF34 - Q1- 6	Gripen Q1- 2
Q2 - 3	Q2 - 3
Q3 - 5	Q3 - 7
Q4 - 8	Q4 - 4
Devo - 3 score engines (404 teardowns)	
7 KFX Devo engines	
6 - T - 7A engines	
4 - T408 devo engines (different build types)	
33 - T901 modules	
Honda - 2 lease pool conversions	

That's the forecast for the 2021 year but as we know this is subject to change due to part availability.

### Logistics

There has been an ongoing issue about management trying to pawn off their work to union members. Just because it has been done in the past behind the unions back doesn't mean it's your job. Some people have been doing it, but some people refuse so it needs to be clearly defined on who's job it is. If it's ours then I expect the business to sit down and negotiate because that is a change in working conditions and that is a mandatory subject of bargaining under the national agreement. If you're not sure if its your job, see a steward and they will show you your job description.

I hope everyone is staying safe.  
 See you around the shop.  
 Bobby

Hi Everyone,

I'd like to start by saying Congratulations to Fred Russell on his retirement. He's onto bigger and better things after 40 years with the Company and the Union, it is well deserved.

While writing this article the LEAN event has kicked off around the plant. In the past these workouts have led to vast improvements in these areas as well as farmed in work, investment, and machinery. It's been good for the areas it was introduced in prior to this and has led to a lot of work for the crafts around the plant.

There is also a decent number of new machines coming into the plant again this year most likely beginning around the third quarter and hopefully both these trends continue to be the case in the continuing years. However, the company has removed over 60 pieces of machinery around the plant over the last 2 years. While it's nice to see the new machines coming in, the company has a little catching up to do. The investment is great but not coming in fast enough. The same goes for replacing the people in the crafts. It's nice to finally see some postings going up on the board and some potential hiring from the street.

MAYBE the company will be able to hire from the street, but the start rate for a licensed craft person on the outside is a little more than our current MBW start rates. Between now and 2023 there will be some serious attrition and experience lost. The Company can't hire fast enough. The Company needs to hire and train as many people as soon and as fast as they possibly can before these people leave. I keep saying it and it can't be said enough. We need more people!

Finally, we have a new cell leader in building 64 Maintenance he will have been here 2 weeks by the time the paper hits the shop floor, and the company has also officially given the Union notice that there is a new Manager to finally replace Leo starting the 15th of this month. Hopefully these two transitions in management will go smoothly.

The Crafts do a great job at getting stuff done and many of us have been doing these jobs for many years and have years of experience. Give us the material, tools, and time as well as the priorities needed by the business and we will get the jobs done. We've proven it time and time again and will continue to do so given the opportunity.

See you around the plant.



**Brian Thomas**  
 REGISTERED PRINCIPAL  
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 Unit 6  
 Lynn, MA 01904  
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 www.dfgedge.com



# VP's Column

By TOM O'SHEA  
Vice-President/  
Recording Secretary

**GE**  
New hires are starting to trickle in. This past year put a damper on everything including hiring. To date we have seen two Production Followers and one Servicer start. These hires are a direct result of union members submitting "Moving Violation" tickets and an ongoing grievance to backfill. AAEM' from the street are expected to start in the next couple of weeks too. We need Crafts workers and experienced Machinists. The plant needs workers in all areas. It needs investment in all areas. The roofs are leaking. The machines are old. The work force is getting old. There is a ton of work on the books. WE CAN DO THE WORK. The recent Lean events prove that we can do the work.

Boston is home to GE headquarters. Not too long ago when GE announced the move to Boston, I thought their vision was to take advantage of the talent coming out of the regional education system. Universities as well as Technical schools. Get the talent coming out of these institutions and put them to work in GE Aviation, Health Care and Power Systems. Leverage this intellectual property to do great things. That is what great companies do. Solve the world's problems. That should still be the plan for GE.

## Amazon

The National Labor Relations Board, in February, mailed ballots to 5,805 Amazon workers at the facility near Birmingham Alabama, who will then have seven weeks to decide whether they want the Retail, Wholesale and Depart-

ment Store Union to represent them. If they vote yes, they would be the first Amazon warehouse in the United States to unionize. Amazon is one of the nation's largest employers, with more than 1.1 million workers worldwide, and it has long opposed the unionization of its U.S. workforce. Much of its warehouse staff in Europe already belong to unions.

Amazon is working hard to persuade workers in opposing the union. Since mid-January, when the NLRB scheduled the vote, the company has increased efforts to sway workers away from unionization. Amazon set up an anti-union website — DoItWithoutDues.com — discouraging workers from joining the union drive. The company has also held ongoing mandatory meetings for workers on company time that disparaged unionization. In the warehouse that has seen extreme heat in the summer the company is now having managers come by workstations to hand employees water bottles and candy. "Gee, just what they need to stop the union, candy bars."

The voting ends the end of March. Time will tell if Amazon was once again able to fend off the union.

## Alight

The company has hired Alight to audit every worker and retiree with a dependent getting GE medical benefit coverage. They want to make sure

that your kids are your kids, and your spouse is your spouse. The International was not notified before this letter went out. Our advice is to comply, and we will grieve it. The

deadline to provide documents is May 4, 2021. Any questions call the hall 781-598-2760.

## An Act to Prevent Wage Theft, Promote Employer Accountability, and Enhance Public Enforcement

Senator Sal DiDomenico & Representative Dan Donahue (SD.774 & HD.967)

### THE PROBLEM

ANNUAL WAGE THEFT IN MASSACHUSETTS

**NEARLY \$1 BILLION IN WAGES STOLEN IN MA EACH YEAR**

2021.000.000

ANNUAL LOSSES TO THE STATE

**\$373 MILLION LOST GDP**

**2,430 LOST MA JOBS**

**\$100 MILLION LOST TAXES**

→

**\$5.8 MILLION WAGES RECOVERED BY THE ATTORNEY GENERAL.**

Sources: 2021 Community Labor United/MA Attorney General's office/ Bernhardt et al (2013)

- Bad employers steal about \$1 billion in wages from hundreds of thousands of low-wage workers each year in MA. Overall, workers get back less than one percent of the wages stolen from them. The whole state is cheated out of greater economic activity, jobs, and tax revenue.
- Wage theft has become business-as-usual, with employers increasingly able to dodge responsibility for their workers through outsourcing and subcontracting. The epidemic of wage theft has overwhelmed the capacity of our existing labor laws and enforcement tools.

### THE SOLUTION:

**Clarify responsibility for upholding labor standards and provide the Attorney General and workers with additional tools for holding violators accountable and recovering money wrongfully taken from workers and the Commonwealth.**

**INCREASE RESPONSIBILITY**

Hold "lead contractors" accountable for the wage theft violations of their subcontractors, as long as there is a significant connection to their business activities or operations.

**LEVEL THE PLAYING FIELD**

Promote fair competition by ensuring that all businesses, including lead contractors, play by the rules and give their workers an honest day's pay for an honest day's work.

**PROTECT WAGE RIGHTS**

Protect workers from wage theft (e.g., nonpayment of wages, failure to follow minimum wage, overtime, or prevailing wage laws, and employee misclassification), and strengthen protection against retaliation.

Kevin Brousseau, MA AFL-CIO: kbrousseau@massaflcio.org  
 Dr. Nataliacia Tracy, Brazilian Worker Center: ntracy@braziliancenter.org

### HOW DOES THE BILL ACCOMPLISH ITS GOALS?

- LEAD CONTRACTOR LIABILITY**  
Provides "lead contractors" with notice when their subcontractors fail to obey the law. Allows them an opportunity to ensure that wage problems are corrected without enforcement action or establishment of lead contractor liability.
- ENHANCED PUBLIC ENFORCEMENT**  
Allows the AG's Office to bring civil wage theft cases directly to court. Clarifies that criminal penalties are not applicable to lead contractors, only to employers with their own employees. Allows aggrieved employees and other whistleblowers to bring public enforcement actions, while allowing the AG's Office to intervene or object as it sees fit.
- STOP WORK ORDER**  
Allows the AG's Office to issue a "stop work order" if it has determined that certain types of wage theft or unemployment insurance violations have occurred. Provides employers an opportunity to correct violations and resume work, or to request a hearing.
- WHISTLEBLOWER ENFORCEMENT**  
Generates new revenues for the Commonwealth by bringing in penalties for wage theft violations. Allows action to fight wage theft on behalf of the Commonwealth even where the AG's Office does not have the resources to pursue a case. Allows workers to fight wage theft when employers have forced workers to sign mandatory arbitration agreements.
- STRONGER PROTECTION FROM RETALIATION**  
Clarifies the scope of activities protected from retaliation under the wage laws. Ensures that workers are able to obtain appropriate remedies and relief when an employer retaliates because they have asserted wage rights. Creates a rebuttable presumption of retaliation when an adverse action takes place after a worker has asserted wage-related rights.
- QUESTIONS OR NEED MORE INFO?**  
Kevin Brousseau, Massachusetts AFL-CIO, Co-Chair: kbrousseau@massaflcio.org  
Dr. Nataliacia Tracy, Brazilian Worker Center, Co-Chair: ntracy@braziliancenter.org



# LCM Executive Board

By JOSEPH TIRONE  
LCM Executive Board

### Grievance Satisfied

I would like to start by saying "Thank you" to all 201 members who signed the petition for our brother who was fired unjustly for having a pocketknife in his car. I am proud to say he has been returned to work with all back pay. Cases like this are the reason unions were established. There is nothing more powerful than when a group of people organize and fight the good fight. Over the past couple months Local 201 members proved that our union will not stand for one of our members to be treated this way. Through our grievance procedure, petition and members speaking up and saying this is just wrong. We won the grievance. This is the reason I ran for this position, to help people in cases

like this.

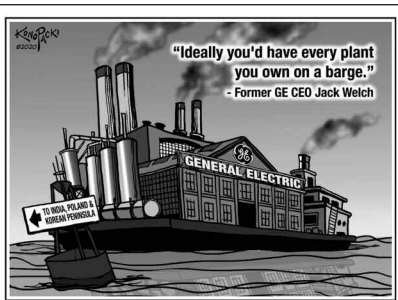
As LCM E-Board I have to deal with a lot of our members and their families, sometimes their pain comes home with me. I'm not going to lie, I spent countless nights up with no sleep thinking about our brothers family, no money coming in, Christmas time etc. So, it feels real good this win makes all those late nights worth it. As your E Board member, I promise to always have your back and fight with everything I have in me for my brothers and sisters. If that means late nights building cases so be it. I can't stress enough about sticking together.

Take the time, get to know the people you work with, build a team in whatever area you work in. This is what will make us unstoppable, there's always power in numbers.

This will help us put a dent in farm out: If you

see parts that you always do start to disappear, find a steward and let them know about it. They can check to see if its on the farm out list. By working together and talking to each other we could make major impact. Its gonna take a

team to make this work. "Not one Hero". Also, to any members that don't know already: "all movement through the plant must go through the union". If a cell leader asks you to work out of your area get a steward.



### A Truly Terrible Year.

Covid deaths. Small businesses closing. Friends and family out of work. Isolation.

And GE's announcement of yet more jobs to be shipped overseas. This time to the unstable Korean Peninsula.

It is bad: For the workers directly involved and their families. For our communities. For neighbors and friends hoping for MORE good jobs, not fewer.

It's bad for the environment, as moving jobs 10,000 miles away increases the carbon footprint of our products. And it's bad for America's national security. No rational corporation moves jet engine components so close to a warmongering dictatorship famous for lobbing missiles at our allies!

# Let's Demand Better!

**IUE-CWA**  
LOCAL 201

**It's time to blow the whistle.  
In 2021 we will campaign for a better GE.**

**Stay alert. Stay united.**

### On I.M.E.

Building \_\_\_\_\_

Area \_\_\_\_\_

Work Station \_\_\_\_\_

Reason \_\_\_\_\_

I.M.E. hrs. \_\_\_\_\_

Date \_\_\_\_\_

### Fix the Plant

### Fix Wages

### Farm In

Fill out and return to your Steward



## Moving Violation



MANAGEMENT DOING BARGAINING UNIT WORK

Name of Culprit \_\_\_\_\_

Date of Violation \_\_\_\_\_

Time of Violation \_\_\_\_\_

Description of Work Being Done \_\_\_\_\_

Classification \_\_\_\_\_

Witnesses \_\_\_\_\_

**Return to Steward**

### Plant Protection Badging Office Hours

Monday: 6:30am – 2pm  
Wednesday: 6:30am – 2pm  
Friday: 10am – 2pm

Located in the Corinne Johnson Visitors Center Fairchild Gate.

Get your parking stickers and badges.



## Business Agent's Column

By JUSTIN RICHARDS  
*Business Agent*

### General Electric Report

A quick rundown of what has transpired over the past few weeks; Company and Union agree to renew the Covid absence policy thru March. As you all have seen by the time you are reading this, the negotiated Lean Agreement was voted up by the membership and as of now (3/3) the workouts are going well. We want more of these events and the investment they bring. These events will be negotiated on a case by case basis. We need to get some guarantees out of them, "GE commit ITEP production and development to Lynn?!"

The Company is identifying key areas to bring back farm out from the vendors, that's a step in the right direction but GE needs to commit to Lynn! Your 201 leadership is committed to fight for the revival of OUR plant.

Quality is one of the keys to success in this plant. GE's quality is fractured, our concerns and issues we raise go unanswered and do not get addressed far too often. If the Company won't address our concerns, we have to hold them accountable. Our first priority is quality! Quality trumps production, we manufacture jet engine hardware that our military and others depend on being produced correctly! The Company over the past few years has been in the habit of removing inspections and tollgates, no wonder why we see a rise in QEM's. I was just in building 66 green cell, it was brought to my attention that quality was removing a tube location inspection done by the mechanical inspectors and putting it on the welders. The union pushed back on removing inspection ops from the mechanical inspectors, the end result was the welders will perform the location check and it will be added back into final inspection, for a secondary check to make sure nothing shifted before the hardware gets shipped.

Stay vigilant on the floor, anything any of you feel that the Company has added, duties and responsibilities that are not in the scope of your current classification, notify your steward immediately, anytime you see them removing inspections notify as well. We are getting reports of planning and method changes and are addressing them as the reports come in. Building 40 was attempting to add an inspection into large engine weld group, no problems adding inspections, but they need to be added to the appropriate classification. Proper training is part of the solution, do not let your cell leader rush your training, be sure you understand and are trained on all aspects of your job!

Across the plant cell leaders push to have operators certified hanging carrots over your heads like "overtime". If there are jobs in your area that you are not trained on request to be trained on them if you are denied contact your steward immediately!

We will be filing for MBW negotiations at the end of the month. Something has to give, this 7-year progression is over the top!

We had 3 new hires start this month, that's some good news! The hiring freeze has thawed a little bit and with the amount of attrition we could be facing in the very near future, the Company needs to start being proactive and get people in here.

### Avis and Budget

Been down to the airport a few times over the past couple weeks. Several Step I grievances were filed, management doing bargaining unit work. The airport manager was able to satisfy the grievances

*continued on page 6*



## President's Column

By ADAM KASZYNSKI  
*President*

*continued from page 1*

### Members Vote Yes on March Lean Events, Demand Investment and Farm-In

As this paper goes to print, Union negotiated Lean events are happening in 6 areas of the plant. The membership reviewed and voted yes on the agreement to bring the Lean event to Lynn. The event was supposed to be at another plant, but it fell through and Local management lobbied for the event to come to Lynn. That is a good sign from the plant's new management team – we want them to go after investment. However, we are still waiting on the farmout list for 2021 so the jury is still out on whether our managers will lead or hide.

While these Lean events can be uncomfortable, pushing through that discomfort brought work and investment into the plant in 2019. If the Company uses the information gleaned from these events to farm in, invest in machinery, and continue to negotiate the terms of these events in good faith with the Union I would like to see a lot more of them. That will be up to the membership. We will judge Lean on results and vote on future Lean projects accordingly.

Take a walk by the Lean workout boards in 66 and 74. Our work that is farmed out to outside vendors is the primary driver of delinquency. The Union and the Company agreed that these events were not to be used to push unsafe speedup that would result in quality issues, but to deal with idle time and waste. It turns out the delinquency is driven by farmout. Local 201 members have been saying it for years. But this week, it is written right on the wall for everyone to see. Bring back the work and give us the tools we need. We will get it done.

On first glance, here are some issues I have heard about coming up this week in Lean event areas. In 66 there aren't enough production followers, a Matter at step 2 that has been open for YEARS. New machinery is needed in 32, 66, 74. HRSS in 40 is sick of waiting on material. What management is learning from these events is what we have long known and advocated for, the question now is whether or not management will listen to the workers who know how to get the job done?

### E-Team Graduates Celebrate Pushing Through Pandemic

On February 27th I attended the graduation of the E-Team Machinist Training Program, Class 22 over Zoom. E-Team was one of the only machinist training programs that made its way successfully through 2020. These graduates showed real dedication to complete the program while balancing E-Team, jobs, family, and a global pandemic. It is a very demanding program. The resilience of the program is a testament to the hard work of the students, director, and staff – and its sturdy foundation as an independent community based and led program started by Local 201 and Essex County Community Organization. E-Team is of, by, and for the people – and it was truly powerful to see how strong our people are even in the toughest of times. Congratulations to Class 22.