

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

Vol. LXXXII

PERIODICALS POSTAGE PAID AT LYNN, MASS.

NOVEMBER 14, 2023

USPS 171-720

Number 12

EDITOR
Justin Richards

MANAGING-EDITOR
Jefferson Cruz Ruales

Subscription
\$1.00 Per Year

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

Vote to take place at this month's membership meeting on the R/B 20 Grind Rate Increase T/A

by Business Agent, Justin Richards

A little history of the grind rate and what resulted in this T/A that you will all be voting on at this month's membership meeting. In 2019 the Union proposed to the Company that the grind classification rate be increased because of a multitude of problems, and again in 2021. In 2019 members were not accepting the upgrades and the reasoning being, "to hold those tolerances, curvic requires too much inspection, this isn't worth R20" In 2021, upon review of the employment update, we noticed current grinders accepting upgrades and this was going to destabilize the classification and would result in potentially losing work that we fought tirelessly to get back in from Equitable, and other vendors. The Company responded with, "we will not increase a rate to retain employment." Fast forward to 2023, now the Company comes to the Union and proposes we sit down and bargain a rate increase, we ask why? The Company tells us exactly what we told them the last few years! We could have avoided a lot of problems if we did this when the Union first went to the Company. Regardless, we are here. This agreement is in front of the membership with a unanimous recommendation from the bargaining committee as well as the policy board. This agreement will help stabilize the classification and help put us back on track to fight for all the T901 grind work that was already slated to come to Lynn until the recent quality, flow, and delivery problems that have occurred. This grind work will also potentially bring in T901 Mill Turn and Bench Work. As you all know, T700 is being replaced by the T901. Our future is hanging on us getting T901 component work.

MEMORANDUM OF UNDERSTANDING BETWEEN GENERAL ELECTRIC COMPANY GE AVIATION (LYNN, MA) AND IUE-CWA, LOCAL 201

This Agreement is effective between General Electric Company, GE Aviation (Lynn, MA) ("the Company") and IUE-CWA, Local 201 ("the Union") (collectively "the Parties").

WHEREAS, the Company due to business reasons would like to change the rate of the Grinder IntCylSurf from B20 to M/R22.

WHEREAS, the Company and the Union bargained to resolution regarding this issue on October 25, 2023.

NOW THEREFORE, the Parties hereby agree to the following:

- Effective not more than 30 days after ratification the B20 Grinder IntCylSurf classification shall become rate M/R22 and all employees in that classification shall receive the corresponding rate change.
- New Grinder IntCylSurf candidates will be required to pass a PM assessment or have successfully held 2 types of machines to include Turning in order to be an eligible candidate for the Grinder IntCylSurf position.
- If an employee has successfully held the R/M20 Grinder IntCylSurf job previously, they are automatically qualified.
- Any current Grinder IntCylSurf employee who is being held from an upgrade may choose to cancel their upgrade and receive a 100% failure to release payment.
- The company will offer at least 1 Blue Print and Shop Math class before the end of 2024. The company will make a good faith effort to hold at least 1 more class before the end of 2024.
- This agreement shall not set any precedent, nor shall it prejudice any other matter. This agreement will not be referenced by either party in future grievances or an arbitration proceeding except as it pertains to the enforcement of its terms.
- This Agreement shall be interpreted in accordance with any and all applicable laws. If any of the provisions of this Agreement shall be held invalid, the remainder of the Agreement shall not be affected.
- The signatories to this Agreement are authorized to bind their principles.

Agreed to and approved by the undersigned this _____ day of _____, 2023

For and on behalf of the UNION: For and on behalf of the COMPANY:

- * 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

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.



Printed by The Golden Manet Press Quincy



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 on the death of retiree Joe Robbins. Joe retired out of 66 Jig Mill in 2003.

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



SCAN ME

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

CHIROPRACTOR

Dr. Joseph J. Dowling
341 Western Ave., Lynn, MA 01904
(781) 596-0700
www.drddowling.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, Veolia at Lynn Wastewater Treatment Plant, 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

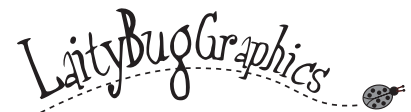


Published by: Local 201 IUE-CWA (AFL-CIO)
112 Exchange Street, Lynn, MA 01901

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



Layout Design by



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.



Free 18-Week Welding Course-Industry Training with Job Placement Assistance - CTI Funded
with Charles Spencer

TURN UP THE HEAT!!! Are you ready for a career in Welding and Metal Fabrication? Our NightHawks Adult Education Program, in collaboration with the MassHire North Shore Career Center, is offering an industry training session with credentials and career placement assistance.

This course will include the basics of oxy-acetylene cutting, along with stick welding, most commonly done in industrial and commercial settings. Additionally, this course will include MIG and TIG welding. There is a primary focus on safety. Other topics include identification of alloys, advantages and drawbacks of each welding type, and a general understanding of the welding arc. Students will be able to interpret and critique their own welds, making necessary adjustments to their machine or technique. The course will cover joints and positions and students will be working with mild steel, stainless steel and aluminum.

Students will learn basic terminology and techniques, including cutting steel with a torch and making bead welds with the most common types of stick welding. Welding gloves and welding shield will be provided. Cotton shirt and long pants and workboots are required for every class. Certifications include OSHA-10 for Construction, HotWorks.

Apply now for this opportunity to begin a career path to this exciting, lucrative, high-demand field! Training and program costs are free as this program is grant funded for workforce development by the State of Massachusetts. Collaboration with the MassHire North Shore Career Center is a required part of this program. All training, materials and certifications are FREE!

This class is for serious participants who want a job in the Welding field. Attendance, employer engagement, job placement and career readiness work is required.

Program Session Dates: January 9 - May 16, 2024

Class schedule is Tuesdays, Wednesdays and Thursdays from 4-8pm.

All applicants who meet program eligibility will be entered into a lottery for a seat in the class.

APPLY NOW! Go to web site and search welding:
<https://essex-adulted.coursetorm.com>

**MASSACHUSETTS AFL-CIO
66th ANNUAL SCHOLARSHIP PROGRAM**

We are pleased to announce the 66th Annual Scholarship Awards Program for all high school seniors throughout the Commonwealth of Massachusetts who are seeking higher education. Students attending schools outside of Massachusetts must have their parents obtain permission

The Massachusetts AFL-CIO labor history exam will be conducted in high schools **February 5-9, 2024**. The exam is a one hour process consisting of 40 multiple choice questions and one essay question. Please make sure those students interested in taking the exam **complete the application and provide a copy of the application to their guidance department NO LATER than Friday, December 22, 2023.**

The Massachusetts AFL-CIO, along with affiliated local unions, and labor/non-labor organizations, offers a scholarship program which provided over 779 scholarships totaling almost \$1,000,000 to union members, their children/step children, grandchildren, nieces, nephews, and non-union Massachusetts high school seniors in 2024. *Editor's Note: Students related to Local 201 members will be eligible for up to 2 scholarships, one from Local 201 as well as one of the many Union Scholarships with open eligibility.*

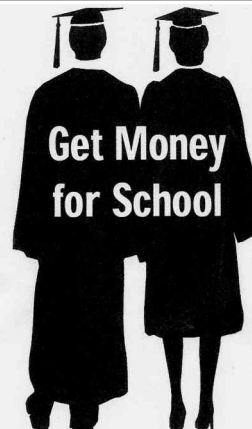
All Massachusetts AFL-CIO scholarships and local union/central labor council scholarships are awarded solely on the basis of the multiplechoice exam and essay score. Each participating school will receive one master copy of all the scholarship materials to keep in the guidance department for those students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

Sincerely, Chrissy Lynch, President, Massachusetts AFL-CIO

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

- | | |
|---|---------|
| (1) JAMES J. DONAHUE MEMORIAL AWARD | \$1,500 |
| (2) HERBERT E. HAYWARD MEMORIAL AWARD | \$1,500 |
| (3) CHARLES E. RUITER, JR. MEMORIAL AWARD | \$1,500 |
| (4) JEFF CROSBY AWARD | \$1,500 |
| (5) "BIG" JIM LOGAN AWARD | \$1,500 |

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



IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2024-2025 school year. The scholarships are available to IUE-CWA members and their families.

For information on eligibility and an application, go online at www.iue-cwa.org
Applications will only be accepted over the Internet.

Applications begin January 12th, 2024, for the 2024-2025 school year will end Friday March 1st.

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

2024 Dues Adjustments

Every year in October, the Union is required to calculate dues for the following year. We request an October payroll report from each one of our bargaining units. Dues are based on a flat rate formula. This formula never changes and is based on the average wage of all members in that bargaining unit. When the average wage goes up, naturally the dues rate for the following year goes up; similarly, if the average wage goes down, the dues rate will also decrease.

You may wonder, how the average wage at one of our units could decrease when we have secured historic wage increases at all of our units?

This could happen for a few reasons: for example, if a unit is composed predominantly of employees with higher service, they are higher earners (more contractual increases during their service), and when these higher earners retire and the company backfills with new members who are making the start rate, this will drop the average wage. Likewise, if there is a significant amount of hiring in a lower-rated classification, this will drop the average as lower-rated classifications have lower hourly rates.

Three of our units will see an increase in dues deductions. Our other two units will see a decrease in dues deductions. New dues deductions will go into effect January 1, 2024. (Read on for explanations.)

GE members got a 6% rate increase in July 2023 and will get another 6% rate increase in July 2024. GE dues are increasing from \$23.34 to \$25.56. This is a total of \$2.02 per week, which breaks down to \$.05 an hour, based on 40 hours. How is this increase justified? Per the MBW agreement, all contractual negotiated increases are to be applied and redistributed through the progression chart, which resulted in some significant increases to MBW members on Steps 1-5, elevating the wages for members in those steps.

Members on legacy R-rates and members on MBW Step 6 got that same 6% increase. To put it into perspective, the average wage at GE increased from \$36.78 to \$39.96.

Avis Budget Downtown/HQ dues will increase from \$28.11 to \$28.28, deducted bi-weekly. This is an increase of just 17 cents. There has not been much turnover at this unit, so coupled with next year's contractual increases (50 cents in February and 50 cents in July) this unit's average hourly rate increased from \$22.15 to \$22.28.

Ametek dues will increase from \$34.59 to \$36.75, deducted bi-weekly. This is an increase of \$2.16, which works out to 3 cents an hour, based on 40 hours. How is this increase justified? Unlike our other units where we have negotiated set wages for each classification, Ametek has the discretion to set hourly rates for new hires, as well as has wiggle room to dictate increases with performance raises that are determined yearly upon review. These raises have mostly been anywhere from 3% to 5%, year-over-year.

Veolia will be seeing a decrease in bi-weekly dues. Why? We have had about 4 higher serving members retire who were at the top end of pay. The backfills in these positions were hired into the O&M program, lowering the average wage slightly. As these members complete the O&M requirements and move up in the program, their wages will increase, and the average wage will increase as well. Currently dues are \$45.68 bi-weekly. They will decrease to \$44.94 bi-weekly, a decrease of 74 cents.

Avis Budget Airport will be seeing a decrease in bi-weekly dues as well. Why? There was a significant amount of hiring this year into the lower-rated classifications of shuttlers and service agents. Current bi-weekly dues at the Airport are \$25.75. Dues will decrease to \$25.31 bi-weekly, a decrease of 44 cents.

Listed Below are Open Positions as of November 1, 2023 at Lynn GE.
 You can apply for these jobs at GECareers.com
 2 - Advanced Aircraft Engine Mechanics
 4- Welders

VET-TO-VET SUPPORT CONNECTION



Veteran run support network.

-No VA BS -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

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)
**COMBINED SHOP
 STEWARDS &
 MEMBERSHIP MEETING
 NOVEMBER 21, 2023**

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

OR VIA ZOOM
<https://shorturl.at/iqSU1>



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
 - A. ACTIVITIES COMMITTEE REPORT: CHRISTMAS PARTY APPROVAL
 - B. LEGISLATIVE COMMITTEE REPORT: LYNN MUNICIPAL ELECTIONS
 - C. EDUCATION COMMITTEE REPORT: RUNAWAY INEQUALITY TRAINING
- III. **GE REPORT**
- IV. **AVIS/BUDGET GROUP REPORT**
- V. **AMETEK REPORT**
- VI. **VEOLIA WATER REPORT**
- VII. **SAUGUS LIBRARIANS REPORT**
- VIII. **NEW BUSINESS**
 1. VOTE ON: GRIND AGREEMENT
 2. VOTE ON: MASSCARE: LABOR'S STAKE IN MEDICARE FOR ALL IN MA

Signed,
 ADAM KASZYNSKI, President
 JUSTIN RICHARDS, Business Agent

2024 Change in Dues

	GE	Ametek	AB Downtown/HQ	Veolia	AB Airport
2023	\$23.34 weekly	\$34.59 bi-weekly	\$28.11 bi-weekly	\$45.68 bi-weekly	\$25.75 bi-weekly
new 2024	\$25.36 weekly	\$36.76 bi-weekly	\$28.28 bi-weekly	\$44.94 bi-weekly	\$25.31 bi-weekly

201 Retiree's Column

By ALEX BROWN
Local 201 Retirees Council President

Retirees over 65: Annual Enrollment Continues through December 7

The annual enrollment period for post 65 allows retirees to change their health or prescription drug plans for 2024. In last month's article I talked about how this is very important for plans that include your prescription drug coverage. This is because plans can change their costs and what scripts they cover.

To make any changes go online at Viabenefits.com or call VIA at 1-855-873-0103 by December 7.

What are all the ads and mailers about? Are these plans better?

I've also gotten a lot of questions about the ads on TV and the mailers for medical plans clogging our mailboxes. These typically are for a type of plan called **Medicare Advantage**. Sometimes they entice you with \$0 premium or extra benefits such as dental. And they could be good for some people.

But you have to be very, very careful. Even when VIA Benefits counselors suggest these plans. **You have to be sure your doctors are covered** because the plan may not pay if you see a doctor outside of a specific network of doctors. Some plans let you go out of the network and just charge you more. These networks can be limited to specific areas. If you need to see a doctor beyond emergency care while traveling a Medicare Advantage plan may not be right for you.

These plans are "pay as you go plans." If you are healthy and just see a primary care doctor and get routine screenings, and you don't have expensive scripts you most likely won't pay that much. But if you see a specialist or go to the ER or the hospital you may pay a co-pay. It's important to know what these copays are before you sign up. If you're eligible for the \$1000 RRA then you'll need to hang on to your receipts to submit for reimbursement to VIA.

To understand where these Medicare Advantage plans fit, I'll take a step back. **There are gaps in Medicare benefits** after you sign up for Parts A and B.

For Part A hospital coverage: in 2024 there is a \$1632 deductible for days 1 through 60. And additional charges per day for hospital and skilled nursing facility care.

For Part B doctors' coverage: the monthly premium is going up to \$174.70. And the annual deductible for doctors' bills

is going up to \$240. Medicare pays only 80% of the doctors' charges after the deductible, we pay 20%.

This is why a lot of retirees over 65 sign up for additional coverage. Either **Original Medicare plus a Prescription Drug Plan, or a Medicare Advantage Plan**. Some people also use Veteran's benefits, and others may have access to state or city plans.

All these plans vary by state. **Original Medicare** tends to have higher premiums and deductibles based on the plan but you can see any doctor that accepts Medicare without a referral. **Medicare Advantage** plans have low and sometimes no premiums but you're charged when you seek services or go out of network. And some people like that you have only one card. Questions? Call me 617-922-5573.

Resources:

VIA benefits: 1-855-873-0103 or My.viabenefits.com (Need to call Via benefits to make changes if you qualify for the \$1000 RRA)
Medicare.gov
Medicare: 1-800-633-4227
State Health Insurance Assistance Programs (SHIP): 1-877-839-2675
In Massachusetts it's SHINE: 1-800-243-4636

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Owen Humphress on his recent death. Owen was a retired member of GE Appliance Park and was Chief Steward at IUE CWA Local 83761. In his retirement Owen worked as a strong union retiree advocate.



201 Retirees after plant gate collection.

Thank you Local 201 members. Your contribution will help the Retiree Council fight for justice and dignity in retirement. And thank you to Bobby Eldridge and his collectors and Jossie Quintana and her counters.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday, November 29, 2023
11:00 AM

In Person at the Lynn Housing Authority
Community Room
10 Church Street, Lynn

Join Zoom Meeting
(Limited Zoom Available)
<https://us02web.zoom.us/j/86199516446>

Meeting ID: 861 9951 6446
Passcode: 153283
Call in: + 646 558 8656

For more info call Alex Brown:
617-922-5573

Alex Brown, President
Greg Johnson, Financial Secretary



NOVEMBER 29, 2023
11:00 AM

@ THE LYNN HOUSING AUTHORITY
10 CHURCH ST. LYNN MA
CATERING BY OLD TYME RESTAURANT
CALL TO RESERVE YOUR SPOT BY NOV. 25
DAVE BJORKMAN: 781-334-3327
BETTIE RICHARDSON: 617-775-4570

Sign the petition to Bring
our Jobs Home:



Suspend US-India Military Tech
Transfer Deal Until Critical US
Industrial Capacity and
Jobs Are Secured.

<https://actionnetwork.org/petitions/suspend-us-india-military-tech-transfer-deal-until-critical-us-industrial-capacity-and-jobs-are-secured/>

Labor's Stake in Medicare for All in Massachusetts



What is the Problem?

For the last several decades, employers in Massachusetts have waged a battle to transfer the cost of health insurance onto workers. In 2021 workers paid, on average, \$4,511 for their share of premiums and \$2,850 for deductibles and co-pays. A total cost of \$7,361 per year.* For a full-time worker that is a \$3.54 per hour wage cut. *Commonwealth Fund, Jan. 2022, "State Trends in Employer Premiums and Deductibles 2010 - 2020"

The Solution: Medicare for All

We take bargaining for health insurance off the table and pass a law that provides all the people of Massachusetts with health insurance, publicly financed and no out-of-pocket costs for care, commonly called "Improved Medicare for All" or "Single Payer Health Care". No longer could employers deprive us of wages and livelihoods to pay for private health insurance.

There is legislation titled "Medicare for All in Massachusetts" (M4A in MA) that has been filed in both the Massachusetts House and Senate that would do this: H.1239 and S.744.

Insurance companies are making record profits while costs for health care keep skyrocketing. Under the Medicare for All legislation, insurance companies would be eliminated from health insurance. Bills would be paid by a public health insurance trust funded by residents and taxpayers of the Commonwealth.

There would be no premium co-pays, **no** co-pays for services, **no** co-insurance payments, **no** out-of-pocket costs. **All** medically necessary health care services would be covered, including hospital care, outpatient care, reproductive care including abortions, dental care, nursing and long-term care.

You could go to any doctor or hospital of your choice. All residents of Massachusetts, regardless of immigration status, would be covered.

How Do We Pay for Medicare for All?

The "need" for insurance companies would be eliminated, along with their profits, CEO salaries, advertising, and marketing. This would be an immediate savings of \$36 billion dollars* which could be put into actual health care.

*Prof. Gerald Friedman, UMass Amherst, Feb. 2023, "Funding universal health care in the Commonwealth of Mass."

Employers would pay a 7.5% payroll tax (excluding the first \$20,000 of the total payroll); 8% if there are 100 or more workers.

Employees would pay a payroll tax of 2.5%, excluding their first \$20,000 of earnings. Unions can negotiate that the employer pays the 2.5%.

There would be a 10% tax on unearned income over \$20,000, basically on earnings from investments and stock transactions. Pensions, annuities, unemployment, sick pay, Social Security, Workers Compensation are not unearned income.

How Much Would a Worker Save?

The average family health insurance plan costs \$21,965 per year. That's \$422.40 per week. If the employer pays 80% (the

average in Massachusetts is 74%), then the workers pay about \$84 per week.

Add to that the average that workers pay for deductibles and co-pays: Another \$55 per week.

Add the two and the private health insurance family plan costs the average worker \$139 per week.

With the Medicare for All in Massachusetts plan the average cost would be \$25.38 per week.

Our calculation:

A full-time worker, with a family, earning \$35 per hour, or \$72,800 per year, would save about \$113.62 per week, over \$5,900/year.

\$72,800 - \$20,000 exclusion = \$52,800.

\$52,800 x 2.5% payroll tax = \$1,320 per year or

\$25.38 per week total payment for public health insurance.

\$139 per week for private health insurance - \$25.38 for public health insurance = \$113.62 per week savings.

What Would the Employer Save?

Employers on average pay \$338 per employee per week for a family plan. Under Massachusetts Medicare for All the employer would only pay a payroll tax of 7.5% (8% if they have 100 or more employees).

If the worker is earning \$1,400 per week x 7.5% payroll tax on employers = \$105 per week. The employer would be saving \$233 per week for that one employee. The union negotiates with the employer over how the savings are utilized.

Savings to Cities and Towns

Example: Greenfield in 2021 spent \$7,327,551 on health insurance for employees. The total payroll was \$33,613,578, minus \$20,000 equals \$33,593,578 million. The payroll tax would be

continued on page 7



Medicare for All continued from page 6

8% or \$2,68,486. Under Mass. Medicare for All, the city of Greenfield would save \$4,640,065 per year!

That's a lot more money that could go to improving employee pay and other city projects, and the city employees would have much better health care.

Why the Labor Movement Should Support M4A

- Immediate significant financial benefit for union members and all workers.
- Improvement in health care and health for workers, our families, and our communities.
- Long-term care, dental, eye glasses, hearing, not covered by most health insurance plans, would be covered.
- Workers and unions would no longer have to worry about losing health insurance when they go on strike.
- Unions could stay focused on bargaining better working conditions, more time off, better pensions, higher wages, etc
- Having all workers guaranteed public health insurance removes a way for employers to demand concessions.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, and Staff is extended to the family and friends of Ray Nichols on the recent death of his father. Ray works in bldg. 74 Crafts

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, and Staff is extended to the family and friends of Dave Smith on the recent death of his wife. Dave works as an AAEM in Test.

What Can Unions and Workers Do to Help?

- Distribute this brochure to your members and co-workers.
- Contribute yearly to Mass-Care. We cannot fight the power of for-profit insurance companies and hospitals on goodwill alone.
- Have a Mass-Care speaker make a presentation to your union.
- Pass a resolution in support of Medicare for All in Massachusetts.
- Take a resolution to your elected town or city or school board leadership for passage and support.
- Set up a meeting with your local legislators.
- Join Mass-Care, the statewide coalition fighting for Medicare for All.

Contact Mass-Care

labor@masscare.org
 (617) 297-8011
<https://masscare.org/labor>
 1534 Tremont St., Boston MA 02120

**Retirement Information Session Hourly/
 Production Employees**

There will be retirement sessions hosted by Patty Westervelt in the 74A Executive Conference Room, which will also include a Q&A. This is a great opportunity for anyone who is considering retiring in the next year. A full agenda of sessions are below.



- 3:00PM on Wednesday 11/22
- 7:30AM on Friday, 12/8

 **Sevenwood Financial Services, LLC.**

We have been working with your Co-workers, and Retirees for the past 20 years, helping them protect and grow what they have worked so hard to earn. You do NOT have to be on the "roller coaster" of the market to "hopefully" grow your retirement account. Our clients have realized market like gains, with no possibility of market loss. The Retirement Income Solutions we work with take waiting and wondering right off the table. You will know what you have now, and it can **ONLY GROW**.

Currently Working: Your retirement plan may have a feature that allows you to protect all or part of your 401K. Prior to age 59 ½ you may be allowed to protect and grow a portion of your 401K. After age 59 ½ you may be allowed to protect and grow all of it. Rollovers are penalty free and tax free.

Retirees: If you are still in the market, now is the time to consider this alternative. The volatility of the market makes it very hard to plan for the future. Our clients sleep well at night, because they know that their retirement funds are not only protected, but have also grown significantly. Rollovers are penalty free and tax free.

The Income solutions we work with have the following features:

- 100% safe, account value will never go down if the market drops or crashes
- 25% up-front bonus applied at account opening
- All future gains/returns are applied to the up-front bonus as well
- Unlike the market, gains are actually added to your account and can never be lost
- Rate Lock Feature: anytime throughout the year if you're showing a gain, we can capture it and lock it in
- Will provide you with a guaranteed lifetime income
- After turning on the income, future gains/returns result in raises, and when your income goes up, it stays up

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)

Call us today!! Debbie Marti 203-376-7947 Eric VanOstrand 860-913-4563

www.sevenwoodfinancialservices.com



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board



Official IUE-CWA Local 201 Officer Election Results

BUSINESS AGENT
Justin Richards

PRESIDENT
Adam Kaszynski

**VICE PRESIDENT/
RECORDING SECRETARY**
Jefferson Cruz Ruales

SERGEANT-AT-ARMS
Stephen Allen

TREASURER
Neftaly Alvarez

TRUSTEE: (2 GE POSITIONS)
Shawna Bickford
V. "Billy" Stephanides

AE/LCM EXECUTIVE BOARD
Christopher Moody

**LATO/LOGISTICS/MEDICAL
CENTER EXECUTIVE BOARD**
Robert Eldridge

**LPS/M&E/TOOL & DIE
EXECUTIVE BOARD**
Arthur Amirault

**UNION HEALTH & SAFETY
DIRECTOR**
Carmen DeAngelis

**UNION HEALTH AND SAFETY
REPRESENTATIVE: LPS**
Michael O'Connor

**DELEGATE TO THE GENERAL
ELECTRIC IUE-CWA
CONFERENCE BOARD**
Robert Eldridge

**DELEGATE TO THE IUE-CWA
DISTRICT/DIVISION CONFERENCE**
V. "Billy" Stephanides

**DELEGATE TO THE
INTERNATIONAL CONVENTION**
V. "Billy" Stephanides

CHIEF STEWARD AVIS BUDGET
Rudy Turcios

VEOLIA WATER CHIEF STEWARD
No Candidate

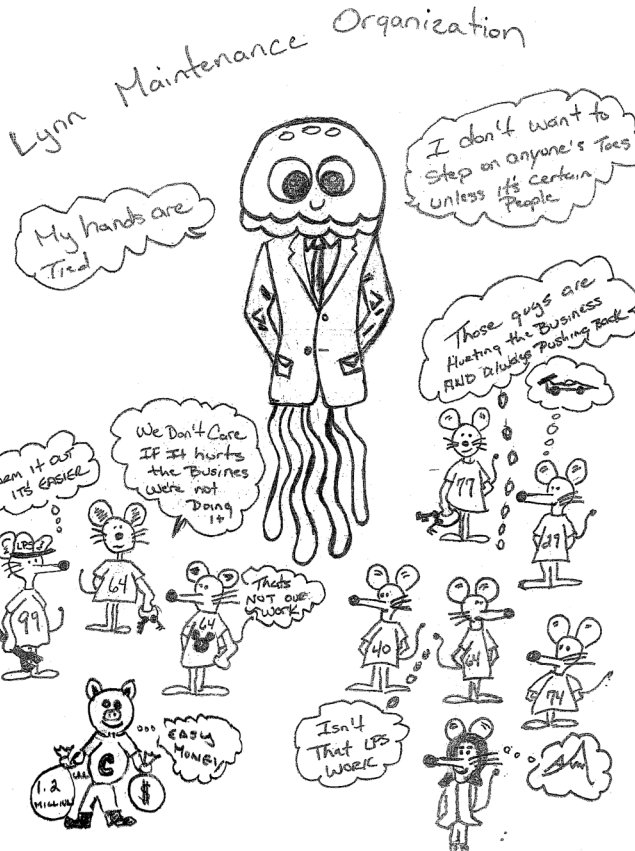
**BUILDING ASSOCIATION
BOARD OF DIRECTORS**
Thomas O'Shea

*Chairman of the Election
and Jurisdiction Committee*

Dan Dinan

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, and Staff is extended to the family and friends of Edgar Nunez Sr., Edgar Nunez Jr., and Luis Rodriquez on the recent death of their brother, uncle, and cousin respectively.



Local 201 Celebrates 90 years of Solidarity

On October 14 we hosted our 90th Anniversary Celebration, Exhibit Opening, and Digitization Event at the Lynn Museum. The Union invited members, retirees, family, and friends to attend the event and share their memories from the past 90 years. We scanned and digitized hundreds of images, artifacts, and stories. Our stories and pictures will live on for generations in a digital archive we hope to complete next year. We had a great time catching up with friends new and old (sometimes really old).

As part of the celebration of IUE-CWA

Local 201's history, the Lynn Museum unveiled an exhibit on the union and its members: the work they did, struggles with General Electric, and 201's role in shaping the history of Lynn, of Massachusetts, and of the US labor movement. The exhibit is still up at the Museum, stop by and check it out.

Thanks to all those volunteers, members and retirees who contributed to the effort. The 201 Retiree group deserve a special shout out especially volunteers Alex Brown, Dave Bjorkman, Greg Johnson, Mike McDermott, Joyce Wallace,

Susan Strauss, Fuzzy Herrick, and Dennis Lloyd. 201 members Nick Velasquez, Frank Grullon, and Jason Daley put in a ton of work. Nick Juravich from Umass Labor Resource Center, Doneca Thurston at the Lynn Museum and Carolyn Goldstein at the Mass Memory roadshow, thank you so much! Frank Emspak and Rebecca Beit-Aharon for countless hours of work leading up to the event. Big thanks to Carl Kennebrew, IUE-CWA President and the IUE-CWA staff, officers, and members whose donation allowed us to do this important project justice.





VP's Column

By JEFFERSON CRUZ RUALES
Vice-President/Recording Secretary

Brothers and Sisters,

I would like to start by thanking the membership, the officers, all those who ran for office, the election committee and all those who were involved in our Local's recent election. The strength of our democratic union rests on the drive and dedication of those who chose to step up and get involved, and the energy and vision each individual brings to the table, thank you.

More personally, I would like to thank our outgoing VP, Tom O'Shea, who was nothing short of a pillar supporting the efforts of Local 201. Tom has diligently kept the Union Hall on an even keel as VP since January of 2019 when he stepped up his decade's long involvement with the Union to run for the role. I would like to further thank him for the time he has taken to pass on his duties, knowledge, and wisdom on to me, and I only hope to fill those shoes. Tom, I hope you enjoy your well-deserved rest, and best wishes for your next steps, thank you Tom. If you see him around the shop, make sure to thank him for his service.

I am excited to write this as your newly elected Vice President, but as I learned walking through the plant during my campaign, many of us don't quite know what it is that the VP does. Well, the job of the VP is not the flashiest, the full title is Vice President/Recording Secretary, and would perform the essential duties of the President in its absence, keep accurate and impartial records of all union meetings, and work with the President and Treasurer to send official notice of audits and the condi-

tion of the Local's books and records. Beyond that, Local 201's VP plays the vital role of assisting all officers in support of their duties, assisting members and – particularly retirees – in navigating and gaining access to their benefits, and countless other supporting roles. As VP I plan to maintain this incredible work that my predecessors have done while bringing my own skills to the table and continuing to improve our Local.

As I step into this role, I see our Local bursting with energy; coming from multiple recent contract victories among our bargaining units, developing local campaigns to strengthen our positions at the worksites, and working to bring in new members and organize new bargaining units, Local 201 is in an upwards trajectory. However, the challenges ahead of us are just as massive, inflation continues to squeeze every single one of us, our job security is constantly threatened, the companies we bargain with can tap into vast resources, and the next big contract negotiation is always around the corner. I want our members to know that we can put up a fight and overcome all of this, we just have to realize that we have tremendous power when we organize ourselves and take the steps necessary to improve our working conditions, our living standards, our quality of life, and to stop accepting the scraps left by corporate America. I look forward to serving our membership and working towards our future victories.

-Jeff



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

The Local 201 Activities Committee met last month to prepare for the 2023 Children's Christmas party. Our plan is in and pending membership approval during the next Membership meeting scheduled for November 21st at 12:30am and 3:30pm. The party is scheduled for December 10th from 11am to 3pm at the Hibernian Hall in Lynn at 105 Federal St, Lynn MA, 01905. Along with our jolly 201 Santa giving out gifts, we plan on having a DJ with prizes, raffles and a ton of other activities for the kids.

LATO

With a Lean Event going on this month, I just want everyone involved to remember that it is voluntary if you want to participate and we have a signed negotiated agreement so there are some rules the Company must follow. For example, the whole group gets overtime if members in the Lean Event get offered overtime. I will supply the agreement so members involved can review. I'm being told that all engine lines are going up in volume next year across the value streams and there is 31 million dollars in investment money to upgrade test cells.

The Company will be offering vacation buy back up to 10 days, no rollover. The decision was made by corporate to not offer roll over. I don't think there will be many takers for buy back. Another great decision by GE when you need to get engines out and want people here at the end of the year.

LOGISTICS

At the next union meeting on November 21st, we will be voting on a tentative agreement on a grind rate change. Part of this agreement is that the Company put in writing that they will offer a blueprint reading and shop math class in 2024, which is awesome for members in building 63 because it gives them a chance to upgrade and make more money. If you want to take the class show up at the membership meeting and vote for the agreement. I highly recommend this agreement as it's going to give members in Logistics the opportunity to advance in their career. Hope to see you around the shop.

BOBBY



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-Refractometer, 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



LCM Executive Board

By CHRIS MOODY
LCM Executive Board

And on the 8th day, God Created The Union

Hello Brothers and Sisters!! I'd like to start off my article this month by congratulating the graduates of the 2023 Internal CNC Machinist Training Program! The graduation itself was amazing and I was honored to be able to attend. I'm excited to see where your new journeys take you and to see you all grow your skills as machinists. This last month hasn't been filled with too much bad news, but likewise, the good news is slow to roll in. A lot of parts found their way back to GE Lynn last month, that has slowed down as there are only a couple operations that are being brought back in house. The JCGC meeting between the Company and the Union took place last week. While there is a huge sense of hopefulness, there is still plenty of work to be done.

Plant 1

Discussions have begun on how to classify the Alicona, this is the machine that will be used to inspect edge breaks. Talks are in their infancy stage but if you have any opinions or suggestions then feel free to reach out as I'm always available and this is work that will affect the membership. By the time this article hits the floor, the previously mentioned Shingi event will have started. The Company decided that TPMO shafts will not be one of the areas involved this time around, instead shifting the focus to the building 40 EB weld room. I would have to agree that TPMO shafts are not in a position to be the focus of a LEAN event at the moment. Great news for the Broach area this month, last month I mentioned that 2 scrap parts would be coming to Lynn from Asheville so we could develop in house. Well, the T32 Broach operations will

now be exclusively done in Lynn! As I had previously said, this last month has been a mix of good news and bad news, there are currently 7 open QEMs in Plant 1. The Company is hopeful that a few of those will be closed soon, but 7 open QEMs is unacceptable.

Plant 2

The internal farmout agreement for some punch press operations has been extended another 30 days. This agreement was made to hopefully avoid any build up of operations in the Building 40 Punch Press area. I had taken time this last month to pull members aside and ask about what things they think are working well and what things need to be improved. I plan on making this a regularity as the members know the shop floor better than anyone else. This time around was more negatives expressed than positives, but I'm hopeful that things will turn around. The number 1 thing brought up most was a feeling of excessive discipline. I touched on excessive discipline last month; I don't see the need to elaborate even further. **The good news for Plant 2 is that EB Weld is getting an operation back! The T81 G04 had cut ups at lab for review last week, this work will bring in 191 parts and just over 1700 labor hours through 2025.** There were a few EB Weld parts that got backup sources, 4 operations to be exact. Although 2 of those operations are going to be brought back inhouse completely upon getting the weld room in a healthy state. Plant 2 has seen an uptick in delinquency, however LATO delivery has seen an improvement. Again, it's a mix of positive and negative.

Plant 4

Plant 4 has seen a lot of movement in the manage-

ment structure the last couple years, so why stop now? There has been no word as to who will be taking over as business leader for Blue Cell. As I had mentioned, there has been a shift in the Shingi event and there will now be a focus on improving Braze for the AB Liners. I plan on being involved in each event to some capacity, so if you need my support in any way then please reach out. With the impending death of the Platinum Cell, I'm excited to see what happens with the 2 remaining cells as the Company has some big plans. With the empty space we'll have where platinum once was, they're looking to bring in work for flaps and seals. There will be a good amount of machine movement and even some machines being taken out, this should create room for newer machines to be brought in. More space and newer machines should mean we'll have no problem farming in some of the 70,000 base labor hours currently farmed out. I haven't heard of any new farm in for the cells in plant 4, but I also haven't gotten any farm out notices. Just business as usual. Punch Press is still rolling as they are still consistently pushing out around 1,000 base labor hours every week.

If you haven't already heard, the Company and the Union have come to a tentative agreement to move up the rate for all Grinders site-wide. It is important that each and every member make an honest effort to attend this month's membership meeting where the vote will take place. This is your union, so make sure your voice is heard. **It is the leadership's job to bring a fruitful and sensible proposal to the membership, but the final say will always belong to the membership so I hope to see you there!**

SANTA IS INVITING YOU TO JOIN HIM ON ZOOM!

12/13 From 1PM to 5PM

SCAN THIS QR:

Zoom link: <https://shorturl.at/huVW2>

201 Members Graduate Internal CNC Training Program

Congratulations to Keo Rindavin, Raymond Perry, Sochitta Men, Kyle Brady, Brian Guillen, Andrew Mitchell, Adam Leason, Aaron Ewart, Luis Cunillera, and Phanaro Thach! The CNC Training program was a huge success, 100% graduation rate and certification, and every graduate now upgraded to R/M-19 machine family job.

Thanks to the 201 members that volunteered to be the on the job trainers for the program: Lindsay Consoli, Kim Proeung, Michael Riley, Stephen Wood, Robert Arroyo, Benjamin Bashore, Thuong Mai, Enmanuel Bonilla, Bruce Soper, and Homer Long.





Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Our Local 201 and Joint Health & Safety Team welcomes **Michael O’Conner** as Elected Safety Representative for LPS-Landlord and Utilities/Powerhouse. Michael’s experience as an HVAC technician, as well as his past support for our safety program will serve our team well. Immediately after the election he began driving improvements to increase membership involvement and transparency, which were met positively by the Company. Within days his cell leader procured communication boards and an area for members to more easily view progress for safety related concerns and related material. Michael will have much to learn to maintain the important Planned Inspection program developed and maintained by his predecessor, our Safety Committee members and the Company.

I would like to thank **Adam O’Neill** for years of service that benefitted both our members and the Company as LPS-Landlord & Utilities Safety representative. There are few people that know the buildings that he served as well as he does. I can remember many times when

Adam would share advice during meetings that can only be learned over time and by going into areas of the plant that are not easy to navigate. I’m hopeful he will continue to use his experience to support Michael and our Planned Inspection team along with our current members so that we can do our best.

Shoe Truck

The **Shoe Trucks** will be on site for the last time this year on **November 15th** from 6am- 4pm in the CJ Visitor’s Center Parking Lot. If the safety footwear you got this year does not fit or just hurts your feet for whatever reason I can work to help you with this also, but time is limited. Just give me a call 617-462-7310 and I will work with the Company to help. If you have a medical voucher or want to go offsite I can also help get that squared away with the Company. As always you can also contact your Safety Rep or EHS leader as well, but I’m happy to assist on this.

Business Agent’s article continued from page 12

given the continuous quality issues – because we are building jet engine components – there should be zero focus on working faster! Our shop rate sits right around \$430 an hour. The quickest and most effective way to reduce this rate is by producing more base labor hours. What we need from the Company is commitment, accountability, direct hiring, and better business decisions. We should be staffed between 2-3 direct roles to 1 indirect role. Right now, it’s about a 1 to 1 ratio, and because of this ratio, even when we are producing more base labor hours, we are only seeing small improvements in the shop rate. Cell leaders have to focus on making sure everybody has work in front of them at all times. What can we do? First and most importantly, focus on quality! Secondly, make sure you are getting properly trained and the cell leader is not trying to rush you to get your OCP to get you off IME. This hurts you more in the long and short run. If this is happening, speak to a steward immediately so we can hold management accountable. This is an option and a courtesy, and you are not required to do this, but if you are on IME, you can let the cell leader know you have no work. In all honesty, I have not been optimistic towards the idea of the Company making a fair effort in managing the business properly, but with the current leadership in Lynn, stacked with what the Union and Company have done and improved on in Plant 1, coupled with a new site leader who is advocating for a commitment to getting T901 component work in Lynn, I am growing more optimistic that there are brighter days to come, and a guaranteed future in Lynn.

Avis Budget Group Report

Slow Season: The Company went on a Voluntary Time Off (VTO) spree, and basically offered full-timers as much VTO as they would take. They did not get as much biting as they were looking for from the full-timers, so they started reducing hours for the part-timers. Contractually, there cannot be a layoff or reduction in full-time hours before laying off or reducing hours of the part-timers. The Company has stated they are reducing part-time hours to avoid laying off employees while volume is down for the next couple of months. If your hours have been reduced, you are eligible to apply for unemployment benefits. Go to <https://shorturl.at/h1qTZ> or call (877) 626-6800 to apply for unemployment benefits.

2023- 2027 Contract: A lot of you are asking for the new contract. Unfortunately, they are not finalized yet. After we come to an agreement the Company incorporates the changes into the new agreement. This is a back-and-forth process and is really all about wording and language. In the contract language world, the language and wording have significance. For example, there is a huge difference in language like, the company may versus the company shall. May, is more discretionary and voluntary, shall, is mandatory. The only changes are on the T/A, anything not included in the T/A has not been changed. If you are looking for something that was not T/A you can reference and enforce the language and terms of the previous contract as they are unchanged.

Veolia Report

Unfortunately, the Company had to reschedule our October Step 2 meeting, and due to scheduling conflicts on both sides, we weren’t able to meet in October. I have received some phone calls from members in regard to some potential hazards, mainly from all the construction going on, and I plan to discuss your concerns at our next meeting. If you have any safety concerns, I ask you to reach out to the Union Safety Reps or to the Local 201 Health and Safety Director Carmen DeAngelis, any of whom will follow up with the Company regarding your concerns.

Ametek Report

Firstly, I want to thank Steven Del Bosque for putting papers in for stewardship and stepping up to represent the members in Wilmington. Tom O’Shea has voluntarily vacated the Vice President role and Jeff Cruz is the newly elected Vice President, so he will be your primary contact now. Contract expiration will be here before we know it on May 31, 2024. For everybody that was there during the last round of negotiations, it is that time again! Keep a lookout for information flowing into the shop.

IUE-CWA Local 201

Cordially invites our Members, Retirees and other Invited Guests to the **ANNUAL CHILDREN’S CHRISTMAS PARTY**



December 10, 2023

11:00 AM to 3:00 PM

Hibernian Hall

105 Federal Street, Lynn, MA 01905

Bring a Camera so you can take your picture with Santa (12 years and under)

Pizza, Cotton Candy, Popcorn, Hot Chocolate, Coffee and other Cold Drinks Kids Activities & Raffle



Business Agent's Column

By JUSTIN RICHARDS
Business Agent

Ode to Mr. O'Shea: It is time to say goodbye to our great Vice President Tom O'Shea. While he will no longer be the VP of 201, he will still be involved with the Local 201 Building Association. Tom, I would like to address you personally and say I cannot thank you enough or even begin to tell you how many ways you have helped me in my role as Business Agent. I am really going to miss your guidance and endless knowledge of the history of Local 201. You have been a man of many, and I mean MANY, hats and specialties. You have been a go-to person for me to ask questions on just about anything, from finances, dues, grievances, benefits and so much more. Man, when I first got down here and found out the BA is also the Editor of the newsletter (default per the Constitution) I just about had a heart attack as editing is not my strong suit. You played a vital role in the production of our great newsletter; "great" is not just my opinion, but what people from outside of our organization tell us when they read our paper. You have not only helped me in my responsibilities but have helped me grow as a person. Your greatest strengths are your patience and ability to listen, and I try to apply them to my role at this Local just as I have watched you practice these virtues over the years. I can probably count on two hands the number of times in the past three years that Tom has even raised his voice. Tom does not abstain from conversation because he is quiet, rather, it is because he takes his time to formulate responses and contribute to dialogue in a productive manner. His contributions to the conversation only come after he has thought carefully and critically on the discussion and considered all angles. When Tom speaks, the room listens. But let me tell you this: the very few times that Tom has ever elevated the voice, the whole room has gone absolutely silent, and aside from Tom you could hear a pin drop. Why? Again, when this man speaks everybody listens. I will never forget the time this occurred in a Step 2 meeting. Tom was absolutely sick of hearing the Company's wrongful arguments over a matter and he spoke up to share his thoughts. I am arguing with the Company representatives across the table when I hear Tom pipe up, so I immediately shut up to let the man of reason get his turn. What was most shocking to me was the Company's verbal and physical response to Tom's words. Everybody on the Company's side sat wide eyed, lips sealed, their heads snapping in Tom's direction, and I was extremely impressed in this moment, affirming what we always say: if Tom has something to say, it's in your best interest to shut up and hear it. Tom, I don't think I have enough words to express how much I appreciate everything you have done for me personally, or most importantly everything you have done for this Local and our membership. We cannot begin to tell you how much you're going to be missed. When you see this man on the floor, thank him for his long service to this Local. I personally thank you for always being there for me to rely on whenever needed.

GE Report

Focus on Quality: We had our quarterly JCGC meeting on 11/2. Lynn GM Jorge Perez gave a good and honest overview report. To sum it all up, there have been some good improvements in different areas: Plant 1, Plant 4, even a bit in Plant 2, but we are still burdened by a pretty high shop rate. I want to be very clear with everybody, and this was expressed to the Company: the emphasis on reducing times on parts does not drop the shop rate! All that does is generate more IME, and

continued on page 11



President's Column

By ADAM KASZYNSKI
President

201 Officer Election: New VP Joins the Top 3

Congratulations to all the candidates in the 201 officer election, and thank you to our election Committee for ensuring a fair and efficient election process. Welcome Jefferson Cruz to his new role as Vice President. We miss you Tom O'Shea!

Union and Management Meet on Jobs, Competitiveness and Growth

On November 2nd the 201 Executive Board met with Local GE management for our quarterly Jobs Competitiveness and Growth Committee meeting. The meeting is where the Union and Company can discuss opportunities for job creation, training, investment, and either side is free to make proposals. (pp. 118 of IUE GE National Agreement).

One of the biggest impediments to "competitiveness" continues to be vendor/farmout driven delinquency. When the Company farms out an in-plant process, they add weeks and weeks to lead times and extra cost. This is an issue the Union raises at every meeting. Over the past few months the Company and the Union have worked together to farm some work back in. When management and Union get in the same room with a **shared** goal of bringing back work, we can get it done. The problem in the past, was management was not committed to bringing back work – so those meetings could be really frustrating. So what has changed and how long will it last? I get the sense that the new management team see's what we see, that all this farmout is hurting the business, the employees, and the customers. Time will tell. Until then, I hope to see Union and Company continue *collaborating* to bring work back to Lynn. Ask me again next quarter. The BA will have a full report on the meeting at the Nov 21st membership meeting.

Riverworks Lean Events Week of November 13th

The Company and Union reached agreement for Lean events in 6 areas this week. Every area should have a copy of the union negotiated Lean agreement, give it a read. Before any Lean event the Union sits down with the Company to find out what it's all about, and (in all but 1 or 2 cases) we reach agreement to support those Lean projects. Our slogan is "Continuous improvement means continuous bargaining". "Lean" can mean a lot of things – which is why we make sure to define it before any Lean event. I don't care if you call it teaming, lean, six sigma or apple sauce: we support decisions that improve the plant, and oppose things that hurt our members, our rights, and our jobs. So far, Lean has driven investment and improvements when the Company listens to members and honors commitments. I support that. We have also shown without members support Lean fails, and that is important for everyone to keep in mind. For members involved in lean projects remember:

Lean Volunteer Guidelines

- Identify areas that need investment, farm in opportunities, new machinery
- Ask about new products introduction that could add base labor hours to the plant
- No team will compare a worker's productivity, attendance or attitude against others.
- No direct dealing. Management and Vendors may NOT talk to operators about 1 man multiple or classification consolidations. Grieve and alert Union Hall immediately if this happens.
- No one outside the bargaining unit can perform bargaining unit work
- If overtime is offered to the lean participants, all employees in the same cell in the same job classification must be offered overtime.
- No time studies
- No video or audio recording
- All affected workers and union safety should have input into new floor plans
- Our dedication to quality is our strength
- Make it Right, Make it in LYNN!

Membership Meeting Nov. 21st Vote Yes on the Grind Rate Increase!