

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

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Local 201 Bargaining Summary and Guide to GE-CBC Vaccine Mandate MOU

The Coordinated Bargaining Committee (CBC) of the Unions representing GE Workers (IUE-CWA, IAM, UAW, IBEW, IFPTE) and General Electric entered bargaining over President Biden's Executive Order 14042, mandating all contractors and subcontractors of the Federal Government be fully vaccinated by December 8th, 2021. Negotiations ended Friday, October 29th and the Memorandum of Understanding was posted immediately at Local201.org. This document is designed to update and educate members on the bargaining process and the impact of the mandate.

Here is some important information to remember and act on:

1. The vaccine mandate applies to us: All members who are willing to be voluntarily vaccinated from COVID-19 should do so immediately. The Company says you must tell them your vaccine status by November 24th. It is a tight timeline with your opportunity to get the Moderna vaccine (first shot by October 27th) already past due to the gross negligence and disrespect shown by the Company in their last-minute notification. You have until November 3rd to get the first dose of Pfizer and November 24th to get the 2nd dose of Pfizer. OR you have until Nov. 24th to get the first and only dose of the Johnson and Johnson vaccine to avoid using unpaid time.

2. If you feel you need more time to get vaccinated than what is spelled out in (1), it is still a short window which will require you to use unpaid time off. You may use any remaining vacation or personal time, but if you do not have enough paid time, unpaid time off will be approved in the following manner: For those employees who receive a first shot by November 19, 2021, thereby demonstrating a good faith intention to become fully vaccinated, and thereafter such employees receive their second shot no later than December 17, 2021, such employees will be granted unpaid leave from December 8, 2021, until

the date they become fully vaccinated, provided however that the unpaid leave of absence shall extend no later than December 31, 2021 – after which, if still not fully vaccinated you will be involuntarily separated from GE employment. If you elect this delayed unpaid option you must have your Johnson and Johnson Vaccine by December 8th or your first Pfizer or Moderna Vaccine by November 19th and your second Pfizer or Moderna Vaccine by December 17th.

GE put out the following information on electing this route:

For those choosing the unpaid leave option for EO compliance, this chart notes the timeline for those receiving shots approved or authorized for emergency use by the U.S. Food and Drug Administration. We've included descriptions of the key date requirements below the chart.

**Employees must start the Pfizer or Moderna vaccine process by Nov. 19th to be finished by Dec. 31st; they cannot wait until Dec. 8th to begin the vaccination process with these vaccines.*

• **By December 8th:** Employees must receive at least one dose of a COVID-19 vaccine and upload proof of partial or full completion to GE's Vaccination Tracking Tool.

• **By December 17th:** Employees must upload proof of full vaccination to GE's Vaccination Tracking Tool. Aligned with the Executive Order, GE considers individuals to be fully vaccinated two weeks after their last required vaccination dose.

• **Effective December 31st:** Employees on unpaid leave who have not uploaded proof of full vaccination by December 17th will have their employment terminated.

3. 60+ Retirement Option: Employees not interested in complying with the vaccine mandate and who are eligible to retire January 1, 2022, must submit their PEN-1 form no later than November 19, 2021. Such employees may use unpaid time off from December 9, 2021, until December 31, 2021, or use any remaining paid time off. They will be paid for the Christmas holiday. For those hired prior to June 18th, 2007, your 2022 vacation allotment will be paid out in full.

4. Exemption to COVID-19 Vaccine for Medical and Religious Reasons: If you have religious or medical reasons to request exemption from the vaccine mandate, the deadline to submit a request for a medical or religious exemption/accommodation is extended up to and including November 5, 2021. We are told members that are approved for this route will be required to wear a mask and social distance 6 feet.

5. Employees not interested in complying with the vaccine mandate and who are NOT eligible to retire January 1, 2022, will be eligible for the Executive Order Re-employment Program (EOR Program) if:

a. The employee resigned or was involuntarily

continued on page 9

BREAKING NEWS

The Executive Order deadline has been postponed until January 4th, the Union requested bargaining immediately and the Company has agreed to come back to the table on Monday November 8th

Manufacturer	1st dose no later than	2nd dose no later than	Date fully vaccinated
Johnson & Johnson	December 8	n/a	December 22
Pfizer & Moderna	November 19*	December 17	December 31

Next Local 201 Membership Meeting November 23, 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.
jimcarrigan@jamescarriganlaw.com

Service Directory

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

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

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

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

CHIROPRACTOR

Dr. Joseph J. Dowling

341 Western Ave., Lynn, MA 01904

(781) 596-0700
www.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

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

TITLE _____

25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone #Circle: active or retired Date mailed

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

"Published monthly." \$1.00 a Year



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Published By Camera Graphics



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

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, 2022 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 64th ANNUAL SCHOLARSHIP PROGRAM

We are pleased to announce the 65th 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

The Massachusetts AFL-CIO labor history exam will be conducted in high schools **January 31-February 4, 2022**. 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 application and provide a copy of the application to their guidance department NO LATER than Friday, December 17, 2021**.

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 2022. *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 multiplechoice 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 www.massafclcio.org, under “Programs,” click on “Scholarship Program.”**

Sincerely, Steven Tolman, President, Massachusetts AFL-CIO

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

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

To Apply for an IUE-CWA Local 201 Scholarship:<https://www.massafclcio.org/scholarships>



IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2022-2023 school year. The scholarships are available to IUE-CWA members and their families.

For information on eligibility and an application, go online at www.iue-cwa.org

Applications will only be accepted over the Internet.

The **deadline** for applying **TBD**.

As of this publication the IUE CWA Website on Scholarship information had not been updated.



GE Riverworks Manager Conduct Report

Overview

This form has been created by IUE-CWA Local 201 to allow 201 members to report inappropriate conduct by managers. In our experience, incident reports about manager conduct disappear into a black hole once submitted, with no reporting back to the employee who submitted the report. This form will allow 201 members to maintain a record of the incident and allow us to bring the issue forward to Management. This is not a GE form, and it has no automatic contractual effect upon Management at the present time. It does however create proof of notification and the moral obligation by Management to address the issue, and you may rest assured that the Union will pressure Management to address the issue satisfactorily.

Date and Time of Incident:	
Manager Name & Department:	
Location where Incident Took Place:	
Has a formal complaint been filed with HR?: <input type="radio"/> YES <input type="radio"/> NO	
If Yes to the above: Please describe when the complaint was filed, who the complaint was filed with, and any action taken:	
State with as much detail as possible what occurred. Please be specific about the manager's words, physical behavior, and demeanor. You may attach a separate sheet, either typed or hand-written, if there is insufficient room here:	
Name:	Work Area:
Usual Shift:	Cell Phone:
Non-GE Email:	

TO SUBMIT FORM:
FAX COMPLETED FORM TO (781) 595-8770 ATTN: Jossie; OR
EMAIL SCANNED COPY TO office@local201iuecwa.org; OR
DROP OFF IN-PERSON AT THE UNION HALL

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**

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
NEXT MEETING NOVEMBER 23, 2021
JOIN ZOOM MEETING
<https://us02web.zoom.us/j/89353758028>



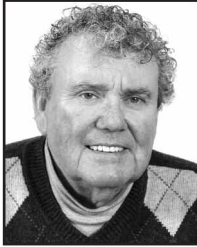
CALL IN: +1 929 205 6099
 MEETING ID: 893 5375 8028
 DIAL *6 TO MUTE AND UNMUTE
 DIAL *9 TO RAISE HAND

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
 - A. VOTE ON FUTURE MEMBERSHIP MEETINGS (ZOOM VS. IN PERSON)
 - 2. TREASURER'S MONTHLY FINANCIAL REPORT
 - 3. COMMITTEE REPORTS
- III. **GE REPORT**
- IV. **AVIS/BUDGET GROUP REPORT**
- V. **AMETEK REPORT**
- VI. **VEOLIA WATER REPORT**
- VII. **SAUGUS LIBRARIANS REPORT**
- VIII. **NEW BUSINESS**

Signed,
 ADAM KASZYNSKI, President
 JUSTIN RICHARDS, Business Agent



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

As previously reported, the Open Enrollment period for Medicare Insurance is until December 7, 2021, Pearl Harbor Day, so be careful about your insurance. Let me tell you that I am receiving many complaints about the ability to get in touch with VIA, in fact, it is so bad that some people have told me that they have tried for 3 days and still have not been able to get through. On November 3, at 5pm, I called VIA and after being on hold for about half an hour, I was able to get through. After I told them I wanted to talk to a benefit adviser about my prescription plan, he told me it would be more than a 2 hour wait. That is elder abuse.

I want everyone to know that I said "I know it is not your fault" it was

the systems that were responsible, but to be told I would have to stay on the line for more than 2 hours in order to change my prescription plan was a major headache. I even asked if VIA could call me back rather than have me wait for more than 2 hours on my cell phone and they said they are not allowed to call out to anyone. How and why does VIA and GE allow the system to allow this? The "how" is how they make it very hard for seniors to access benefits, and the "why" is because they profit from all the benefits not obtained. Below is a wonderful letter by Jack Richards, who has given me permission to show you what I have documented about his experience with VIA.

V.I.A. Benefits
Reston, Virginia

10/5/21

Subject: I have been an employee of GE for over 30 years, now retired, and my insurance was turned over to VI.A. I called for help and information and here are the results.

I called V.I.A. to get some answers on my present insurance plan with Aetna Advantage plan. I live in John Knox village, which is a retirement community with over 950 residents. John Knox, as one of its benefits, has health and medical care. But, to take advantage of this benefit you have to have Medicare as your primary. I do not have Medicare as my primary. I have a Medicare Advantage plan and Aetna as my primary.

Knowing all of the above information, I called V.I.A. and made an appointment. I spent the next 3 or 4 days accumulating all of the information that I could gather, and all of the intelligent questions that I could ask. I called V.I.A. on Monday 10/4/21 at 11:50 AM and spoke to an individual, telling her that I had an appointment with the Benefits Advisor at 12 noon. She told me, "Just a minute, I will transfer you." I was on hold for approximately two hours with no results.

The second time I called (another day), I was again put on hold for two hours.

With all the changes in these programs, your company should provide a retiree with over 30 years of working experience with some information.

I would like V.I.A. to address the problem; nobody seems to want to take the responsibility. I have asked on several occasions to speak to the manager and got no results. Management at V.I.A. is my last hope to have your company guide us retirees in our senior years.

Sincerely,
John Richards

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Tuesday November 23rd 1 PM to 3 PM

Join Zoom Meeting

<https://us02web.zoom.us/j/86199516446>

Meeting ID: 861 9951 6446

Passcode: 153283

Call in: + 646 558 8656

For more info call Kevin 781-367-7822

Kevin D. Mahar, President

Edward Walczak, Financial Secretary

Retirees Are you Moving???

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

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

Call 781-598-2760. Thank you.



GE Veterans Day Ceremony



Tuesday, 9 November

Bld 96 Auditorium at 3:30 PM

Mask wear is mandatory

At the ceremony:

- ✓ Lynn English HS JROTC Honor Guard
- ✓ Donate to coffee for the troops
- ✓ Purchase GEVN shirts
- ✓ Donate toward Christmas presents for local veterans at Habitat PLUS

ALL EMPLOYEES ARE WELCOME

ALL VETERANS ARE ENCOURAGED TO ATTEND

Local 201 Supports UAW Strikers

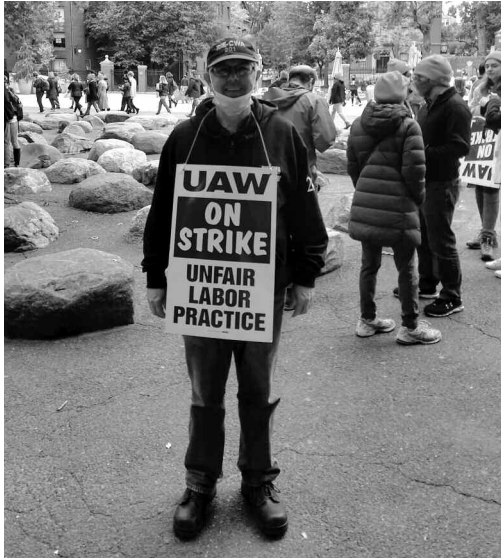
by IUE CWA Local 201 Vice President, Tom O'shea

On Friday October 29th I parked my car near Harvard yard and joined a picket line with striking UAW represented graduate students at Harvard University. It was a high energy event with the students doing a 5K run, a march through the university yard, and a stand out in front of one of the

science buildings. This was coordinated to happen on parents' weekend.

Harvard Graduate Students Union-United Automobile Workers failed to reach an agreement with the University on Tuesday October 26 and voted to strike beginning October 29. Key demands included:

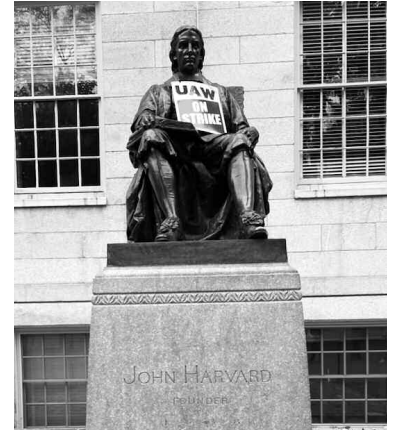
compensation, non-discrimination procedures, and agency shop, which would require all student workers represented by HGSU-UAW to pay dues to the union. Union leadership plans to send a counter-proposal to Harvard ahead of their next bargaining session.



Local 201 VP walking the line

“How would you treat someone that steals from you? When given the opportunity, you punch them in the mouth. That’s what we did tonight. We’ve been under attack for years and only get one chance to stand up for yourself.”

From one UAW Deere striker on today's contract rejection.



Local 201 Members on the Campaign Trail



IUE CWA Local 201 endorsed two local candidates for elected office for the November 2021 election. Marven Hyppolite for At Large City Council in Lynn and Jared Nicholson for Mayor of Lynn. Pictured below: Nefty Alvarez, Tom O'Shea and Derek White. Nefty and Derek volunteered for Marven for many hours knocking doors and campaigning. We three made it to one of the standouts he had on the lead up to election day. Derek and Nefty also spent countless hours knocking doors for Jared Nicholson. Happy to say that Jared won his quest for Mayor. Marven did not prevail in his campaign.



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

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

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

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.

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

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

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

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

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

ATTENTION ALL FORMER AND CURRENT AMETEK LOCAL 201 MEMBERS IMPORTANT – TURNING 60 SOON??? DON'T FORGET YOUR PENSION

By former Business Agent Ric Casilli

AMETEK PENSION AND SUPPLEMENTS

**If you no longer work for Ametek and are approaching 60 years old -
make sure you file for your Pension with Ametek**

(Call the Ametek Retirement Service Center @ 1-800-283-7129)

This is a summary chart of what pension and pension supplement benefits are applicable for different categories of **former** and **current** Local 201 members upon retirement. We are publishing this as there have been **many contractual changes over the years** impacting former members and current members differently.

To illustrate this point, there was a fundamental change in the **June 3, 2002 Contract** that introduced an **Early Retirement Program** and eligibility to some pension supplement coverage, to even those who terminated employment for various reasons **after attaining age 55**. In succeeding Contracts, there has been improvement to the supplements. Now in the recent 2012 Contract, there was a major change that eliminated (**going forward**) the **Regular Supplement** and **Special Supplement**; but improved significantly for current members, new hires (and anyone recalled) the **Additional Supplement** and introduced a new **Longevity Supplement**. This 2012 Contract still protected previous former members applicable benefits under the **Contractual supplement program in effect at the time they left the Company at age 55 or after**.

There are many former Local 201 Ametek members out there, that terminated employment with Ametek at age 55 and before age 60 for various reasons, with many of them unemployed or working for other companies including GE. Some may have already taken their Ametek Pension and Supplements between 55 and 60 with the contractual reduction factors. Most have decided to wait to age 60 before collecting their Ametek pensions so to avoid the reduction factors. In any event, the following chart should help people understand what they will get based on when they left Ametek at certain ages. **Former members should remember to apply to get their pension no later than age 60 so not to lose valuable monies. Ametek does NOT send you a reminder letter.**

The below chart should be an aid to determining what you are entitled too:

A. LEFT EMPLOYMENT WITH AMETEK BEFORE JUNE 3, 2002 BEFORE TURNING AGE 60 OR THOSE THAT LEFT AMETEK AT ANYTIME BEFORE REACHING AGE 55

*entitled to unreduced vested pension at age 60. *not entitled to any Ametek supplements

B. LEFT EMPLOYMENT WITH AMETEK BETWEEN JUNE 3, 2002 AND DECEMBER 31, 2003 @ AGE 55 BUT BEFORE TURNING AGE 60

Entitled to unreduced deferred pension at age 60.

Entitled to unreduced Regular Supplement of \$12 per month per year of Ametek service, at age 60 until age 62, if you had 5 years combined GE & Ametek service

Entitled to unreduced Additional Supplement of \$400 per month at age 60 to age of eligibility for unreduced Social Security (for most until you turn 66) if you had 10 years combined (GE & Ametek) service

Entitled to retire anytime between 55 but before age 60 and receive your pension, your regular supplement, and your additional supplement early, with contractual reduction factors applied to all three based on the number of months you retire before age 60

C. LEFT EMPLOYMENT WITH AMETEK BETWEEN JANUARY 1, 2004 AND JUNE 30, 2005 @ AGE 55 BUT BEFORE TURNING AGE 60

Same as the **bold** print above but Additional Supplement is improved to **\$425** monthly

D. LEFT EMPLOYMENT WITH AMETEK BETWEEN JULY 1, 2005 AND JULY 31, 2008 @ AGE 55 BUT BEFORE TURNING AGE 60

Same as the **bold** print above but Additional Supplement is improved to **\$450** monthly

E. LEFT EMPLOYMENT WITH AMETEK BETWEEN AUGUST 1, 2008 AND JULY 30, 2012 @ AGE 55 BUT BEFORE TURNING AGE 60

Same as **bold** print above but Regular Supplement is improved to **\$13** per month of Ametek service (Additional Supplement stays at \$450 monthly)

F. LEFT EMPLOYMENT WITH AMETEK BETWEEN AUGUST 1, 2012 AND DECEMBER 30, 2012 @ AGE 55 BUT BEFORE TURNING AGE 60

Entitled to unreduced deferred pension at age 60

Entitled to Additional Supplement of \$550 per month to age of eligibility for unreduced Social Security (for most until you turn 66) if you have 10 years combined (GE & Ametek service)

Entitled to new Longevity Supplement of \$125 per month for 4 years, if you have 20 or more years of Ametek Service (but must defer your retirement until at least Jan 1, 2013 or later)

Entitled to retire anytime between 55 and 60 and receive your pension and your additional supplement early, with contractual reduction factors applied to all two based on the number of months you retire before age 60. (There is no Longevity Supplement if you choose to retire before January 1, 2013.) If you retire anytime after that, you shall get the full \$125 monthly Longevity supplement for 4 years with no reduction factor

G. LEFT EMPLOYMENT WITH AMETEK BETWEEN JANUARY 1, 2013 AND MAY 31, 2016 @ AGE 55 BUT BEFORE TURNING AGE 60.

Same as **bold** print in immediate section above

H. MEMBERS, RECALLS OR NEW HIRES THAT LEFT EMPLOYMENT WITH AMETEK @ AGE 60 OR ABOVE ON JANUARY 1, 2013 THROUGH MAY 31, 2016

Entitled to unreduced Ametek pension, unreduced Additional Supplement of \$550 per month to age of eligibility for unreduced Social Security (for most –age 66), and an unreduced Longevity Supplement of \$125 per month for 4 years following retirement. (Assuming you meet service requirements for supplements). Also, you are entitled to a \$500 net bonus if you provide Company with 6 months advance notice that you plan to retire.

I. CURRENT MEMBERS EMPLOYED AT AMETEK AS OF JUNE 1, 2016, OR RECALLED ON OR AFTER JUNE 1, 2016

Entitled to same benefits as listed in "H" above, however the \$500 net Advanced Notice Retirement Bonus is increased to a net \$2000.



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Bldg.29 (LATO)

I'm pleased to welcome **Daniel Castro** as our new Local 201 Union Elected Safety Representative in building 29 LATO. Daniel is currently an AAEM and has held many positions here in Lynn. Already well known and respected among his peers, I'm confident he will be a great addition to our program.

I want to thank John "Rudy" Valentino for his past service as bldg. 29 Safety Representative, his concern for fellow members and great personality made him a positive influence on us all. Rudy was happy to learn Daniel would step in and was selfless enough to allow the position to open giving the shop floor immediate support.

Bldg. 66 -Tool & Die – Punch Press (Plant 4)

Our Joint Health & Safety program is also excited to welcome **Christopher Moody** as our new Local 201 Union Elected Safety Representative. Chris was successful in winning an election that highlighted some very qualified members. His experience as a Steward, and the fact that he is well thought of, surely played an important factor. Having to convince our members that he will work hard for them is a great motivator going forward as I know he will do great things for us.

I want to give a shout out to the other 3 candidates that ran for the Plant IV Union Elected Safety Rep position: **Brian DeLeo, James Florence** and **Mario Ayuso Santos**.

Thank you for stepping up and getting yourselves nominated to be on the ballot. The more active our members are the better we operate.

Special thanks go out to **Derek White**. Derek stepped in as our Safety Representative when we needed help and proved to be an excellent asset to our Safety Program. Derek as many of us know has always been active as a Steward and supportive whenever called upon to serve our Local 201 members in many of our committees.

Even as Derek takes on a new job, which opened his Safety Representative position, he has agreed to serve as Safety Director while I recover from foot surgery, which hopefully is under two months (If all goes as planned, I

will be out starting Friday November 12). It was a big ask to expect him to do this for Local 201, but he agreed immediately even though it will surely be a huge inconvenience given the many responsibilities he already has. I will be available during this time with computer access and the ability to answer calls and work with Derek, especially for ongoing projects and members whom I'm currently assisting.

Lastly, I want to thank Vice President **Tom O'Shea**, Election Committee Chairman **Dan Dinan**, and the entire Election Committee for holding our Plant 4 Election in a flawless manner as always.

SYMPATHY

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

SYMPATHY

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

SYMPATHY

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

SYMPATHY

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

BA's article continued from page 12

you see anything that may be inaccurate notify your stewards immediately, they have been successful getting these issues resolved relatively quickly. If you plan on retiring and have reached out to Trans-America to get your pension numbers and they do not seem right, call the hall right away. We had a member get an estimate from Trans-America and it was completely off and will be rectified.

Ametek Report

There is a Chief Steward position currently open, if anyone has an interest contact the hall. A steward's role is vital in mul-

iple ways, not just holding up the terms of our CBA and representing the membership, they are members of the bargaining committee during any and all negotiations, eyes and ears in the shop.

There have been some ongoing issues with the Company failing to properly, and contractually, communicate with the Union. The Company has committed to addressing these mistakes that were possibly unintentional but, with the newer HR leaders that came in and have little experience with working with Unions or under a CBA it is possible this will happen again.

LRWWTP

The time is coming up fairly quickly for when Veolia takes back over the treatment plant. It was expected to happen around this month, but it seems to be pushed back a little bit. It is looking more like the beginning of the year. Hopefully this will be a smooth transition but if not, we will deal with it accordingly.

The issue of the Company not adhering to the perfect attendance policy has been resolved. It is important and crucial when contractual violations arise that we file grievances and get the Company on the record. Reason being if or

when the issues come up, we can stop them immediately because we will have a record of the requested relief. For example, the perfect attendance policy. If or when a new manager comes in and decides they would like to apply their interpretation of the agreement which differs from how the policy has been applied, as we have seen recently, we won't have to go through a long drawn out battle. Regardless of whoever takes over, our CBA does not change the existing practices, do not change.



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

Everyone should know about the Executive Order regarding the vaccine, that was issued by the President regarding government contractors. I know a lot of people are upset over it and the Union understands why, but we do fall under it as federal contractors.

Here are your options.

- Get vaccinated.
- Get a medical or religious exemption.
- Get separated from the Company for non-compliance.

This is serious. If you choose to get separated from the Company, you will not have insurance and could be denied unemployment benefits. The Company is offering 4 hours of pay when you get the shot and 8 hours pay after each shot if you have symptoms or feel ill. If you have questions call the hall.

LATO

There is only one cell leader of record in building 29. You can not have 2 engine lines combined as one group and have 2 different cell leaders giving out discipline. There is only one person that can write you up and that is the cell leader of record. The other cell leader is a glorified assignment giver. If you don't know who the cell leader of record is see your steward.

The shift poll has been turned in and the jobs are going to be posted. Start asking your cell leader when you are going to be released because a couple of managers have already told me that they are going to hold people.

Logistics

We do not have quality control lead hands in Logistics. I've told the plant "Leader" this multiple times and he does not listen and keeps asking lead hands to work in the QC area that the people from Evandale have been working in. It's not their job!!! If you're a lead hand and are assigned to work in the QC area, go, get a steward and have them submit a grievance for being forced to work out of your classification.

Speaking of the stewards, there was a problem on the floor and the stewards intervened to solve the problem. I got a call from the plant "Leader" that he wanted me to tell the stewards to stop doing their job. Let's just say that conversation did not end the way he wanted, and it's been reported to Union Relations to be addressed.

Hope to see you around the shop.

Bobby

Vaccine Mandate article continued from page 1

ily separated due to their decision not to comply with the Executive Order 14042 on December 8, 2021, and,

b. Is seeking re-employment with the Company in the same location from which they separated, and

c. Has notified the Company of their fully vaccinated status and desire to be re-employed at the site prior to March 1, 2022.

d. These individuals would maintain eligibility for the EOR Program benefits for as long as they are qualified to remain on their site's recall list. Upon re-employment, the individual will have his/her service immediately re-stored, minus the time that they were separated. The individual will be hired into the rate structure from which they were involuntarily separated (example: a former legacy rated employee who was separated for not being compliant to the vaccine mandate, will be allowed to return to the legacy pay structure.) Those EOR Program employees who elect to be paid their 2022 vacation accruals upon involuntary separation, will be ineligible for vacation days in the year that they return. (March 1 is the cutoff, meaning you must be fully vaccinated and have notified the company prior to March 1. It is important to keep in mind you are not fully vaccinated according to CDC guidelines until 2 weeks after your last or final dose. Johnson and Johnson, the single shot, is 14 days after you receive the vaccine, Moderna takes 43 days after the initial shot to be considered fully vaccinated, Pfizer takes 35 days after the initial shot to be considered fully vaccinated.

6. Paid time for Vaccination or Sickness: The Company will continue to provide 4 hours pay for time to get vaccinated for each shot.

This provision includes employees on all shifts. The Company will continue to provide 8 hours pay for all employees who experience ill-effects after receiving a vaccination shot. The Company will continue to provide up to 10 days paid time if an employee tests positive for COVID-19.

7. Vaccines on site: The Company will continue to provide vaccination clinics as it deems appropriate. The Union was told the Moderna Vaccine will be available in the Lynn Riverworks plant on November 22nd but that may be subject to change due to GE's over-all incompetence so plan accordingly. The Union does not recommend waiting for ANY medical procedures. This weak language may allow them to disrupt your vaccination plans.

8. If the mandate is withdrawn or changed: The CBC and GE have agreed that if Executive Order 14042 is rescinded or amended, the parties will meet and bargain the effects of the rescission or amendments to the Executive Order.

9. Outside contractors and vendors: GE has committed on the record they have let ALL subcontractors in the plant know they must follow the same mandate. How they plan to enforce that sounded like a bunch of hands off BS. If you suspect that an outside contractor is being treated differently than us, we suggest you report any subcontractor noncompliance of GE vendors to the Union, GE, and the proper regulatory authorities.


The exact language of the MOU is posted at Local 201.org. This is a locally produced guide to help guide you during this tight timeline.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Brian Russo on the recent death of his father GE retiree John Russo. Brian works as an AAEM in bldg. 29. John Russo was a Local 201 Machine Repair worker for 15 years.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Michael Cormier on his recent death. Michael retired 2016.



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**Riverworks Vaccine Clinic
(Moderna and J&J)
November 22, 2pm-4pm**

- 2nd dose of Moderna
- First and only shot of Johnson & Johnson
- Moderna Booster if 2nd dose was greater than 6 months ago
- Johnson & Johnson booster if first shot was greater than 2 months ago



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

Mainstream News Media

There has been a lot written and talked about regarding the "mainstream news media". What exactly is the "mainstream news media"? And why are they called that? In the following article I am going to define this term as an opinion.

We need to go back to the days before the world wide web. Before cell phones and before cable TV. Back then the news in this country was mainly reported by newspapers, radio and three major television stations. You had reliable institutions that took great pride in reporting facts. For any given news event they would work very hard to report the story and the facts pertaining to that story. There were several reasons for this. Their competitors were watching carefully to see if they messed up. The public was watching carefully to see if they messed up. And if they did make a mistake, they owned up to it because they didn't want to

tarnish their reputation. The reason? Because their reputation translated into advertising dollars. Business. These institutions, like the New York Times, The Washington Post, The British Broadcasting Corporation among many others all fell into this category. They employed hundreds of reporters and journalists. They employed a staff of fact checkers. Same went for radio and television. You watched the evening news at 6pm and 11pm and the headline reported events on the three major television stations varied very little. There was lesser content in all of this media too but the stories that did not stick didn't stick because they stretched the truth and were called out by the actual FACTS. This system worked well. From the major news outlets that covered national and international events to the local newspapers that covered school committee and city council meetings. People read the papers, listened to the

news or watched the evening news broadcasts. Opinions differed; people argued but by and large the system worked. And it kept the elected officials in check.

Fast forward to 2021. Because of the internet, the storied institutions we relied on have gone out of business or become a shadow of their former selves. Their old revenue streams have dried up. They have been forced to lay off hundreds upon hundreds of their staff. Newspaper readership is a trickle of what it once was. Print media has had to adapt to an online format to stay in business. The three "big" broadcast networks of old are dinosaurs that compete for viewers among the many cable news outlets and other media. By and large some of these storied institutions still exist but do not have the impact they once had.

Then there is SOCIAL MEDIA. Facebook, Twitter and the many other platforms that allow unvetted content to

stream endlessly into the world has caused mass confusion and has undermined the mainstream news media. These outlets allow anyone, and I mean anyone, to broadcast whatever they want whenever they want. It is easy and cheap. All you need is a cell phone. The more sophisticated "broadcasters" are able to latch onto trends and undercurrents that have poisoned our country. The institutions we have relied on to keep our fragile democracy intact are fighting a battle with savvy hucksters looking to make a quick buck or take over a country.

The next time you read a post or watch a video that covers a major topic that concerns our country, and it is not being reported in the mainstream news media, ask yourself "why"? Why is it not in the mainstream media? Is it because "they" don't want to report it? Or is it because it doesn't belong there in the first place.

*President's article
continued from page 12*

was in the building. Lights were off. Workers create ALL value. We are the foundation for this whole economy and if we don't show up it all falls apart. Corporate America better wake up, because workers have had enough.

Unlike the workers at John Deere, IUE-CWA members at GE don't only get "one chance" for a "punch in the mouth". While National Contract expiration gives us the right to strike, so does the exhaustion of our Grievance Procedure. Grievances not resolved at Step 3, may be put in a "Strike Bank". We have the right to strike over those grievances.

The Grievance Procedure is a way to keep "labor peace", we go through the procedure before we can legally serve a strike notice. Some members of management are out on the floor illegally performing our work and harassing our members. The Company doesn't do a damn thing about it. Some of these instances have wound up in our strike bank. A boss who knows what they are doing will try to resolve these issues at Step 1 with the steward. That is wise.

GE Cannot be Carbon Neutral Without Reshoring Our Work

Last month I wrote "GE Aviation: Carbon Neutral by 2050?

Not without a shorter supply chain!" If you missed it, I found a better one: "Corporate Climate Pledges Often Ignore a Key Component: Supply Chains" <https://www.nytimes.com/2021/11/02/business/corporate-climate-pledge-supply-chain.html> The article published November 2nd in the NY Times, presents GE's carbon neutral goals with a reality check. GE's current strategy of offshoring and farming out are prime drivers for pollution and greenhouse gas emission. GE cannot continue their sprawling, polluting and job killing supply chains if they want to achieve carbon neutrality by 2050. GE, bring it HOME!

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Raymond P. Mackey Jr. on his recent death. Ray retired from the Lynn Wastewater Treatment Facility.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Jim Elwell on the recent death of his brother Billy. Jim works as a GE electrician in bldg. 29.



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

Been a crazy month in LCM, between the mandatory vaccines and all the time I spend in days-in-court with human resources.

The Company has made it known on multiple occasions, they want to focus on rotating parts, sheet metal, combustors, AB-liners, some structures, and everything in 64. We manufacture a wide variety of products. Building 74 has a vast number of rotating parts, mainly TPMO and RPMO. Building 40 consists of combustors, cores and in 40K nozzles and combustors, which are picking up. The Company is also filling positions in mixed with the increase demand in T64 nozzles. There have been some operations farmed back in 66 Blue Cell AB-liners, but material issues seem to linger on and affect delivery. Green Cell is continuously working through quality issues. As you all know we had a significant number of sumps on MRB, but this morning, 11/4, the auto lathe members were happily surprised to see some work show up after months of having nothing and sitting on IME. In 64 cooling plates are falling behind, those 2 new beautiful Okumas are a long way out from being programed and approved to run production, my fingers are crossed that the ancient GNLs stay running. In building 32 they're still trying to get a Laser Cutter up and running. Still waiting to see if LEAN investment ends up working out. A lot of issues around the plant with programming machines, and old machines,

hoping we keep getting new machines.

Now for the bad. It is looking like the Company wants to get rid of Platinum, TEPM, and MPO. Not all this work is going to be farmed out, some of it will be transferred to other areas. When these balls are going to drop is still unknown. The Company is having issues with vendors not having the capability to manufacture these parts. This is not something that is going to happen overnight but unless there is some drastic change in their decision, it will happen. The Union has advocated for replacement work and there is talk of a potential Flap Line to replace Platinum. We have done, and do, some flap work currently and we know this is work that should be sourced to our plant. As you all see there is a ton of jobs on the board, it has taken a considerable amount of time to call for upgrades but when somebody accepts a job it doesn't even matter since the business is holding them for months, sometimes over a year.

I am also getting calls and pulled into days-in-court multiples times a week, this is ridiculous. These days-in-court with members are sometimes laughable, wastes of time, and absolute jokes when there are bigger, more important issues in the plant that need to be addressed. I am inclined to say, some of these managers have no problem lying to get our members removed from the plant or disciplined.

Moving Violation



MANAGEMENT DOING BARGAINING UNIT WORK

Name of Culprit _____

Date of Violation _____

Time of Violation _____

Description of Work Being Done _____

Classification _____

Witnesses _____

Return to Steward

On I.M.E.

Building _____

Area _____

Work Station _____

Reason _____

I.M.E. hrs. _____

Date _____

Fix the Plant
Fix Wages
Farm In

Fill out and return to your Steward



It Starts With Me
SAFETY



GE Aviation Lynn 2021 Shoemobile Schedule

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



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.

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 Korea and Romania.

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!



Business Agent's Column

By JUSTIN RICHARDS
Business Agent

GE Report

I want to make sure everybody fully understands, if somebody chooses to not comply with the Executive Order and take the unpaid leave option, benefits will end on separation. We fought to get the Company to consider these members as being on, "temporary lack of work" (TLOW). This was an easy viable option to get people through the holidays and they refused to take this option under consideration, they really showed how much they care about the very people that make the business successful and profitable. Just look at their original position, Job or Job point blank, no protections, no options to be re-employed, no option to be on the recall list, just straight to termination and that was gonna be that. If you take this option, you are not willfully resigning you are being involuntarily separated from employment! The Company has put out a communication or a FAQ sheet on MOU the CBC and GE reached, the eligibility for reemployment section you will see it reads, "employee in good standing" this does not apply to bargaining unit members, the CBC was able to get that language struck from the agreement. It seems to be that GE is going to apply the terms of the MOU to salary and non-union plants, although it might not seem like much there are now additional options and protections, so you're welcome to the salary folks and the non-union plants. Understand the difference, non-union plants the Company refused to meet with now all have a guaranteed quarantine pay policy for people that test positive, and a guaranteed 4 hours of paid time off for getting a shot, and 8

hours paid for symptoms after getting a shot. Once again, what our Union fights for, non-dues paying employees enjoy the benefit of. I could only imagine the potential difference it would make if all these other plants stood next to us rather than behind us. Wake up, it's time to organize!

The disrespect, harassing, discriminatory tactics are running rampant in the plant right now. I would have thought after the incident where the Company unjustly and illegally removed a steward from building 64 on second shift would have known better right now and corralled their managers, but nope! Still ongoing issues in 64 and in the south end of 66. These cell leaders and business leaders know who they are. Be sure to fill out those Manager Conduct Reports and give them to your stewards. For our stewards, when representing another member or dealing with management on Union business they are not your superiors they are your equals and if they refuse to acknowledge you as their equals and address you as if they are your superior, contact your board member immediately.

Avis Budget Report

The last status report I received from the Company; we are at 196 members employed. What a difference from this time last year. The status report from Nov 2020, we were at 58 members employed and 178 members on recall. Watch your paychecks! There have been a few issues with the Company not properly paying the correct overtime. The Company has been resolving these issues through conversations with the stewards and the members, if

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President's Column

By ADAM KASZYNSKI
President

Striketober: 22,000 + U.S. Union Members are Now on Strike

Kellogg's, St. Vincent's, John Deere, Warrior Met Coal, Mercy Hospital - Strike's Continue

Update from Kellogg's workers as reported on the BCTGM website "Negotiations ended at 5:19pm (November 3rd) after the Company gave us their last best and final offer. That offer did not achieve what we were asking, a pathway to fully vetted workers without take-aways. The Company said they would get off their 2-tier and get to a pathway, but they could not find a fully benefitted way to achieve this. With this issue, we were unable to address the other items that are still on the table. **We cannot recommend this offer and will not bring it back for the membership to vote on. We agreed that we will not have concessions and that is all their last offer was.**" Good for the negotiation committee for refusing to put a bad offer up for a vote. Our thanks and solidarity to all the striking members who are holding the line and showing all of us how to fight back against concessions and 2-tier systems. Enough is Enough.

On October 1st fellow CWA members at Catholic Health's Mercy Hospital went on strike, citing concerns over staffing levels, "our hospital, and the hospitals throughout the Catholic Health System, are dangerously understaffed. Every day, we are terrified of needless patient deaths in our hospital because we are stretched so thin. We have bargained for months to achieve a contract agreement that will allow us to do our jobs properly, but Catholic Health

stubbornly refuses to agree to iron-clad safe staffing levels." Scab nurses are reportedly getting paid \$170 an hour and have an even better client to patient ratio than what the Hospital is willing to offer the striking Nurses. It is shameful. In Worcester, 800 Massachusetts Nurse's Association members at St. Vincent's Hospital, have been on strike since March over staffing and safety as well.

10,000 John Deere UAW workers remain on strike, after voting down a 2nd TA that included significant gains compared to the first Tentative Agreement. But the gains didn't pass the smell test in a shop fed up with concessions and 2 tier. One UAW striker said, **"How would you treat someone that steals from you? When given the opportunity, you punch them in the mouth. That's what we did tonight. We've been under attack for years and only get one chance to stand up for yourself."** According to labor reporter Jonah Furman if John "Deere dedicated just 10% of its record profits to base wages (not including OT, bonuses, and benefits) for its 10,000 UAW member employees they could give an immediate 25% raise to their workers."

Workers are more confident to take action than they have been in a long time. Bosses and pundits call it a labor shortage. This country is not short on labor its short on jobs that treat you with dignity and what you are worth. Labor creates all wealth. We were all called essential throughout the pandemic, the people that generate the product. When we protested outside GE headquarters in Boston, hardly a person

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