

IUE-CWA Local 201 News

Celebrating 90 Years
as a Chartered Local
1933 – 2023

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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MANAGING-EDITOR
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New Top of Market Reached at GE Lynn

By IUE CWA Local 201 Business Agent Justin Richards

T.O.M. bargaining has concluded, and we can see results from our aggressive fight to guarantee the Union a say in the T.O.M. establishment. Being aggressive and getting an agreement through negotiations was a lot quicker than going through a legal battle. Had the Union not had a say in the T.O.M. update, hundreds of our members could have certainly been subjected to frozen wages and received lump sum bonuses in upcoming contracts because the ceiling was significantly lower. I tip my hat to the bargaining committee for all their efforts and focus on breaking down the unnegotiated methodology and providing logic, reasoning, and explanations in the Unions proposal. See the updated T.O.M. grid on this page. The grid shows the 2021 T.O.M. Update, 2023 T.O.M. Update, Current Top of Rate, and the Runway to the T.O.M. ceiling. Those figures are significantly different from the Company's initial proposal. On the grid, the far-right column titled Runway, this is the difference from the top of rate to the top of market and is the minimum amount of a wage increase before lump sums are triggered. I say minimum because, in 2019 the Union negotiated language that, if any amount of the negotiated increase falls within that runway, members would receive the whole increase, removing the partial increase partial lump sum language. For example, the lowest runway is \$3.42, first increase is for \$2, now the new runway would be \$1.42, second increase is \$1, new runway would be \$0.42, third increase is \$2, a member would receive that whole \$2 increase because part of that increase was within that ceiling. Because of that improvement in 2019 the reality of this example is the runway ended up being \$5. I have to say, in these negotiations the Company was open and showed consideration to the Unions proposals. Both sides did a good job throughout these sessions. Although we were not able to come to an agreement on methodology we did come to an agreement on final numbers. There is still a lot more to be done. The next round of T.O.M. negotiations are in 2025. We still have to agree on a methodology that reduces or eliminates the discrepancies and contradictions in the data.

Classification	Rate	2021 TOM	2023 TOM	Top of Rate	Runway *
Servicer	R14	34.00	37.00	33.585	3.42
Material Handler	R16	34.00	38.00	34.12	3.88
Stockkeeper	R16	34.00	38.00	34.12	3.88
Production Follower	R16	34.00	38.00	34.12	3.88
Packer	R16	34.00	38.00	34.12	3.88
Construction Worker	R16	34.00	38.00	34.12	3.88
Coordinator	R16	34.00	38.00	34.12	3.88
Sheetmetal	R17	34.50	40.00	34.915	5.09
Bench	R17	34.50	40.00	34.915	5.09
Punch Press	R17	34.50	40.00	34.915	5.09
Weld Machine Resist (Spot Weld)	R17	34.50	40.00	34.915	5.09
Milling Machine Electro (EDM)	R17	34.50	40.00	34.915	5.09
Welder	R18	37.00	44.00	35.55	8.45
Laboratory Worker	R18	37.00	44.00	35.55	8.45
Tool Crib Attendant	R18	37.00	44.00	35.55	8.45
Milling Machine	R19	37.00	47.00	36.475	10.53
Boring Mill Vertical (VTL)	R19	37.00	47.00	36.475	10.53
Auto Lathe	R19	37.00	47.00	36.475	10.53
Engine Lathe	R19	37.00	47.00	36.475	10.53
Milling Machine Electro Automatic	R19	37.00	47.00	36.475	10.53
Broach Vertical	R19	37.00	47.00	36.475	10.53
Braze Inspector	R19	41.50	47.00	36.475	10.53
Fire Inspector	R19	37.00	47.00	36.475	10.53
Power Plant Operator	R19	44.50	47.00	36.475	10.53
Heat Treat	R19	41.50	47.00	36.475	10.53
Crane Operator	R19	41.50	47.00	36.475	10.53
Inspector Non-Destruct (FPI)	R20	41.50	47.50	37.56	9.94
Inspector Mechanical	R20	41.50	47.50	37.56	9.94
Grind	R20	40.00	47.50	37.56	9.94
Machinist Dual Purpose	R21	41.50	48.00	38.655	9.35
Power Plant Operator	R21	41.50	48.00	38.655	9.35
Machinist Production	R22	45.00	49.50	39.72	9.78
Machine & Assemble	R22	45.00	49.50	39.72	9.78
Inspector Tool & Gage	R22	42.00	49.50	39.72	9.78
Machinist All Around	R22	45.00	49.50	39.72	9.78
Jig Borer	R22	45.00	49.50	39.72	9.78
Electron Beam Develop	R22	45.00	49.50	39.72	9.78
Inspector Mechanical CMM	R22	45.00	49.50	39.72	9.78
Instruments Repair	R22	45.00	49.50	39.72	9.78
Machinist Special Programs	R23	45.50	52.00	40.74	11.26
Electrician - Prj Crft - MA Lic. Req.	R23	45.50	52.00	40.74	11.26
Ironworker - Prj Crft	R23	45.50	52.00	40.74	11.26
Machine Repair - Prj Crft	R23	45.50	52.00	40.74	11.26
Plumber - Prj Crft - MA Lic. Req.	R23	45.50	52.00	40.74	11.26
Pipefitter/Pipe Welder - Prj Crft	R23	45.50	52.00	40.74	11.26
Repair Test - Prj Crft	R23	45.50	52.00	40.74	11.26
Refrigeration - Prj Crft - MA Lic. Req.	R23	45.50	52.00	40.74	11.26
Project Crafts/Const/Car	R23	45.50	52.00	40.74	11.26
Tinsmith - Prj Crft	R23	45.50	52.00	40.74	11.26
Advanced Aircraft Engine Mechanic (AAEM)	R23	45.50	52.00	40.74	11.26
Balance	R23	45.50	52.00	40.74	11.26
Assemble & Machine S/P	R23	45.50	52.00	40.74	11.26
Eddy Current Inspection	R23	45.50	52.00	40.74	11.26
Grind Tool and Die	R23	45.50	52.00	40.74	11.26
Production Clerk	R23	45.50	52.00	40.74	11.26
X-Ray	R23	45.50	52.00	40.74	11.26
Power Plant Repair	R23	45.50	52.00	40.74	11.26
Power Plant Engineer	R24	59.00	59.00	42.195	16.81
Repair Control	R25	46.50	53.00	42.745	10.26
Tool Maker	R25	46.50	53.00	42.745	10.26
Die Maker	R25	46.50	53.00	42.745	10.26

* Runway is the difference between Top of Market and Top of Rate. In the event of a wage increase the Runway "buffer" will determine if you get a raise or a lump sum bonus. See article for clarification.

Congratulations Local 201 GE Retirees August 1, 2022 – January 1, 2023

Lynn Assembly Test
+ Overhaul (LATO)
Robert DiGregorio
Bernard Donovan
Rawlyn "Grady" Fyfield
Wayne Palmieri
James Harkins

LPS/Crafts/Machine
Maintenance
Mark Patnaude
David D'entremont
Dion O'Connell

Lynn Component
Manufacturing (LCM)
Scott Arnold
Thomas Deisley
Ronald Boulay
James Tibbetts
Mark Sampson

Logistics
Renee Privitera
Francisco Burgado

Tool + Die
David Ditty

Congratulations to all 2022 retirees. This list covers August 1, 2022 – January 1, 2023. "Hoping you enjoy a long healthy retirement and thank you for being members of Local 201." If we missed anyone, please let us know. All retirees should be receiving the union newspaper. If you are not call 781-598-2760 or send an email to info@local201iuecwa.org.

Next Local 201 Membership Meeting February 28, 2023 - See page 4

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

Law Offices of James J. Carrigan



Lisa A. Carrigan has joined the firm as Of Counsel.



James J. Carrigan
(Former member Local 201 and Lynn Teachers Union)

Anne Gugino Carrigan
(Former member AFSCME)

15 Johnson St., Lynn, MA 01902
(across from Lynn District Court)

Tel. (781) 596-0100
Fax (781) 592-7555

Free consultation.
*No fee unless successful.
jimcarrigan@jamescarriganlaw.com

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 Scott Gillette on his recent death. Scott was an AAEM when he retired in 2021.

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

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- 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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GE Wage Increase Information


\$0.75 Raise Effective Jan. 23, 2023

Hours worked in 2022 X \$0.75 = MBW Lump Sum Bonus

Members not on MBW progression should have received the \$0.75 hourly increase on the effective date. Per the 2016 MBW System, for members on MBW Progression Steps the raise is distributed in two ways. The steps of the rate are re-calculated using the Top of Rate. So, when \$2.80 in wage in-

crease was agreed to in the 2019 National contract, that was added to the top of rate immediately and distributed across the steps for the duration of the Contract. In addition, a lump sum payment is issued for all hours worked for the prior calendar year on the effective date of the increase. As long as you had no breaks in service, that bonus shall not be based on less than 2,080 hours, which includes new hires like

the 4 new hires between January 1st and January 23, 2023 who made the cut to be eligible for a \$1,560 gross payment. The minimum gross MBW Progression bonus for a \$0.75 raise would be \$1,560. If, for example, you worked 8 hours of OT a week for 52 weeks, the bonus should be \$1,976. If you feel your bonus doesn't match hours worked, let a steward know.



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Coupon Must Be Presented at Time of Service



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of **\$4,000** each for the **2023-2024** school year, and another **\$4,000** for **2024-2025**. (2nd year award based on satisfactory academic record.)

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

Winners will be chosen in a lottery drawing.

The program honors CWA's founding president, who served for more than 30 years. Joe Beirne took great pride in the roles he played in furthering educational opportunity and working for social justice.

Final deadline for applications is 11:59 p.m., EST, April 30, 2023.

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

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

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

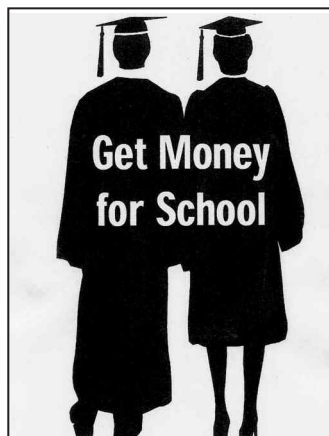
cwa.org/beirne

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 Carol Jones on her recent death. Carol retired in 2002.

Listed Below Are Open Positions as of February 1, 2023 at Lynn GE. You can apply for these jobs at GEcareers.com

Electrician 3	Grind 2
Plumber 6	Welder 8
HVAC 4	Experienced Machinist 7
Repair Control 6	



Get Money for School

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 **April 30, 2023**. As of this publication the IUE CWA Website on Scholarship information had not been updated.

The Family that Strikes Together

By Chief Steward Saugus Public Library Jackie Miller



The Woburn Teachers Association settled their strike just as I began writing this article. The schools will be open tomorrow after a week-long strike. It's welcome news for the teachers, parents, and students and a relief for city officials. Striking during record-cold days says the union felt all other options had been exhausted, especially since it is illegal for teachers to strike in Massachusetts.

My sister, Jane, who works for the Woburn school system as a paraprofessional, and I, the Saugus Public Library's union steward, had plenty of time to talk about the fine family line we were walking while we also walked the picket line. Our oldest brother is on the Woburn School Committee, and our youngest brother is one of the police officers who had to stand in the cold with the teachers. We all want children to be well-educated, teachers and staff to make living wages, and not be overwhelmed by classrooms with too many students with multiple needs. We are all also taxpayers in Woburn, and as Jane said, "Yes, I'll get a raise, but my

taxes will go up, too." So, interesting times in the City of Woburn, as well as in the family.

We walked and talked as the tables with coffee and donuts fueled the strikers. (Union members run on Dunkin!), and I related my experiences with town managers and contracts. It really boils down to knowing that neither side is going to get all it wants, there has to be some give and take, and you'll meet somewhere in the middle. Contracts could be negotiated in hours—not weeks, months, or years—if both sides were courteous and respectful of the others' needs.

"Cue the hysterical laughter".

And anyone who has ever negotiated a union contract with a city or town will tell you that it's common for it to take YEARS.

What led to the Woburn Teachers Association strike? While raises are an essential part of any contract, the teachers really wanted changes to the school schedules to give them minutes of more daily prep time and smaller class sizes. Neither request is unreasonable.

After trying to meet with Woburn mayor Scott Galvin 25 times to negotiate their contract, and when they finally met, the mayor announcing during negotiation to the union, "You are all replaceable," the Woburn Teachers Association felt it had no choice but to strike. Choosing to strike during record-cold days says the union certainly felt that all other options had been exhausted, especially since it is illegal for teachers to strike in Massachusetts.

On Friday, after all other terms were agreed upon and the sides were discussing the contract's "Return to Work" section, the mayor demanded the union reimburse the city \$250,000—in addition to the over \$100,000 fine that union must pay the state—and matters fell apart. The teachers held a "bake sale" to mock the ransom for costs that could have been avoided if the mayor had simply negotiated in good faith.


Massachusetts State Senator Becca Rausch recently refiled proposed legislation that would legalize teacher strikes. Perhaps what is truly needed is legislation that financially penalizes city

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

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING
FEBRUARY 28, 2023

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

OR VIA ZOOM
shorturl.at/fkER7



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**
 - 1. CONTRACT NEGOTIATION UPDATES


Signed,
ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent

BAKE SALE
2/5 @ 1 PM WOBURN COMMON

COME SUPPORT THE WTA!

GOAL \$250,000

LET'S GET OUR KIDS BACK TO SCHOOL!



and town officials when they refuse to set meeting dates, cancel scheduled meetings at the last minute, or negotiate in bad faith. Legislation like that would have saved the residents of

Woburn a \$250K bill and a week of keeping the kids at home while teachers tried to get a fair deal

Our IUE CWA Staff Representative

By Kendall Bell IUE-CWA Staff Representative

Hi, I'm Kendall Bell, your IUE-CWA Staff Representative. I have been an IUE-CWA member since 1994, when I started working at the Monroe County Department of Human Services in Rochester, NY, which is a public sector local. I joined the IUE-CWA staff in November 2019 and was assigned locals in Massachusetts, Connecticut, and New York. My responsibilities include negotiating contracts, organizing new members, preparing, and processing all aspects of the arbitration process, education, mobilization, political and legislative activities, and assisting locals.

Over the years, I was the chairperson for my local Civil Rights and Equity Committee and held the offices of Chief Steward, Vice President, and President. I was also the Public Sector representative on the CWA Civil Rights and Equity Committee for several years and a member of the CWA Minority Leadership Institute class of 2018. I have also been part of the IUE-CWA Diversity, Women's and Mentorship programs while at my local, and continued to be involved as part of the staff leadership of all three programs.

In my community I am the first Vice President of the Rochester Labor Council, at-large Vice President of the Rochester and Genesee Valley Area Labor Federation, First Vice President of the Coalition of Black Trade Unionists Rochester Chapter, and Treasurer of the Pride at Work Rochester Finger Lakes Chapter.

Finally, I have been married to my wonderful husband for 25 years, have 3 beautiful daughters and one enchanting granddaughter who all allow me to do this vital work as your Union representative.

"In the past 2 years Kendall has worked on IUE CWA Local 201 contracts including Ametek, Suez and the Saugus Public Library. She is currently preparing to lead negotiations on our 2023 contract with Avis Budget Group. She is our International rep for all units, except GE which is under the jurisdiction of the IUE-GE Conference Board".



New Lynn Coalition Presents:



A TRIBUTE TO STATE REP. PETER CAPANO & UNSUNG HEROES OF LYNN

Thurs., February 23rd
@ 6:00pm

Lynn Museum
590 Washington St., Lynn

Tickets: \$50

To purchase use the QR Code below or search Peter Capano on [Eventbrite.com](https://www.eventbrite.com)

If you are interested in purchasing space in our [ad book](#) or need additional ticket purchasing information, email newlynncoalition@gmail.com



IUE-CWA Local 201

RETIREES COUNCIL MEETING NOTICE

Tuesday February 28, 2023
1:00-3:00 PM

Join Zoom Meeting

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

Meeting ID: 861 9951 6446

Passcode: 153283

Call in: + 646 558 8656

For more info call Kevin 781-367-7822

Kevin D. Mahar, President

Edward Walczak, Financial Secretary



Machinist Training Opportunity

The E-Team machinist training program is currently recruiting and accepting applications for its next class.

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 5.5-month training program.

Classes are Tuesday, Wednesday, and Thursday nights 6pm-9pm and Saturdays 7am-3pm.

Applications may be submitted on our website: www.eteamhome.net

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 Machinist Association.

IUE-CWA Local 201

RETIREES COUNCIL MEETING NOTICE

Minutes from the January 24, 2023 Meeting of the Local 201 Retirees Council included a motion to publish the following notice.

"Kevin Mahar is retiring as President of the Retiree Council. Nominations for a new President and vote will take place at the February meeting on Feb 28, 2023."

For more information call Kevin Mahar 781-367-7822 and/or Alex Brown 617-922-5573.

Welcome Back Local 201 Veterans' Committee

By Jefferson Cruz Local 201 Veterans' Committee Chairman

Brothers and sisters, allow me to introduce myself, my name is Jefferson Cruz, an AAEM, a steward on 2nd shift bldg. 29 and as of a few weeks back can proudly add Chairman of the Veterans' Committee. I served in the Marine Corps for three years as a reservist, and 4 years on active duty (yes, in that order) where I worked as a flightline mechanic on various H-1 type model helicopters and where I was lucky enough to play a part in putting to work the power and magnificence of the GE T700.

I am writing this article to reintroduce a Veterans' Committee in a state of revitalization. You will continue to see articles from various veterans in future editions of the newspaper, these will range from opinion pieces to federal/state/local access to benefits guides, to guides on how to navigate the more frustrating parts of dealing with the VA in general.

Think of these as starting points for any questions or conversations you might want to have because above all we want the veteran network in 201 to strengthen as a whole and to be able to reach out to one another.

You might have already spotted a not so small addition to the regular newspaper lineup over the previous editions, that of our new Vet-to-Vet Support Connection program. In an effort to give each other a helping hand, we have partnered with the Employee Assistance Program in order to put 201 veterans in need of mental health support in contact with other veterans who are willing to provide it. We know that veterans may not be too excited about signing up for benefits with the VA or may be hesitant to reach out to a medical professional, and sometimes all you need is someone to chat with about that feeling in the back of your mind that you can't shake

off and about how your foreman always seems to know exactly how to make worse. That is what we hope to help with. As veterans we know what we went through, and as GE employees we know what it's like in the plant, so feel free to give it a call.

On that same note I want to call your attention to the Veterans COMPACT Act of 2020 which starting on January 17th of 2023 will "Provide, pay for, or reimbursement for treatment of eligible individuals' emergency suicide care, transportation costs, and follow-up care at a VA or non-VA facility for up to 30 days of inpatient care and 90 days of outpatient care." That means that veterans can now receive free emergency mental health care at any VA and non-VA facility. We hope this great new benefit does not go unknown or unused by those who need, so please if you know of anyone who might benefit from it let them know.

Over my relatively short time working at the Riverworks plant I have seen, met, and talked with many veteran brothers and sisters from many branches and who have served at different times and much like my own experience, seem somewhat disillusioned with the state of affairs in the plant or with the Union or with the whole country. What I would like to remind many of you in that regard is something I know for a fact many should remember from basic training: lead, follow, or get out of the way. If you would like to be more involved in the committee or have some ideas to make it better or for the committee to work towards, we would be more than happy to hear from you, email me at jefferson.cruzruales@gmail.com, call the hall, talk to your steward, talk to each other, just don't keep it to yourself.



UP FRONT BONUS INCREASE: was 22% is now 32% for a limited time.
Future gains/returns are applied to the bonus as well as what your roll over.
You can take a guaranteed lifetime income at any time, and it will include the bonus.

Currently Working: Your retirement plan may have a feature that allows you to protect all or part of your 401K. Prior to age 59 ½ you may be allowed to protect and grow a portion of your 401K. After age 59 ½ you may be allowed to protect and grow all of it.

Retirees: If you are still in the market, now is the time to consider this alternative. The volatility of the market makes it very hard to plan for the future. Our clients sleep well at night, because they know that their retirement funds are not only protected, but have also grown significantly.

The Income solutions we work with have the following features:

- 100% safe, account value will never go down if the market drops or crashes
- Up-front bonus applied at account opening
- All future gains/returns are applied to the up-front bonus as well
- Unlike the market, gains are actually added to your account and can never be lost
- Rate Lock Feature: anytime throughout the year if you're showing a gain, we can capture it and lock it in
- Will provide you with a guaranteed lifetime income, an income you can never outlive
- After turning on the income, future gains/returns result in raises, and when your income goes up, it stays up

In addition to 401K rollovers, can apply to:

- **Cash sitting stagnant in the bank** (cash actually loses value due to inflation)
- **Penalty free, tax free, rollover of an existing IRA or Annuity** (that you would like to protect and grow)
- **Brokerage accounts** (stocks, bonds and mutual funds – protect those current gains or protect from future losses)
- **Maximize what you leave to your heirs** (via the bonus)

Our clients have realized market like gains, with no possibility of market loss. The Retirement Income Solutions we work with take waiting and wondering right off the table. You will know what you have now, and it can **ONLY GROW**.

Call us today!! Debbie Marti 203-376-7947 Eric VanOstrand 860-913-4563
www.sevenwoodfinancialservices.com

Children's Christmas Party 2022

Pictures by Derek White





Letter to the Editor

Dear Local 201,

Last week IUE-CWA celebrated a major victory in our fight to push GE to reinvest in America. For over two years, our union has been calling on GE to stop offshoring our jobs and to reinvest in our facilities. One of our key demands has been for GE to bring the manufacturing of its wind-power turbines and components right here, to the United States. As a union, we have delivered this message to GE through rallies, news coverage, worker stories, support from pro-worker elected officials, and legislation promoting domestic manufacturing.

I am pleased to tell you that we have made major progress.

1. Depending on how much work is contracted to GE by the offshore wind developer selected by New York State, GE has committed to opening at least a wind turbine blade factory, and possibly also a nacelle assembly facility, in the Port of Coeymans. The Port of Coeymans is 30 miles from our IUE-CWA represented GE campus in Schenectady, NY.
2. These two plants will provide more than 850 manufacturing jobs. We expect additional jobs and investments in the regional supply chain that will emerge to support these factories, and we will push for these jobs to take place in Schenectady, NY.
3. Additionally, we have gotten a commitment from GE to sit down with IUE-CWA within the next 60 days to negotiate a Labor Peace Agreement that would enable workers at these facilities to organize a union without fear of retaliation and to provide IUE-CWA members with new employment opportunities. Much remains to be resolved, but we commend GE's decision to commit to US-based offshore wind component manufacturing in New York and to working with us.

Finally, progress in these matters, as welcome as it is, does not resolve our open issues with GE in the matter of upcoming contract negotiations. We do expect cooperation between GE and its union workers in one field is a precursor to cooperation more broadly, but we must remain vigilant, show support for our contract bargaining committee, and be ready to stand in solidarity when asked to do so.

In Unity,
Carl Kennebrew, President, IUE-CWA
Dayton, Ohio



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Safety Glasses

As we all know, the fact that OSHA requires that a workplace be safe doesn't mean a workplace must be completely free of hazards. Our Joint Health & Safety Team looks at every hazard the same way, through the **Hierarchy of Controls**. The hierarchy starts with the controls understood to be the most effective down to those considered least effective.

- Elimination – Physically remove the hazard
- Substitution – Replace the hazard
- Engineering controls – Isolate people from the hazard
- Administrative controls – Change the way we work, Communication
- Personal protective equipment – Protection through PPE

Local 201 **does** support the use of PPE for our members so that they will have a better opportunity to avoid injury.

Local 201 **does not** support the use of discipline as a method to increase PPE use.

The site PPE policy requires **“eye protection at all times, (including aisleways) in all manufacturing, lab, and warehouse areas except where special requirements have been established (i.e.LATO, Logistics)”**.

Training related to safety glasses:

- Why face and eye protection are necessary.
- How improper fit, use, may compromise its effect.
- What safety glasses can and can't protect against.
- Inspection and use.
- Any medical signs or symptoms that may prevent effective use.
- OSHA general requirements.

The Company openly admits the lack of compliance regarding safety eyewear needs improvement from both salaried and hourly. There are many times when I forget to put my safety glasses on, I will try hard to be the example I should be. When I first started here, putting PPE on, like boots and glasses was just a normal thing I did in the morning, somewhere along the way I drifted away from that practice from time to time.

Some have asked me “why the heck are we talking about glasses when there are so many other safety issues we should be dealing with”? I can't speak for the Company, but I can appreciate that when there's tons of issues going on and things seem overwhelming I think it's always a good idea to go back to basics.

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 James O'Donnell on his recent death. Jim was a Mechanical Inspector who retired in 2008.

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LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board



AS THE ROTOR TURNS

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

Hi Everyone,

Well, we are off and running into the new year. The Union and the Company met on Jan. 31st for our quarterly job's competitiveness and growth meeting, not much great to report out from that meeting. However, according to the Company LATO did manage to reduce the delinquency in the T700 engine line which is a good thing. As far as investment for maintenance in LPS and LCM as of right now the Company is stating that LPS is receiving around \$15 million for investment in the plant and LCM is receiving around \$13 million for new machinery this year. Hopefully we can continue to see those numbers creep up and we'll continue to see more and more investment into the plant. Some of the new machines include more Okumas in 64, a new 500 Ton Punch Press, Studer Grinder in 64, and Mitsui 100 in RPMO.

The Company also informed us that 185 people moved or upgraded into new positions in 2022. That is an unprecedented amount of movement around the plant in one year and makes for an extremely difficult time with proper training which is something the Company was already completely horrible at. That said, there are currently 36 open positions to the street right now. 19 of which are craft positions, and I can only guess that number will start to increase due to pending retirements. Some possible good news is there has been some minimal talk about starting to get maintenance some of the proper training we need to work on a lot of this new machinery. Time will tell and we can only hope. It would definitely be a huge step forward and is something that is needed.

Finally, I'll end with this. The Company for whatever reason continues to pay ridiculous prices and be bent over by these outside contractors for work that could easily be kept in-house. Current example... 3 machine platforms in building 74 to the tune of \$60,000. That's right! \$20,000 per platform and oh let's not forget on top of that another \$1,500 for the extensive design and engineering performed by none other than Safeway Overhead Doors. HAHAHA! What a joke. We are currently building a similar platform right now in house for building 64 for the complete total of an estimated sum of maybe \$8,000 which includes all time, material, and design and also includes O.T. and has taken about a week as we are building it in between all the other work we are assigned to. There is zero justification for this to happen. I don't care what anybody says. Complete waste of money.

See you around the plant.

Important Phone numbers:

- GE Pension Help line: 1 800 432 3450**
- Disability: 1 800 392 0789 (Option 1)**
- FMLA: 1 800 392 0789 (Option 2)**
- GE Benefits: 1 800 252 5259**

LATO

T901-cell 109 sweeper engine in process. The business is reporting high delinquency in all value streams T700/ct7 qty: 170 F414 Qty: 22 T408 Qty: 15; CF34 Qty 8. But they are still nickel and diming overtime. The shop rate is at \$224 an hour and the business is still complaining about I.M.E. It's only the beginning of the year and we are already in the hole.

The shift poll is complete, and everyone should know where they landed on what value stream by the time this article comes out. The business will be

posting 34 AAEM jobs so get your upgrade in.

Logistics

I just want to say what a great job the new local 201 Safety Rep for building 63 is doing. Make sure to attend the regular safety meetings and stretch classes that are being offered. If he hasn't introduced himself personally to you see a steward and they will introduce you to him. Everyone should attend the next union meeting on February 28th at 12:30 and/or 3:30. Hope to see you around the shop.

Bobby



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

US-organized labor is having a comeback after decades of erosion in both influence and power, giving workers their best chance in recent memory to claw back lost ground. Unions are finding they suddenly have the upper hand, or at least, more solid footing, when it comes to negotiating wages and benefits. A flurry of new picket lines has sprung up; many workplaces across the nation have gone on strike. Places like Kelloggs, Massachusetts nurses, distillery workers, and thousands of others across all kinds of industries are either on strike or close to it. Seems like now is the time to reclaim a lot of

the things we lost in the past; while these companies make record profits, union labor suffers. Nobody wants to go out on strike. All we want is for General Electric to start giving us our fair share, and it starts with a good contract. I'll say it again, cost of living is so high it's hard to afford to live anymore. It's time General Electric starts setting an example for other companies and shows Local 201 employees the Company cares about them. A good start would be to give every employee a \$10/hour pay increase and a fair contract. Oh, and bring back pensions, and great health-care.



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

GE Contract

Over the past month Justin, Kaz and I did a series of informational meetings on the upcoming GE contract. We went around and met on all three shifts asking members what they would like to see improved in the CBA (coordinated bargaining agreement) negotiations. The contract surveys had been tallied and the results were published in the January issue of this paper. Other than what was published, what do members want to see? The answers we heard ranged from stronger farm out language (keeping work in house) to limiting the amount of time members can be held on upgrades. If you have any thoughts on what you would like to see improved, please let us know.

Leading up to the contract we will be preparing for the possibility of going on strike. Members will be asked to fill out strike cards and take votes to accept language related to the process. This does not mean we are going on strike. But we need to be prepared. Other things we can do to prepare, put money aside in case we go out, continue to attend

monthly membership meetings, read the union newspaper, and stay engaged with your union brothers and sisters. If you have questions talk to your steward, your e board member or come to the union hall and ask.

Many of us have been around for several contracts. The standard play book practiced by the Company is to not show its hand until the last possible minute. Rumors have already started. If you hear something and want clarification, call us. Please. During the 2019 lead up to contract expiration members on the floor were asking "what is going on? why are we not hearing anything from the Union? What is the Company offering?" The reason there was no information on the floor was because there was no information from the Company, period. And that is what we expect this time around too. It is a one-sided conversation of the union making its demands heard until the end of May. Once bargaining begins in June the bargaining committee should keep all of us regularly updated through the GE Workers United Facebook

page, email list, and text list.

Negotiations start at the end of May. They will be held in Houston TX. The local 201 BA and President will represent local 201 at the bargaining table.

Pension/Retirement Information

The Company has been holding pension/retirement information sessions for all employees since December of 2022. A representative from GE Lynn Human Resources monitors the meeting and the GE Benefits person Patty Westervelt, runs the meeting via Zoom. So far, they have been well attended. Patty covers the information that you will need to make an informed decision regarding retirement. I attended on January 27th. And I will try to attend the rest of the meetings (next meeting is February 15, 2023, 3pm 74A Visitors Center). If you have any questions or want help from your union with the e retire process, please reach out to the union hall 781 598 2760 and ask for me or text me at 781 215 3974. I am available to help.

President's article continued from page 12

sumes while we generate value – all of these are slowing us down.

Almost all our bosses are on a revolving door, and don't learn a thing before they are on to the next stop - making poor decisions and not listening to us despite the company LEAN propaganda. They are interrupting workflow, driving delinquency, doing bargaining unit work, and relying on farmout while many of us are on IME. What the customer and members want is our work in front of us, getting done, right... the first time.

We have heard healthcare horror stories of families dealing with awful illness being treated like a number. Members are expected to be healthcare benefit specialists while fighting for coverage and care, and swimming upstream against impossible volumes of paperwork and red tape – all while dealing with medical issues or taking care of a family member.

We heard many complaints about Sedgewick, the robotic GE HR vendor, on issues of Short Term Disability, PFML, and Worker's Comp. *How the hell do you even get ahold of these people?* We heard about covered benefits being denied (sure, it saves the Company money). We heard they don't give you a direct number or sometimes a last name of your agent to follow up after they leave a voicemail and send you mountains of paper work instead of moving your claim along. If you don't get the union involved, I can't even imagine.

We all deserve pensions and a dignified retirement; our 401k match is a gamble-not enough to count on.

We want our work brought back, an end to outsourcing, and to bring the manufacturing of new work and the t-901 to Lynn.

"Dr. King, Be like him. Dare to Struggle, Dare to Win."



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It Starts With Me
SAFETY



GE Aerospace Lynn
2023 Shoemobile Schedule

March 9th (Thurs)	6:00 AM - 4:00 PM	South of 40
March 22nd (Wed)	6:00 AM - 4:00 PM	South of 40
April 12th (Wed)	6:00 AM - 4:00 PM	South of 40

Please notify Suzie Dozier (EHS Leader) or Stephanie Murray (IUE Safety Rep) to get approval to purchase at one of the participating offsite vendor stores. You can also purchase shoes online at Lehigh safety shoes Gelynn.lehighsafetyshoes.com

Encuesta de contratos de Avis Budget 2023

Ponga una marca de verificación en la casilla que indique su prioridad : **ALTA, BAJA** o **N/A** con respecto a las 6 categorías que se enumeran a continuación.

CATEGORÍA	ALTA PRIORIDAD	BAJA PRIORIDAD	NO APLICABLE (N/A)
Aumento de los salarios			
Uniforme pago/cuidado			
Costo del seguro de salud			
Más tiempo libre			
Beneficios de jubilación			
Antigüedad en la unidad de negociación, sin antigüedad separada por clasificaciones			

Si tiene algún comentario u otra idea que deba discutirse en las próximas negociaciones, escriba a continuación:

Avis Budget 2023 Contract Survey

Put a check mark in the box indicating your priority - **HIGH, LOW, or N/A** regarding the 6 categories listed below.

CATEGORY	HIGH PRIORITY	LOW PRIORITY	NOT APPLICABLE (N/A)
Increase in Wages			
Uniform Allowance/Care			
Health Insurance Cost			
More Time Off			
Retirement Benefits			
Bargaining Unit Seniority (no separate seniority for classifications)			

If you have any comments or other ideas that should be discussed in the upcoming negotiations, please write below:



Business Agent's Column

By JUSTIN RICHARDS
Business Agent

G.E. Report

Seems like the new site leader is settled into his role so let's welcome Jorge Perez back to Lynn! Jorge was at one time a business leader in bldg. 64 and held other roles in Lynn. He brings with him knowledge and understanding of the complexity of our plant. I am hopeful this is beneficial to Lynn. After our JCGC meeting on 1/31, the Union met with Jorge to talk about the plant, and some issues that are hindering production, unfortunately a very large portion of the flow problems are mismanagement. My personal opinion, Jorge seemed to be receptive and open to the discussion and to continue further discussions. We all know the LCM leader, who has been very open and communicative with the Union needs all the help she can get, because she is not getting it from the lower-level Company representatives. Hopefully the new site leader can help out here.

The Company notified the Union of an organizational shift that took place on 2.8.2023. Lynn has been basically 3 separate entities, Logistics, Lynn Component Manufacturing, Assembly & Test with LPS/Machine Maintenance/Crafts supporting all three. Each business reported to a different leader, now all report to one, Jorge. Nobody knows the impacts this will have, hopefully, they are positive. I can say this, too many chefs in the kitchen can be chaotic.

I wish I could have ended the G.E report on a positive note but that's not the case yet again. We had our step 3 meeting with corporate and local union relations on 1/24 and we brought up 24 grievances that had gone unsettled at step 2. 21 of those cases were denied and the Company took an unsettling position on management doing bargaining unit work saying measuring, data collecting, and basically doing inspectional work is within an ME/QE scope of duties. If its in our job descriptions, and part of our daily duties and work assignments it's OUR WORK!!! This has been a prominent ongoing problem in building 64 and has led to increased farm-out. The business is reducing overtime at a time when we are severely delinquent in cooling plates, and they have 100's of cooling plates sitting on carts since November 2021.

AVBG Report

Vacation debacle. About a month ago we received a complaint from some of our members that they could not use some of their 2023 vacation allotment because of a potential vacation overpayment from possibly 2020, 2021. We made it very clear with the Company, if there is a possible vacation overpayment a discussion needs to be had but they have to provide the information for review first. They have not provided any information and have stated gathering the information is not an easy task and is going to take some time. At the end of the day somebody approved vacation, nonetheless, the Company cannot deny anybody their 2023 vacation allotment and if this is happening call the hall immediately.

A slight change in the attendance policy pointing structure. Late call out points have been reduced from 3 to 2.

AVBG Contract 2023

Please take the time to fill out the survey, provide as much feedback as possible, the bargaining committee will need as much information from you all. On February 24th Kendall, Jorge and myself will be visiting all locations as part of our contract campaign initiative. I can't say this enough, the only way to a successful agreement is through the power of the membership! This Company is successful and generates profits because of you all, without the front-line workers there is no business.

LWWTP

Contracts are in and have been distributed into the plant. If you have not received one and need a copy let your steward know and we will get you one.



President's Column

By ADAM KASZYNSKI
President

GE's Travesty Dishonored Dr. King's Legacy

It's Black History Month, and I only have to go back a few weeks in history to explain why it is so important to set the historical record straight. GE's CEO chose to BRIEFLY quote Dr. Martin Luther King Jr. to pay lip service to MLK Jr. day in an internal company email. Dr. King was a champion for the "intertwined" cause of labor and free-dom for African Americans. Dr. King's legacy should not be white-washed by those that do not support the cause of freedom, labor, and organizing unions – particularly in the U.S. south. I invite the CEO to read more than one of Dr. King's speeches - including those delivered at the United Auto Workers convention, AFL-CIO conventions, or the last speech he gave to striking sanitation workers in Memphis before he was tragically assassinated. The famous march on Washington was a march for JOBS and FREEDOM, with IUE signs and members prominently featured in the most widely circulated photos. Culp, I ask you: what would Dr. King say about your company's full court press to bust up organizing efforts among GE workers in Alabama trying to join the IUE-CWA and the labor movement Dr. King died while supporting? What would Dr. King say about the good union jobs your Company has offshored since you took the helm? I respect-fully demand you keep Dr. King's name out of your mouth, stop your company from interfering in Union elections, bring back our jobs, and recognize Juneteenth as a paid holiday for every worker in your com-pany – instead of telling us to just use a floater. Your company can correct these mistakes at negotiations in June.

"Our needs are identical with labor's needs — decent wages, fair working conditions, livable housing, old age security, health and wel-fare measures, conditions in which families can grow, have education for their children and respect in the community." – Dr. Martin Luther King Jr.

Reflections from the Floor: In-plant GE Contract Meetings

The BA, VP, and I talked to hundreds of members about our upcoming contract over the past month. **Here is some of what I heard:**



Members are universally united to **Fight to Make it Right:** General Wage Increase's, COLA, lowering cost of healthcare, bringing in work (stronger Article 22), dignified retirement, and successorship language.

Members will fight and sacrifice to get the contract we deserve. *Big shout out for the unanimous consent on this point.* (TBH There was ONE guy that said he wouldn't... ONE.)

We are dedicated to the success of our products and our plant. We take pride in putting out a quality product.

We don't get enough time with our families, we work long hours, and too many of us are just getting by during a cost-of-living crisis.

Healthcare cost increases are rising faster than pay. Weekly contributions are eating up a bigger percentage of total earnings as years go by.

We appreciate our customers, particularly the US military, for their faith in our members' culture of quality. We will continue to deliver, despite the roadblocks management and corporate throw in the way. Underinvestment, split distraction, too few 201 hourly workers, planners and programmers, and too many managers working on their re-

continued on page 10