

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn), Ametek Aerospace (Wilmington), LWWTW (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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IUE-CWA Local 201 - Avis Budget Contract 2023 Bargaining Update #1

By IUE CWA Local 201 President, Adam Kaszynski and Business Agent, Justin Richards

By the time this edition of the monthly newsletter hits the floor we will have had four bargaining sessions in the books. At the time of writing this article we have completed two sessions. This report will cover the first 2 sessions, and we will release a "Bargaining Update 2" around June 16th to report back on upcoming sessions 3 & 4.

Bargaining kicked off the afternoon of June 5th. This session started with introductions and opening statements from both the Union and the Company. Bargaining Committee Chair Justin Richards highlighted the cost-of-living crisis, the hardship our members faced during the COVID layoffs, the rising cost of healthcare, and the key role our members play in Avis Budgets healthy profits. In 2022 the ABG CEO was making \$4,134 an hour, our members average wage is \$19.24. The Union established we were looking for some important contract language updates, general wage increases that account for the rising cost of living, relief on

the cost of healthcare, more stable scheduling, increases in time off, among many other issues members have flagged in contract prep meetings, bargaining surveys, and conversations with members of the bargaining committee.

The Union passed our first round of proposals: mainly focused on contract language and economics and requested additional information on shift bids and health insurance. The Company agreed to provide the requested health insurance information, shift bid information, and called a recess to review the union's proposals. We met again June 6th at 9am, where The Company provided counters to the union proposals as well as changes the company was seeking in the next contract. Each side was able to ask questions to try to understand what each side was proposing and made some initial arguments supporting their own proposals. We recessed at 4pm and scheduled the next 2 dates for June 12th and 13th at 9am. We will be circling back on these

proposals and bringing in some additional contract language and benefit proposals next session.

The Local 201 ABG Contract Bargaining Committee is made up of all the stewards elected by the membership, Kamau, Muhktar, Jessica, Karim, Rudy, Lea, Samantha in addition to Chief Steward Jorge Rivera, Business Agent Justin Richards and President Adam Kaszynski. These make up the voting members of the Bargaining Committee. We are all elected and make decisions together as a democratic union. We vote on what proposals to put forward, what counter proposals to make, etc. Our goal is to reach a tentative agreement that addresses the memberships concerns and present it for discussion and vote to the membership. We laid this out at the Open ABG Bargaining Unit Meeting on May 31st and received the approval of those in attendance. The members will decide by secret ballot VOTE whether the contract is accepted or rejected - not the

bargaining committee. So, keep your eyes on updates as we continue to negotiate, and attend monthly membership meetings (at the hall or over zoom) for report outs.

We also have IUE-CWA Staff rep's Kendal Bell and Byron Waterman at the table as auxiliary support from the IUE-CWA National Union. They are responsible for many contracts, and their expertise is a great addition within our caucus. The full support of the IUE-CWA and Local 201 is behind the members at ABG.

Members at ABG can help by reading the bargaining updates and spreading the word, wear your union button to show your support in the shop, and be ready to take action if necessary to defend our demands. Also, we are in need of a steward from the Service Agent and Shuttler Classifications, and a Steward at HQ McLellan Highway, call the hall if you want to help!

India Offset Agreement on GE F414 - Will Biden Come Through on His Promise to American Manufacturing Workers?

By IUE CWA Local 201 President, Adam Kaszynski

The Union has been undergoing an investigation of the recent announcement that an offset agreement is in the works between India, the US, and GE that would set up India to manufacture hardware for the F414 engine. It appears the White House has been working on this deal, to garner favor with India in an effort to isolate them from China. OK. SO, what about our plant? We make F414 in Lynn. Youngji Kim GE's military sales lead for Asia said, "We've been making stuff in India for decades... and not only for India; we've been buying from Indian manufacturers and selling internationally". The question we have not yet been able to answer is will this deal mean F414 parts will be manufactured in India and then potentially

be sold to our customers like the US Military? History shows a Korean offset agreement resulted in the Midframes for F414 ended up coming to Lynn made in Korea - we need the government to step in and stop the bleeding. Though the deal has yet to be finalized, the press has reported the F414-INS6 engine will be 100% manufactured in India under terms that include 100% transfer of technology. The press reports the deal is likely to be finalized in late June. It is possible that the deal would bring work to our plant until India is set up to manufacture, a short-term win - but in the long term, without proper protections, it could mean losing F414 manufacturing work - right now we have a lot more questions than answers.

We have no qualms or quarrels with the people of India, their desire to grow as a manufacturing powerhouse, or their desire to be independent of international factors when it comes to their own national defense. We have a problem with a Company that makes no effort to provide commitments or guarantees to their dwindling American workforce or to American national defense. We have a problem if the US Government does not secure in clear terms that these F414 parts made in India will not be used to undercut our plant or be sold to our current customers outside of India, including the US Military. We are meeting frequently

continued on page 12

Next Local 201 Membership Meeting June 20, 2023 - See page 4

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

Law Offices of James J. Carrigan



15 Johnson Street, Lynn, MA 01902



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



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

Anne Gugino Carrigan
(Former member AFSCME)

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

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

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

Service Directory

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

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

Mark & Robin's Comics



Clean Outs/Estate Sales/Junk Removal
We remove trash for a fee.
Also will consult to liquidate your estate.
781-215-3974 Text Preferred

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341 Western Ave., Lynn, MA 01904
(781) 596-0700
www.drddowling.com



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

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

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.



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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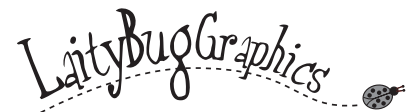
Published By Camera Graphics



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 Gregg Johnson on the recent death of his mother Jean. Gregg retired out of bldg. 74 and is currently the Financial Secretary of the Local 201 Retirees Council.

Layout Design by



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

Night Baseball Made Possible

By Chief Steward Saugus Public Library Jackie Miller

"General Electric Field, West Lynn, MA, June 24, 1923 - Night baseball is a work in progress, and while this wasn't the first-night pro game, thanks to GE's powerful floodlights (est. 26 million candle-power) used for Salem-Lynn minor league contest, it brought it closer to reality."

General Electric, its employees, and some local Lynn kids can take the credit for making night games a reality for baseball teams and their fans. In 1923, tasked with illuminating the company's sports field for a summer evening's event, General Electric's street-lighting engineers and a handful of baseball-loving boys brought about a new way of enjoying America's past-time.

After setting up the lights on the field, the engineers did a test run of the equipment the night before the event. The neighborhood kids saw a chance to play ball; the engineers recognized a business opportunity. Night-time ball games began that night, although it would take a while to catch on.

In August 1932, The Boston Globe reported that "The House of David played the Boston Braves under electric lights installed by GE at Braves Field. "Six floodlights, set at sporting distances like cuspidors in an old-fashioned hotel, illuminated the field and made the ball visible to a certain degree," The Boston Globe added, dismissively, if not correctly, "...as a novelty, night baseball is all right. As a perma-

nent diet, its value is at least doubtful."

After World War II, Boston's major-league teams spared no expense in installing state-of-the-art lighting systems to best emulate daylight conditions for night games. Lights went up in the Braves Field in 1946, and the Red Sox added lights to Fenway Park in 1947. The Braves played their first night game at Braves Field on May 11, 1946, while Fenway Park had its first night game on June 13, 1947.

So, we can thank GE employees for making it possible for the average person to enjoy watching their favorite teams play ball.

Read Charlie Bevis's "Baseball Under the Lights" for information on night-time baseball.



IMPORTANT ALL UNION MEMBERS

2023 is a union officer election year and our Local uses both the IUE CWA Local 201 newspaper and the IUE CWA newspaper "The Bolt" to send nomination and election notices to your homes as required by Federal Law.

ALL MEMBERS should update their mailing address with the Union as soon as possible to ensure that you receive the election notice. We have forms available to update your address. Please fill out the form below and give it to your steward or union official or mail it to the union hall at.

IUE CWA Local 201
112 Exchange Street
Lynn MA 01901

Local Member Address Update Form

PLEASE PRINT NEATLY

Full Name: _____

Street Address: _____

City: _____

State _____ ZIP Code _____

Email address (optional): _____

Cell Phone Number (optional): _____

Congratulations Johnny Tubbs on 40 years with Local 201



Johnny Tubbs, Tool Crib Keeper bldg. 66 received his 30+ year pin from E Board member Joe Tirone. Johnny reached his 40 year milestone at GE with Local 201 in February. Congratulations!

Scholarship Winner



Ryder Southwick Winner of the 2023 Jeff Crosby Scholarship. Ryder' father Adam Southwick is an AAEM in bldg. 42.

Memorial Day Drive

By Kevin Nlenvo, Chris Bovill, and Jeff Cruz

As we mentioned in the May edition of the newspaper, the Local 201 Veterans' Committee agreed to undertake some form of drive to benefit a veterans' organization and to commemorate Memorial Day. We ultimately decided to dedicate these efforts towards the Vietnam Veterans of America, a non-profit organization whose goals are to "promote and support the full range of issues important to Vietnam veterans, to create a new identity for this generation of veterans, and to change public perception of Vietnam veterans." - vva.org. A total of \$476 was collected in cash along with a \$100 donation from Local 201, as well as many more donations made directly to the organization via their donation link.

On May 31st, we were honored to receive Vietnam Veteran and VVA Chapter 837 Commander, Arthur G. Cole, to the union hall to personally present our modest donation. Arthur, who is now 79 years old, was drafted from 1964 to 1967 to the US Army. After only one month of training, he was assigned to the 196th light infantry brigade and sent to Vietnam where he did patrols along the Ho Chi Min trail as a radioman. After his return to the States Arthur served his community as a firefighter for the Wakefield Fire Department

for 30 years, as well as a volunteer fire fighter in Melrose. Arthur has been involved with several veterans' organizations dating back to 1999.

Arthur and the VVA's mission are to advocate for the current 97 chapter members, and to reach other veterans and help them with any information they may need in order to receive the benefits they are owed. The funds collected and other money raised through their outreach will be put towards this mission as well as to provide assistance to spouses, to cover medical costs, and day to day living expenses. For veteran outreach in Lynn, contact Bruce, the VP of the Lynn Chapter at 617-519-8393

We want to thank all of the members, campaign captains, and other volunteers who assisted in the small time frame we set for ourselves, and who collected the cash donations and assisted in the numerous donations made online. We deeply appreciate your action in this endeavor, and we hope to count on your assistance in the future as well.



Donate to VVA Today



Chris Bovill, Kevin Nlenvo, with Vietnam Veteran Arthur G. Cole

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

JUNE 20, 2023

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



OR VIA ZOOM

<https://shorturl.at/bDQT1>

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. MATTER OF DELEGATE VOTE FOR CWA PRESIDENT AND SECRETARY TREASURER

Signed,

ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Donald Murtaugh on the recent death of his father. Donny works in bldg. 29 as an AAEM.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Robert Boynton Jr. on the recent death of his father Robert Boynton Sr. 2nd shift TPMO. Rob works 1st shift in bldg. 40.

VET-TO-VET SUPPORT CONNECTION



Veteran run support network.

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- No paperwork
- No hassle

Just Veterans helping Veterans

Call: 781-584-7641 and be connected with another vet.
Strictly Confidential

Run and supported by IUE-CWA Local 201 Veteran's Committee

201 Retiree's Column

By ALEX BROWN
Local 201 Retirees Council President

Honoring Kevin Mahar and Ed Walczak

Folks are signing up for the event Wednesday June 28 at noon at Olde Thyme Italian Restaurant to honor Kevin and Ed for their years and years of service to the Retiree Council and the Union.

I thank Kevin for sharing his knowledge with me on retiree issues and history. And for introducing me to his network of retirees around the country.

For ticket see Jossie at the Hall or call to get your name on the list for tickets at the door. Join us.

We are building our network of retirees. Do you want to hear about future plans? Sign up in the box on this page and mail it

in, or even fill out the form (URL is listed) is important for retirees. online. We want to hear your ideas of what



WE ARE BUILDING OUR LOCAL 201 RETIREE NETWORK. PLEASE CUT OUT THIS FORM AND MAIL IT BACK TO THE UNION HALL (112 EXCHANGE ST, LYNN MA, 01901) OR YOU CAN FILL OUT THE FORM ONLINE: <https://shorturl.at/jolMR>

NAME: _____

RETIRED DATE: _____

ADDRESS CITY: _____ ZIP CODE: _____

PHONE NUMBER: _____

ARE YOU OK TO RECEIVE TEXT MESSAGES? (CIRCLE ONE): YES NO

EMAIL ADDRESS: _____

PREFERRED METHOD OF CONTACT (CIRCLE ONE): PHONE CALL EMAIL TEXT MESSAGES

I WANT TO VOLUNTEER FOR UNION-RELATED EVENTS AND ACTIVITIES (CIRCLE ONE): YES NO

IUE-CWA Local 201
RETIREEES COUNCIL MEETING NOTICE

**Wednesday, June 28, 2023
at 11:30 am - 12 Noon**
Old Tyme Italian Restaurant
612 Boston Street
Lynn, MA
**For more info call Alex Brown:
617-922-5573**
Alex Brown, President
Greg Johnson, Financial Secretary

On **Wednesday, June 14th** the state-of-the-art **Mobile Vision Clinic** will be parked at GE Lynn right outside the Visitors Center along the fence.

They will be there between **8 A.M. and 4 P.M.**

Book an appointment

How It Works

Step One: Schedule an appointment using their online portal at <https://try.2020onsite.com/ge-lynn/>

Step Two: Visit the Mobile Vision Clinic for your exam and to shop their wide selection of frames.

Step Three: Watch your inbox for your prescription within 24 hours of your exam, and your glasses or contacts to your mailbox within two weeks!

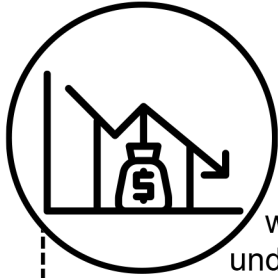
**Listed Below Are
Open Positions as of
June 1, 2023 at Lynn GE.**

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

- 1- Bench
- 2 - Experienced Machinist
- 5 - Welders
- 8 - Advanced Aircraft Engine Mechanics

OUR UNION RIGHTS ARE UNDER ATTACK

Anti-union Members of Congress have filed multiple bills aimed at undermining workers' rights, abolishing workplace safety standards, and rolling back wage protections.



ELIMINATING PREVAILING WAGE

Virginia Rep. Bob Good (R) wants to get rid of the Davis-Bacon Act,¹ a bill that requires federal contractors to pay their laborers and mechanics local prevailing wages. This would allow low-road contractors to win contracts with low-wage workers, undercutting union workforces.

This would also undo one of our biggest recent victories, winning prevailing wage and labor standards attached to funding for broadband buildout in New York.

ABOLISHING WORKPLACE SAFETY STANDARDS

Arizona Rep. Andy Biggs (R) filed the NIOSH Act in January to completely repeal the Occupational Safety and Health Act of 1970 and eliminate OSHA,² the federal agency tasked with ensuring safe and healthy working conditions in America's workplaces, which has saved more than 600,000 workers' lives since it was created.



"RIGHT-TO-WORK" FOR LESS

South Carolina Rep. Joe Wilson (R)³ and Kentucky Sen. Rand Paul (R)⁴ have introduced the National Right-to-Work Act, an anti-union free rider bill that would weaken our union and make it harder for workers to organize and bargain.

So-called "Right to Work" laws have historically been used to attack unions by allowing freeloading workers to opt out of paying dues while still receiving all of the union benefits. States with RTW laws average lower wages and poorer benefits than union strong states without RTW.

AIDING AND ABETTING WAGE THEFT

Bills sponsored by Indiana Sen. Mike Braun (R)⁵ and New York Rep. Elise Stefanik (R)⁶ would reinstate a Trump-era program that restricts a workers' right to sue their employer for underpayment and lets businesses get away with stealing wages.



We can't let them get away with it - so CWA is fighting back!

Learn more about CWA's Political Action Program at cwad1.org/politics

1 <https://www.congress.gov/bill/118th-congress/house-bill/720>
2 <https://www.congress.gov/bill/118th-congress/house-bill/69>
3 <https://www.congress.gov/bill/118th-congress/house-bill/1200/cosponsors>
4 <https://www.congress.gov/bill/118th-congress/senate-bill/532>
5 <https://www.congress.gov/bill/118th-congress/senate-bill/122>
6 <https://www.congress.gov/bill/118th-congress/house-bill/572>



May Day 2023





Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Coolant Testing

Your Union Elected Safety Representatives constantly strive to learn as much as possible about potential hazards on the shop floor as well as material related to the Health and Safety programs we support. As a result, our Local 201 Union Elected Safety Representatives developed training material related to weekly coolant testing for better understanding. In addition to weekly items identified by the testing company we can use that information to support members on the shop floor identifying a potential problem with their machine coolant with data. We can also use testing data to create work orders faster, this is important because as coolant numbers go in the wrong direction the amount of resources needed increases with time.

The semi-synthetic machine coolant being used in most operations have longer useful lifetimes requiring fewer changeouts than some of the conventional oil-based cutting fluids, with more resistance to issues like bacteria growth. Constant maintenance and monitoring are necessary to be successful. Working with the coolant management company is to date working well for us as we both have the same goals of creating a safer coolant management program.

The challenge with coolant maintenance is you are never done. Machine leaks, time between machine use, temperature, dirt, water quality and evaporation are just some of the factors that erode coolant quality. Filtering helps by removing particles and sludge that are a nesting bed for bacteria and aerating the mix to increase oxygen further reduces bacteria growth.

Currently central coolant systems are tested for pH, alkalinity, total oil, bacteria, fungus, tramp oil, dirt load, hardness, and chlorides. Some factors like pH, that point to the direction of the coolant quality can help us change concentration. All testing results are important as they affect other parameters.

We have about 140 stand alone machines that are visually tested with a refractometer. A refractometer will identify coolant concentration levels indicating weather to add more water or coolant. Incorrect coolant concentration left untended for too long may require a partial or full dump and cleaning to correct concentration. Sometimes coolant that looks bad can be a result of a machine leak or maintenance issue that happened recently, and a work order can be created. In general, if it looks bad or smells bad let any one of us know and we will do what's necessary to help you out.

Congratulations John Mitchell on 42 years with Local 201



John Mitchell Receives His 30+ Year Pin Flanked by Business Agent Justin Richards and President Adam Kaszynski. John Retired June 1, 2023 with 42 Years Service. Congratulations on your Retirement



It Starts With Me
SAFETY



GE Aerospace Lynn 2023 Shoemobile Schedule

| | | |
|-------------------|-------------------|-------------|
| June 14th (Wed) | 6:00 AM - 4:00 PM | South of 40 |
| July 26th (Wed) | 6:00 AM - 4:00 PM | South of 40 |
| August 23rd (Wed) | 6:00 AM - 4:00 PM | South of 40 |

Please notify Suzie Dozier (EHS Leader) or Stephanie Murray (IUE Safety Rep) to get approval to purchase at one of the participating offsite vendor stores. You can also purchase shoes online at [Lehigh safety shoes](http://LehighSafetyShoes.com)
Gelynn.lehighsafetys shoes.com

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Local 201 retiree Richard Youngstrom. Rich worked as the Industrial Hygienist for the Local 201 Health and Safety program.



Letter to the Editor

Dear IUE- CWA Local 201,

I would like to take this opportunity to express my gratitude for your support. Thank you for your recent donation. Donations like yours are what make life changing opportunities available for our community residents.

We invite you to take a visit to our website at www.pathwayslynn.org to learn more about our services that are made possible by supportive persons like yourself.

Again, thank you for all you do for our organization. Our tax ID number is 042-679573.

Sincerely,
Juana Perez, Business Manager
Pathways Inc.



Visit our website @ www.baystateeyeoflynn.com

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Comprehensive Eye Examinations including computerized testing equipment such as Auto-Refracton, Visual Field Analysis, Fundus and External Cameras that assist us in testing for Glaucoma, Cataracts and Diabetes.
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Dr. Petya Damyanova, Optometrist
427 Lynnway
Lynn, MA 01905
(781) 599-2773

FREE PARKING

EVENING AND SATURDAY HOURS



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board

Compassion

Does everyone know what this word means? The Company doesn't or at least they don't act like they do when it comes to our members. For their management team with permissive time off and only having to show up to work 2 days a week even though they can't execute their jobs properly this is not the case. Must be nice. For those that don't know, here is the definition.

- To be sympathetic, have pity, and concern for the sufferings or misfortunes of others.

When it comes to Union members the Company has zero compassion. They use zero discretion when it comes to emergencies or unexpected events that might happen in your life and basically just don't care. You are not allowed to make a mistake without being reprimanded, written up or punished. You are not allowed to have a bad day and have your workday be affected by your day to day outside life. Some examples of this are any death not listed in the contract, your child getting hurt or childcare issues, health issues, verbal disagreements at work with a coworker, scrap or damage to a part. None of these matter if you are out of time, have made 1000 good parts, or have zero record of discipline in your years of employment here at GE. You will be fired or punished. You are not allowed to make a mistake and if you do they want their pound of flesh. The Company nowadays spends more time hurting people than they do helping people. I would say it's about 95% to 5%.

If your life is falling apart outside of work and you are struggling in your day to day life outside of work and you come into work and get into a disagreement with someone and get in someone's face, yell and maybe say things that you really don't mean because you are upset at that moment and the Company gets informed of the interaction you might as well have punched that person in the face. Because... "In the Times we live in today" you're going to be fired! These are the words we keep hearing from the Company in these situations. "In the times we live in today", "Have you seen what's going on out in the world today?" this is what the Company keeps saying because they are looking at it strictly from a liability and

financial standpoint only and that's all they care about. I guess the people making these decisions in their high professionalism have never made a mistake or got into a heated argument with someone and said something they didn't mean. If this is true one could only assume that they either don't have any true friends or were a single child because these things happen every day.

What I have to say about that is this. "In the times we live in today" Really? How about this? In the times we live in today people need more compassion, understanding and help than ever before. Everyone's situations are different. People are struggling more and more every day. How about we help these people and not just look at everyone in the same light. How about we don't just keep piling more and more crap on top of them when they are already struggling and happen to have a bad day, and something happens. How about some sort of understanding or compassion in each individual's situation? They don't need to be fired or punished for making a mistake especially when they own up to it and realize what they did wrong. It was a mistake, that's why it's called a mistake. Nobody is perfect.

The Company's response is we have to do this because what if something happens if we don't? I've been here in Lynn for 17 years and have heard and seen numerous uncountable heated disagreements between members and also management in my 17 years. Maybe, just maybe 3 have become physical. Things happen, life happens. Your actions are not going to prevent anything. If it's going to happen it's going to happen. In my opinion the way the Company is handling all these situations in the same light and just punishing everyone is a way to ensure that something does happen at some point. One of these times the Company is going to be the final piece on top of someone's already overloaded pile of life when they didn't need to be, and the person is going to snap, and something is going to happen. My question to them then will be this. Was that really necessary?

Compassion and understanding can and could have really gone a long way



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

Dispensary Time

"Employees will be paid at their applicable rate for time spent in attending the Company's dispensary for examination or treatment of any injuries arising out of and in the course of their employment, whenever such time would otherwise have been spent by the injured employee on the work assigned to them. Employees who are directed not to work as a result of their injury shall be paid at their straight-time rate to the end of their scheduled work shift."

National Agreement: Article V Section 7: Other Special Payments. C. Dispensary Time.

Division of Overtime

"Overtime shall be divided as equally as proficient operations permit among the employees who are performing similar work in the group. A record of overtime worked by employees (or credited to them) will be maintained by the immediate supervisor of the group and will be available for examination by the appropriate steward upon request."

National Agreement: Article V Section 8: Division of Overtime.

These have been the most frequently asked about subjects of late.

LATO

The plan to reconfigure building 29 keeps changing by the day. Where it stands now is the business is looking to move spares, balance, and rotor assembly to the T700 line and CF34 to that space and expand the T408 line into the space vacated by CF34. The unions concerns are crane usages and moving the older machines like the Tabbig machine for the CF34 LPD disks that's a 40 plus year old machine. If you move the Tabbig machine it may never work again. The T700 Balance machine is another vintage machine, if it breaks there is no back up

plan because the other balance machine is broken. If you can't balance, you can't build and that will lead to farmout which would totally be on the Company. Hopefully the Company does the right thing and they listen to the members on the floor, because they are the ones that are going to be affected by the move not some management person looking for a check mark.

Logistics

News out of logistics: I had a meeting with the plant leader to go over long-term plans. Listening to some of the ideas and plans some were good ideas, like making building 63 a secured building by making employees and members scan in like you would if you are going through the turnstile at the gate. That would cut down on random people coming from other buildings and just grabbing what parts they need and not saying anything to anyone. When people do that, it throws the inventory off and can lead to part shortages. Accurate inventory means more work for the material handlers. Then there were some bad ideas like bringing the white zones back to building 63 and making LATO set up deliveries when needed. Only having one truck that makes the deliveries and not having the space in 63 to store everything is a recipe for disaster if you ask me. "If it ain't broke, don't fix it"

Hope to see you around the shop.

Bobby

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 Louis Cormier on his recent death. Louis worked at the West Lynn GE plant.



VP's Column

By TOM O'SHEA
Vice-President/Recording Secretary

Local 201 Scholarships

Once again, we were unable to award all the local 201 scholarships. This year only one candidate applied. Congratulations to Ryder Southwick recipient of the Jeff Crosby Scholarship.

Every year we offer the opportunity to apply for our 4 local 201 scholarships worth \$1,500.00 each. High school seniors of active 201 members as well as retired 201 members apply in the fall of their senior high school year. The process is advertised in the November issue of the IUE CWA Local 201 News. Candidates apply, receive a booklet (probably an email now) to study, and take a test. If more than 4 candidates apply the scholarships go to the top four scorers. For the past three years we have not had more than 4 candidates apply in any given year. The scholarship program is administered by the MA AFL-CIO and funded by local 201.

AVBG

Over the past few months, I have had the pleasure of meeting most of the new hires at the airport or at Avis Budget HQ on McClellan highway. I hope I was able to give you some useful information. The bottom line and it is something I try to remember to instill in all new hires into our union is that the union, any union, is only as strong as its members. If no one participates or steps up to watch out for their union brothers and sisters than the effort is for naught. The stewards are the true union warriors on the floor. The stewards do not get any extra pay or benefits for being a union steward. They are on the front line all the time dealing with management and members to help enforce the contract. Remember it is our work! It is your work! It is not their work.

Kevin Mahar

On June 28 the retiree's council will honor Kevin Mahar for his years of service

as president of the local 201 retiree's council.

Kevin spent many, many years as president of local 201 too. His service to our union is legendary.

Anyone interested in attending the celebration can buy tickets at the local 201 union hall. Cost \$10 per person. See the box on page 5 for details.

Retirement and Medicare

If you are considering retiring and are age 65 or very close to age 65 you might want to get the Medicare part of your retirement settled before you retire. Signing up for Medicare part A + B takes time. If you are working beyond age 65 you will need to get form L564/R297 filled out and submitted to Social Security as part of your Medicare application. The form is filled out by you and the Company. If you need a copy of the form, it is available at the local 201 union hall.



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Below is a list of other scenarios where this might be a fit:

- **Cash sitting stagnant in the bank** (cash actually loses value due to inflation)
- **Penalty free, tax free, rollover of an existing IRA or Annuity** (that you would like to protect and grow)
- **Brokerage accounts** (stocks, bonds and mutual funds – protect those current gains or protect from future losses)
- **Maximize what you leave to your heirs** (via the bonus)

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- R05 – 32.17
- R06 – 32.275
- R07 – 32.415
- R08 – 32.56
- R09 – 32.69
- R10 – 32.82
- R11 – 33.035
- R12 – 33.165
- R13 – 33.395
- R14 – 33.585
- R15 – 33.91
- R16 – 34.12
- R17 – 34.915
- R18 – 35.55
- R19 – 36.475
- R20 – 37.56
- R21 – 38.655
- R22 – 39.72
- R23 – 40.74
- R24 – 42.195
- R25 – 42.745
- R26 – 43.21
- R27 – 43.70

Business Agent's article continued from page 12

Committee meeting. As usual the Company opens with the state of the business. Aviation is performing strong. As a site, not so strong. Whose fault is this? Not ours, that's for sure. The Union took a strategic approach in arguing corrective actions that needed to be taken immediately in LCM, mainly bldg. 64, considering the current state of cooling plates, and focused on RPMO with the anticipated uptick in volume in the next year or so. I want to thank stewards Bill Holm, Nefty Alvarez, Mike Matayabas, Chris Moody, and Steve Allen for the excellent job they did preparing and presenting the problems that management has created and how it has negatively impacted our work areas, quality and delivery. No matter how much the stewards and members spoke up with ideas and solutions that would make the area successful daily, it all fell on deaf ears of the few managers that left, and the one that is still currently the head of TC64/TPCE, they dismissed the Unions input and followed through on THEIR plan of destruction. I don't even see how GE still employs these individuals. Considering the first two topics above, I can see how these individuals with a degree in finger pointing get away with it. Just blame the Union members. So, it was crucial to bring their input into this meeting and get those suggestions in front of the Leaders that will listen and understand the business. Bill Holm brought up excellent points and examples of why some T901 parts belong in Lynn and how it falls under the Company's defined core competent part list. Steward Chris Moody had proposals for farm-in from different areas in LCM. Because the board and stewards took up just about the whole meeting arguing our points in LCM, we did not get through the whole agenda and agreed to meet with the site leader on a later date. The board met with him to have more of an open discussion on key points and solutions. He seemed to be very receptive and given his experience and history in Lynn, he understood what the Union was talking about. My thoughts on that meeting, it was productive, and transparent. Something I personally have not experienced with the previous site leader, good riddance to him.

Stewards, Bill Holm, Steve Allen, Kate DeSisto and I, have been meeting bi-weekly with the business leader of RPMO and others, to discuss farm-in opportunities, and to get updates and provide feedback on developing and programming efforts in the area. The problem on the Company's end is lack of programming resources. The Company has a problem attracting skilled talent, could you believe that? I wonder why? For the Union, knowing this, Bill and Steve have done an excellent job identifying farm-in opportunities for some of the work that is currently split between being done in-house and with outside vendors. We are focused on longevity, parts that are consistent in volume and that we can keep in house. It is GE, this isn't a fast process, but we are committed to getting work back in house.

Veolia Report

By now everybody should have been contacted by the Company individually, to agree on repayments from the overpayment that happened earlier this year. If anybody has a problem with the repayment, please contact a steward immediately. Chief steward Joe Grant, steward Fred Hogan and I, met with the Company on 5/22. The stewards both brought valid complaints over some issues not being properly communicated to the membership. We will be meeting with the Company on a monthly basis and provide updates following these meetings in the monthly newsletter.

ABG Report

Bargaining update on front page, also sent through email and text. We will be providing updates and if necessary next steps, weekly at the minimum. Keep an eye out for these updates. I would like to recognize the new stewards for stepping up to the plate and taking on the responsibility of representing the membership and enforcing your contract, as well as, having attended steward training, and bargaining meetings on their own time. They have brought a lot of information, membership feedback, and suggestions to the table. We are still looking for stewards in every classification, location, and shift. Looking to add additional stewards in the following but not limited to these classifications and locations, Shuttler group Logan, service agent Logan/down-town, tech at headquarters. If anybody is interested or wants more information on a steward's role, see a steward or call the hall, number on front page of this paper.

GEEAA RYDER CUP

PEASE G.C.

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2 Person Team Event

SHOT GUN

Thursday, Aug. 17

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

7:30am START TIME

REGISTRATION DEADLINE JULY 28th

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

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Mail to: GEEAA, C/O Tom Bishop:
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E-mail: tom.bishopgeeaa@gmail.com

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



Business Agent's Column

By JUSTIN RICHARDS
Business Agent



President's Column

By ADAM KASZYNSKI
President

GE Report Vouchering

The Company has done a horrible job in training our members on their vouchering policy. The Company has and will issue severe discipline for vouchering violations. We had a Matter at step 2 for over a year regarding the Company holding proper vouchering training so that our members are informed on how to correctly voucher. The Company has yet to hold an all-hands vouchering training with somebody from compliance. I want our members properly trained and informed. There is an 18-minute rule when it comes to IME. Any idle time, meeting, waiting on gauge, waiting on inspector, etc. if any of this time waiting or attending a meeting exceeds 18 minutes it has to be claimed as IME and cannot be claimed towards the part! If the time is under 18 minutes, that time gets claimed towards the part. The Company has and will issue severe discipline in these cases if a member accidentally violates the vouchering policy that they are not aware of. If that doesn't make any sense to you, don't feel bad, it doesn't to me either. Would it make sense to provide the training that hasn't been provided to prevent this from happening?

Attendance

In the Company's eyes, a doctor's note does not excuse you from missing work without having time to cover the day. This is ridiculous, and the Company refuses to take a medical expert's recommendation. This has come up a few times and the Union has argued that the Company's own advisement, "do not come to work sick", aligns with an actual doctor's recommendation to, "not go to work sick" therefore should be excused. The Company has continuously dismissed the Unions argument. The Company responds to these cases, "that is what sick time is for." We have and continue to contest the discipline in these scenarios, and it is always a fight. To any reasonable manager, they would understand and obey the expert's recommendation. Unfortunately, reasonableness seems to be lacking lately. So, understand, with a recommendation from a doctor, if you have no time, the Company is going to issue discipline. Why has the Company aggressively issued discipline for attendance? Because it is one of their excuses, they give the higher ups when they are being questioned about producing base labor hours, people are not showing up to work. What a crock. Meanwhile, you see managers and salary personnel taking tons of time off, way more than the time allotted to our most senior members. Why do salary employees have permissible time off? Why would the Company not try to restrict the time off for the salary personnel that are supposed to provide support to the floor, as they do for the members that make the parts that make the Company money? Do we not need the support to keep parts moving? If you're confused again, don't feel bad. It confuses the heck out me too.

I am writing about these two issues because they come up often. When the managers fail to do their job, communicate, train, run the area correctly, we are their scapegoats and rather than taking responsibility they blame everybody else but themselves. GE, do you not have an integrity clause in your Spirit in the Letter? I guess that integrity clause wouldn't apply if the minimum qualifications to be hired as a cell leader include, degree in scapegoating, and a degree in finger pointing.

Report on our Jobs Competitiveness and Growth

continued on page 11

continued from page 1

with the offices of Senator Markey, Senator Warren, and Congressman Moulton to get as much information as we can, and until we know the potential effect on our plant, I don't know how a representative of the US government could support a deal in good conscience.

We call on the White House, Pentagon, and Congress to commit to us that any approval or agreements involving the planning, development, or production of national defense materials and services, including F404/F414 Indigenous development and production for HAL Tejas Mk1 and Mk2, or any future endeavor under the initiative on Critical and Emerging Technology iCET be suspended until a formal investigation into impacts on job loss and loss of industrial capabilities at GE Aerospace Lynn, MA and all GE Aerospace US sites is performed and reviewed, and proper remedial action is identified.

Rumors On Upgrades at GE

I am hearing some concern on the floor about some people being told by members of management they are not qualified for certain upgrades. Here is my advice: Tell them to put that in writing. Here is how:

Put in upgrade forms for all jobs you are interested in and feel qualified for, update your upgrades every year (or the application drops off). Make sure your internal job posting system resume is up to date and contains relevant training and outside job experience. If you are "not considered" or "not offered" or your seniority is bypassed on a job you think you are qualified for, contact a union rep. In some cases, you may not be qualified, in some cases you may be. Don't take anyone in the Company's word for it – don't let them sway you from applying. If management does think you are unqualified, make them deny the upgrade in the system, seek out a union rep, and if you were unjustly not offered or bypassed have a steward file a grievance. That's the best way to get an accurate answer on your upgrade eligibility.

GE Lynn Upgrade Primer (from Stewards Training Class)

Upgrades are governed by Article 28 of the National Agreement, AND our local supplement "Upgrading and Job Posting" originally negotiated in 1974 (both available at local201.org under the "Your Rights & Benefits" tab.) You need to be off your 6-month probation to upgrade. Upgrades can be used to get to a higher rated job or to get to jobs with "immediate or future earning opportunity" because the upgrade will open new "job paths" that could ultimately lead to higher straight time earnings.

First you do have to meet the minimum qualifications. Based on "in-plant" work history, or outside work/educational background, the applicant will be judged by the Company on whether they possess the minimum requirements for possible per-

formance of the job. Sometimes the Company's definitions of minimum qualifications (contained in the Company's JUMP book) are imprecise, so it can be helpful to contact a steward or figure out the work history of others in the classification you want to upgrade to – what made them "minimally qualified?" People make mistakes, and the upgrade computer program is old, so keep an eye on your internal upgrade file on the shop floor computer. If a mistake is made get a union rep.

If an applicant is judged by the Company to meet minimum qualifications, they will receive a "will be considered" if not it should read "not considered" or "not offered". If you think the Company missed something in your background and put "not considered" in error, talk to a steward. When the Company calls for a job, they need to call the "will be considered" applicants by seniority. If your seniority is bypassed, grieve it.

Don't let anyone in management TELL you that you are unqualified, put it in the system and get that answer in writing – and if its wrong the stewards and E board of Local 201 are here to fight your case.

On Vacation and PB Time at GE

THE BOSS CANNOT PUT YOU IN FOR VACATION TIME WITHOUT YOUR PERMISSION. IF YOU ARE 10 MINUTES LATE, THEY CANNOT DOCK YOU AN HOUR PB.

If this happens to you, grieve it. Lots of new bosses don't seem to know the rules, don't sit on your rights, say something. We can get it fixed, but you have to raise your hand.

CWA President to be Elected at Convention July 2023

CWA President Chris Shelton announced his retirement earlier this year so there is a 3-way race for president of the CWA. Per our constitution, three 201 delegates represent our 1500 members at convention. These delegates are the President, the BA, and a delegate elected every 3 years which is Billy Stephanides. The candidates for president are current CWA Secretary Treasurer Sara Steffens, CWA VP Claude Cummings Jr. and CWA VP Ed Mooney. We will discuss this important election at the June membership meeting and vote on whether to hold a secret ballot election at the hall prior to convention or instruct our delegates to vote their conscience at convention.

GE Internal CNC Training Program Kicks off June 12th

Good luck to the upcoming class of the union negotiated GE Internal CNC Training Program! If you need a steward, go next door to tool and die and ask for Steward Bill Holm. This is a great opportunity. We want the program and all the members in it to succeed so let us know how it's going!