

IUE-CWA Local 201 News

Celebrating 89 Years
as a Chartered Local
1933 – 2022

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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MBW Key Issues for all 201 Members at GE and Survey

We will be going back to the table this year to take another shot at the Market Based Wage system. 201 News published a series of articles in the lead up to prepare for those negotiations. In this third and final article we will recap key information from the previous 2 articles "Top of the Market" and "MBW Methodology"

along with the third topic presently influencing MBW negotiations "Growth"

MBW "Top of Market": Key Issue for All 201 Members at GE, previously published in January

The 2016 Agreement defined Top of Market in it's glossary as the following: "Top of Market: This wage is the top end of the

market for each job classification. Specifically, it is the 90th percentile for wages by job and geographic market..." Top of Market (TOM) IS NOT the "top of rate", TOM acts as a ceiling that restricts the top of the rate from increasing locally beyond TOM.

When there is base pay raise in the National Agreement top

of the rate increases but is not applied to members when a third party contractor – Mercer – determines TOM is less than the 90th percentile of wages for similar work in the "geographic market," rather, the difference between the restricted top of the rate and the local TOM is

continued on page 3

Workers Realizing Their Value

By Local 201 Business Agent Justin Richards

Huge shout out to Chris Smalls, the man who was fed up and took a stand, David versus Goliath, Chris versus a behemoth. I hope everyone is aware of Chris Smalls story but if you're not, here is a little run down. Chris was fired in the beginning of the pandemic after he organized a walk out over safety conditions, sound familiar? This lit a fire under this 30-year-old working class man who was sick and tired of being walked on by this massive company, Amazon. He was not willing to just move on and get another job knowing that he was just going to be replaced and nothing would be fixed, and he took his stand. This one-man band turned into a four-man orchestra, and they orchestrated a grass

roots campaign and dedicated 2 years of their lives to organize their warehouse, no playbook, no plan, but knowing where to start. These guys threw up a tent with two tables and four chairs and had one on ones and signed people up for their Union. His message needs to be heard by all of us, including management and executives across the globe, "the working class needs to realize their value." Chris pulled off one of the most impressive victories that labor has seen in decades.

I have said this many times in many different forums, to our membership and to the companies we represent here at Local 201. WAKE UP! Without us there is no YOU. At G.E. we are finally getting investment

and new machinery in the plant. Well, that investment is not coming out of some executive's pocket, that investment is coming from the profits of the products we produce! Without us there is no investment, there are no profits, there is no G.E. At the water treatment plant, these companies have a profitable contract with the city to maintain and run it, but the only way they win those contracts is by having the labor in place that has the knowledge and skill to keep the plant running. Avis and Budget, a car rental company that needs labor to process rentals, cleaning, servicing, and booking reservations. To keep the business running, and to buy cars so they can fill more reservations, they need to make a profit;

can't make a profit or buy more vehicles to rent unless you have labor processing rentals. Same goes for Ametek and the Saugus Library.

At this point corporations have it all backwards! Companies like Amazon, G.E, Ametek, AVBG and almost all big corporations in America, provide bonus incentives, stock options, and permissible time off benefits to their management and higher ups. Ever wonder why companies provide permissible time off to management and we get X amount of vacation and sick time and nothing more? Because they don't need them to keep the profit wheels greased. So rather than incentivizing the labor that turns the profits, they rob us in different ways. They rob us our time with our

families by keeping our wages low, so we have to work 60-70 hours a week just to live. They keep us working well into retirement age because retiring after working 40 years is not affordable after they took our pensions and retirement benefits. ENOUGH IS ENOUGH!

I have always rooted for the underdog, but are we really the underdogs? Or have we been trained to believe we are the underdog, and we have to accept what we get? There are no gains without sacrifice and the thought of sacrificing has made the working class far too uncomfortable for far too long. As we can see this massive wave through out the country, the working class is sick

continued on page 12

Local 201 Policy Board Supports a Worker on the GE Board of Directors - See page 8
Next Local 201 Membership Meeting April 26, 2022 - See page 5

- * 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, Staff and Retirees is extended to the family and friends of GE retiree Victor Lander on his recent death. Vic was a Fire Inspector who retired in 2006. .

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.



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Published By Camera Graphics



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



Personal Assistant Wanted
Looking for help with shopping, carrying groceries and light household tasks.
Call for details + hours.
617-293-3032

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- Sciatica • Auto Accidents
- Muscle Strains • Work Accidents
- Leg/Arm Numbness
- Repetitive Stress Injuries • Carpal Tunnel Syndrome



Complimentary Exam and Evaluation for GE, AMETEK, U.S. FILTER/EOS, and/or Local 201 IUE Members

Print your ad on this form.

Mail to: Service Directory, IUE-CWA Local 201,
112 Exchange St., Lynn, MA 01901.

Enclose Payment:

For active members & retirees: \$5 per issue or \$50 per year

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone #Circle: active or retired Date mailed

"IUE-CWA Local 201 News" (USPS 171720)

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*MBW Key Issues
continued from page 1*

calculated and converted into a lump sum payment.

For example, if a classification is \$0.10 below the top of market and a 3% increase (\$1.00) is negotiated effective 9/1/19, in the 2016 agreement an employee in such classification would receive \$0.10 in his/her base pay and \$0.90 converted to a lump sum payment.

The 2016 MBW Agreement put us in a rough spot. It put a "Top of Market" ceiling on everyone's wages that rises and falls at the whims of the so-called market. If we fought for and won generous base pay raises in the National Agreement, due to this local agreement it could be converted into a much less valuable lump sum payment.

MBW "Methodology": Key Issue for All 201 Members at GE, previously published in February

For the simplest explanation here is how this works. G.E. gathers all our job descriptions and turns them over to Mercer (the third-party that establishes what they call, "competitive wage structures"), Mercer takes these job descriptions and compares them to other job descriptions they have in their massive data base. When comparing job descriptions and Mercer does not have a match, they utilize the SIRS database (operates like Mercer but specific to high-tech positions) and apply a weighted average between the compensation benchmarks between both SIRS and Mercer. With each database they compute a 50th, 75th, and 90th percentile wage benchmark, then depending on how much the job description matches the different databases, they apply a weighted average and then compute another 50th, 75th, and 90th percentile benchmark. That's just part of it.

Mercer uses "CPI" (Con-

sumer Pricing Index) to establish an additional adder. Mercer is using a database filled with participating companies from all around the country with varying wages from region to region due to, housing, real estate, taxes, etc., we always refer to this as being the "cost of living" which is high in our region. Using CPI, a percentage is computed then added to the benchmarks that have been developed thus far.

So, for an example, if Mercer computes a national 90th percentile average wage being \$40 an hour, and the CPI calculation shows that our region is 10% higher than the national average, that 10% comes out to \$4, add that to the \$40 and the 90% benchmark for our region would be \$44 an hour. This is just an example.

It was a long fought out battle with the Company, and finally in 2021, the Company was required to furnish methodology data. The Union's position is and always will be, all these calculations are mandatory subjects of bargaining. Now that we can see the actual methodology, these adders, the percentages, weighted averages and job description comparisons are mandatory subjects of bargaining. It is crucial that we raise the ceiling on our wages before 2023 national negotiations, so we are not in jeopardy of being denied national negotiated wage increases.

MBW "Growth": Key Issue for All 201 Members at GE

Leading up to 2016 the future of the plant seemed unstable, many of our members were concerned with how the future would play out. Will G.E. Lynn still be here in the next 10 years? What are we going to do next? I am a big believer of weathering the storm but from a leadership role when your decisions influence the members livelihoods, weathering the storm is not an easy position to

take when the outcome might not sway your way. MBW was sold not only to the membership but to the public, as an agreement that would provide growth to Lynn. It has done everything but that!

At the inception of MBW our headcount floated around 1260, the demand for Lynn hovered around 1.1 million base labor hours for the year. Fast forward to 2021/2022 our headcount has been consistently under 1200 members, and the Company has taken a destructive position to offload Base Labor Hours to the point currently we are under 900k hours on the books.

So, what happened to this alleged growth the Company sold us in this agreement? If any of you find it, please let me know, I have been looking for it since 2017!

It is important in this upcoming negotiation we negotiate actual growth language into the agreement. What would growth language look like? **A guarantee to put new product lines in Lynn, T901, composite manufacturing, transition Lynn into a brilliant multi modal site just like the one they spent millions on in Pune, India. Headcount, and work guarantee?** As I stated above since the inception of the MBW agreement, the Company has offloaded nearly 300k hours of work equaling to about 200 jobs. As we are going

into these upcoming negotiations, **commitment language is crucial** for a couple key reasons. One, commitment language holds the Company accountable to the actual spirit and intent of the MBW agreement, and two, to fend off the Company's endless attack and initiative to downsize Lynn to a point of unsustainability. The investment the Company has put into Lynn is great but means nothing without work commitments and guarantees. They can easily pull the plug whenever they please but if they commit in writing to put new product lines in Lynn they will be required to invest.

PLEASE FILL OUT THE MARKET BASED WAGE SURVEY ON THE NEXT PAGE AND RETURN.

**New supply of
Local 201 Hoodies
on sale now
\$50.00 each
all sizes available**



**Alcohol & Drug Abuse Affects Everyone
- Recovery Does Too.**

Alcoholism, drug abuse and compulsive gambling can affect everyone it touches...at home, in the workplace, and in the community, if someone in your family or yourself needs help, please contact the Employees Assistance Program.

**All calls are strictly confidential
Derek White, LADC1, MA-PGS
781-584-7641**



Market Based Wage Negotiations 2022 Survey

April 11th, 2022

In 2021, the membership ratified modifications to the MBW agreement that included a provision to go back to the table by June 2022, “matters such as progression changes, top of market, classification consolidation, the expiration of the agreement, and any other subject the parties mutually agree on shall be discussed”.

Your bargaining committee needs all members input before going into negotiations. Please fill out this survey and return to the Union Hall or your steward by Friday April 22nd, results of the survey will be shared at the April 26th Membership Meeting in-person at the union hall.

- **What is the most important thing to accomplish in this round of MBW negotiations?**

- **What other important items would you like to see accomplished in MBW negotiations, do you have ideas or proposals that you would like to share with the bargaining committee?**

• **Name:** _____ **and/or SSO:** _____

Hire Date: _____

(This information will not be shared. It is to verify which progression you are on and that you are a 201 member. If this field is blank, it may indicate the survey was filled out by management and must be discarded.)

• **Comments:**

**Fill out paper survey
or scan QR code**



Follow up: *If you would like to be contacted about your ideas or answers to this survey by a member of the bargaining committee, please include the best phone number to reach you.*

Phone Number (optional): _____

Current Lynn GE Job Openings

4-Repair Control

1- Welder

2- HVAC

Go to GEcareers.com to Apply

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

NEXT MEETING

APRIL 26, 2022

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

FIRST SHIFT 3:30 P.M.

SECOND SHIFT 12:30 P.M.

THIRD SHIFT MAY ATTEND EITHER MEETING.

AGENDA:

I. FEATURED PRESENTATIONS:

- 1. 30+ YEAR PIN 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 TO ACCEPT LEGISLATIVE COMMITTEES AND POLICY BOARD RECOMMENDATION TO ENDORSE TERRI TAURO FOR REPRESENTATIVE 8TH ESSEX MA IN 2022 ELECTION.
- 2. VOTE TO ACCEPT LEGISLATIVE COMMITTEES AND POLICY BOARD RECOMMENDATION TO ENDORSE PETER CAPANO FOR RE-ELECTION FOR REPRESENTATIVE 11TH ESSEX MA IN 2022 ELECTION.
- 3. VOTE TO ACCEPT LEGISLATIVE COMMITTEES AND POLICY BOARD RECOMMENDATION TO ENDORSE SHANNON LISS-RIORDAN FOR ATTORNEY GENERAL MA IN 2022 ELECTION.
- 4. VOTE TO RECOMMEND A "YES" VOTE ON 2022 GE PROXY STATEMENT QUESTION #7. TO ELECT A WORKER TO THE GE BOARD OF DIRECTORS

Signed,

ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent

President's article continued from page 12

GE Contract 2023: Talking Union

The National Agreement between IUE-CWA and General Electric expires in just over a year, June of 2023. Over the coming year we have to get ready for contract and prepare for a fight. The Company refused to re-sign the side letter that they would not try to freeze the pension last contract, so we can expect they'll be coming after the pension. Last contract they came after double time, a key job security provision (I would argue it was the strongest job security language we had left) so they should leave overtime alone this time – but seeing as how the Company is preparing to break itself up and sell itself off, they will be hungry to make their labor as cheap as possible – so I expect nasty proposals from the Company to try to change our overtime rules and low ball wage offers. As always, the Company will seek to put healthcare costs on workers, through increases to our cost and potentially reduced coverage. Both locally and nationally the Company has hired chief negotiators with union busting experience. Nationally the chief negotiator doesn't come out of GE he is simply a high price union busting attorney who has allegedly locked workers out instead of settling fair contracts. So, what is the Company telling YOU? Does a company that wants a so called "collaborative" relationship with unions hire Union Relations people with union busting notches on their belt? NO. They are coming for our contract and will try to break our unions in the process. You are the Union, and you will not be broken. Here is what you can do right now to prepare for that fight.

1. **Start Saving Money:** If we fail to reach a satisfactory agreement with GE we will have to strike. Strike benefits are limited. CWA Member Relief Fund (MRF) Strike Benefits start at \$200 a week, and we have a large Local 201 strike fund on top of that, last contract the membership voted to raise local strike benefits to a modest \$100 a week (on top of the \$200 from the CWA MRF). Strike benefits do not start until the 15th day of a strike per CWA bylaws. On the 29th day of a strike the CWA MRF pays \$300 to strikers. On the 57th day the CWA MRF pays \$400 to strikers. You need at least a couple months rent, or a couple mortgage payments in the bank by June 2023 and you have over a year to start saving.

2. **Stand up to the Boss:** you have the right to **concerted activity**, use it. Concerted activity as defined by the National Labor Relations Board "You have the right to act with co-workers to address work-related issues in many ways. Examples include: talking with one or more co-workers about your wages and benefits or other working conditions, circulating a petition asking for better hours, participating in a concerted refusal to work in unsafe conditions, openly talking about your pay and benefits, and joining with co-workers to talk directly to your employer, to a government agency, or to the media about problems in your workplace. Your employer cannot discharge, discipline, or threaten you for, or coercively question you about, this "protected concerted" activity...However, you can lose protection by saying or doing something egregiously offensive or knowingly and maliciously false, or by publicly disparaging your employer's products or services without relating your complaints to any labor controversy."

3. **Participate in Union Activity:** Read the 201 newspaper, attend meetings and actions called by the Executive Board. Fill out bargaining surveys. Make sure to bring issues to your steward. Wear a Union T-Shirt on Thursdays. Sign up as a GE Campaign Captain (go to: <http://bit.ly/GEcaptains>).

4. **Don't Show the Boss your Job, Show them you are United.** In the event we have to miss some work, the Company may try to have management perform your job, so do your part by not teaching the boss how to do it. Show the Company you are unified by keeping internal beef out of HR and off of the internet. The only management person you are obligated to converse with is your direct supervisor. Don't work out of classification. Showing division is doing the Company's job for them, don't be fooled into being a sucker.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Staff and Retirees is extended to the family and friends of GE retiree David Lee on his recent death. Dave was an AAEM who retired in 2021.

201 EAP Update

by IUE CWA Local 201 EAP Director Derek White

Hello Brothers and Sisters, my name is Derek White. On March 28th I took over as director of Local 201's union Employee Assistance Program. Our longtime director, Bob Cummings, fully retired from GE as well as from his position as Director of our EAP program on March 25th. Bob had been the director of the program since 2003 when he took over the role from Al McQuarrie after his retirement. I have spent time daily with Bob over the past few months while training for the position. His dedication and care of the EAP program was evident every step of the way. We all owe Bob a world of thanks for what he has done for our members over the past 20 years. Thank you, Bob! It has been a pleasure getting to know you better during our time together. We wish you nothing but the best during your retirement that you have so well earned and deserve.

Over the past 4 years I have been a union steward as well as a union safety representative. Those positions I had in the past allowed me to get to know

many of you. The well-being and rights of our members has and always will be important to me. This new role as Local 201's EAP director awards me the opportunity to work on a level which has deep meaning for me. I began my own journey into recovery in 2013. I wanted to help others in a broader way so in the spring of 2017 I enrolled in the Drug and Alcohol Rehabilitation Associate Degree program at North Shore Community College. I graduated in May of 2021 with the degree along with a certificate in Drug and Alcohol counseling. Continuing Local 201's long-standing EAP program is certainly something I am looking forward to.

The history of Local 201's EAP program dates back almost 50 years and has helped our union members and their families resolve issues affecting their lives. Our EAP program is a work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees and their family members who have personal

and/or work-related problems. I am available at both the union hall and the medical center. Jeff Zeizel, the Aetna insurance EAP representative has an office located at the medical center. If anyone would like to speak to me, I can be reached at 781-584-7641. Jeff Zeizel can be reached at 617-733-2842. **All calls are strictly confidential.**

In solidarity,
Derek White



Outgoing Local 201 EAP Director Bob Cummings (left), with the incoming Local 201 EAP Director Derek White on Bob's last day.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Staff and Retirees is extended to the family and friends of GE retiree Robert Lanciani on his recent death. Bob was a GE Welder who retired in 1994.



Letter to the Editor

Members of Local 201 -

The affected members of the December 2021 tornado and Local 83701 would like to thank you for your generous donation to our Disaster Relief Fund.

James Hamby, President
IUE CWA Local 83701

Saugus Public Library Contract Update

By Jackie Miller Chief Steward Saugus Public Library

As another spring unfolds, another re-opening of contract negotiations begins at the Saugus Public Library. At this time, IUE-CWA Staff Representative Kendall Bell and Local 201 President Adam Kaszynki are working with me to set a date for our first meeting with Town Manager Scott Crabtree. We hope to meet on Wednesday, April 13, 2022, to begin negotiations.

The library staff and I would like to thank Kendall, Kaz, and all our Local 201 union sisters and brothers for their ongoing help and support. My years as a union steward (and all the reading I do as a librarian) have made me acutely aware of the need for unions to protect workers and how easily workers can be exploited.

Unions matter!

Times, They Are A'Changing!

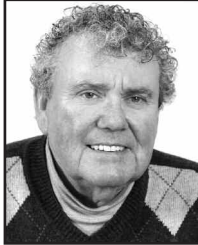
You've probably heard about the NY Amazon warehouse employees who voted to unionize despite Amazon spending over 4 million dollars to prevent it's workers from unionizing, but there was another Yahoo!News article, *Are unions making a comeback after decades of decline?* on Monday, April 4, 2022, by Mike Berbenes.

As Berbenes reported, "Support for unions, both among the public and in Washington, is growing. A Gallup poll from late last year found that 68% of Americans approve of unions, the highest percentage since 1965. President Biden has repeatedly pledged to be the "most pro-union president" in American history and

has staffed his administration with a long list of pro-labor appointees, including naming a former union leader as his secretary of labor."

There are other recent articles and news reports about workers learning what workers in the early part of the 20th-century knew all too well as they fought for workers' rights: Workers unionize, or workers will be treated as expendable commodities.

Let's hope that Senator Elizabeth Warren is correct. "Something special is happening in America right now," progressive Sen. Elizabeth Warren tweeted in response to the Staten Island warehouse vote." In the meantime, we, the members of Local 201, will keep working to ensure it.



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

Did you know that on April 15, 1892, the Thompson Houston Company of Lynn, MA. merged with the Edison Electric Company in Schenectady NY to form General Electric? That makes our company 130 years old this year.

Unfortunately, we have seen many changes which have hurt retirees dramatically. Especially in the last few years. I can relate to this because my service date is 2/20/1961. I have spent over 61 years associated with local 201. Personally, I think Jack Welch would be turning over in his grave with what the GE has done to our retirees.

I have attended the GE

annual shareowners meeting for over 27 years and brought thousands of GE retirees to those meetings to ask for better benefits. Unfortunately, even as we have been able to get some pension increases in the last few years, we have watched GE take away from those least able to afford it. The major take away was our over 65 health insurance while at the same time they enriched the plans of the top executives. Just an example, GE took away the matching gifts from the GE foundation for retirees who wanted to have their gifts matched. Another slap in the face for retirees. As they

also did for emergency funds for retirees during emergency situations.

On another subject, many health care plans will pay \$150 towards a membership if you join a recognized health club. You should check your plan and if they do ask what you have to do to obtain that benefit.

The GE Annual Shareowner's meeting has been announced. It will be held virtually on May 4, 2022. As I stated earlier, I will attend and speak as an advocate for GE retirees. Alex Brown has a proxy proposal she is writing about see page 8 of this newspaper.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Vasilios "Billy" Stephanides on the recent death of his grandmother. Billy works in bldg. 66.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Tuesday April 26, 2022 1-3 PM
Join Zoom Meeting

<https://us02web.zoomus/j/86199516446>

Meeting ID: 861 9951 6446
Passcode: 153283
Call in: + 646 558 8656

**For more info call
Kevin 781-367-7822**

Kevin D. Mahar, President
Edward Walczak, Financial Secretary



WARNING: GE is cutting healthcare for eligible family members of employees

Did your family lose your GE healthcare?

Tell GE to come clean about how many families it has cut off from healthcare

*If you have lost coverage or are having issues,
please contact 201 VP Tom O'Shea at 781-598-2760*

Sign the petition demanding GE reinstate all healthcare now for all eligible family members



Printed in House with Union Labor

Call GE Benefits at 1-800-252-5259 to ask if your family is still enrolled in GE healthcare

Save The Date
IUE CWA Local 201 Stewards Class
May 24, 2022
Space Limited
Please call the Hall to reserve a spot.
781 598 2760

¡RESERVA LA FECHA!
SAVE THE DATE!
MAY DAY 2022
SUN. 1 MAY, 2PM
CARAVAN & RADIO
MORE INFO/MAS INFORMACION
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Please contact our office to verify your eligibility and to schedule an eye appointment.

Dr. Petya Damyanova, Optometrist
427 Lynnway
Lynn, MA 01905
(781) 599-2773

FREE PARKING

EVENING AND SATURDAY HOURS

Vote Yes on Shareholder Proposal for Employee Director on the GE Board of Directors

By former President IUE CWA Local 201 Alex Brown

I'm a GE Lynn retiree and former local 201 leader, and a GE shareholder.

Working with the union I've submitted a shareholder proposal to have a worker on the Board of Directors. Why?

Workers create essential value for the Company. Our knowledge, skill and caring make great products. We care about the quality of our work. **Especially making jet engines.**

GE needs someone on the Board that cares about the products and knows what it takes to make them.

GE has pursued a strategy of risky acquisitions rather than sustainability of its core business'. It has hollowed out its workforce in the US while relying on government subsidies. When I started work in Lynn in 1978 there were 8000 union members. GE CEOs like Jack Welch turned the Company into a bank with disas-

trous results revealed during the 2008 financial crash. Tens of billions of dollars were sucked out of the Company to reward speculators. They extracted short term profits over long term investments in workers, equipment and innovation and **workers and retirees** paid the price in jobs cuts, and cuts in pay, benefits and pensions.

A worker on the Board brings the knowledge and deep interest in the ongoing viability of the Company. A worker director is aligned with interests of **long-term stakeholders** such as the workers, retirees and their community. This perspective is needed especially as GE seeks to destroy the Company with its proposed splits.

GE should protect and strengthen human capital to make our Company stronger. A worker director under-

stands the importance of rebuilding and stopping offshoring. Enhanced domestic production avoids the supply chain issues we've seen recently. And it is better for the environment cutting down on fuel use needed to ship products around the world.

GE workers and retirees who own GE stock, please **VOTE FOR** the proposal #7 on your ballot: **Require the Board Nominate an Employee Representative. Deadline is May 11:59 pm** for those in the RSP. You can vote your shares on line, over the phone, or by returning in the mail. Your option may vary depending on how

your shares are held. Check your mail and email for Proxy related materials, as well as 'Voting and Meeting Information' page 66 and 67 of the Proxy Statement. The proxy statement and voting instructions, as well as instructions on how to participate to the meeting via computer, are available at General Electric's website. (<https://www.ge.com/investor-relations/annualmeeting>) For more questions call the Hall at 781-598-2760.

GE will be holding its Annual Meeting for Shareholders on May 4th, 2022 at 10:00 am EST, it will be held online, not in person.



Get Money for School

IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2022-2023 school year. The scholarships are available to IUE-CWA members and their families.

For information on eligibility and an application, go online at <https://iue-cwa.org/scholarships/iue-cwa-scholarship-application-form>

Applications will only be accepted over the Internet.

The **deadline** for applying **April 15, 2022.**

As of this publication the IUE CWA Website on Scholarship information had not been updated.



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$4,000 each for the 2022-2023 school year, and another \$4,000 for 2023-2024. (2nd year award based on satisfactory academic record.)

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

Eligible are CWA members, their spouses, children and grandchildren (including those of laid-off, retired or deceased members) planning for college studies. Undergraduate and graduate students returning to schooling may also apply.

Final deadline for applications is 11:59 p.m., EST, April 30, 2022.

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

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.

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

https://cwa-union.org/pages/beirne_scholarship_application



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

I am hearing about a few instances of members not wanting to train fellow members. It doesn't matter if you are training a member with higher service or someone you don't like or if you're at the top or your still in progression, or if you flat out refuse. On top of it being unfair to other members it could be made your job assignment and by refusing to do it could lead to discipline. Remember someone trained you so pay it forward.

Once again, I'm going to remind everyone to punch out when you leave the plant and are crossing the yellow line going on public property. The turnstile does not punch you out.

LATO

2021 Engines shipped: CF-34-3b 22, T408 11, F414 42, Gripen 6, 701-d PT 213, 401c 52, CT7-9 1, CT7-8A 3, CT7-98E 10, CT7-2 29. Considering there was a pandemic going on as well as part shortages and the fact that the Supply chain is broken it wasn't a bad year in Assembly.

Great news, the first T901 was tested and went great.

The Company is interested in reestablishing the safety committee and is looking for AAEM participation.

At the last Stewards meeting the business told the Union that the start of the of Q2 was going to be very slow and they are expecting parts to come in slow, but the rest of

the year be prepared to work.

There is a new cell leader that was hired to work Thursday through Sunday in building 29. Remember you only work for one cell leader; the other ones are there for coverage. I don't see this situation going too well, you know the old saying to many cooks in the kitchen.

Logistics

Lead Hand Responsibilities:

1. Train people on workstations.
2. Lot number Modifications. (Except in SPP to LVS)
3. Help with Expedites. (Except: Locating totes, priorities orders)
4. Collection of 2410 forms at the end of the month.
5. Periodically review Packaging material and provide a list of what is needed.
6. Ensure surplus is returned daily and re-received.
7. Handle day to day questions.
8. Perform Material Handler functions.

If you are performing any of those duties and are not a lead hand, go, see a steward. Don't do it for free.

The Activities committee is looking for members. If you are interested see a steward or call the hall.

Hope to see you around the shop.

Bobby



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board

THROW IT ALL THE #@%*%! AWAY!!!

This is my answer to management going forward when it comes to 2S and the continuation of production infringing on long standing maintenance areas around the plant claiming that they need the space for production areas. They have more space than they have ever had in the buildings that are remaining after they have scrapped over a hundred machines. I'm sick and tired of hearing that we need this space, so we are going to have to take over this area for production. Then when management is asked where we are going to put the guys, spare parts, machines and materials needed to do our jobs they look at you like a deer in headlights. It's absurd. No plan whatsoever. It's clear at this point that when it comes to maintenance we are clearly undervalued.

I don't even know why at this point that they even bother to come to us and ask us what we need and what we don't. When we tell them, they clearly don't want to listen anyways. Do I think some of the shops needed to be cleaned up? Sure. I'm sure we all could get rid of some stuff as well as do some consolidation and organization. The problem is that it doesn't seem to be good enough and they have this grand delusion that they are going to gain all this space by us doing so. Wrong! Numerous times we have been asked what we need to keep and when we say that we need all this stuff that is left after the cleanup it's still not good enough. They want more. They want us to be able to tell them what we are going to need tomorrow, 3 months from now, and 6 months from now. HAHHAHA! How the hell are we supposed to know what is going to break tomorrow. So, you know what. Screw it. We told you what we need. If you don't want to believe us because you know so much more about maintenance than us and what the machines actually need **THROW IT ALL THE %\$#@ AWAY.** I don't care

anymore. They can tell us what we need and what we don't. Clearly they know better than us. Tell me to throw something away or get rid of it. No Problem. When we can't get another one or it takes 12 weeks to get the part we once had. Oh well not our problem. You don't want to listen you get what you get. Great way to solve machine down time. We tried to tell them, and they just continued to refuse to listen. They are the ones with absolutely ZERO plan when it comes to maintenance. Just more and more knee jerk reactions and flying by the seat of their pants. So typical and I'm tired of it.

MAYBE YOU SHOULDN'T HAVE TORN DOWN 7 BUILDINGS IN 10 YEARS!

You want me to be honest. We need more space. There are over 50 new machines in the plant over the last couple years. You know what we have for spare parts for these machines? ZIPPO! Ding, Ding, Ding, That's right! You win a promotion! Where are all these parts going to be stored that are going to be needed to repair these machines? Not to mention the geniuses buying these machines continue to buy 7 different types of machines with 7 different types of controls. That's right, Geniuses... Just ask them, they'll tell you. God forbid we actually do something intelligent and buy all the same control and be able to buy spares that will be able to be used on multiple different machines. Brilliant! Again, Zero real plan.

The Company says they have a plan to fix this place and right the ship. That remains to be seen. They say they need our help and want collaboration between the Union and the Company. Well actions speak louder than words. Whatever their plan, however, it sure doesn't seem like it includes Maintenance. At least that's the way it seems as of late because when asked they have no plan and no answers.

But Hey! At least the plant will be clean! Great job on your 1S.

Apply Now: New E-Team Machinist Training Class

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 training program.

Applications may be obtained at the Union Hall or go to our website: www.ETeamhome.net

Facebook <https://www.facebook.com/ETeammachinisttraining>

Call us at 617-699-1071

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





VP's Column

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

Bob Cummings

Longtime Local 201 Employee Assistance Program Director Bob Cummings retired "again" on March 25, 2022. Bob officially retired from GE in 2018 and stayed on to run the EAP program as a retiree for 4 more years.

His career at GE started in 1974. In 2002 after training with Al McQuarrie Bob became the IUE CWA Local 201 EAP Director.

The job of being EAP leader is that of the unsung hero. Strict confidentiality is abided by so no one knows who he is helping. But the people who are being helped know it. Many of them stay in touch with the leaders in this program. And they often reach out on a regular basis to remind them how much it meant to them to have had someone who cared.

I talked to Bob on his last day, and he said that when he was cleaning out his office and shredding documents of all the cases, he could remember every face they represented.

IUE CWA Local 201 was extremely lucky to have Bob in that position. "Bob" many thanks go out to you for all your hard work.

From everyone at Local 201 enjoy your retirement!

North Shore Labor Council

The North Shore Labor Council monthly meeting for March was held on the 23rd. Report outs from one of the nurse's unions and from a local Saugus nursing home were depressing.

The nurses have been hit hard during the Covid pandemic. In normal times their regular schedule is demanding. Covid amplified that to the point of burn out for many with some nurses quitting their jobs. Jobs that were more than just jobs but careers they often hated to leave. With nurses leaving their jobs short staffing has made working at some hospitals unbearable. Couple that with private equity groups buying hospitals and looking for ways to maximize their investments by squeezing

the employees in these institutions and you have a recipe for disaster.

A Saugus nursing home represented by SEIU 1199 workers have held several standout demonstrations in the past three months. They are in contract negotiations and have been bringing attention to the despairingly low wages they receive and the impasse they are currently at. The standouts did not have a great influence on the bargaining committee of the nursing home, so the union voted to hold a 24-hour strike scheduled for March 30th. Apparently, this got their attention, and they came back with a substantial offer for the nurses and other licensed staff at the facility. The strike was postponed. However, there was no offer of increased wages for the rest of the staffing at the facility. Negotiations are continuing with the threat of a possible 24-hour

strike still on the horizon.

Thanks to all the local 201 members and north shore labor council dele-

gates that have supported both groups. Our continued support will be needed in the future.

GE IS PINCHING PENNIES by Cutting Our Jobs and Our Healthcare

GE Cuts Hurt Workers and Our Families While CEO Larry Culp Spends \$2 Billion to Break Us Up for His Hedge Fund Pals

Things Don't Add Up and We Need to Teach Poor Larry a Lesson in Common Sense

Help Us Show the Power of GE Workers: **Bring in Your Pennies and Spare Change for the "Poor Larry Collection"**

Printed in House with Union Labor

Together We'll Send a Message that It's Time to Stop the Cuts and Start Putting GE Workers and Families First

It Starts With Me SAFETY

GE Aviation Lynn 2021 Shoemobile Schedule

| | | |
|----------------|-------------------|-------------|
| April 13th | 6:00 AM - 4:00 PM | South of 40 |
| April 21st | 6:00 AM - 4:00 PM | North of 42 |
| May 12th | 6:00 AM - 4:00 PM | South of 40 |
| May 25th | 6:00 AM - 4:00 PM | South of 40 |
| June 1st | 6:00 AM - 4:00 PM | South of 40 |
| June 8th | 6:00 AM - 4:00 PM | South of 40 |
| July 27th | 6:00 AM - 4:00 PM | South of 40 |
| August 24th | 6:00 AM - 4:00 PM | South of 40 |
| September 14th | 6:00 AM - 4:00 PM | South of 40 |
| October 12th | 6:00 AM - 4:00 PM | South of 40 |
| November 16th | 6:00 AM - 4:00 PM | South of 40 |

Please notify your EHS Leader to get approval to purchase at one of the participating offsite vendor stores. You can also purchase shoes online at Lehigh safety shoes.

Please inquire with your area EHS Leader or Suzie Dozier at extension x7705

IMPORTANT GE NUMBERS

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



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

I spent a lot of time this week walking through every cell in LCM, talking with members to hear what's going on. I started with building 40. Small Engine Inspection work has been slower over the last six months, but still steady. Small Engine Weld group just did the last of the T-54 combustors before they go to Romania. Sickening. I remember welding these T-54's when I was in Small Engine; 201 always did a great job on these, but I guess they're better off in Romania than in America. Thanks GE. EDM Small Engine is going good with steady work. I'm hearing Small Engine MJT work is picking up, but the operators say if they lose T-700 work, it's going to be a big problem for the area. Building 40 HIRRS Sheet Metal is consistently picking up due to more flame holder work coming in. The HIRRS weld group has steady work, the flame holder work will help them too! Building 40 Prep to Braze is up and down: it's overflowing one week and down the next. I'm hearing that T-24's and T-45's are going to start picking up in Building 40 Mixed. Mixed Spot Weld is steady but for the last month and half they've been having material issues. Mixed Punch Press seems steady with work. Building 40 Large Engine Weld group has been steady, as well as Large Bench, combustor work is slowing down a bit, but sheet metal work is starting to pick up.

Building 66 Zyglo work is steady and doing good. Blue Cell 66 has been doing good, but as of late they're having material issues which stems from outside vendors. After investigating these vendors, Rolled Alloys, and United Performance out of Ohio, I found out not only is it hard to get our material, but sometimes we get sheet metal with the wrong thickness or with the wrong heat numbers, which is a major problem. Green Cell Mill group is putting in a lot of IME with hardly any work, because they are developing a new

process that is taking a long time. Green Bench 66 is having material issues as well but seems to be doing good otherwise. Green Weld group has slowed down a lot lately with the old laser weld down and new laser not being able to run swirler and cones on combustors. Blue Weld group 66 is bombed with work right now "a good thing." Platinum 66 kind of resembles a ghost town right now, what a shame, I do hear rumors the Company is looking into making a flap line in Platinum, I won't hold my breath, but I will cross my fingers.

Building 32 seems really slow due to material issues, sheet metal from outside vendors. I talked to the Business Leader, and he says material should be in this week.

In building 64, 201 members on the floor are not happy at all with the way management flows work around the shop, they feel like their voices are not being heard, and is possibly leading to farm-out. I scheduled a meeting with the Business Leaders to address our members' concerns. I'll keep you posted.

Building 74 RPMO is slow without much work going on there. TPMO does not have much work either, pretty much just T-65 front frames. RPMO FPI is really slow, there's a lot of IME in broach, I will address these issues in my business leader meeting. I had the privilege to take members into the Studer Grind room, they seem happy and doing good.

The areas I missed I will get to soon and write about them next month.

The Union filed a grievance on failure to notify and failure to bargain with the Company on EDM in 66. I'm happy to say it was successful, they are now 19 Rate. The Company had brought in new machines which changed the scope of their work without bargaining with the Union.

God Bless everyone
LCM E-Board Joe Tirone



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

I'm back to work after a few months away. During my time away Jay Daley agreed to fill in for me, a responsibility he is a natural fit for given his natural ability to lead and make decisions that put our members first. As many of our members are aware, Jay is a current Local 201 Steward and an Elected Safety Representative, he also spends a great deal of time assisting Local 201 as a member of the Election Committee, Activities Committee and in most any task our local asks him to be involved in. Thanks Jay.

I want to welcome Derek White as our new EAP Director, I know he went through a long and difficult amount of training to be in this role. I got to know Derek well over the years as he served as Plant 4 Elected Safety Representative, a Steward and member of Legislative and Education Committees. Derek's ability to listen and give good advice caused me to call on him often for a second opinion more than I should admit.

Thanks, and admiration go out to long time EAP director Bob Cummings. Because of the private nature of the Employee Assistance Program most of us will ever know the scope of how many people he has helped over the years. Best wishes in the future.

I look forward to seeing familiar faces and meeting new members, the process of walking through the shops and speaking with members is still the best way to identify shop floor hazards. I'm thankful to our Elected Safety Representatives and their ability to serve our members with their EHS counterparts in a way that best represents our Local 201 values.

✂ CUT AND SAVE ✂

GEEAA EVENTS...

- **April, 11th ...GEEAA Field opens,**
basketball, tennis, Horseshoes, ¼ track and Softball
- **April 20th Horseshoe's contact;**
Mark Phillips, 978-210-1294
@ GEEAA FIELD, every Wednesday 3:30 until whenever, we have lights, just show up, Everyone's welcome
- **Brad Dick, #978-335-7650**
• Field usage and Rental, call Brad



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Business Agent's Column

By JUSTIN RICHARDS
Business Agent

continued from page 1

and tired of being sick and tired and robbed of decent wages, working conditions, and good benefits! We will not have wins unless we are willing to sacrifice, hold a line, and take a position.

Now more than ever companies and workers are realizing the working class is waking up, and now more than ever, workers are willing to sacrifice, walk and hold the line. In 2021 there were around 346 strikes throughout the United States. Working through this pandemic, labor got slapped right in the kisser! At the same time, we were deemed essential workers and worked through the pandemic, companies made massive profits with their executives sitting at home. Their pockets kept getting fatter all from the safety of their cozy Lazy-Boy while we showed up to work every day, not only putting our own safety at risk but the safety of our families as well. Probably the only positive thing throughout the pandemic, it might have been the straw that broke the camel's back, and the working class is waking up!

We are already steps ahead in the game. Chris Smalls organizing the walk-out that got him fired, does that sound familiar? In the beginning of the pandemic in Building 74 at the end of first shift there was a situation related with a Covid case, I was a steward on first shift and was informed of the situation. I asked the Company what they were going to do, the response I got was amazing, the Company said, "we are going to grab spray bottles and disinfect the area", have you guys lost your mind? I called the hall, emptied out the area, everybody went to the parking lot, within minutes Union leadership was on site and we cleared the building. The difference here, we are a Union, that concerted work action was protected, nobody was disciplined, nobody was fired and most importantly, we forced the Company to disinfect the whole building. As I stated when I was campaigning, "The time has come, it's time for change" that change will only come if we fight for it, collectively, in solidarity!

GE Report

T.O.W. negotiations were extended to April 15th. I thought we were close to buttoning up an agreement that gave us a shot to keep work, or trade some work off. The Union has focused on getting actual commitments in writing! By the time this paper hits the floor we have already requested bargaining for modifications in the MBW agreement. Please take the time to review all the MBW newspaper articles and fill out the survey. I want to again welcome all the new members into the 201 family, I highly encourage all of you to attend this month's membership meeting in person at 112 Exchange St. I am looking forward to having my first in person membership meeting since I was elected. Stewards take the time to reach out to any new member in your areas and introduce yourself.

Avis and Budget Report

The Union had a step 2 meeting on 3/23 and will continue to have these meetings consistently on a monthly basis. Chief steward Jorge Rivera met with the Company and ironed out some issues and establish understandings going forward in regard to working out of classification. If anybody has any questions or concerns reach out to your stewards or call the hall. We had the contracts translated to Spanish and are in the process of getting quotes to get them printed, they should be out shortly.

LWWTP

As you all know, the 6-month extension agreement was ratified, so we have an additional 6 months to prepare. Hopefully the Company will have all their merger issues worked out, either way we will be at the table in 6 months whether they are ready or not. The treatment plant is currently hiring. These are **good Union jobs.**

Ametek

Contracts are all buttoned up and ready for print as of 4.6.2022. I would like to give a warm welcome to the 3 new members we have at Ametek, looking forward to meeting you all.



President's Column

By ADAM KASZYNSKI
President

April 26th In-Person Membership Meeting and Party

Our next membership meeting will be live and in-person at the Union Hall, 112 Exchange St Lynn MA at 12:30pm and 3:30pm. We will be getting catered dinner at no cost to members at both meetings. Following the afternoon meeting around 5:30pm we are going out for a (not free) beer at the Brickyard Bar and Grill 163 Blossom St. Lynn, to warm up after a long winter.

Trian Hedge Fund Vultures Circle the Riverworks

The Trian hedge fund is behind the whole GE breakup plan, to line their pockets and run. It got real this week when a VP of Trian hedge fund was seen walking the floor in building 74. Throughout TOW negotiations local management had said they are committed to the long-term success of the Riverworks. Why does local management invite finance capital vultures into the plant they work at if they are planning a long future at the Riverworks? The GE Board of Directors has willingly given the reins of the Company over to a firm bent on GE's destruction, and management will let the wolves into the hen house if it means they'll get a soft landing somewhere else. **The Company told a sitting U.S. Senator he could not come to the plant last month for a tour, but representatives of the vampiric hedge fund calling the shots for GE were welcomed with open arms.**

Congratulations to the Workers of the Amazon Labor Union (ALU)

ALU recently won a Union Election for 8,000 bargaining unit members at JFK8 an Amazon Fulfillment Center on Staten Island, New York. A historic win for those workers and the labor movement. The victory stunned "experts" across the board, it wasn't "supposed" to be possible – yet the workers won their union relying on each other. Chris Smalls, the president of the newly former ALU, was fired from the warehouse while fighting for pandemic safety on the job. He then got together with former co-workers to form their own independent union to take on the giant Amazon company. About 90 years ago, Al Coulthard was fired from GE Lynn and rented an office next to GE and began organizing with his former co-workers to form our Union, which also began as an independent union. The ALU will need the labor movements support while fighting for a first contract with the giant Amazon. Solidarity.

continued on page 5