

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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Vote Today on IUE-CWA/GE 2 Year National Agreement Extension

NO CONCESSIONS. NO GIVEBACKS. HISTORIC WAGE PACKAGE.

As you have probably heard by now the membership is voting today, April 18, 2023, on whether to extend the 2019-2023 National Agreement between IUE-CWA and General Electric for two years. Fliers have been distributed. The MOU is published in this paper. Below is one of the fliers we got out to our members. Please read it so you can make an informed decision on how to vote. And above all else please vote, let your voice be heard.

IUE-CWA GE Workers have spent the last year preparing to fight for and win a fair contract. With the announcement of the GE Split, the dissolution of GE into GE Aerospace and GE Vernova, the National Contract which took almost 90 years to build was at risk, making successorship a key national demand. According to IUE-CWA legal counsel, without successorship, our contract was unprotected

upon the dissolution of GE 6 months following the Contract expiration date, June 18th 2023. The IUE-CWA's strategy has been to build a mobilization structure and campaign that could fight to protect what generations have fought to build - and deliver on key demands of the membership. Today that strategy prevailed.

The IUE-CWA GE Bargaining Committee met with GE this week with the leverage and power of a strong shop floor campaign and a membership united to fight. As contract T-shirts and successorship flyers circulated the shop this week and actions and pickets were being organized on the shop floor, the Union's aggressive escalation plan was made known. The power of the shop floor was at the table, and that is why we were able to reach an agreement the

bargaining committee can unanimously support.

We knew the Company had an interest of avoiding a national strike before the split, and we had an interest in securing successorship before the split - The Union offered the Company a 2-year extension of the current contract - with some key terms. We wanted historic General Wage Increases to reduce the impact of inflation and the Cost-of-Living crisis. No ACPS. No increases to the cost of healthcare, and no reduction of coverage. All sunset provisions of the National Agreement to be extended (including the supplements and everything else). We wanted to fight off the pension freeze and loss of HRA funds forced on management last year, and we did. We would agree to no conces-

sions, no take aways. And we demanded successorship language to protect our membership, these gains, and our historic contract through the 2024 split and beyond. Today we reached a Tentative Agreement that covers those terms.

We still need COLA language and adjustments to the Healthcare annual pay table so GWI's don't trigger increased costs in healthcare as previously negotiated. Since it was an extension and those terms could not be opened, we made those arguments to bring far more value onto the wage package that the Company was reluctant to move on - resulting in the Union adding value even after GE had told us that there was no more room. We also secured these raises 6 months earlier than traditionally scheduled (July 1st as op-

posed to January 1st), compounding the impact of this historic wage increase.

While our demands extend well beyond the terms of the extension, without successorship, none of those demands, even if agreed to, could be counted on following the split. If this extension is ratified, we will go to the table in 2025 to finish what we have started on stronger footing - United, Protected, and with unprecedented General Wage Increases during a Cost-of-Living Crisis. It is imperative that we spend the next two years continuing to build our mobilization structure and power on the shop floor. That power is what has secured this historic extension and it's what will enable us to continue to fight for and win the contract our membership deserves in 2025.

The TA contains 12% in GWI's over two years, to understand the significance compare it to GE contracts past:

Total	1997-2000	2000-2003	2003-2007	2007-2011	2011-2015	2015-2019	2019-2023	2023-2025
Length	3-year	3-year	4-year	4-year	4-year	4-year	4-year	2-year
GWI	8.75%	9.50%	8.00%	7.50%	7.75%	\$1.40	\$2.80	12%
ACP	None	None	None	None	\$5,000	\$8,000	\$2,000	None

Next Local 201 Membership Meeting April 25, 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 and Staff is extended to the family and friends of Dana "DJ" Kinney on the recent death of his sister. DJ works in bldg. 40 as an oiler.

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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- 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

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MOU Extension Agreement

- 1. Extension Period:** The parties agree that the termination date of the 2019-2023 National Agreement shall be revised and amended to the date of June 22, 2025. The terms and conditions applicable to the termination date of June 18, 2023, shall now be applicable to the amended termination date of June 22, 2025, including, without limitation, the provisions of Article XXXII.
- 2. Healthcare, Retirement, and Other Benefits:** The terms and conditions as contained the 2019-2023 National Agreement, as in effect in 2023, will remain in effect for the term of the 2023 Extension Agreement. For the avoidance of doubt, an individual's weekly contributions may increase if their Annual Pay moves to a new Annual Pay level. Annual Pay will be defined as currently.
- 3. Wages:** The Company will provide general wage and salary increases as follows:

Effective Date	Payment
July 3, 2023	6% wage increase applied to rates in effect on July 3, 2023
July 1, 2024	6% wage increase applied to rates in effect on July 1, 2024

No other economic adjustments will be provided during the term of the 2023 Extension Agreement. Notwithstanding the foregoing, wage adjustments may be made through local agreements in accordance with Article VI.

- 4. Successorship:** It is agreed by General Electric and the IUE-CWA, AFL-CIO, CLC by and on behalf of its affiliated locals that are covered by the 2019-2023 National Agreement, and the

2023-2025 Extension thereof, that the 2019-2023 National Agreement shall be binding upon the parties, and their successors, transferees, and assigns. The Company shall give notice of the existence of this Agreement to any purchaser, transferee, or assignee of a plant, or substantial portion thereof, covered by the 2019-2023 National Agreement, and in the situation where there is substantial continuity of operations of that asset which is sold, make assumption of 2019-2023 National Agreement a term of the sale. The Company will provide written verification to the Union that assumption of the 2019-2023 National Agreement is a condition of the sale.

- 5. Ratification:** The Union agrees that if agreement is reached, members of the bargaining committee will unanimously recommend and support the Extension Agreement. This Extension Agreement is contingent upon ratification on or before April 18th, 2023. Upon ratification of this Extension Agreement, GE will take all steps unreasonably necessary to effectuate the implementation of this Extension Agreement. Should this Extension Agreement not be ratified by April 18th, 2023, it is null and void, and the parties further agree that neither party is bound by any provision of this Extension Agreement, nor any proposal, communication, or actions related to the bargaining of the Extension Agreement. Accordingly, if there is no Extension Agreement or if the Extension Agreement is not ratified, each party may make any and all lawful proposals in negotiations for a National Agreement scheduled to begin May 30th, 2023.

In Witness Whereof, the parties, through their duly authorized representatives, have executed this Extension Agreement, subject to ratification, this 6th day of April, 2023.

National T-shirt Day April 13, 2023



Alcohol Awareness Month

Local 201 EAP Director, Derek White

Hello everyone; I hope you are all well. The dark, cold days are behind us, and we see the signs of spring, a time for new beginnings. With the warmer days upon us, it is a great time to get outside and enjoy some time with your family or relax with a peaceful walk in nature. April is Alcohol Awareness Month in the United States. Alcohol Awareness Month began in 1987 to help raise awareness of alcoholism and reduce the stigma which may stop people from seeking treatment. I won't go into the details about how much is too much when it comes to alcohol consumption. The truth is any amount can be too much if it has a negative impact on your health and wellness. Many addictions begin by self-medicating to relieve feelings of depression, anxiety, mood disorders, and associated trauma. Unfortunately, substances do an excellent job of relieving those symptoms, but they will also exacerbate those conditions. Asking for help is tough; I know I was there, but it is one of the best decisions you can make for yourself and those who care about you. The best time to get the help you may need is now, and many great programs are available. The first step to a substance-free life is a confidential phone call away. Please reach out for information.

Local 201's Employee Assistance Program (EAP) is here to confidentially support our members who may have personal and/or work-related problems affecting their mental and emotional well-being, such as stress, grief, problem gambling, substance use disorders, relationship, and family problems. It is a work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services. Please reach out if something is preventing you from being your best self. I am available at both the union hall and the medical center. Jeff Zeizel, the Aetna insurance EAP representative, has an office at the medical center. If anyone wishes to speak to me, I can be reached at 781-584-7641. Jeff Zeizel can be reached at 617-733-2842. **All communication is strictly confidential.**

National T-shirt Day April 13, 2023




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

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING
APRIL 25, 2023

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

OR VIA ZOOM
shorturl.at/hoGM3



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. VOTE ON TA MBW MOU

Signed,
ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent

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

HVAC - 4	Plumber - 4
Repair Control - 6	Bench - 3
Broach - 1	Grind - 2
Welder - 8	Electrician - 2
Experienced Machinist - 6	



201 Retiree's Column

By ALEX BROWN
Local 201 Retirees Council President

Retiree Council plans:

Last month the 201 Retirees Council held our first in person meeting in three years. Thanks to Jeff Cruz from Local 201 who also managed the simultaneous zoom option. We voted to attend the Local 201 practice picket May 1 in support of the Local's efforts to win a fair contract. Join us Monday May 1 at 1000 Western Avenue. The local will be out there 1:30 pm to 4:30 pm. Retirees can come any time but we chose 2:30 pm to 3:30 pm to be sure to be there. Many of us will go with the Local to the 5:30 March and Rally at Lynn Common to mark International Workers day and build solidarity for our issues across the supply chain and across the community.

And we voted to explore purchasing a banner for retirees. "Retirees, We Built It" is our slogan. Join us.

We also hope to host a lunch to honor former Retiree Council President Kevin Mahar. We hope to have more details in the next paper. Let us know if you

want to help.

Questions for GE Annual Shareholder's Meeting 2023

For years GE retirees across the country attended the GE shareholder meeting to raise retirees' needs. As a Local 201 VP I got to witness their organizing in Greenville SC. Buses from Erie PA and Louisville, KY rolled up. Reps from Lynn, Schenectady, Indiana, Wisconsin and many more were there. They picketed before the meeting with signs calling for a raise for retirees. Inside they met with Company reps and spoke from the floor. When COVID came and the annual Shareholder meeting went online the in person protests haven't been possible. But the retirees across the country have kept meeting with reps from GE and VIA benefits and raising issues to the Shareholders.

At our retiree meeting we talked about what issues to raise. Below is what I submitted:

1. Retirees need a raise. The last raise was in 2015 with those

who were retired the longest receiving the largest amount. Retirees on a fixed income have been especially hard hit by recent inflation. Will the Company recommend to the pension fund a raise for retirees?

2. Retirees need expanded health care protections.

Retirees lost their GE supported health care supplemental plans beginning in 2016 for production retirees and earlier for others. Now, some retirees are eligible for an annual Retiree Reimbursement Account. But many don't, including those who retired after June 2019. Will GE continue to support this program and even expand it to those not currently covered? Health care, prescription drugs, hearing aids, dental and vision care are all expensive for retirees on a fixed income. We older people rely more on health care as we age.

3. Restore GE basic life insurance benefits. Many retirees who had relied on the protection of GE Basic Life for their

survivors throughout their career have lost their benefits. Not the only group but a large one was the Production Retirees who retired after 2019. Will GE restore those benefits?

Questions for the Pre-Meeting: (Pre-meeting is for GE pension and health care reps with the retirees advocates from around the country.)


1. Has GE outsourced the Pension Inquiry Center and the helpline? And why? Have you seen a decline in quality of the service? Have you heard about calls not being answered? Bad connections? Dropped calls?

2. Retiree benefit lines. Will we as retiree advocates still have access to retiree help lines and Company representatives for help in resolving problems as the businesses spin off?

3. For VIA. I get requests for VIA to include the Blue Cross Blue Shield of Massachusetts Medicare Advantage plans in their list of plans. Will VIA consider adding them to their line up?

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Frank Feliz on the recent death of his mother Maria Feliz. Frank works in bldg. 74 2nd floor 1st shift as a machinist. Maria was the grandmother of Ryan Feliz AAEM in bldg. 29, Francisco "Tank" Morales AAEM 29 Test and Michael Victoriano bldg. 74 Broach.



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.

IUE-CWA Local 201
RETIREES COUNCIL MEETING NOTICE

When: Wednesday, April 26, 2023 at 1 pm
Where: 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 Alex Brown: 617-922-5573

Alex Brown, President
Greg Johnson, Financial Secretary



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

I would like to start by saying thank you to all stewards, campaign captains, and 201 members for all their hard work you have been putting in to try to get a fair contract. Local 201 has been putting a lot of pressure on General Electric over the past few years and it is working. It is a must that we keep this pressure up; it is so important. Our job as 201 members is to keep this pressure up until every one of our buildings is full of work, like they were years ago. Over the last twenty years, General Electric has shipped so much of our work to other countries, putting us at a serious risk if you ask me. I'll say it again, even a ten-year-old

kid would understand it is a bad idea. These are military engines we're building; it's a matter of national security to get these parts back.

Another thing I'll say again, General Electric should set the standard for aviation companies and bring back pensions. Every 201 member deserves to retire some day after a long career.

On another note, one of my favorite things to do is walk around the plant, talking and meeting with everyone. I've done a lot of that this past week, and it gets me right to the heart of 201 members, so I thank you.



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.

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

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

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



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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 a tax free and penalty free rollover to protect and grow a portion of your 401K. After age 59 ½ you may be allowed a tax free and penalty free rollover to protect and grow your entire account value.

RETIREES: If you are still in the market (or have cash sitting stagnant in the bank losing value to inflation) 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.

We have been working with your Co-workers, and Retirees, for the past 20 years, helping them protect and grow what they have worked so hard to earn. You do **NOT** have to be on the "roller coaster" of the market to "hopefully" grow your retirement account. 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**.

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Below is a list of other scenarios where this might be a fit:

- **Cash sitting stagnant in the bank** (cash actually loses value due to inflation)
- **Penalty free, tax free, rollover of an existing 401K, 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)

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Local 201 Bargaining Committee and GE Reach Tentative Agreement on MBW Update. Vote April 25, 2023.

(this is separate from the National Vote/TA)

On February 1st, 2023, the Local and the Company entered into MBW negotiations again. The Union once again opened up the negotiations requesting years off the progression, commitments on work, labor hours, and headcount, as well as front loads in the progression schedule for every classification so that we could get most of the money up front. The Union provided over 20 different proposals to the Com-

pany during negotiations, and this is where we ended up. The Committee went into these negotiations not really expecting much movement from the Company and for the Company to just run out the 60-day bargaining period as we just negotiated MBW back in September. However, this was not the case. As we've said before the MBW language states that the agreement cannot be modified unless mutually

agreed upon by both the Company and the Union. This again means that again we didn't get everything that we wanted but neither did the Company. The Bargaining committee however is confident that this is the best agreement that could be reached with the Company at this time, and we will continue to chip away at MBW in future negotiations.

The Bargaining Committee recommends a "Yes" vote to ratify this agreement.

Summary of Tentative Agreement

(The entire Tentative Agreement is available at www.local201.org)

Wages:

Not more than 60 days after ratification the progression chart shall be changed as follows:

		Start	Step 1	Step 2	Step 3	Step 4	Steps 5	Step 6
Welder								
M18	(current)	\$ 26.00	\$ 27.59	\$ 29.18	\$ 30.77	\$ 32.36	\$ 33.95	\$ 35.55
M18	(new)	\$ 32.00	\$ 32.60	\$ 33.20	\$ 33.80	\$ 34.40	\$ 35.00	\$ 35.55
Green Cell Weld								
MG18	(current)	\$ 28.00	\$ 29.95	\$ 31.90	\$ 33.85	\$ 35.80	\$ 37.75	\$ 39.72
MG18	(new)	\$ 33.00	\$ 34.12	\$ 35.24	\$ 36.36	\$ 37.48	\$ 38.60	\$ 39.72
Licensed Crafts - Electrician, Plumber, HVAC								
B23	(current)	\$ 37.00	\$ 37.62	\$ 38.24	\$ 38.86	\$ 39.48	\$ 40.10	\$ 40.74
B23	(new)	\$ 39.24	\$ 39.49	\$ 39.74	\$ 39.99	\$ 40.24	\$ 40.49	\$ 40.74
Repair Control								
M25	(current)	\$ 38.00	\$ 38.79	\$ 39.58	\$ 40.37	\$ 41.16	\$ 41.95	\$ 42.75
M25	(new)	\$ 40.24	\$ 40.66	\$ 41.08	\$ 41.50	\$ 41.92	\$ 42.34	\$ 42.75

All classifications in the below rates will receive start rate Increases. The remaining steps 1-6 will remain unchanged.

M19 start rate increases from \$25.50 to \$27.00

B20 Grind start rate increases from \$26.50 to \$27.25

M21 start rate increases from \$26.50 to \$27.50

M22 start rate increases from \$28.00 to \$28.50

RPMO Consolidation of Auto Lathe and VTL:

Not more than 60 days after ratification RPMO VTL and Auto Lathe operators shall be combined and run Auto Lathes, VTL, and VTM for turning only. They will continue to be R/M19 on paper for upgrade and layoff and transfer but shall be paid at a special rate of R/M21. The Company wanted to combine these classifications plant wide because of the introduction of the new VTM machines plant wide that are capable of doing both milling and turning. We mitigated it down to this in RPMO only as this is where the current Company bottleneck is and also

down to turning only. If or when the Company decides to introduce the milling capabilities on the VTMs, we will go back to the table to bargain again.

MBW Lead Hands on Progression:

Not more than 60 days after ratification MBW Lead Hands will be paid at \$2.00/hour above their rate. The Company used to pay this out at \$1.75/hour but was never truly negotiated and agreed upon. Upon review, we felt like the \$2.00/hour was more in line with the R rate chart.

Job Upgrade Cancellations Protection:

The Bargaining Committee and the Company agreed that in the case where the Company cancels a job after it is posted

and a member accepts the position, the member shall be eligible for a failure to release payment starting at liability date. This is different from the past. In the past, if the Company canceled the job on the member after they had been held for along period of time, the employee would not only lose their upgrade but also lose their failure to release payment that would have been due to them. This fixes that so that now the member at least receives their liability payment for time held.

R/M23:

The Company will create a new classification that will do development work.

continued from page 7

Operators upgrading into this position will maintain their position they are upgrading from and will maintain R/M23 pay. When there is no development work, operators will remain their home cell and when there is development work, they will be assigned as such. This will help cut down on IME and stop the impact on the production floor of having to choose between production and development.

Upgrading Eligibility Change:

Effective after ratification all employees shall not be permitted to upgrade until they have been in their current position for 6 months. This is a sunseting agreement that ends unless mutually agreed upon after 4 years. The Bargaining Committee and Company agreed that due to the high turnover and constant moving of employees, this window would give the Company a chance to correct itself and the problem they created with MBW. Currently people are upgrading every 90 days and by the time they are done training they are off to the next job only to have to train again, never really getting the proper training and experience needed to perform the current job or skills needed for future higher rated jobs. This should also help with people being held for extremely long periods and help reduce the daisy chain back log in upgrade release dates.

R/M23 Machinist Special Programs Minimum Qualifications Change:

Effective after ratification employees upgrading to Machinist Special Programs will have to have experience running 2 machine types (external or internal). Again, this is a sunseting agreement that ends in 2025 unless mutually agreed upon by the Company and the Union. This is again a chance for the Company to correct itself due to the high turnover and loss of experienced machinists. The Company again wanted more. They wanted 3 machine types and for the employee to have to pass a technical assessment test. We felt where we ended up was fair and gave the Company the ability to fix the problem it created with MBW.

Tool and Die Rate Change R27:

Effective not more than 60 days after ratification Tool and Die operators rate shall be changed to R27. We took this opportunity to fix what we left out of the last MBW negotiations when we agreed to combine both the Tool and Die classifications with no rate increase.



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Strengthening Injury Reduction

On any shop floor the goal is to reduce hazards, keep members healthy, and eliminate injuries. When one of our members gets injured in the workplace, one challenge is to resist the urge to come up with a root cause too quickly. A safe shop floor is built on a strong foundation built up of many programs and procedures. When we look at an injury at a workstation for instance, the most difficult method of analyzing the contributing factors of an injury will take the most time, that means fully understanding the job task from the beginning to the end. The following procedures are just a few that I will highlight for this article.

Job Safety Analysis:

A risk assessment process that can identify, evaluate, and control the risk associated with a job. When we have JSA's developed that truly reflect the task at hand, injuries will be prevented. A proper JSA can be achieved when we combine standard operating procedures and the use of accepted H&S principles and practices including ergonomics to analyze each step of the job.

Standard Operating Procedures:

Are we standardized across the site in a way that fully addresses all elements related to the job and creates reliable training for the current situation? The Company should naturally want SOP's in terms of quality production, but my interests are focused on identifying the risks associated with the task. In my experience, we often identify the need for added safety measures related to

a job function after there is an injury which is too late.

Preventive Maintenance:

Rather than allowing machines and processes to break down and increasing the chance of an accident, preventive maintenance work must have equal priority on the shop floor. I know one thing: a PM program is extremely difficult to keep up with. The best people to implement such a program will always be our Local 201 maintenance members. The site must measure it's ability to truly adhere to previously established and newer PM procedures in order to avoid many types of injuries including cumulative injuries that occur over time.

I picked these three procedures because site confirmation of Job Safety Analysis through Standard Operating Procedures should allow for more operational clarity and hazard analysis and prevention. Preventive maintenance will get ahead of a process and doesn't always get enough credit since the potential injuries it prevents don't happen.

As a reminder, May 1st we should see products such as lanyards and some new styles of glasses being offered to our members. A fresh restart and updated items related to eye wear PPE will be worth it if it prevents one member from an eye injury. Local 201 has always advocated for the use of eye wear PPE when there is potential for risk that can only be controlled using PPE. We do not support discipline to achieve increased PPE use.



**Opening LWTP
Veolia Instrument Technician
<https://g.co/kgs/UJa6mn>**



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board



AS THE ROTOR TURNS

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

Hi Everyone,

I have been getting a bunch of calls regarding this situation, so I figured that I would try and address the majority of it here. This probably won't answer everything, but I hope this helps. Also, I'm sure this won't be what some people will want to hear but the Union is pretty much handcuffed in this situation 99% of the time and doesn't have much of an argument regarding most situations.

This is a contract year plus the Company as a whole has been starting to really crack down on this, this year. It's not just in certain buildings or areas, it's the plant as a whole. Is it being applied 100% the same around the plant? No. The Company will say it is, but we know it's not and truthfully it comes down to the cell leaders and the business leaders. Bottom line is this. If you're late or leave early the Company wants to take your time. They want to take it and have you use it as fast as they can. Doesn't matter if you're 5 minutes late or leave 10 minutes early.

However, they can only take your sick time in a minimum of 1 hour for the first hour and then smaller increments after that first hour. So, your options are these:

1. If you know you are going to be late, be at least an hour late. Same if you're going to leave early. If you're going to leave for lunch and not make it back in 18 minutes, take an hour lunch. Does stuff happen sometimes that we can't help? Yes. These are the situations where maybe we can talk to the cell leader as long as it's not a weekly occurrence and they might take some consideration to let it slide but don't count on it. Traffic every week as an excuse isn't going to fly.
2. Take the contact. Which for some of us might not be a bad idea. For others maybe not so much. Below are the steps of progressive discipline regarding the Lynn Unpaid Absence Policy. Keep in mind as the chart states below its a rolling calendar year that the contact or letter stays in your record. (Example May 3, 2023 to

May 3, 2024.) They don't fall off after December.

VII. Corrective Action Steps

Listed below are the steps of each corrective action to be taken for the accumulation of unpaid absences. At each Step of the process, the area steward will be notified.

Contact Report

1 occurrence of unpaid absence

First Letter of Concern

1 additional occurrence of unpaid absence (Rolling 52 weeks begins)

Contact Report

1 additional occurrence of unpaid absence within a rolling 52-week period

Second Letter of Concern

1 additional occurrence of unpaid absence within a rolling 52-week period (Copy of Letter Provided to UR & Union Notified)

Contact Report

1 additional occurrence of unpaid absence within a rolling 52-week period

Last Chance Letter

1 additional occurrence of unpaid absence within a rolling 52-week period (Copy of Letter Provided to UR & Union Notified)

Termination Letter

1 additional occurrence of unpaid absence within a rolling 52-week period (Union notified prior to issuance of letter)

Hope this explains things a little better for everyone. Like I said, I'm sure this isn't what most people are going to want to hear but this pretty much is how it is. If an issue comes up that you think you might need some help with please reach out and I will see if there is anything that we can work out.

P.S. Telling your cell leader that little Timmy didn't get written up to try and get yourself out getting in trouble isn't going to get you out of trouble. It's only going to get little Timmy in trouble as well. Please just remember that before you try to use that option and get your fellow union brother or sister in trouble.

See you around the plant.

The terms of the Tentative Agreement for a 2-year extension if passed are as follows:

1. **Extension:** The IUE-CWA National Contract's new expiration date will be June 22, 2025
2. **Healthcare, Retirement, and other Benefits:** The terms and conditions as contained in the 2019-2023 National agreement. As in effect in 2023 will remain in effect for the terms of the 2023 extension agreement. (An individual's weekly healthcare contributions may increase if their Annual Pay based on 40 hours moves to a new Annual pay level. Annual Pay will be as defined currently.)
3. **Wages:** The Company will provide General wage and (union) salary increases as follows:
6% GWI July 3, 2023
6% GWI July 1, 2024.
4. **SUCCESSORSHIP:** The 2019-2023 National Agreement and the 2023-2025 Extension shall be binding upon the parties, and their successors, transferees, and assigns. In the situation where there is substantial continuity of operations of that asset which is sold make assumption of 2019-2023 National agreement and the 2023-2025 Extension a term of sale. The Company will provide written verification to the Union that assumption of the contract is a condition of such a sale.

However, you feel about this agreement get out and vote!!!

Logistics

The business is going to be reevaluating lead hands. There is a negotiated lead hand classification, so don't let the Company tell you what the job duties are. If you would like to see them, please see a steward.

LATO

There was a safety issue on the CF34 line regarding crane training. The steward on the floor acted quickly to defuse the situation. If management tells you to work unsafely or you are uncomfortable, please say something. You will not get in trouble. Do the right thing and call it out to your union elected health and safety representative or steward.

Hope to see you around the shop.
Bobby



VP's Column

By TOM O'SHEA
Vice-President/Recording Secretary

GE Contract Extension
 The IUE CWA conference board secured a TA on a 2-year extension to the 2019-2023 GE National Agreement. What does this mean? It means that, the membership will have the chance to vote on April 18, 2023, to accept or reject. If it is accepted by a majority of the members under the 2019-2023 national agreement the current contract will remain intact for two more years.

Pro's and con's? The biggest positive was securing successorship. GE is going through a three-year corporate split that will produce three separate stand-alone companies. The first part was completed at the beginning of 2023. GE Healthcare has become GE Healthcare Technologies. The second phase is anticipated to occur at the beginning of 2024. The GE Power business will become GE Ver-

nova, again a stand-alone company completely separate from GE. The last part concerns GE Aviation. Originally, I thought that GE Aviation would just go through a name change and become GE Aerospace. The name is already in place. However, with the new name comes a new company. How would this affect the national agreement? Currently there is no successorship language in the national agreement. This means that we could have been without a contract if we did not secure successorship. This two-year extension, if passed, would give us successorship and a 12% raise over two years. The rest of the national agreement stays in place.

Any time you go to the table to negotiate with anyone the outcome is subject. I, along with many local 201 members were sur-

prised to see a TA on an extension. My first reaction was "did we get a new update in the pension"? No. The update language along with the rest of the contract language stays in place. We secured successorship, there are no percentage increases in our health-care premiums, and we get a 12% wage increase over two years. At the end of the day my "yes" vote in grievance board and policy board was based on my faith in the judgement made by our Business Agent and President.

Building for a prolonged negotiation is an arduous undertaking. The machine was in motion. Hats off to the captains and everyone who were preparing for this contract fight. The fight continues. Our captains on the floor preparing for contract negotiations worked very hard to build unity. After months of preparation, I would-

n't be surprised if they feel a little let down. But the fight is not over. We are still planning on doing a big May Day event. And two years is just around the corner.

MBW Agreement

The Union and the Company have reached a TA on the most recent negotiation regarding the market-based wage agreement. The original MBW agreement passed in 2016 allowed for the union to approach the Company to renegotiate the contents of the agreement every two years. By my calculations we should have had three opportunities to renegotiate. This latest agreement was our fourth go round plus a separate top of market update. There is a blue flier circulating in the plant that contains the most recent proposed changes. The content of the blue flier is on page 7 of this newspaper. The membership will vote

on this agreement April 25, 2023 at the membership meeting.

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 Richard Arnone on his recent death.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of John "Jake" White on the recent death of his mother. Jake works in bldg. 40 as a plumber.

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 Linda Borrelli on her recent death. Linda worked in bldg. 85 and 40K and retired in 2021.



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Business Agent's article continued from page 12

so quickly? It was not quick. The meeting was limited subjects of bargaining, successorship, wage increases, COLA, health insurance. Because we were not opening up the contract the Company refused to bargain COLA and could not bargain over health insurance because they couldn't without opening up the full contract due to the health insurance plan covering all U.S. G.E. employees. We leveraged our arguments on not getting relief on those demands to substantiate our wage proposal. It took us 3 days to negotiate one article.

Unfortunately, and fortunately for some, IT IS NOT OVER! It's possible, if the National T/A that contains successorship and significant wage increases with zero concessions gets ratified, we will be avoiding a strike on our national agreement. But the Company is still trying to get their pound of flesh on our local MBW agreement. We were informed on 4/12 the Company does not plan on honoring the Lump Sum look back payment term of the 2016 MBW agreement. Why? Because the Union successfully moved the Company from the lesser value flat dollar GWI and got back the more valuable percentage GWI, this does not work in the Company's favor under our local agreement! How this payment works: the nationally negotiated GWI, will be distributed by taking that increase, multiplying that by all hours worked the previous year, and is issued in a lump sum payment to members that are on progression and have not reached the top of rate (step 6). The increases we negotiate nationally are for the top of rate! Any time we have proposed increases to the top of rate during MBW negotiations, the Company has always denied those proposals based on the argument that it's a subject for National not Local. We also tried to negotiate step increases at national negotia-

tions and the Company rejected those proposals as those are subject to local negotiations. The Company's position on 4/12 is that payment is going to be applied by calculating the negotiated 6% increase by the step you are in and multiplying that by all hours worked, 2080 minimum. They were unable to get any concessions nationally, and decided they are going to play games and try to force a local concession down our throat! Not without a fight! If the Company does not honor the language in our MBW agreement and back off their position, the membership just might get the opportunity to stretch their legs. Per our national agreement, we can legally strike over exhausted grievances, we have plenty of those. These exhausted grievances are served as strike notice and have a 24-hour notice period. Once these notices are dropped, we must wait 24 hours to stretch our legs. If the Company did or does not like the language in the MBW agreement because it's not to their advantage, just like they tell us, you have the opportunity to address your issue with the agreement every 2 years! Somebody up top promised investors there will be no labor disruption. If you want to hold true to your word, you might want to call your people in Lynn and tell them to stop playing games!

GE MBW

We have reached a T/A on our local MBW agreement! Please review the T/A on page 7. Hats off to the bargaining committee. What started off as nothing again, and what seemed to be a negotiation that the Company was just going to go through the motions on and exhaust the 60 day bargaining period, turned into something that we can support and bring back to the membership. The summary explains the T/A, what the summary does not capture is how the bargaining

committee continuously pushed the Company off their positions. The Company was stuck on replay for a while, "we have to have xyz in order to make an agreement." Well, we came to a T/A that we recommend to the membership without "xyz". Please join us at the April 25th membership meeting where we will be voting to ratify the MBW T/A.

AVBG Report

We had our monthly step 2 meeting on 3/28. The membership wants to know what is going on with not being able to see your full years vacation/personal time allotment. As mentioned in previous articles this year, there was a potential overpayment of vacation/personal time in 2020/2021. The Company is still researching and gathering information, so we do not yet have an update. What we have communicated to the Company and is agreed upon, at this time, everybody still has their full allotment of time off, you may not see it in the system or on your paystub, but the Company will not deny members their time, and will not deny paying your time. If this happens, see a steward and file a grievance immediately. Our 2023 contract campaign is off to a great start! We have all the surveys in, thank you for filling them out. There are sign up forms going around the shops for members to receive bargaining updates when the bargaining committee is in negotiations. Also remember to enter yourself into a raffle at this month's membership meeting on April 25th, for a chance to win a gift card for \$100. We will be raffling off 3 gift cards.

LWWTP

We had a step 2 with the Company on 3/27. It would be nice if we could walk out of these meetings feeling they were at least productive but, that is not the case. They have denied every grievance brought forth showing their unwillingness to appropriately address

these grievances. I became aware of a couple memo's put out by the Company. First, Sick Time. Subject to discipline outlined in the CBA? What is outlined in the CBA is, the Company shall have the right to discipline for JUST CAUSE! The burden of the Company is to establish JUST CAUSE! Secondly, sick time is not a benefit, according to Massachusetts Law, it is a right! How's the incinerator? How did the Company respond to the groups working the incinerator's unsafe levels of ash concerns? Any safety concerns at the plant, please report them to Carmen DeAngelis. We want these concerns appropriately documented at the hall and we want these concerns adequately addressed by the Company. The 401k memo, you got to laugh at that. It seems to be the Company's human resource personal, who are the ones that should be reaching out to members individually and help, have been reduced to memos advising them to call a hot line. Nonunion personnel at the plant give this number a call, 505-503-4455. The Company is threatening discipline through compliance, you all have to hold them accountable as well.

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



Business Agent's Column

By JUSTIN RICHARDS
Business Agent



President's Column

By ADAM KASZYNSKI
President

GE Report

As I write this article today, 4/12/23, and after having multiple in plant meetings with groups of members throughout the plant, I fully support and recommend the 2-year extension T/A that we will be voting to ratify on April 18th. See the MOU on page 3. We have answered many of the group's questions and knowing we did not get to every single member, here are some of the Q&A.

Why didn't we know the bargaining committee was meeting with the Company on a possible extension? We agreed as a committee that we did not want to disrupt the mobilizing structure. To avoid any possible disruptions and given the last-minute timeframe we would not announce this to the membership and would report out after the meeting. **I had no idea and get a text Thursday night out of nowhere, why?** It came out of nowhere because of what I mentioned above, as soon as we had a T/A we held to what we agreed to as far as providing updated information and released the T/A through the established communication network immediately after we finished the statement. **How does this impact the progression, why don't we have that information?** We were not able to nail down a chart with the Company till the afternoon of 4/12 and had this information in the plant by 2pm on 4/12. Things were moving extremely fast, we rolled out information as it came in. **We have leverage now, why are we agreeing on an extension and not going for more in June?** Yes, the Union has leverage now, because of our campaign, mobilization structure, and strike prep. The Company as always has leverage as well. If you were not at the meetings and would like a more detailed explanation, give me a call. During the meeting the Union applied its leverage and the results of that are in the MOU. **How did you guys get this done**

continued on page 11

MBW: We Have Come a Long Way and Have Much Further to Go!

It has been our goal since MBW was implemented in Lynn to whittle away at that agreement and make improvements. In 2016 MBW progression could last 10-15 years. Now it is at a 6 year progression which has resulted in real improvements. We are nowhere near done, but I share this chart to show what fighting as a union on a long campaign can do. The following numbers compare the original steps of the MBW system in 2016 to the rates being voted on today. Through unity and struggle we can continue to overcome.

M16 Progression Schedule			
Steps	2016	Tentative Agreement	% Increase
Start Rate	20	20.00	0.0%
Step 1	21.15	24.15	14.2%
Step 2	22.3	27.21	22.0%
Step 3	23.46	29.18	24.4%
Step 4	24.61	32.23	31.0%
Step 5	25.76	35.29	37.0%
Step 6	26.91	38.34	42.5%
Step 7	28.06		
Step 8	29.22		
Step 9	30.37		
Step 10	31.52		

M19 Progression Schedule			
Steps	2016	Tentative Agreement	% Increase
Start Rate	23.5	25.50	8.5%
Step 1	24.52	29.24	19.2%
Step 2	25.54	31.82	24.6%
Step 3	26.55	33.24	25.2%
Step 4	27.57	35.83	30.0%
Step 5	28.59	38.41	34.3%
Step 6	29.61	40.98	38.4%
Step 7	30.63		
Step 8	31.64		
Step 9	32.66		
Step 10	33.68		

M17 Progression Schedule			
Steps	2016	Tentative Agreement	% Increase
Start Rate	22.5	23.50	4.4%
Step 1	23.46	27.23	16.1%
Step 2	24.42	29.86	22.3%
Step 3	25.39	31.37	23.6%
Step 4	26.35	33.99	29.0%
Step 5	27.31	36.61	34.1%
Step 6	28.27	39.23	38.8%
Step 7	29.23		
Step 8	30.2		
Step 9	31.16		
Step 10	23.12		

M23 Progression Schedule			
Steps	2016	Tentative Agreement	% Increase
Start Rate	30.45	32.00	5.1%
Step 1	31.2	35.60	14.1%
Step 2	31.95	37.89	18.6%
Step 3	32.7	39.27	20.1%
Step 4	33.45	41.18	23.1%
Step 5	34.2	43.10	26.0%
Step 6	34.94	45.78	31.0%
Step 7	35.96		
Step 8	36.44		
Step 9	37.19		
Step 10	37.94		

The IUE-CWA is calling on all members to participate in the actions on May 1st. In unity lies our strength.

WHAT: IUE-CWA Local 201 Practice Picket at GE Lynn
 WHERE: 1000 Western Ave, Lynn
 WHEN: 1:30pm - 4:30pm
 2nd and 3rd shift arrive at 1:30pm
 1st shift punch out at 3pm and join the line

WHAT: International Workers' Day March and Rally
 WHERE: Lynn Commons
 WHEN: 5:30pm

FIGHT TO MAKE IT RIGHT

IUE CWA

May Day Practice Picket: Still On!

Whatever happens at the vote today, our fight with GE is only just beginning. Show our unity and commitment to campaign for fairness and jobs at GE and join the practice picket line May 1st from 1:30pm-4:30pm at the plant gate and a community March from the Lynn Commons to GE's gates at 5:30pm.

