

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), the Saugus Public Library (Saugus), the NSLC (Lynn) and thousands of lifetime Retiree members across the country. www.local201.org

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Workers at FleetLogix say, “Vote YES” to Form a Union on March 21st, Fleet Logix Boss says, “Go work at McDonald’s.”

Union supporters will Rally March 18th outside Avis Budget HQ

By Adam Kaszynski and Nick Becker

Nearly 90 rental car workers at FleetLogix, Inc., a subcontractor for Avis-Budget Group, are organizing to form a union with IUE-CWA Local 201! FleetLogix is contracted to do work for Avis Budget, and after witnessing our successful strike and strong contract, Local 201 was approached by FleetLogix workers that wanted to join the fight for a voice on the job and a strong union contract. Starting in August of 2023, Local 201 Organizer Nick Becker assisted workers in forming a rank and file-led Or-

ganizing Committee (OC). From the beginning, this campaign has been driven by the bottom-up initiative, creativity, and courage of FleetLogix rank and file workers.

Anonymous Survey & Holiday Petition

The rank-and-file OC’s first action was to develop and distribute an anonymous survey at work to help identify what their coworkers saw as the main issues at work.

The responses to that survey showed that the absence of any paid holidays was a major issue for FleetLogix workers, as it demonstrated both the Company’s lack of financial commitment to workers, but more importantly, its disrespect for workers and their time spent with families and loved ones. From there, the OC drafted a petition to demand at least six major paid holidays from FleetLogix and got over 90% of their coworkers to publicly sign and deliver it to local management.

Instead of sitting down and listening to their concerns, the Company responded to the petition with an intimidation campaign by calling in members of our OC for “one-on-one” conversations with management. To add insult to injury, on New Year’s Day – instead of providing a holiday pay incentive to come in and work – the Company disciplined dozens of

workers when only a handful showed up on the holiday after some got as little as 24 hours’ notice from the Company that they were scheduled to work.

Union Card Drive & Wristbands

Despite the intimidation tactics from the boss, the FleetLogix OC refused to be discouraged and immediately began work to convince their coworkers that the time for a union was now! Starting on Presidents Day – a PAID HOLIDAY for many Avis-Budget 201 members who work right next to FleetLogix workers – our OC organized a supermajority of their coworkers to sign Local 201 union cards within three days.

Crucially, our OC did not allow coworkers to sign a card unless they were willing to show public union support at work. The OC made it clear that if you were signing a card to form a union, you had a to wear an IUE-CWA union wristband at work the very next day to show the Company that they were up against a united front of a SUPERMAJORITY of FleetLogix workers, not just a small group. This also had the effect of spreading the Union message to more workers because when they saw so many people wearing their union wristbands, others wanted to join in and sign their card, too.

During the card drive, our OC

got a big boost of support from Avis 201 stewards and workers. ABG 201 Steward Jeff Desruisseaux volunteered his own time to help organize a group of Haitian Creole FleetLogix workers who our OC had initially struggled to communicate with, ensuring the union effort was representative of all language backgrounds and ethnicities who work at FleetLogix. Like at Avis Budget, the 3 most common languages spoken are English, Spanish, and Haitian Creole – which is why the new Avis Budget contract books are now available in English and Haitian Creole, and soon Spanish both in print and at Local201.org in the “Stewards Corner”.

Failed Union-Busting & Recognition Delivery

Within days of launching our card signing drive, it was clear to management which way the wind was blowing. In a desperate move to try to squash the Union at the last-minute, the Company flew in their COO from Texas to hold captive audience meetings with all FleetLogix crews. We heard that

continued on page 12

Rally to Support FleetLogix Workers - Monday, 3/18

Before the NLRB election on Thursday, March 21, we are asking Local 201 members, retirees, and any other community supporters to join us for a rally to support these workers before their election on **Monday, March 18 from 11am-1pm ET** outside Avis-Budget Headquarters.

What: Rally to support FleetLogix workers forming their union.

When: Monday, March 18, from 11am-1pm ET.

Where: Avis-Budget Group Headquarters, 375 William F McClellan Hwy, East Boston, MA 02128.



Next Local 201 Membership Meeting March 19, 2024 - 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

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
Greg Sims 952-251-2615

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



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Published By Camera Graphics



SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Rose "Rosie" (LeBlanc) Posey on her recent passing. Rosie was a Sheet Metal Worker in building 40-1 and served the membership as a Union Health and Safety Representative. Rosie retired in May of 2016.

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.
781-215-3974 Text Preferred

CHIROPRACTOR

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



- Neck & Back Pain • Sports Injuries
- Sciatica • Auto Accidents
- Muscle Strains • Work Accidents
- Leg/Arm Numbness
- Repetitive Stress Injuries • Carpal Tunnel Syndrome

Complimentary Exam and Evaluation for GE, AMETEK, Veolia at Lynn Wastewater Treatment Plant, 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)

"Published monthly," \$1.00 a Year

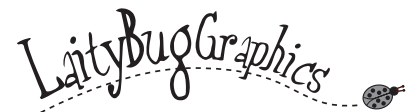


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Letter to the Editor

Help Knock Out Parkinson's



Local 201 member Brit Dunbar is raising money for the Punch 4 Parkinson's Foundation. P4P is a charitable organization focused on developing, implementing and funding non-combat boxing programs for those suffering from Parkinson's Disease. Brit is fighting in a charity boxing match on April 18th.

All proceeds go directly to P4P!



To donate, scan the QR or go to <https://shorturl.at/pEFMS>
Thank you so much!

Next Step on India Offset Campaign: Call your Member of Congress to Demand Job Security

Call (202) 952-9215 to be connected to YOUR representative in Congress and ask them to protect national security and American jobs by placing strong conditions on the US-India Military Tech Transfer Deal. The US government must block the exportation and sale of Indian made GE F404/F414 products and components back to the USA, or any third country or their armed forces.



RETRACTION

On the February issue of the IUE-CWA Local 201 News, published February 13, 2024, a mistake was made regarding a message of sympathy to the family and friends of retiree Angelo "Cookie" Colella. The sympathy indicated that Angelo had recently passed away. This was a mistake made by the 201 News team. Those near the family originally reached out to Local 201 to inform us that Angelo's brother, Salvatore Colella, had passed away. Local 201, the editor, assistant editor, and Local 201 News team would like to extend our apologies to the family and friends of Angelo and Salvatore for this mistake and any hardship our oversight has caused.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Angelo "Cookie" Colella on the resent passing of his brother Salvatore Colella.

GE Stewards Council

Tuesday April 16th
Building 40 Break Room
8am-9am and 4pm-5pm

Please let your boss know you'll be on union business for the hour.
This meeting is open to all Stewards at GE.

"Shoptalk"

Coffee with GE Union E-Board

Thursday April 4th
Building 29
1st Shift: 11:42am
2nd Shift: 5:00 pm

VET-TO-VET SUPPORT CONNECTION



Veteran run support network.

- No VA BS
- No paperwork
- No hassle

Just Veterans helping Veterans

Call: 781-584-7641 and be connected with another vet.
Strictly Confidential

Run and supported by IUE-CWA Local 201 Veteran's Committee

CLAIM YOUR T-SHIRT/HOODY

Please come to the Union Hall to pick up your 2023 Membership Meeting Attendance Award:

- | | |
|-------------------|----------------|
| Amaury Reyes | Kate DeSisto |
| Avelino Talabessy | Lea Stefanakis |
| Bill Holm | Lydia Nichols |
| Billy Stephanides | Mike Cameron |
| Bob Reynolds | Mike Cocozella |
| Brian Fitzgerald | Nick Overbaugh |
| Cohlette Carlino | Nick Velasquez |
| Don Doucette | Peter McCarty |
| Duc Nguyen | Rob Peterson |
| Eugene Anderson | Rudy Turcios |
| Frank Grullon | Shane LoPresti |
| Greg Peters | Trevor Tayler |
| Jay Daley | |



Listed Below are Open Positions as of March 1, 2024 at Lynn GE. You can apply for these jobs at

GEcareers.com

- 2 Power Plant Operators**
- 4 AAEMs**
- 2 Spot Weld**

Listed Below are Open Positions as of March 1, 2024 at Lynn Wastewater Treatment plan

You can apply for these jobs at

veolianorthamerica.jobs.net/

- 1 Electrician**
- 1 O&M Technician**

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

MARCH 19, 2024

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



OR VIA ZOOM

<https://shorturl.at/cBL34>

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
 - A. WOMEN'S COMMITTEE REPORT
 - B. EDUCATION COMMITTEE REPORT
- 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 MAKE-UP TIME FOR PERSONNEL PROPOSAL.

Signed,

ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent

Ametek Contract Preparation Lunch Meeting

All members are encouraged to attend
March 22nd, 12:00 – 12:30
Black Hawk Meeting Room @ Ametek

Sevenwood Financial Services, LLC.

WE ARE CELEBRATING OUR 20th YEAR IN BUSINESS!!

We are so proud to have helped so many protect, and grow, what they have worked so hard to earn. Our clients are enjoying a guaranteed lifetime income in retirement and receiving raises while taking that income.

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**. This will take waiting and wondering right off the table. You will know what you have today, and it can **ONLY GROW**.

The income solutions we work with have the following features:

- Offered by the **5th largest money manager**, in the world.
- **100% safe**, account value will never go down if the market drops or crashes
- **Up-front bonus** applied at account opening (call for current percentage)
- 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**
- After turning on the income, future gains/returns **result in raises**, and when your income goes up, it stays up

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.

RETIREEES: 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.

Please share your email address with us and we'll send you the rest of the information, including product brochures and comparisons to the market.

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 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)

Call us today!! Debbie Marti 203-376-7947 Eric VanOstrand 860-913-4563

www.sevenwoodfinancialservices.com



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Protect Pension Safety

201 retirees continue to be concerned about our pension safety. At our last retiree membership meeting we continued to share information and questions about the effect on our pensions of "de-risking" strategies. And we started to come up with ideas for next steps. We still have a lot to learn. Join us. Come to our next meeting. Sadly, we won't be able to have the Zoom option at our next meeting. Our Zoom master is unable to attend. Hope to resume Zoom option at our April meeting.

Below is an email I recently wrote to 201 Business Agent Justin Richards and President Adam Kaszynski about our concerns. They share it with union negotiators around the country at the IUE-CWA/ GE Conference Board meeting. They have asked me to talk more with them on the issues at an upcoming zoom meeting.

Hi Justin and Adam,

I and the Local 201 IUE-CWA Retirees Council are very concerned about GE's "de-risking" strategies. GE has already made cuts that hurt retirees and active members: It closed participation in the pension plan to those hired from 2012 on during the 2011 contract and sold the pensions of those making less than \$360 to the Athene Insurance Company in 2021. What's next? Freeze pensions of those who still have them? Sell off more retiree pensions? This is in addition to their cutting life insurance for those retiring after 2019 and cutting post 65 medical supplements in January 2016. Some retirees get a \$1000 Retiree Reimbursement Account to offset post 65 medical costs. Those retiring after June 2019 do not. All these cuts are examples of GE's dumping their obligations to retirees and soon to be retirees who built their very profitable businesses.

Cutting the pension for new hires continues to hurt current retirees. First, it hurts active members. I have seen estimates that a company/retiree would need to contribute 25% to 30% of pay to a 401K to equal the pension benefit. And it hurts retirees: our last "raise" was a 13th check for those retired at least 10 years in 2015. When retirees advocate for the need for a raise to GE management, they laugh saying no one

will get a raise given all the active members who will have no pensions at all. Yet we are affected by the same inflation that your members fought to get a 12% raise during your recent contract extension fight. And we gave up raises over the years to win retirement security.

Additionally, is the threat of selling more pensions to insurance companies. AT&T has recently announced a plan to sell pensions valued at less than \$2,200 a month to Athene in a \$8.1 billion deal impacting 96,000 retirees. Retirees get paid the same monthly amounts. The danger is if Athene goes bankrupt and retirees no longer have protection from the Pension Benefit Guarantee Corporation and are only protected by state insurance law. In Massachusetts the max protection is \$250,000. Much lower than the PBGC. A \$4000 a month pension would be protected maybe 5 years? The above AT&T pension would be protected 10 years? The Belltel retirees' group says Athene's surplus to liabilities ratio is very low compared to other insurance companies. And an independent insurance rating company Weiss gives Athene a C- rating.

We retirees want to join you all in the fight for fairness for retirees and active members. In the past a representative of the union retirees has attended negotiations with GE and made presentations on retiree issues. And in the past the locals have included the retiree issues in their rallies including plant gate rallies for a raise for retirees.

We hope you all will continue these approaches and we look forward to talking with you about working together on a campaign to bring fairness to GE workers and retirees.

In solidarity,

Alex Brown

President of Local 201 Retiree Council

More information on De-risking:

Flier from the Pension Rights Center, a pension rights advocacy group.

<https://pensionrights.org/resource/what-happens-when-a-pension-is-transferred-to-an-insurance-company/>

Article from Mercer for the PBGC on Pension De-risking included in my last column. Mercer is a corporate benefits research firm.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday, March 27, 2024

11:00 AM

In Person at the Lynn Housing
Authority Community Room
10 Church Street, Lynn

**For more info call Alex Brown:
617-922-5573**

Alex Brown, President
Greg Johnson, Financial Secretary

https://www.pbgc.gov/sites/default/files/appendix_i_de-risking_study-2018.pdf

An article on the UAW's fight for pension which includes the 25% estimate it would take for 401ks to replace defined benefit pensions. It's short and to the point and I highly recommend reading it.

<https://www.commondreams.org/opinion/uaw-fails-to-win-back-pension-plans-for-newer-workers>

Podcast that makes similar arguments if you prefer listening which includes critique of variable pension 401k options

<https://www.youtube.com/watch?v=OAVF8KDjUPw>

Directions to 10 Church Street from GE plant on Western Ave

From the GE on Western Avenue, head down Western Avenue towards Market Basket. Take the second turn at the rotary to merge onto S Common Street and continue towards the Common. Take the right at Walgreen's on Commercial Street at the second set of lights take a left on Neptune Blvd. Go past Lynn Voke Tech School on your right. Go through the lights at YMCA and your next left is Church Street. The first building on your right is 10 Church Street.



FleetLogix Workers Show Bosses They Are United to Win Their Union





Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

I want to thank everyone that supported Local 201 as we raised funds in support of one of our members. The Tesler family never asked for help, but Local 201 leadership recognized that if we could round up some money it might go a long way, as they navigate through challenges most of us are fortunate not to have. We raised \$5355 which is more than twice my original goal, the kindness and generosity of others never ceases to amaze me.

Shoe Truck 6am – 4pm

Shoe Trucks are scheduled for April 10th, and April 18th I'm comfortable that these days are close enough that they won't change.

You will have read this after the March 7th shoe truck day. If you prefer to go offsite to one of the accepted vendors (Red Wing and IPP) these

same folks will be happy to help you get on the store list and notify you when your name has been added and active before you go to the store. If you find yourself at the store and there is an issue, call me (617-462-7310) before you leave and go home, I may be able to get you support.

If you have are submitting a new Medical Shoe voucher claim, you can give a copy from your doctor to your Elected Safety Representative, EHS Leader or Suzanne Dozier for processing. A New Medical Shoe voucher can be obtained with a signed note from a treating physician stating a medical need for enhanced footwear. If you have a Medical Shoe Voucher and are having any issues call me. The company should have past records on file and not need to ask you for more paperwork.

The Joint Health & Safety Team wants you to wear PPE that doesn't hurt your feet, so if your most recent pair of footwear is causing discomfort let us know and we can likely accommodate you.



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.

Take the First Step

Save today for your child's tomorrow



BabySteps Savings Plan is a program of Deborah B. Goldberg
Massachusetts
State Treasurer and
Receiver General

Enroll today and receive a \$50 deposit

BabySteps Savings Plan

How BabySteps works:

- Start a free U.Fund 529 college savings account with MEFA to invest in your child's future education and training.
- Receive an initial \$50 deposit from the State Treasurer's Office into your U.Fund account.
- Take advantage of free financial education to help you save.
- Use funds to pay for your child's tuition, vocational training, books, and computer equipment.

BabySteps is open to any Massachusetts child within one year of their birth or adoption.



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ECONOMIC
EMPOWERMENT



SIGN UP NOW AT
mass.gov/BabySteps
(800) 449-6332 05/2022 EE6600

Dé el primer paso

Ahorré hoy para el futuro de su hijo(a)



El Plan de ahorro BabySteps es un programa de Deborah B. Goldberg
tesorera y síndica general del estado de Massachusetts

Inscríbese hoy y reciba un depósito de \$50

BabySteps Savings Plan

Cómo funciona BabySteps:

- Abra una cuenta de ahorro gratuita para la universidad U.Fund 529 con MEFA para invertir en la educación y capacitación futuras de su hijo(a).
- Reciba un depósito inicial de \$50 en su cuenta U.Fund de la Oficina del Tesorero del Estado.
- Aproveche la educación financiera gratuita, que le ayudará a ahorrar.
- Utilice los fondos para pagar la matrícula, la formación profesional, los libros y el equipo informático de su hijo(a).

BabySteps está disponible para cualquier niño(a) de Massachusetts dentro de un año de su nacimiento o adopción.



OFFICE OF
ECONOMIC
EMPOWERMENT



REGÍSTRASE AHORA EN
mass.gov/BabySteps
(800) 449-6332



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

Always make sure to voucher accordingly and with integrity. The Company is checking vouchers and is attempting to hand out discipline, but not due to violations of the vouchering policy but for not following made up rules from management. We have had multiple grievances the last year for members being accused of mis-vouchering and Union Relations stance on the record at Step 2 is that your cell leader can set expectations, meaning that they can tell you HOW to voucher. Also, it is a violation of GE policy 20.10, if your cell leader is telling you what to voucher and threatening you with discipline ask to see the written policy and get in touch with a steward and someone from the Hall. Reminder: Your cell leader or anyone from the Company cannot tell you what time to voucher.

LATO

The LATO Test group has been more than flexible with how they are handling the T901 endurance runs by making a group decision to have full coverage during running time. That wasn't good enough for the engineering team who wanted everyone to work on their schedule and tried not to give members contractual lunch breaks. It's one thing if the group decides to have that discussion, but some engineer that isn't even quali-

fied to be an AAEM isn't going to try and ignore the contract and local understandings because it doesn't fit their schedule. Hats off to the Test group for being the bigger people in this situation and solving the issues respectfully and professionally. Everyone knows how important the T901 is to Lynn, and we will go above and beyond just not at the cost of our Contract. PS Lunch is still owed!!

Logistics

Walking through Logistics the other day I noticed that there is so much work that it is literary spilling into the aisle to the point that it could be a safety issue. I understand that it is the end of the quarter, and it gets busy. I've talked to members on the floor, and they are working overtime so that only means they need to hire people. The Company claims that there isn't a hiring freeze currently, but every posting needs to be reviewed and approved by corporate. Sounds like a hiring freeze to me. Hope to see you around the shop.

Bobby

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Robert Hittinger on the resent passing of his wife, Dona (Devin) Hittinger.

Total Body Wellness

Local 201 EAP Director, Derek White

When speaking of health and wellness the first thing that comes to most people's minds is physical health, but that is just one piece of the puzzle. Total body wellness is a combination of your physical, mental, and emotional well-being. In future articles I plan on writing about different aspects of each, but for now I just wanted to touch on the topic a little bit. The mind and body connection has a big influence on our health. In most cases when we feel well, we think well and vice versa. By focusing on what we eat, staying hydrated, nurturing our minds, managing stress, and prioritizing sleep we can achieve higher levels of overall health. Even practicing a little bit of each is much better than not doing any. With the weather getting better as we head into summer now is a great time to get outside for a walk and restart or begin your wellness journey.

Speaking of getting outside, a few years ago I began running. Running a 5k was always something I wanted to do, but honestly didn't think I could ever achieve it. Fast forward to today and I have completed about 6 or 7 of them over the past couple of years. I plan on running about that many this year as well. Justin Richards, our Business Agent, and I ran a 5k last Thanksgiving, and we have plans to run more 5k events in the near future. The first one we are running will be in Lynn on March 24th; if anyone is interested in running and/or walking this event, please contact me or Justin for details. It would be great to organize a Local 201 running team in the future. Beginning a running program is literally taking it one step at a time. If running is something you always wanted to try, please reach out; maybe we can meet up and start at whatever pace works for you.

The Company still has not hired a replacement for an on-site EAP representative to replace Jeff Ziezel. The Company currently has Greg Sims filling in as an interim. Greg is available by telehealth only. If anyone would like to speak to him, he can be reached at 952-251-2615. Members covered under the GE health insurance plan also have access to 5 counseling visits at no cost. If you would like to use this benefit, go to liveandworkwell.com and register or call 1-866-272-6007. You can also browse the site to check out tools, programs and services included in your benefits package using the access code: GE. As always, I am here to support all of you and can help connect you to any resources you may need. If anyone would like to speak to me, I can be reached by voice or text at 339-338-2508.

All communication is strictly confidential.



IMPORTANT GE NUMBERS

GE Benefits Center	800-252-5259 or benefits.ge.com
Medical Care	Call the number on the back of your medical ID card
GE Dental Benefits Claim Center	888-529-8474
Health Coach from GE	866-272-6007
Pension benefits Center	800-432-3450
Payroll benefits.ge.com (Click on Payroll) or GE Payroll Center	800-315-1082
GE Retirement Savings Plan (RSP)	877-554-3777
Savings Accounts (HRA/FSA)	888-303-3006
GE Disability Benefits Center	800-392-0789 (Option 1)
GE Leave Administrator	800-392-0789 (Option 2)
GE Vision Care Benefits Claim Center	800-433-9375
GE Prescription Drug Benefits	800-509-9891
GE Ed Center for Tuition Reimbursement	800-992-0406
GE Travel Center	800-866-4382
Ombudsman (Megan Meyer)	617-239-5652
Anonymous Complaint Line	800-443-3632



VP's Corner

By JEFFERSON CRUZ RUALES
Vice-President/Recording Secretary



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board

201 Strong

As a newly elected officer of the Union, I had the duty to take part in the new officer training offered by IUE-CWA. This week I traveled to IUE-CWA Headquarters in Dayton, Ohio to attend these trainings. The wealth of knowledge and experience being passed down from the IUE-CWA staff and trainers is incredibly valuable to being able to properly perform my duties, and I am grateful to have had the opportunity to learn from them. Another aspect of equal value I am gathering from this experience is having the pleasure to meet the brothers and sisters from locals across the country who stepped up to lead their locals. A large majority of those in attendance were elected to their first term, and a handful of them were the first officers from newly chartered locals. I also got the chance to meet and spend some time with newly elected officers from 301 and 1004 and continue to build good will and solidarity among GE Locals. The energy in the room was always vibrant, and the long days went by quickly, as every bit of information and discussion kept us lively.

Having the chance to step back and look at our union from a different perspective is always eye opening, and getting to see our place in the large scale of the CWA and IUE-CWA strengthened my pride and conviction in our local. Local 201 is famous (or infamous) among the offices of HQ for being the

squeaky wheel. Each department, from legal, to organizing, to administrative and financial, every time I introduced myself to someone from the organization, they would mention how much they enjoyed working with 201, because 201 was always militant and on the move. Our union brothers and sisters from other locals had a similar reaction, as we shared best practices and tactics amongst each other, 201 always stood out as a local that learned to be creative and to fight for every inch.

It was always difficult to encapsulate what makes 201 successful, it's a combination innumerable factors like constantly looking to create leverage, leadership that is not complacent, a good outlook for our industry, and most definitely, the tough lessons learned from our past. However, time and time again, what I kept hearing is that our membership was strong. The fact that there is a history and culture of dignity in our shops was pointed out time and time again, and that our members are not afraid to push back both against the company and against the union as well. It is the members that create our strength and that keep the local energized, and it is the membership that has placed Local 201 at the forefront of our national union, and as a leader in the fight for the working class.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Stephen Palladino on his recent passing. Stephen worked as a Braze Inspector in building 40-1.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Michael J. Gangi on his recent passing. Michael worked as a machinist at GE Turbine and retired in May of 1994.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Walter Burnett on his recent passing. Walter worked in the West Lynn Plant, later Ametek. Walter retired in December of 2000.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree William J O'Neill on his recent passing. Bill worked in building 74-1 as a Mechanical Inspector and served the membership as a steward. Bill retired in January of 2002.

Maximo Maximo Maximo

I don't want to sound like a broken record, but we really need to make sure that every job, big or small, is in Maximo and that we get credit for all the work we do. This is the only way to show the Company what we do. I really need to drive this home and it really needs to be a team effort and happen throughout the Maintenance departments across the plant. Some of the cell leaders have gotten frustrated with this but this is the way it needs to be. We need work orders. Do not take anybody's word for it that is in Maximo. We've seen it a hundred times that a cell leader on the floor will ask us to do something and we say, "sure no problem, just make sure you put it in Maximo," only to find out later on that it never was. This has become a huge problem and so at this point where our value is being questioned it needs to happen.

If anybody would like or needs to know how to access Maximo, please let me know. I could show you or get you the training necessary for you to view Maximo and all the work orders in the system. Also, I know this is not really our job, but this is how important this should be to all of us. Anybody on the shop floor is able to enter a Maximo work order into the system from a shop floor computer so if you're given a job and discover that it has not been placed in Maximo, you could enter it yourself.

Finally, let's all continue to keep an eye on all the outside contractors and the 21-day notices. Let's keep all the work that is ours and that we can do in-house and show the Company what we can do, our value, and the cost savings we can save the Company by using us instead of outside contractors.

That's all I got for now.
See you around the plant.





And on the 8th day, God Created The Union

By CHRIS MOODY

LCM Executive Board

Hello Brothers and Sisters!!!

It's been a relatively slow month as far as any big announcements are concerned. A few members of the board were able to attend a tour through the site with representatives from Seth Moulton's office. I've heard the tour and meeting that followed was fruitful for 201. I am admittedly not the biggest fan of politics, but we cannot underestimate the importance of having politicians in our corner. I'd like to quickly touch on this month's "shoptalk" that took place in Building 64. The turnout was a vast improvement over last month and I'm hopeful that it will only improve more moving forward, especially when we enter a contract year. There were lots of questions asked, which shows a certain level of care for this union and the future of GE Lynn. The conversations were healthy and real concerns were raised. Another thing that took place this last month was the quarterly JCGC meeting. This month the board had taken a different approach, bringing our own slideshow as opposed to just viewing managements and having discussion. For LCM, we brought in 3 separate farm-in proposals, suggestions on how to stack shifts and some questions about the future of our site that we are still waiting formal responses on. With this only being my second JCGC meeting in the board role, I can say I was satisfied with how we had approached the meeting. There's a lot of work left to be done to get this site into a stable position, and Local 201 knows how to get us there.

Plant 1

Torque Tubes!! For every step we take forward, we take just a couple more back. I think there's a sense of hope that we're close to figuring out a solution, and it's vital that we do. I'm just gonna be honest, it's not a good situation for any of us and we need to figure out how to get on the other side of this. A couple

weeks ago on a Saturday afternoon, I had received a call from a couple members of upper management for the site, I was informed that there were 120 helicopters grounded globally due to the Torque Tube issue, and that they needed help getting 300 Torque Tubes through an FPI inspection. We were able to hash out an agreement in a quick manner to ensure we could get them inspected as fast as possible. It's important to realize that we all have a dog in this fight, and as we fight for the future of this site, we need to do everything in our power to turn any shortcomings into successes. Local 201 had done that in this scenario. As mentioned, the JCGC meeting was this last month. Here's some of the things coming out of plant 1. For quality, there is multiple QEMs from part development, a large majority of the non-conformances coming from Plant 1 is due to temp planning and unapproved programs and the total aged WIP currently sits at \$25 million. An unacceptable number for any business. For delivery and cost, there is a focus on having base labor hours consistently be around 4,700 each week. We need more parts and to have material readily available for that to happen and the biggest challenge being faced is the continuous development of 11 different operations. With that said, 4 of them are close to being finished. Lastly, their focus in 2024 will be on cooling plate and Okuma expansion over in Building 64, closing out some TC64 development, managing cost and retaining technical talent. I have some ideas on how to do so, first and foremost being the eradication of the MBW system. Speaking of development, the Company has placed a focus on closing out some development in TC64 specifically.

Plant 2

Plant 2 has been relatively quiet as far as big news, farm

out or farm in and any major changes taking place. There has been a somewhat sizable layoff coming out of HIRSS. I feel it's necessary to provide some background on that. A couple of us had met with the area Business Leader to review the load study on the area. There were 2 major factors that stood out, one being the customer deciding to drop their order of 113 cases for the year down to just 40. There is an uptick next year, and that uptick is a whopping 8 cases, going from 40 to 48. Second being the IME numbers. I don't think IME in general really tells the story, which is why the load studies are important. The area as a whole is hovering around 60% week after week. Where I would normally argue all of the issues as to why that number is so high, the schedule moving forward didn't really allow for much opposition. I had previously spoken about the want for 1 man 2 in the Small Cell. Talks had stalled for quite a while but have recently resumed. Management is actively working out all the things needed for it to happen, more to come on that as things progress. As for discussions at the JCGC meeting, here is where plant 2 stands. For quality, 17 QEMs had been launched in 2023, and losses have improved from 7.4% at this time last year to 6.4% this year. There is an average E-nonconformance callout of 278 each week. This number is too high, and the focus is to get that down to 240. For delivery and cost, the target for output this year is \$195 million. Delinquency for the plant currently sits at \$83.5 million and there is \$2.1 million currently in aged WIP. The Company's focus for 2024 is to reduce defects, improve on IME and to boost base labor hours.

Plant 4

I had received some really good news coming out of the Plant Leader meeting. Spot weld operations 20, 30, and 40 on each of the 296, 297 and 316

sub-assemblies will be returning to GE Lynn. They are currently working on getting back fixtures, and then our great crew of Spot Weld operators can begin developing to run them in-house. With all the uncertainty on the future layout of Plant 4, there has consistently been operations being farmed back in after years of harmful and excessive farm-out taking place. I also need to continue to shout out the operators in Building 32 Punch Press, they have not slowed down on producing over 1000 base labor hours week after week. For the size of the crew and the amount of work over there, it is impressive for them to maintain this level of production in a site that is riddled with issues. Let's talk Plant 4 at the JCGC meeting. For quality there was 13 QEMs launched in 2023 and they have set a target of 0 for the year 2024. The average E-nonconformance goal for the year is under 380 per week. The goal for losses for the year is 7.2% compared to last years 10.4%. Delivery and cost goals, \$160 million worth of output in 2024. Ship 15 mid-frames, 5 Ab cases and 12 Ab Liners per week. That is an achievable goal. Give us the material, and we'll give you the parts. There is currently \$6.1 million in aged WIP with a goal to reduce that by \$4 million in 2024. The biggest focuses for management will be to consistently obtain 3,320 base labor hours weekly and to get IME down to 15% or less on average. Continue their LEAN transformation and their biggest focus? Cost improvement.

That is all I have for this month, but I would like to reiterate that if any member has any issue that I am always available. I am always interested to hear from the membership about what is going on in the plant. The more I know, the more I can continue to work on specific improvements for the members of Local 201. I hope to see you all around!

*Business Agent's article
continued from page 12*

Back at home, the Lynn site manager John McCarron had invited Local 201 leadership to attend a brief meeting and tour with several GE corporate personnel and Congressman Seth Moulton's staff. GE had sent a couple of their government affairs personnel who sit in D.C, along with some of the smartest engineers I have ever spoken to. Surprisingly, McCarron's presentation did not consist of any misinformation that the previous site managers presentations did. The site leader expressed gratitude towards the Union for all the work we have been doing to highlight the needed solutions around the plant. He also spoke on the Union providing a variety of proposals in our JCGC meeting, as well as others over the past 8 or so months that have led to significant improvements around the site.

As we walked through building 74, we emphasized the fact that we are the only site in the supply chain that can engineer, develop, manufacture, build and test engines all in one site, "Soup to Nuts Operation in Lynn". During the tour, we sounded like a broken record at times, consistently hammering at the proper way to do business is to have complete control of the hardware and engines we ship out of Lynn, and the benefits that are gained by bringing work back in. Walking through TPMO we pointed out our capabilities to develop and produce a variety of T-901 & T-408 parts, building 64 Chad McFall preached on our capabilities to take on a significant amount of cooling plate and other work for the new engines as well as emphasizing our advantage of already being tooled up to handle an influx of work, and the massive improvements that have happened over the past 8 months. In building 42 we pointed out the bad business decision of the Company to send the flap work that we anticipated on getting into the gutted Platinum Cell, to Poland, considering we already produce the outer flaps for the 414/404 engine, and highlighted the supply chain issues that covid exposed with lead times and material issues that have had significant impact on delivery. Then we continue through 42 and low and behold what is sitting there? An M53/73 from Platinum, that was issued in the transfer of work and went to South Korea. The

question we then asked, with our level of delinquency, supply chain issues, was it a good business decision to send this part to the other side of the world considering we cut process time from around 22 hours down to about 12 by combining operations, and we are still currently tooled up to machine those parts? Not one word from anybody! Keep in mind, these decisions to offload this work from our understanding is coming from decision makers outside of Lynn. Now we need those decision makers to get the point and hear from their own people, "PUT THE WORK BACK IN LYNN" We headed through 29 and again, another opportunity to highlight the capabilities of our plant, and the tour ended. This was completely different from the first tour with Moulton, and surprisingly productive. Once again, I want to thank John McCarron for understanding the importance of having 201 in these meetings and realizing the some of the brightest minds and best resources are sitting in workstations across the site.

AVBG

I am going to say this, and I know I am going to pay for it, but it has been awful quiet at Conrac. We had our monthly step 2 meeting on 2/21, we discussed the active grievances and settled a few. The absence policy is still up in the air, the Company has yet to come to the table on it. We are trying to schedule a third step meeting with Corporate Union Relations managers to discuss the cases that have been denied in Step 2. The unfair labor practice charge is still active, the complaint with the Attorney General is still ongoing, and the potential for a class action lawsuit against the Company is still being discussed. Over this last shift bid, a series of complaints rolled in regarding the change in bid, and the impacts that had on members vacation schedule. The Company puts out a vacation bid in December, that usually gets approved by January and members have their vacations laid out for the year. The bid change juggled this around for some members. Unfortunately, per the contract, article 14(1), "The Employer shall have the right to establish various shifts...." Also, there is a 1 yearly bid minimum in the contract but there is no limit to the amounts of bids the Com-

pany can post throughout the year. If you now have a vacation conflict because of the new bid, see a steward immediately. Fortunately for us, the Company reserves the right to change the bid. However, they cannot unreasonably deny a member to move their vacation time around if conflict was caused by the shift bid. If this has happened, see a steward immediately. Next, the scheduling changes have been a hot topic regarding days-off shifting, bid lines changing or being removed, etc. There is nothing stopping the Union from proposing changes to the bid, there is also nothing binding the Company to accept those proposals, but it starts the conversation. We have had some success and got little changes to the bids in the past. So, get together with your group, come up with a reasonable proposal, see a steward and get it to the Company, or call the hall if you cannot get a steward.

The Company, fingers crossed, is anticipating a volume increase the end of March beginning of April and is hopeful to have everybody recalled by the middle of April.

Veolia Report

There are to be NO ADDITIONAL CAMERAS without the Company bargaining with the Union. This is a serious change in working conditions and our position is, a mandatory subject of bargaining.

Congratulations to the members who have put in the work, took classes, studied, tested, and passed to get higher licenses.

We are currently working with the Plant Manager to get a curriculum for the O&M program in writing. I do not know what is in the

water, or the food in that front office, as wildly uncomfortable this is for me to say, that manager has been accommodating and helpful with members taking classes and testing.

Ametek Report

One of the most joyful parts of my job is that it does not happen often enough, but has been happening monthly, being able to sit with all of you, break bread, converse, strategize, and plan! I cannot express my appreciation to you all for committing to our lunchtime meetings. It is evident by the level of attendance and engagement from this group, you all are solid, committed, and driven to get a fair contract. Hopefully this month we can start prying into proposals.

I am truly inspired by the knowledge, intelligence, awareness, and understanding of all of you. That is a major advantage at the bargaining table.

ABG Leave Procedure

Step 1 – Alert Manager of dates to be missed.

Step 2 – Call UNUM (866-779-1054) Follow any directions / provide requested paperwork. UNUM will alert us of approved dates.

Step 3 – Apply for paid leave from the state – www.paidleave.mass.gov



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FREE PARKING

EVENING AND SATURDAY HOURS



Business Agent's Column

By JUSTIN RICHARDS
Business Agent



President's Column

By ADAM KASZYNSKI
President

GE Report

Our first quarter step 3, and the Aerospace conference meeting was held on 2/27/24 in probably the most exciting location to hold these meetings, the Township of West Chester Ohio, (I say that with full sarcasm). Lynn once again led with the most grievances on the agenda, 18. Our brothers and sisters at 701, 301, and 1004 were not far behind, too close for my comfort. This shows the level of activity, or the number of unresolved issues currently at each site and is a great sign that the new leadership in the conference has hit the ground running! Unfortunately, because of our agenda and 201 being the last local to argue our cases in front of corporate UR, our scheduled lunch time meeting was postponed 4 times, and we still did not get through our whole agenda before running out of time. We have a wrap up scheduled 3/5/24 to argue the 3 cases we did not get to argue the week prior. We had 5 termination cases, 1 illegal farmout, 1 illegal lay off and transfer, 1 21-day notice violation (settlement reached), 1 bypass for upgrade, 2 unjust discipline, 2 management doing bargaining unit work, 2 by-pass for overtime, 1 disparate treatment, and a couple others. Per the contract the Company has one week after the hearing to answer to these cases, often the Company request a week or two extensions on time for answers.

The aerospace conference board met twice after third step meetings on Wednesday the 28th and Thursday the 29th. Our meeting on Wednesday was a meet and greet with the new invigorated, driven, steadfast leadership at the other locals. The best way I can describe this: comforting. I say comforting because going head-to-head in what sometimes feels like a cage fight, with a corporation like GE who has an endless money pit that they do not hesitate to reach deep down into, to fight against our goal to bargain for our members fair share. They throw their hands in that pit to pay exorbitant fees to the best and brightest legal brass they can hire, to try to stop the members in their tracks.

This can be uncomfortable for any union leader. It really takes some special characteristics in a person, especially in a leadership role, to not be intimidated by this. Our work in Lynn speaks to our diligence, passion, and dedication to fight and bargain for our members rights and fair share. This same passion was prominent in each one of the newly elected leaders on the conference board. GE is a big dog, just like any other big dog, they are always undoubtedly mistaken and conveniently forget, it isn't about the size of the dog in the fight, it is without a doubt, all about the size of the fight in the dog!

Second meeting day was led by IUE organizing staff rep Christian Gonzalez, who always kills it! Thanks to staff rep Jerry Carney, who invited some guests from another IUE aerospace local to attend our organizing meeting, prior to opening their contract negotiations this month. We offered and extended our support to help our brothers and sisters down south any way we can, and hopefully we will be adding another aerospace local to our conference board in the future.

continued on page 11

continued from page 1

the best arguments this fancy executive could come up with was that FleetLogix had no money (despite the Company paying him to fly out from Texas to Boston), and that if workers wanted a raise or better benefits, they should look for jobs at McDonald's.

FleetLogix workers responded to it just hours later by sending in a delegation of FleetLogix workers with IUE-CWA Local 201 President Adam Kaszynski to deliver a demand for voluntary recognition of our Union and simultaneously filing for an National Labor Relations Board (NLRB) election. The Company's arguments in the captive audience meetings were so insulting and ineffective that they actually convinced more workers to sign cards and wear their wristbands, strengthening our momentum, not weakening it.

Onwards to the NLRB Election

Unsurprisingly, the Company failed to voluntarily recognize our Union despite overwhelming demonstration of support, so the NLRB has scheduled an election on **Thursday, March 21 to be held in the mechanics breakroom at Avis-Budget HQ.** Between now and then, FleetLogix workers have kept their momentum strong by distributing Local 201 union buttons, holding meetings on lunch breaks, and coordinating other actions to convey a message to management that the workers have unbreakable solidarity to form their union, no matter what is thrown at them.

Importantly, the wristbands, buttons, and meetings show management any retaliation for union activity will be met by Local 201 with an immediate and unrelenting enforcement of these workers' rights under the NLRA through unfair labor practice (ULP) charges and/or legally protected worker self-help activity, as necessary.

At the time of writing this article, the CEO is holding captive audience meetings

with FleetLogix workers, asking them to vote no. We know that the promise of a boss is worth absolutely nothing without a union, absolutely nothing. The Company has had many chances to fix things already and done nothing, their next chance will be at the bargaining table with YOUR UNION. **Rally to Support FleetLogix Workers - Monday, 3/18**

Before the NLRB election on Thursday, March 21, we are asking Local 201 members, retirees, and any other community supporters to join us for a rally to support these workers before their election on **Monday, March 18 from 11am-1pm ET** outside Avis-Budget Headquarters.

What: Rally to support FleetLogix workers forming their union.

When: Monday, March 18, from 11am-1pm ET.

Where: Avis-Budget Group Headquarters, 375 William F McClellan Hwy, East Boston, MA 02128.

Congressman Moulton Office, Union and GE Management Discuss T-901

Congressman Moulton's Staff came to the plant to meet with GE and Local 201. The Congressman's representative directly asked GE to put a serious work commitment for t-901 work in Lynn in writing with the Union. With T-901 funding in jeopardy now is not the time to frustrate members of congress. Let's get this work committed to Lynn in writing quick and work together to make sure this important program receives the funding and support it needs!



Local 201 Business Agent, President, and Vice-President leading GE corporate and Rep. Moulton's Staff on plant tour.