

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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MANAGING-EDITOR
Tom O'Shea

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T408-GE-400 First Production Engine Delivered to the United States Marine Corps.

On October 25, 2019, GE-Lynn hosted a ceremony in the 2-96 Auditorium, commemorating the delivery of the first T408 Production engine to the United States Marine Corps. The T408 engines will power the Marines CH-53K Heavy Lift helicopter, replacing the T64 engine that powers the CH-53E helicopter. The T408, with 7,500 - rated horsepower can lift loads weighing 27,000 - pounds more than a mile high in hot weather conditions, tripling the external load carrying capacity of the Marine Corps current op-

tions. The T408 has 57% more power, 20% better SFC and 63% fewer parts. The T408 is assembled (Bldg. 81) and tested by Lynn Assembly, Test & Overhaul (LATO) employees.

Representative Seth Moulton (D-MA), a member of the House Armed Services Committee stated in his recent press release, "For the first time in a generation, the headlines in Lynn are about hiring. I'll keep using my seat in Congress to fight for a new generation of growth in Lynn. I commend GE for recognizing what we already know: nobody will



**Sikorsky CH-53K King Stallion -
The Most Powerful U.S. Helicopter Ever.**

work harder than our community to support the country's most important missions."

The ceremony and the accompanying messages, from all speakers, provided a poignant and powerful reminder of what the employees at GE-Lynn provide to GE customers every day. We

assist our military men and women in accomplishing this country's mission. The Officers, Executive Policy Board and the membership of IUE-CWA Local 201 would like to thank everyone involved for their outstanding effort in making the T408 a reality for the DOD and GE-Lynn.



IUE-CWA Local 201 Member and Advanced Aircraft Engine Mechanic Paul Tucker presents United States Marine Corps Lieutenant General Steven Rudder - Deputy Commandant for Aviation, with ESN 316143 Log-book and DD2250.

Leg committee stuffing envelopes and calling congress people about PRO Act



Next Local 201 Membership Meeting November 19, 2019 - 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

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.



Service Directory

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

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

Yani's & Jossie's Platter Creations
Catering Specialists
For more information:
Yani 781-244-5626
Yanitzathomas@icloud.com
Jossie 781-346-3881
JQTSmiles@aol.com

Small Engine Service: 35 plus yrs experience repairing small engines, Lawn Mowers, Snow Blowers, Chain Saws, etc. Reasonable prices. (10% Discount on Parts for GE employees)
Call 978-758-9527

Solar Powered House for Sale
Snowflake Arizona
27 Miles S. of Holbrook
2 story, 2 bedrooms, 2 bathrooms. 1500 sq ft. Custom wood + Masonry. Gas Heat. 300' deep well. 6 acres. Taxes \$600.00 per year \$169,000.00
Call 775-537-7870
View at adventurerealtyaz.com

Real Estate Ellsworth Maine
3 Bdrm, 2.5 Bath, Laundry-Main Level, Full Attic, Full Basement
2-Story, 2-Car Barn. Low Taxes
2 Acres. \$279,000
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Thinking of buying, selling or investing in real estate?
Please give me a call.
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linda@atlanticcoasthome.com

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gmamos@comcast.net
Call George 781-910-0853

Looking to Buy or Sell your N.H. Vacation Home?
Don Cormier - Realtor (GE Retiree) Assets Realty Group, Wakefield N.H.
Please call.
Phone Office 603-522-9000
Cell 603-781-4952

NEED PART TIME HELP?
I am looking to do light housekeeping, errands, shopping, laundry, shopping, companion will help with the elderly and or children.
Call Trish 617-791-9057

Handyman Wanted
Call Tina for Details
617-293-3032

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

Condo For Rent
Seaport Landing,
150 Lynnway Lynn MA
2 bdrm, 1.5 bath, Furnished \$2,300 per month
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"IUE-CWA Local 201 News" (USPS 171720)

"Published monthly." \$1.00 a Year



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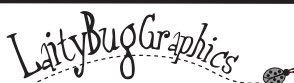
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Union Plus Scholarship Awards Honor Achievement and Union Values

Union Plus has recently awarded \$150,000 in scholarships to 104 students representing 36 unions in the 201 Union Plus Scholarship Program.

Among the honorees were dozens of students who are children or grandchildren of immigrants—many of whom overcame considerable obstacles and hardship thanks to the union—and who are now excelling academically while pursuing education and careers in fields such as medicine and law.

Today, however, rising education costs are making it difficult for even many union families to afford the cost of tuition. That’s one reason Union Plus, which provides important consumer benefits to union members and retirees, offers a unique scholarship program that in just over two decades has awarded over \$3.7 million in education funding to more than 2,500 union members, spouses and dependent children. Recipients are selected based on academic ability, social awareness, financial need and appreciation of labor.

The online application is now available!

“The union movement believes strongly in education, which for generations has helped working people to advance their own careers and improve the lives of their children,” says Leslie Tolf, president of Union Privilege, the organization that provides Union Plus benefits for union families. “These days, however, rising tuitions and expensive student loans are putting higher education out of reach for many working families. That’s why we continue our long commitment to funding college scholarships to help union families achieve their dreams.”

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

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

Deadline to apply: January 31, 2020 at 12 pm (noon), Eastern Time.

Students may reapply each year.

In addition to the Union Plus Scholarships, the following benefits help union families afford higher education:

- National Labor College Scholarships help union members and leaders finish their degrees with an affordable, flexible and convenient online program at the National Labor College.
- Discounts of 15 to 60 percent on college and graduate school test preparation courses from The Princeton Review. Discounts are available for classroom, online and private tutoring for the SAT®, ACT®, GMAT®, LSAT®, GRE® and MCAT® as well as college affordability and admissions online courses. **Visit UnionPlus.org/CollegePrep or call 1-888-243-7737.**

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

MASSACHUSETTS AFL-CIO

62nd ANNUAL SCHOLARSHIP PROGRAM

We are pleased to announce the 62nd Annual Scholarship Awards Program for all high school seniors throughout the Commonwealth of Massachusetts who are seeking higher education. Students attending schools outside of Massachusetts must have their parents obtain permission from their high school to have their son/daughter participate.

The Massachusetts AFL-CIO labor history exam will be conducted in high schools on **Wednesday, February 6, 2020**. The exam is a one hour process consisting of 40 multiple choice questions and one essay question. Please make sure those students interested in taking the exam **complete the enclosed application and provide a copy of the application to their guidance department NO LATER than Friday, December 13, 2019.**

The Massachusetts AFL-CIO, along with affiliated local unions, and labor/non-labor organizations, offers a scholarship program which provided over 779 scholarships totaling almost \$1,000,000 to union members, their children/step children, grandchildren, nieces, nephews, and non-union Massachusetts high school seniors in 2019.

Editor’s Note: Students related to Local 201 members will be eligible for up to 2 scholarships, one from Local 201 as well as one of the many Union Scholarships with open eligibility.

All Massachusetts AFL-CIO scholarships and local union/central labor council scholarships are awarded solely on the basis of the multiple-choice exam and essay score. Each participating school will receive one master copy of all the scholarship materials to keep in the guidance department for those students who do not have Internet access. Study guides can be downloaded from our website at www.massafclcio.org, under “Programs,” click on “Scholarship Program.”

Sincerely, Steven Tolman, President, Massachusetts AFL-CIO

To Apply for an
IUE-CWA Local 201 Scholarship:

Fill out both sides of this application. Bring a copy to the Union Hall, 112 Exchange St., Lynn, AND another copy to your school per the instructions above. DEADLINE for APPLICATIONS is DECEMBER 13, 2019!

I DESIRE TO COMPETE FOR:
IUE-CWA LOCAL 201 SCHOLARSHIP AWARDS

- | | |
|---|---------|
| (1) JAMES J. DONAHUE MEMORIAL AWARD | \$2,500 |
| (2) HERBERT E. HAYWARD MEMORIAL AWARD | \$2,500 |
| (3) CHARLES E. RUITER, JR. MEMORIAL AWARD | \$2,500 |
| (4) JEFF CROSBY AWARD | \$2,500 |

*STUDENT’S NAME: _____

SENIOR AT: _____
(High School Name and Address)

I am sponsoring the above named Student:

SPONSOR _____ ADDRESS _____

***STUDENT MUST BE A MEMBER OR THE SON/DAUGHTER OR GRANDCHILD OF A MEMBER OF IUE-CWA LOCAL 201.**

Apply for a Scholarship

MASSACHUSETTS AFL-CIO SCHOLARSHIP PROGRAM



"The Story of the labor movement needs to be taught in every school in this land ... America is a living testimonial to what free men and women, organized in free democratic trade unions, can do to make a better life."
- Vice President Hubert Humphrey

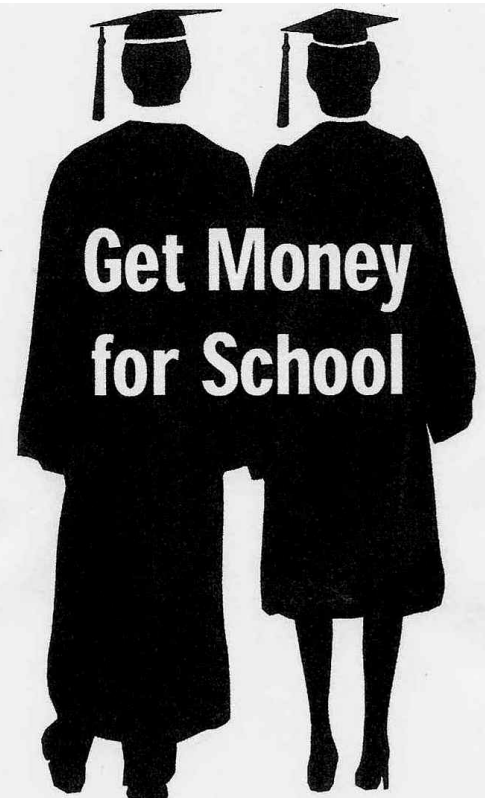
The Massachusetts AFL-CIO administers half a million dollars of scholarship awards on behalf of unions and labor councils throughout the state. Individual awards range from \$500 to \$16,000. All Massachusetts high school seniors are eligible to compete for certain awards. Additionally, students with family or personal union affiliation are eligible for awards given by their family's specific local union or central labor council.

Study Guide Online: December 1, 2019
Application Deadline: December 20, 2019
Exam Date: Wednesday, February 10, 2020



President: Steven A. Tolman
Secretary/Treasurer: Louis A. Mandarinini, Jr.

For more information and to register, visit:
www.massafcio.org/scholarships



IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2020-2021 school year. The scholarships are available to IUE-CWA members and their families. For details on eligibility and an application, go online at www.iue-cwa.org beginning October 15, 2019. Applications will only be accepted over the Internet. The deadline for applying is February 29, 2020.

OFFICIAL NOTICE

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

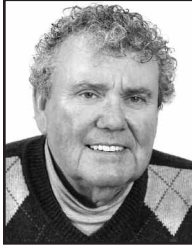
TUESDAY, NOVEMBER 19, 2019
112 EXCHANGE STREET
LYNN, MA 01901

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

AGENDA:

- I. **FEATURED PRESENTATIONS:**
 - 1. 30 YEAR PIN AWARD
- II. **GENERAL BUSINESS:**
 - 1. POLICY BOARD
 - 2. TREASURER'S AND MONTHLY FINANCIAL REPORTS
 - 3. COMMITTEE REPORTS
 - 4. GOOD AND WELFARE
- III. **GE REPORT**
- IV. **AVIS & BUDGET CAR RENTAL REPORT:**
- V. **AMETEK REPORT:**
- VI. **VEOLIA WATER REPORT:**
- VII. **SAUGUS LIBRARIANS REPORT:**
- VIII. **NEW BUSINESS**

Signed,
ADAM KASZYNSKI, President
WILLIAM MAHER, Business Agent



201 Retiree's Column

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

VERY IMPORTANT INFORMATION

MEDICARE OPEN ENROLLMENT IS OCTOBER 15 THROUGH DECEMBER 7, 2019. "PEARL HARBOR DAY" A DAY OF INFAMY WHICH GE DID TO RETIREES HAPPY THANKSGIVING TO ALL OF US.

As you can see we had a huge meeting in Schenectady N.Y. at the GE Plant there to at least see if we are able to make any headway on better retiree benefits. My view is we always can talk about issues that may make life better especially for very low wage pensioners. We once

made a leaflet called THE HALL OF SHAME. WE HAD THE PICTURES OF 5 GE RETIREES THAT HAD VERY LOW PENSIONS. ONE OF THE RETIREES WAS TOM CONNORS AND NOW HIS SON TOM CONNORS IS ON THE HALL OF SHAME. TOMS PENSION BEFORE DEDUCTIONS AFTER 33 YEARS SERVICE TO GE IS ABOUT \$1000 PER MONTH. THAT IS SHAMEFUL.

Don't forget to attend the Retiree Christmas Party (see box below).



First Row (Seated Left to Right) – Paul Fisher – Appliances – Louisville, Paul Fredette – Plastics – Pittsfield, Peter Menard – Plastics – Pittsfield, Edmund Stzrepa – Plastics – Pittsfield, Kenneth (Butch) Hennika – Aviation – Evendale, Terry Elfers – Aviation – Evendale

Second Row (Standing Left to Right) – Dean Merola – GE People Operations – Schenectady, Mary Ellen Flowers – Transportation – Erie, , Karl Asmus – Power – Schenectady, Bill Freeda – NBCU - NABET – NYC, Melody Jackson – Motors - Fort Wayne, Kevin Mahar – Aviation – Lynn, Shannon Maloney – Leader, Retirement COE People Operations – Schenectady, Athena Kaviris – VP HR GE Aviation/Labor Relations , Alex Brown – Aviation – Lynn

Third Row (Back Standing Left to Right) - Greg Bethards – Appliances – Louisville, Bill Kerr – Power – Schenectady, Ron Flowers – Transportation – Erie, Butch Ruedy – Manager – GE Corporate Health Services Operations, John Phelps – Silicones – Waterford; Marybeth Stevens-Carhidi – Leader, Benefits COE People Operations Schenectady, Michael Gorman - Manager, U.S. Defined Benefit Programs – GE Corporate

Update from Schenectady

By Alex Brown

Last month I had the opportunity to join Kevin Mahar, President of the Local 201 Retirees Council at the meeting of GE retiree advocates with the Company in Schenectady, NY. The mostly union advocates have been going to the GE shareholder meeting every year to push for a raise for retirees. They have won 4 pension increases and 2 thirteenth checks. And they have been helping GE retirees with their medical coverage issues and

pensions for years. Again the group called for a raise for retirees. These advocates are incredibly knowledgeable and dedicated. And it was a great opportunity for me to learn.

We met with GE reps on pension, health care, and VIA Benefits. I learned new ideas about better ways to represent retirees. And I appreciate that we met reps from GE that we can follow up with on issues. We also raised ongoing problems with VIA and the \$1000 Retiree Reimbursement Account. We may be able to make progress on unclaimed RRA balances in addition to individual cases. I want to thank the retiree advocates and the Company for a useful meeting.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Tuesday, January 14, 2020 at 2 PM

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

Agenda:

- I. Financial Report
- II. Report from GE Share Owners Meeting
- III. Any New Business

Kevin D. Mahar,
 President
 Edward Walczak,
 Financial Secretary

Please Join us
 for Our Annual Retiree
 Christmas Party
 December 10, 2019 at
 noon at Old Tyme Café
 on Boston Street Lynn
 \$15.00
 see Jossie at Local 201 for tickets
 Call Kevin for details
 781-367-7822



All Veterans & Active Duty Military receive 30% OFF in the month of November for Eyewear purchases.

EYE CENTER
 OF THE NORTH SHORE

400 Highland Ave.

2019 North Shore Labor Council Dinner

On October 19, 2019 the North Shore Labor Council held its annual fund-raising dinner. This year the event was at the Marriott in Peabody. The room comfortably held 125 guests. By the time the dinner got started it was looking more like 150 and people were still coming. This was a testament to the work the council continues to do. Local and state level elected officials were there. Congressman Seth Moulton spoke. Outgoing president Jeff Crosby kicked off by giving a heartfelt speech about the state of the labor movement. He sighted movements around the country and said, "there is something happening". He couldn't put this finger on it, but it was more than a generalization, he referred to all the activity from the changing of the guard in Congress to the Stop and Shop strike. This was Jeff' last speech as president at the

dinner and he received a standing ovation at the end. The room was full of labor leaders and activists. The keynote speaker Sara Nelson (President of the Flight Attendants -CWA) gave an impassioned speech to round out the night.



Thanksgiving Dinners for the Needy on November 28, 2019 and Thanksgiving Alkathons in the Area

All meals are free of charge & ALL ARE WELCOME!

***Brother's Deli** (41 Market St, Lynn 781-581-3363) will provide a Thanksgiving meal served from 8:00am to 2:00pm on Thanksgiving Day.

***My Brother's Table** (98 Willow St, Lynn 781-595-3224) is serving a Thanksgiving brunch starting at 10:30am and a Thanksgiving meal and dessert on Thanksgiving Day ending at 5:00pm

THANKSGIVING ALKATHONS
ATTLEBORO Desire to Stop-Cameron Bidg., 68 Falmouth St. 8:30 am-5 pm. Breakfast & lunch.
BEVERLY Second Chance. White Whale, 9, Hale St. Nov. 27 5:30pm-Nov. 28 9:30pm
CAMBRIDGE Gratitude. 1st Parish Ch., enter 3 Church St., 8 AM-Noon 11/28

DANVERS Districts 18/19. St. Richards, 90 Forest. 5 pm-midnight 11/27. 5 am-3 pm 11/28
KINGSTON Early Bird. Vineyard Christian Fellowship, 8 Hilltop Ave. 6 pm 11/27-6 pm 11/28
METHUEN St. Lucy's., 254 Merrimac St., 6 pm 11/27-8 pm 11/28
NEWBURYPORT Noontime. U.U. Church, 26 Pleasant St. 6 pm 11/27-6 pm 11/28
SO. BOSTON District 11. Labourer Ctr, 275 W. Broadway 7 pm-11:45 11/27 & 5 AM-7:45pm 11/28
WATERTOWN Belmont E.O./Dist. 22. Grace Vision Ch., 80 Mt. Auburn St. 7 pm 11/27-7 pm 11/28
W. ROXBURY People H. People-Unitarian Ch., 1859 Centre St. 8 AM-9 PM 11/28.
 Food all day.



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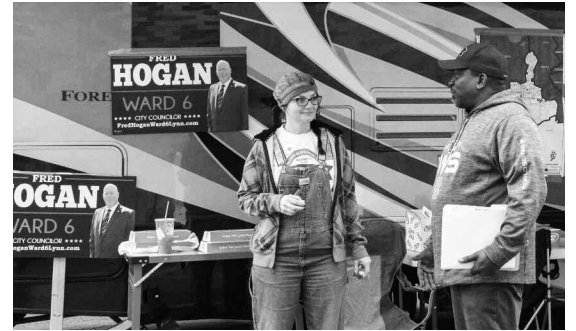
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 - Peabody, MA
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 - Warwick, RI

Congratulations Fred Hogan



Local 201 Members and Lynn Tech Graduates Jason Smith and Rafael Diaz help set up the new machines at the Lynn Tech/E-Team Machine Shop



Congratulations Fred Hogan on your Victory

Fred Hogan For Ward 6 Lynn Local 201

IUE-CWA



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.



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Many of our members can remember Lynn's long-time participation with OSHA as a VPP (Voluntary Protection Program) site. While Lynn has withdrawn temporarily from this program it has continued to remain active supporting it. I'm fortunate to be one of a handful of OSHA SGE's (Special Government Employees) on site, required to audit other companies in the program annually. I recently returned from a Connecticut based manufacturing company with many of the same regulatory program requirements we have here in Lynn. Every time I do an audit I come back and compare findings as they

relate to us, we are doing a lot of things better than we sometimes give ourselves credit for.

LOTO (Lockout/Tag-Out) is one of the biggest focuses of any audit, we have one of the better designed programs out there, most sites have difficulty developing a reliable process. When locks and tags are not separated and standardized it becomes difficult to give clear training and the program goes downhill. Here in Lynn, our joint Health and Safety team created a system that works, but it must be maintained. Our challenges become maintaining available tags, controlling locks, consistent meaningful training

and management commitment to the process. Lockout/Tag-Out, as with other safety programs, needs constant attention and commitment by all parties in order that it remains healthy.

There are many requirements needed to meet OSHA VPP standards. Having a large group like we have in Lynn creates difficult thresholds. On many other EHS regulatory mandates we excel beyond other companies holding VPP status. There are countless Industry Health & Safety magazines and online subscriptions on the market dedicated to the Industry's constantly changing need to protect workers. I appreciate the management commitment displayed by Leadership in Lynn. And I appreciate the consistent funding of our site SGE's and VPP related safety programs and keeping us current with the ability to reach our goal of true safety.

Avis/Budget bargaining unit members:

We have a new Memorandum of Agreement pertaining to our lunch breaks. Please be advised that we will soon be able to make a one-time choice between taking two 30-minute breaks or a whole 60-minute lunch. We will only have 10 days to choose if we would like to be able to enjoy the split. Management will soon be making this choice available, please make your decision in a timely manner.

For those who enjoy short breaks; it will remain up to management discretion if that option is available to be offered with this agreement. We will now enjoy 30-minutes paid and 30-minutes non-paid compared to our previous agreement where we had two 12-minute paid breaks and one 30-minute non-paid break.

Another improvement. The 60-minute lunch break will now be 4 hours after the beginning of our shift while the two 30-minute breaks would be 4 hours into the shift and by the 6th hour for the 2nd 30-minute break. But we must elect to do so.

Bargaining unit members please take advantage if interested by requesting it in writing once it has been posted. Also keep in mind we will be swiping for all breaks

Chief Steward
Jorge Rivera

Seasonal Affective Disorder

By Local 201 EAP Trainee, Derek White

Do you feel depressed during the dark days of late fall and winter? This may be Seasonal Affective Disorder (SAD). SAD is a type of depression that's connected to changes in seasons. SAD begins in the late fall and early winter and goes away during the spring and summer. SAD can drain your energy and make you feel moody.

- Symptoms of SAD can include:
- Feeling depressed most of the day
- Having low energy
- Having problems with sleeping
- Changes in appetite or weight
- Feeling sluggish or agitated
- Feeling hopeless, worthless or guilty

The exact cause of SAD remains unknown. The reduced level of sunlight in fall and winter may cause SAD. Reduced sunlight can cause a drop-in serotonin, a brain chemical (neurotransmitter) that affects wellbeing and happiness.

There are some things you can do to improve symptoms and lift your mood. You could try going outside more often, getting plenty of sunlight, exercising, avoiding drugs and alcohol, getting plenty of sleep, and practicing relaxation exercises. Exercise is a powerful way to fight seasonal depression, especially if you're able to exercise outside during the day. Regular exercise can boost serotonin, endorphins, and other feel-good brain chemicals. Exercise can also help to improve your sleep and boost your self-esteem.

We all have days when we feel down, this is normal. But if you feel down for days at a time and you can't get motivated to do activities you normally enjoy, talk to a professional. This is especially important if your sleep patterns and appetite have changed, you turn to alcohol or drugs for comfort or relaxation, or you feel hopeless. Asking for help is a sign of strength and a movement towards a better version of yourself. Contact our Employee Assistance Program, Bob Cummings can be reached at 781-584-7641. Jeff Zeisel can be reached at 781-594-4533. **All calls are strictly confidential.**

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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



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

New Hire Check List:

1. Have you logged onto OneHr.GE.com to make sure your password and sso are working properly and to check on your payroll status? GE passwords are only good for a couple of months. Then they will expire. It is a good idea to log in frequently and make sure your current.
2. Have you met the steward in your area? If not ask around and introduce yourself.
3. Have you attended an IUE CWA monthly membership meeting? The next meeting is November 19 at 12:30pm and 3:30pm.
4. Are you seeing the IUE CWA Local 201 Newspaper every month? If not ask around.
5. New Hires with over 6 months service and less than 1 year. Did you receive a Local 201 Survey in the mail? If so, please fill it out and return it.

Orientation:

There is always something I forget to tell new hires during orientation. One of the things is to please take the time to read over the packet the union provides for you. There is useful information in it that you will need in the future.

Tobacco policy. GE River Works has a zero-tolerance policy regarding the use of tobacco products on the campus. That means you cannot smoke or use tobacco anywhere at any time inside the facility. Not inside the building or outside of the buildings. This rule went into effect in 2012.

State of Health Care. Last week I got a firsthand look at the state of health care in Massachusetts. I was rushed to the hospital with a gall bladder attack. Fortunately, I was treated, released and am recovering. The admitting staff in the emergency room were hoping they could send me home without surgery. They would have liked me to come back as an "out" patient case. Luckily for me I was admitted and treated. It took time to diagnose and the surgery was the least invasive, but it all worked out to my benefit. I got first rate care from all the nurses, aides and doctors. I understand the need they have to try to save money. In the old days they probably would have cut me open the night I went in using the old surgery method. They would have solved the problem, but I would have been recovering from the surgery for a lot longer. What now generally takes 2-

3 weeks recovery was easily 6-8 weeks with traditional surgery.

End of year. We are in the final stretch of 2019. This usually means a lot of overtime work for many of you. Please take it easy. Rest. Pay attention to what is important about this time of year, namely family. I don't begrudge anyone who wants to work or needs to work overtime. It is not easy out there. Enjoy the season.

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

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, and Staff is extended to the family and friends of Tom and Dustin Wheaton on the recent death of Tom's mother and Dustin's grandmother. Tom works in Bldg. 66 Gage Calibration. Dustin is a Machinist Special Programs in Bldg. 64.

SAVE THE DATE!
NOT THE FEW
CWA 9119

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

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It Starts With Me SAFETY

GE Aviation Lynn
2019 Shoemobile Schedule

November 14th 6:00 AM-4:00 PM South of 40

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



LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

As the Rotor Turns

I recently got to attend Step 3 in Cincinnati. It was a great learning experience to see how things operate behind closed doors. One of the things I learned was that not every grievance is a winner (as much as I don't like to admit that). I also got to see how the union fights this company up until the very last step. I want to dispel the myth that the union doesn't fight for its members and to the people that think that, please come to the next union meeting and express your frustration.

The Activities committee is looking for volunteers to help at the local 201 Children's Christmas party on December 8, 11am-3pm (the Pat's game doesn't start until after 3pm). See a board member or call the hall if your interested. Or show up the day of the party at St. Mikes ready to work at 9:30am.

LATO

I would just like to thank Jen Waldron and Yomaira Perez-Ibarondo for coordinating with the stewards and members on the floor and having a Halloween party for everyone. That was great team building and I hope to see more activities like that in the future. It was a huge hit on the floor, and I hope Dean brings that roast again.

Supplier quality and material shortages continue to pace engine output. The demo of cell 5 and 108 is in process and \$27 million has been awarded for 3 new ITEP test cells. That is great news. Its going to be a long end of the year push, enjoy the ride and work safe.

Logistics

Let me start off and say that the communication between the logistics management team and the union has been atrocious. If the plant

"leader" thinks that dealing with the union is a formality and not a requirement and can just do whatever he wants that's not the case. Its not that hard to pick up the phone.

On a hiring note last quarter there were 17 external hires, 5 internal transfers and 30 people were offered an upgrade. The total number of union employees in logistics is up to 128. With the amount of work we have now and the projected increase for next year, I hope they plan on hiring.

Between the success of the blueprint reading and shop math classes that have been offered I see a lot more people upgrading, and back fills needed.

Hope to see you around the shop.



LPS/M&E Report

By FRED RUSSELL
Executive Board Member

Dear Brothers and Sisters

There continues to be a lot of movement on the shop floor. As for our machine services they have been working around the clock. Thank you. Give us the job and we will do it. I will be out the month of December on vacation, but you can still reach me if you have to. Have a good Thanksgiving and Christmas.


The in-plant CNC machinist training program is a well-run program with good instructors that should be taken seri-

ously. If you are looking to move up or make GE Lynn a career this program is worth looking into. It is only 16 weeks. If you complete the class you come out as a 19.

Please attend the Children's Christmas party on December 8 at St. Mike's. 11am -3pm. It is a great take for the kids and grandkids.

See you around the yard.

Fred.



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SAVE THE DATE!
Annual Women's Solidarity Breakfast
Forging Pathways
16th Annual Women's Solidarity Breakfast



Saturday, December 7th
10 am — 12:30 pm
10 Church St, Lynn, MA

Free breakfast, child care and Spanish translation available

RSVP to northshorelaborcouncil@gmail.com or call 781-595-2538
 Sponsored by North Shore Labor Council

Children's Annual Christmas Party
Come Celebrate the Holiday Season!!

December 8th from 11:00 am to 3:00 pm

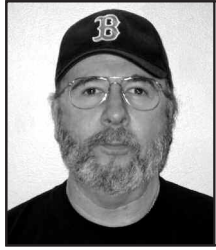
St. Michael's Hall @ 25 Elmwood Ave, Lynn, MA
 Hosted by IUE-CWA Local 201 for its Members, Retirees and other Invited Guests

Bring a camera so you can take your picture with Santa (12yrs and under)

Arts & Crafts, Spin Art, Button Making, and Magic show for entertainment
 Raffle Prizes: 50/50 And More



Raffle Tickets will be sold by The Activities Committee



“Down By The River”

By BILL HOLM
LCM Executive Board

LCM Report 2019 - GE Aviation is healthy but, be weary, the U.S economy may not be soon. GE and its joint venture company CFM international, a 50/50 joint company between GE and Safran Aircraft Engines announced a record setting \$55 billion in jet engines, services, avionics and digital offerings at the Paris Air Show in June of 2019. The GE 9X made its debut at this year’s show. As of June, the GE9X the world’s largest commercial engine has already booked more than 700 orders with eight customers. GE aviation has delivered the 20,000th flight management computer for military and commercial aircraft marking 35 years of continuously advancing the technology for flight crews.

Here at the Riverworks base labor hours are healthy at 755k hours for 2020. There has been some improvement in new equipment but, there’s a long way to go. Single points of failure are still a big problem. Continuous improvement and continuous negotiations are where we are headed. We need more hiring. The headcount remains flat at 1250 since 2016 and we are going to see another mass exodus due to retirements next year. There’s over 300 people eligible to retire now. That means another big round of training and more steps back. Planning issues keep coming up and the planners are still stretched way too thin. LCM quality (scrap and rework) is at 8%. Delinquency is over \$200 million or an average of 16 weeks. The shop rate is \$312 per hour. The IME number is astronomical, it’s at 25%. That’s 127.5 of 510 direct em-

ployees on the clock getting paid and not working for a year and there’s work farmed out. The overtime hours should go up, it went down 4% compared to 2018. If the head count on second and third shifts were filled to the equivalent of days it could help level off delinquency. The plant needs to level off to be able to get the T901 work here. At this quarter’s Job Competitive and Growth Committee Meeting the company stated it would not commit to where the T901 components would be manufactured until 2021. We know the \$55 billion is not going to show up overnight but GE has to realize we need help in Lynn. Do all the Lean projects you want; without investment we’re going nowhere.

Quality Issues - Make sure you check all items on the QOS of your planning before you sign the routing sheet and the part moves on.

Make sure all rework and repairs are dispositioned with clear instructions and signed by someone with PR approval. Also make sure the product losses data codes on the back of routing sheet in the middle columns are filled in and you charge for rework or repairs accordingly.

Reflect, Reach Out, Please! The holidays are fast approaching. It’s a good time to take a step back and reflect. We all know it can also be a difficult time for some. Think about your family, friends and yourself. Please reach out if you are struggling with alcohol, drugs or personal problems.

Call 781-584 7641 EAP (Employee Assistance Program). All calls are strictly confidential.



Letters to the Editor

To the Editor;

I want to thank all local 201 members who came out for The People’s Election Assembly event on Wednesday, October 30th held at the Lynn Museum. More than 200 people showed up for this event, including folks from other Unions, and community groups such as North Shore Labor Council, whom many of our own members are affiliated with. The rising cost of housing in Lynn was a major concern for many residents, and each candidate running for Lynn City Council shared their opinion on how we should address this issue, which also affects some of our own members.

Housing is becoming more and more of an economic burden as some families are forced to relocate to other areas in order to make ends meet. The goal is to find creative ways to help Lynn grow, while allowing working class families to prosper and remain in their City.

Lynn has been a great place to raise a family and working together we make sure development benefits everyone, not just developers. Many of our members have been residents of this City for decades, and we would like other families to have the same opportunity.

In Solidarity,
Neftaly Alvarez- Legislative Committee Chair

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees’ Association and Staff is extended to the family and friends of Mark Sampson on the recent death of his father Rick Sampson. Mark works in Building 40, Spot Weld.




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- Earn 24 credits to apply to the Bachelor’s degree

INFO SESSIONS

2nd shift - Tuesday, November 12 @ 2 p.m. – 3 p.m.

1st shift – Tuesday, November 12 @ 3 p.m. – 4 p.m.

3rd shift - Wednesday, November 12 @ 7 a.m. – 8 a.m.

Info sessions will be held in 40-3 Auditorium.



Step 1



Step 2

Transfer-in certain courses

Certificate in *Principles of Advanced Manufacturing*

Bachelor’s Degree in *Advanced Manufacturing Systems*

See Andra Cox (andra.cox@ge.com) or
Lyndsay Harris (lyndsayingrene.harris@ge.com) for more information



Business Agent's Column

By BILL MAHER
Business Agent

IUE-CWA Local 201 by-the-numbers

- **March 2016 – 1266 Members**
- **March 2017 – 1271 Members**
- **March 2018 – 1161 Members**
- **April 2019 – 1259 Members**
- **November 2019 – 1250 Members**

The Union & the Company met on October 31, 2019 for the quarterly Job Competiveness & Growth Committee meeting, where Plant Leaders presented an update on their respective businesses. The Union discussed several topics with Lynn plant leadership including the fact that these quarterly meetings are focused solely on job competitiveness, while the subject of job growth remains taboo. The Company continues to hire, albeit the pace of hiring creates frustration for all involved. The Union requested, from the Company, a plan to address the impending exodus of IUE-CWA Local 201 members, due to retirement.

The membership of IUE-CWA Local 201 is comprised of some 383 members that will be retirement eligible in 2020. Many of these individuals have verbally indicated that they will be leaving. Once again we will lose a boatload of skill, care and effort as we did in past years to Voluntary Retirement Incentive Program (VRIP) and regular retirements. The Crafts, according to Board Member Russell, will be losing many heads in the first six months of the year. We already have a problem attracting and retaining skilled trades. What is the Company's response? We are already down heads at the River Works. Should the Company not address this issue, we will continue to struggle; the Union will have more Failure to Release grievances, and the chaos will continue, even worsen. The issue is on the horizon and has been brought to the attention of the Company. This issue requires a response. Going backward cannot be an option.

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



President's Column

By ADAM KASZYNSKI
President

Jobs Growth Strategy – Rebuild the U.S. Industrial Base!

Congratulations to Local 201 graduates on the completion of the CNC Training Program at GE. As a graduate of E-Team Machinist Training program I know how life changing the Machining trade has been for me and hundreds of other students of union won job training programs. The Union has persistently argued for a new apprenticeship program at GE, and for GE to support the E-team which for over 20 years has trained over 600 machinists that GE and other local machine shops have relied on to maintain a skilled labor force to keep good jobs here. The shortage of skilled machinists is directly related to GE outsourcing, and the education systems capitulation to corporatized, debt-filled “college or bust” paths for students.

Good news is, GE has been convinced they are suffering from their own lack of investment in training, and the schools have realized the disservice done to their students from lack of vocational training – and the course is changing. There has been a great deal of investment in the machine shop at Lynn Tech, which not only trains high school students but E-team. Now, GE is finally investing in in-house training programs and facilities – but more is needed.

The heightened focus on maintaining a U.S. manufacturing base is finally making headway. We want the Riverworks humming, our union to grow in size and strength, and to secure union jobs for working families in our community. Last paper I talked about Local 201's Jobs Growth Strategy. This training program is a step in the right direction. Lynn has never been the cheapest, but it's been the highest skilled with the best quality. While it seems most of the world has turned its back on U.S. manufacturing, it is still one of the best paths to a decent standard of living. Job training maintains the area's skilled labor force and keeps union jobs in our community that protect wages, benefits, and working conditions.

Not long ago, manufacturing was the industrial base of the U.S. economy. It created jobs, tax revenue, modest family sustaining income for workers and profit for the wealthy class. Our country's infrastructure sat upon this foundation. We fought for a bigger piece of the pie, atop a sturdy industrial foundation. When Corporations like GE ripped out the foundation, with the help of Clinton Democrats and the Republicans, everything else began crashing around it. We must rebuild the U.S. industrial base.

As reported by radio station WBUR a 351 foot long GE wind turbine blade from France showed up on U.S. soil to be tested. Larry Culp reportedly said they'll be built in Europe for now. “As the U.S. offshore wind industry moves forward we'll obviously re-evaluate our footprint,” Culp said. Before the closure of the Gear Plant, the Union gave numerous proposals to transition the building to manufacturing for the burgeoning wind energy sector. GE took the gear work to China, and ripped down probably the only building in the state that could handle this size work. Now that GE energy needs a boost, and wind energy is booming – hate to say we told you so. No hard feelings, just bring wind turbine work to the U.S. and start to revive the U.S. industrial base, and make it in Lynn if you want it done right.

Election Victory!

Congratulations to Local 201 member Fred Hogan on his election victory November 5th for Lynn City Council Ward 6. Both the GE and Lynn Waste Water Plants are in Ward 6, and Fred has been a lot of help to not only his Union but the community. Many 201 members volunteered large amounts of time to ensure his victory. Hats off to the Local 201 Legislative Committee which has become a well-oiled machine.