

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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CBC Ratifies New 4 Year GE Contract

It wasn't easy but in the end the members of the CBC unanimously voted to accept the 2nd contract proposal by GE. IUE CWA members that had voted to reject the first TA on July 9th voted to accept the 2nd TA on August 14. IAM members that voted to go on strike August 12th also voted to accept. We all got a little better contract.

Over the past few years we have worked with the company on several initiatives. Let's start with the end of Piece Work. The union negotiated an end to a program that in our eyes and in the company's eyes, worked for the facility. Piece workers showed up on time, usually had their machines running by the start of the shift and put out product at an alarming rate and they needed little if any direction. The company hopped

over the dollar to get the dime and demanded the end to a productive and lucrative pay system, the union was able to mitigate the damage through negotiating.

Next up Market Based Wages. In 2016 the company proposed a MBW system. At the time the Lynn facility appeared to be struggling. We saw little investment. No hiring. And an aging working force with a lot of experience heading out the door. The company promised to hire and invest in the plant if we (the union) voted to accept a MBW system for new hires. Part of the deal was to allow retirement age workers to retire with their pensions and an additional bonus on the way out the door. (VRIP). This was great for them, not so great for the plant.

Years and years of experience left during that period. The company back filled close to 400 workers since the MBW acceptance. With all that hiring and turnover we are at the same number of 201 members we started with in 2016. The company continues to hire. And that is a good thing. But it is still not enough.

Next up is an initiative called "Lean". Lean Manufacturing has been around for many years. The new CEO at GE, Larry Culp, would like the company to embrace this concept. Lean is an approach that favors input from the workers on the floor. It is a long-term strategy that if done right, could bear fruit. While we are still skeptical, we want to see the plant succeed. Right now, thousands of hours of work are

farmed out. Bringing that work back in house would be beneficial to all of us. Lean could be the way to see some of that work come back in. If aspects of Lean can bring in work, increase headcount, and increase investment in equipment then we are for working together for the benefit of the plant and members. If Lean means reduction in force, increased workload for the same pay, farm out, violating local supplements like the lay off and transfer agreement we must oppose it. Watch your work, and make the case for farm in. Speak up to defend quality. If something about a Lean project in your area doesn't smell right, grab your steward.



Elected Safety Rep Bill Leonard hosted the safety committee after hours for a summer gathering at his house. The team and others got a chance to socialize off site. Thank you Bill.



Senator Markey at the GBLC Labor Day Breakfast

Next Local 201 Membership Meeting September 17, 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)

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jimcarrigan@jamescarriganlaw.com

2019 GE Contract T-Shirts



Front Pocket



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Right Sleeve

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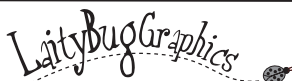
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Service Directory

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

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"Published monthly." \$1.00 a Year



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\$2.5 Million giveaway, Developer Called Out by Lynn Residents

Labor unions and community organizations converge on worksite and take the street, escalate their demand for responsible development.

On July 25th a first-of-its kind coalition of labor unions and tenants' rights groups protested Procopio Enterprise's Munroe St development in downtown Lynn. The rally and march highlighted the need for safe workplaces, good jobs with benefits, and affordable housing in Lynn. Workers and residents delivered a letter to Michael Procopio, co-owner of Procopio Enterprises demand-ing he commit to working with responsible contractors that protect worker safety, obey a local wage theft ordinance, and include affordable housing in the project.

The community-labor coalition was formed after a wall collapse at the construction site trapped 20 workers and seriously injured one. Since the accident, Procopio has hired P&B Partitions, a NJ company that was required to pay \$192,019 in back wages, damages, and penalties for wage theft by MA Attorney General Maura Healy earlier this year. The company has a history of wage theft and OSHA violations, one in which a construction worker was killed by an on-site accident. Procopio has also

continued to support its general contractor Dellbrook JKS despite their history of "serious" OSHA health and safety violations.

"I'm excited about development coming to the city. But I don't want it at the expense of worker safety, and people living in Lynn now who are being priced out," said Kathleen Santora, Lynn resident and member of IUPAT DC 35. "Procopio was warned about Dellbrook and he didn't listen. Now, an accident happened that resulted in life-altering injuries for a worker. Everybody deserves to work in a safe environment."

Last year, Procopio Enterprises received a \$2.5 million tax break from the city for the project. Prior to granting the tax break, Lynn's City Council voted unanimously to pass a wage theft ordinance that says any developer receiving a TIF tax break must certify that no contractor performing work on the site has been subject to an OSHA violation deemed "serious" within the last five years or who has been subject to an indictment or grant of immunity for business-related crime.

Since the Munroe street project is receiving a tax increment exemption ("TIE") rather than tax incentive financing ("TIF"), Procopio believes he can undermine



standards outlined in Lynn's ordinance. Labor and community organizations say anyone getting a tax break should be held to these standards.

"I've heard from small business owners in the area that this kind of luxury development is going to push them and their customers out of the city," explains Millie Cruz, "I got pushed out of Lynn when a new owner forced my family out by a "no-cause eviction". I work for a small business and I love this city, but I couldn't find an apartment I could afford, so I had to move to Salem. I want to come back to Lynn."

###

- Workers and residents held a rally, then marched in the street around the construction site. The march ended at Procopio's office across the street from the construction site where protesters delivered a letter to Michael Procopio.
- This was the second collective action trade unions and community organizations have taken together around development in Lynn. Last month, the group interrupted a panel that featured Michael Procopio at the "Transformative Transit-Oriented Development" event at Lynn Museum.



Retiree Corrections

Linda Grayson LATO Retired, Nikki Smith LATO Retired and George Goulos LCM Retired (We apologize for leaving out Linda and Nikki and misspelling George' last name in our last issue).

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THE LABOR GUILD

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FALL 2019
134TH TERM

MONDAY EVENINGS 6:30-9:00PM
SEPTEMBER 9 - NOVEMBER 4, 2019
NO SCHOOL COLUMBUS DAY

66 BROOKS DRIVE, BRAINTREE, MA
www.laborguild.com

FIRST PERIOD- 6:30-7:40 PM

ADVANCED STEWARD TRAINING

Tom Breslin, *Retired Associate Director of Labor Education, Massachusetts Nurses Association*

This course will build on the skills students developed in the Basic Steward Training course by emphasizing Strategic Planning for local unions, member mobilization, and the grievance process. Students will participate in case studies to develop and enhance problem-solving

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

TUESDAY, SEPTEMBER 17, 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

techniques and member mobilization skills. To make the course more meaningful, students should bring their own ideas for discussion. It is recommended, but not required that students take the Basic Steward Training course as a prerequisite.

HEALTH AND SAFETY IN THE WORKPLACE

Elissa Cadilic, *President AFSCME 1526 and Chair of the Board of Directors for the Massachusetts Coalition of Safety and Health (Mass-COSH)*

As workplace protections are rolled back across the country, we need the tools to keep our employees safe. Do you have an effective Health & Safety Committee? Can you interpret and analyze contractual language? Do you know what your rights are under OSHA or the Public Sector Workers Rights law*? By taking this course, you will find out how to make your H&S committees effective, gather language for your next CBA, learn about hazard mapping, find the resources you need, and hear first-hand experiences about workplace inspections under the new Public Sector law. During the session, you will hear from specialists on how to reduce work-related injury and illness as well as what to do when your employer refuses to implement these methods.

**The law defines a public sector workplace to include counties, municipalities, aff state agencies, quasi-public independent entities, courts, bureaus, commissions, divisions or authorities of the commonwealth, political subdivisions, and public colleges and universities.*

DE-MYSTIFYING MUNICIPAL GOVERNMENT

Lisa Field, *Associate Director in the Division of Legislation and Governmental Affairs for MNA and Richard Staiti, Zoning Attorney and Former Selectman and Town Moderator in Town of Canton*

Municipal government can be confusing. Who are the players? What happens in a Town Meeting? How does a City Council work? What goes into a municipal budget? Whether you are a public employee involved in collective bargaining or a concerned citizen who wants to understand the grievance process, this course will cover the nuts and bolts of municipal government.

SECOND PERIOD- 7:50-9:00 PM

BUILDING EFFECTIVE COALITIONS

Payton Corbett, *Trustee for Teamsters Local122 and Jennifer Doe, Field Representative for SEIU 509*

Learn successful tactics and techniques to build effective labormanagement and labor-community coalitions to support collective bargaining, control health care costs, preserve important community resources, and encourage the larger fight for a more fair and just economy.

BURNING ISSUES

Sean Sweeney, *Vice President, National Postal Handlers Union, Local 301*

Each week we will examine one critical issue impacting workers and the workplace. Guest experts will share their latest insights and strategies surrounding current problems.

WORKER EMPOWERMENT

Tom Raiche, *AFL-CIO Community Services Liaison, Merrimack Valley Central Labor Council*

Many news pundits point to recent labor strikes as a sign of growing militancy within the U.S. labor movement. Is it militancy or worker empowerment? Through the utilization of case studies, this class will examine recent labor disputes and seek to answer some fundamental questions: What were the issues? What traditional and nontraditional strategies were used? How were the workers engaged and empowered? What lessons were learned?

DOUBLE SESSION - 6:30-9:00 PM

COLLECTIVE BARGAINING NEGOTIATIONS WORKSHOP

Paul F. McCarthy, *Union Educational Consultant, Collective Bargaining Associates.*

Take the mystery out of the bargaining process and learn the inside game of collective bargaining negotiations. This hands-on, nuts-and-bolts course introduces the students to all aspects of negotiating a collective bargaining agreement. It includes lectures, educational materials, simulated bargaining sessions, strategy development, and bargaining.ing caucus experience. This intensive course design uses both the 1st and 2nd periods for the full term.

Blueprint Reading & Shop Math Sign Up

Who is eligible?

Any employee who is interested in furthering technical capabilities and building a foundation for machining.

What is the class schedule?

Monday-Thursday starting September 10 and ending November 21

1:45 pm -2:45 pm (2nd or 3rd shift Employees)
3:15pm-4:15pm- (1st or 3rd shift Employees)

*Employees must take the class on their own time.

What is the cost of the class?

There is no cost to the employee to participate in the class.

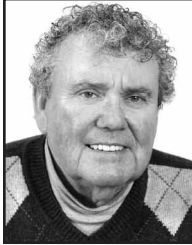
How is the class selected?

The 18 most senior eligible employees per cohort will be enrolled.

How do I register?

Any employee who meets the eligibility requirements can email Lyndsay Harris at Lyndsayirene.Harris@ge.com OR go to the employment office and fill out a registration form. Registration ends August 16, 2019.

For questions, please reach out to Lyndsay Harris at x0570.



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

THIS IS THE 50TH YEAR ANIVERSARY OF THE 1969 STRIKE AGAINST GENERAL ELECTRIC. IT WAS THE LAST TIME THERE WAS A NATIONAL STRIKE AGAINST THE COMPANY.

THE 1969 STRIKE STARTED IN OCTOBER AND LASTED FOR 101 DAYS. OVER 150 THOUSAND GE WORKERS WERE ON STRIKE. IT WAS THE COLDEST WINTER I CAN EVER REMEMBER, AND AS A RESULT OF THAT STRIKE, NATIONAL CONTRACTS WOULD NOW END IN JUNE RATHER THAN OCTOBER.

ST. MICHAELS HALL WITH ED WALCZAK IN CHARGE OF THE KITCHEN SERVED ALL THE STRIKERS LUNCH EVERY DAY FOR NO COST. MERCHANTS IN THE AREA DONATED FOOD.

THE UNION IS HOPING TO COLLECT STORIES OF YOUR MEMORIES OF THE 1969 STRIKE AND ANY PICTURES YOU MAY STILL HAVE. CALL ME WITH THE INFORMATION AND LET ME KNOW IF YOU ARE PLANNING TO COME DOWN. KEVIN MAHAR 781-367-7822

MEDICAL INSURANCE

MEDICARE OPEN ENROLLMENT BEGINS OCTOBER 15TH AND ENDS DECEMBER 9TH. IF YOU NEED HELP, CALL ME OR ALEX BROWN AT 1-617-922-5573

July 22, 2019

Honorable Mark Cusack, House Chair
Honorable Adam Hinds, Senate Chair
Joint Committee on Revenue
State House Room 34
Boston, MA 02133

Dear Chairman Cusack, Chairman Hinds, and Members of the Joint Committee on Revenue,

Thank you for the opportunity to provide testimony in support of H.2415 *An Act relative to the exemption of private pension income from taxation*. This legislation would simply provide private pension tax exemption of no more than \$12,500 for persons over 60 years of age and no more than \$2,000 for persons under 60 years of age.

The goal of this bill is to provide some tax relief to retirees and seniors living on a fixed retirement income. I have personally heard from countless retirees who have been living on private pensions for extended periods of time and are struggling. These individuals have not received cost of living increases and are having trouble making ends meet given rising cost of living and property taxes.

Massachusetts is one of only 12 states that fully taxes private pensions, while civil service and Massachusetts state and local pensions are tax exempt. It is my hope that this legislation will ease some of the burden on retirees and seniors across the Commonwealth.

Thank you again for your consideration. I respectfully request a favorable report of H.2415. Should you have any questions please do not hesitate to contact me or my Legislative Aide Sezan McDaniel at (617)-722-2460 x 8989 or sezan.mcdaniel@mahouse.gov.

Sincerely,
Peter L. Capano
State Representative
11th Essex District
Massachusetts House
of Representatives

IUE-CWA Local 201

RETIREES COUNCIL MEETING NOTICE

Tuesday, October 8, 2019 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



Letters to the Editor

To the Editor;

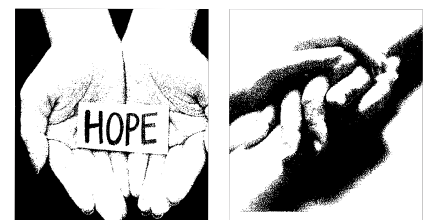
I would just like to say Kevin you have been the most dedicated man I have ever known. I remember meeting you back in the 60's when we worked I believe in building 66. I think I worked in every building in Turbine and you made yourself available for help on every thing. Thank You It is a pleasure to have known you. I hope you are successful in getting our health care and prescription drugs insurance that we were promised when we retired back. Again I Thank You for all you do. I would not mind at all if you printed this in your column. Everyone should know how much of your time you put in to helping the retirees. Thanks again

Frank Hochmuth "Hockey"
(30 YEAR EMPLOYEE)

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.



MARKET BASED WAGE PROGRESSION

As of 8/9/2019

Table with columns: Classification, Rate, Current Legacy, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, TOM, Legacy v. Step 7, Step 1 v Step 7, Increase per step. Lists various job classifications and their corresponding wage rates and progression steps.

Greater Boston Labor Council's Labor Day breakfast

It was an off year for the Greater Boston Labor Council's Labor Day breakfast but the faithful showed up in full force. Representatives from most of the unions within a hundred miles of Boston came out to stump for their elected officials (and for those hoping to be elected). It is an off year, but the 2020 campaign has begun. The highlight of the action outside the Park Plaza was the two

groups representing U.S. Congressman Joe Kennedy and U.S. Senator Ed Markey. If you have been paying attention you probably know that Joe Kennedy is considering a run for U.S. Senate against long time incumbent Ed Markey. Congressman Kennedy was the first to arrive and spent time outside being interviewed by the media, shaking hands and hugging his supporters. It

was a good showing of support. Senator Markey arrived about 45 minutes later to a huge gathering of his supporters, with cheers of "When I say Ed you say Markey"! Although polls show Kennedy with a double-digit lead should he run against Markey, if I had to make a call, I would say the day went to the Senator.

Inside the ballroom was full and the President of the GBLC Louis Man-

darini Jr. kicked off the event with comments from outgoing Executive Secretary Rich Rogers (Rich will not seek re-election). Rich has been a huge asset to the GBLC, and the leadership let it be known how much they will miss him. Elected officials speaking included Ayanna Pressley and Maura Healey who were not bashful to express their thoughts on the current administration in

Washington D.C. For the past several years Local 201 has supported the GBLC annual Labor Day breakfast and their spring Legislative breakfast. Any member interested in attending in the future should come to one of our monthly membership meetings and ask. These events are good opportunities to meet other labor leaders and see the bigger picture of the labor movement.





Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

River Works Safety Understanding

On several occasions this year our Local 201 members have correctly enacted the River Works Safety Understanding in order to stop an unsafe act on the shop floor. Often a Shop Steward or Safety Representative upon being contacted, will initiate this important safety tool but that does not have to be the case; any member can enact the River Works Safety Understanding if an unsafe condition posing an immediate hazard to a member or an area is present. It's important to remember that you do not need a deep understanding of OSHA, State, and Local standards/regulations, rather the sense of your own personal safety and that of your co-workers is all that is required. When the hazards that were identified are not addressed properly by Area Management to your satisfaction it is up to me and your fellow Safety (Committee) Representatives to follow up on your concern citing related standards and regulatory requirements surrounding a safety concern on your behalf. Your Local 201 Safety members will work with the company to eliminate the hazard in ques-

tion using all means necessary. A review with the Union Member will be followed up by the Safety Representative or myself. Below is the original wording written at a time when the term foreman was used, and he/she had not fully found its place in the workplace.

River Works Safety Understanding

Negotiated April 16, 1970

UNION: The so-called AEG procedure was negotiated by the plant, but it hasn't been followed in the Turbine Division. We want to outline step by step our understanding, so that both parties have the same understanding. We expect that the Company will communicate with their foremen, and we, in turn will communicate with our Stewards.

When a Steward is contacted by an employee who raises a safety complaint, the Steward will contact the employee's foreman.

The foreman – if his answer is negative – will, upon request, contact the Company safety representative.

The safety representative, the Steward and the complainant will discuss the problem if there is a need.

If the decision of the safety rep-

resentative is that a safety hazard exists, the condition will be corrected. If the decision is that there is no unsafe condition, the employee will proceed to do his work assignment and grieve as is contractually right. It should be completely understood the employee does not have to work on an assignment the he considers unsafe until a decision is made by the safety representative.

COMPANY: We will notify our people, and we want to have it understood that the procedure cannot be used as a means to escape a work assignment. We would expect that complaints will be reasonable and not petty.

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The E-Team machinist training program is currently recruiting and accepting applications for Class #21, starting Fall of 2019.

We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits and a career with opportunities for growth. Students are enrolled *tuition free* in our demanding 34 week, 20 hour per week training program.

Applications may be obtained at the Union Hall or go to our website: www.eteamhome.net
Facebook <https://www.facebook.com/eteammachinisttraining>

Call us at 617-699-1071
The E-Team is associated with the Essex County Community Organizations, IUE/CWA Local 201 and the Boston Tooling and Machining Association.



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.

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VP's Column

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

The contract process may have been flawed on several levels but on the level that mattered most, the membership level, I believe it worked well. The first TA was soundly rejected by the Lynn and Schenectady members. Those same members attended the informational sessions and the steward's council meetings to speak up. They showed their frustrations with the process and their concerns for their fellow union members and the future. They want equal pay for equal work. They want to be able to pay their bills and give their families a fighting chance. "If not now than when" was a familiar cry. For the first time in 50 years we had the per capita vote to strike on a contract. Unfortunately, we did not have what we needed country wide to make it work.

I want to thank Bob Reynolds, Karen Nicholson, Cohlette Carlino and others for their heart felt speeches at the August 8th Stewards council. All the stewards that attended the Stewards Council meetings turned out to represent Local 201 and they showed passion and concern for their Local.

We now need to go forward and do the nuts and bolts work we must do to maintain a strong local. One of those items is to file Step I grievances. In order for the process to work we need to call out the company for the daily infractions that are occurring against our contract. "Question the manager that is moving parts to the next stage of production". It may be easier to just let it go but it is your job to lose. Make sure the OT list and rules in your area are being followed.

New Hire orientation is one of the best parts of my job. I get to meet the new hires on their first day of work at GE. Most of them have not worked in a union shop before. It is something to get used to. I usually start off with introductions and give them a basic run down of what to expect. Then I show them a video from IUE CWA, it has good information but seems a little long. I think the most important take away from that video is the part on "Just Cause". Just Cause is a basic tenet of being a union member. It means that the company cannot just fire you for no reason. You must do something wrong, real wrong to get

fired. The following is from Wikipedia: "The standard of just cause provides important protections against arbitrary or unfair termination and other forms of inappropriate workplace discipline. Just cause has become a common standard in labor arbitration, and is included in labor union contracts as a form of job security. Typically, an employer must prove just cause before an arbitrator in order to sustain an employee's termination, suspension, or other discipline. Usually, the employer has the burden of proof in discharge cases or if the employee is in the wrong". Having "Just Cause" in a contract is a huge advantage. It doesn't mean you can act up at will, it means you have protection if needed in certain circumstances.

I always tell the new hires to seek out their steward when they eventually hit the shop floor. Remember stewards, these workers are just starting, and they need your help and guidance. Please show them the ropes.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Mike Cocozella on the recent death of his mother. Mike is an AAEM and steward in Building 29.

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

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LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

As the Rotor Turns

Let's talk about Lean. The Japanese concept of Kaizen, or "the continuous improvement", has long been lauded as a success. However, I'm going to give you some reasons why it could fail in Lynn.

Kaizen, by Lynn management, is seen as a short-term project. Kaizen by design is a long-term strategy that is difficult to master. It takes time for employees to fully understand and embrace the concept.

The implementation will be the hardest part in an organization bogged down by a bureaucratic mind set filled with rules, procedures and management who resist any sort of change.

The failure of Kaizen is also seen in companies which implement Kaizen as wolvies in sheep's clothing. That is what I see happening in Lynn, it's nothing but lip service and management not wanting to give up their control. We all know once the parts come in it will be business as usual.

The emphasis in Kaizen is for improvement over the long term. Our company will expect a quick turnaround. With part shortages all around the plant, I don't see a long-term future of Lean in Lynn without exempt workers giving up some control and listening to union members on the floor.

LATO

After going to the "all hands" meeting it was once again all doom and gloom. Every engine line is behind

schedule. You know what that means, everyone stock up on bottled water and non-perishable foods, It's going to be a long end of year push.

Other issues going on in LATO: the materials and quality team who do not report directly to our plant leader in LATO must think that dealing with the union is a formality not a requirement. So, when you do something, and you get caught doing bargaining unit work and you give the union steward the answer of "just write a grievance" you wonder why we get upset. There are rules and procedures in place that both sides must follow and that's the problem, management rarely follows their own rules.

Logistics

A lot of people are taking advantage of the chance to upgrade by taking the blueprint reading and shop math class or the CNC machinist training program. If anyone wants to upgrade,

you might want to sign up for the next classes when they are offered again. Also, the E-Team machinists training program is currently doing interviews for its Fall 2019 class. Applications online at eteamhome.net.

Logistics is now understaffed, and the business is not pushing for backfills or doing cross training which is desperately needed. There is a lot of work scheduled for the end of the 3rd quarter and all the 4th quarter. If you have vacation time you might want to plan to use it. Remember use it or lose it. Also make sure you have your work badge on you and visible at all time's when you are in the plant. If you have a temporary badge return it to the visitor's center when it expires.

Hope to see you around the shop.

Bobby



LPS/M&E Report

By FRED RUSSELL
Executive Board Member

Dear Brothers and Sisters

It is good to see so many Crafts personal working on projects around the yard. There is a lot of projects going on now: Power Plant, machine maintenance and bldg. maintenance we are all involved in big projects, very little outside contractors. Tell us what you want, and we will get it done! We are here, use us.

The new boilers should be going online soon. The

company wants to meet and talk about manning the area soon. Stand by and we will see where that goes.

In 74 we have a foreman out of control. He needs to be reeled in. The union has many grievances against him for money reasons, bargaining unit work, safety and creating unsafe conditions. We will see what happens.

See you around the yard.

SAVE THE DATE
New Lynn Coalition Election Forum 2019
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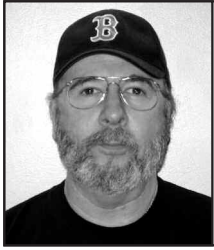
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“Down By The River”

By BILL HOLM
LCM Executive Board

The Union said it was OK-NO! Do not believe it from management. Talk to your steward, board member or call the hall. The direct line at the hall for LCM is 781-584 7503, leave a message if a steward or board member is not available. Do not work in another area or out of your classification. If there is a machine down the company and union can do a temporary agreement, subject to negotiation with an end date. Usually it involves people from one group moving to another area to use a machine in another area, but only after it's agreed upon. The reason it's agreed to is to prevent farm out.

Another issue came to light again recently with bench hands. No bench hands from LCM are supposed to go over to Assembly to do any rework. There are All Around Machinist in LATO and all rework is theirs in that area. The process if they are out is to use All Around Machinist from

Tool and Die and then there are two Assemble and Machine Special Programs in building 70. That's it, no other options are utilized until these avenues are exhausted.

Lean Manufacturing- The company is proposing it as a new way to work. It is designed to cut waste not to have workers do more work. It is not new and was in place already (for around thirty years) with buildings broken in to cells. The work stays in the cell it belongs to if possible, with the machines, benches, work areas, inspection and laydown areas lined up properly to flow the work as efficiently as possible. It sounds good and looks good on paper but, it is a very fragile situation if you have any single points of failure. When the cells were originally set-up they had similar high- quality machines and we were prepared if any machines went down. With the lack of investment and the lack of preven-

tative maintenance it all crumbles. Lean is also “worker information oriented” which causes management to surrender authority. The focus, as you already know, is T700 in LCM and delinquency. We're expected to buy in. Really? Now are you going to listen to us? The Union's position is no reduction in head count, aggressive hiring, farm in and all existing agreements adhered to. More to come on Lean.

2019

October 4 – October 14

Discount Tickets Available at the Union Hall

Dear IUE-CWA Local201:

Thank you for contacting me about unions and collective bargaining.

Unions have played a major role in creating a strong middle class in this country. Through unions, workers have collectively bargained with their employers to secure better wages, better health care, and better working conditions. It's no surprise, then, that as the power of unions have declined, so have working conditions and wage growth. It should be easier, not harder, for workers who want to organize. That is why I support the National Labor Relations Board's strong enforcement of the protections that the National Labor Relations Act (NLRA) guarantees workers and why I have opposed Congressional Republicans' attempts to undermine its efforts to oversee workplace elections.

I will keep your thoughts in mind as I continue to fight for workers' right to organize. I appreciate your reaching out to me about this important issue, and please do not hesitate to contact me in the future about issues of importance to you.

Sincerely,
Elizabeth Warren, United States Senator



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Business Agent's Column

By BILL MAHER
Business Agent

THE BUSINESS ROUNDTABLE SHAREHOLDER CAPITALISM VS STAKEHOLDER CAPITALISM

Shareholders are always stakeholders in a corporation, but **stakeholders** are not always shareholders. A shareholder owns part of a public company through shares of stock, while a stakeholder has an interest in the performance of a company for reasons other than stock performance or appreciation (customers, employees, suppliers and communities).

The Business Roundtable is an association of the CEO's of nearly 200 of America's most prominent companies, employing some 15 million people. Additionally, this corporate think-tank is one of the most powerful lobbying groups in the country, with \$23,160,000 in total lobbying expenditures for 2018, pushing public policy backing their interests.

On August 19, 2019, the Business Roundtable released a statement updating its decades old definition of the purpose of a corporation, dumping its bedrock principle that shareholder interests must be placed above all else. The statement signed by 181 CEO's makes a fundamental commitment to all its stakeholders, including customers, employees, suppliers and local communities.

I would encourage all members to search Business Roundtable on your computers where you can read the full statement. Additionally, I would urge you to read the various articles available online regarding the impetus for the Business Roundtable's action and the political pressure on corporate America to share the wealth and opportunity. The articles are varied on corporate motivation and anticipated implementation. However, the statement is a huge departure from the shareholder above-all mentality that has governed corporate America for decades. Will this philosophy really become a business model that effects "working class" Americans? Maybe this statement is empty rhetoric from a group that is used to getting their way? We will have to wait and see.

MARKET-BASED WAGE PAY CHANGE IMPLEMENTATION

PHASE #1

The pay changes for **classifications with increased starting rates** were processed and eligible employees received their base-pay updated in their September 5th paycheck, along with retroactive payment for all hours worked from April 8th to August 12th.

Eligible employees in the classifications with increased starting rates who received the 20-cent COLA during this period will see the COLA and retroactive payment in their September 12th paycheck for all hours worked for the time in which the COLA was applied.

PHASE #2

7-STEP MBW PROGRESSION

The updated 7-step MBW progression will be fully processed by October 15th. The effective date of the 7-step progression is August 12th, and eligible employees will receive a retroactive payment for all hours worked from August 12th to the date of payment.

**IUE-CWA and GE MEET IN NEW YORK CITY
SEPTEMBER 20, 2019 TO SIGN
THE 2019-2023 CONTRACT**



President's Column

By ADAM KASZYNSKI
President

WHY UNIONS ARE INVOLVED IN POLITICS

Many of us are disgusted by politics as usual with good reason. However, nothing changes unless you get involved. That's why our legislative committee meets and recommends political initiatives to the membership, who debate and vote on their motions at the monthly membership meeting. With the dust finally settling from the 2019 contract fight, the legislative committee will be meeting this week for the first time in months. Local 201 has long been involved in the political fights that affect the lives of working families, whether its lobbying for work in Lynn, advocating for paid sick and family leave, or backing candidates that support union and workers issues. For decades the labor movement has been losing members and power as a result of Corporations sustained attacks on the rights of working people to organize and join unions. Since the Citizens United Supreme Court case corporations can spend unlimited money in politics to support the corporate agenda. They may have the money, but working people have the numbers. The corporations and the 1% are heavily involved in politics, which means we lose when we don't stand up for our interests.

Elections are only one tool we use to build power for worker's rights. We must also remain involved in the movements for justice in our community. Local 201 also supports groups like the New Lynn Coalition and Lynn United for Change which fight for affordable housing in Lynn and against the big banks, among other things. We are involved in the Northshore Labor Council which is where Unions from all over the Northshore support each other in workplace, community, and political campaigns to advance the aims of the labor movement. They have also shown up to support us. We are stronger together.

As we saw from our recent contract fight with GE, the needs and demands of our members are not met through a contract alone. For example, it took the '69 strike for GE workers to get 2-5 sick days. For decades we got no improvements to our paid sick time. Starting in 2014 Local 201 helped knock on doors and make phone calls to support a ballot initiative for 5 days of Earned Sick Time in Massachusetts. In July 2015, our members won through a ballot initiative what we were unable to gain in our contract, 5 paid sick days for all 201 members. State Rep. Peter Capano has introduced a bill (pp. 2) to help get relief for our retired members whose pensions are taxed in MA. These campaigns have real impacts on members.

The IUE-CWA is currently campaigning to build support for No Tax Breaks for Outsourcing Act (H.R. 1711 / S. 780). The Republican corporate tax cut bill contained a provision that rewards and incentivizes the offshoring of more American jobs. That's just wrong. The proposed bill would stop rewarding companies that ship jobs overseas and reverse the offshoring incentives embedded in the tax bill.

Our legislative committee this week will be meeting to discuss these various projects and will be counting on your support to help bring in work and fight corporate greed. Remember to attend our monthly membership meeting.

E-TEAM

If you are a graduate of the E-Team machinist training program that has been denied upgrades to 17 and 19 positions, we want to hear from you. Please let your board member know. Also, if you know anyone interested in applying to the E-Team applications are available online at www.Eteamhome.net, and interviews are currently taking place.

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