

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 LWWTP Members Vote to Ratify 2022 Contract

Members working for Veolia at the Lynn Regional Wastewater Treatment Plant voted to ratify the T. A. on the 2022-2025 contract on October 28th, 2022. The Bargaining Committee worked tirelessly to reach an agreement that they felt confident to bring back to the membership. Here is a brief summary of the improvements in the 2022-2025 agreement.

Time Off:

Members with 15 or more years' service will now accumulate 7.69 hours on a bi-weekly basis (5 weeks), starting on their anniversary date.

Holidays:

Members will now have MLK Junior Day, Juneteenth, and the day after Thanksgiving off. Members will not have Columbus Day off. Members will be granted 3 Floating Holidays (24 hours) with ability to use them in 1-hour increments with 24-hour

advanced approval with the exception of emergency situations. In emergency or unforeseen circumstances, Members can use the Floaters with less than 24-hours advanced approval.

Call Backs:

Call Back pay increased from 3 hours to 4 hours.

Pager Premium:

Members will now get \$200 instead of \$125 for each week in which they carry the pager/mobile communication device.

Shift Premium:

The second shift premium has increased from \$1.35 to \$2.00, and the third shift premium has increased from \$1.60 to \$2.25.

Perfect Attendance Award:

The Perfect Attendance Award has changed from additional personal days to payments on a 6-month basis. The changes are as follows:

Sick Leave Incentive (Starting 1/1/23): Regular full-time employees who have accrued sick leave and who utilize one (1) or less days of sick leave and not more than one (1) instance of tardiness for the periods of January 1 – June 30, or July 1 – December 31 of each year shall be eligible to receive additional compensation from the Company as follows: *Zero Sick days used:* \$1000 *One Sick day used:* \$500

Certifications:

CMV: increased from \$250 to \$300
Hoisting 2A: increased from \$500 to \$600
Hoisting 3A: increased from \$500 to \$600

Wages:

May 1, 2022: 3% (already received)
November 1, 2022: 3%
May 1, 2023: 5%
May 1, 2024: 5%

Health Insurance:

Health Insurance will remain unchanged.

IUE CWA Kicks Off GE Contract Campaign

On October 25, 2022, IUE CWA kicked off its 2023 GE contract campaign with a rally in Schenectady NY. Hosted by Local 301 the event was attended by representatives of all the locals involved in this contract. Local 201 sent a bus load of members to participate. (Thank you to all who went and endured the ride out and back). The

top leadership, including Conference Board Chairman Jerry Carney and IUE President Carl Kennebrew were there to let GE know that we are united and ready to fight for a fair contract in 2023. In these times of high inflation and runaway fuel prices we are not going to settle for scraps. GE is preparing to split into three units:

Healthcare, Power and Aerospace. While the first two are still struggling to recover from the pandemic, GE Aerospace is making double digit gains on a regular basis. The Company is poised to inherit a windfall from a split making it even more prepared to take care of its employees. Be ready to Fight for what is Right.



Next Local 201 Membership Meeting November 15, 2022 - See page 4

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

Law Offices of James J. Carrigan



15 Johnson Street, Lynn, MA 01902



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

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 Robert Kempton on his recent death. Bob was a VTL Operator who retired in 2011.

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.

Derek White 781-584-7641
Jeff Zeisel 617-733-2842

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



Service Directory

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

Fix-A-Brick
Foundations - Stairs - Chimneys - Walkways - Repairs
Call 978-239-9801 Ted Crowley

Mark & Robin's Comics



Clean Outs/Estate Sales/Junk Removal
We remove trash for a fee.
Also will consult to liquidate your estate.
978-476-1742 Text Preferred

CHIROPRACTOR

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

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)

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Gratitude for Unions and the Members Who Make Unions Strong

By Jackie Miller Chief Steward Saugus Public Library

November, the month of Thanksgiving, is an excellent time to reflect on what we have to be grateful for and who make our lives better. Labor unions in America have given not just union members and their families reasons to appreciate hard-won rights but workers throughout the United States, who benefit (even if they don't realize it) from the efforts of past and present union members.

So, in no particular order and certainly not all-encompassing, let us offer thanks to those who fought for labor's rights and the men and women who continue to fight every day.

Thank you to the union members who spent years--and often endured physical and financial hardships--to get what today are considered fundamental rights. Rights like the forty-hour work week; workers regularly toiled over sixty hours a week on average.

The right to safe working conditions. The locked doors and dangerous working conditions of the 1911 Triangle Shirtwaist Company Fire in New York City that led to the death of 146 young women was the rule, not the exception. Unions ensure workplaces are safe.

The men and women of Local 201, who spend hours collecting votes at each union election.

Union representatives who work to negotiate contracts and all of the people who support their efforts. (Kaz and Kendall-A big thank you to you and the Local 201 members who have helped the Saugus Public Library staff out so often! And Bob who got us into Local 201!)

The New York Journeymen Tailors who, in 1768, protested a wage reduction and held the earliest recorded strike occurred in America. The formation of the Federal Society of Journeymen Cordwainers (shoemakers) in Philadelphia in 1794 marked the beginning of sustained trade union organization among American workers

Union members who support other unions by walking their picket lines and not buying from businesses that treat workers poorly.

The unions that lobbied for minimum age laws and hour restrictions. In 1938, the union-led fight resulted in the first federal regulation of child labor, ensuring that when kids did work, the work would be safe and wouldn't interfere with schooling.

Union members who make sure to vote for political candidates who support labor.

Add your own thoughts as to what makes you grateful for your union as you join family and friends at Thanksgiving.

Happy Thanksgiving to All!

MASSACHUSETTS AFL-CIO 65th 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 **February 6-10, 2023**. 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 16, 2022.**

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 2023. *Editor's Note: Students related to Local 201 members will be eligible for up to 2 scholarships, one from Local 201 as well as one of the many Union Scholarships with open eligibility.*

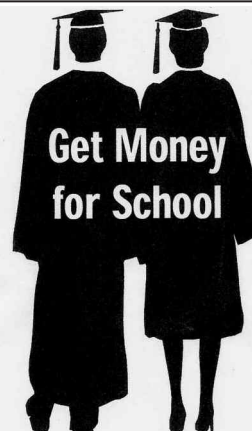
All Massachusetts AFL-CIO scholarships and local union/central labor council scholarships are awarded solely on the basis of the multiple choice exam and essay score. Each participating school will receive one master copy of all the scholarship materials to keep in the guidance department for those students who do not have Internet access. **Study guides can be downloaded from our website 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. RUTTER, 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 2023-2024 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.

Market Based Wage 6 Year Progression Schedules* (effective 10/17/2022)

Classification	Rate**	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Servicer	M14	18.31	22.34	24.70	27.05	29.40	31.76	33.59
Material Handler	M16	20.00	22.35	24.17	27.06	29.41	31.77	34.12
Stockkeeper	M16	20.00	22.35	24.17	27.06	29.41	31.77	34.12
Production Follower	M16	20.00	22.35	24.17	27.06	29.41	31.77	34.12
Packer	M16	20.00	22.35	24.17	27.06	29.41	31.77	34.12
Construction Worker	M16	20.00	22.35	24.17	27.06	29.41	31.77	34.12
Warehouse Worker	M16	20.00	22.35	24.17	27.06	29.41	31.77	34.12
Bench	M17	23.50	25.37	27.24	29.11	30.98	32.85	34.72
Punch Press	M17	23.50	25.37	27.24	29.11	30.98	32.85	34.72
Welder Machine Resist (Spot Weld)	M17	23.50	25.37	27.24	29.11	30.98	32.85	34.72
Milling Machine Electro (EDM)	M17	23.50	25.37	27.24	29.11	30.98	32.85	34.72
Tool Crib Keeper	M18	26.00	27.59	29.18	30.77	32.36	33.95	35.55
Welder	M18	26.00	27.59	29.18	30.77	32.36	33.95	35.55
Lynn Welder Green	MG18	28.00	29.95	31.90	33.85	35.80	37.75	39.72
Lynn Laboratory Worker	M18	26.00	27.59	29.18	30.77	32.36	33.95	35.55
Braze Inspector	M19	25.50	27.33	29.16	30.99	32.82	34.65	36.48
Milling Machine	M19	25.50	27.33	29.16	30.99	32.82	34.65	36.48
Boring Mill Vertical (VTL)	M19	25.50	27.33	29.16	30.99	32.82	34.65	36.48
Auto Lathe	M19	25.50	27.33	29.16	30.99	32.82	34.65	36.48
Engine Lathe	M19	25.50	27.33	29.16	30.99	32.82	34.65	36.48
Milling Machine Electro Automatic	M19	25.50	27.33	29.16	30.99	32.82	34.65	36.48
Broach Vertical	M19	25.50	27.33	29.16	30.99	32.82	34.65	36.48
Fire Inspector	B19	21.00	23.58	26.16	28.74	31.32	33.90	36.48
Power Plant Operator	W19	30.00	31.08	32.16	33.24	34.32	35.40	36.48
Inspector Non-Destruct (FPI)	M20	25.51	27.34	29.18	31.28	33.37	34.72	37.56
Inspector Mechanical	M20	25.51	27.34	29.18	31.28	33.37	34.72	37.56
Grinder IntCyl/Surf	B20	26.50	28.34	30.18	32.02	33.86	35.70	37.56
Machinist Dual Purpose	M21	26.00	28.11	30.22	32.33	34.44	36.55	38.66
Machinist Production	M22	28.00	29.95	31.90	33.85	35.80	37.75	39.72
Machine & Assemble	M22	28.00	29.95	31.90	33.85	35.80	37.75	39.72
Lynn Grind Tool & Die	M22	28.00	29.95	31.90	33.85	35.80	37.75	39.72
Lynn Machinist All Around	M22	28.00	29.95	31.90	33.85	35.80	37.75	39.72
Inspector Tool & Gage	B22	27.00	29.12	31.24	33.36	35.48	37.60	39.72
Lynn Instruments Repair	B22	27.00	29.12	31.24	33.36	35.48	37.60	39.72
Machinist Special Programs	M23	32.00	33.46	34.92	36.38	37.84	39.30	40.74
Ironworker - Prj Crft	M23	32.00	33.46	34.92	36.38	37.84	39.30	40.74
Machine Repair - Prj Crft	M23	32.00	33.46	34.92	36.38	37.84	39.30	40.74
Repair Test - Prj Crft	M23	32.00	33.46	34.92	36.38	37.84	39.30	40.74
Project Crafts/Const/Car	M23	32.00	33.46	34.92	36.38	37.84	39.30	40.74
Tinsmith - Prj Crft	M23	32.00	33.46	34.92	36.38	37.84	39.30	40.74
Advanced Aircraft Engine Mechanic	M23	32.00	33.46	34.92	36.38	37.84	39.30	40.74
Lynn Power Plant Repair	M23	32.00	33.46	34.92	36.38	37.84	39.30	40.74
Lynn X-Ray	M23	32.00	33.46	34.92	36.38	37.84	39.30	40.74
Electrician - Prj Crft - MA Lic. Req.	B23	37.00	37.62	38.24	38.86	39.48	40.10	40.74
Plumber - Prj Crft - MA Lic. Req.	B23	37.00	37.62	38.24	38.86	39.48	40.10	40.74
Refrigeration - Prj Crft - MA Lic. Req.	B23	37.00	37.62	38.24	38.86	39.48	40.10	40.74
Power Plant Engineer	M24	37.00	37.87	38.74	39.61	40.48	41.35	42.20
Repair Control	M25	38.00	38.79	39.58	40.37	41.16	41.95	42.75
Tool Maker	B25	34.00	35.46	36.92	38.38	39.84	41.30	42.75
Die Maker	B25	34.00	35.46	36.92	38.38	39.84	41.30	42.75

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


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

OFFICIAL NOTICE
LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

NOVEMBER 15, 2022

IN PERSON AT THE
IUE CWA LOCAL 201
UNION HALL
112 EXCHANGE STREET
LYNN, MA 01901



OR VIA ZOOM
<https://us02web.zoom.us/j/84522123456>

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. MEETING MINUTES FROM PREVIOUS MEMBERSHIP MEETING
 2. POLICY BOARD
 3. TREASURER'S MONTHLY FINANCIAL REPORT
 4. 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



Business Agent Justin Richards Presents Nick Calos with his 30 Year Pin

IMPORTANT GE NUMBERS

GE Benefits Center - 1-800-252-5259 or benefits.ge.com
GE Dental Benefits Claim Center -1-888-529-8474
Health Coach from GE - 1-866-272-6007
Pension Benefits Center - 1-800-432-3450
GE Payroll Center -1-800-315-1082
GE Retirement Savings Plan (RSP) - 1-877-55-GERSP (1-877-554-3777)
Savings Accounts (HRA/FSA) - 1-888-303-3006
GE Disability Benefits Center - 1-800-392-0789 (Option 1)
GE Leave Administrator -1-800-392-0789 (Option 2)
GE Vision Care Benefits Claim Center - 1-800-433-9375
GE Prescription Drug Benefits - 1-800-509-9891
GE Education Center for Tuition Reimbursement - 1-800-992-0406
GE Travel Center - 1-800-866 4382
GE Workers Comp - 1-800-434-8331

Seasonal Affective Disorder

Local 201 EAP Director, Derek White

Do you get the “winter blues” where you feel depressed during the shortened sunlit days of late fall and winter? This may be Seasonal Affective Disorder (SAD). SAD is a type of depression that can drain your energy and make you feel moody. It begins in the late fall and early winter and goes away during the spring and summer.

Symptoms of the disorder can include:

- Feeling depressed most of the day
- Low energy
- Problems with sleeping
- Changes in appetite or weight
- Feeling sluggish or agitated
- Feeling hopeless, worthless, or guilty

The decreased level of sunlight in fall and winter may be the cause, although the exact reason remains unknown. The reduction of sunlight can cause a drop-in serotonin, a brain chemical (neurotransmitter) that affects wellbeing and happiness.

There are things you can do to improve symptoms and lift your mood. You could try going outside more often, getting plenty of

sunlight, exercising, avoiding drugs and alcohol, getting adequate sleep, and practicing relaxation exercises. Exercise is a powerful way to fight seasonal depression, especially if you’re able to exercise outside during the day. Regular exercise can boost serotonin, endorphins, and other feel-good brain chemicals. Exercise can also help to improve your sleep and boost your self-esteem.

It is normal to have days when you feel down but if the feeling lasts for days at a time and you can’t get motivated to do activities which you normally enjoy, talk to a professional. This is especially important if your sleep patterns and appetite have changed, you turn to alcohol or drugs for comfort or relaxation, or you feel hopeless. Asking for help is a sign of strength and a movement towards a better version of yourself. Contact our Employee Assistance Program, I can be reached at 781-584-7641. Jeff Zeisel can be reached at 781-594-4533.

All calls are strictly confidential.

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 Kenneth Nugent on his recent death. Ken worked in Tool and Die and retired in 2011.



Visit our website @ www.baystateeyeoflynn.com

**Use your Davis Vision benefits every year!
Versace, Gucci, Coach, Rayban and many more!**

Comprehensive Eye Examinations including computerized testing equipment such as Auto-Refraction, Visual Field Analysis, Fundus and External Cameras that assist us in testing for Glaucoma, Cataracts and Diabetes.

Please contact our office to verify your eligibility and to schedule an eye appointment.

Dr. Petya Damyanova, Optometrist

427 Lynnway
Lynn, MA 01905
(781) 599-2773

FREE PARKING

EVENING AND SATURDAY HOURS

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of John Kowalczyk on the recent death of his father GE retiree Frank Kowalczyk. John works as an AAEM in building 29.

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 Augustus Ventura on his recent death. Augustus retired out of Building 74 2nd Floor.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

**Tuesday November 29, 2022
1:00-3:00 PM**

Join Zoom Meeting

<https://us02web.zoomus/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



GE Veterans Day Ceremony



**Ceremonies at 12:00 Noon and 3:30pm
November 10, 2022
Bld 96 Auditorium**

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

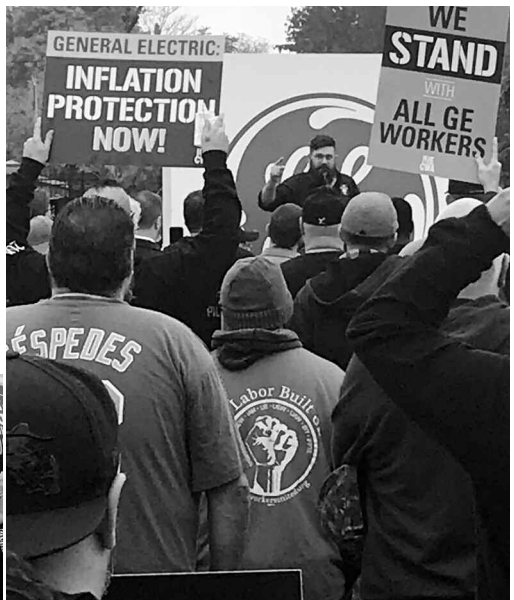
ALL EMPLOYEES ARE WELCOME

ALL VETERANS ARE ENCOURAGED TO ATTEND



Brian Thomas
REGISTERED PRINCIPAL
583 Chestnut St
Unit 6
Lynn, MA 01904
BRANCH: 781.496.3900
DIRECT: 781.519.0461
FAX: 781.469.1826
brian@dfgedge.com
www.dfgedge.com

IUE CWA Members Rally in Schenectady N.Y.



Rally Testimonials

From the comradery on the bus ride, to the positive energy we shared at the rally. The entire experience was amazing! Every speaker was equally powerful and understood the goals of the Union! It was wonderful and eye opening. I went home that night knowing it was time for me to do more, to do my part! I was inspired by my union brothers and sisters! This was my first rally, but it certainly won't be my last.

Kevin Nlemvo, Test, Second Shift

I got a chance to shake hands with some of our brothers and sisters in New York and from as far away as Kentucky and North Carolina and to see and hear from them that we are all united in a struggle for a better life for ourselves and our families. I also got a chance to meet a lot of newer 201 members and was glad to see that, much like myself, they realize that as a union we have this great opportunity to influence our workplace in a positive way. I know some of you were hesitant to attend the rally for one reason or another, but I hope you consider taking up the next opportunity to see what being in a union is all about.

Jeff Cruz, 29 LATO, Second Shift

Yes Recommendations Endorsed by MA AFL/CIO

LWWTP Update

By Chief Steward Joe Grant

Hello Everyone

I hope everybody is doing well on this Fall Day. As you all know we just finished negotiating with the Company. It's always kind of stressful but we got through it. I want to thank the team for coming together and getting what our brothers wanted in this negotiation. It has been a very stressful period in our Company these last couple years, with the two take overs, the fights with management, and of course the coronavirus we just all went through. I know everybody in the plant has been stressed the last few months and its been hard on everybody so please take a breath. Let's come together and heal some of that stress and anxiety that the plant has felt.

There is also a lot of construction

going on in our plant, watch your back and be safe. Hopefully all the upgrades will help us be better at keeping our community clean and safe. We all should take pride in what we do for the environment and our community. It's an important job we have.

The holidays are coming up so please enjoy the time with your family and start the New Year out good.

We have a few new employees in the plant, let's welcome them. I think this is the first time we've been fully staffed in many years.

Thank you everybody. Enjoy the holidays with friends and family and remember the ones we've lost.

Happy Holidays.
Joe Grant



SUPPORT LABOR'S ENDORSED CHAMPIONS



Maura Healey
Governor



Andrea Campbell
Attorney General



Diana DiZoglio
Auditor



William Galvin
Sec. of State



STEVEN A. TOLMAN
PRESIDENT

FELLOW DEMOCRATS: VOTE WITH WORKING PEOPLE

Labor's Candidates Will:

- REJECT BIG TECH'S FALSE CHOICES
- DEFEND WORKERS AND CONSUMERS
- PROTECT MA WAGE AND HOUR LAWS
- DELIVER THE FAIR SHARE AMENDMENT
- INVEST IN EDUCATION AND INFRASTRUCTURE
- FIGHT TO STOP WAGE THEFT ACROSS MA



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

As everyone knows the CEO of General Electric was in Lynn for the final two days of the Lean event. During the close out event in the building 96 auditorium he stood up and spoke to the crowd, a mixture of union members and management. I figured it was going to be the same CEO speech that is always given, and everyone leaves and goes about their business as if the lean event never happened. But this time he called out local GE management for not listening to the operators and saying one of the areas he was "hands on" during the last LEAN event "went backwards" and "He was ashamed" at how bad the area was in. For once it was nice to hear what we have been telling the Company for years, that the way you run a business is not working. I hope hearing it from the CEO is the wakeup call the business needs to start fixing it. Don't bet on it, see you next LEAN event.

LATO

The business is looking to hire more AAEM'S but as of right now there is no number on how many and what value streams the openings will be in. I've gotten questions from some of the people that accepted in the last round of openings that are being held "will they be part of the shift poll?" the answer is "yes", it isn't their fault that the Company is holding them. If anyone has any questions on that feel free to reach out. More to come on the hiring.

The first T901 flight test is scheduled for this month. This is Huge news for Lynn and for LATO.

Logistics

It's getting close to that time of the year when I start getting

calls about if it snows do we have to come to work. There are no snow days at GE, you are expected to be at work when it snows unless you have time to cover it.

There are a lot of new faces in Logistics, and I hope people are showing them the right way of doing things, remember someone trained you, pay it forward.

There have been some safety issues regarding forklifts, I'm still pushing for people to be re-certified. The business has finally come up with a plan. We are just waiting to execute, remember safety is number one. Pay attention and take your time.

Hope to see you around the shop.

Bobby

Listed Below Are Open Positions as of November 1, 2022 at Lynn GE.

You can apply for these jobs at [Gecareers.com](https://www.gecareers.com)

- 1 Material Handler
- 1 Spot Weld
- 4 Bench Hand
- 9 Welder
- 6 Experienced Machinist
- 6 HVAC
- 5 Repair Control
- 4 Electrician

Ametek Wilmington MA Job Openings

Manufacturing Technician
<https://188100.jobs2web.com/job/Wilmington-Manufacturing-Technician-MA-01887/890972600/>

Welder Technician
<https://188100.jobs2web.com/job/Wilmington-Welder-Technician-MA-01887/833907100/>

Inspector
<https://188100.jobs2web.com/job/Wilmington-Manufacturing-Technician-Inspector-MA-01887/832572600/>



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Successful Methods of Obtaining Coverage

We have many new members, this information is intended to create efficient results when dealing with Workers Compensation, Short Term Disability, Health Insurance, and other related coverages. Throughout the year members correctly reach out to me for assistance with cases that are going in a negative direction or are complex in nature. After reviewing many of the cases I have seen, members that have success and ease of processing these matters have certain things in common. While much of this information generally applies to Workers Comp, it also applies to many other coverage's members deal with as well as Health Insurance. These practices used to create positive outcomes also help the Company to process our claims correctly and more efficiently.

- Create a folder with information on the cover for quick reference, such as DOI (Date of Injury), Name of Physician/s, Worker Comp number (or other case number). If you have multiple providers for an injury separate them by folder.
- Create a timeline- When you interact with a provider in person or by phone, document the person/s name, date, time, and details related to the event.
- Keep copies- When you see any provider request any paperwork related to your visit. Save emails and all other forms of communication.
- Out of pocket expenses- Obtain proof of payment if you need to pay for services that show you paid. This is necessary when requesting payment from WC, STD, Aetna and others so that they may repay you if you are deemed covered. For example, if you choose to drive yourself to treating providers, document mileage and save any parking fee receipts. If possible (depending on your shift) leave and return from the medical center.
- Be your own advocate- Avoid the "delay and discourage" trap and stay vigilant when following up with providers. My opinion toward "first aid" treatment is that after two weeks further treatment needs to be considered such as a specialist and/or imaging. Always continue to seek necessary treatment and be present for scheduled appointments.
- You have the right to choose your own treatment provider, as well as a second opinion if needed. The Company can in some cases deny a provider based on what may be considered higher than average fees. In these instances, if cost can't be negotiated there may be little choice but to find another qualified provider. Ultimately these issues are worked out with good options in this area for quality treatment.
- Appeal / Re-Submit Claims- Often claims that are rejected especially (Aetna) can be resolved by re-submitting with more information. An example would be a visit to a doctor considered out of network. That doctor may work (get paid) from a group that is in network, this may well be covered under appeal with supporting information Aetna may not have been aware of.
- Use your resources- Call me when you have questions. (617-462-7310). If you are denied Workers Compensation or even medical bills, you should reach out to me. Most of us are not familiar with the processes mentioned here.
- Healthy Thoughts. Too often members want to avoid the perception they are not working correctly or are a problem, and either fail to report an injury or just pay out of their own pocket through personal health insurance. The problem here is if your injury becomes involved you will set a precedent as having a "personal condition". I have seen members regret trying to avoid attention only to be saddled with bills that were clearly work related. Delaying treatment can also lead to needing much more involved care when early reporting may have had positive results.



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

Cue The Circus Music!

As I was writing my article for this month's Union paper I received a phone call from one of my stewards in building 40 that completely changed what I was going to write about. He called me to tell me that one of the vacuum furnaces in building 40 had a melt down and that the furnace was smoking and some of the electrical connections were red hot and had been damaged. I told him to kill all the power to the furnace and lock it out. We all know what happened next. The circus came to town and was about to begin and here come the clowns. Call the fire dept, Call security, full on panic mode. None of which needed to happen and thankfully it didn't. Next comes the questions and the stupid comments from the people that have zero mechanical aptitude and have no clue what they are talking about. Like how old are those cables? and maintenance should do better at doing PM's. Complete ignorance and I'm sick of it. You're a clown. Your ignorance and your egotistical behavior is showing. How about you actually ask questions and actually wait for answers from the people who have a clue about what they are talking about before you make a blanket statement like that especially when you have no clue what you're talking about. Stop blaming Maintenance!

First off. The cables that you assumed should have been replaced on a PM and were the problem... They weren't! Second! The cables are not on any existing PM schedule to be replaced and I'm pretty sure they shouldn't be. Third! Even if they were on a PM schedule the Company once again has completely failed to adequately staff the maintenance dept. with enough people to not only keep machines running but do all the inadequate PM's in the system that we don't even get given the machine to do. We are

also down 2 1/2 RC's in building 40. Don't even get me started on that. The Company created this sinking ship, and they continue to steer it right down the drain. So, before you continue to make these ignorant statements, how about you get a clue. Otherwise just continue to sit in your cushy office and we will let you know when we need you.

The Company thinks that because we don't have that magical little piece of paper that took 4 years to get that we aren't qualified to do their jobs. Well, I'll take our numerous years of experience and all our mechanical knowledge of how things actually work and how things should run and run circles around 80% of the current management on the shop floor. Back when people in management used to come from the shop floor and actually had knowledge of how the process works this place ran 1000 times better. Those days are long gone. Here are the days of egotistical know-it-alls. They have all the answers because they were never told they were wrong growing up and think they are smarter and better then everyone on the floor so they will never ask for our advice and actually apply it to the answer. Instead, they'll continue to be egotistical clowns and put blame where it doesn't belong and make ridiculous statements like above without any factual basis to their claims. How about instead showing a little humility and the willingness to listen and learn something new that you have no clue about and actually gaining some actual intelligence.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Randall Blakelock on the recent death of his father. Randall is the Chief Steward at Ametek.

Big Year

Hope everyone and their families had a great Halloween, never forget that family is everything, they are the reason we work hard every day. Over the holidays when you are enjoying time away from work, I ask you to take a good look around at your family. The smiles, the laughs, the love, etc. That's the way it was 11 years ago at General Electric Lynn, when I got hired. This is why I always stress brotherhood. At work union brothers and sisters should be smiling and laughing because 201 is your family away from home. Think about it, we spend more time with our coworkers than at home.

This is a very important year, a contract year. It is crucial for all of us to stick together in solidarity because the Company is just not going to give us a fair contract. I'm pretty sure we will have to fight for that. One would think GE should just open their eyes and see that their employees are struggling, and that morale is down throughout the shop. One would think that GE would open their eyes even wider and see that the cost of living in the Boston area is outrageous and that the price of everything has skyrocketed; that every employee deserves a pension, real raises, good health insurance, and a great work environment where every 201 member is proud to come to work. It's absolutely mind blowing to me how they don't see this, it shouldn't even be a fight, General Electric should just give its hard working 201 members a great contract. I feel like I'm always repeating myself in these articles, maybe someone way

up in the ranks at GE will read my article and say: "hey you know what? this guy's right". It's not a hard thing to understand, I'll say it again, treat your employees good and GE Lynn will thrive.

One more very important thing I have to get off my chest. The lack of respect I'm seeing towards our members by new management people, it's like they got no people skills. They take no advice from members on the floor at all, even our senior members. It's like all they care about is how they are right and the members with 40+ years' experience are wrong. Oh, they also care about discipline. Most of my time is spent fighting days-in-court with members, when years ago cell leaders would address it on the floor and handle it. I could go on forever, but I'll stop with FARM OUR WORK BACK IN AND GIVE US A FAIR CONTRACT

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 Charles McDonald on the recent death of his wife GE retiree Rose McDonald. Rose worked in building 29 as an Engine Assembler. Charlie retired out of the Turbine Division in Machine Repair.

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 William Perkins on his recent death.



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

GE

During the week of October 24-28 GE Lynn hosted a Lean event. I have little to report on the event itself. I did hear about GE CEO Larry Culp coming to Lynn on the 27th to review progress and report out on the 28th. From what I heard he was not pleased.

As an officer and working member of the largest union here at the Lynn GE my hopes and desires have always been to see GE Lynn succeed. My family along with hundreds of families in this area have been working at GE for decades. These families have been grateful to have a company in their backyard that has provided a decent living and jobs for well over 100 years. To hear the CEO of the Company tell it like it is, is both heartening and distressing. I'm glad he pointed out the areas that still need work but distressed that after several Lean events over the past couple years we are not fully going in the right direction. From my perspective the main lesson from Lean is to listen to the workers on the floor. They are the ones who are doing the work and are the ones who "know how to do the work". Why is it so hard to understand and implement this lesson?

Veolia

On Friday October 28 Local 201 members at the Lynn Wastewater Treatment facility voted overwhelmingly to accept a new three-year contract. Highlights include 16% wage increase over

3 years, and an additional week of vacation for members with 15 years' service or more. The one take away for low service members was losing days off for the perfect attendance award. The award is still intact but offers a cash payout instead of the option for days off. All in all, the contract was a win for the members. Thanks go out to the negotiating team and members of the election committee for holding the vote. The week before final negotiations Veolia management was completely absent from their day-to-day presence at the plant. And the facility ran just fine with the operators in charge. Goes to show you who is really running the operations. But we knew that already.

New Hires

We have seen a steady stream of GE new hires coming into the plant this year. All the new local 201 members have heard my introductory pitch along with getting a folder containing what we hope is useful information. Question: "how many

of you have reviewed the documents in the packet?" "I don't see too many raised hands". For everyone's convenience I am going to publish a page or two from the packet for you to review here in the newspaper. Please read and let me know if this was useful information. There will be a quiz on November 14 at the next group new hire meeting.

IUE-CWA What Unions Do

A FORCE FOR WORKING FAMILIES AFL-CIO

Unions guarantee rewards for hard work and initiative.

- Workers with unions earn an average 28 percent more than do workers without a union.
- Seventy-three percent of union members in the private industry get health benefits on the job, compared with about half of workers without unions.
- Seventy percent of union members in medium and large private companies are covered by defined-benefit pensions that guarantee a benefit, compared with only 16 percent of workers without a union.

Unions help remedy discrimination in the workplace.

- Union contracts raise earnings by 30 percent for working women and African Americans, 45 percent for Latinos, and 11 percent for Asian Americans.
- Union contracts help make sure that everyone is treated fairly and equally on the job.

Unions raise living standards for the whole community.

- For decades, union membership paved the way to a strong and growing middle class. As union membership declined, the gap between the wealthy and everyone else grew.
- Better wages and benefits through unions mean that more families can make it on their own in the community—and the wage and benefit floor is lifted for everyone.
- Studies show that states where many of the workers have a union are also states with lower poverty rates, better schools and less crime.

Unions make America work better.

- Unions raise professional standards. Union workers have a say in decisions that affect the quality of the products they make and the services they deliver. Unions train more workers each year than any organization outside the U.S. military.
- Studies show that by lowering turnover rates and giving workers a voice in how work is done, unions raise productivity by 19 to 24 percent in manufacturing, 17 to 38 percent in construction and up to 16 percent in hospitals.
- Unions help make sure our nation prioritizes working people's issues—they hold corporations accountable, make workplaces safe, protect Social Security and retirement, fight for quality health care and make sure working people have time to spend with their families. If unions weren't out there fighting for these issues, who would be?

Retirees over 65: Annual Enrollment Continues through December 7

By Former IUE CWA Local 201 President Alex Brown

The annual enrollment period for post 65 allows retirees to change their health or prescription drug plans for 2023. In last month's article I talked about how this is very important for plans that include your prescription drug coverage. This is because plans can change their costs and what prescriptions they cover. To make any changes go online at Viabenefits.com or call VIA at 1-855-873-0103 by December 7.

What are all the Ads and Mailers about? Are these Plans Better?

I've also gotten a lot of questions about the ads on TV and the mailers for medical plans clogging our mailboxes. These typically are for a type of plan called **Medicare Advantage**. Sometimes they entice you with \$0 premium or extra benefits such as dental. And they could be good for some people.

But you have to be very, very careful. Each plan is different. You have to be sure your doctors are covered because the plan may not pay if you see a doctor outside of a specific network of doctors. Some plans let

you go out of the network and just charge you more. I met with a retiree whose primary care doctor was "in network" but still got charged \$45 for every visit because he was a specialist. These networks can be limited to specific areas. If you want to see a doctor while traveling, a Medicare Advantage plan may not be right for you.

These plans are really "pay as you go plans." If you are healthy and just go see a primary care doctor and get routine screenings, and you don't have expensive prescriptions you most likely won't pay that much. But if you see a specialist or go to the ER or the hospital you may pay a co-pay. It's important to know what these copays are before you sign up. If you're eligible for the \$1000 RRA then you'll need to hang on to your receipts to submit for reimbursement to VIA.

To understand where these Medicare Advantage plans fit, I'll take a step back.

In general, after you sign up for Medicare A (hospital coverage) and B (doctor's coverage) there are two

types of plans (Original Medicare and Medicare Advantage) that help you pay for the things Medicare doesn't pay. (This used to be a lot simpler when there were GE subsidized plans. But GE terminated the plans, and the union was only able to win the \$1000 RRA and GEPAF programs for GE retirees.)

There are gaps in Medicare benefits. In 2023 there is a \$1600 hospital deductible for days 1 through 5. Or for doctor's care there is a \$226 yearly deductible. And since Medicare pays only 80% of the doctors' charges after the deductible, we pay 20%.

A lot of retirees over 65 sign up for additional coverage. Either Original Medicare plus a Prescription Drug Plan, or a Medicare Advantage Plan. Some people also use Veteran's benefits, and others may have access to state or city plans.

All these plans vary by state. In Massachusetts, Original Medicare tends to have higher premiums but you can see any doctor that accepts Medicare without a referral. Once you pay your premium, depending

on the plan, there are low to no copays or deductibles. Medicare Advantage plans have low and sometimes no premiums but you're charged when you seek services or go out of network.

Collecting \$1000 Reimbursement for Medical Expenses

I got a call from a retiree who reminded me that to collect the GE \$1000 Retiree Reimbursement Account can require taking action. He's absolutely right! Especially if you're in a Massachusetts Blue Cross Blue Shield medigap plan. You have until the end of the year following when you incurred the expenses or paid the premium to submit to VIA for reimbursement. Go online at Viabenefits.com or call VIA at 1-855-873-0103. Collecting the RRA is a big topic in its own right. I'll write about that soon along with guidelines for who's eligible for the RRA. And sometimes it's your spouse. Stay tuned.

Questions? Call Alex at 617-922-5573 or Kevin at 781-367-7822 for help.



Business Agent's Column

By JUSTIN RICHARDS
Business Agent

GE Report

Where do I start? Before I get into my rant, I'll share some positive news: the reduction in progression changes went into effect on 10/17. If you are supposed to see a change and have not, notify a steward immediately and file a grievance. See page 4 for the updated rates.

GE: It's time to put up or shut up! The last couple years we have been hearing about how having all these Lean events is going to turn Lynn around; how's that working? It's sickening how lower-level management puts on a show while the executives are in town for the week of the event. When the Execs leave, the incompetent lower-level managers are back to their same they-know-best-about-nothing practices! There is no success in trying to reinvent the wheel to put a feather in your career hat. Each time they fail we pay the price for their failures with our work being farmed out or production being shut down. There are way too many changes implemented by quality that are utter failures; each time 201 operators have provided input and guidance to improve quality and production, these managers dismiss their suggestions and go ahead and try things THEIR way. People that never ran a machine in their lives are going to make our processes better? Yeah, OK. I am glad Larry visited during this last event and could see firsthand the lack of improvements, mostly because of the completely absent follow-through of the lower-level managers. Larry: This is what we have been dealing with! Next time you're in town, come take a look at our farmout grievances that outline what should be done to keep work in-house and see how these are all routinely denied. Look at Green Cell, it's been a project for nearly two years; we are hurting and holding up LATO because of mid frames. There has been no real improvement, why? I'll tell you why: because as soon as the Execs hightail it out of here back to their nice, comfy office chairs, managers abandon their responsibility to do their job, like provide support to the operators by way of listening, taking input and suggestions, and giving them the tools, they need to be successful. Not too long ago I was discussing a discipline issue with managers in Platinum, and one manager was mad because our second shift operator called a part out and it ended up sitting there all night while this manager wanted to

keep parts moving. I rhetorically asked him, why the part sat all night and management answered with "Because there was no ME to disposition it." So put an ME on second shift to support the off shifts! But the manager responded, "That's unreasonable, the ME works first shift and was hired for first shift!" Are you kidding me? So basically, the business is saying they will bounce union members around from shift to shift because of business needs but when the business needs technical support for the off shifts, they will just let the business fail! I was part of the event in TPMO in 2019 and this was a hot topic that I argued about with the Company. They implemented a rotating schedule for MEs in order to have technical support in TPMO for the off-shifts and guess what, IT WAS WORKING! In normal company fashion, what worked didn't last long: Building 64 became a complete mess. This was a building that ran itself and, from a manager's perspective, was the easiest building to manage because the operators assigned their work, and (pass on) were among the most skilled machinists in the plant. When a problem happened or there was a quality issue, the operators were heard and, at that time, the experienced managers knew how to manage. What has changed? New managers came into the building and wanted things done their way, they began changing processes because they were going to "Make 64 Great Again!" How the hell is that working? Cooling plates are severely delinquent since the managers took over assigning jobs. Cells sit idle, and they bog the lines down and strangle the flow of material! Again, they came in to reinvent the wheel and put a feather in their caps, and it is failing severely! 64 was great and now lower-level managers are destroying the building. We are stuck in the same vicious cycle that they always create.

LWWTP

Members at Veolia voted on October 28, 2022 to accept the 2022-2025 Contract T.A. The Bargaining Committee worked tirelessly to reach an agreement that they felt confident to bring back to the membership. We have 30 members at the Lynn Waste Water Treatment Plant, and of that 30, 19 of those employees have 15 or more years of service. This new contract will award those 63% of employees with an extra week of vacation. All members at the plant get an extra day off with

the addition of the new holidays in this new contract and shift premiums for second and third shift were increased for all members. The Bargaining Committee met with members at the plant before its final session to give them an update on how the negotiations were going, what the contentions were on the Company's side, and hear from the members about what their most important issues were. Those issues boiled down to vacation, time-off, and wages. We are all feeling the effects of this outrageously inflated market, and with unions across the globe negotiating better wage increases, members at Veolia wanted that too. Like I told the Company at negotiations, these employees could get a job for a dollar or two less an hour and not have to work in "the shit", so we expected wage increases that would reflect the Company's appreciation for the nature of work that they do, and for making this company successful. The Company replied, "They're not in the shit all the time." Company representatives got their exercise in as they left and reentered the room ten times in the last minutes of negotiations to counter our proposals, a percentage here or fifteen cents there. Not sure if the chief negotiator was sweating from all the walking or because of the pressure the Union was putting on him. The Bargaining Committee was able to secure a 13% total wage increase over the three-year contract, and with the 3% increase previously negotiated in May, members at the plant will get a total of 16% in wage increases over the three years. This will bring the lowest wage from a start rate of \$27.50 to \$31.23 by May 1st, 2024, and the highest wage from a start rate of \$41.24 to \$46.83 by May 1st, 2024. Not sure how to put a dollar amount on what those guys at the "shit plant" (their words, not mine!) deserve but this is definitely a step in the right direction. We went from comments from the Company like "I'm just not seeing these kind of wage increases in contracts" to fighting for every last penny and getting 16% over three years. It was an intense series of negotiations, and nothing was given to the Union. Everything was fought for. The Bargaining Committee was proud to bring the Tentative Agreement to the membership.

Ametek

After meeting with you all not too long ago, it became evident that there was a common consensus of the group. In the next round of negotiations, you all want a better contract! This is something everybody needs to be thinking about now. There are quite a few people that come and go and move on to another job somewhere else. For those of you that have stayed, and for the newer members coming in, there are two choices: either leave for another job or stay and make

this job better. Because we are a union shop, we can make the job better! The Company must come to the table and negotiate with us no matter what! How are we going to utilize our rights as a union to strengthen our bargaining positions? This is where the rubber meets the road, and everybody has to be dedicated and militant when we go back to the table in 2024.

Saugus Public Library

We are expected to have another meeting this week.

AVBG

I had written in this report a couple months ago that discipline cases have increased dramatically, and it continues. The Company is responsible for clearly informing members of policies in place; we have had an instance recently where a policy was not clearly explained, and our members were possibly not adequately informed of said policy. We have asked them to clearly outline the policy to our members to prevent further cases that may result in termination, and they have agreed to do just that. You should see the Company coming around or holding meetings explaining this aforementioned policy. There have been a couple cases that the chief steward has been handling where the Company brings in a union witness to substitute union representation. Bringing in a witness does not suffice as representation, and it needs to stop! If the Company approaches any of you and requests to have a conversation, request representation immediately. What's been happening is if no representation is available, the Company has been bringing in another Union member as a witness. If this happens contact a steward, the chief steward, or the hall immediately! 781-598-2760, ask for me and if I am not here, leave a message.

Just recently I was called in to assist with a bad boss problem down in headquarters. After dealing with the member who was falsely accused of something, the chief steward and I spoke to the techs to get some background on what is causing the stirrup over there. It all points to one manager that is creating hostility within the group. We spoke to a higher level manager who expressed concern that productivity was down. I wonder why...How productive is anybody going to be when they have a manager breathing down their necks every second of the shift, and that manager refuses to listen to the concerns they raise or to the issues that need to be addressed? The manager should be distributing the job assignments fairly and remain available to support you all with any needs you may have. Lastly, remember: I say this to all our AVBG members, you get paid by the hour, not the car!



President's Column

By ADAM KASZYNSKI
President

GE Supports "Make it in India"

For years we have been trying to get GE to make it in America. But GE's commitments seem to be elsewhere. In a recent article 100knots.com reported "Hindustan Aeronautics has established an assembly line for GE's LM2500 marine engine... These growing capabilities coincided with GE Aerospace's increase in local sourcing spending, which has grown 20 times in the last five years... GE Aerospace and its Indian partners are in the process of establishing the aero-engine manufacturing infrastructure India needs to achieve its self-reliance goals."

"Indian companies have a keen willingness to partner with GE Aerospace and to join the aero-engine marketplace. They have demonstrated the ability to master the complex manufacturing and special processes required for aero-engine manufacturing while simultaneously maintaining focus on quality. *GE's Indian skill development program when combined with our growing Indian industrial base is a testament to our support of Make in India.*" - Youngje Kim, Vice President (Sales), GE's Military Aviation Division (Asia) <https://www.100knots.com/ge-aerospace-expands-its-supply-chain-for-indian-aero-engines/>

You read that right. GE local sourcing in India has grown 20 times greater over the last 5 years. GE supports the Indian governments "Make it in India" initiative, setting up vendors, building new facilities (and offering daycare for workers kids) and massive investments in training we in the US can only dream of. GE can and does respond to political pressure, yet we still hear crickets when it comes to GE Making in America. Our issue isn't with workers in India, it's with GE and politicians at home that refuse to commit to rebuilding the US industrial base. The US government needs to do what almost every other country seems to do and demand that the engines they purchase are made in the US. This is especially critical as GE decides where to manufacture the T901 for

the ITEP program. GE must be forced to make US engines in the US, and now is the time to do it.

IUE-CWA Launches "United at GE" Facebook Page

If you are on Facebook, search "United at GE" and give it a like and a follow. The IUE-CWA will be using this page to get out information to us as we prepare for the 2023 GE Contract. It's already full of good information, take a look for yourself.

Labor Council "Educational Conference" Jan 28th: Save the Date

North Shore Labor Council Educational Conference January 28th 9am-1pm @ Lynn Tech open to the public, everyone is invited to analyze and strategize on how to build and strengthen the labor movement on the North Shore.

Pilots Reject Tentative Agreement with United Airlines - Demand Higher Wages



On November 1st airline pilots represented by Airline Pilots Association rejected a Tentative Agreement with United Airlines. Nearly 10,000 pilots voted, 94% voted against the proposal. The rejection came just 2 days after 15,000 Delta pilots voted to authorize a potential strike. Workers in the aviation industry were hit hard by the pandemic and inflation and deserve a fair contract. Pilots knew their labor was worth more and voted together to escalate the fight for higher wages. Solidarity with the Pilots.

MA Ballot Questions 1 and 4 on November 8th

Election Day is Tuesday, November 8, and the North Shore Labor Council (AFL-CIO) of which

Local 201 is a member, is working hard to pass two important ballot questions: the Fair Share Amendment (Question 1) and the Work and Family Mobility Act (Question 4).

A YES on Question 1 will create a 4% tax on the portion of a person's annual income above \$1 million and require - in the state constitution - that the funds be spent only on transportation and public education. 99% of us won't pay a penny more, and we'll have \$2 billion a year, every year, for better roads, safer bridges, reliable public transportation, and public schools from pre-K through college. A YES vote is key to making the long-term investments we need in our schools: from hiring more teachers, paraprofessionals, and counselors to provide students with more one-on-one attention, to upgrading our crumbling school buildings with better air conditioning, heating, and ventilation.

A YES on Question 4 will keep in place the "Work and Family Mobility Act," a current state law that allows all drivers in Massachusetts to be properly vetted for drivers' licenses (by providing proof of identity, date of birth, and residency), pass required tests and buy insurance, regardless of their immigration status. A YES vote means safer roads and better tools for law enforcement to do their jobs. In 17 states with similar laws, passage led to declines in uninsured drivers and hit-and-run crashes. That's why this measure is endorsed by over 60 law enforcement officials statewide - including most sheriffs, district attorneys, and all 42 police chiefs in the Massachusetts Major Cities Chief of Police Association.

Please cast your vote with Labor on November 8th and Vote YES on Questions 1 & 4.

GE Contract Rally Message - Enough is Enough! Unite and Fight in 2023

Year after year, GE has made billions of dollars in profits off of our labor and it's about time we get our fair share. GE's wasting more than \$5 billion in stock buybacks

and break up costs.

We know that GE has the money, and we are demanding that GE:

- Invest in your workers
- Invest in your factories
- Invest here in the U.S.!

Too many of us work multiple jobs to make ends meet, when a job at GE once meant you were set. But make no mistake, the way things were was not because of GE's generosity, it was because of GE workers' militancy. GE workers' solidarity. GE workers like you and me who said enough is enough and fought for better.

Our cost of living is spiraling and without stronger COLA language, we will continue to lose our buying power. Enough is enough.

We have Tiers or Market Based Wages at almost all of our union shops, dividing our workforce, and forcing workers to pinch pennies to get by. Enough is enough.

Our healthcare costs are through the roof, with workers paying too much for coverage that is inadequate and too expensive. We should not fear going to the doctor because we don't know if we can afford it. Enough is enough.

We work on essential military aviation engines! These are government contracts paid for with our taxpayer dollars, but we've seen our work sent to China, to Korea, to Italy, to Romania, and to non-Union shops as our own factories shrink. Enough is enough.

We are ready to do the work that our country needs. We can build anything in the world and we're calling GE to bring our work back. We stand united for a fair contract in 2023!

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