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IUE-CWA Local 201 News
112 Exchange St., Lynn, MA 01901

IUE-CWA Local 201 News

Celebrating 90 Years
as a Chartered Local
1933 – 2023

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

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EDITOR
Justin Richards

MANAGING-EDITOR
Jefferson Cruz Ruales

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Tel: (781) 598-2760 Fax: (781) 595-8770

2023 Year in Review

- Rate Increase for Grinders at GE from R/M-20 – R/M – 22
- Union Negotiated CNC Training Course Graduated and Upgraded 11 Members
- Veterans Committee Relaunched and Set up Vet to Vet Support Connection
- “Next Generation” of Leadership Elected for Local 201 Retiree Council
- Local 201 History Project Captured and Recorded 90 years of Solidarity
- ABG Strike for a Fair Contract, Leading to Ratification of Historic Contract at Avis Budget Group
- Largest Group of Stewards Ever at Avis Budget, All on Bargaining Committee
- New Steward at Ametek
- Solidarity on the Picket Lines with UAW Strike
- Election of Local 201 Executive Board
- Raised Local Strike Pay to \$400 commencing on 2nd week of a strike
- Union Education Project, Led by 201 Steward in Partnership with CWA for 24 members
- Member (now VP) graduated from Cornell ILR School in Strategic Campaigns and Corporate Research
- Continued Success of E-Team Machinist Training Program
- Union Deep Sea Fishing Trip
- Hired a Local 201 Organizer to Strengthen and Grow our Union
- 63 GE Captains and Campaign Chairs Mobilized us to fight for a fair contract
- 201 Leadership met with members in Every Building, on Every Shift to Prepare for GE Contract
- May Day Demonstration in Lynn With GE Union Workers from KY, KS, NY, and Italy
- GE Contract 2 Year Extension – No Concessions, 12% Increase, Successorship
- New Top Of Market Negotiated to Secure Wage Increases Instead of Lump Sums
- IUE-CWA Negotiated a Organizing Neutrality Agreement with GE in NY for 2 Potential New Plants
- 2022 Annual Childrens Christmas Party at the Lynn Museum



Dear Members and Retirees:
You Are Invited To

Local 201's Holiday Open House

* * * * *

Tuesday, December 19
2023
at 12:30 and 3:30 PM
* * * * *

112 Exchange Street, Lynn MA 01901

Solidarity and Happy Holidays!

* * * * *

Brief membership meeting, followed by:
Membership Meeting Attendance Awards &
“Good Trouble Award” Presentations
Catered Italian Dinner
* * * * *

If you can't make it in person,
join us on

zoom
scan or go to
<https://shorturl.at/lrFLY>

Two more Holiday events on the back!

Next Local 201 Membership Meeting December 19, 2023 - See page 4

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

Law Offices of James J. Carrigan



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



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

Anne Gugino Carrigan
(Former member AFSCME)

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

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



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

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.



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GCC/IBT 109C

Published By Camera Graphics

TRADES & LABOR COUNCIL 112

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 Charles O. Wise Jr. Charles was an inspector and retired in 2001.

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

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

Mark & Robin's Comics



CHIROPRACTOR

Dr. Joseph J. Dowling

341 Western Ave., Lynn, MA 01904

(781) 596-0700
www.drdowling.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

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LattyBug Graphics

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Union Plus Scholarship Awards Honor Achievement and Union Values

In 2023, Union Plus awarded \$200,000 in scholarships, ranging from \$500 to \$4,000 to 205 union members and union family members. Since 1991, the Union Plus Scholarship Program has awarded more than \$5.4 million to students of working families who want to begin or continue their post-secondary education. More than 3,800 families have benefited from our commitment to higher education.

The Union Plus Scholarship Program is offered through the Union Plus Education Foundation, supported in part by contributions from the provider of the Union Plus Credit Card. (You do not need to be a Union Plus Credit Card holder to apply for this scholarship.)

ELIGIBILITY

Current and retired members of participating unions, their spouses and their dependent children (as defined by IRS regulations). At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one-year membership minimum must be satisfied by May 31 of the scholarship year. See more details on eligibility in the tab below.

EVALUATION CRITERIA

This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor. A GPA of 3.0 or higher is recommended. The required essays can account for up to half your total score. Scholarship applicants are judged by a committee of impartial post-secondary educators.

APPLICATION TIMELINE

Applications are available starting in mid-June, and a complete application must be received on or before 12:00 p.m. (Noon) Eastern Standard Time on January 31st of the scholarship year. Applications received after this deadline will not be considered.

SCHOLARSHIP AWARD AMOUNTS

Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall of 2024. Students may re-apply each year.

ISAIAH'S AWARD

Isaiah's Award was created to honor the exceptional life of Isaiah C., a beloved child, fostered and adopted by a current, long-time employee of Union Plus. Isaiah was a smart, talented, spiritual, generous and kind young man. It is our wish that his gentle spirit live on, in part, through this namesake scholarship.

Applicants for Isaiah's Award must have a special connection to the foster care system, and will be asked in their application to describe their personal, employment, volunteer experiences, or career goals related to the foster care system.

AWARD DATE

The Scholarship Committee will determine recipients of scholarship awards by May 31 each year. During the first week of June award recipients will be individually notified by mail, and all applicants will be sent an email with notification that the award list is posted. Please note that due to the volume of applications we cannot provide any information on the status of an application before award announcements are made.

Visit UnionPlus.org or call 1-888-243-7737 to learn more and apply for the scholarship program.

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.*

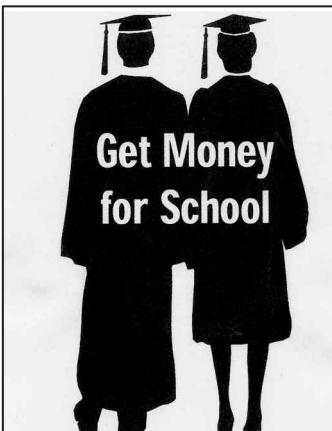
All Massachusetts AFL-CIO scholarships and local union/central labor council scholarships are awarded solely on the basis of the multiplechoice exam and essay score. Each participating school will receive one master copy of all the scholarship materials to keep in the guidance department for those students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

The deadline for applying **TBD**.

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



Letter to the Editor

Dear Local 201,

My hat's off to Retiree Council President Alex Brown—who I've known for 45 years. I often found it hard to see how former Council President Kevin Maher could spend so much time and so many calls dealing with VIA Benefits. Now I know.

My wife Carol and I are both GE retirees. Carol was a union Drafter and I was in 201. Because I retired early as part of the 2014 piecework buyout, I wasn't sure if I'd qualify for the \$1,000- per year Retiree Reimbursement Account (RRA), administered by VIA. But I did qualify for another VIA plan dealing with potentially high drug costs. I was mailed the paperwork shortly before turning 65 last year, so I opened a VIA account using my SSO number. I was approved for the Drug Plan, with no mention of the RRA. When I received the Summary Plan, which summarized both plans, it was clear that I didn't qualify for the RRA in my own right. But it was also clear that I DID qualify as Carol's spouse who, as a bargaining unit GE retiree, was herself qualified for it.

Both Alex Brown and I spent countless hours on the phone with anybody and everybody. Alex and I started laying the groundwork in May 2022. In June, I opened the VIA account. In September, I turned 65 and asked VIA where my spousal RRA was. They said, continuously, that I didn't qualify and was not eligible, notwithstanding that Carol qualified. Alex had GE and VIA contacts who ultimately understood: 1) that I was eligible for the benefit, or, more correctly, that Carol was eligible, and I, AS HER SPOUSE, was also eligible, and, 2) that I wasn't going away. I myself was continuously bounced back and forth between VIA administrators and GE benefits administrators, and finally called the Employee Benefits Security Administration, the federal agency to which I would appeal were GE not to relent. All I had to have done differently was to enroll using Carol's SSO number, the same as any other GE spouse would have done.

Along the way, in December 2022, GE agreed to give me the benefit, or so we thought. I got the \$1,000- for 2022, but then in January, I got no \$1,000- for 2023, although my wife Carol did, as she herself was about to turn 65. When I questioned VIA about it, they claimed that I had accepted the \$1,000- in December, having told them at the time that I was satisfied with the resolution of my "Help Ticket", and that the payment was understood to have been a "one-time" payment. When I said "BS", and certainly not MY understanding, it took them 3 more months before, in April 2023, they finally agreed to cover me for real. It then took until August for them to "unwind" the "one-time" December payment, then properly re-fund my account with both the 2022 and 2023 money. Just short of a year from my first contact with VIA about the issue, to a final resolution. So, again: Hat's Off to Alex. And thanks to her for hanging in there with me. She's a treasure to Local 201.

/s/ Nick Xenos, GE Retiree, former steward, Bldg 64, TPCE

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 John H. Moriarty Sr. John retired after 32 years of service in 2000.

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/>



OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING DECEMBER 19, 2023

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



OR VIA ZOOM

<https://t.ly/Y0lfd>

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. VOTE ON BUILDING ASSOCIATION ANNUAL MEETING

Signed,

ADAM KASZYNSKI, President

JUSTIN RICHARDS, Business Agent

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

Listed Below are Open Positions as of

December 1, 2023 at Lynn GE.

You can apply for these jobs

at GEcareers.com

8 - Advanced Aircraft Engine Mechanics

4 - Welders

Listed Below are Open Positions as of

December 7, 2023 at

Lynn Wastewater Treatment plant

You can apply for these jobs at

veolianorthamerica.jobs.net/

- Industrial Instrumentation Technician

- Industrial Electrician

201 Retiree's Column

By ALEX BROWN
Local 201 Retirees Council President

Retiree Council Luncheon

Good to see everyone at the luncheon. Forty people joined us and enjoyed the great food from Victor's, festive decorations and good company. Thank you to our organizers who did a great job on short notice.

Ron and Mary Flowers traveled from Erie PA and told us about their work with Retirees at GE (RAGE). It was an opportunity to think together about building GE retiree groups. I first met them at a retiree shareholder meeting picket in 2003. RAGE arrived with 2 busloads of retirees who joined in the call for justice for retirees and a raise for pensioners.

Our next meeting is January 24. Hope everyone has a meaningful and safe holiday.

Deadlines for submitting claims to VIA for the \$1000 Retiree Reimbursement Account RRA

I get a lot of questions about the deadlines for submitting claims for the RRA so here they are again:

- | | |
|------------------------------|--------------------------------|
| For claims incurred in 2021: | Deadline is December 31, 2023. |
| For claims incurred in 2022: | Deadline is July 11, 2024 |
| For claims incurred in 2023: | Deadline is December 31, 2024. |



*Guest speakers from Erie PA,
Mary and Ron Flowers told us about their
work with Retirees at GE (RAGE).*

**SANTA IS INVITING YOU
TO JOIN HIM
ON ZOOM!**

**12/13 From
1PM to 5PM**

**SCAN THIS QR:
SCAN ME**

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

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 Richard "Rocky" Kempton. Rocky was an RC in building 40 and retired after 46 years.



Retirees enjoying the Retiree Council Christmas luncheon.

A Year in Review



**Bay State eye
Associates**

Visit our website @ www.baystateeyeoflynn.com

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

Comprehensive Eye Examinations including computerized testing equipment such as Auto-Refraction, Visual Field Analysis, Fundus and External Cameras that assist us in testing for Glaucoma, Cataracts and Diabetes.

Please contact our office to verify your eligibility and to schedule an eye appointment.

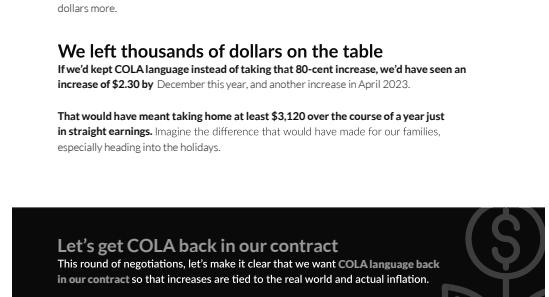
Dr. Petya Damyanova, Optometrist

427 Lynnway
Lynn, MA 01905
(781) 599-2773

FREE PARKING

EVENING AND SATURDAY HOURS

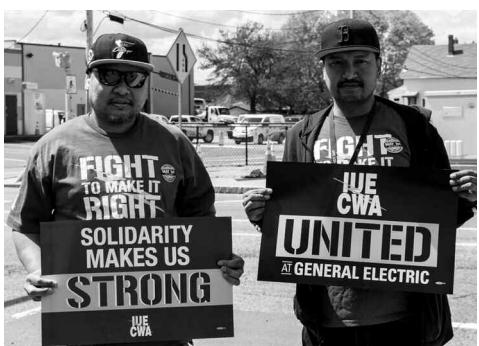
A Year in Review





Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director



Taking concerns from the shop floor is one of my favorite things to do; it gives me a chance to know our members by name while creating a safer workplace. Over three weeks ago a Tool Crib member simply asked for light bulbs to be replaced on a light fixture. At times, there are "room within a room" definitions separating maintenance orders between each business, as well as Test Cell and entrance-way definitions that can make ownership a matter of opinion. The amount of time to completion for work orders is lengthened because of the "hot potato" affect that takes place when task ownership between the business is not clear, the opportunity then arises for the work order to get lost or just take too long to complete. Three weeks and counting leads me to ask how long it takes us to change a light bulb. Clearly defined ownership around these tasks needs to be cleaned up and communicated.

In the interest of streamlining work orders, I think we would benefit by having a separate number to call in work orders for LMO/Machine Services/LATO. For the same reasons that we currently use 4-4346, number(s) defining areas outside LPS.

Ambulance Bills

Too often our members come to me asking why they have received an ambulance bill when they thought it was covered. It makes me ask how many members don't have time to deal with this stuff and just end up paying it. When you need to use an ambulance – based on information from several confirmation conversations with Aetna plan specialists – it is 100% not subject to a deductible, meaning it is covered. These billing issues are compounded by the fact that we don't have network ambulances in the Lynn area. So if you get an ambulance bill, call the number on the back of your insurance card and when you speak to a representative about the bill tell them "YOU ARE BEING BALANCE BILLED"; by saying those magic words, the insurance company is supposed to go back and pay of the rest of your remaining balance to the ambulance company. If this sounds crazy, it is, but I hope this helps get our members out of a frustrating billing situation that is yet to be fixed. Merry Christmas.



LPS/M&E Report

By ARTIE AMIRAUULT
Crafts Executive Board



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

Hi Everyone,

With only a few more weeks in the year things are starting to wind down with more and more people taking their vacation time as the end of the year approaches. That said I think we've had a pretty good year in the Crafts. Good job everyone, keep up the good work. Hopefully after the beginning of the year the Company will lift the hiring freeze and we can start to backfill and hire the people we desperately need before it's too late. Time will tell. Hopefully they do not continue the trend of making poor business decisions like paying exorbitant amounts of money to outside contractors for jobs that we could easily do if the plant was properly staffed. I don't know how they can continuously cry about shop rate and then come to the Union looking for flexibility when they have continually and consciously keep making poor business decisions. They can claim different buckets all they want but in the end there is only 1 bucket when it comes to shop rate and that's the Lynn Plant bucket. This is the bucket that is used when the Company makes decisions on where to put new work or whether to bring work back in. We all want the plant fixed and new work, but the Company has to do their part and not try to put it solely on the backs of our brothers and sisters. We will do our part, it's time for the Company to show us they will do theirs.

I'd like to take this time to thank the stewards for all the help they have given me along the way and also the new stewards who have stepped up in this past year. I couldn't do this without all of you, you've all been a huge help, and you are the eyes and ears in the plant helping to keep the Company in check. Thank you all!

Finally, I'd just like to wish everyone and their families a Merry Christmas, Happy Holidays, and a Happy New Year. Here's to hoping 2021 will be a better year.

See you around the Plant.

On December 6th there was an all-employee meeting in Building 42 with the CEO of GE in person. At the end of the meeting there was a round of Q&As with questions from across GE sites, one of them coming from another site involved quality or lack-there-of at that plant. The question was from a senior engineer, he brought up SQDC (boy do GE love their acronyms) it stands for Safety, Quality, Delivery, and Cost and what their rank and file are seeing is that cost and delivery are trumping quality and that people in that plant are concerned as it falls on deaf ears. The CEO, even after being prepped for that question, did not seem to be so happy and said if you see something say something. If the Company is asking you to do something fishy or you're just taking it upon yourself, just remember it could jeopardize someone's life or your job. See something say something.

LATO

We have a new plant leader in LATO and a new Test business leader. New faces bring new ideas and old ideas. "More flexibility, less overtime, IME issues, they are not working fast enough." It's never going to be enough. Let's get ready for the end of the year push; members with time left remember use it or lose it, there is going to be no roll over again this year. Building 29 grinders your rate increase will be affected and in place no more than 30 days after ratification of the agreement, which was voted on at the last membership meeting, keep an eye out for it and if you don't see the update call the union hall and we will get it fixed.

Logistics

There is a rumor that the business can start assigning Material Handlers across areas. No, they can't. There is a negotiated and signed consolidation agreement from 1996 between the Union and the Company that made everyone an R/M16 Material Handler and clearly defines the structure. If someone in management tells you that it's a "done deal" they are wrong and they need to get educated and maybe start communicating with the Union before they start giving bad information.

With the holidays coming up just remember to check on family and friends that might not have anyone, it could make a difference to that person. Hope to see you around the shops and Merry Christmas and Happy Holidays.

BOBBY



Letter to the Editor

Dear Local 201,

I found myself very moved by the Local 201 90 year history event at the Lynn Museum on October 14. The museum itself was the perfect venue for a fall event—especially for a mother with two small kids in tow. As my three-year-old son played in the adjacent park, I chatted with Nick Juravich, a historian from UMass Boston. He told me about the process of gathering oral histories for the event with his students, and the inspiration and example provided by Jeff Crosby, former 201 President. He expressed gratitude, as a historian, for the opportunity to engage with the labor movement in its

living, current moment, and for the experience of hearing firsthand accounts of the past.

Inside the museum, people gathered around the tables to share artifacts, documents, memories and stories. Usually when so many people are gathered in the same room, the energy is high; voices are raised in greeting, people are a little distracted. In this case, however, the room was incredibly focused.

A low murmur of voices indicated complete concentration on the task at hand as members and retirees came together.

Upstairs, a beautifully curated exhibit showcased artifacts and provided context from the past 90 years. The stories of prominent members like Joyce Wallace and Char-

lie Ruiter were on display, along with shirts, buttons and various memorabilia from past campaigns. It was gratifying to see these objects and histories displayed amongst the existing collection of the Lynn Museum—placing Local 201 in its rightful place in the history of Lynn.

The outstanding turnout for this event is proof enough of its relevance and importance.

In our country, labor's voice is growing stronger. More and more citizens find themselves compelled to listen. We should all be grateful to be connected to the powerful community of people that is Local 201. Thank you to all those who made this event happen. Thank you for this opportunity to gather, listen, connect and learn.

Hazel Kiefer-Kaszynski



VP's Column

By JEFFERSON CRUZ RUALES
Vice-President/Recording Secretary

As we approach the end of the year, I would like to invite everyone to check in and stay in touch with your friends, families, and loved ones. I can personally admit that a simple message from an old buddy you haven't heard from in years can have a wonderful impact on our state of mind, especially around a time of the year when we may feel more vulnerable. There is no better excuse to reach out than to send someone holiday greetings.

Looking Back, stepping forward

We began 2023 preparing for another round of contract negotiations with GE. Every 4 years, we gear up and put our best efforts forward to secure the future of our livelihood here in Lynn. This time around, it was even more crucial that we work towards the best possible outcome during negotiations as we looked for a new normal following the pandemic, and as financial instability began to creep into every aspect of our lives. Meanwhile, the Company continued preparations to complete their spinoff, threatening with it the existence of a contract forged over decades. I don't need to rehash just how crucial this round of negotiations was going to be. I also don't need to explain just how much energy, and resources were dedicated to this effort, all of which ultimately allowed us to decide our fate from a place of power. No one can deny that in that moment, our organizing and bargaining power made the company take a step back.

What many on the shop floor worried about was whether this was a fluke, that we were wasting this opportunity by not going for more, and that in the future we would not be in a place of power like we were then. My sense is that that was absolutely not the case. Our opportunity to stand up to the Company was only the result of the work and preparation the Union and its members put in. Not too long after the GE contract extension, we had to contend with Avis/Budget contract negotiations, and once again, preparation, member engagement, and energy all came together to check the Company and make them see they need us. It wasn't just a lucky break, it was the culmination of hard work, and dedication from our rank and file all the way up to our elected leadership.

In the next year, we have nothing but opportunities to keep up this momentum. Our contract with Ametek will be negotiated soon after the new year, and I expect to see an engaged membership there gearing up for their turn to show what they are truly made of. 2025 and a new GE contract will be right around the corner, so we need to use this year to carry all of the motion we built for 2023. The groundwork for external organizing is well on its way, and this new wave is on the verge of kicking off within 201 as the new year starts. I am proud of our accomplishments this year, but I am more excited for what is to come.

Merry Christmas, Happy Holidays, and a Happy New Year.

-Jeff

Stress and the Holidays

Local 201 EAP Director, Derek White

Happy holidays! We hear this phrase a lot during the holiday season, but for many of us this is easier said than done. Research proves that people feel increased levels of stress at this time of year. While it's a time to be with family and friends, the season also can cause much stress and fatigue. There are increased demands placed on your time, your patience, and your wallet. How to make the most out of the holidays without getting yourself down could be the biggest challenge you face this season.

Managing holiday stress can involve various strategies:

- Prioritize activities that bring joy and meaning rather than trying to do everything.
- Practice Self-Care by taking breaks when needed, getting enough sleep, exercising, and maintaining a balanced diet to support your well-being.
- Learn how to say "no" to commitments that you feel will be unhealthy for you.
- Relax, take a walk, collect your thoughts.
- Set Boundaries to protect your time and energy.
- Create a budget and stick to it to avoid unnecessary financial strain.
- Engage in mindfulness or relaxation techniques like meditation, deep breathing, or yoga to reduce stress levels.

Remember, everyone experiences stress differently, so finding what works best for you is key. While alcohol may make you feel less depressed temporarily, drinking in excess can exacerbate stress and anxiety or may even create additional problems. Don't hesitate to reach out to friends, family, or a professional if you're feeling overwhelmed. Sharing your feelings can be immensely helpful.

Stress during the holidays can be manageable if you remember to take time for yourself. Brief periods of sadness and stress during this time is normal for most people. If, however, you are experiencing serious prolonged depressive problems -- such as hopelessness, loss of energy, significant appetite, and sleep changes, - you should seek help from a professional. Please reach out if something is preventing you from being your best self. I am available at both the union hall and the medical center. I can also be reached at 339-338-2508. **All communication is strictly confidential.**

I want to wish Jeff Zeizel the best in his future endeavors. Jeff recently departed GE after many years of being a great resource for many of us. Thank you for all you have done Jeff! It is imperative the company backfills the position and continues to fulfill their commitment to the EAP program.

CHRISTMAS 2023 ALKATHONS

ALL EVENTS INCLUDE SNACKS or FULL DINNERS

ATTLEBORO: Mon 12/25 from 10-AM 5 pm @ Cameron Bldg., 68 Falmouth St. host is Desire To Stop.
BEVERLY: Sun 12/24 5:30 pm until Mon 12/25 9:30 pm @ White Whale, 9 Hale St. host Second Chance
BROOKLINE: Sun 12/24 6-9pm & Mon 9am-7pm @ VFW, 386 Washington St. Host Dist. 12/13 & 14
BROCKTON: Sun 12/24 8-11:30 pm & Mon 12/25 8 AM- 6:30 pm @ Lutheran Church, 900 Main St.
DEDHAM: Sun 12/24 8 pm to Mon 12/25 9:30 pm @ First Church, 670 High St. host is Village Group.
FRAMINGHAM: Sun 12/24 Noon till 10 pm @ Recovery Ctr, 19 Concord St. info district23aa.org D23
HULL: Sun 12/24 Noon to Midnight @ Anchor of Hull, 7 Hadassah Way (Potluck) host is District 7.
MAYNARD: Mon 12/25 10 am- 8 pm @ Eagles Club (upstairs) 65 Nason St host Maynard NOW Group.
QUINCY: Sun 12/24 6 pm to Mon 12/25 6 pm @ United Methodist Church, 40 Beale St host District 8.
S.BOSTON: Sun 12/24 7-11 pm & Mon 12/25 5am-8pm @ Laboure, 275 W. Broadway host Midweek.
TEWKSBURY: Sun 12/24 3 pm- Mon 12/25 6 pm @ K of C 2068 Main St. host District 21.
VIRTUAL: Sun 12/24 6pm-Mid. & Mon 12/25 7am-7pm Zoom ID: 826 1893 8272 PW: Thanks Dist. 22

NEW YEAR'S ALKATHONS

ALL EVENTS INCLUDE SNACKS OR FULL DINNERS

ABINGTON: Sun 12/31 6 pm to Mon 1/1 8 am@ United Church, 10 Bedford St. host Dawn Patrol
BEVERLY: Sun 12/31 5:30pm until Mon 1/1 9:30 pm @ White Whale, 9 Hale St. host Second Chance
BROCKTON: Sun 12/31 8- 11:30 pm & Mon 12/25 8 am - 6:30 pm @ Lutheran Church, 900 Main St.
DEDHAM: Sun 12/31 until Mon 1/1 9:30 pm @ First Church, 670 High St. host is Village Group
GLOUCESTER: 12/31 6pm-1am & 1/1 6am-Noon @Baptist Ch, 38 Gloucester Ave host Cape Ann
HULL: Sun 12/31 Noon to Midnight @ Anchor of Hull, 7 Hadassah Way (Potluck) host is District 7.
POCASSET: Sun 12/31 4 pm- Mon 1/1 4pm Community Bldg., 314 Barlow's Landing host Hit The Deck
QUINCY: Sun 12/31 6 pm to Mon 1/1 6 pm @ United Methodist Church, 40 Beale St host District 8.



And on the 8th day, God Created The Union

By CHRIS MOODY
LCM Executive Board

Hello brothers and sisters!

The holiday season is in full swing, I hope everyone is getting ready to have a safe and happy holiday with their loved ones. It's been a busy month for the board of Local 201, just this past Wednesday GE Lynn was the host of the quarterly All Employees Meeting, hosted by Larry Culp. I was happy to attend and feel as though there's a few important things to touch on. I was happy to hear a high level manager mention The Union when speaking on GE Lynn's recent improvements, and how The Union had played a positive role in said improvements. We know how to make Lynn successful. One portion of the All Employees Meeting was a Q and A with Larry Culp and I think a couple important questions were asked. One being a question revolving around SQDC, that's the Company's mantra of Safety, Quality, Delivery and Cost. The employee from Michigan asked why we so consistently sacrifice safety and quality for delivery and cost. I think that's a question a lot of us have as it's no secret that this sacrifice is made again and again. Another question touched on the future of this site and if we should be expecting to get any T901 work. "We have to earn it" is the part of the answer that sticks with me the most. To that I say, we have earned it. The members of Local 201 do not make bad business decisions. The mem-

bers of Local 201 have been the backbone of GE Lynn, producing some of the highest quality jet engines and components. Managers come and go, but the members of this great Local have always been here and have always contributed to the success of this Company.

Plant 1

There's some positive momentum in Plant 1, having improved significantly on delivery. We're not where we need to be, but we're trending in the right direction. In building 74 op 20 for the T01 has been approved. We have 2 M91s coming back from MRB, and we should begin shipping M50s in the next couple weeks. We are running our 4th T94 in Broach, and last week we were able to ship 16 PT shafts. Great work is being done by our members in Building 74. In building 64, we were able to boost Base labor hours from 2,711 two weeks ago to 2,859 last week, another positive trend. We were able to get 65 parts cleared to continue running through the line that were recently held up and last week we were able to ship 5 CDP seals, hitting the shipping goal. We were also able to run and ship 105 cooling plates, a little lower than the expectancy of 120 a week but a vast improvement from the 60 a week we were shipping just a few months ago. A lot of good stuff is happening for Plant 1 as a whole but there is something concerning that's

been brought to my attention on far too many occasions. Apparently, there's a manager in 64 that's all too verbal about his distaste towards our members' wages and earnings. In a time where the Company asks us to work with them on improving the health of this site, is that really the stance they should want to take? It's a divisive stance at best and doesn't speak to what the Company's want for us to be a "team."

Plant 2

There has been a 30-day extension to the share agreement between mixed and large welders. After speaking to the members involved, a 30-day extension was the right thing to do. There was also a short-term agreement to run a Punch Press operation over in building 32 cafe, that agreement will have expired by the time you're reading this. If I'm being honest, it's been a fairly quiet month in Plant 2. The most pressing thing recently is the want for 1 man 2 on the VTM in the Small Cell, which is currently being worked out between management, myself, and the area steward. There is a temporary gage lab move from building 42 to upstairs in building 40. Again, all in all it's been fairly quiet, no major happenings.

Plant 4

Much to my surprise this month, I got a FARM-IN notice, its usually the other way around. The Company has farmed in the 9977010-732P01 Sumps. This farm-in will produce 5,226 base labor hours for our members. Maybe some hiring or upgrades will follow? I wish I could say that this farm in was due to good faith but this was owed to us as part of the 27,000 hours' worth of work returning to Lynn as outlined in the Platinum TOW agreement. These parts will be run in Green Cell. Blue Cell is still in development on the

sub-assemblies that have been brought back, it's understandable that it's slowed as we're in our end of the year push for liners but I'm still confident that we'll have no issues with these parts. Punch Press is still hovering around 1,000 base labor hours every week. I can't underestimate how important that is, for years we had serious material shortages over there. Platinum is on its last leg, and this may be the last month that there is a Platinum Cell to write about. I believe the expectancy is that by the new year the Cell will be gone, it's going to be a sad site to see but I'm still excited to see what the Company does with the open space. As previously mentioned, they've got some big plans over there.

The Local has some exciting events coming up for the holiday season. By the time this newspaper is out we would have hosted the Annual Local 201 Childrens Christmas Party at the Hibernian Hall. It's always a great time and I hope many of you were able to attend. We also have our yearly Local 201 Holiday Open House taking place at the December membership meeting. There's always great food and we'll also be giving out some small prizes for membership attendance. It's been an exciting year and an even more exciting 4 months serving my first term as LCM Board Member. So, as the year draws to a close, I just want to say thank you to our members for another great year being a member of this Local and for all the support I've received in 2023. Our work is just beginning, and we need to bring the momentum of 2023 into 2024 and build on it. If I don't get to see some of you before the end of the year, then I want to just wish you a Merry Christmas and a happy new year!



We wish all of you a wonderful Holiday Season and a Happy New Year!

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- 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
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Business Agent's article continued from page 12

union labor, and we are the best at what we do! Remember, a focus on Quality directly improves Delivery, so if you find that Quantity is taking precedence, contact your area steward and bring it to light. The final thing I always stress to new hires is when they are training, it is dire they give their undivided attention to the person training them and what that trainer is demonstrating.

Looping back to the plant as a whole, the number 1 driving factor in increasing shop rate is IME. It is the responsibility of the Cell Leader to manage work and make sure work is in front of you. Cell Leaders have been failing at putting work in front of everyone: the Company has an acronym, PFEP, which stands for Plan for Every Part, but really, it should be Part for Every Person. Currently says While it is not our responsibility and this suggestion, I'm about to make is a personal choice, a courtesy, and absolutely not mandatory: if you are on IME, there is nothing wrong with being courteous and informing your Cell Leader that you don't have work, and demanding they put work in front of you. This forces Cell Leaders to do their job. Years ago, I took the stance that the Company created this mess, they have to fix it. Well, they haven't, and if we have the means to prevent mismanagement from driving us further into the depths of uncertainty, we should take those opportunities as much as we are comfortable with; take a quick look around for your cell, let them know you're on IME, and tell them to go find you work.

Wrapping up this year on a positive upswing, we must continue this trajectory going into 2024; there needs to be some significant improvements made in 2024 and given all that the membership has done over the last six months, coupled with the Company finally working with us rather than against us, albeit in some areas not all, we can get this done. T901 work is in limbo right now, and we have to focus on what we can do, the abilities within our control to position us to get this work sourced to Lynn. LFG!

AVBG Report

We had our Step 2 meeting with the Company on 12/6/23. The agenda consisted of several new matters and five new cases, which all pertained to discipline, 4 of them being termination cases. We talked extensively about the Attendance Policy both as a matter and in relation to some of these termination

cases. The Company has decided, unbeknownst to our members, that they are now going to review and enforce the Attendance Policy. One of the members terminated at the end of November was an employee with over 8 years of service to the Company. Through investigating these cases, I have shockingly discovered that the Company is in violation of the Massachusetts Earned Sick Time Law. At this month's Step 2 meeting, the Company said that they will deny an employee their ability to use sick time in increments less than 8-hours, a full shift. They went further to say that if an employee does not notify of their intended absence at least 2 hours before the scheduled start of their shift, they will be denied their ability to use sick time. It became evident yesterday that the Company has failed to keep an accurate record of each employee's sick time allotment and what they have available for use. We have multiple members who have been told they do not have any sick time available, but upon reviewing one terminated employee's pay stub, who was fired for attendance issues, it can be seen that this person had at least 20 hours of sick time available for use; however, in conversations had yesterday, I was informed that this was actually a negative sick time balance, and that the employee was still playing catch-up for an overuse of earned sick time in the years 2020 and 2021. When looking at this employee's YTD sick time payout, the Company only paid them out for around 19 hours for 2023, again justifying it by referencing their negative sick time balance. That's not how the law works. Under the law, an employer with more than 11 employees has to offer a minimum of 40 hours of sick time a year for full-time employees. Yes, a YEAR, every YEAR. Apparently, the Company claims it was an issue with the payroll system. The Company's required minimum 2-hour notification policy to the "Absence Hotline" violates the law, and the discipline resulting from employees who don't notify within 2 hours of their scheduled shift start is unjust! For now, while this is ironed out, I am asking that if you are calling out sick, no matter what time you notify, whether it be five minutes before or one hour before because you're caring for your spouse, child, parent, or yo have a doctor's appointment, an emergency, or you yourself are sick, please explicitly request that your sick time be used to cover the time that you are late or absent.

Under the Earned Sick Time Law, all the above are protected reasons that you can use sick time to cover work tardiness or absences. Legally, the Company cannot deny you the use of sick time. If this happens to you, contact a steward immediately and they will take it from there. If you cannot find a steward, call the Union Hall at 781-598-2760. You must understand that the Company is legally obligated to pay sick time in accordance with the Law. If the Company tells you that your sick time request is denied because you don't have any available, look at your paystub and locate the YTD Sick payout section, take the number shown, and divide it by your hourly rate. What you get will tell you how many hours you have been paid out for the year so far. For example, if you make \$20/hour and your YTD Sick payout is \$200, you have used 10 hours of sick time. This applies to full-time employees only as part time employees accrue sick time differently, and depending on the hours you work, this would determine your allotment for the year. If you have any questions, call the Union Hall.

Getting back to this resurrected enforcement of the Absence Policy: The Company hasn't reviewed it since June, and we all know Summer at Logan is a lot busier than it is now, in the last two months of the year. It is ludicrous to let the enforcement of this policy rest while volume is high and bring the gavel back out when things quiet down. The Union's position is that the Company cannot decide to enforce a policy they have not been consistently enforcing, and moreover, cannot decide to do that without any notification to the members that the policy will be enforced going forward (not backward). If the Company has pulled you into the Office over the past couple of weeks to discipline you for attendance issues that occurred between June and November, tell a steward or call the Union Hall. We must grieve every single one of these cases that come up. The Company is required to notify all employees that a policy that can result in discipline is now being enforced, and this article shall not be mistaken as sufficient notification; that needs to come from the Company, I am just communicating it in an effort to inform members. At the Step 2 conference, amongst all of the conversation, was dialogue regarding the "grace period" for being late; is it 3 minutes and you're late on the 4th minute, or is it 4 minutes and you're late on the 5th minute? I still don't know the answer to

that, and while the Company has quietly acknowledged they do have an internal understanding of a 3-minute grace period, I am stressing that given the unclarity surrounding it, please act as if this grace period does not exist, and if you know you are going to be even a single minute late, notify the "Absence Hotline"

Veolia report

It is nice to see all the construction going on at the site because it is indicative that improvements are being made. We have a scheduled Step 2 meeting on 12/21. The COBRA debacle continues, and at this point, it's pretty evident we are not going to reach an agreement, and the Company has no intent to own up to their crucial mistakes and make our members whole. By the time this paper hits the floor we will have already filed for arbitration for these affected members. There will be more to come on that. Beyond the COBRA charade, it's been quiet over there. Just a reminder if you have any issues, contact a steward immediately.

Ametek report

I want to give a big shout out to the steward and members over there for taking it upon themselves to put a formal proposal together and submit it to us. Reviewing the last status report, it appears that we only have 11 members in Wilmington right now. It is insane to think about the fact that this plant was once bustling with over a thousand employees who were forced to pack up and move down South. That's the capitalist world we live in. Contract expiration will be coming up, and contract surveys (where we ask what issues are most important to you, i.e. wages, time off, health benefits, etc.) will be in the shop next month. Please take the time to complete all questions of the survey and use the additional space to write in any recommendations, feedback, or concerns you have; we read and consider every comment. We will be using these surveys to develop proposals for the upcoming negotiations.

All 201

To every member of 201: It's been a hell of a year...actually, it's been a hell of a few years. I want to thank the entire membership and all of our leadership for all of the accomplishments we have had, not just this year, but these past few years. As we are in the middle of the holiday season, I want to wish everybody a happy and safe holiday. Take the time to kick back, enjoy your friends and family, celebrate the new year, and let's hit the ground running in 2024.



Business Agent's Column

By JUSTIN RICHARDS
Business Agent

GE Report

Last month I reported on the JCGC meeting and gave a brief overview. We had a Lean event the week the paper hit the shop floor. To put it briefly, the Lean event was positive. Thank you to all the members that made it possible to get those results. It appears as though the Company will finally start implementing what the operators in Building 64 have been screaming about for years now, as the Company has communicated, they will "start roughing on the G&Ls, finishing on the Autoline, and we will increase output." EB Weld crushed it, getting the Probeam up and running and having approved programs all in 4 days. Green cell was similarly successful, getting the deburring machine running and developed. On 12/6/23, an all-hand's meeting with the CEO was held and the T408 team was the highlight of that meeting. These areas, with their progressive results, are setting us up to go after more of our work that has been farmed out and bring it back in house; hopefully, new work will be coming down the pipeline for us at Lynn.

I want to emphasize some good things that have been happening in the plant since July, two major successes being that we have increased base labor hours output in a few areas and we have increased output in cooling plates and as a result of our demonstrated success, are in discussions about bringing back in some cooling plate work. Unfortunately, these improvements are not enough. I was in a meeting recently, and one of the members present in the meeting spoke up and said to the Company, "You guys ran this place so far into the ground and every time we think we are finally at the bottom, we look down and there is a new low." Regrettably, that is just the cold hard truth emerging over the last 5-6 years. Utilizing the grievance procedure, we took shots at trying to force the Company's hand to stop them from running this place further into the ground and the response we consistently get from the Company when we bring glaring issues to their attention is, "The Company reserves the right to manage the business how we see fit. There is no contract violation." While we cannot control what the Company does or the choices it makes, we should be asking ourselves, what can we control, what are our objectives? At the end of the day, this is our company and our plant just as much as it is any member of management's or any top executive's plant. In fact, I can confidently state that 201 members are far more invested in and devoted to the success of our plant, not just because this is our livelihood and how we provide for our families, but because we are proud of the work we do here. A couple of bad business decisions and things go south, the management team can pack up and move on to the next crumbling place.

So again, what can we control? First, we have to understand what the Company looks at when they are sourcing new work or bringing work back into the plant. They gauge the SQDC of the plant, which stands for Safety, Quality, Delivery, and Cost, the importance of those factors shown in their order. When discussing prospective new work or bringing outsourced work back in, we are always hearing from the Company that "a \$430 an hour shop rate is not competitive." This is indicative that the Company emphasizes cost as a factor over anything else, over Safety, Quality, and Delivery, which are all supposed to be reigning priorities over Cost. We have improved year over year in Safety, closing concerns quicker, etc. Safety: check. Quality is the second most important factor, and our current scrap rate hovers around GE's acceptable standard, and can be considered to be performing well there, too. When Quality issues do arise, the length of time it takes to resolve those issues is out of our control. Quality: check. Now we examine our Delivery, and while it has not been our strong suit, Delivery, like Quality, is yet another factor beyond our control. Events like parts waiting to be dispositioned, shop floor flow mismanagement, taking a year to get a machine into production, are all responsibilities that fall on the Company and these negatives have had a severe impact on Delivery among other things. If we are not delivering to the customer, we are not making money. It doesn't take a rocket scientist to figure out Cost in SQDC comes last, and that Cost depends heavily on the health of the preceding factors. If we have poor Delivery because we have Quality shortcomings, of course our increased Cost is going to reflect that.

So again, keeping in mind that Company executives outside of Lynn who hold the gavel and decide where our work goes and what work we get by examining our SQDC, we need to hone in on what we can control at our site. Looking at what we have done in the second half of 2023 after the Company put some good people in the right seats, people who are finally working with us rather than against us, we are chartering new territory; rather than exploring new lows, we have been trending upward, a feeling pretty unfamiliar to us over the last several years.

When I attend New Hire Orientations, I try to hammer in the importance of the following: first, we manufacture and assemble jet engines and components, your job is not to work faster, despite what pressures might be put on you to do so. I tell them, you must have a heightened focus on quality; these are precision parts, and the goal is to get a part through the production line without it having to stop. After establishing that Quality reigns over Quantity, I explain to them that this is a union shop, we provide

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President's Column

By ADAM KASZYNSKI
President

GE Worker Wrongfully Billed for Ambulance, Steward Wins Appeal

In November, recently appointed steward Justin Nadworny learned of a member who was sent a bill for an ambulance ride. Knowing that ambulance rides should be covered 100% by the GE Medical Plan, he told the member NOT to pay the bill, and contacted GE Benefits to resolve the issue. Mr. Nadworny won the appeal and saved a member from a \$1200 bill. Members get billed incorrectly, but Union reps cannot assist if you don't speak up. The GE benefits plan documents can barely fit in the bottom drawer of a toolbox and weighs about 15lbs, don't deal with the headache of benefits issues alone, call the hall or grab your steward to ensure you are receiving the full value of your union negotiated benefits. Shout out to our brother Justin Nadworny for saving a member \$1200 his 2nd week as a steward.

GE Healthcare Makes Me Sick

Last month one of my children had a high fever, 104 degrees. I found myself in the awful position many find themselves in. Hoping the fever would break so I wouldn't have to risk an emergency medical bill. The doctor wasn't picking up, urgent care was closed. A short time later his fever went from 104 to 107 and I panicked. I was instantly overwhelmed with guilt and regret for waiting to see what happened. With kids in daycare, you get pretty used to them having fevers, you give them some Tylenol, call the doctor to check in, and it's no big deal. The only option was an emergency room, where they evaluated him and sent him home without treatment. His fever broke soon after, he was fine, and I hadn't thought about it since. The mail came yesterday, and I am looking at a \$1,200 bill after insurance, right before Christmas. Now I have to practice what I preach, I am going to grab a union rep and look through our benefits to make sure I was billed correctly. Working for a big company like GE, we should not have to choose between seeking medical care and Christmas presents for our families.

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