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IUE-CWA Local 201 News
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IUE-CWA Local 201 News

Celebrating 89 Years
as a Chartered Local
1933 – 2022

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn), Ametek Aerospace (Wilmington), LWWTP (Lynn), Avis-Budget Group (East Boston), Avis (Boston/Cambridge), and the Saugus Public Library (Saugus) and thousands of lifetime Retiree members across the country. www.local201.org

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EDITOR
Justin Richards

MANAGING-EDITOR
Tom O'Shea

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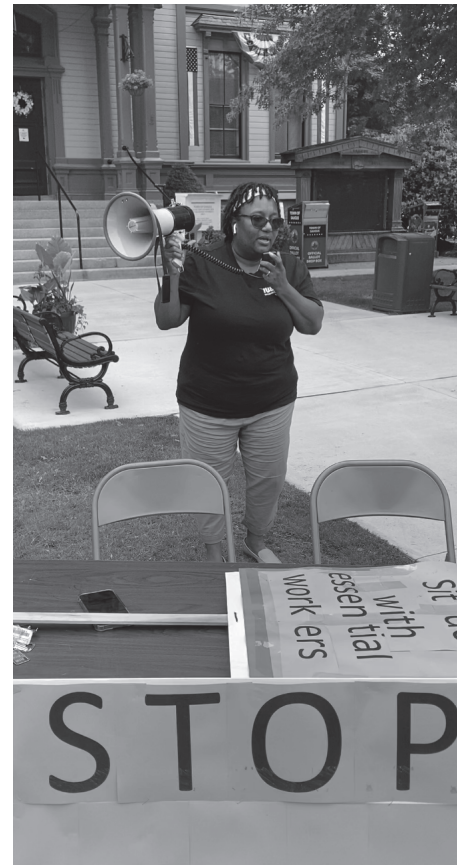
Published By
IUE-CWA Local 201, AFL-CIO
Tel: (781) 598-2760 Fax: (781) 595-8770

Saugus Library Kicks Off Contract Negotiations

On June 2 contract negotiations with the Saugus Public Library got off to a rocky start. Representatives from the IUE Regional Office and Local 201 sat down with the town administrator. The meeting was cut short, so we mobilized our members to get things going in the right direction. Local 201 retirees as well as active members turned out on a moment's notice to give the town a display of solidarity. The librarians came out in shifts to join the rally. It was good to see everyone pulling together to make their point. And what was their point? Their point was that they deserve to be recognized as the union they are and to be dealt with fairly. You don't schedule a meeting for a group when one of the negotiators is coming from

Rochester N.Y., a six-hour drive away, and then cancel the meeting. That is not professional. The union made its point, and the Saugus Librarians are now on schedule to continue negotiations. Thank you to everyone who came out: retirees Jeff Crosby and Steven "Fuzzy" Herrick. Also

thanks go out to North Shore Labor Council Organizer Yousef Abdallah and NSLC member Bob Lennon, New Lynn Coalition member John Fienberg and Candidate for State Representative 8th Essex District Terri Tauro for attending.



Next Local 201 Membership Meeting June 21, 2022 - 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

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 Lucille Madden on her recent death. Lucille retired from GE Wilmington in 1977. She was the mother-in-law of GE retiree Arnie Ciafardoni.

Onsite Substance Abuse Support

For more information please call the Employee Assistance Team Local 201/GE Working Together. Located at the Medical Center and IUE CWA Local 201 Union Hall.

Derek White 781-584-7641
Jeff Zeisel 617-733-2842

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



Service Directory

As a service to our members and retirees, Local 201 offers classified ads at minimal rates. We encourage members to consider their brothers and sisters when hiring for odd jobs. These ads do not imply any endorsement or guarantee of workmanship by Local 201.

Fix-A-Brick
Foundations - Stairs - Chimneys - Walkways - Repairs
Call 978-239-9801 Ted Crowley

Mark & Robin's Comics



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

CHIROPRACTOR

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



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

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

Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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

"Published monthly." \$1.00 a Year



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Saugus Public Library Update

BY CHIEF STEWARD SAUGUS PUBLIC LIBRARY
JACKIE MILLER

Thank you to everyone, especially the Local 201 members from General Electric, who joined the protest in front of the Saugus Town Hall on Thursday, June 2, 2022, to let the town manager know that his walking out of our contract negotiation meeting after less than ten minutes was unacceptable. The town manager stormed out of the meeting when Kendall Bell asked him to clarify a matter related to library management. Negotiating in good faith means both sides have to make an effort to at least stay at the table long enough to understand what each side needs.

Kendall Bell from Rochester, NY had driven six hours the night before to be there, Adam Kaszynski, our local's president, who oversees General Electric's union and several other unions under Local 201's umbrella, made time to be there, and I had to take time off from a new job to be there.

You all took time off from your jobs or came on your personal time-with very little notice-to show up and stand together.

Thank you.

With just a few phone calls, Kaz put together a protest in less than two hours. You all showed the power of union members by helping each other and letting management know that it isn't just a handful of people asking to be treated civilly; it's all the people supporting that one workplace sending the message that management will be held accountable for how it treats workers.

As librarians naturally reference books, there's a story by Aesop, The Bundle of Sticks, that illustrates what happened today and every day when union members stand together.

A father had a family of sons who were forever quarreling among themselves. No words he could say did the least good, so he cast about in his mind for some very striking example that should make them see that discord would lead them to misfortune.

One day when the quarreling had been much more violent than usual, and each of the sons was moping in a surly manner, he asked one of them to bring him a bundle of sticks. Then handing the bundle to each of his sons, he told them to try to break it. But although each one tried his best, none was able to do so.

The father then untied the bundle and gave the sticks to his sons to break one by one. This they did very easily.

"My sons," said the father, "do you not see how certain it is that if you agree with each other and help each other, it will be impossible for your enemies to injure you? But if you are divided among yourselves, you will be no stronger than a single stick in that bundle."

Avis/Budget Update

By ABG CHIEF STEWARD JORGE RIVERA

Hello ABG Local 201 Brothers and Sisters. First, I would like to say Congrats to our recent retirees Frank Kehal, Frank Angelo, Mike Guarante, Mike Femino, Cherylle Mullen, and Alan Hersey. Hope y'all are healthy and enjoying it!

Now, onto good business: As of 5/28/22, ABG and Local 201 have made an agreement to increase by \$1.00 per hour to our operations members effective immediately and our 65 cent contractual annual increase on 7/1/22, which gives us a total of \$1.65 combined!



Winner of the 2022 Local 201 James J. Donahue Scholarship
Nam Tran with his father GE Worker Tuyen Tran

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Staff and Retirees is extended to the family and friends of GE retiree Richard Kane Jr. on his recent death. Rick retired in 2017. His son Richard Kane III works in bldg. 66, his son Michael Kane works in bldg. 40, his brother Thomas Kane works in bldg. 29 and his brother Daniel is a GE retiree.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Raymond Hairston on his recent death. Ray worked in bldg. 32 Punch Press.



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



Letter to the Editor

Dear Local 201

On behalf of the entire Lynn Museum/LynnArts organization, I thank IUE-CWA Local 201 for your generous donation.

Through contributions like yours, we can preserve Lynn's incredible past and promote its vibrant future for another 125 years. Thank you for being our partner in this work and trusting the mission of Lynn Museum/LynnArts.

Thank you very much for the support!

Doneca Thurston
Executive Director

**Is Your
SSO Password
Current?
Please Log in
and Check.**

**Also, if you have
GE Pension
Questions:
800-432-3450**

OFFICIAL NOTICE
LOCAL 201 IUE-CWA (AFL-CIO)

**COMBINED SHOP
STEWARDS &
MEMBERSHIP MEETING**

**NEXT MEETING
JUNE 21, 2022**

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

FIRST SHIFT 3:30 P.M.
SECOND SHIFT 12:30 P.M.
THIRD SHIFT MAY ATTEND EITHER MEETING.

AGENDA:

- I. FEATURED PRESENTATIONS:**
 - 1. 30+ YEAR PIN AWARDS
 - 2. SWEARING IN OF NEW MEMBERS
- II. GENERAL BUSINESS:**
 - 1. MEETING MINUTES FROM PREVIOUS MEMBERSHIP MEETING
 - 2. POLICY BOARD
 - 3. TREASURER'S MONTHLY FINANCIAL REPORT
 - 4. COMMITTEE REPORTS
- III. GE REPORT**
- IV. AVIS/BUDGET GROUP REPORT**
- V. AMETEK REPORT**
- VI. VEOLIA WATER REPORT**
- VII. SAUGUS LIBRARIANS REPORT**
- VIII. NEW BUSINESS**
 - 1. MEDICARE FOR ALL PRESENTATION

Signed,
ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent

**Apply Now: New E-Team
Machinist Training Class**

The E-Team machinist training program is currently recruiting and accepting applications for its next class.

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

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

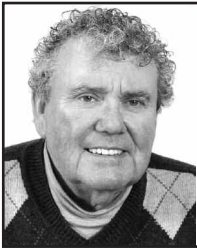
Call us at 617-699-1071
**The E-Team is associated with the Essex County Community Organizations,
IUE/CWA Local 201 and the Boston Tooling and Machining Association.**




Congratulations to Tim Smith, Chuck Florence, Tim Calvani and Jim Elwell Local 201 30 year pin recipients



Al Boucher received his 30 year pin and retired May 1, 2022. Congratulations Al



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

This article was previously printed in June 2021.

This column is dedicated to all those who paid the supreme sacrifice. "Freedom is Not Free". Memorial Day is the day we remember those who have fought for our freedom. This column is especially for New Hires who may not know some of the stories that have taken place in our plants.

Swampscott Massachusetts is a small town that has been home to two fallen soldiers in the past 15 years. Jared Raymond was killed in action in Iraq on September 19, 2006. Jared was a graduate of Swampscott and was killed at the age of 20. He joined the Army in 2004 motivated by the September 11, 2001 terrorist attack. Jared was an altar boy at St. Johns church in Swampscott and was an only child. He loved hockey. His mother worked for the Lynn School department at Lynn Tech. She lives everyday with the pain in her heart over the loss of her son. Jared's uncle, Jerry Powers, is a GE retiree.

Captain Jennifer J. Harris USMC

died in Iraq February 7, 2007. Jennifer was also an only child. She was the daughter of Rosalie M. Harris and GE retiree Raymond Harris. There are not words enough to describe the loss felt by all who knew Jennifer. When she was a young girl, her father took her to the GE Family Day where she fell in love with helicopters. She was accepted into the United States Naval Academy and upon graduation was assigned to the US Marine Helicopter training program. As a trained helicopter pilot, she was assigned to the legendary squadron known as the Purple Foxes. Captain Harris was the first female pilot in the Purple Foxes squadron. Captain Harris served three tours of duty and was killed in action on February 7, 2007 when her helicopter was shot down.

For more information Google each name. Or call me, Kevin 781-367-7822.

"Freedom Is Not Free. They Have Paid the Price."

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

**Tuesday June 28, 2022
1:00-3:00 PM**

Join Zoom Meeting
<https://us02web.zoomus/j/86199516446>

Meeting ID: 861 9951 6446

Passcode: 153283

Call in: + 646 558 8656

For more info call Kevin 781-367-7822

Kevin D. Mahar, President
Edward Walczak, Financial Secretary

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Staff and Retirees is extended to the family and friends of GE/Ametek worker Paul Boisvert on his recent death. Paul's brother Richard Boisvert works in bldg. 32, his sister-in-law Suzanne Boisvert works in bldg. 40. Paul worked at Ametek until 2009.

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 Richard LeJune on his recent death. Dick retired out of the Powerhouse in 1999.

JOIN THE MOVEMENT, PASS THE

FAIR SHARE AMENDMENT

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

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

**All calls are strictly confidential
Derek White 781-584-7641**

FREE Training Program

MassSTEP
SKILLS · TRAINING · EDUCATION PROGRAMS

MassSTEP is a free IT (Information Technology) Training Program that prepares people with the skills and knowledge to become certified for entry level roles in 20 weeks.

This IT (Information Technology) training is open to people with or without a High School diploma.

Please fill out this short survey to help us bring this program to Lynn.



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

GE Covid Policy Update

If you work at GE and test positive for Covid call the number on the back of your badge 513-243-2100 that brings you to the GE Aviation Response Center. The Company is paying you 5 days to stay home and quarantine. If you still have symptoms after 5 days, call the GE Medical Center and report your symptoms. You then may be approved for 5 more days of quarantine pay. There has been an uptick in Covid cases in the plant and in the state. Unfortunately, the Company is not paying if you are contact traced. The process for that is if someone named you as a contact, within 6 feet

for a total of 15 minutes over a 24-hour period with someone who tested positive. If you are fully vaccinated meaning you have both shots and a booster, or one Johnson and Johnson shot and a booster you do not have to quarantine. Wear a mask. If you are not fully vaccinated, you will be told to quarantine for 5 days and you either must use your time to cover it or take it unpaid. Please, if you have symptoms, go get a test. It's better to be safe than sorry.

LATO

Good news: the new roof on bldg. 29 is coming along great and is on schedule to be done by November. I'm being told that the air cond-

tioning units are going to be put on the roof and the building should be totally climate controlled by this time next year. The reason the building needs to be climate controlled is because there is a clean spec in the GE38 engine that must be followed. The Company must be compliant.

There is a new steward in building 29 I would like to thank Erik Countie for stepping up. If you see him feel free to grab him and introduce yourself.

Logistics

We are still having white zone coverage problems in building 29. The business now wants to start cross training everyone in the building

in the zones. I'm also getting complaints that people are bringing work from logistics to the zones improperly. That is a major compliance problem. Nothing should leave building 63 without supervisor's permission and brought over and secured in the moving truck. Just because another cell leader tells you to go and get something because it's holding up production doesn't mean go over and get it yourself. There are procedures in place and every part needs to be accounted for.

The blueprint and shop math class is about to start. I hope the people that were interested in upgrading took ad-

vantage and signed up. There will also be a CNC training class offered to upgrade to R/M 19. You need to have taken the blueprint and shop math class or equivalent education (E Team, Night Hawks etc.) to be eligible to upgrade to the class.

Hope to see you around the shop.
Bobby

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Joseph Amirault on the recent death of his brother Daniel. Joe works as an AAEM in bldg. 29.

SUPPORT LABOR'S ENDORSED CHAMPIONS



Maura Healey
Governor



Shannon Liss-Riordan
Attorney General



Diana DiZoglio
Auditor



William Galvin
Sec. of State



STEVEN A. TOLMAN
PRESIDENT

FELLOW DEMOCRATS: VOTE WITH WORKING PEOPLE

Labor's Candidates Will:

- REJECT BIG TECH'S FALSE CHOICES
- DEFEND WORKERS AND CONSUMERS
- PROTECT MA WAGE AND HOUR LAWS
- DELIVER THE FAIR SHARE AMENDMENT
- INVEST IN EDUCATION AND INFRASTRUCTURE
- FIGHT TO STOP WAGE THEFT ACROSS MA

President's article continued from page 12

and a 3% increase (\$1.00) is negotiated effective 9/1/19, in the 2016 agreement an employee in such classification would receive \$0.10 in his/her base pay and \$0.90 converted to a lump sum payment. In 2019 this split was updated in our favor.

2019 - Top of Market takes Effect, Union Renegotiates

In 2019, the Union got back to the table with new leadership and united opposition to the catastrophic MBW system. Those negotiations resulted in significant improvements to the MBW agreement, including reducing the progression from 10 to 7 years, ended the problem of upgrading adding years to your progression, and two improvements to the still awful "Top of Market" mechanism.

- 1. Top of Market cannot go down:** MBW 2019 Section 3. B) Add the following to the "Top of Market" section of the "Glossary": It is agreed and understood that the Top of Market for current employees will not be reduced based on updated market data. *(This means that if Mercer comes back and says the 90th percentile has fallen, the Company will use the old higher "Top of Market" figure instead of the new lower one.)*
- 2. No Split Lump Sum:** MBW 2019: Section 3. D) Any classification determined to be compensated below "Top of Market" at the time of any negotiated increase will receive the full amount of such increase until such time as the classification exceeds the "Top of Market" *(For example, if a classification is \$0.10 below the top of market and a 3% increase (\$1.00) is negotiated effective 9/1/19, in the 2016 agreement an employee in such classification would receive \$0.10 in his/her base pay and \$0.90 converted to a lump sum payment. Pursuant to this 2019 modification, an employee in the classification would receive the full \$1.00 increase. The classification would receive any additional increases in the form of a lump sum payment.)*

2021 – Company Refuses to Budge on Top Issues, Agree to Meet in 2022

We went back to the table in 2021 and made our arguments once again to do away with the Market Based System altogether. Our major proposals based on the MBW Membership Survey were (1. Elimination of MBW (2. Years Off the 7-Year Progression (3. Increase in start rates/


Front Loading (4. Top of Market. Once it was clear the Company would not budge on the 7-year progression or Top of Market, and the Union would not budge both sides agreed to take most of the major proposals off the table and to get something done in that round of negotiations. Members on progression no longer can upgrade to a higher rate for less pay, licensed crafts on progression got a front loaded skilled rate adjustment because GE couldn't hire, and we agreed to amend the modification language so we would not have to wait until 2023 to fight for improvements in the MBW agreement.

- 1. MBW 2021:** The Company or the Union may serve a 60-day notice of bargaining an addendum to the 2021 MBW agreement at any time prior to June 30, 2022. If no notice is served, the agreement shall continue until its modification date (2023).
- 2. MBW 2021:** If an addendum MBW negotiation commences, matters such as progression changes, top of market, classification consolidation, the expiration of the agreement and any other subject the parties mutually agree on shall be discussed.

2022 - Time to lift the "Top of Market" Wage Cap

Our National Contract expires in June 2023. The Company has got itself into a real pickle, and June 2022 is when they can get themselves out of it. We demand that any base wage increases agreed to in the National Contract are for everyone.

7 YEARS IS TOO LONG FOR EQUAL WAGES!



GE IS PINCHING PENNIES by Cutting Our Jobs and Our Healthcare

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

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

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

Printed in House with Union Labor

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



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

Did your family lose your GE healthcare?
Tell GE to come clean about how many families it has cut off from healthcare

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

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



Printed in House with Union Labor

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



Bay State eye Associates

Visit our website @ www.baystateeyeoflynn.com

Use your Davis Vision benefits every year! Versace, Gucci, Coach, Rayban and many more!

Comprehensive Eye Examinations including computerized testing equipment such as Auto-Refraction, Visual Field Analysis, Fundus and External Cameras that assist us in testing for Glaucoma, Cataracts and Diabetes.
Please contact our office to verify your eligibility and to schedule an eye appointment.

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

FREE PARKING **EVENING AND SATURDAY HOURS**



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

As we enter the summer months, we would like to welcome **James Florence** to our Joint Health & Safety team. James was appointed in accordance with the Local 201 Constitution as interim Union Elected Safety Representative. In true Local 201 fashion, he offers his assistance while expecting his first child and managing his daily shop floor routines. James has previous experience working at Ford as a certified master engine and chassis mechanic, machine shop military medical and aerospace parts inspector, and as a USPS letter carrier. Even though he has only worked here since 2020, James has been chosen to participate in multiple LEAN/Kaizen events, leading to direct ergonomic and safety improvements.

James caught my attention as an early Safety Committee member in bldg. 40, he reached out looking for uniforms for his group. OSHA guidance led us to standard 1910.132(a), outlining conditions requiring uniform PPE, as well as subsections and the General Duty Clause. Hazard analysis of the "real life" VTL operation clearly shows regardless of machine guarding and controls getting metal working flu-

ids on your clothing appeared unavoidable under current conditions. When I asked James his reasons for getting involved in our Safety Program he stated, "I plan on working here for a long time so I want to make this place the best it can be".

I also want to thank Plant 2 Safety Committee members **Wren Archer** and **Peter Senopoulos** for stepping up to support 2nd and 3rd shift members. These members offer safety experience and many skills that our members will benefit from. While much of our Joint Health & Safety tasks take place on 1st shift, the same support and member engagement is needed on all shifts, a Safety Committee member can report any safety related concerns, hazards, near misses, environmental concerns, and any related issue directly to me or any Safety Representative, Steward, EHS Leader, or cell leader. I'm happy to take the first call at 617-462-7310, as I can direct it to the right area or handle it myself. We are slowly increasing our presence after two years of COVID stalling our efforts. With so many members offering to be part of making a safer shop floor, I'm confident we will make a difference.

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

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



GEEAA RYDER CUP PEASE G.C.

27 Holes, Golf Prizes, Cart, Food

2 Person Team Event

Portsmouth, NH
603-433-1331
www.peasedev.org

Thursday, Aug. 18

SHOT GUN

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

REGISTRATION DEADLINE JULY 28th

7:30am START TIME

\$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
E-mail: tom.bishopgeeaa@gmail.com

Contact person, _____ Team Phone# _____

Team #1: Player #1 _____ Player #2 _____

Team #2: Player #1 _____ Player #2 _____



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board

More Like a Dimly Lit Bulb!

Well, here we are. It's been about a year ago now since John Slattery visited the plant and said that GE Lynn was the shining star of GE Aviation and that he was going to do everything in his power to stop the attrition here and make the plant a place people wanted to stay and come to work. Well, that hasn't happened now, has it? Truth is we've lost even more people since he made that statement. Both on the union side and the management side. We've had HVAC positions posted for 2 years with no applicants. Electricians are once again quitting. Applicants are being made offers by the Company only to be turned down as their original companies are counter offering and outbidding GE. I'm not even going to bring up the RC thing AGAIN. And now there is an indirect hiring preapproval process before any jobs are posted internal or external. All those are just a few examples on the union side, and now add on top of that the retirements that happen every month and many more to come before the end of contract.

Next comes the management side. Business Leaders, Lean leaders, Cell Leaders, and HR Reps are all quitting with better options of more money, growth, probably a hell of a lot less stress and a healthier, better work environment. All this and when they give their notice most are not even made an offer to try and make them stay! How is this a plan to stop attrition? This is a worker's market and by the looks of it GE Lynn isn't even in the game. GE isn't what it used to be. It used to be a place where generations came to work, where the benefits were some of the best you could get, and the pay was above par from anywhere else. This is not the case anymore; they are just another company in the field of many and yet GE still thinks it can get by on just its name. As we can clearly see, it's not working out too well for them.

As for maintenance around the plant we are down two cell leaders, a business leader, and a project manager as well as

we continue to see the numbers go down in the union through attrition from retirements as well as people quitting. All this while the Company continues to get gouged by outside contractors all while seeming not to care. The prices they pay these contractors for some of these jobs is absolutely ridiculous. 8x8 steel platform \$14,000 and Electrical demo \$23,000 are just some of the fiscally irresponsible decisions made by the Company on a daily basis.

The plant is a ghost town and eerily quiet as you walk the aisles for a manufacturing plant that's supposed to be their shining star. There's no work on the shop floors and yet we are 170 T700 engines delinquent as well as delinquent in other engine lines. Something doesn't add up to me. IME - put some work in front of the members and farm work back in. We keep hearing about material issues and vendors being delinquent. If Lynn is supposed to be the shining star of aviation this all looks a little scary. Sad even. Again, this is a worker's market. It doesn't matter if you're in the union, maintenance, production, or management. People have more options than ever to work where they want and are able to shop around for the most money and best package for them and their family. GE better wake up and get in the game if they think they are going to compete in this job market and get the best talent available at this competitive time. If John Slattery really believes that Lynn is the shining star of aviation and that's what he really wants it to be then maybe, it's time he and GE admit its faults with the market-based wage system here in Lynn and how it's hurting the Company. GE is no longer the shining star they once were or continues to think that they are. That mentality is now hurting both sides!

You want to be the shining star of GE Aviation, act like the shining star of GE Aviation!

BA's article continued from page 12

should have a proposal ready early this month. Jorge Rivera and I will be visiting all locations in the bargaining unit on June 14th.

LWWTP

I would like to welcome the two new members at the plant into our 201 family. We were not able to schedule a step 2 last month, between representatives of the company and myself being out, we could not get our schedules to align. The active grievance currently is the Company failing to pay shift premium to on call maintenance workers, we have other matters that need to be discussed as well.

Saugus Library

The emotions that ran through me the afternoon of Thursday June 2th, the anger running through my blood changed to joy when I saw the librarians were not going to tolerate the disrespect and disregard to our 201 members at the library that day! That type of behavior the city displayed will not be tolerated or go unheard without a reaction. Keep up the fight! **"What do we want? A contract! When do we want it? NOW!"**

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



SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Philip Quigley on the recent death of his sister Rosemary Geary. Phil works as a Jig Borer in 63 Tool and Die.



VP's Column

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

Schenectady NY GE Plaque

Recently, Chief Steward of the Saugus Public library Jackie Miller visited Schenectady N.Y. She toured the city and took pictures. Below is an inscription on a plaque she saw.

Some Accomplishments of General Electric:

- First large steam turbine-generator installation
- First gas turbine-generator installation
- Medical X-rays
- Low-cost hermetically sealed refrigeration
- Vacuum tubes
- First practical ductile tungsten lightbulb
- Calrod heating units for electric stoves
- Magnetron vacuum tube
- Electrical loudspeakers
- Television
- First television station
- Lexan plastic
- Cloud seeding
- Missile guidance technology
- Noryl (high temperature plastic)
- Industrial lasers
- Man-made diamonds
- Pioneer in electric car technology
- Trans-oceanic radio system
- Portable X-ray machine
- Turbo supercharger for piston-engine aircraft
- First television for home
- First U.S. jet engine
- First auto-pilot system
- Solid-state laser
- Key technologies in the first moon landing
- Computed tomography (CT) scanner
- Sigma magnetic resonance imaging system (MRI).

These are just some of the accomplishments of the "old GE".

More on Medicare

Last month I wrote information on Medicare. The article was not clear on what I was trying to convey. I apologize for any confusion.

If you are **still working** at age 65 and have health care insurance, you do not need to do anything regarding Medicare. If you are 65 or older and are **getting ready to retire** and have chosen a retirement date, then you need to start the Medicare application process.

The first step is to call social security and apply. It is a good idea to give yourself two months to prepare for the transition. Filling out the L564/R297 is done during this time. This form tells Medicare that you had insurance after age 65 and that you will no longer have it from your employer when you retire. The form is filled out by you and your employer.

When you reach age 65 the social security administration may reach out to you to apply for Medicare. It is up to you if you chose to apply or not. If you are covered by your employer or are covered by your spouse for health care, you do not need to do anything. You may apply for Medicare at age 65. The reason you would do this is to establish yourself in the Medicare system. If you apply at age 65 you will automatically get Medicare part A (it is free). This basically gives you your Medicare card. At the same time, you will be offered Medicare part B. This costs money. If you have health care insurance through your employer, I advise you to decline part B, it costs money and if you have healthcare insurance it is unnecessary. As I stated in paragraph one above, when you get ready to retire is when you need to prepare and start the Medicare ball rolling. Once you have picked a retirement date that is when you will go back to Medicare and sign up for part B. Medicare part A and part B will give you basic health care coverage. There are also parts C + D. I will cover those in a future article.

New Hires

For the new hires coming into the plant, there is a lot of information to digest in your

first month. The Company gives you a new hire orientation, so does your respective union if you belong to one. There are the benefits selections, retirement savings choices and more. It is a lot to take in. The most important selection to make is for your healthcare insurance. You need to do this as soon as possible. Your insurance begins on day one. You have 63 days to sign up. If you fail to sign up for your healthcare insurance by the 63rd day you will be defaulted into the most expensive option available. You will also be charged your healthcare pre-mium from day one. However you choose to sign up, you will automatically be retroed to paying your premiums to your start date in a lump sum. Meaning it will all come out of one weeks paycheck.


One often overlooked benefit is LTDI or Long-Term Disability Insurance. I would suggest new hires consider signing up for LTDI. No one plans on getting injured or sick. It just happens. As a new hire you can sign up for LTDI in the first 63 days. If you try to sign up for it after the 63rd

day you may be asked to complete a physical exam and you could be denied LTDI.

Contract Year


We are officially in a contract year. On June 18, 2023 our collective bargaining agreement expires with GE. What does that mean? It means we have a year to show the Company our solidarity with each other. It means we watch out for each other more than usual.

Stop killing the job. Stop fighting over OT. Stop doing other people's jobs. It also means the wages and rules we have been living under for the past four years are up for renegotiation. Our collective agreement has been in place since the 1930's. It has changed a lot since then. Back during the Great Depression before the New Deal the union set out to get as many people working as possible. They voted as a union to work reduced hours. This forced the company to hire. Times have changed but the ba-sics are still in place. We want to work to provide for our fam-ilies. We want a living wage to do that. And I hope we want everyone to succeed.



It Starts With Me
SAFETY

GE Aviation Lynn
2021 Shoemobile Schedule



July 27th	6:00 AM - 4:00 PM	South of 40
August 24th	6:00 AM - 4:00 PM	South of 40
September 14th	6:00 AM - 4:00 PM	South of 40
October 12th	6:00 AM - 4:00 PM	South of 40
November 16th	6:00 AM - 4:00 PM	South of 40

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

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



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

LCM

I want to start by saying its nice to see so many new 201 members in LCM. I remember when I got hired at GE and how important it was to me and my family to have steady employment. As new 201 members, I would suggest the first thing you should do is get to know your area steward, he or she will give you the rundown on how things work. Second thing I would suggest is attend a Union meeting down at the Union Hall. This is very important now that you are a union member, part of a family of workers that fight together for a better workplace. By attending union meetings you will learn how your union works and better understand your rights as 201 members. Third thing you should do is ask your steward for a copy of the "little blue book." This contract book will help you a lot when it comes to your work rights as a union member. Finally, never forget YOU are the Union, and our biggest

power is sticking together, fighting together as a family for workers' rights and our future here at GE Lynn. There is power in numbers, never forget that

LCM has been really slow lately; the Company has been having problems getting material from vendors and is the reason why the shop has slowed down so much. I am really hoping things start to turn around soon. Also, a lot of members are being released to new jobs, causing a lot of "failure to release" grievances. We are trying to process them as quick as possible to make sure our members get paid correctly.

Before I go, a little reminder to General Electric, I still think you should give everyone in the plant a \$10 an hour pay increase Your employees deserve it. That's one way to stop people from quitting and going elsewhere, it will lift moral a little anyway.

Joseph Tirone
LCM E Board



Letter to the Editor

LOCAL 201 HISTORY PROJECT

Dear Former (or present) member of IUE-CWA Local 201,

Local 201 has played an important role in our community; in the IUE-CWA (and prior to that the UE) and in the New England labor movement. IUE-CWA 201 has been one of the most prominent leaders in negotiations with the GE for the betterment of all. As a participant in Local 201, you have something to say about what happened when you were active; what you accomplished; and what you were thinking about. A new generation needs to hear your thoughts.

Local 201, in cooperation with the University of MA-Boston, and the Lynn Museum\Lynn Arts has launched the Local 201 History Project. It has four parts.

- 1) Identify and catalogue existing material about Local 201; whether in libraries or individual collections;
- 2) Arrange to digitize the material e.g. the Electrical Union News or other documents;
- 3) Identify individuals to be interviewed as we build an oral history of the local;
- 4) Acquire individual collections of papers.

Contact our committee:

- (1) Do you have any material?
- (2) Are interested in being interviewed or want to suggest someone?
- (3) If you just want to talk about the project and the local's history.

CONTACT

Adam Kaszynski; President IUE-CWA Local 201 781-598-2760
email at akaz@local201iuecwa.org
Frank Emspak, former Executive Board member; (Wilmington) IUE local 201, 608-215-6701; frankemspak@gmail.com

Signed,

THE LOCAL 201 HISTORY PROJECT Committee
Adam Kaszynski; President IUE-CWA Local 201
Doneeca Thurston Director LynnMuseum/Lynn Arts
Nick Juravich; Associate Director, Labor Resource Center UMass Boston
Frank Emspak; Emeritus Professor; School for Workers, University of Wisconsin

✂ CUT AND SAVE ✂

GEEAA Golf Tour

- **July 28th, Annual Membership Meeting**
Time: 11:30am until...12:30, Place: Visitors Center
Board of Directors:
Tom Bishop, President; Brad Dick, Field Manager;
Kip Williamson, Treasurer; Steve Mullvey, Sports;
Rick Mewa, Field Maintenance
- **August 18th, ...Managers' Cup, 27 holes**
at Pease Golf Course, NH.
2/man team, Ryder Cup Format
\$100 PP Members, \$130PP non-members.
- **September, TBD , GEEAA Golf Scramble**
Call for Info: GEEAA, Tom Bishop, GEEAA, 781-983-1180,tom.bishopgeaaa@gmail.com, PO BOX 148, WEST LYNN, MA. 01905

IMPORTANT GE NUMBERS

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



Business Agent's Column

By JUSTIN RICHARDS
Business Agent



President's Column

By ADAM KASZYNSKI
President

G.E Report

Any member that has been released for an upgrade and has not received their make-up pay, see a steward right away and file a, "Failure to Release" grievance. We are working on streamlining the failure to release process.

Our first Market Based Wage negotiation session is scheduled for June 23. Thank you to everybody that filled out the surveys. This extension of the 2021 MBW negotiations is not opening the full agreement for negotiations. The mandatory subjects of bargaining are, progression changes, top of market, classification consolidation and expiration of the agreement. The expiration of the agreement is the date in the modification language which gives the Union the opportunity to negotiate modifications every other year, this happens to line up with national negotiations and the Company would like to change the date, so it doesn't align.

Keep an eye on your paychecks! Over the past couple weeks there have been a few payroll issues, members not getting paid because somebody from the Company isn't doing their job, late paychecks, lost paychecks. Also, your vacation and sick time. The Company approached the Union at step 2 and informed us that, to be compliant with the Mass sick leave law they are required to take your sick time in tenths. After reviewing the law, that couldn't be further from the truth. The language in the sick leave law aligns with our contractual language, "will be paid sick and personal pay for each absence of an hour or longer, up to the number of hours applicable." Hours not minutes! The Company can not take your sick and personal pay in tenths, if this has happened to you, please notify your steward, and file a grievance.

ABG

As Chief steward Jorge Riviera has mentioned the Union came to an agreement for an off-cycle wage increase. The Company is having issues with retaining and hiring, as most companies are right now. The Union proposed to the Company a higher increase in order to reflect the state of the economy. The Company rejected the Union's proposal, and the final offer was \$1.00. This agreement does not include PDI and Techs currently. The Union requested we address all classifications at once. The Company stated the problem with the PDI and Techs was that they are a separate supply chain from the front operations and they

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**Thursdays are
Union T-Shirt Days.
Show your Solidarity
and wear your Union T-Shirts**

MBW "Top of Market":

Key Issue for All 201 Members at GE

We will be going back to the table this month to take another shot at the Market Based Wage system. The following is an explanation of the "Top of Market", and the changes made since 2016.

2016 – MBW Agreement Ratified

In 2016, the Market Based Wage Agreement was ratified, which for the first time in our history introduced the awful "Top of Market" mechanism to our wage structure. The 2016 Agreement specified 3 things about "Top of Market".

1. No legacy employees will be subject to this agreement until the expiration of the 2015-2019 National Collective Bargaining Agreement, on June 23, 2019. (*This is why you hear the phrase "We are all market-based wages" some of us are on progression (M Rate) to the top of the rate and some are at the top of the rate (R Rate). No matter your seniority, for the past 2.5 years all of our raises have been subject to "Top of Market".*)
2. Beginning June 23, 2019, any classification determined to be compensated **below** the "Top of Market" will receive negotiated base pay increases as agreed to in the National Agreement.
3. Beginning June 23, 2019, any classification determined to be compensated at or above the "Top of Market" will receive negotiated base pay increases in the form of a lump sum payment.

The 2016 Agreement defined Top of Market in it's glossary as the following:

"Top of Market: This wage is the top end of the market for each job classification. Specifically, it is the 90th percentile for wages by job and geographic market. This number will be a guidepost for the wage structure as we work to align our wages with our local labor markets, while maintaining wages that are far above the local market average. This number was determined through the utilization of a detailed wage survey conducted by Mercer. GE Aviation is committed to gathering updated data through the same process, and to updating our market wage data every 24 months, beginning in Quarter 1 2019. Any changes to the methodology for gathering the data will be subject to negotiation and agreement of the Company and the Union."

"Top of Market" IS NOT the "top of rate", it is the ceiling that restricts the top of the rate from increasing from a base pay raise in the National Agreement. Top of Rate is the R rate. Top of the Rate only increases if a base pay raise in the National Agreement does not increase beyond what third party contractor Mercer determines is less than the 90th percentile of wages for similar work in the "geographic market".

The 2016 MBW Agreement put us in a rough spot. Not only did it establish an unjust 10-year progression for new hires, It put a "Top of Market" ceiling on everyone's wages that rises and falls at the whims of the so-called market. If we fought for and won generous base pay raises in the National Agreement, due to this local agreement it could be converted into a much less valuable lump sum payment. For example, if a classification is \$0.10 below the top of market

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