

IUE-CWA Local 201 News

Celebrating 86 Years
as a Chartered Local
1933 – 2019

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn), Ametek Aerospace (Wilmington), Veolia Wastewater (Lynn), Avis-Budget Group (East Boston), Avis (Boston/Cambridge), and the Saugus Library (Saugus) and thousands of lifetime Retiree members across the country. www.local201iuecwa.org

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EDITOR
Bill Maher

MANAGING-EDITOR
Tom O'Shea

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Adam "Kaz" and O'Shea Win Special Election

By Tom O'Shea

On January 8, 2019 IUE CWA Local 201 held the Special Election to replace out going President Peter Capano and outgoing VP/Recording Secretary John "Jay" Walsh. The Election Committee chaired by David Rybicki over saw the process. All went well. Peter made it official by retiring on December 31, 2018 after 29 years with the company and many of those years as an officer with the Local. Jay is plan-

ning on leaving the end of January. Approximately 55% of our members turned out to vote. That is not counting ineligible voters. Those off payroll for whatever reason.

Here are some of the related paragraphs in our Constitution regarding the election: Section Q. Counting of Ballots: "The counting of ballots shall begin immediately after the polls are closed and may be observed by any member in good standing

of the Local.".....This ensures that the process is transparent and open to all members to witness. Section S. Final Results: "The Chairperson of the Election Committee must deliver immediately to the Editor of the official news organ the final results of the election".....and it is up to the editor to publish said results. The official results of the Special Election are as follows: Highest vote count to lowest.

President: Adam Kaszynski, James Stafford, Carmen DeAngelis, Thomas D'Amico. Vice President/Recording Secretary: Thomas O'Shea, Adrian Cronin.

The official vote count can be viewed at the Union Hall. The Hall is open M-F 8am-5pm.

DUTIES OF ELECTED OFFICERS

By Bill Maher

The IUE-CWA Local 201 Constitution & By-Laws, specifically Article X: Duties of Elected Officers, establishes the job descriptions and duties of all elected officers. Since IUE-CWA Local 201 just recently completed an election on 1/8/19, the following information is provided to members in an effort to better understand who is responsible for the duties to which they were elected. This issue will cover the offices of President and Business Agent.

Article X – Section A. Duties of the President

1. The President shall preside at all Membership, Stewards Council, Executive

Policy Board meetings, and Grievance Committee meetings. He/she shall enforce order and the Constitution and By-Laws. His/her signature shall be required on all checks and orders for the expenditure of money. Subject to the approval of the membership, she/he shall appoint all committees and delegates not otherwise provided for. The President is responsible for organizing new members into Local 201 and aiding the District and International in organizing events.

continued on page 12



Members of the Election Committee
prepare the ballots for the
January 8th Special Election

Next Local 201 Membership Meeting January 29, 2019 - See page 4



Letters to the Editor

Dear IUE-CWA Local 201,

Re: 34th Annual Bread and Roses Labor Day Heritage Festival

With apologies for the delay, I am writing to thank you for the generous donation for the 34th Annual Bread and Roses Festival, which took place on the Campagnone Common in Lawrence on September 2, 2018. The festival was another success, and despite oppressive heat, was enjoyed by a large, diverse, and appreciative audience.

None of this would have been possible without the generous support of individuals and organizations like yours. We are happy to acknowledge our supporters in our program book and on our website. If you have any questions about the 2018 Festival or our plans for the future, please do not hesitate to get in touch. Thanks again for your support.

Sincerely,

James F. Beauchesne, Fundraising Chair
Bread & Roses, Heritage Committee

Dear Members of IUE-CWA Local 201,

Thank you for your donation on December 27, 2018 to the Friends of the Peabody Council on Aging in honor of Eric Swanson.

This donation will be used to fund programs and services designed to enrich the quality of life for the Seniors of Peabody.

Sincerely

Michael F. Zellen, President
Friends of Peabody Council on Aging

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, and Members is extended to the family and friends of Daniel Natola on the recent death of his father. Dan is an RC in Building 74 and is a member of the Local 201 Election Committee.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, and Members is extended to the family and friends of Tina Johnson on the recent death of her mother. Tina is a Material Handler in Bldg. 63.

Layout Design by



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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.

<p>Real Estate Needs. Paul Kotkowski Century 21 North East. 35 years experience. Full time Realtor. Listing and Selling. GE Retiree. Call 978-828-1604</p>	<p>Yani's & Jossie's Platter Creations Catering Specialists For more information: Yani 781-244-5626 Yanitzathomas@icloud.com Jossie 781-346-3881 JQTSmiles@aol.com</p>	<p>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</p>
<p>Solar Powered House for Sale Snowflake Arizona 27 Miles S. of Holbrook 2 story, 2 bedrooms, 2 bathrooms. 1500 sq ft. Custom wood + Masonry. Gas Heat. 300' deep well. 6 acres. Taxes \$600.00 per year \$169,000.00 Call 775-537-7870 View at adventurerealtyaz.com</p>	<p>Real Estate Ellsworth Maine 3 Bdrm, 2.5 Bath, Laundry-Main Level, Full Attic, Full Basement 2-Story, 2-Car Barn. Low Taxes 2 Acres. \$279,000 207-667-0283</p>	<p>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</p>
<p>GJM - Removals, Cleanouts, Residential and Commercial Trash Collection, Recycling gmanos@comcast.net Call George 781-910-0853</p>	<p>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</p>	<p>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</p>
<p>Trailer Utility 4'X 8' \$100.00 Fire Wood \$100.00 Cord Ford Focus 2006 \$3200 Ford Focus 2012 558 miles BO Call 978 462 7877</p>	<p>Condo For Rent Seaport Landing 150 Lynnway Lynn MA 2 bdrm, 1.5 bath Furnished \$2,300 per month Unfurnished \$2,000 per month Million Dollar Views. 1 Year Lease Required 781-367-7822</p>	<p>Fix A Brick - No job too small, really! Stairs, Foundations, Walkways, Chimneys, etc., etc. Call 978-239-9801</p>
<p>Handyman Wanted Call Tina for Details 617-293-3032</p>	<p>House for Sale/Rent Views of the Pond Pillings Pond Road Lynnfield MA: 3 Bdrms 2 Bths Partially Finished Basement \$475,000.00 or Rent \$2,500 per month. Call 781-367-7822</p>	

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Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

Thank you Pat Ryan

At the December Policy Board meeting one of the true legends of Local 201 announced that this was his last Local 201 Policy Board Meeting. That person was Trustee Patrick Ryan. Pat had been warning us he was planning on retiring from GE at the end of February 2019, but we didn't think he was leaving his union position early.

Pat's history and union activism goes back many, many years. Delegate to the National Convention for years, steward, committee person, bus driver, Trustee, the titles are endless. Pat's contribution to 201 has been essential. He traveled several times to Washington D.C. as a representative of Local 201 and the International lobbying on Capitol Hill for us. His presence on the policy board made us all think about fiscal matters as well as what was the right thing to do. Never one to back down from a fight and never one not to speak his mind the Policy Board is going to miss him. The Local is going to miss him. Pat was also a mentor to several new hires over the years, urging them into the E Team machinists training program and over seeing their progress.

Pat set an example. And he lived up to that example.

Pat, Thank you for all your contributions to Local 201.

The members of the IUE CWA Local 201 Policy Board chipped in and decided to purchase flowers for you as a going away present.

Enjoy.



Pat Ryan presents outgoing president Pete Capano with a plaque of appreciation at the December membership meeting. This was Peter's last membership meeting as a member of Local 201. On January 2nd Peter started his new job as State representative for the 6th Essex Congressional district in Massachusetts.

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

Law Offices of James J. Carrigan



15 Johnson Street, Lynn, MA 01902



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

Anne Gugino Carrigan
(Former member AFSCME)

Ronald D. Malloy
(Former Business Agent
of Local 201)

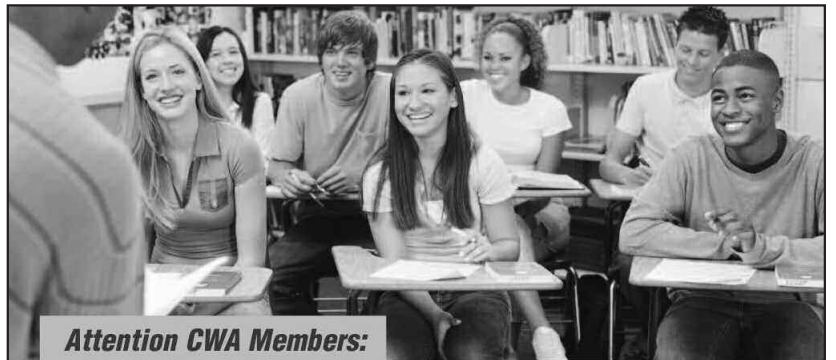
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Lynn, MA 01902
(across from Lynn District Court)

Tel. (781) 596-0100
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*No fee unless successful.



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$3,000 each for the 2019-2020 school year, and another \$3,000 for 2020-2021. (2nd year award based on satisfactory academic record.)

Fifteen 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 April 30, 2019 at 11:59 p.m. EDT.

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:

<http://cwa-union.org/pages/beirne/>

2019 Accelerated Cash Payment (ACP)

The third and final Accelerated Cash Payment contained in the 2015-2019 Collective Bargaining Agreement between the General Electric Company and IUE-CWA, will be paid to employees that meet the following criteria:

“Employees eligible for the Third Accelerated Cash Payment are those employees who are on active payroll as of January 14, 2019, or, who were on active payroll prior to January 14, 2019, and who return to active payroll from layoff without loss of service credits or continuity of service by not later than April 22, 2019, or who are absent due to a Company-approved leave prior to January 14, 2019, and return to active payroll without loss of service credits or continuity of service by not later than June 23, 2019. If a full time Employee on a Company-approved leave has a right to remain on leave and to reinstatement pursuant to an applicable law or regulation, such Employee shall be eligible for the Third Accelerated Cash Payment if

the employee returns to active payroll on the next scheduled work day after the expiration of the leave and that return date is not later than June 23, 2019.”

- The date of **January 14, 2019** is the eligibility date for employees; this date is NOT the payment date.
- Payment usually occurs 2-3 weeks after the date of eligibility.
- Employees not on payroll (Sickness & Accident, Workers Compensation, Maternity Leave, or other Company approved absence from work), will usually receive the Accelerated Cash payment within 2-3 weeks of his/her return to active payroll.
- The Accelerated Cash Payments are treated as creditable compensation or earnings for the purposes of the GE Pension Plan, the GE Retirement Savings Plan and other benefits/programs.
- Accelerated Cash Payments are lump sum, taxable payments. Employees shall

be eligible to receive Accelerated Cash Payment *AS SOON AS PRACTICABLE FOLLOWING THE DATES SET FORTH above.*

Cost of Living Adjustment (COLA) of \$.20 (20 cents) shall be effective on April 22, 2019. This COLA will complete all applicable contractual payments required by the 2015-2019 Collective Bargaining Agreement, which expires on June 23, 2019.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees Association and Members is extended to the family and friends on the death of retiree Winston Trench. Winston worked in the Gear Plant prior to his retirement in 1995 after 26 years’ service with GE.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees Association and Members is extended to the family and friends of retiree John “Jack” O’Leary on his recent death. Jack worked in the West Lynn Plant and River Works and was a steward in Bldg. 29 prior to his retirement in 2005.

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

TUESDAY, JANUARY 29, 2019

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
- II. **GENERAL BUSINESS:**
 - 1. POLICY BOARD
 - 2. TREASURER’S AND MONTHLY FINANCIAL REPORTS:
 - 3. COMMITTEE REPORTS:
 - 4. GOOD AND WELFARE:
 - 5. NEW BUSINESS:
- III. **GE REPORT**
- IV. **AVIS & BUDGET CAR RENTAL REPORT:**
- V. **AMETEK REPORT:**
- VI. **VEOLIA WATER REPORT:**
- VII. **SAUGUS LIBRARIANS REPORT:**

Signed,
PETE CAPANO, President
WILLIAM MAHER, Business Agent



Substance Use Disorder (Addiction) Support Group at GE Lynn

In coordination with the Employee Assistance Program (EAP) this group is to

- Support our colleagues who are impacted
- Continue to raise awareness and reduce the stigma associated with substance use disorder

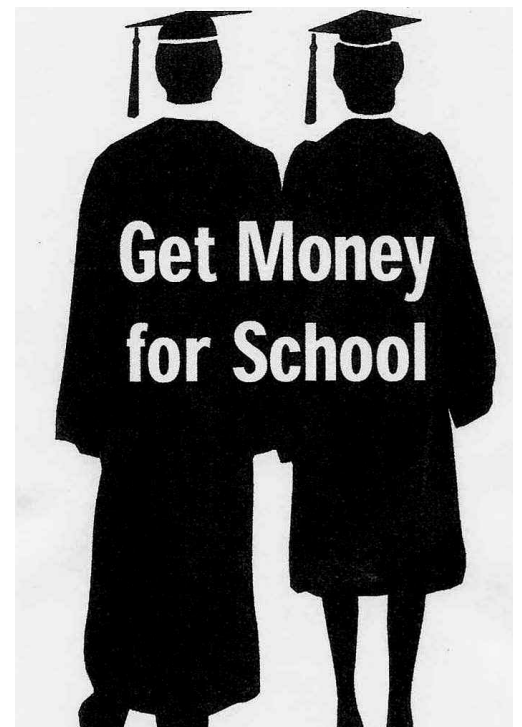
45 minute sessions will be held in the Medical Center on **Wednesdays** starting

December 6th at:

- 7:15 am (3rd shift hourly & all salaried)
- 2:15 pm (2nd shift hourly & all salaried)
- 3:15 pm (1st shift hourly & all salaried)

In the Building 32-Classroom 2 (Training Center)

If you have questions, please contact:
Bob Cummings (EAP) 617-275-1527
Jeff Zeisel (EAP) 617-733-2842
Greg Kelly 781-838-1168
greg.kelly@ge.com
Jacqui Jones x4256
jacqueline.a.jones@ge.com



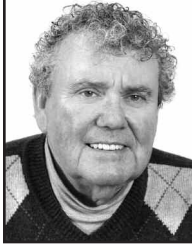
IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2019-2020 school year. The scholarships are available to IUE-CWA members and their families. For details on eligibility and an application, go online at

www.iue-cwa.org

beginning October 15, 2018.

Applications will only be accepted over the Internet. The **deadline** for applying is **February 28, 2019.**

Deadline to apply for Union Plus Scholarship is January 31, 2019 and MA AFL-CIO is December 14, 2018



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

At our last Retirees meeting we passed a motion that if the Lynn schools were closed for weather reasons on any day, we would not have our monthly membership meeting either on that day.

As usual a lot to report. Happy New Year. If you are entitled to the RRA you may have to call VIA and request that they send you a RECURRING PREMIUM REIMBURSEMENT REQUEST FORM. Then you need to call whatever INSURANCE COMPANY YOU HAVE AS A SUPPLEMENT TO MEDICARE. IF YOU NEED HELP ON THIS CALL ME AT 781-367-7822. ALSO, YOU SHOULD KNOW THAT IF YOU HAVE A RECOGNIZED GYM YOU MAY BE ELIGIBLE FOR ADDED BENEFITS, AS

AN EXAMPLE BC/BS WILL PAY YOU UP TO \$150 TO JOIN A GYM. MANY OTHER INSURANCE COMPANIES DO THIS AS WELL. A WORD TO THE WISE, ALWAYS CHECK AND ASK IF YOUR INSURANCE PAYS ANYTHING IF YOU JOIN A GYM.

We know when the Annual GE Shareowners meeting is, April 24, 2019. But we do not know the location yet.

For those of you online the GE Retiree web pages has a lot of discussions about pensions.

I recently met the widowed spouse of a 30-year pensioner that received 50% of his pension that added up to the miserly sum of \$345.05 per month. This is why older long service retirees need a substantial increase in

their subsistence pensions. Even Jack Welch recognized this need. He said at one of the GE annual meetings, "Kevin I structured the pension increase the way you asked me too, those retired the longest received the biggest increase". Of course, I thanked Jack and stated from the microphone that this increase was well deserved, long overdue and was not enough.

THE HELL OF CALLING VIA— IS ELDER ABUSE

One of our retirees, S.U., came to the union hall on a Friday before 2pm. We got on the phone to enroll him on VIA for a supplement to Medicare. After well over 2 hours and 20 minutes we finally enrolled him. He brought his wife with him and he and she could not believe what he had

to endure in order to have insurance. Both he and his wife could not believe that they had to listen to the same questions over and repeatedly. They must have asked the same questions about 8

times. He told me if he had to do this alone, he would have become so frustrated he probably would have been throwing things around his house and would not have any insurance.


IUE-CWA Local 201
RETIRES COUNCIL
MEETING NOTICE
Tuesday, February 12, 2019 at 2 PM
Note: Meetings are the 2nd Tuesday of the month unless notified otherwise.

If the Schools are closed for a snow day our meeting will be cancelled too.

St. Michaels Hall,
Elmwood Ave., Lynn, MA


Agenda:
I. Financial Report
II. Report on Post 65 Health Insurance Lawsuits
III. Any New Business

Kevin D. Mahar, President
Edward Walczak, Financial Secretary



Advice from the Ophthalmologist

Do You Have Diabetes?



- Diabetes is the leading cause of blindness in persons between the ages of 20-64. Every diabetic needs a thorough, dilated eye exam every year by an ophthalmologist (Eye-MD).
- Blood sugar control minimizes the risk of diabetic eye disease. Diabetics should test their blood sugar regularly and keep it below "150."

Dr. Gross is a Board Certified Ophthalmologist (Eye-MD) and a graduate of Harvard College and Yale Medical School. His services range from routine eye care to the treatment of complex eye disorders.

The office is located on the Lynnway in a modern office complex on the ocean. Parking is free and most insurance plans are accepted.
Visit us on the web at www.neilgrossmd.com.



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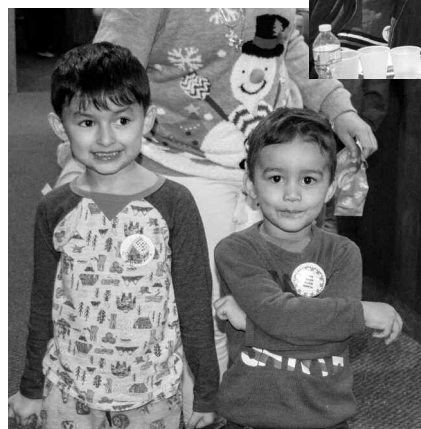
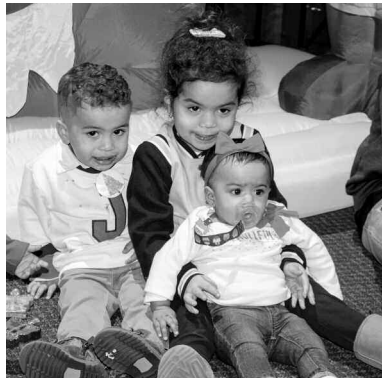
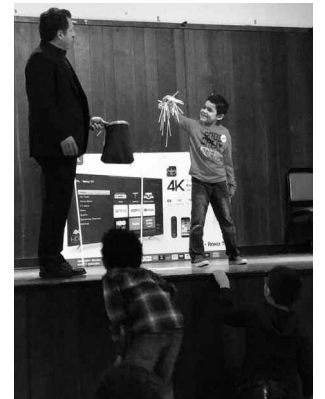
Retiree Party 2018



2018 Children's Christmas Party



The Local 201 Activities Committee, led by Luis Rodriguez held another successful Children's Christmas party this year. Held at St. Mike's hall, the day was perfect for a visit from St. Nick (thank you Don McKinnon for playing Santa). The party was well attended and well run. The Activities Committee along with Boy Scout Troop 300 and many Local 201 volunteers made it look easy. This year there was one raffle for 3 prizes: Big Screen TV - Carol McKinnon, Xbox - Jerimiah Molina and Tablet - Kerry Manchini. The Children's Christmas party is a long standing tradition at Local 201 that gives a chance for our members to plan a family activity and to give back in the spirit of the season. Thank you again to Karyl Stoia and friends, Bob Reynolds and all the other volunteers whose names I forget, for coming out and working very hard to make the day such a huge success. Without your dedication it would be very difficult to put this party on year after year





Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Congratulations to President **Adam "Kaz" Kaszynski**, he ran a smart campaign with a message and credentials to back it up.

Congratulations Vice President **Tom O'Shea**, after many years of dedicated service to Local 201, you will continue to be a great asset to us.

Many thanks to our Election Committee for consistently running a professional, trustworthy process every time. I'd like to mention them by name.

- David Rybicki (Chairman)
- Nick Calos
- Nefty Alvarez
- Dan Natola
- Dick Boisvert
- Cohlette Carlino
- Bob Reynolds
- Dereck White
- Dan Dinan
- Curt Luongo
- Kamau Hashim
- Rick Anderson Jr
- Jamal Wilson

The Art of Falling

Rare is the individual who hasn't tripped

over a pet or uneven pavement, tumbled off a bike, slipped on ice or maybe wiped out skiing or skating.

Some get injured, while others go unhurt — often claiming it's because they knew "how to fall."

According to paratroopers, stunt professionals, physical therapists and martial arts instructors, there is indeed a "right way" to fall — and it can save you a lot of grief if you know how to do it.

Although often associated with older people, falls occur at any age and are the most common cause of injury seen in emergency rooms in the United States. The Agency for Healthcare Research and Quality estimates that falls cause more than a third of injury-related emergency room visits, around 7.9 million a year.

The number one thing to remember, is to protect your head. If possible, when you find yourself falling, pivot to your side and tuck in your head.

The other thing to avoid, is "FOOSH," an acronym for "falling onto outstretched hands." If you do that, all the force of impact will be concentrated there, raising the risk of breaking your wrist. You similarly don't want to come crashing down on your knee, so you break your kneecap or do that maneuver where you kind of pedal with your feet to catch yourself, which can lead to broken bones in your foot and ankle.

Instead, if you feel yourself falling, you

should bend your elbows and knees and try to take the hit on the fleshiest parts of your body, like the side of your thigh, buttocks and shoulder. "Aim for the meat, not bone, "your instinct will be to reach out with hands or try to catch yourself with your knee or foot, but they are hard and not forgiving when you go down."

The key is to not fight the fall, but just to roll with it, as paratroopers do. The idea is to orient your body to the ground so when you hit, there's a multistep process of hitting and shifting your body weight to break up that impact.

When we fall it happens fast and often without warning, but my hope is this short bit of advice will help us prepare as best we can for what can be a serious injury both at home or at work.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees Association and Members is extended to the family and friends of Dorothy "Dottie" Kissel upon her recent death. Dottie was secretary to the Business Agent of Local 201 in the 1960's. She also worked at District Council #2 as a bookkeeper prior to her retirement.

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Number One READERS CHOICE AWARDS 2010



VP's Column

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

Thank you to everyone that ran for office and to everyone that turned out to vote in the special election. It is important to exercise your right to vote at every opportunity, even in a union election.

The Local is starting a new chapter this week with the election of a new President and VP/Recording Secretary. (Congratulations Adam Kaz. I know you will do great).

One of the comments I heard more than once during the campaign was "who is Tom O'Shea" good question. I have worked at GE for 32 years. My path through the company has not been a traditional shop floor experience. Hired in 1986 to work in the Everett MA. plant as a wastewater operator. At that time the company was consolidating the areas operation into the River Works. As Everett closed, I was moved to

Lynn and have been here since. I have held the same job title for 32 years. My union interest started in the early 2000' by attending membership meetings. Back then the 1st shift meeting was held at 6:30pm. I just went one night and kept attending month after month learning more and more about the organization and getting involved. (More on this in the next issue.)

I also had the chance to talk with members during my campaign. It was nice meeting new hires as well as talking to the veterans. One of the questions asked: "What exactly does the VP/Recording Secretary do?" Great question. I did not have a good answer then, I will try to answer it here. The VP is responsible for taking minutes at all meetings. This includes the weekly board meetings, monthly Policy

Board and monthly Membership Meetings. This person is also responsible for overseeing all local 201 committees. The VP is the acting president in the president's absence. At one time this position included being the acting benefits officer. The union hall is still the place to call with a benefits question, but I think the approach at solving these issues has become more of a group effort. The VP has been the go-to person for our Avis/Budget affiliate too. Working with the chief steward and handling issues related to that business. And that is only some of the duties. I know there are more.

With the replacement of two

of our top officers how duties will be delegated is up for discussion. More on this as we go forward.

Remember, this is your union. The leadership is there to navigate the process, but it is up to the members to do their part. I believe the stewards are the work horses of any union. Their day to day oversight is what makes it work. I will be available to answer any questions that anyone may have. And please come to our monthly membership meetings. This month the meeting is on the 29th of January. See page 4 of our newspaper for the Official Notification.



"IUE CWA Local 201 Member Fred Hogan is sworn in as City Councilor on January 8, 2019. Fred works for Veolia at the Lynn WW treatment plant on the Lynnway.

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LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

As the Rotor Turns

I hope everyone had a Happy New Year. A new year means snow is coming and every year I get asked the same question, "do we have to come to work if there is a snow emergency?" The answer is "YES". If the plant is open, you must come to work. If you are not sure the plant is open call your cell leader or plant protection to find out 781-594-2591. If you would like to be notified at home via the Emergency Notification System you must opt-in through your Emergency Contact on OneHr.com.

LATO

What a wild and crazy year it was in LATO. Extreme parts shortages almost crippled Assembly, but the world class AAEM's we have here at the River Works once again pulled a rabbit out of their hat and got the job done. Every engine was shipped. Here is the break down. 468 - T700', 51-CF34', 61-F414/404.

The workers in Test get the biggest round of applause. The way you stepped up at the end of the year was awesome. Everyone in LATO, from support in the white zones, the Canners, the Crafts and all the way up to the Servicers, "Great Job"!!!!. Bring on 2019!

Logistics

Another strong year for Logistics. There is going to be another Blueprint Reading and Shop Math class offered at the River Works. If anyone is interested in finding out about the class and how to sign up, please see Ashley Ritchie in the employment office.

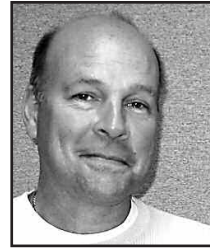
I've been getting a lot of complaints about the assessment test that was given for students interested in the in-

house AAEM class. I will be the first to say it was not a fair test. It was not fair to most of the people that took it. The union was not able to see the test before hand either. Once we get the results back, we will review with the company and take it from there. I will keep everyone posted.

If anyone has upgraded recently and has not been released to their new job and has not written a failure to release grievance, please get your information to a steward and it will get written and you will get the money owed to you.

Remember to check your paycheck regularly to be sure your getting paid properly. If you took time off for personal or vacation be sure what you were charged for was what you wanted to take. If it is wrong, ask your cell leader to fix it. Your cell leader cannot touch your vacation time without your permission.

See you around the shop.
Bobby.



LPS/M&E Report

By FRED RUSSELL
Executive Board Member

Dear Brothers and Sisters

In my last article I wrote "What is Collaboration"? I'll tell you this, it's not with River Works Management and Union Relations. Agreements we have made with the General Electric River Works are under fire. The bldg. 29 Addendum was like pulling teeth. The 21 Day Notice is now under fire: Case in point, outside vendors doing Bargaining Unit Work (diagnosing machines). Management brought in a vendor without a 21 Day Notice to diagnose a machine in bldg. 74. I didn't receive a notice and U.R. said it was not Bargaining Unit work! In our job descriptions it says to "Diagnose and Analyze Machines". That was our unions position, it was our union work. If the company doesn't want us to do it, we won't.

Another issue is the crane maintenance program. We have had many incidents with the cranes where employees could have gotten seriously injured. The company took away the crane maintenance program from our maintenance workers. One of their reasons they gave for taking it away, was lack of manpower. We had six workers doing crane maintenance in bldg. 74 and 66. Now according to management there are 1.3 outside vendors covering the maintenance on that same area and we have had serious mishaps.

Don't stand under the cranes at all. Be safe. Watch out.

See you around the yard.



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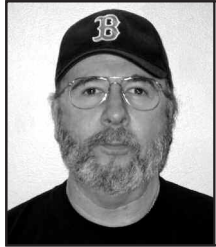
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“Down By The River”

By BILL HOLM
LCM Executive Board

Contract - Certainly we can agree that wages and healthcare are going to be two of the most important issues of negotiations this spring. We need percentage raises not lump sum Accelerated Cash Payments (ACP). These payments save the company millions while future pay increases and your 401k plan are exponentially affected by not getting percentage raises. The last percentage raise was June 23, 2014. During the 2015-2019 contract wages increased one dollar and twenty cents per hour which is sixty dollars per week. As an example of insurance increases, an R19 employee which is the median rate, contributions for Option 1 for (3 or more persons)

went from \$58.91 in 2016 to \$86.99 in 2019, a 47.6% increase, where as your hourly wage increased 3.7%. This is an extreme burden for MBW employees. An M19 on step 2 of their progression is still in the same range of \$50,000-\$74,999 so they pay the same \$86.99 while making 26.5% less. This year when you go from M19 step 1- \$23.50 to step 2- \$24.52 and you have Option 1 (for 3 or more persons) your weekly contribution goes from \$69.28 to \$86.99 a \$17.71 increase subtracted off \$40.08 per week raise you just worked a year to get. Something else to look at would be the HRA account increasing along insurance cost increase. Just to put it out there if you don't pick

Option 1 it's not insurance, it's gambling. The whole thing is like Las Vegas anyway, all designed to get your money while the house cleans up.

Congratulations - President Adam Kaszynski and Vice President Tom O'Shea on their elections.

FYI - You do NOT have to punch out to vote on GE property.

Daywork Rates	
6/23/14 thru 1/22/17	
R08	28.36
R10	28.62
R12	29.005
R14	29.385
R15	29.71
R16	30.12
R17	30.715
R18	31.35
R19	32.275
R20	33.36
R21	34.455
R22	35.52
R23	36.54
R24	37.995
R25	38.545
R27	39.50

Daywork Rates	
4/22/2019	
(0.20 per hour)	cost of being equipment
R08	29.76
R10	30.02
R12	30.405
R14	30.785
R15	31.11
R16	31.52
R17	32.115
R18	32.75
R19	33.675
R20	34.76
R21	35.855
R22	36.92
R23	37.94
R24	39.395
R25	39.945
R27	40.90

Weekly Contributions (2016)

Annual Pay	1 Person Contribution - Non-Smoker			1 Person Contribution - Smoker		
	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3
<\$25,000	\$14.45	\$4.87	\$0.00	\$26.43	\$16.85	\$11.98
\$25,000-\$37,499	\$17.14	\$7.55	\$0.00	\$29.12	\$19.53	\$11.98
\$37,500-\$49,999	\$18.75	\$12.04	\$0.54	\$30.73	\$24.02	\$12.52
\$50,000-\$74,999	\$23.56	\$16.85	\$3.43	\$35.54	\$28.83	\$15.41
\$75,000-\$99,999	\$29.44	\$22.73	\$7.40	\$41.42	\$34.72	\$19.38
\$100,000-\$149,999	\$36.94	\$30.23	\$14.42	\$48.92	\$42.21	\$26.40
>\$150,000	\$49.27	\$42.56	\$24.35	\$61.25	\$54.54	\$36.33
Annual Pay	2 Person Contribution - Non-Smoker			2 Person Contribution - Smoker		
	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3
<\$25,000	\$28.91	\$9.74	\$0.48	\$40.89	\$21.72	\$12.46
\$25,000-\$37,499	\$34.27	\$15.11	\$0.48	\$46.26	\$27.09	\$12.46
\$37,500-\$49,999	\$37.48	\$24.06	\$1.05	\$49.46	\$36.04	\$13.04
\$50,000-\$74,999	\$47.12	\$33.70	\$6.86	\$59.10	\$45.68	\$18.84
\$75,000-\$99,999	\$58.91	\$45.49	\$14.82	\$70.89	\$57.47	\$26.80
\$100,000-\$149,999	\$73.90	\$60.48	\$28.85	\$85.88	\$72.46	\$40.83
>\$150,000	\$98.53	\$85.11	\$48.69	\$110.51	\$97.09	\$60.67
Annual Pay	3 or More Contribution - Non-Smoker			3 or More Contribution - Smoker		
	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3
<\$25,000	\$36.10	\$12.13	\$0.96	\$48.08	\$24.12	\$12.94
\$25,000-\$37,499	\$42.84	\$18.88	\$0.96	\$54.82	\$30.86	\$12.94
\$37,500-\$49,999	\$46.91	\$30.13	\$1.32	\$58.89	\$42.12	\$13.30
\$50,000-\$74,999	\$58.91	\$42.13	\$8.59	\$70.89	\$54.12	\$20.57
\$75,000-\$99,999	\$73.69	\$56.91	\$18.52	\$85.67	\$68.89	\$30.50
\$100,000-\$149,999	\$92.32	\$75.55	\$36.06	\$104.30	\$87.53	\$48.04
>\$150,000	\$123.16	\$106.39	\$60.86	\$135.14	\$118.37	\$72.84

Weekly Contributions (2019)

Annual Pay	1 Person Contribution - Non-Smoker			1 Person Contribution - Smoker		
	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3
<\$25,000	\$21.34	\$11.76	\$6.89	\$33.32	\$23.74	\$18.87
\$25,000-\$37,499	\$25.31	\$15.72	\$8.17	\$37.29	\$27.70	\$20.15
\$37,500-\$49,999	\$27.70	\$20.99	\$9.49	\$39.68	\$32.97	\$21.47
\$50,000-\$74,999	\$34.79	\$28.08	\$14.66	\$46.77	\$40.06	\$26.64
\$75,000-\$99,999	\$43.48	\$36.77	\$21.44	\$55.46	\$48.75	\$33.42
\$100,000-\$149,999	\$54.57	\$47.86	\$32.05	\$66.55	\$59.84	\$44.03
>\$150,000	\$72.77	\$66.06	\$47.85	\$84.75	\$78.04	\$59.83
Annual Pay	2 Person Contribution - Non-Smoker			2 Person Contribution - Smoker		
	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3
<\$25,000	\$42.70	\$23.53	\$14.27	\$54.68	\$35.51	\$26.25
\$25,000-\$37,499	\$50.61	\$31.45	\$16.82	\$62.59	\$43.43	\$28.80
\$37,500-\$49,999	\$55.35	\$41.93	\$18.92	\$67.33	\$53.91	\$30.90
\$50,000-\$74,999	\$69.60	\$56.18	\$29.34	\$81.58	\$68.16	\$41.32
\$75,000-\$99,999	\$86.99	\$73.57	\$42.90	\$98.97	\$85.55	\$54.88
\$100,000-\$149,999	\$109.13	\$95.71	\$64.08	\$121.11	\$107.69	\$76.06
>\$150,000	\$145.52	\$132.10	\$95.68	\$157.50	\$144.08	\$107.66
Annual Pay	3 or More Contribution - Non-Smoker			3 or More Contribution - Smoker		
	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3
<\$25,000	\$53.32	\$29.35	\$18.18	\$65.30	\$41.33	\$30.16
\$25,000-\$37,499	\$63.28	\$39.32	\$21.40	\$75.26	\$51.30	\$33.38
\$37,500-\$49,999	\$69.28	\$52.50	\$23.69	\$81.26	\$64.48	\$35.67
\$50,000-\$74,999	\$86.99	\$70.21	\$36.67	\$98.97	\$82.19	\$48.65
\$75,000-\$99,999	\$108.83	\$92.05	\$53.66	\$120.81	\$104.03	\$65.64
\$100,000-\$149,999	\$136.34	\$119.57	\$80.08	\$148.32	\$131.55	\$92.06
>\$150,000	\$181.89	\$165.12	\$119.59	\$193.87	\$177.10	\$131.57



Business Agent's Column

By BILL MAHER
Business Agent

continued from page 1

2. In presiding at meetings called under the auspices of this Local, he/she shall be governed by *Robert's Rules of Order and Procedure provided otherwise*.
3. He/she shall be a member of all committees.
4. He/she shall send official notices, in conjunction with the Secretary, to the Secretary-Treasurer of the International Union informing him/her that the Local's books and records have been audited and stating the condition of the books and records.
5. The President and Vice-President/Recording Secretary shall not be absent from the Local union simultaneously.
6. In the event that the office of the President becomes vacant at any time before the elected term expires, the Executive Policy Board and Officers shall immediately appoint the Vice-President/Recording Secretary to fill the unexpired term.

Article X – Section C. Duties of the Business Agent

1. The Business Agent shall prepare all grievances for submission to management and shall keep an active record of the proceedings in each case. He/she shall devote his/her time to labor relations and the business of the Local. She/he shall hire and set salaries of all office personnel necessary to carry out the business of the Local, subject to the approval of the membership. He/she shall be responsible for the correspondence of the Local and shall keep records of the same. She/he shall also act as the Financial Secretary of the Local and shall keep records of the same.
2. He/she shall be present at all meetings of the Membership, Stewards Council, Executive Policy Board, and Grievance Committee meetings for the purpose of making reports and giving guidance on business at hand.
3. She/he shall send notices, through the Office Manager, to those members one or two months delinquent in dues. He/she shall notify the President, through the Office Manager, of those members three months delinquent in dues.
4. He/she shall be editor of the official news organ of the Local.
5. In the performance of her/his duty as Financial-Secretary of the Local, he/she shall receive, receipt and account for the money paid to the Local; furnish all supplies pertaining to the Local; pay all bills authorized by the Local; give account of Local expenditures; Turn all money over to the Treasurer within five (5) business days of receipt; furnish a monthly financial report of the Local; furnish a report on payment for per capita to the National Office of the International Union not later than the 20th day of the month following the month in which dues are collected; furnish a semi-annual report to the membership, perform all such other duties as may be necessary for the proper and effective administration of the financial affairs of the Local.
6. In the unavoidable absence of the Business Agent, the Business Agent shall appoint a member of the Grievance Committee to perform his/her duties.
7. If a vacancy occurs before two-thirds (2/3) of the term has expired, the Executive Policy Board shall appoint a successor to fill the unexpired term, subject to the approval of the following Membership Meeting.
8. If the vacancy occurs before two-thirds (2/3) of the term has expired, the Executive Policy Board must order a special election for Business Agent to fill the unexpired term within sixty (60) days and to be conducted under the same rules and regulations as the General Election. The Executive Policy Board may appoint a member of the Grievance Committee to temporarily fill the vacancy pending the election.



President's Column

By ADAM KASZYNSKI
President

Brothers and sisters,

I want to start off by thanking the entire membership for raising ideas, concerns, and insights as I walked through all the shops during the campaign and thank you to everyone that voted. Communication between the hall and the shops is crucial. I will continue to be accessible in the shop and by phone. I also want to encourage people to come to the hall and attend the monthly membership meeting (MM). The MM is the highest decision-making body of our democratic union, where all major policy is voted on by the membership. The members that show up run this union. We want more members involved, and the MM is the best place to start. The date of our next MM is January 29. The monthly MM is usually the third Tuesday of the month. If the third Monday is a holiday the meeting is moved up one week. Circle it on your calendar or put a reminder in your phone. Also check the union newspaper for the Official Meeting Notice for any changes.

A big thank you to our Election Committee, who run a seamless operation that protects our democratic process. And thanks to Pete Capano and Jay Walsh for their service to our union. I wish them the best of luck on their future endeavors. Thanks to all the candidates that ran in the special election for President and Vice President, and congratulations to Tom O'Shea whose many years of service to the union will serve us well in his new role as Vice-President.

My first two priorities as president will be preparing the campaigns for our upcoming contracts and re-activating our committees. There are some open positions on several committees. Please call me if you are interested in joining. Our committees are:

Activities Committee – Plans parties and social outings, including the Navigators baseball game, the Children's Christmas party, and the Halloween Party.

Civil Rights Committee – Supports Civil Rights and brings issues of civil rights to the attention of the union.

Constitution Committee – Safeguards the unions constitution and recommends changes when necessary to the membership.

Education Committee – Responsible for organizing stewards training classes, and educational events for the benefit of the membership
Election Committee – Run's the unions elections, and contract votes.

Legislative Committee – Works on legislative issues that affect our membership. In the past this has included opposing the TPP (NAFTA on steroids) and working on the successful campaign for 5 earned sick days for MA workers.

Solidarity Committee – Promotes solidarity between 201 and the rest of the labor movement. For example, organizing picket line support for Verizon workers during there last strike.

Strike Committee – Prepares for the contract, assigns picket captains by building, passes out strike authorization cards before every contract vote.

Veterans Services/Welfare Committee – Supports Veterans and brings veterans issues into view of the union.

Women's Committee – Seeks to eliminate discriminatory practices of women in the work place, and brings issues faced by women workers to the attention of the union.

It is also time to prepare for the GE Contract Mobilization Campaign. I'll be in the shop getting people to sign up to help and listening to your thoughts about the upcoming contract. Let's get to work!