

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn), Ametek Aerospace (Wilmington), Veolia Water (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.local201iuecwa.org

Vol. LXXIX

PERIODICALS POSTAGE PAID AT LYNN, MASS.

DECEMBER 8, 2020

USPS 171-720

Number 13

EDITOR
Justin Richards

MANAGING-EDITOR
Tom O'Shea

Subscription
\$1.00 Per Year

Published By
IUE-CWA Local 201, AFL-CIO
(781) 598-2760

Ametek Aerospace Contract Negotiations Continue

By Justin Richards BA Local 201

Once a facility that employed over 2,000 workers in Wilmington MA with good paying union jobs, Ametek Wilmington has dwindled down to just 18 Members. A production factory turned into a New Product Line Development facility. In other words, members assist in developing new products and processes for production aspects of the job. When our members get products developed, the company ships the work down to Mexico. Over the years the membership has shrunk dramatically. With the company's plans to shut the doors and ship out

the work completely in 2016, the negotiating teams got creative in order to save jobs here in Wilmington, The "New Manufacturing Model", it worked, and we survived another greedy attack on our workforce. This onslaught can't keep going on, we cannot continually concede to wage freezes, increases in health care, all the while, costs just to sustain daily life keep rising. Ametek is a global company with plants all over the world, with one goal in mind, to obtain cheap labor and to maximize profits. Hopefully by the time this article reaches you

we will have settled the legacy contract for the four members who have each served over 40 years. So far it has been like pulling teeth just trying to get a fair contract for four people that have dedicated their working lives to Ametek.

Covid-19 has had effects on everybody around the world. In these negotiations it feels like big corporations seem to think Covid has only financially affected their companies, and everybody around the world is doing just fine. It has been re-iterated repeatedly, sales, profits and the unknown of how the company will

recover and so on. We are all living with unknowns too, when will our kids get back to school normally, when will we get back to not having child care struggles, when will we be able to freely travel and see our families, and live without fear of a sniffle or a cough, and for a lot of us, when will our spouses get back to work? One thing I do know for sure, our team is going to do everything in our power to stand our ground and fight for what is fair for our membership. The union is not asking for a couple million dollars, we are simply asking for what is

fair and what the members have earned, very reasonable asks. The millions of dollars in wage packages go to the people at the top. All the while Ametek forced concessions down our throats and then they turn around and boast about dedicating 5% of profits to new product development and getting a return rate of 23%. That 23% of return on investment is made on your backs, yet that doesn't seem to be enough, so then they have to dig into your earnings, freeze and adjust your wages, increase health care contributions and costs.

BA article continued from page 12

sues; we are still down two maintenance bodies. Our members' families have been battling the impact of Covid and stress levels are at an all-time high dealing with restrictions and shutdowns. I am grateful we have a job to come to everyday and still able to provide for our families, it is tragic seeing so many small businesses around us barely hanging on to keep the doors open. I hope we see a better 2021 and look forward to the days where we can actually go on vacation, take a

cruise, and just see our families again.

We have a returning plant manager, Carl Hendrickson and a new assistant plant manager. Let's welcome them to the plant. We are seeing some improvements to the plant and we still got a lot of work to do, 201 members have been busting their humps. Hiring a couple more bodies would be a great help to get things moving faster. Over Time has been offered, with all the concerns and struggles and just worrying about getting sick and bringing the virus home, some have not

been able to help the company out and put the extra hours in. Just want to say to everybody, keep your heads up, brighter days are on the horizon. Thanks for reading.

Avis and Budget

Jorge Rivera and I took a trip to the Logan site. The fear is just out-right disgusting! The company has instilled a false sense of fear down there. Members are scared for their jobs! The company has been walking all over our rights! I Spoke to HR and requested management immediately cease doing bargaining unit work. From what I am

hearing that request fell on deaf ears. We just lost another five members to lay off. See something, say something! Once again it is a tough time with the effects of travel on the business, and once again this does not make it right for management to perform YOUR duties! Fill out those Moving Violation slips turn them into your steward! Be safe and be vigilant. That is your work, and this is your contract, do not let anybody outside of the bargaining unit impede on your livelihood.

I will see you all again soon!

Next Local 201 Membership Meeting December 15, 2020 - See page 4

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

Law Offices of James J. Carrigan



15 Johnson Street, Lynn, MA 01902



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

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

Anne Gugino Carrigan
(Former member AFSCME)

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

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



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

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.

Real Estate Needs.
Paul Kotkowski Century 21 North East. 36 years experience. Full time Realtor. Listing and Selling. GE Retiree. Call 978-828-1604

GJM - Removals, Cleanouts, Residential and Commercial
Trash Collection, Recycling gmamos@comcast.net Call George 781-910-0853

Maine Real Estate
Ellsworth, Maine 45 acres, 15-year new Gambrel, 3 bdrm, 2.5 baths, 2 story. Clean barn. 10 minutes to town. Near Acadia/Bar Harbor. Only \$375,000. Call 978-491-9809

For Sale Deer Head
8 Point Buck Mounted - perfect condition. Great gift, only \$175. See in Ellsworth Maine. 978-491-9809

Looking to Buy or Sell your N.H. Vacation Home?
Don Cormier - Realtor (GE Retiree) Assets Realty Group, Wakefield N.H. Please call. Phone Office 603-522-9000 Cell 603-781-4952

New Commercial Generator 8,750 Watts \$795.00 or B.O.
Firewood All Hardwood. \$100.00 per cord.
Trailer: 5'X9'. HD. All Steel \$100.00 Call Dale 978-462-7877

Handyman Wanted
Call Tina for Details 617-293-3032

Fix A Brick - No job too small, really! Stairs, Foundations, Walkways, Chimneys, etc., etc. Call 978-239-9801

Small Engine Service
35 plus yrs experience repairing small engines, Lawn Mowers, Snow Blowers, Chain Saws, etc. Reasonable prices. (10% Discount on Parts for GE employees) Call 978-758-9527

Linda Laughlin Certified MA Real Estate Agent
Thinking of buying, selling or investing in real estate? Please give me a call. Linda Laughlin, Atlantic Coast Homes, Salem, MA 978 828 4193 linda@atlanticcoasthome.com

NEED PART TIME HELP?
I am looking to do light housekeeping, errands, shopping, laundry, shopping, companion will help with the elderly and or children. Call Trish 617-791-9057

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.

Bob Cummings 617-275-1527
Jeff Zeisel 617-733-2842

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



Print your ad on this form.

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

Enclose Payment:

For laid off members & retirees: \$1 per issue / \$12 per year
For active members: \$2 per issue / \$24 per year

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name..... Amt. Enclosed
Your phone #Circle: active or retired Date mailed

Printed by The Golden Manet Press Quincy



Published By Camera Graphics



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

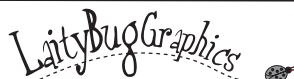
"Published monthly." \$1.00 a Year

Published by: Local 201 IUE-CWA (AFL-CIO) 112 Exchange Street, Lynn, MA 01901

Periodicals Postage Paid at Lynn, MA POSTMASTER: Send address changes to "IUE-CWA Local 201 News," 112 Exchange Street, Lynn, MA 01901



Layout Design by



SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of James Kinsella Jr on his recent death. Jim was the longtime partner of Ametek retiree Carol Mills.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Lorraine LeGault on her recent death. Lorraine was a retired GE Machinist.

Publication of an advertisement does not constitute endorsement or approval of any product or service advertised, or any point of view, standard, or opinion presented therein. IUE-CWA Local 201 is not responsible for any claims made in an advertisement appearing in its publications.

Union Plus Scholarship

The online application is now available!

What kind of school is eligible: The scholarship is open to students who attend or plan to attend a U.S. college, university, community college, or a technical/ trade school. Students attending undergraduate or graduate schools are eligible.

Scholarship amounts: Recipients will receive \$500 - \$4,000.

Deadline to apply: January 31, 2021 at 12 pm (noon), Eastern Time.

Students may reapply each year.

In addition to the Union Plus Scholarships, the following benefits help union families afford higher education:

- National Labor College Scholarships help union members and leaders finish their degrees with an affordable, flexible and convenient online program at the National Labor College.
- Discounts of 15 to 60 percent on college and graduate school test preparation courses from The Princeton Review. Discounts are available for classroom, online and private tutoring for the SAT®, ACT®, GMAT®, LSAT®, GRE® and MCAT® as well as college affordability and admissions online courses. **Visit UnionPlus.org/CollegePrep or call 1-888-243-7737.**

Visit UnionPlus.org/Education to learn more and apply for the scholarship program.

Apply for a Scholarship

MASSACHUSETTS AFL-CIO SCHOLARSHIP PROGRAM



2021-2022

The Massachusetts AFL-CIO administers half a million dollars of scholarship awards on behalf of unions and labor councils throughout the state. Individual awards range from \$500 to \$16,000. All Massachusetts high school seniors are eligible to compete for certain awards. Additionally, students with family or personal union affiliation are eligible for awards given by their family's specific local union or central labor council.

Application Deadline: December 18, 2020
 Study Guide Online: December 2020
 Exam Date: January 25-February 5, 2021



President: Steven A. Tolman
 Secretary/Treasurer: Louis A. Mandarini, Jr.

<https://www.massaflcio.org/scholarships>

MASSACHUSETTS AFL-CIO

64th ANNUAL SCHOLARSHIP PROGRAM

We are pleased to announce the 64th Annual Scholarship Awards Program for all high school seniors throughout the Commonwealth of Massachusetts who are seeking higher education. Students attending schools outside of Massachusetts must have their parents obtain permission

The Massachusetts AFL-CIO labor history exam will be conducted in high schools **January 25-February 5, 2021**. The exam is a one hour process consisting of 40 multiple choice questions and one essay question. Please make sure those students interested in taking the exam **complete the application and provide a copy of the application to their guidance department NO LATER than Friday, December 18, 2020.**

The Massachusetts AFL-CIO, along with affiliated local unions, and labor/non-labor organizations, offers a scholarship program which provided over 779 scholarships totaling almost \$1,000,000 to union members, their children/step children, grandchildren, nieces, nephews, and non-union Massachusetts high school seniors in 2020. *Editor's Note: Students related to Local 201 members will be eligible for up to 2 scholarships, one from Local 201 as well as one of the many Union Scholarships with open eligibility.*

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

Sincerely, Steven Tolman, President, Massachusetts AFL-CIO

I DESIRE TO COMPETE FOR:
 IUE-CWA LOCAL 201 SCHOLARSHIP AWARDS

(1) JAMES J. DONAHUE MEMORIAL AWARD	\$1,500
(2) HERBERT E. HAYWARD MEMORIAL AWARD	\$1,500
(3) CHARLES E. RUTTER, JR. MEMORIAL AWARD	\$1,500
(4) JEFF CROSBY AWARD	\$1,500

To Apply for an IUE-CWA Local 201 Scholarship:
<https://www.massaflcio.org/scholarships>

CHIROPRACTOR

Dr. Joseph J. Dowling

341 Western Ave., Lynn, MA 01904

(781) 596-0700

www.drdowning.com

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



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

Labor Council Trivia Night 2020

The North Shore Labor Council held its annual fundraiser on November 20th via Zoom. Since Covid prevented us from hosting our usual Legislative Dinner, we held our first virtual Trivia Night! 90 union members and friends formed 14 teams to compete for prizes that included gift cards from Dunkin Donuts, Wicked Good Books, and Uncommon Feasts. In addition to playing trivia, we honored workers and volunteers in our Essential Heroes slideshow, heard from President Adam Kaszynski about how the pandemic and ongoing crises will shape our work for the next year, and watched musical performances by the True Levellers. This event is billed as our Legislative Dinner since elected officials from the region typically attend. This year has been difficult no doubt, but our own state representative Peter Capano made it. Thank you, Pete, for stopping by.

It was a nice moment to reflect on this year and relax with our union family and friends. We surpassed our fundraising goal of \$25,000. And to top it all off, Team 201 won!

Thank you Local 201 for your ongoing support and commitment to building solidarity between unions and working people on the North Shore - and congrats on winning!

Here are some of the questions from Trivia Night –

1. Who said this famous quote, "Pray for the dead, and fight like hell for the living"?
2. Name this 1921 coal mining conflict that took place in West Virginia and is classified as the largest labor and civil uprising in America's history
3. What organization emerged from a 1973 meeting between a group of office workers which occurred in Boston, Massachusetts?
4. The National Labor Union, formed in 1866, proclaimed that "...interests of the labor cause demand that all workingmen be included within the ranks without regard to race or nationality...". Still segregation and racism persisted. On December 6, 1869, the Colored National Labor Union formed as a branch of the National Labor Union, and it was the first national African American labor union. Who was elected President of the Colored National Labor Union in 1872?

Hint: He lived in Lynn from 1841-1848

Answers

1. Mary "Mother" Jones
2. Battle of Blair Mountain
3. 9 to 5, National Association of Working Women
4. Frederick Douglass

Zoom meeting on your cell phone remember:

Dial *6 to mute and unmute  

Dial *9 to raise your hand and you will be called on. 

OFFICIAL NOTICE
 LOCAL 201 IUE-CWA (AFL-CIO)
COMBINED SHOP STEWARDS & MEMBERSHIP MEETING
TUESDAY, DECEMBER 15, 2020
 VIA ZOOM APP (BEST OPTION)
[HTTPS://US02WEB.ZOOM.US/J/89079317479](https://us02web.zoom.us/j/89079317479)



OR

DIAL IN - 1 929 205 6099
 MEETING ID: 890 7931 7479
 DIAL *6 TO MUTE AND UNMUTE
 DIAL *9 TO RAISE HAND


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 AWARD
 2. SWEARING IN OF NEW MEMBERS

II. **GENERAL BUSINESS:**
 1. POLICY BOARD
 2. TREASURER'S AND MONTHLY FINANCIAL REPORTS
 3. GOOD AND WELFARE

III. **GE REPORT**
 IV. **AVIS/BUDGET GROUP REPORT**
 V. **AMETEK REPORT**
 VI. **VEOLIA WATER REPORT**
 VII. **SAUGUS LIBRARIANS REPORT**
 VIII. **NEW BUSINESS**

Signed,
 ADAM KASZYNSKI, President
 JUSTIN RICHARDS, Business Agent



Get Money for School

IUE-CWA has 6 scholarships worth between \$1,000 and \$5,000 available for the 2021-2022 school year. The scholarships are available to IUE-CWA members and their families. For information on eligibility and an application, go online at www.iue-cwa.org

Applications will only be accepted over the Internet. The **deadline** for applying is **February 28, 2021.**

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

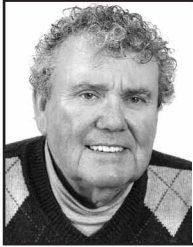
Brian Thomas
 REGISTERED PRINCIPAL



ADVISORS

270 Broadway
 Lynn, MA 01904
BRANCH: 781.592.5220 ext. 101
DIRECT: 781.519.0461
FAX: 781.519.0461
brian@dfgedge.com

Securities and advisory services are offered through Cetera Advisors, LLC, member FINRA/SIPC, a broker-dealer and registered investment advisor.



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

This article would be coming out right around the time of our annual retirees Christmas party. This is a year like no other. All of the traditions we have grown used to have been turned upside down. Last year was the 50th Anniversary of the 1969 Strike at GE. Where were you in 1969? I remember where I was. Walking the picket line and getting bailed out of jail. It was an exciting time. Lunch provided for the strikers every day at St. Mike's. Picket shacks, barrel fires, stale donuts and your union card would get you discounts at many establishments in Lynn. The whole city was affected by this event. It lasted 101 days and was held in bad winter weather. During this

time the Local 201 Children's Christmas party was started as was Dial a Santa. This pandemic certainly rivals 1969. I hope all of you are staying safe. Things really are ramping up.

We had our annual meeting with the company two weeks ago. It was on Zoom of course. This was the meeting started by Helen Quirini out of Schenectady N.Y. Years ago when it first started, we picketed outside the plant in Schenectady trying to get GE to listen to the retirees. Eventually it worked. The company after a couple years of picketing invited us inside for an annual discussion on the state of the retirees. Every year we make proposals and every year we

get pretty much the same answer "No". But we continue to fight.

The battles with VIA continue too. By the time this newspaper comes out Open Enrollment will have ended. I have spent countless hours on the telephone trying to get our retirees through to VIA. For example, I had one person on hold for over an hour, when I finally got through we had to wait again and again the total time spent was close to three hours. That is crazy. **The retirees deserve better treatment!!!**

President's article continued from page 12

On January 5th, there are two runoff elections for U.S. Senate in Georgia. Jon Ossoff (D) vs. David Purdue (R) and Rev. Raphael Warnock (D) vs. Kelly Loeffler (R). If the two Democrats are able to flip the State, that would make the split in senate 50 Democrats and 50 Republicans with the Vice President having a tie-breaking vote. I do not expect politicians of either party to do anything FOR us – but Democrats holding those 2 seats gives labor and our agenda a much stronger position. It would increase leverage to push for important legislation like the PRO Act, COVID-19 relief, job protections, and tax reform. If Republicans win one or both races, Mitch McConnell and the current GOP majority will maintain control of the Senate and they will continue blocking legislation desperately needed to help working families. McConnell has blocked every progressive, pro-labor, pro-worker bill, refusing to even allow many of them to come to a vote in the Senate. Mitch McConnell comes in on the top 3 list of highest donations to U.S. Senators from GE's Political Action Committee.

The runoff election is all about turnout. In addition to member mobilization and AFL-CIO turnout, CWA will run three robust and separate volunteer operations that can make a difference in the two races. This is a national priority and volunteers to phone bank from home are needed. You can sign up here: <https://www.mobilize.us/cwad1/event/363893/>. And a link will be posted on the Local201.org website.

IUE-CWA Local 201
RETIREES COUNCIL MEETING NOTICE
January 12, 2021
Virtual Zoom Meeting

Agenda:
I. Financial Report
II. Any New Business

Kevin D. Mahar
President

Edward Walczak
Financial Secretary

Retirees Are you Moving???

Do you still want to get the IUE CWA Local 201 Newspaper mailed to you?

Please contact us if you are moving or have a change of address that you would like the newspaper sent to.
Call 781-598-2760.
Thank you.



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$4,000 each for the 2021-2022 school year, and another \$4,000 for 2022-2023. (2nd year award based on satisfactory academic record.)

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

Final deadline for applications is 11:59 p.m., EST, April 30, 2021.

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

Applications are easy to complete 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:

Notice of Benefits Available Under M.G.L. Chapter 175M Paid Family and Medical Leave

Beginning on October 1, 2019:

- Employers will deduct payroll contributions from a covered individual's wages or other earnings to fund PFML benefits.

Beginning on January 1, 2021:

- Covered individuals may be entitled to up to 20 weeks of paid medical leave in a benefit year if they have a serious health condition that incapacitates them from work.
- Covered individuals may be entitled to up to 12 weeks of paid family leave in a benefit year related to the birth, adoption, or foster care placement of a child, or because of a qualifying exigency arising out of the fact that a family member is on active duty or has been notified of an impending call to active duty in the Armed Forces.
- Covered individuals may be entitled to up to 26 weeks of paid family leave in a benefit year to care for a family member who is a covered service member with a serious health condition.

Beginning on July 1, 2021:

- Covered individuals may be entitled to up to 12 weeks of paid family leave to care for a family member with a serious health condition.

Covered individuals are eligible for no more than 26 total weeks, in the aggregate, of paid family and medical leave in a single benefit year.

Who is a Covered Individual Under the Law?



Generally, a worker qualifies as a covered individual and may be eligible for paid family and medical leave if:

- S/he is eligible for unemployment in Massachusetts and paid wages by a Massachusetts employer; or
- S/he resides in Massachusetts and is paid for contract services by a Massachusetts entity that is required to report payment for services on IRS Form 1099-MISC for more than 50 percent of its workforce; or
- S/he is a self-employed individual who resides and works in Massachusetts and chooses to opt-in to the program.

Job Protection

Generally, an employee who has taken paid family or medical leave must be restored to the employee's previous position or to an equal position, with the same status, pay, employment benefits, length-of-service credit, and seniority as of the date of leave.

These job protections do not apply to contractors performing contract services or self-employed individuals.

Weekly Benefits

To fund PFML benefits, employers will deduct payroll contributions from a covered individual's wages or other earnings beginning on Oct. 1, 2019. Covered individuals can apply for benefits beginning in January 2021 through the Department of Family and Medical Leave. A covered individual's average weekly earnings will determine his or her benefit amount, for a maximum weekly benefit of up to \$850.

No Retaliation or Discrimination

- It is unlawful for an employer to discriminate or retaliate against an employee for exercising any right to which s/he is entitled under the law.
- An employee or former employee who is discriminated or retaliated against for exercising rights under the law may, not more than three years after the violation occurs, institute a civil action in the superior court, and may be entitled to damages of as much as three times his or her lost wages.

Private Plans

If an employer offers employees paid family leave, medical leave, or both, with benefits that are at least as generous as those provided under the law, the employer may apply for an exemption from paying the contributions. Employees continue to be protected from discrimination and retaliation under the law even when an employer opts to provide paid leave benefits through a private plan.



If you have questions or concerns about your Paid Family and Medical Leave rights, please call: (833)344-7365 or visit: <https://www.mass.gov/DFML>

ATTENTION ALL FORMER AND CURRENT AMETEK LOCAL 201 MEMBERS IMPORTANT – TURNING 60 SOON??? DON'T FORGET YOUR PENSION

By former Business Agent Ric Casilli

AMETEK PENSION AND SUPPLEMENTS

**If you no longer work for Ametek and are approaching 60 years old -
make sure you file for your Pension with Ametek
(Call the Ametek Retirement Service Center @ 1-800-283-7129)**

This is a summary chart of what pension and pension supplement benefits are applicable for different categories of **former** and **current** Local 201 members upon retirement. We are publishing this as there have been **many contractual changes over the years** impacting former members and current members differently.

To illustrate this point, there was a fundamental change in the **June 3, 2002 Contract** that introduced an **Early Retirement Program** and eligibility to some pension supplement coverage, to even those who terminated employment for various reasons **after attaining age 55**. In succeeding Contracts, there has been improvement to the supplements. Now in the recent 2012 Contract, there was a major change that eliminated (**going forward**) the **Regular Supplement** and **Special Supplement**; but improved significantly for current members, new hires (and anyone recalled) the **Additional Supplement** and introduced a new **Longevity Supplement**. This 2012 Contract still protected previous former members applicable benefits under the **Contractual supplement program in effect at the time they left the Company at age 55 or after**.

There are many former Local 201 Ametek members out there, that terminated employment with Ametek at age 55 and before age 60 for various reasons, with many of them unemployed or working for other companies including GE. Some may have already taken their Ametek Pension and Supplements between 55 and 60 with the contractual reduction factors. Most have decided to wait to age 60 before collecting their Ametek pensions so to avoid the reduction factors. In any event, the following chart should help people understand what they will get based on when they left Ametek at certain ages. **Former members should remember to apply to get their pension no later than age 60 so not to lose valuable monies. Ametek does NOT send you a reminder letter.**

The below chart should be an aid to determining what you are entitled too:

A. LEFT EMPLOYMENT WITH AMETEK BEFORE JUNE 3, 2002 BEFORE TURNING AGE 60 OR THOSE THAT LEFT AMETEK AT ANYTIME BEFORE REACHING AGE 55
*entitled to unreduced vested pension at age

60. *not entitled to any Ametek supplements

B. LEFT EMPLOYMENT WITH AMETEK BETWEEN JUNE 3, 2002 AND DECEMBER 31, 2003 @ AGE 55 BUT BEFORE TURNING AGE 60

Entitled to unreduced deferred pension at age 60.

Entitled to unreduced Regular Supplement of \$12 per month per year of Ametek service, at age 60 until age 62, if you had 5 years combined GE & Ametek service

Entitled to unreduced Additional Supplement of \$400 per month at age 60 to age of eligibility for unreduced Social Security (for most until you turn 66) if you had 10 years combined (GE & Ametek) service

Entitled to retire anytime between 55 but before age 60 and receive your pension, your regular supplement, and your additional supplement early, with contractual reduction factors applied to all three based on the number of months you retire before age 60

C. LEFT EMPLOYMENT WITH AMETEK BETWEEN JANUARY 1, 2004 AND JUNE 30, 2005 @ AGE 55 BUT BEFORE TURNING AGE 60

Same as the **bold** print above but Additional Supplement is improved to **\$425** monthly

D. LEFT EMPLOYMENT WITH AMETEK BETWEEN JULY 1, 2005 AND JULY 31, 2008 @ AGE 55 BUT BEFORE TURNING AGE 60

Same as the **bold** print above but Additional Supplement is improved to **\$450** monthly

E. LEFT EMPLOYMENT WITH AMETEK BETWEEN AUGUST 1, 2008 AND JULY 30, 2012 @ AGE 55 BUT BEFORE TURNING AGE 60

Same as **bold** print above but Regular Supplement is improved to **\$13** per month of Ametek service (Additional Supplement stays at \$450 monthly)

F. LEFT EMPLOYMENT WITH AMETEK BETWEEN AUGUST 1, 2012 AND DECEMBER 30, 2012 @ AGE 55 BUT BEFORE TURNING AGE 60

Entitled to unreduced deferred pension at age 60

Entitled to Additional Supplement of **\$550** per month to age of eligibility for unre-

duced Social Security (for most until you turn 66) if you have 10 years combined (GE & Ametek service)

Entitled to new Longevity Supplement of **\$125** per month for 4 years, if you have 20 or more years of Ametek Service (but must defer your retirement until at least Jan 1, 2013 or later)

Entitled to retire anytime between 55 and 60 and receive your pension and your additional supplement early, with contractual reduction factors applied to all two based on the number of months you retire before age 60. (There is no Longevity Supplement if you choose to retire before January 1, 2013.) **If you retire anytime after that, you shall get the full \$125 monthly Longevity supplement for 4 years with no reduction factor**

G. LEFT EMPLOYMENT WITH AMETEK BETWEEN JANUARY 1, 2013 AND MAY 31, 2016 @ AGE 55 BUT BEFORE TURNING AGE 60.

Same as **bold** print in immediate section above

H. MEMBERS, RECALLS OR NEW HIRES THAT LEFT EMPLOYMENT WITH AMETEK @ AGE 60 OR ABOVE ON JANUARY 1, 2013 THROUGH MAY 31, 2016

Entitled to unreduced Ametek pension, unreduced Additional Supplement of \$550 per month to age of eligibility for unreduced Social Security (for most -age 66), and an unreduced Longevity Supplement of \$125 per month for 4 years following retirement. (Assuming you meet service requirements for supplements). Also, you are entitled to a \$500 net bonus if you provide Company with 6 months advance notice that you plan to retire.

I. CURRENT MEMBERS EMPLOYED AT AMETEK AS OF JUNE 1, 2016, OR RECALLED ON OR AFTER JUNE 1, 2016

Entitled to same benefits as listed in "H" above, however the \$500 net Advanced Notice Retirement Bonus is increased to a net **\$2000**.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Ronald Brown on his recent death. Ron worked in LATO.



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Thanksgiving caused many of us to take a hard look at the potential for spreading COVID-19 to our loved ones. I'm writing this article on Dec 2nd while we are experiencing a spike in Confirmed Cases, and we know there will be more simply because there has been increased gathering during the holiday. On a daily basis we monitor details surrounding what I call "hot spots" in an effort to reduce occurrences and create the safest shop floor possible.

A common question lately involves members in an area with a Confirmed Case. If you feel you are within the "6' of a Confirmed Case for a total of 15 minutes or more, with 48 hours from the first day of symptoms" guideline for contact

tracing but have not been identified, you should contact your HR manager and tell them your daily activities leading up to notification in your area. Your HR manager should then reach out to the Point of Contact (POC) for confirmation.

I have worked with members on this issue and can help anyone identify HR contact info in your area and assist with the process.

One of the most important parts of Confirmed Case Protocol, that I feel needs to improve is:

Employee's not on the contact tracing list, but in the immediate area, are communicated by local leadership.

This means to me that a Cell Leader, EHS leader, HR leader,

with the ability to communicate the information and knowledge of the members in the affected area describe the situation as it applies to the members while protecting the privacy of the Confirmed Case.

When these Confirmed Cases pop up there is often not a lot of information at that time other than where the Confirmed Case worked and when they were last onsite. Regardless of any potential lack of details, this protocol is required under the Layers of Safety from the company.

I am an advocate for onsite testing, which can be an important tool for this site, giving assurance to our members, while streamlining our current COVID-19 process. We can also parlay that effort with onsite

vaccinations when they become available. We will continue to advocate for these two potential improvements to our COVID response agenda.

As you can imagine the situation is "fluid and complex", changing weekly it seems. I feel I understand the Layers of Safety and Confirmed Case Protocol to a point where I can help any member onsite.

We are in tough times and I along with your Union Elected Safety Representatives understand we are going to have to work hard to get through this. I can be reached at 617-462-7310 don't hesitate to use me as a resource especially if it will make you less stressed out with a simple question.

Paid Family Medical Leave (PFML)

(Adapted from <https://www.mass.gov/info-details/paid-family-and-medical-leave-pfml-benefits-guide>)

PFML a state-offered benefit for anyone who works in Massachusetts and is eligible to take up to 26 weeks of paid leave for medical or family reasons. PFML is funded through a Massachusetts tax, and is separate from both the federally mandated benefits offered by the Family Medical Leave Act (FMLA) and from leave benefits that may be offered by your employer.

Beginning on January 1, 2021:

- Covered individuals may be entitled to up to 20 weeks of paid medical leave in a benefit year if they have a serious health condition that incapacitates them from work.
- Covered individuals may be entitled to up to 12 weeks of paid family leave in a bene-

fit year related to the birth, adoption, or foster care placement of a child, or because of a qualifying exigency arising out of the fact that a family member is on active duty or has been notified of an impending call to active duty in the Armed Forces.

- Covered individuals may be entitled to up to 26 weeks of paid family leave in a benefit year to care for a family member who is a covered service member with a serious health condition.

Beginning on July 1, 2021:

- Covered individuals may be entitled to up to 12 weeks of paid family leave to care for a family member with a serious health condition.

Earnings requirement

Covered individuals must also meet an earnings requirement to be eligible for benefits. Before applying for benefits, you must have earned at least:

- \$5,100 during the last 4 completed calendar quarters, and
- At least 30 times more than how much you would be eligible to get each week from your Paid Family Medical Leave benefits

How is PFML different than FMLA (Family and Medical Leave Act)?

The FMLA is a federal law that provides unpaid, job-protected leave to certain employees. FMLA is available for the employee to use for themselves or when caring for a parent,

child or spouse with a serious health condition and is only a requirement for employers with 50 or more employees

PFML is a Massachusetts law that applies to all Massachusetts employers regardless of size and provides paid, job-protected leave to eligible workers for similar reasons. Other differences include a broader definition of family, waiting periods for eligibility, and size of the employers that are required to participate. Read more about what PFML can be used for.

If possible, both leaves will run at the same time.

For questions about benefits and eligibility call the MA Department of Family and Medical Leave (833) 344-7365 - Hours of operation: 8 a.m - 5 p.m.



VP's Column

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

Retirement From GE

Are you considering retiring in the next 6 months? If so, you should start seriously thinking about it and how you wish to proceed. Things you need to get ready: Know your GE SSO number and password. If you do not have an SSO number or cannot remember it reach out to your HR representative and ask them for help. If you have not been on the OneHr.GE.com website recently you should log in and make sure you can access it. Copies of birth certificates for you and your spouse. A copy of your marriage license and/or

your Qualified Domestic Relations Order. You should also have beneficiaries on file with the company. Before you start the process consider what you wish to leave to your spouse regarding pension survivorship benefits. You have one of four choices. 0%, 50%, 75% or 100%. Discuss this before you start. Think about what you want to do with your Voluntary and Personal pension accounts. Putting in "your papers" is done online. When choosing when to retire you must choose the first of the month. Give the company plenty of time to process your retirement.

For example, if you wanted to retire February 1, 2021 you should complete the online process in early January at the latest. The company will only let you put in your E Retire 3 months in advance of when you want to go. Meaning you cannot start your April 1, 2021 retirement process until after January 1, 2021. Once you complete the online E Retire your cell leader or HR person will be notified by the company and will have you complete the separation checklist. On your last day of work, you stop by the Guard "Shack" building 89 to turn in your badge and

parking pass.

You can complete the E Retire yourself. I recommend setting up an appointment with myself or Patty Westervelt the GE Senior Benefits Analyst, to guide you through the process.

If you just want to run your numbers and see where you stand either of us can help you with that too. I am happy to help call me at 781-598-2760 or email me at toshea@local201iuecwa.org to set up an appointment.

Retirement is one of the biggest decisions you will make in your life. Take the time to prepare. Ask questions. Write everything down. Do not rush it. Chances are you are finishing up a 30+ year career with the company.

This article should help you to start the process.

Violence in the Workplace

In April 1999 two high school students committed a mass murder at Columbine High School in Colorado. Mass shootings

occurred before that, but Columbine unfortunately was a benchmark for future violence in our country. Since then there have been countless senseless shootings in schools, businesses, places of worship and other locals in our country and around the world. This behavior has set the tone and created a climate of unease. A heightened awareness and a zero-tolerance policy on violence has prevailed. Those policies have been administered in the workplace, at sporting events, schools, etc. It is the world we live in.

The message here is to **think before you act**, especially at work. Any level of violence in the workplace is/can be viewed as a threat to the safety of the workplace. Things that at one time appeared to be light hearted or just between two people can threaten the whole area.

We do not want anyone to lose their job over a needless incident.

Club 24 Meeting List Updated 11.8.2020 Meetings Held 787 Salem Street Malden MA

Day of the Week	Group	Format	Time
Sunday	Suburban Group	Open Speaker	10:00am-11:00am
Sunday	Matinee	Open Speaker Discussion	3:30pm-4:30pm
Monday	BYOC	Open Speaker Discussion	7:00am-8:00am
Monday	Noontime	Open Speaker Discussion	12:00pm-1:00pm
Monday	Happy Hour	Open Speaker Discussion	4:00pm-5:00pm
Monday	Maplewood Men's (upstairs)	Open Men's Discussion	6:00pm-7:00pm
Monday	Big Book (upstairs)	Closed Big Book Meeting	7:30pm-8:30pm
Tuesday	BYOC	Open Speaker Discussion	7:00am-8:00am
Tuesday	Noontime	Open Speaker Discussion	12:00pm-1:00pm
Tuesday	Happy Hour	Open Speaker Discussion	4:00pm-5:00pm
Tuesday	NA Meeting	Narcotics Anonymous	7:00pm-8:00pm
Tuesday	Getting Better	Closed 12 Step	7:00pm-8:00pm
Wednesday	BYOC	Open Speaker Discussion	7:00am-8:00am
Wednesday	Road to Happy Destiny	Open Big Book	9:30am-11:00am
Wednesday	Noontime	Open Speaker Discussion	12:00pm-1:00pm
Wednesday	Happy Hour	Open Speaker Discussion	4:00pm-5:00pm
Wednesday	Wednesday Night Live!	Open Speaker Discussion	7:00pm-8:00pm
Thursday	BYOC	Open Speaker Discussion	7:00am-8:00am
Thursday	Noontime	Open Speaker Discussion	12:00pm-1:00pm
Thursday	Happy Hour	Open Speaker Discussion	4:00pm-5:00pm
Thursday	Big Book (downstairs)	Open Big Book	7:00pm-8:00pm
Thursday	Al-Anon (upstairs)	Al - Anon Discussion	7:00pm-8:00pm
Friday	BYOC	Open Speaker Discussion	7:00am-8:00am
Friday	Noontime	Open Speaker Discussion	12:00pm-1:00pm
Friday	Happy Hour	Open Speaker Discussion	4:00pm-5:00pm
Friday	Mixed Nuts (downstairs)	Men's 12 Step	6:45pm-8:15pm
Friday	Four Winds (upstairs)	Open Speaker	7:30pm-8:30pm
Saturday	Early Risers	Open Speaker Discussion	7:00am-8:30am
Saturday	Pathfinders (downstairs)	Open Speaker	10:00am-11:00am
Saturday	24 Hour Clean (upstairs)	Narcotics Anonymous	9:00am-10:15am
Saturday	Talk of the Town	Open Speaker Discussion	2:00pm-3:00pm
Saturday	Helping Hand (upstairs)	Open Speaker	7:00pm-8:15pm
Saturday	Helping Hands II (downstairs)	Open Discussion	7:00pm-8:00pm
Saturday	Night Owls	Open Speaker Discussion	8:30pm-9:30pm

Workers' Compensation Specialist

I worked for 23 years as a workers' compensation specialist in Salem before moving my office to Lynnfield in 2018.



Richard Hart Schwartz
 Law Offices of Richard Hart Schwartz
 7 Kimball Lane, Building A
 Lynnfield, MA 01940

978-337-5499
rschwartz@rhartlaw.com
www.rhartlaw.com



LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

As the Rotor Turns

A lot of people have been calling the union hall about being stopped and searched at the gate when coming into the plant. Plant Protection can ask to search your car or any bag you bring in the plant but they cannot ask you to search your body or ask you to empty your pockets. Do not put yourself in a bad situation and bring something into the plant that is going to get you in trouble. It seems there are some guards that enjoy going above and beyond and out of their way to inconvenience some members. If you have an unpleasant experience with Plant Protection contact a steward or your E Board member and put in an official complaint.

LATO

There is a new Plant Leader in LATO. It is an old face with a new job. I am not allowed to mention his/her name in my column but the last name rhymes with "good". I look to

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Debora Johnson graduate of the E Team Class 11 on her recent death.

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
Bob Cummings LADC1,MA-PGS
781-584-7641

develop a working relationship with the new leader. Time will tell.

Here it is the last month of the year. Everyone is pushing to get the engines out the door. I hope the company appreciates all the hard work being done in LATO. It seems like it is the same story every year. We get behind in production but in the end the workers on the floor and in Test make it happen and the engines get shipped. We will see how it ends up.

Logistics

It is the same over in Logistics. The parts have been slow in getting around but the members on the floor do not seem to give up. They push and push and magically they get the product out. As I have said all year, Logistics has been a shining star.

Everyone please remember, take time for family and for yourselves. The season is short, and we have had a lot to deal with this year.

Merry Christmas and Happy New Year.

See you next year.

Bobby



LPS/M&E Report

By ARTIE AMIRAULT
Executive Board Member

Hi Everyone,

With only a few more weeks in the year things are starting to wind down with more and more people taking their vacation time as the end of the year approaches. That said, I think we've had a pretty good year in the Crafts proving time and time again that if given the opportunity we can get the job done better and cheaper than the outside Contractors. We've moved more machines and re-designed more shop floor areas than I've seen in the almost 15 years I've been here all while doing the best we can to keep the continually deteriorating machinery running for production with the small number of people we have left. Good job everyone, keep up the good work. Hopefully after the beginning of the year the company will lift the hiring freeze and we can start to backfill and hire the people we desperately need before it's too late. Time will tell.

With almost 10 months

under my belt between covering for Fred and being elected as the new Crafts Executive Board member I can honestly say these past months have been a huge learning experience. We've won some (especially important ones) recently and we've lost some also, but each time has taught me something to take forward. Hope some of you enjoyed your early Christmas presents as of late. I'd also like to take this time to thank the stewards for all the help they have given me along the way. I couldn't do this without all of you, you've all been a huge help in this transition, and you are the eyes and ears in the plant helping keep the company in check. Thank you!

Finally, I'd just like to wish everyone and their families a Merry Christmas, Happy Holidays, and a Happy New Year.

Here's to hoping 2021 will be a better year.

See you around the Plant.

Best Prices in New England

14 KT
FINE
GOLD



WE
BUY
GOLD

Now Open @
119 Broad St, Lynn, MA 01902
781.592.7230



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

Brothers and Sisters

I have been in this position for about a month now, working really hard trying to get around the shop and talk to members. Most of my time is taken up by meetings with the company about Farm Out etc. If any 201 members have any questions do not hesitate to grab a steward. It is very important to get a steward if you are asked to meet with management especially if there is a chance you could be disciplined. Your job may depend on it. You have a legal right to representation. Under Federal and State Labor Laws when an employer questions a worker about possible misconduct, the worker

has the right to request a steward be present. The employee can refuse to answer any questions until the request is granted. These are known as "Weingarten Rights". Without union representation you might make damaging statements that could be viewed negatively.

There has been an uptick in issues with members and guard interactions in the plant. Think of coming into work as if your going through security at the airport minus the pat down. If a guard asked you to pull over so they can search your vehicle, or bag, request that you have a steward present. You are not subject to a bodily

search, a guard is not allowed to ask you to empty your pockets, they can not toss your vehicle either. It is supposed to be a quick visual vehicle inspection, not a search! Make sure you have a stewards phone number, you want a witness if you have to have contact with a guard.

Make use of the two tickets printed on this page to the right. If you see management doing bargaining unit work fill it out. If you are on excessive IME fill it out. Give them to your steward or myself. These tickets give us the ammunition to fight the company on Farm Out and on holding onto our work.

Seasonal Affective Disorder

By Local 201 EAP Trainee, Derek White

Do you feel depressed during the dark days of late fall and winter? This may be Seasonal Affective Disorder (SAD). SAD is a type of depression that's connected to changes in seasons. SAD begins in the late fall and early winter and goes away during the spring and summer. SAD can drain your energy and make you feel moody.

- Symptoms of SAD can include:
- Feeling depressed most of the day
- Having low energy
- Having problems with sleeping
- Changes in appetite or weight
- Feeling sluggish or agitated
- Feeling hopeless, worthless or guilty

The exact cause of SAD remains unknown. The reduced level of sunlight in fall and winter may cause SAD. Reduced sunlight can cause a drop-in serotonin, a brain chemical (neurotransmitter) that affects wellbeing and happiness.

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

plenty of sleep, and practicing relaxation exercises. Exercise is a powerful way to fight seasonal depression, especially if you're able to exercise outside during the day. Regular exercise can boost serotonin, endorphins, and other feel-good brain chemicals. Exercise can also help to improve your sleep and boost your self-esteem.

We all have days when we feel down, this is normal. But if you feel down for days at a time and you can't get motivated to do activities you normally enjoy, talk to a professional. This is especially important if your sleep patterns and appetite have changed, you turn to alcohol or drugs for comfort or relaxation, or you feel hopeless. Asking for help is a sign of strength and a movement towards a better version of yourself. Contact our Employee Assistance Program, Bob Cummings can be reached at 781-584-7641. Jeff Zeizel can be reached at 781-594-4533. **All calls are strictly confidential.**

On I.M.E.

Building _____

Area _____

Work Station _____

Reason _____

I.M.E. hrs. _____

Date _____

Fix the Plant

Fix Wages

Farm In

Fill out and return to your Steward



Moving Violation



MANAGEMENT DOING BARGAINING UNIT WORK

Name of Culprit _____

Date of Violation _____

Time of Violation _____

Description of Work Being Done _____

Classification _____

Witnesses _____

Return to Steward

TEXT

"local201" to 555-888
to receive text
message updates.

TXT



Business Agent's Column

By JUSTIN RICHARDS
Business Agent

Hope everyone has a happy, healthy, and safe holiday. Don't be shy, check in on your friends, family, co-workers and neighbors. A simple smile and hello has the ability to brighten up somebody's day. Covid has all but put a damper on our celebrations, and 2020 has been nothing short of depressing! Be mindful if you are getting together with family and friends and then returning to work. Lynn Community Health Center has a testing site on Buffum St., if need be try to get there a little early to avoid the line, site is open Monday, Tuesday, Wednesday and Friday 8:30 am-12:00 pm, 1:00-4:30 pm; Thursday 10:00 am-12:00 pm, 1:00-4:30 pm, 5:00-7:00 pm; Saturday and Sunday 12:15-4:30 pm. **Call 781-581-3900 for an appointment.**

General Electric

Tony Aiello is out, he is suddenly retiring, a replacement for Matt O'Connell is here, John Slattery has announced targeted layoffs in the supply chain coming soon. Was that announcement supposed to be some bad attempt at transparency or a means to cause confusion? What is really going on? We are fighting Farm Outs and Transfers of work, labor hours going to outside vendors but yet the company is going to have targeted layoffs? All we can do is speculate. Lynn has been left isolated and kicked to the curb for far too long. Hopefully Lynn stops being a pit stop and we have some new leaders that will "actually" lead! We were operating under managers, not leaders, who only focused on finding the next big idea to put feathers in their caps. There is no collaboration, there is no teamwork, there is no working relationship! These types of ideals do not work when the managers who try to convince the workforce to jump on a bandwagon of the, "Team," do it under false pretenses! Bottom line is, invest in the plant, bring the work back, and let us do what we do, produce quality hardware! Hope for the best and prepare for the worst. I really hope somebody up top finally realized that top down management has been destructive to G.E in Lynn.

On top of all that, our contract is being completely disrespected. We sit in Step 2 every week, and every week it's the same argument. The company argues their interpretation of our contract language, coincidentally their interpretation always fits THEM! This is unacceptable and is leaving a significant amount of grievances unsatisfied, we will not accept the disrespect and biased interpretations of our contract.

The union has presented the company with two proposals surrounding Covid protocols. We have yet to get a response. The proposals would provide added safety for our members.

Veolia

Met with Chief steward Joe Grant and steward Fred Hogan down the hall to discuss the plant. They were both insightful on the operations at the treatment plant. It's difficult to understand the gist of everyday operations at a site that I haven't seen yet, Joe and Fred did an excellent job explaining a lot of the details. New managers are rolling in. Any questions or concerns reach out to your stewards. I look forward to meeting everybody over there. Chief Steward Joe Grant reports out: I am grateful our crews have fared well through Covid thus far. We do have some lost time is-

continued on page 1



President's Column

By ADAM KASZYNSKI
President

My COVID Test Story

Employers should offer free testing on site. GE always shoots us down with, "not interested at this time". IT'S ABOUT TIME. IT'S PAST TIME. I encourage people to get tested regularly. I have been wearing a mask, keeping my distance, and doing what I am supposed to do to protect my fellow workers and family. A few days ago, I developed allergy like symptoms I get on and off throughout the year. I felt fine. I went to get tested as a precaution, and I was shocked to find I was positive for coronavirus. I don't have coughing fits or a fever. I have my sense of smell and taste. To my knowledge I did not spend 15 minutes around someone that tested positive. I still got it. Luckily, due to the Thanksgiving holiday, I have not been in the Plant while contagious.

When I told the GE Contract Tracer from the "ARC" that I tested positive with such mild symptoms, they told me "You know, I hear more and more of that." I asked them to pass the message we need onsite testing offered here at GE Lynn, maybe they have more pull than who I usually talk to. When I asked the other contract tracer from the State (MA Covid Team), "Are you talking to a lot more people with mild or no symptoms testing positive during this uptick" They did not hesitate, "yes," When I asked if they would recommend essential workers get tested every week they said that the state "leaves that decision to employers. If they (the employer) feels it is necessary they offer it. Other employers in the state have weekly testing".

If I had not have gotten tested, I still would not have any reason to think I had coronavirus. Get tested. In my experience, waiting for symptoms is waiting for too long. On site testing would protect workers and our families and help stop the spread. Greed is getting in way of safety. And it is putting our families at risk.

I should be on GE paid quarantine leave until they clear me back to work. Though we have big problems with the cumbersome requirements for GE's quarantine paid leave, GE Unions pushed for that benefit. It needs work but it has helped sick and exposed GE workers and means my family won't take a pay cut for Christmas. Its not that way at Ametek Aerospace. We are getting down to the wire negotiating a contract at Ametek Aerospace for the 4 legacy members that are still working there. Are we essential or are we expendable?

Eyes – Advancing Workers Legislative Agenda

Labor Law in this country is fixed to benefit anti-union employers. The PRO Act, passed by the US House of Representatives this year but not in the Republican controlled U.S. Senate, sought to fix some of the worst issues with U.S. Labor Law. If passed, it will punish companies that commit unfair labor practices, legalize secondary boycotts (aka Solidarity Strikes), weaken Right to Work Legislation that SEVERELY compromises bargaining strength and more. A majority of IUE GE Locals are in Right to Work states, which hurts our bargaining position during the national contract. Republicans control the senate and will not touch the bill while they maintain control, this is a major problem for GE workers and all working people.

By the year 2000, 32% of U.S. manufacturing was in the South. In the 2010's all GE's new U.S. plants were in the U.S. South. and non-Union and production continuously shifts there. The most recent farmout list has our work going to right to work states and abroad. It's not only going to Turkey, South Korea, Hungry, Romania, Taiwan. It's also going to right to work states like, North Carolina, South Carolina, Michigan, Florida, Indiana, Kansas. We need the PRO-ACT to help us organize these places.

continued on page 5