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IUE-CWA Local 201 News

Celebrating 88 Years
as a Chartered Local
1933 - 2021

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

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When We Fight, We Win!

What should have been as simple as "switching out the logo on the uniform" for Local 201 members at the Lynn Wastewater Treatment Plant has become a battle.

By IUE CWA Local 201 President Adam Kaszynski

It has been a long month for members at the Lynn Wastewater Treatment Plant. However, 201 members have stuck together and stayed resilient in remarkable and inspiring ways as we defended the attack on our contract, our union, and now as we fight for comparable and equivalent benefits. The stewards at the plant, Joe Grant, Fred Hogan, and Stu Mellon have been working tirelessly through what can best be described as a hostile takeover from a rogue company.

This was the last year of Veolia's 20-year contract with the Lynn Water and Sewer Commission (LWSC) to run the plant, which expired on June 30th. The Union kept a close eye on the bidding process, making interventions in June 2020, and April 2021, to ensure our members were protected in the language between the bidding Companies and the LWSC

in the event we would be dealing with a new employer. Both Veolia and Suez submitted bids on the next 20-year contract. On June 14th, the LWSC voted to sign a contract with SUEZ once all outstanding legal issues were resolved. Shortly after, Suez representatives told the Union they would not accept our current contract or our pension. The only rights Suez intended to recognize would be offering all 201 members a job, for which they would have to interview and be screened. This was totally unacceptable and Local 201 immediately launched an aggressive campaign.

The Union was 100% confident in our position that SUEZ had to accept our contract and offer comparable and equivalent benefits and provided the language to the Company. Yet the Company would not back down from the position that they did not have to accept the

contract. The language was obviously on our side, so we suspect the Company's position was based on a desire to sabotage the transition process by running out the clock. By hanging on to the counterproductive position that they would not accept our contract, the Company prevented both parties from having relevant discussions on how to build a comparable and equivalent benefits package in a timely manner. As of July 15th, 15 days after the SUEZ takeover, the Company still has not offered a comparable and equivalent benefits package. They should have been ready to do that when they bid on the contract over a year ago!

Everyone on the Union side wants a smooth transition, we even offered up our union hall to Suez HR to help with their onboarding process (unprecedented). We procured documentation Suez needed from

Veolia, collected members' benefit and employment information, and continue to make ourselves available day or night to help Suez with the transition. Every time their HR team was failing to collect necessary employment information, the stewards stepped up to get the job done. We have been fair and reasonable, only demanding what our contract and the law say we are entitled to. Nothing more, nothing less.

As the countdown to the Suez takeover was reaching its final days, the Union had to act fast and hard to reign in the rogue Suez Corp. On June 28th we held an emergency meeting at the Union Hall. Workers signed strike certification cards to ensure their eligibility for strike benefits should they be necessary. Everyone resigned a Union card to demon-

continued on page 12



Next Local 201 Membership Meeting August 17, 2021 - See page 4

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

Law Offices of James J. Carrigan



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

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

Anne Gugino Carrigan
(Former member AFSCME)

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

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



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

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. 36 years experience. Full time Realtor. Listing and Selling. GE Retiree. Call 978-828-1604</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>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>GJM - Removals, Cleanouts, Residential and Commercial Trash Collection, Recycling gmamos@comcast.net Call George 781-910-0853</p>	<p>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</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>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>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>

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Rita Amore who retired in 1988. Rita was the mother of GE retiree James Amore who retired in 2018. .

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.

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For active members: \$2 per issue / \$24 per year

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RISING INEQUALITY: PROFILE OF A LOCAL 201 FAMILY

How an American Family Raised on GE Wages Copes With Income Inequality

By Jessica Goodheart for Capital and Main

<https://capitalandmain.com/how-an-american-family-raised-on-ge-wages-cope-with-income-inequality>



Kathleen DeSisto has a good job, a house, four kids and, as she affectionately puts it, “a man-child” at home, a husband who is also gainfully employed as a manager at a club in downtown Boston. But she’s uneasy.

That’s because she sees a way of life disappearing, one that rewards skilled blue collar workers like her with good careers and a comfortable retirement. General Electric Co. has provided her family members and residents of Massachusetts’ North Shore with that kind of employment for generations at a massive plant that manufactures aircraft engines. But in the last several decades, that social contract has been upended at GE and at many other companies across the country.

A machinist, DeSisto had just finished her shift when she joins her father in the boardroom

of the union hall, her hair streaked red and arms ablaze with tattoos. “They’re trying their best to get rid of people like me raised by a man like him, who will fight to keep my union so I can protect my co-workers and protect my family,” says DeSisto.

Her father, Wayne McCaul, though soft-spoken, shares his daughter’s fire. It flares up when DeSisto mentions wage concessions that the union local agreed to for new hires in 2016 in an effort to keep jobs in Lynn. According to that contract, a skilled machinist who started in 2015 would make \$37 an hour, but one who started on that job just two years later would make only \$25.50 an hour and have to wait 10 years to progress to the pay level of her more senior co-worker. A union contract revision in 2019 shortened that wait to seven years. At the time

of the 2016 agreement, Will Danzinger, GE executive and general manager of the Lynn plant, said in a statement that the agreement would improve the “company’s ability to compete for work.”

“It’s insulting,” says McCaul, who retired from the River Works plant five years ago. He wears a Red Sox cap, and his union jacket is slung over his chair. McCaul came of age when the social contract between labor and management was strong, back when, he says, GE feared losing skilled machinists and welders to other firms. But since he joined the company in 1968, GE has led the way in offshoring jobs. GE has told the *Boston Globe* that it has hired 500 people since 2017, but that hiring has not kept pace with attrition, according to IUE-CWA Local 201 President Adam Kaszynski.

There is another McCaul who is not in the room on this windy day in April but whose presence is keenly felt: that of DeSisto’s older brother, Kevin. He’s a machinist like his sister, and he has tried for years to get in the door at GE. From his home in Sanford, Maine, Kevin McCaul, who is 51, describes that winding journey as “nothing but misery and heartache.”

The McCaul family’s trajectory traces the rise and tumble of the Amer-

ican blue collar worker, who thrived in the middle of the last century only to be beset by layoffs and wage concessions in recent years. The elder McCaul went to work for General Electric when U.S. manufacturing employment was near its pinnacle, employing more than 18 million people.

“GE literally ran schooling,” McCaul, now 70, remembers, and he took advantage of his opportunities. He started at the firm after high school, working as a “trash collector,” cleaning metal scraps from the base of machines. When he retired in 2016, he was earning “around \$70,000” a year and working in one of the highest-rated inspection jobs in the plant.

His son, Kevin, had the misfortune to graduate from trade school in 1987, when GE’s then-CEO Jack Welch was at the helm. A one-time hero to Wall Street, Welch was dubbed “Neutron Jack” by the media for the way he left buildings standing but cleared them of their occupants. “Nobody... chopped deeper or faster than Jack Welch,” writes Rick Wartzman in *The End of Loyalty: The Rise and Fall of Good Jobs in America*. (Wartzman sits on the board of this publication.) “By the early 1990s, nearly 170,000 jobs had been lost at GE due to layoffs, attrition and other cuts—most of

them by 1986.” Welch led the way in trying to create a leaner, and as he saw it, more nimble company workforce. But his cuts were also part of a larger corporate trend brought on by globalization, technological change, a declining labor movement and a dramatic shift in corporate culture away from loyalty to people and place and toward delivering ever larger returns to shareholders.

Nevertheless, his decisions and those of his successors have an impact on Lynn, a town whose craft tradition extends back to the 19th century, when it was a major center of shoe-making. In 1951, GE employed 24,000 people in Lynn, according to Kaszynski. Today, 2,500 people work at the plant and about half of them are members of the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers-Communications Workers of America (IUE-CWA) Local 201.

Back in 2007, the River Works plant had lost enough of its workforce that it was hiring again, and Kathleen, then in her late 20s, was able to follow in her father’s footsteps. Now she earns more than \$35 per hour. She owns a home in Beverly, a nearby suburb, which she purchased for \$326,000 eight years ago.

continued on page 4

RISING INEQUALITY
continued from page 3

She has a pension. Like her father, she has four children and a household that is supported by two incomes. Still, between her monthly mortgage, her health insurance premiums and car payments, she's unable to save. She blames no one but herself for her struggles.

"I chose to buy a house in Beverly. I chose to have four children. I chose these things. Do I blame society for my issues? It's just you can't have these things and not work your ass off anymore." That feeling that life is more expensive than it was for the previous generation is reflected in a RAND Corporation study published last year. A worker in the 75th percentile of the earnings distribution – who makes \$80,000 per year – would be earning 33% more than they are now if wages had kept pace with productivity growth over the past four decades, according to the study. In other words, DeSisto's current salary of \$70,000 should be closer to six figures.

What does that really mean? Perhaps that in this alternate reality put forward by the RAND researchers, DeSisto's life would feel more like her father's. He bought his Lynn home in 1973 for \$25,000, which would amount to just under \$160,000 in today's dollars. Her parents were able to purchase a vacation home and a boat in Maine, and as DeSisto remembers it, two nice cars.

But if DeSisto, who is 41, feels financial stress, she also knows she's privileged compared to

many in the workforce, including those hired at GE after the 2016 contract went into effect. She worries for her co-workers and for her children, the oldest of whom is 19. She doesn't recommend any of her four children work at the plant. "Why would I put my kids in a place where there is no future?" she says.

DeSisto's uneasiness is felt more broadly in Lynn and across the nation, even with bipartisan support for rebuilding America's industrial base.

DeSisto's union has joined with Lynn business and community groups to form the New Lynn Coalition, which is campaigning to keep jobs in the city. Last month, the coalition published a full-page ad in the *Globe* that accused the company of offshoring jobs at the expense of factories in Lynn and Schenectady, N.Y. Local businesses have posted signs in their windows that read, "Love us, don't leave us!" In early May, IUE-CWA members cheered when shareholders rejected a \$230 million compensation package for GE CEO Larry Culp in what Reuters described as a "rare rebuke" of a top executive. It seemed to mark a potential turning point at GE, which has a record of paying its executives exorbitant sums while its shareholders lose money.

General Electric has told the *Globe* that it has no plans to shut down the plant or to change the head count at the Lynn plant and that the company was shifting some work overseas to be closer to military cus-

tomers. The national contract expires in 2023.

* * *

Things have turned out differently for Kevin McCaul than for his sister. When he was in his early 30s, he gave up on living in Massachusetts and headed for Maine. GE was not hiring, and the assembly jobs he found were not enough to keep him on the North Shore. "I didn't want to be in the city anymore," adds McCaul, who wanted to raise his young children in more rural surroundings.

In all, he has held 11 jobs, including working in assembly on a Target loading dock and as a machinist at several small shops, work that's paid the bills but hasn't allowed him to move forward. Even from afar, he never gave up on his dream of working at General Electric's River Works plant. Five years ago, he returned to school to update his computer skills but was turned down for a job at the plant in 2019, although he managed to land a couple of interviews. "It was heart-breaking," says McCaul, who never found out why he wasn't hired. He would have endured a 90-minute commute for the job, perhaps spending some nights at his parents'.

Back in the Lynn union hall, the elder McCaul says he regrets urging his son toward a career at General Electric. "He could have been a plumber or an electrician," McCaul says. "But I says, 'No, you'll go become a machinist.'"

"I viewed it as one of those things our family

just did," says Kevin McCaul. Indeed, his family has worked at the plant for five generations stretching back more than a century to when it was operated by its precursor, the Thomas-Houston Co., which joined with the Thomas Edison Co. in 1892 to form General Electric.

Things are actually starting to look up for Kevin McCaul. Last year, he landed a job at the Portsmouth Naval Shipyard in Kittery, Maine. He earns about \$10 an hour less than his younger sister, but his salary goes further in Maine. As a federal employee, he has retirement benefits. This time he hopes to hang on to them. (He depleted his previous two retirement accounts to pay down debt and for car-related expenses.)

In addition, he and his wife, who works in computer programming and IT support, are finally in a position to buy a house, a milestone he will reach almost three decades later in his life than his father did. "I was almost in tears when I got the notice from the bank that we now have lined up the credit," says McCaul.

In mid-May, he had an offer accepted on a small three-bedroom Cape Cod-style house in Waterboro, Maine, a 25-

minute drive from his parents' summer house in Standish. "Things are looking up," he writes in a text.

At least for now, his children, both of whom are working and in their 20s, will likely live with him. His daughter works for the school district and hopes soon to be licensed to drive a school bus, and his son works in manufacturing. They cannot afford to move out on their own.

Like his sister, Kevin McCaul is struck by the high cost of living, and he worries for his children's future. His landlord just raised the rent on their current home by about 70%. "The next generation coming through — I don't understand how they're supposed to do this," McCaul says.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Derek White on the recent death of his father. Derek is the Union Elected Health and Safety Representative in bldg. 66.

TEXT
"Local201" to
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to receive text
message updates.
TXT

OFFICIAL NOTICE
LOCAL 201 IUE-CWA (AFL-CIO)
**COMBINED SHOP STEWARDS
& MEMBERSHIP MEETING**
NO MEETING IN JULY.
NEXT MEETING AUGUST 17, 2021
Signed,
ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent

GE Basic Life Insurance: Is it still there for Retirees?

By Former IUE CWA Local 201 President Alex Brown

I get lots of questions about life insurance benefits for retirees. For years a basic life insurance benefit for GE workers was part of our benefits. Now, unfortunately having that benefit depends on when you retired. So here is some info for what is left of the GE Basic Life Insurance in retirement.

IF you:

- 1. Retire prior to Jan 2016:** Full benefit. IF the retiree is over 65, GE basic life insurance will pay out 1/2 your 10 year average yearly base pay.
- 2. Retire between Jan 2016 and June 23, 2019:** The life insurance benefit is capped at \$15,000.
- 3. Retire after June 23, 2019:** No basic life insurance. GE does allow you to buy life insurance if you're still active.

To confirm what your life insurance is: Call the Pension Inquiry Center at 1-800-432-3450 or go online OneHR.ge.com to GE's web-

site.

What to do if a loved one passes away? Call GE to report the death at 1-800-432-3450. There is a Survivor support option, usually 3 or 4. They will compile the list of benefits and mail to whoever is on file as the beneficiary. Depending on the situation that "package" could include life insurance info, pension for the surviving spouse, health insurance for the surviving spouse and money from the 401k. It is also a good idea to call Fidelity Investments. Tell them your spouse passed away and ask if they left any investments behind through GE. Having your spouses SSO# is helpful.

Be sure to keep your beneficiary designation up to date. Go on line OneHR.ge.com or call the 1-800-432-3450 number to request a form. GE will ask that you supply the name, date of birth, social security number and address of your beneficiaries.

(Active members still have a GE basic life benefit that pays 2 times your Normal Straight Time Annual Earning if you die while active. And you can sign up and pay for A Plus Life GUL.)



Campaign Tee Shirts Available Now \$5.00 each Limit One per Member

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Brian Fitzgerald on the recent death of his mother. Brian is an IUE CWA Local 201 steward and works in bldg. 66.



Letter to the Editor

Last month we lost a member who every day showed up to work, put smiles on people's faces and lightened the all too often depressive moods we all have at times. He had the great ability to turn a person's frown upside down. Anybody that had worked next to or around him knew he didn't just bring his skill to work every day, he brought spirit, compassion, great comedy and energy. It is with deep regret that we had to say goodbye to Ernie Belitsos (way too soon). My sympathies and condolences to his family and twin brother Steve and to all of the Local 201 members that knew him. Rest in peace brother!

LCM E Board
Joe Tirone

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

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

No Meetings in July or August
See you in September

Kevin D. Mahar
President

Edward Walczak
Financial Secretary

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

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.

PepsiCo: What's Going On?

Report by Britani Leigh Dunbar IUE CWA Local 201

While most of us were celebrating America's independence the weekend of July 4th, enjoying the company of family and friends, our fellow brothers and sisters in Topeka, Kansas were preparing for a strike. 353 members of the 600 total members who work at the Topeka Frito-Lay plant voted to strike in late-June, with only 30 members opposing the strike. In a last-ditch effort to persuade those members of the Bakery Workers Local 218, Frito-Lay's management offered employees a 2 percent wage increase and a 60-hour-a-week cap, an offer that was immediately voted down by workers. Employees at the Frito-Lay production facility in Topeka have been striking since July 5th. They are protesting for better work conditions, no forced overtime, wage increases, and more. Workers at the Frito-Lay plant describe the en-

vironment as a "toxic work environment", and it is estimated that in the last year, the company has hired more than 350 workers and lost the same amount.

Enraged after a fellow employee collapsed on the job and died and management forced the line to continue working, employees have had enough. During the pandemic, production of the Frito-Lay snacks never halted, but rather, increased immensely. Workers were forced to work "suicide" shifts, tacking on an extra four hours at the end of their shift, and coming in four hours early, giving them a total of eight hours off the job. Some workers reported being forced to work 84-hour weeks for weeks on end. At the beginning of the pandemic, workers were given an extra \$20 per day, but this incentive quickly faded. The company earned \$1.2 billion in



profits on \$4.2 billion in revenue in the first quarter of this year. Members of Local 218 are surrounded by a supportive community; many kind neighbors are dropping off drinks and food, while businesses like gas stations and convenience stores are refusing to sell Frito-Lay snacks. Workers protesting outside the plant report that production appears halted, keeping an eye on the plant's smokestacks.

Let us stand in solidarity with the members of the Local 218, as they fight for themselves and their families.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Francis Morrill Jr. on his recent death. Frank was an Inspector who retired in 1989.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Steven Belitsos bldg. 40, on the recent death of his brother Ernie Belitsos. Ernie worked in bldg. 40.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Raymond Tinkham on his recent death. Ray worked in Test.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree James F. "Freddie" O'Rourke on his recent death. James retired in 2009.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Ametek retiree Thomas Mailloux on his recent death.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Thomas Gecoya on his recent death. Tom retired in 1989.

June 29, 2021 Stewards Class

By Jefferson Cruz Ruales IUE CWA Local 201 Steward

On June 29, 2021, the first of a three part series of Union Stewards Training Courses took place at the Union Hall. The Education Committee decided to split the training into a series of 3 classes in order to focus on the different levels of experience and knowledge of the many Union Stewards. The Education Committee had previously recognized that many aspects of the Steward's job are often overlooked due to more pressing issues at hand forcing the basics to be neglected. This first class was specifically geared towards newer Union Stewards or those who have not attended previous trainings in order to reinforce the fundamental aspects of the job. In attendance during this

session were: Mark Malioneck, Leo Rodriguez, Kyle Brady, Michael Cameron, Matt Griffin, Nicholas Overbaugh, Jason Daley, James Hunt and Chris Moody. The 2 hour training session was facilitated by Kate Desisto in which she more formally introduced the newer Stewards to their roles and responsibilities as well as imparting some of her wisdom and experience. This was followed by a lesson on the grievance procedure and process from beginning to end as well as the importance of this tool to the Union and its members by Business Agent Justin Richards. A grievance writing workshop also took place in which I discussed the more technical aspects of the grievance writing proce-

sure. Finally, the Business Agent and President Adam Kaszynski closed the session by addressing the most pressing issues currently being faced by the Union on the shop floor as well as celebrating both big and small recent victories. The date for the next class has not been deter-

mined but we expect it to take place sometime after the end of August. We look forward to seeing the more experienced Stewards at the next training session as well as welcoming back the first group of attendees.



A Truly Terrible Year.

Covid deaths. Small businesses closing. Friends and family out of work. Isolation.

And GE's announcement of yet more jobs to be shipped overseas. This time to Korea and Romania.

It is bad: For the workers directly involved and their families. For our communities. For neighbors and friends hoping for MORE good jobs, not fewer.

It's bad for the environment, as moving jobs 10,000 miles away increases the carbon footprint of our products. And it's bad for America's national security. No rational corporation moves jet engine components so close to a warmongering dictatorship famous for lobbing missiles at our allies!

Let's Demand Better!

IUE-CWA LOCAL 201

It's time to blow the whistle. In 2021 we will campaign for a better GE.

Stay alert. Stay united.

Summer Reading Recommendations

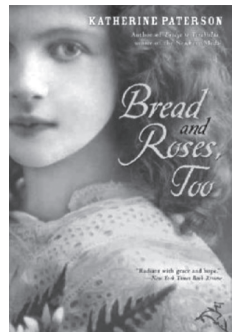
By Chief Steward Saugus Public Library Jackie Miller

After you have finished reading your monthly IUE-CWA Local 201 News newsletter—A MUST READ!—be sure to pick up a book to read this summer at the Saugus Public Library, the Lynn Public Library, or your town library.

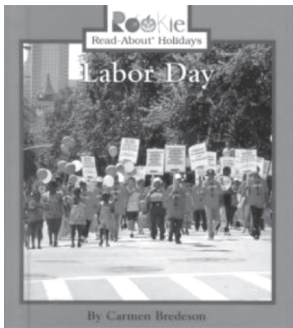
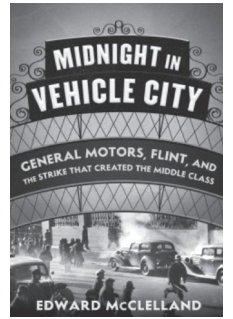
In addition to James Patterson, Michael Connelly, and Nora Roberts, the Saugus Public Library also has some interesting books on Unions and the people who helped make safety on the job and decent wages possible.



For readers age 10 and up, two great fiction books by renowned children's author Katherine Paterson describe life in a Lowell mill for a child laborer in *Lyddie* and the Lawrence, Massachusetts mills *Bread and Roses* strike and the young girls who worked in the mills, *Bread and Roses, Too*.



Just arrived on our shelves is a new non-fiction book that just came out called *Midnight in Vehicle City: General Motors, Flint, and the Strike That Created the Middle Class* by Edward McClelland.



For the kids (ages 3-8) who want to learn why Unions matter, there is *Labor Day* by Carmen Bredelo.

Local 201 Members at GE Lynn Received a \$.20 COLA Raise in Pay on June 28th. Please check to see if you are getting paid properly

Apply Now: New E-Team Machinist Training Class



The E-Team machinist training program is currently recruiting and accepting applications for Class #24, starting Fall of 2021.

We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits and a career with opportunities for growth. Students are enrolled *tuition free* in our demanding 34 week, 20 hour per week training program.

Applications may be obtained at the Union Hall or go to our website: www.ETeamhome.net
 Facebook <https://www.facebook.com/ETeammachinisttraining>

JOIN THE MOVEMENT, PASS THE FAIR SHARE AMENDMENT



GEEAA RYDER CUP PEASE G.C.

27 Holes, Golf Prizes, Cart, Food

2 Person Team Event

Thursday, Aug. 5th

9 hole Scramble, 9 hole Best-ball, 9 hole Alt. Shot

REGISTRATION DEADLINE JULY 22nd

\$100 per GEEAA member, Retirees \$100, \$130 per non-GEEAA

Checks Payable to, GEEAA
 Mail to: GEEAA, C/O Tom Bishop:
 P.O. BOX 148,
 W. LYNN, Ma. 01905

7:30am START TIME

SHOT GUN

Contact person, _____	Team Phone# _____
Team #1: Player #1 _____	Player #2 _____
Team #2: Player #1 _____	Player #2 _____

Call us at 617-699-1071
 The E-Team is associated with the Essex County Community Organizations, IUE/CWA Local 201 and the Boston Tooling and Machining Association.

GEEAA Update

Tom Bishop announced a scheduled discussion of merger with GBEA and ELFUN. We will be reviewing issues of impending merger. It is the right time to improve and increase value in our organization. A positive move that will stimulate growth with fresh ideas. Planning and evaluation the advantages and disadvantages that it will provide. The discussions will let us plan accordingly. We will keep you posted. Send Inquiries to: GEEAA, P.O. Box 148, W. Lynn MA 01905.



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Heat Stress Illness

On June 30th, the Occupational Safety and Health Administration (OSHA) received a notice of extreme heat across the site, creating potential heat stress related hazards on the shop floor. The company posted this complaint for review as required, as well as a reply to OSHA outlining the sites protocol in place to address abnormal summer conditions and efforts to minimize risk to our members. Water coolers, water bottles, regular breaks as needed, and heat related EHS communications were cited as primary defenses as well as the ability for anyone with signs of heat stress to report to the medical center.

Under OSHA law, employers are responsible for providing a workplace free from known exposures, including extreme heat. OSHA states that an established heat illness prevention program would provide members with water, rest, and shade. New or returning workers would gradually increase workloads and take more frequent breaks as they acclimatize or build tolerance for working in the heat. Employers would train to heat stress prevention while monitoring for people with signs of heat related illness.

Imminent signs of heat illness and symptoms include but are not limited to:

- Headache or nausea
- Heavy sweating or hot, dry skin
- Elevated body temperature
- Thirst
- Decreased urine output.

Recommended actions to take include:

- Drink cool water
- Remove unnecessary clothing
- Move to a cooler area
- Cool with water, ice, or a fan.

Do not leave a person with heat stress symptoms alone. Seek medical care if needed. Notify Mgmt. team

The information above is from OSHA. If you don't feel right for any reason, go to the medical center. The company must maintain available cool water and cups, assure heat related illness training across all three shifts, and continue to provide engineering controls like clean working fans on the shop floor at all workstations and all walking working areas of the shop floor where members are required to work. HVAC units already in place should function as designed. While most of the shop floor does not have HVAC, I want to thank our Local 201 HVAC members who have been working hard fixing cooling units that our Union Elected Safety Representatives have identified with the help from our members. Many have asked me about Gatorade, it is ultimately up to the individual businesses. A few years ago, the Medical Center gave information that identified sports drinks to be high in sugar, and zero-calorie sports drinks to be high in artificial sweeteners. My feeling is we are all adults here and our members appreciate any heat related recognition provided on a hot day.

Are you an E-team alumni that wants to check out the new machine shop at Lynn Tech?

Come visit the shop Saturday July 24th at 9:30am.

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



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

There is a major issue going on with members that are hitting their anniversary progression and members that are released after accepting an upgrade. The Company switched to a new system called Workday to make things easier. Guess what? It did not work, there are way too many layers in the approval process that must approve the correction. How is that making it easier? I will answer that right now, IT is not!! So, if you did not receive your anniversary raise or you are being paid the wrong start rate after being released on an upgrade let your steward know and they will write a grievance and we will submit it at step 2 and get it fixed. Its pretty bad that we even have to write a grievance for something like this, it is the Company's responsibility to pay their employees correctly. If this continues, I urge members to contact their local politician or state representative and make a complaint about wage theft.

LATO

The farmout notification the company issued in LATO is set to expire soon. It was for a 6-month duration. The business has approached me about the possibility of another farmout which I'm not to thrilled about. I will have more information about that after we have a meeting over it.

What a disaster the second quarter was. Between all the tear downs, parts shortages, and quality problems from the Vendor, we would be lucky if we shipped 100 engines for the quarter. In the past, the Company has always acknowledged the verbal agreement between the Company and the Union that if there is farmout the business would exhaust all means and have around the clock overtime. During negotiations when I was issued the farmout notice I brought up the

agreement and the Company's response was that there was nothing in writing. My response was, "so the Company does not recognize verbal agreements or past practice anymore?" Their answer was "put in a grievance." That is exactly what the Union did, and after weeks of getting stonewalled by the Company at step 2 it is now going to step 3.

It is the dog days of summer, and the heat can be grueling at times in the buildings. Remember to drink a lot of water and if needed go to the breakroom and cool off.

Logistics

Update on the illegal transfer of work grievance; it is going to step 3 in September. The Company is still claiming that it is a Subcontracting notice under article 22 of the National Agreement and the Union disagrees. The difference is a transfer of on-going production work notice is a 6 months bargaining period and Subcontracting is 10 days, that's a big difference when you're trying to negotiate with a Company that is just going to wait for the ten day deadline to expire. Its bad faith bargaining in my opinion. The Company has the right to send work out under Article 22, if they give the proper notice to the Union. This was not the proper notice that is why a grievance was filed. I will let everyone know the outcome of step 3. I'm currently trying to get the Company to start another blueprint reading and shop math class. Completing this class would give you the ability to upgrade to a 17 job in the plant. If you are interested, please get your name and SSO# to a steward or myself so I can present it to the Company and show them that people are interested.

Hope to see you around the shop.

Bobby



LPS/M&E Report

By ARTIE AMIRAULT
Executive Board Member

Hi Everyone,

While it's nice to see the new machinery coming into the plant and projects being done it's not enough. You see, we can LEAN out the plant, decrease the delinquency and keep the customer happy all you want by investing in machinery, 5S, fixing the flow of material, and possibly farming work back into the plant in these areas. But what good is all that going to do and how is that going to be sustained if we don't have enough people to keep all the machines running and the infrastructure from crumbling around us?

Infrastructure! \$57 million combined with \$12 million in investment for site management isn't enough and this is the impossible task management has been tasked with to maintain the site. You know the one that has had band-aids slapped on all its problems for the last 40 years? It's not even close to enough. Yes, there are many projects happening or in the works around the plant that are a huge improvement to the site, but we are way behind the 8 ball. We need more investment for infrastructure. Just like the machinery in the buildings, it's time for the Company to look at the site infrastructure the same way. In the last 15 years we've been really lucky. We've had 2 major incidents on site that stand out. We are rolling the dice before someone gets seriously injured if not worse. First was Big Bertha exploding and now, second, is a Substation Arc Flash incident. We also had a crane lifting hook come smashing to the ground just missing a brand-new machine which would have been destroyed if it hit it never mind a person. Yes, there is a plan to address this so that these incidents don't happen again, but these are three examples of serious incidents that could have had catastrophic endings.

John Slattery in his last visit said that Lynn is the cornerstone and heart of GE Aviation. If that's the case, and I agree it is, then the company needs to start treating Lynn that way. The Company builds new

plants and beautiful buildings all around the world when they want to. \$69 million in a plant this old, that has been neglected for years isn't going to cut it. The other day it was raining in one of the buildings harder than it was outside. Raining on an electrical bus duct that is already old as it is and creating another possible hazard. The solution.... Just throw a vinyl weld curtain over it for now. That's all well and good for a temporary fix, the problem is it's never temporary. I could show you weld curtains that have been there for years.

The Company continues to want to farm out work and use more and more contractors to do work instead of hiring and having us do it. However, these contractors 90% of the time are never held accountable for the work they do, and many times we are left to clean up the mess they leave behind. You're paying contractors to do work that we could be doing in house while also paying us to be here. Not sure how that helps the inadequate budget we have to deal with on the site. We do it better and cheaper even with us working O.T. The Company needs to take better advantage of the resources it already has. We need more people, and we need to keep the work in house and have better control of our own processes and services in the plant.

Finally, again you can LEAN the whole plant out and fix all the other issues in the plant all you want but if you don't have any people to fix the buildings and the machine when they go down then what good is it all going to be? The Company will never get the same response time from outside vendors that they receive right now from having maintenance employees in the plant. I can't say this enough and will continue to keep saying it. The Company has less than 2 years to correct their problem and fix the wage and get people into the plant NOW before it is too late if it's not already too late.

See you around the plant!



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

The PATCO Strike at 40. Part I.

The following is part 1 of a look back at the PATCO strike of 1981. It has been 40 years since the event. Many labor leaders believe this was a watershed moment in labor history. I will attempt to give the reader a little background, some of that history and long term effects from the strike.

Air traffic control in the U.S. started in the 1920's. In 1958 after a major airplane crash the responsibility for air traffic control was taken over by the Federal Aviation Administration (FAA). By the mid 1960's air traffic had expanded greatly. The federal government did not keep up with the needs of this expansion. Very little money was spent to modernize the systems or hire controllers. From 1964-1968 no controllers were hired. This put tremendous stress on the workers. To prevent delays the controllers were forced to violate the government's own safety rules. In 1968 the controllers created a professional association named, PATCO (the Professional Air Traffic Control Organization). They collectively worked to keep air traffic safe by reducing the time planes took off and landed. On July 3, 1968, PATCO announced "Operation Air Safety". Members collectively established their own agenda to slow air traffic down in order to make airports and air travel safer. In 1969 the U.S. Civil Service Commission ruled that

PATCO was not an association but a trade union. Since they worked for the U.S. government, they were not allowed to strike.

Over the next ten years PATCO, through controlled work actions, were able to get the government run academy reopened to train and hire new air traffic controllers.

In the 1980 presidential race, PATCO along with the Teamsters and the Air Line Pilots Association backed Ronald Reagan for president. At the time, Ronald Reagan was sympathetic to PATCO and their struggle for better working conditions. The following is an excerpt from a letter Reagan wrote to the head of PATCO: "I pledge to you that my administration will work very closely with you to bring about a spirit of cooperation between the President and the air traffic controllers." He went on to say he would invest in the most modern equipment for the air traffic controllers and foster a renewed spirit of cooperation between the President and the air traffic controllers.

In February 1981, PATCO and the FAA began new contract negotiations. After several negotiating sessions PATCO was offered a package that included good financial incentives and was viewed against other contracts as a good offer. The sticking point for the air traffic controllers were safety concerns, they wanted a shorter

work week, to try to keep the stress levels down on the controllers and the industry safer.

At 7 a.m. on August 3, 1981, the union declared a strike.

Despite supporting PATCO's effort in his 1980 campaign, Ronald Reagan declared the PATCO strike a "peril to national safety" and ordered them back to work under the terms of the Taft-Hartley Act.

Only 1,300 of the nearly 13,000 controllers returned to work. At 10:55 a.m., Reagan included the following in a statement: "Let me read the solemn oath taken by each of these employees, a sworn affidavit, when they accepted their jobs:

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof." He then demanded the striking workers return to work within 48 hours or officially forfeit their positions.

On August 5, following the PATCO workers' refusal to return to work, the Reagan administration fired the 11,345 striking air traffic controllers who had ignored the order, and banned them from federal service for life.

FARM-IN/FARM-OUT REPORT

STEWARDS: Fill out this sheet and give to your Board Member for work you think we should be able to do in-house that is farmed-out or may get farmed out.

1. BUILDING # & UNIT MANAGER _____
2. PART # _____
3. OPERATION NUMBERS & TYPE OF OPERATION _____

4. BACKGROUND INFORMATION _____

5. PRESENT STATUS OF WORK _____

6. (A) STEP I CONTACT PERSON _____
(B) DATE OF STEP I _____
(C) STEP I COMPANY ANSWER (BE SPECIFIC) _____

7. REASONS IT SHOULD BE DONE IN-HOUSE _____

(CONTINUE ON BACK IF NEEDED)

FARM-IN REQUEST BEING MADE BY:

STEWARD'S NAME _____
STEWARD'S SHIFT _____ SHOP EXT. _____



Brian Thomas
REGISTERED PRINCIPAL
583 Chestnut St
Unit 6
Lynn, MA 01904
BRANCH: 781.496.3900
DIRECT: 781.519.0461
FAX: 781.469.1826
brian@dfgedge.com
www.dfgedge.com



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

As we all know Market Based Wage negotiations have been going on. I feel like we got a good team together and are making good proposals to the Company. Unfortunately, the Company does not see it that way. It is always a fight, instead of working with us it seems like they just want to add more things that I believe will hurt us. We are working really hard to bring something fair to the 201 members. It seems very simple to me – bring progression down, make it like every other apprenticeship around here. I feel it is time GE should realize that MBW progression is way too long. We will continue to fight for what is right for our members and will continue putting pressure on GE to make this right.

After 42 years of making everyone around him laugh, Scotty Weber the legend, has retired. Gotta be one of the funniest guys I ever met. I will tell you a story about this great man. I got laid off and stuck on second shift in small

engines. It was tough time because I had three small kids at home and it wasn't easy on my wife. One of the first people I met in the area was Scotty. This man not only impressed me with his amazing machining skills, but he also became a mentor to me. Always steering me in the right direction. Whether it was talking about how to make the union better or advice with family issues. I truly believe he is one of the reasons I am where I am today. Scotty would tell me how much we lost over the years and that its up to the next generation to fight for what is right. He would say, "Kid it's your time to fight", well Scotty I took your advice and now I am in the fight to make GE Lynn a better place to work. Every area needs that one guy who makes work a fun place, and Scotty was that guy. It was the "old

school" way which made Scotty great. Tough as nails but with a heart of gold. Nobody could ever say anything bad about this man because if you worked with Scotty, he became more like family than a co-worker. Even on his last day before retiring he was standing up for a Union sister who was wrongly given a contact.

So, I say to your Brother, celebrate your accomplishments, enjoy your new found freedom, always remember what a positive difference you made and Thank you!

**Plant Protection
Badging Office Hours**

Monday: 6:30am – 2pm
Wednesday: 6:30am – 2pm
Friday: 10am – 2pm

Located in the Corinne
Johnson Visitors Center
Fairchild Gate.
Get your parking stickers
and badges.

Business Agent's article continued from page 12

them of who their stewards are. It's looking like we are floating around 147 members between the airport and downtown. This is great, just about all the classifications have exhausted the recall lists. Passing through the airport recently and it seemed like we were just about back to normal already, traffic coming in and out was aggravating again, check in lines that were a mile long, took forever to get through security as I started to sigh in frustration, my frustrations quickly turned into smiles. Never in a million years would I have ever thought of appreciating this aggravation, but I know this traffic is great for our members at the airport and downtown. ABG expected to only be at about 40% operation in mid-August, this is a great turn around. Travel has picked up so quickly that there are not even enough cars and quite a few days a week they surpass one thousand rentals a day. I know it is hectic and you guys are short staffed but that is no reason for any manager to be doing bargaining unit work, see something, say something, find your steward and report the violation to them.

Millionaire Tax

I was honored to attend and speak at the Fair Share Amendment rally at Lynn city hall last month. Look up this amendment it could be on the ballot in 2022. It's pretty simple, your net income over one million dollars will be taxed an additional four percent and should generate an additional two billion dollars a year in revenue that would be dedicated to public education, transportation, repair and maintenance of roads and bridges. I would really like to see our public education get the resources they need, to provide the services we need. More importantly I would like to see this money go to schools in underfunded cities. I shared a personal story with the audience at city hall. My daughter graduated Lynn Classical 4th in her class, honor society graduate, already has taken some college courses in high school, and she wants to be a nurse. She was accepted to Northeastern University, and a prestigious Salem State College nursing program. Here's the kicker, I had to break my daughter's heart and talk her out of going to Northeastern and accumulating nearly 300k in student loans, whereas Northeastern for her was about 68k a year. Salem State tuition for her is 10k a year. She was dead set on going to Northeastern because to her, this shiny prestigious school is going to give her the best education money can buy! Talking my little girl out of going to the school she wants to because fiscally it's irresponsible broke my heart. Not for nothing, the more power to them, this is something a millionaire's child will never have to experience.

**Listed Below Are
Open Positions as of
July 2, 2021 at Lynn GE.**

**You can apply for these
jobs at Gecareers.com.**

HVAC – 3 Openings

Electrician – 1 Opening



Warehouse – 9 Openings

Plumber – 9 Openings

AAEM – 1 Opening

**Repair Controls –
5 Openings**



**GE Aviation Lynn
2021 Shoemobile Schedule**

July 29th	6:00 AM - 4:00 PM	South of 40
August 26th	6:00 AM - 4:00 PM	South of 40
September 15th	6:00 AM - 4:00 PM	South of 40
October 14th	6:00 AM - 4:00 PM	South of 40
November 17th	6:00 AM - 4:00 PM	South of 40

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

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



Business Agent's Column

By JUSTIN RICHARDS
Business Agent

G.E Report

On June 28th, John Slattery paid a visit to our Lynn Plant and spoke to a group in building 96 auditorium, his 4th visit in the past 6 months. Interestingly enough, Slattery spoke on some issues we have in Lynn, attrition, compensation, and went on to say the company recognizes that compensation needs work here in Lynn. Was that just referencing the salary side, or both salary and hourly? The Union has brought these issues to the Company consistently over the past few years, on the hourly side, the side that makes the products, that pay the bills and turn the profits. Within the next 2 years unless the Company has a solid plan, there will be a mass exodus, putting our plant in a vulnerable position we cannot afford to be in. A couple statements he had made seemed promising, Lynn is GE's home and is the heart of GE, Lynn is a special place, the GE franchise is important in Lynn, he believes there is a future in Lynn and wants to grow Lynn. This membership and our Union have been fighting and making cases to the Company's previous leadership for years, are there finally people at the top that are willing to listen, or share a common goal with us? In all honesty, Brian Yoder and Patty Kreitzer have a tough job ahead of them, their predecessors left them a tangled, messy web that needs to be corrected. Mr. Slattery, you mentioned in the chat, the hungry dog gets the bone, give us something to chew on!

MBW Update

We recently had a step 3 on 6/22 where we had a grievance on the agenda for the MBW data methodology. The company has been denying us the data that shows how the third party, MERCER is calculating and comparing our wages. This information is necessary for the Union to be able to bargain over wages and is information the Company is obligated to furnish. Union Relations Management at step 3 decided the Company had to furnish this information to the Union. Negotiations were postponed until we received this data and had time to review. The data was given to us on 7/8 and is now under review. By the time this paper hits the floor negotiations will have resumed. We have requested an extension on the 60 days.

Ametek Report

We have had 4 members leave over the past few months for obvious reasons, MONEY. Losing 4 people might not seem a lot, but for a Company that depends on 17- 18 production workers to meet scheduling needs, this is a big hit! The negotiating team was adamant throughout negotiations; treat your people good, give them decent pay and benefits, and they will be loyal and treat you good in return. The Company laid down the response we hear all the time, "we are paying competitive wages" well unfortunately the number of workers you are losing says otherwise. Did everybody forget how to run a Company, how to retain their workforce?

Avis Budget

A couple weeks ago it was reported that the Company had hired over 20 new employees, the Union was never notified of these hires. I contacted the Ops manager to request the Union cards that they are required to have the new employees fill out during orientation, only to find out this was never done, and the Company needed Union cards. This infuriated me and was disrespectful! Each and every single 201 member represents our Union, when you see a new hire take a minute to introduce yourself, welcome our new members with open arms, make sure they have a contract and inform

continued on page 11



President's Column

By ADAM KASZYNSKI
President

continued from page 1

strate their commitment in the face of Suez's union busting tactics. Local 201 Education Committee Chair Kate DeSisto helped everyone fill out the cards and distributed packets of information about what was going on. I was on hand to meet with every member to listen to the concerns people were having about the transition, report out on bargaining, and answer any questions I could. Every member then placed a call to the Lynn Water and Sewer Commission, and told them,

"Suez is telling us they will not adopt our Collective Bargaining Agreement. The Special Act 219, section 5 says Suez must "adopt all terms and conditions of employment provided by the last applicable collective bargaining agreement" and that "any proposal or contract submitted to the commission... not complying with the above terms, shall be disqualified from further consideration by the commission." I am calling to ask you to follow the law and disqualify Suez from the bid unless they adopt our Collective Bargaining Agreement in full."

We jammed the phone lines and took pictures with our picket signs and sent them straight to the people in charge to show the powers that be we are ready to put up a fight. Our community and labor allies were in the building with information on free food and benefit programs for striking workers (Thank you to the New Lynn Coalition, and Northshore Labor Council!). Afterward, members met Suez HR upstairs to collect necessary employment information. Chief Steward Joe Grant was in the room to make sure things were done right and to prevent the Company from requesting signatures on any paper that belonged in the recycling bin. The Company voluntarily withdrew the offensive forms that were under protest. Both Suez HR and the Union were courteous and respectful through that process. However, the members' power was palpable in the building, causing one HR rep to reportedly say it was the most awkward onboarding process they had been a part of. It was an incredible show of unity.

The next morning, the Company called to report they had changed their position and that they would accept our contract.

The Company would not explain their sudden change of heart, but we know through membership action and community and political support scrappy Local 201 beat their team of high-priced attorneys and ensured the recognition of our contract. **When we fight, we win!**

The Battle Continues for Benefits

Since the Company stalled on recognition of our contract for so long, discussions on building an equivalent and comparable benefits package started way too late and remains ongoing. At first the Company offered up a healthcare plan that was not comparable or equivalent - a bad way to start off. Today (July 15th) in bargaining, Suez informed the bargaining committee that they were working on a proposal for an equivalent health care plan which sounded promising. However, we will have to wait and see what they end up passing across the table. We are closer than when we started on some issues and still a ways apart on issues like vacation, sick time, 401K, life insurance, and others. Pursuant to the Special Act, the Company must offer comparable and equivalent benefits, or their winning bid must be ruled ineligible and they must forfeit their contract to run the plant.