

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), FleetLogix (East Boston), the Saugus Public Library (Saugus), the NSLC (Lynn) and thousands of lifetime Retiree members across the country. www.local201.org

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FleetLogix Workers Overwhelmingly Vote to Join 201

By Adam Kaszynski

On March 21st, workers at FleetLogix voted to join IUE-CWA Local 201 by a 90% margin. Nearly 90 FleetLogix workers will join almost 300 Avis-Budget workers already represented by IUE-CWA Local 201 across various ABG sites, including Boston Logan Airport, Headquarters and Downtown/Cambridge locations. This win will increase the Union's strength and unity across the locations and businesses to deliver and defend the union difference. Our celebration was well attended, and spirits were high as we discussed the steps to achieve our first contract. Thank you to State Senator Lydia Edwards, who represents the district, for joining the celebration and vowing to have our backs as we fight for a first contract.

Our newest members at FleetLogix sent a strong message to the Company that they refuse to settle for the bare minimum any longer. Together, we have identified key issues including the pursuit of a living wage, fair grievance procedures, protection from arbitrary discipline, enhanced workplace safety measures, improved retirement benefits, fairer scheduling practices, and notably, increased time-off benefits, particularly paid holidays.

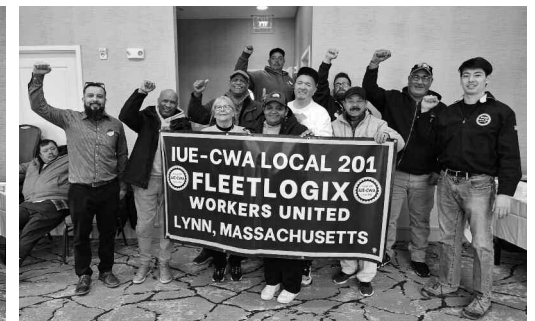
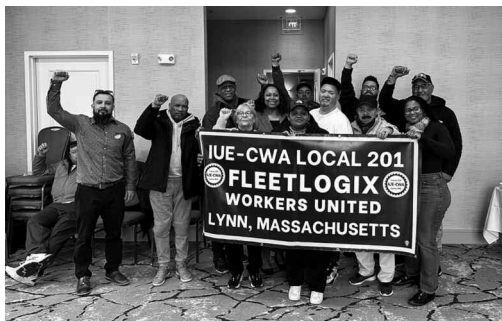
A major point of contention for workers has been the absence of paid holidays, leading to the circulation of a shop-floor petition in December signed by a supermajority of FleetLogix workers. Despite being delivered to management, the petition went unanswered, fueling the workers' determination to have a voice in the workplace through a union.

With the union's formation, FleetLogix workers aim to narrow the gap between their current working conditions and the standards won by Avis-Budget workers under their Local 201 union contract. Avis-Budget workers recently secured a robust union contract following a successful 1-day ULP strike last Labor Day, which galvanized workers at FleetLogix to launch their own campaign to win their union. See Page 11 for the difference between the Avis Contract and conditions at FleetLogix that was shared during the campaign.

Expressing his hopes with the union, a PDI

technician at FleetLogix, emphasized, "We're fighting for our rights – for things like paid holidays, which we deserve as people, not just workers. Securing a contract will be life-changing for many of us. Missing a day's pay is a big deal for us and that happens all the time with our scheduling. Some people have kids, they need more paid time off to spend with them and be a family."

We welcome our new brothers and sisters from FleetLogix into the union family. Local 201 is ready to work with FleetLogix workers to negotiate a strong contract that addresses their needs. Solidarity is our strength, and as demonstrated in our recent community rally (Page 6), our members and allies will vehemently oppose any retaliation from the company against workers.



March 22, 2024. After months of building their union election campaign, FleetLogix workers celebrate union election victory.

Next Local 201 Membership Meeting April 23, 2024 - See page 4

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

Law Offices of James J. Carrigan



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

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

Anne Gugino Carrigan
(Former member AFSCME)

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

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



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

Service Directory

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

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

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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

Employee Assistance Program 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.

Local 201: Derek White 781-584-7641
Optum EAP: Laura O'Neal 763-330-4942

All calls are strictly confidential.



Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed
Your phone # Circle: active or retired Date mailed

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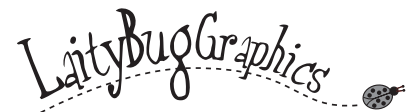
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SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Nancy Ann Cronin on her recent passing. Nancy worked in the Mailroom as a Mailroom Clerk and retired in 2014.

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.



Letter to the Editor

Help Knock Out Parkinson's



Local 201 member Brit Dunbar is raising money for the Punch 4 Parkinson's Foundation. P4P is a charitable organization focused on developing, implementing and funding non-combat boxing programs for those suffering from Parkinson's Disease. Brit is fighting in a charity boxing match on April 18th.

All proceeds go directly to P4P!



To donate, scan the QR or go to <https://shorturl.at/pEFMS>
Thank you so much!

Next Step on India Offset Campaign: Call your Member of Congress to Demand Job Security

Call (202) 952-9215 to be connected to YOUR representative in Congress and ask them to protect national security and American jobs by placing strong conditions on the US-India Military Tech Transfer Deal. The US government must block the exportation and sale of Indian made GE F404/F414 products and components back to the USA, or any third country or their armed forces.

Justin Richards and Derek White recently participated in the Lynn Hibernian 5k race.

They finished with a time of 28:20



Ametek Contract Preparation Lunch Meeting

All members are encouraged to attend
April 25 and May 6, 12:00 – 12:30
Black Hawk Meeting Room @ Ametek

"Shoptalk"

Coffee with GE Union E-Board

Thursday May 2
Building 29
1st Shift: 11:42am
2nd Shift: 5:00 pm

GE Stewards Council

Tuesday May 14
Building 40 Break Room
8am-9am and 4pm-5pm
Please let your boss know you'll be on union business for the hour.
This meeting is open to all Stewards at GE.

IMPORTANT GE NUMBERS

- GE Benefits Center 800-252-5259 or benefits.ge.com
- Medical Care - Call the number on the back of your medical ID card
- GE Dental Benefits Claim Center 888-529-8474
- Health Coach from GE 866-272-6007
- Pension benefits Center 800-432-3450
- Payroll benefits.ge.com(Click on Payroll) or GE Payroll Center 800-315-1082
- GE Retirement Savings Plan (RSP) 877-554-3777
- Savings Accounts (HRA/FSA) 888-303-3006
- GE Disability Benefits Center 800-392-0789 (Option 1)
- GE Leave Administrator 800-392-0789 (Option 2)
- GE Vision Care Benefits Claim Center 800-433-9375
- GE Prescription Drug Benefits 800-509-9891
- GE Ed Center for Tuition Reimbursement 800-992-0406
- GE Travel Center 800-866-4382
- Ombudsman (Megan Meyer) 617-239-5652
- Anonymous Complaint Line 800-443-3632

Listed Below are Open Positions as of March 1, 2024 at Lynn GE. You can apply for these jobs at [Gecareers.com](https://gecareers.com)

2 AAEMs • 2 Power Plant Operators

Listed Below are Open Positions as of March 1, 2024 at Lynn Wastewater Treatment plan
You can apply for these jobs at veolianorthamerica.jobs.net/
1 Electrician



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board

First off, I'd like to start by saying great job to the members who have been entering work orders in Maximo. This is what we need to do, and I will continue to push for this to happen. The Company loves to look at metrics and run the business off of these numbers so this is the number one way we can show the Company that they need heads in certain areas and classifications around the plant. There is plenty of work to do out there, we just need to show them. Just because the machines are running doesn't mean that there aren't broken items on the machine that need to be repaired. If you get sent to a machine to fix something and see when you get there that there is stuff that needs to be repaired on top of what you are there for, make a list and enter it or get it entered into Maximo by someone who can. Again, I'll gladly show anyone how to do this. Go around to all the machines, make lists and get them into Maximo. The same goes for any infrastructure or safety issues you see. Need a bulb changed? Maximo. Need a broken bolt removed and replaced? Maximo. Need a gauge replaced? Maximo. Air leak? Maximo. Yellow square missing? Maximo. I don't care how small it is, I want it in Maximo. The Company has no clue about all the small things we take care of while we are on the floor for other things. There seems to be a question of our value or at least that's how it seems as of late. So, we need to show them and this is how. They love us when they need us and hate us when they think they don't. We are the easy scapegoat for production.

Next up is the continued farmout of Crafts

work that can be kept in-house, and we can do. Some members of management don't seem to get it and with a little help I'm hoping this is going to change. I've been told by a certain someone that they also want this to change and together I think we can make this happen. The management wants to claim capacity because they are incapable or don't want to try and prioritize and coordinate these projects. The truth is people have gotten lazy and don't want to actually do their job and manage projects or their people anymore. They would rather give it to a contractor and then when the project is complete say "look at me, look at what I did," when they did NOTHING! It's gotten out of control and again I don't know how many times I can say it, but the contractors are robbing this place blind. They get a 10 million dollar purse every year and as long as they don't go over budget, nobody bats an eye. That's just foolish accounting. You could spend 6 million in expenses on contractors and increase headcount and O.T. by 2 million in order to keep more work in house and you would still be saving 2 million every year. The problem is nobody looks at it this way. I'm hoping that's going to change. We should get to bid on the jobs around the plant. I would like to see this happen. We would win every time. EVERY TIME! It's not even close.

Finally, Again I don't know how many times I can say it. STAY IN YOUR LANE! Don't be bought off by O.T. or the fear of losing it. Do your job and no one else's. It's the only way to force the Company to hire in these classifications. If you keep bailing them out, why would they hire? If you do what I said at the beginning of this article and pound Maximo with work orders, there will be more than enough work for everyone in their own classifications around the plant. It's bad enough that we have management and a few planners doing our work. We don't need to make the situation any worse.

See you around the plant.

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

APRIL 23, 2024

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



OR VIA ZOOM

<https://shorturl.at/AGRXY>

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**

Signed,

ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent



Sevenwood Financial Services, LLC.

WE ARE CELEBRATING OUR 20th YEAR IN BUSINESS!!

We are so proud to have helped so many protect, and grow, what they have worked so hard to earn. Our clients are enjoying a guaranteed lifetime income in retirement and receiving raises while taking that income.

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**. This will take waiting and wondering right off the table. You will know what you have today, and it can **ONLY GROW**.

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- Offered by the **5th largest money manager**, in the world.
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- **Up-front bonus** applied at account opening (call for current percentage)
- 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

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.

RETIREEES: 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.

Please share your email address with us and we'll send you the rest of the information, including product brochures and comparisons to the market.

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)

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

www.sevenwoodfinancialservices.com



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Join us! The Local 201 Retirees' Council meets every 4th Wednesday of the month except July, August, and December. We meet at 11 am at 10 Church Street Lynn MA 01902, which is the community room of the Lynn Housing Authority. Thank you to Gregg Johnson, our Treasurer, who figured out how we could use the space.

At our upcoming April 24th meeting we had hoped W. Lynn state rep Pete Capano would be able to join us to think about protecting our retirement security. He has a conflict, so he'll join us in May.

What are our goals? From our draft By-laws, "to unite retired members in a cohesive organization that can develop effective support for programs on federal, state-wide, and community levels to bring retirement security for all. To promote and support collective bargaining agreements and public policy that assist retired members in securing medical care, prescription drugs and other consumer goods and services at prices they can afford and keep Local 201 informed of special problems of retired member." These are just a few. And, also to have fun.

Congratulations to Mass Senior Action, a scrappy and effective organization that many Local 201 members are active in. They recently won an improvement in the Medicare Savings Programs that helps retirees pay for Medicare costs. By campaigning at the Mass State House and lobbying



December 2023, Retirement party in Bldg 29 for Scott McArdle (left) and Terrance Cody (Right). Terrance is holding his first GE badge, a Temporary Yellow badge from the 1970s.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Maxine Heard on her recent passing. Maxine worked as a Bench Hand in Building 74-1 and retired in January of 2002.

legislators they eliminated the asset limit as of March 2024. Now, if your income as an individual is less than \$2824 a month or as a couple is less than \$3833 a month you might be eligible. I've already seen a few 201 retirees qualify.

Correction: Last month I made a mistake about recent retiree increases in my column. The correct info is: in 2015, retirees won a graduated pension increase from \$5 to \$30 if retired over 10 years. In December 2011 they won a 13th check. And in 2019 there were no increases.

Directions to 10 Church Street from GE plant on Western Ave

From the GE on Western Avenue, head down Western Avenue towards Market Basket. Take the second turn at the rotary to merge onto S Common Street and continue towards the Common. Take the right at Walgreen's on Commercial Street, at the second set of lights take a left on Neptune Blvd. Go past Lynn Voke Tech School on your right. Go through the lights at the YMCA and your next left is Church Street. The first building on your right is 10 Church Street.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Thomas J. Bishop on his recent passing. Tom served for many years as president of the GE Athletics Association and retired in 2013.



Gregg Johnson (left), and Dennis Lloyd (Right) joining several other Local 201 retirees in support of FleetLogix Workers.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Peter Belliveau on the recent passing of his father Paul L. Belliveau. Pete works in Bldg. 64 TPCE.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday, April 24, 2024

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

Congratulations Local 201 GE Retirees August 1, 2023 – February 1, 2024

Lynn Assembly Test and Operations

Scott W. McArdle

Terrence J. Cody

Michael A. Cocozella

Dean K. Rando

John C. Jancewicz

Tool and Die

Keith P. Truehart

Lynn Component Manufacturing

David C. Craig

Paul R. Babin

Edward F. Libby

Mark V. Phimchanthaphone

Frank D. Stiros

Lawrence W. Quigley

Kenneth Agacinski

Daniel J. Shibilia

Power Plant

William S. Matheson

Congratulations to all 2023 retirees. This List covers August 1, 2023 – February 1, 2024. "Hoping you enjoy a long healthy retirement and thank you for being members of Local 201." If we missed anyone, please let us know. All retirees should be receiving the union newspaper. If you are not, call 781-598-2760 or send an email to info@local201iuecwa.org.

March 18, 2024 IUE-CWA Local 201 FleetLogix Workers United Rally Outside FleetLogix Main Site and Avis/Budget HQ

Thank you to all the friends, allies, and supporters who showed up in solidarity to support FleetLogix workers in the buildup to their successful union vote.



As FleetLogix Boston workers, we are united to win a real voice at work. For higher pay, better benefits, job security, and respect on the job, a majority of us are voting **UNION YES** for ourselves and our families!



Adrien Suffrin	Juan Saldana
Alby Gingras	Juan Pablo Alzate
Alex Alexandre	Julian Castano
Alfred DiIorio	Julio Mole Sotto
Amadeo Perez	Khalil Saddiq
Annabelle Figueroa	Ledaber de Sosa Coca
Anthony Sorivano	Lya Alzate
Anthony Gomez	Linda Marino
Antonio Pagan Diaz	Lisa Kasimbo
Brian Greene	Luis A. Burgos, Jr.
Carlos DeChoudens	Luis Sanchez
Carlos Nunez	Lymar Oviedo
Carola Aguilar	Marcel Festa
Charles Rodriguez	Mario Lopez
Fernando DeSantis	Mike Mignacca
Fernando Vasquez	Miril Kostandini
Helberth Casallas	Muhidin Omar
Henri Joseph	Olivo Garcia
Henry Reyes	Patrick Rene
Jacqueline Lacourt	Paul Scali
Jancer Cruz	Pierre Dorvilla
Johnny Toussaint	Robert Marchman
Jorge Mario Alei	Roynier Rivera
Jose Manuel Morel	Santos Castillo
Jose Martinez	Santos M. Castillo
Jose Nieves	Sheliska Cortijo
Jose Nunez	Vannak So
Jose Surliel	Wayne Parker
Josue Izirary	



In the face of company intimidation, Fleetlogix workers demonstrated their unwavering commitment to each other by presenting management with their "We're Voting Union Yes" poster.





Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

When you are injured in the workplace, fill out an **Employee Occupational Injury and Illness Report** as soon as possible, assuming based on your injury you are physically able. When you fill out this "first report" it is important to take your time when doing so, including EVERY body part that has been affected. I can't tell you how many times members have had a difficulty because the body part that later became a primary source of pain was not as bad at the time and not documented during reporting, slip, and falls on icy surfaces are a good example of this. You have to communicate to your cell leader that you had a workplace injury.

Filling out your Occupational Injury Report needs to happen, but where you seek treatment, it is **YOUR** choice. **YOU DO NOT NEED TO SEEK TREATMENT AT THE MEDICAL CENTER, but you have to report the injury to the medical center.** If you choose to go see your Primary Care provider, who knows you and will direct you to the care they feel is best for you, that is your right.

White Coat Syndrome (*white coat hypertension*): when you get a high blood pressure reading in the doctors' office and a normal reading at home.

When you are injured in any way, you may very well experience stress and anxiety related to the fact that you are leaving your work area, traveling to the medical center or guard shack depending on your shift. You will be filling out your Occupation Injury and Illness Form for what

may be the first time, trying to recall everything related to your injury. You will be communicating to your cell leader that this just happened. You may be in pain and discomfort related to your injury. There are many factors relating to reporting an injury that will negatively affect how you are and how you are feeling.

I'm stating some of the physical and emotional factors related to reporting a workplace injury because depending on your individual factors they may very well affect your blood pressure.

So, after you fill out your Occupational Injury Report, and you are asked to see a nurse at the Medical Center, there is a chance that you will be sent home for a condition, such as high blood pressure, that you may not have considered before you went there. From the experiences I have dealt with, the medical staff are professionals and during high blood pressure testing you will be given repeated attempts, rest, and time to bring down your blood pressure, but if you are unable, you will be sent home. This means you are given a yellow "post it" paper with the disability center number on it, and you are out of work until you come back with a doctor's note stating that you

are fit to work. The medical center should only be looking into the injury that is being reported at the time. If you are sent home by the medical center for something other than your injury, reach out to the Union immediately, before you leave. To often members are sent home without pay, when they shouldn't have been.

My goal in the in the many articles I write, is for members to understand as much as possible about workplace injuries and about the process. Other related articles are available on our Local 201 website.

Correction from my last article:

I incorrectly listed sources for membership shoe support. The shoe vendors on site can't add employee names to the store list – only the EHS Leader can add the names in the GE Box, (Internal List).



Machinist Training Opportunity

The E-Team machinist training program is currently recruiting and accepting applications for its next class. We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits, and a career with opportunities for growth. Students are enrolled tuition free in our demanding 5.5-month training program. Classes are Tuesday, Wednesday, and Thursday nights 6pm-9pm and Saturdays 7am-3pm. Applications may be submitted on our website: www.eteamhome.net

Facebook.com/ETeammachinisttraining
Call us at 617-699-1071

The E-Team is associated with the Essex County Community Organizations, IUE-CWA Local 201, and the Boston Tooling and Machinist Association.

Take the First Step

Save today for your child's tomorrow



BabySteps Savings Plan is a program of **Deborah B. Goldberg** Massachusetts State Treasurer and Receiver General

Enroll today and receive a **\$50 deposit**

BabySteps Savings Plan

How BabySteps works:

- Start a free U.Fund 529 college savings account with MEFA to invest in your child's future education and training.
- Receive an initial \$50 deposit from the State Treasurer's Office into your U.Fund account.
- Take advantage of free financial education to help you save.
- Use funds to pay for your child's tuition, vocational training, books, and computer equipment.

BabySteps is open to any Massachusetts child within one year of their birth or adoption.



OFFICE OF **ECONOMIC EMPOWERMENT**
Office of the Treasurer and Receiver General of Massachusetts



SIGN UP NOW AT

mass.gov/BabySteps
(800) 449-6332 05/2022 EE6600

Dé el primer paso

Ahorré hoy para el futuro de su hijo(a)



El Plan de ahorro BabySteps es un programa de **Deborah B. Goldberg** tesorera y síndica general del estado de Massachusetts

Inscríbase hoy y reciba un depósito de **\$50**

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Cómo funciona BabySteps:

- Abra una cuenta de ahorro gratuita para la universidad U.Fund 529 con MEFA para invertir en la educación y capacitación futuras de su hijo(a).
- Reciba un depósito inicial de \$50 en su cuenta U.Fund de la Oficina del Tesorero del Estado.
- Aproveche la educación financiera gratuita, que le ayudará a ahorrar.
- Utilice los fondos para pagar la matrícula, la formación profesional, los libros y el equipo informático de su hijo(a).

BabySteps está disponible para cualquier niño(a) de Massachusetts dentro de un año de su nacimiento o adopción.



OFFICE OF **ECONOMIC EMPOWERMENT**
Office of the Treasurer and Receiver General of Massachusetts



REGÍSTRASE AHORA EN

mass.gov/BabySteps
(800) 449-6332



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board



EMPLOYEE ASSISTANT PROGRAM

By DEREK WHITE
EAP Director

Now with the quarter over it's back to the Company not needing us, expect the same spike in contacts that the Company looked the other way when they needed to get there parts out at the end of the quarter. Trust me they'll recycle some excuse for discipline this quarter. Typical start of the quarter stuff the Company does. But when they need you, you can do no wrong.

LATO

What a crazy end to the 1st quarter. I understand that the Company wants to get out as many of the engines out as they can. But it shouldn't include AAEM'S doing someone else's job. That never should have happened. If engineering was there to release the QEM's when there was canning coverage all the engines would have been canned correctly. But once again our members pull it off and bail the business out of a serious miss. You would think they just had the big split ceremony watch party; management would have made sure all the pieces were in place to hit the end of the quarter commitment.

Logistics

There is going to be a big push to cross-train in SPP. If you don't know a job the Company wants you to learn it. There is nothing the Union can do about someone not wanting to train. The Company has a right to assign work or training. If they make training your job assignment, you have to do it or be subject to discipline.

Hope to see you around the shop.
Bobby

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Michael A. Goodwin on his recent passing. Mike worked as an All-Around Machinist in Bldg. 64 TPCE.

Alcohol Awareness Month

April is Alcohol Awareness Month. This is a time dedicated to raising awareness about the effects of alcohol use disorder and encouraging individuals to make informed decisions about their alcohol consumption. The annual observance provides an opportunity to highlight the importance of moderation and responsible drinking practices while also addressing the serious health and social issues related to excessive alcohol use. The Impact of excessive alcohol use continues to be a major public health concern, with broad consequences for individuals, families, and communities. High levels of alcohol consumption can lead to a range of physical, mental, and social problems. Health Risks: Heavy drinking can increase the risk of developing health problems, including liver disease, cardiovascular disease, and certain types of cancer.

Mental Health Issues: Alcohol use disorder is closely linked to mental health disorders such as depression, anxiety, and other substance use disorders. In some cases, excessive alcohol consumption can exacerbate these conditions or lead to the development of new ones.

Social and Economic Consequences: Excessive alcohol use can have a major impact on personal relationships, employment, and finances. It can contribute to family conflict, job loss, and financial

hardship, leading to a series of adverse outcomes.

Public Safety Concerns: Alcohol consumption is a significant contributing factor to accidents, injuries, and fatalities on the roads. It impairs judgment, coordination, and reaction times, increasing the risk of accidents and endangering lives.

By raising awareness about the impact of alcohol use and promoting responsible drinking practices, we can work together to reduce the harm caused by excessive alcohol consumption. This Alcohol Awareness Month let's commit to making informed choices about alcohol and supporting those who may be struggling with their alcohol use.

GE has contracted a new Optum on-site dedicated workplace consultant for EAP services. Her name is Laura O'Neal. She is a Licensed Mental Health Counselor (LMHC) and Certified Clinical Trauma Professional (CCTP). Laura's office is located at the med center and her on-site hours are Monday 7am-2:30pm, Tuesday 11:30am-6:00pm, and Friday 7am-2:30pm. She can be reached at 763-330-4942.

I am always available to support and help connect anyone with any resources you may need. I can meet with you in person at a time and location of your choice. If anyone would like to speak to me, I can be reached at 339-338-2508. **All communication is strictly confidential.**



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VP's Corner

By JEFFERSON CRUZ RUALES

Vice-President/Recording Secretary

Congratulations FleetLogix Workers

To our over 80 new members from FleetLogix, Welcome! Over the previous months you have continuously displayed the kind of commitment to your fellow worker, drive to improve your working conditions, and determination to see things through that makes me extremely eager to have the chance to work side by side with you all. Now that you have voted to be part of this great union, the work continues. In the time to come, you will continue to see the Company try to undermine your organizing efforts and your coworker unity as you battle your way towards a first contract. Just remember you have each other; the strength you have built within each lot, van, and crew is what has gotten you this far, and what will continue to carry you to your next victory. You were never alone, but now you can count on more allies; the strength and experience for your Local and National Unions that are ready to go toe to toe with the Company.

I want to encourage all of you to stay engaged in every bit of the process when it comes to bargaining, electing representatives, and especially being an active part of your Union. I also want to express my gratitude for all of the work you do for your group to those who have already stepped up as leaders and those who will receive the call to do so from your coworkers. While the work so far has been tremendous, the fight to uphold your rights and dignity in the face of a company who does not care about you will continue to take place day in and day out, but I am more than confident you will all continue to knock it out of the park.

My hat is off to you.

Felicitaciones Trabajadores de FleetLogix

¡A nuestros más de 80 nuevos miembros de FleetLogix, Bienvenidos! Durante los últimos meses ustedes continuamente han demostrado el tipo de compromiso a sus compañeros de trabajo, energía para mejorar sus condiciones de trabajo, y determinación para ver su esfuerzo hasta el fin como para darme más ganas de tener la oportunidad de trabajar junto a ustedes. Ahora que han votado para ser parte de esta gran unión, el trabajo continua. En el tiempo que viene, ustedes seguirán viendo como la Compañía intenta socavar la unidad entre los compañeros, y su esfuerzo de organizarse mientras ustedes pelean hacia su primer contrato. Solo recuerden que se tienen los unos a los otros; la fuerza que ustedes han construido en cada parqueadero, van, y grupo es lo que los ha llevado tan lejos, y lo que los va a seguir llevando hasta su próxima victoria. Ustedes nunca estuvieron solos, pero ahora pueden contar con más aliados; la fuerza y experiencia de su Unión Local, y Nacional está lista para ponerse frente a frente con la Compañía.

Quiero alentar a todos ustedes que se mantengan pendientes de cada paso de este proceso que tiene que ver con negociación, eligiendo representantes, y especialmente tomando una parte activa de su Unión. También quiero expresar mi gratitud por todo su esfuerzo a ustedes que se han parado como líderes, y también a aquellos quienes recibirán la misma convocatoria de sus propios compañeros. Mientras el trabajo hasta ahora ha sido tremendo, la lucha para defender sus derechos y su dignidad frente a una compañía a cuál ustedes no le importan

sigue día tras día, pero estoy más que seguro que ustedes lo van a seguir noqueando.

Me quito el sombrero ante ustedes.

The General Electric Corporation now rests in pieces.

On April 2, 2024, Larry Culp rang the bell of the New York Stock Exchange and marked the end of an era. From this point forward GE as the world knew it no longer exists. The split between GE Aerospace (GE) and GE Vernova (GEV) (following the 2023 spinoff of GE Healthcare GEHC) was the final step of a long process concocted by uncomprehensive greed. I have also struggled to navigate this perilous path in order to understand why. Why did the Company do this? Why did they spend millions of dollars to make this happen? What's next? Here is where I am with all of this:

Following the financial collapse of 08' GE hemorrhaged. This was largely in part due to their capitalist trailblazing tactics of... drumroll... SPECULATION! GE Capital was continuously becoming the conglomerate's darling and in the beginning of the 2000's had made the Company (investors) literal billions. However, the global economic downturn put a complete stop on that. By this point the Company wasn't making money from "things" they were making money from money, and when that well dried up, it all came crushing down. Meanwhile GE Aviation remained a pillar of profit, that means that it earned more than it spent, and stood out among the rest of GE's sectors.

Bit by bit, GE began to sell off entire sectors: communications, appliances, transportation, lighting were some of the last ones to go in recent years. This is the state where Larry Culp picked up. It had been discussed in the past but spinning off the remaining sectors became the dominant strategy. You see, by now the Company was drowning in debt. The Company had financial obligations resulting from the economic downturn as

well as decades of previous acquisitions, and what else? Pensions. The Company eliminated and froze pensions in order to get rid of these long-term liabilities and they began derisking the pension by selling a portion of its funds and responsibilities to third parties. Larry Culp's call to fame over the past years has been his elimination of these debts. How did he accomplish it? Along with pension derisking, as the spinoff was taking place, "non-core" assets of the Company were sold off and dragging these financial liabilities along with it. The fancy term I guess I'm trying to describe is called **deleveraging**, simply put, the company attempts to reduce its debt.

At the most resent investor day, the Company announced its intent to distribute \$15 billion in buybacks and dividends. Well then where did \$15 billion come from? This is another bit of financial and accounting wizardry. The Company claims that the healthy state of the post spinoff GE Aerospace along with uncollected earnings will allow it to satisfy all of its obligations and still give out billions of dollars to investors. This is another fancy term called **capital allocation**, where and how the Company decides to spend its earnings.

So what does it mean now, and going forward. To me it looks like the culture of short-term profits is alive and dangerously well. The Company just recovered and reformed itself into a focused producer of aerospace products, why not invest in itself. Instead, it works to extract all of the earnings and pass them along to investors. If you didn't know, old GE had 75% institutional ownership, meaning that 75% of the stock was owned by investment institutions.

As GE steps into this new era I look forward to continuing to work to make the Company successful, but I look more forward to holding our seat at the table and working towards making sure the workers get their slice of the pie.



And on the 8th day, God Created The Union

By CHRIS MOODY

LCM Executive Board

Hello brothers and sisters!!

A lot of changes taking place, just for a whole lot to stay the same! We now officially work for GE Aerospace as The General Electric Company has been officially disbanded and is no more. There was a small “watch party” event at the bldg. 96 Auditorium, which the Local 201 GE Board was invited to attend, for the lead up to the introduction of two new standalone stocks, GE Vernova and GE Aerospace. This should allow the Company to be more focused, intentional and better position them for being able to decide their strategic direction moving forward as they no longer have to balance multiple businesses and can now focus solely on aerospace. We were able to watch Larry Culp and Scott Strazik ring the opening bell at New York Stock Exchange, signifying the very first day of being able to trade in what is now 2 standalone companies. Once an American conglomerate giant with deep roots in Lynn, is now split up.

Pretty historic change taking place, really noble discussions taking place about the future and how better off we are. Yet, today still felt like another Wednesday at the Lynn Plant. Let me be clear, nothing changes. Just the name. Local 201 is still alive and well and over 1,100 of its members still report to 1000 Western Ave. everyday to punch in to work. Parts will be machined, welded, benched, and some of the highest quality jet engines will still be made right here by union members. If at any point you didn't understand the importance of “successorship” before, then I hope you do now. We are still here fighting for the future of this site; we will still be fighting to get more work in and fighting to stop work from going out. I understand that the split has the potential to bring on a lot of questions and uncertainty, but I believe the fact remains that we are still

positioned to make sure that this site is here for years to come. We still decide our own fate and the momentum we've built in the last couple years continues to be vital and it is our responsibility to continue building on it. As I stated, a lot of changes taking place, just for a whole lot to stay the same.

Plant 1

Speaking of momentum, Plant 1 continues to move in the right direction. While we are a ways away from perfect, I can honestly say that if you asked me a year ago where will be in a year, I would struggle to so much as hope for as much improvement as I've seen lately. Justin Richards and I were able to meet with the Plant 1 Leader and go over the results of Q1. The discussion had a major focus on output numbers. I'm glad to report that Plant 1 as a whole had hit their output goal! TCF64 specifically well exceeded their goal for output in Q1. Can't all be positive though right? TPCE64 was the only individual cell to hit or exceed their goal. However, there was some ideas put forth and a clear plan to make improvements for the remaining cells in Q2 and I know that if we can execute properly that improvements to the numbers will continue to be made. There was an agreement signed by me and management to allow TC64 operators to run some specific Mill operations over in Building 74 TPMO. The agreement should prove fruitful for both the Union and the Company. All in all, Plant 1 is moving in the right direction, and I know that our great members can continue to be an integral role in making positive changes.

Plant 2

I was hoping I would have the opportunity to be very positive when speaking about Plant 2 this month. That was the plan when preparing for my article, then this morning happened. Unfortunately, there are some farmout notices coming my

way, all of which will be FPI operations. There are still some positives to report though. Figured I'd get the bad news out of the way. The EB Weld area will be receiving some T408 work! It was expressed that by farming this work in, we should see a benefit in cost and cycle time, which is well needed in Plant 2 at the moment. Each part should bring about 6 base labor hours roughly. There has not been a ton of news otherwise that would affect the entirety of Plant 2. So, I'll take a second to reiterate, if anything seems wrong or out of place, then please contact your steward or the hall directly. I'm hoping to have some solid numbers to report out next month as far as how Plant 2 did in Q2 and be able to have a more detailed report out for the current state of the business.

Plant 4

The members of Plant 4 have really turned things around. Similar to Plant 1, if you asked me a year ago where Plant 4 would be today, I would tell you that I did not have high hopes. However, Plant 4 is BOOMING!! Green Cell was in disarray for quite some time, but as of late they have consistently produced over 200 base labor hours each day resulting in over 1,080 base labor hours over the past few weeks. We should see that number rise to 1,275 which would mean we are hitting our shipping numbers as that's how many hours are needed to hit shipping goals. Speaking of shipping goals, Green cell had hit their goal number of 15 shippers last week. The turnaround in Green cell has been amazing to see. They are also farming in the 732's, of which each one will produce another 10 to 11 hours per piece, adding another 150 base labor hours. With the Yasda now up and running and finishing development, that will now produce another 50 base labor hours per week. Blue Cell has not slowed down either as they are continuing to hit shipping numbers for the last 6 weeks or

so. The Okumas in Blue Cell has been everything that we hoped it would be as it continues to produce conforming parts! Café, per usual, is still bumping out over 1,000 base labor hours week after week and this trend has been months long. To that I say, keep up the good work. They have cells that rely on them heavily so their consistency and dedication should be appreciated by all. Café did run into some issues, but those issues stem from a vendor. It's the typical material issue which tends to be out of our hands, but it sounds as if the vendor has made steps to rectify the issue and hopefully we won't have any more trouble there.

One major factor that I'm proud to report out on is that in the month of February Plant 4 shop rate was under \$300!! Shop rate may not mean anything to you, it used to not mean anything to me. I just viewed as another company metric, amongst dozens more. The thing is, shop rate is one of those things corporate judges us on, so at some point that number does affect us. For context as to why being below \$300 is such a huge success, last year our shop rate was over \$500. According to the company, “that is not competitive.” We are all re-distilling the pride back into this plant that it has always been known for. Work coming back into the site, baser labor hours improving and hitting shipping numbers consistently. As I said previously, there's a lot of questions surrounding the future of this site as a new standalone company. With all the changes, improvements and positive momentum we've experienced over the last 6 months or so, I believe Lynn is well positioned to be a major cog for another 105 years of flight. A whole of changes taking place, just so a whole lot can stay the same! Hope to see you all around the plant!

Business Agent's article continued from page 12

most professional, intelligent, and strategic-thinking labor relations representatives I have ever had the pleasure of working with in my years as Business Agent. OK OK, that couldn't be further from the truth, could you sense the sarcasm? This is the same person that led negotiations for the Company last summer and ultimately caused a strike. The same person that wanted to "work things out" regarding the litany of attendance issues then went radio silent on the Union; understandably he was probably at the rodeo and couldn't get back to me, considering he did tell me during negotiations that this wasn't his first rodeo. So, we've got rodeo training at Avis Budget and clown school at GE, what's next?

While I did get a proposal on the absence policy after our Step III meeting, there was not any success regarding the termination and unjust discipline cases

that we met on. The Company denied all of them. We had to reschedule our March monthly Step II meeting due to conflicts in both of our schedules.

Ametek Report

Unfortunately, I had to miss our last meeting, but it is nice to hear the group aligned on some key issues. We have submitted what is called an F-7, which serves to notify the NLRB that we are going to be bargaining our contract. We also submitted an information request to the Company in preparation for the upcoming negotiations. I spoke to the Company, and we have tentative bargaining dates for the last two weeks of May. Our plan originally was to get in early, and hopefully finish early, but the new plan is full-day bargaining sessions for ten straight days. I personally like this new schedule and prefer this type of consistency. All-day sessions back-to-back are beneficial to both the Company and the Union. The breaks in-between sessions consume time on both sides, as everyone catches up on

proposals, adjustments, etc., and it really elongates the process. Things seem to be shaking up on the Company's end. We will not be seated across from the same group of company representatives as we were in the last round of negotiations. I am looking forward to having lunch with you all this month!

Veolia Report

From my understanding, safety bonuses should be paid out this month. I know local managers have been putting pressure on payroll to process these payments and are frustrated with the delay as well.

We are currently working on finalizing the O&M program requirements in writing. This is huge for the members at the plant. Under previous management, this process was difficult, and they did not help navigate it at all. They were more of a roadblock than anything else and put the burden on the members to identify acceptable courses and training. The current plant manager has been working extremely diligently to-

wards accommodating members to get their training and classes completed; he has even been helping members to find acceptable classes. Once we have an acceptable curriculum in writing, we won't have to worry who steps into any position at the plant, as they will not be able to make arbitrary decisions on what is acceptable or what isn't.


ABG Leave Procedure

Step 1 – Alert Manager of dates to be missed.


Step 2 – Call UNUM (866-779-1054) Follow any directions / provide requested paperwork. UNUM will alert us of approved dates.

Step 3 – Apply for paid leave from the state – www.paidleave.mass.gov

IUE-CWA Local 201 Union Difference


The IUE-CWA Local 201 UNION DIFFERENCE		
	UNION (Local 201 Avis-Budget Contract Standards)	NON-UNION (FleetLogix)
Promotions/ Hiring	Job openings, promotions, shifts, schedules, are bid on in order of seniority in a fair process.	Management has all the power to assign schedules, assign shifts, and promote who they like; no rules or fair process.
Rights on the Job/Grievance Procedure	If union workers face unjust treatment from management, they union and legal representation. There is a transparent and fair grievance procedure to address issues with management, which can end in arbitration that the Company must abide by.	You can be disciplined or fired at any time for any reason with no right to representation and no right to appeal.
Lead Pay	\$1.50/hour added to base pay.	\$1.00/hour added to base pay.
Shift Differentials	\$.65/hour added for 2pm-10pm shift; \$1.20/hour added for 10pm-4am shifts.	NO shift differential.
Overtime	Overtime for any hours worked after 8 hours (or after 10 hours for employees on a 4 days/10 hours work schedule); holiday time off counted as hours worked for weekly overtime.	Overtime paid only for hours worked after 40 hours in a week (federal minimum). NO overtime after 8 in a single day.
Layoff Protection/ Recall Rights	Union workers get advance notice of any layoffs. If layoffs occur, they are done in a fair process. Union workers have recall rights to return to their jobs with the same pay and benefits as they had before layoff.	NO advance notice of layoffs. NO fair layoff process. If laid off, NO guarantees you will be hired back into your position, or retain your same pay/benefits.
Lack of work	Union workers who report to work on time when there is a lack of work, unless notified at the end of the previous shift, receive their entire day's pay (8 hours on a 8 hours/5 days schedule, or 10 hours on a 10 hours/ 4 days schedule).	NO advanced notice for lack of work. If there is a lack of work, you are sent home, with a minimum 4 hours of pay.


**No matter where you look,
we are stronger and better off as a Union!**




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
The IUE-CWA Local 201 UNION DIFFERENCE		
	UNION (Local 201 Avis-Budget Contract Standards)	NON-UNION (FleetLogix)
Paid Holidays	Minimum six (6) paid holidays; majority of bargaining unit has ten (10) paid holidays + 3 personal days.	NO paid holidays.
Paid Vacation	1st Year: Accrue 7 days. 2nd-4th Years: Accrue 10 days. 5th-9th Years: Accrue 15 days. 9th-30th Years: Accrue 20 days. After 30 years: Accrue 25 days.	NO paid vacation.
Paid Sick Leave	All employees employed before October, 2023: Accrue 8 hours/month, up to nine (9) days total. 1st Year: Accrue up to 7 days. 2nd-4th Years: Accrue up to 8 days. After 5 years: Accrue up to 9 days. Unused days paid out in December; some days can be rolled over into the next year.	Massachusetts state minimum: only 40 hours (5 days) per year for all employees. Sometimes denied by management. NO pay-outs or rollovers for unused days; use them or lose them.
Wages	\$4.25/hour in guaranteed raises over the next four years (in \$.75 and \$.50 increments every 6 months). Starting pay exceeds FleetLogix for every position.	Company decides how much they want to pay you. NO guaranteed raises.
401(k)	401(k) with 100% company match up to 6% of income.	NO company match 401(k).
Voice in the Workplace	Union workers elect their representatives who negotiate as one voice with management. Management cannot make unilateral changes to working conditions without a say from union workers.	Management can make any change, whenever they want. Nothing is guaranteed and you have no voice in the process.
Terms and Conditions of Employment	Union workers have "just cause": management has to prove serious violations for discipline or termination. No retaliation or favoritism by management. Fairness across the board.	You are an "at will" employee, management can fire you at any time, for any reason.

**No matter where you look,
we are stronger and better off as a Union!**



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Business Agent's Column

By JUSTIN RICHARDS

Business Agent

FleetLogix Report

First and foremost, a big CONGRATULATIONS to the crew at FleetLogix and Local 201's organizer Nick Becker for helping this group of workers pull together, exercise their rights that are afforded to them under the NLRA, rights that the working class spent years fighting for, and then standing up against the Company that has openly stated, "if you do not like it here, McDonalds is hiring." These workers took that giant and courageous first step towards putting themselves, their families, and their coworkers in a better position to get actual changes in working conditions and benefits through collective bargaining as a union! Thank you for giving 201 the opportunity to represent you all. WHEN WE FIGHT, WE WIN, and you all just won the first battle. LFG!

GE Report

Big shout out to both sides of the fence this month. There are plenty of management failures YTD that I could rant on about but for this month's article, I am going to use this space to discuss the victories that we saw over the last quarter. As we wrapped up last year, I wrote my final article of 2023 about how we were closing the year out on a positive upswing and we needed to carry this momentum into 2024, and after reviewing the data the Company shared regarding Q1, I'm proud to report you all crushed it. The site leader told me recently that looking back year-over-year and comparing Q1 trends, he could not find another year in which we outperformed Q1 of 2024. During the watch event for the split on April 2nd, the site leader thanked the union members in Lynn for their role in Lynn achieving this monumental quarter. Thank you all for once again putting us in a better position of strength and thank you to the board members for finding creative solutions to production and facility problems. Although, on the facility and Crafts side, some of you need to pull your heads out of the hole you've buried it in and start listening to the Crafts E-board member and the members in his jurisdiction: take note on the positive results that we're seeing across the plant and start making better and more cost-effective business decisions. If this is not your cup of tea or you have no appetite for it, jump ship. Google tells me squids eat crustaceans and cannibalize each other, so go join the rest of them in the

pineapple under the sea. I was really trying to keep this month completely positive, but unfortunately there always seems to be a bad squid throwing wrenches or spitting up crustaceans that hinders our progress.

Ok, enough on Squidward. The official split has happened, and GE is now trading as an independent company on the NYSE as GE Aerospace and GE Vernova. I am optimistic that this will benefit Lynn. This was a big to do, much bigger than I anticipated. The Company chose four locations to host watch parties and invite people to, and Lynn was one of those sites. Our site has had an increased level of attention on it recently; the CEO has been heavily focused on Lean initiatives and transformations, and we have proven demonstrations of success over recent months. To whomever in that corporate pipeline who is maybe reading our newspaper, I'd like to say to you: keep the investment coming, give the leaders here the resources they need when they ask for them, and we will continue our success into Q2. Week-long Lean events come and go and net positive results; now the Company needs to double down and invest in increasing our hourly workforce. We are being subject to an indirect hiring freeze from whoever is making this decision up top, and this is affecting daily operations and is impacting production and overhead costs. Unleash the restraints for strong, long-term gains.

ABG Report

Everybody, keep an eye out for any manager doing Bargaining Unit Work! We have one grievance regarding a manager that decided it would be a great idea to step in and process over 30 rentals, all the while the members who should be processing those rentals are sitting home collecting unemployment. Absolutely unacceptable.

The Company has finally come to the table with a proposal on the absence policy. After months of fighting on the issue, which included filing multiple grievances, arguing at the Step II and III levels, and filing board charges, we are now in the process of going back and forth on amendments to the policy, several months after I brought this issue forth. On a recent Friday, I had a virtual third step grievance meeting with one of the

continued on page 11



President's Column

By ADAM KASZYNSKI

President

GE Good NeighborFund to Launch Membership Drive

I'm told that the GE Good Neighbor Fund is planning a recruitment drive. For those of you who are unfamiliar, the Good Neighbor Fund is the charitable fund of employees at the GE Riverworks plant that gives to non-profits in the surrounding community. GE matches employee donations and makes charitable dollars go farther. The board is made up of 3 elected hourly employees, 2 elected salary employees, and 2 employees appointed by the plant manager. This board receives donation requests from surrounding organizations and makes decisions on where and how much to give. If you see a deduction on your check every week for "Charitable Donation" you are a member of the GNF. I would appreciate the support of fellow members of the Good Neighbor Fund as I seek election for a seat on that board. My goal is to make sure the rules are followed and to help direct Riverworks employee's donations to organizations that will most improve our community. I know with all your help we could play an important role in getting the Fund back on track. If everyone in the plant just gave a couple bucks a week, we could make a big difference in our community!

Boss Moving Parts? Even Local GE Management says, STOP

You ever caught a boss moving parts, and they said "whatever, grieve it" or "show me in writing where is says I can't do that". Well it's in the contract, but it hasn't stopped some of them yet. It has been a point of frustration for my whole career at GE. Recently the E-board started to notice it getting worse, and reached out to the new plant manager so he could understand how seriously we take management doing our work, especially while so much is farmed out or permanently outsourced. As a result of those discussions, keep your eyes out for a GE posting instructing their management not to move parts. Next time a boss says, "show me in writing" their should be a posting in your building to point to. And make sure to file a grievance, the Company has committed to taking these infractions more seriously, and we will likely see an uptick in grievance pay for parts movers when it happens again. Your boss has been warned, move a part, pay the price. One way, or another. See Page 11 to see the difference between the Avis Contract and conditions at FleetLogix.