

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn) Ametek Aerospace (Wilmington), Veolia Water (Lynn), Avis-Budget Group (East Boston), Avis (Boston/Cambridge), and the Saugus Library (Saugus) and thousands of lifetime Retiree members across the country. www.local201iuecwa.org

Vol. LXXIX

PERIODICALS POSTAGE PAID AT LYNN, MASS.

AUGUST 11, 2020

USPS 171-720

Number 8

EDITOR
Bill Maher

MANAGING-EDITOR
Tom O'Shea

Subscription
\$1.00 Per Year

Published By
IUE-CWA Local 201, AFL-CIO
(781) 598-2760

IUE CWA Local 201 Business Agent Update

by Bill Maher, Business Agent

IUE-CWA Local 201 Constitution & Bylaws Article X Duties of Elected Officers

Section C - Duties of the Business Agent (1)

1. The Business Agent shall prepare all grievances for submission to management and shall keep an active record of the proceedings in each case **SHE/HE SHALL DEVOTE HIS/HER TIME TO LABOR RELATIONS AND THE BUSINESS OF THE LOCAL...**

February 1, 2016 was the day that I assumed the duties of Business Agent - IUE-CWA Local 201, previously serving as the Board Member for LATO and LOGISTICS. I knew the learning curve would be extensive, as Local 201 represents five (5) bargaining units, all uniquely different. However, I committed to the required learning and challenges that the office of Business Agent entails. Additionally, I was enthusiastically confident that I could make a difference in the future of GE-Lynn

and the employees that I represent.

However, the Company had different plans for the site. I remember two pieces of wisdom that were imparted to me from union leaders that had retired.

1. "Always take a lunch break"
2. "It's all about relationships"

To this day, I have found that the first piece of advice has merit, although difficult to comply with. I still go home, often, without eating lunch.

To my chagrin, I discovered that the second piece of advice, although a Labor Relations foundational footing, was meritless, and in fact, a hinderance to the business getting what it wants. Relationships are built and Labor Relations is the balance that is required to effectively and efficiently run the day-to-day operations. However, when the ends justifies the means, Labor Relations becomes a Ponzi scheme, a game of three-card Monty, a non-transparent

cavalcade of unilateral decisions, failure to bargain, ambiguous authority, confusion, constant changes and overt disrespect. Furthermore, "accountability" and "the buck stops here" are as outdated as "it's all about relationships". Transparency, when used correctly, allows everyone to know what we are doing, where we are going, and the steps required to get there. Otherwise, transparency is nothing more than a punchline to a bad company joke.

What does a Union Leader do when facing an upside down flipping of how Labor Relations works? What should he/she do when relatively simple questions cannot be answered by the person sitting across from you at the table? The current state of Labor Relations is not the work of a "rogue" HR/UR representative. Rather it is a strategy from the top of GE-Aviation. Doing what you "want to do" because the alternative is too time consuming or difficult is not a strategy. Rather it is an abdication of

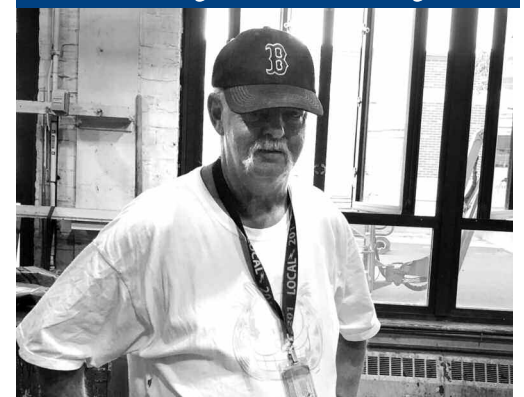
Congratulations to the July 31, 2020, CNC Graduating Class.

continued on page 12



Pictured above are the class members along with Union and Company reps. Graduates are: Rontel Ambers, Alan Bain, Juan Diaz, Anthony Giardinella, Jackson Hedrick, Alexander Irving, Nicholas LaBonte, Thomas Loiselle, Homerharelson Long, Christopher Segni, Joshua Snowden

Thank you Teddy Sweeney!



On July 8, 2020 bldg. 40 Heat Treat Worker Ted Sweeney Reached the 50 Year Milestone at GE. Thank you Ted for being an IUE CWA 201 member for 50 years and Congratulations!

Next Local 201 Membership Meeting August 18, 2020 - 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.
jimmarrigan@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.

Real Estate Needs.
Paul Kotkowski Century 21 North East. 36 years experience. Full time Realtor. Listing and Selling. GE Retiree. Call 978-828-1604

GJM – Removals, Cleanouts, Residential and Commercial Trash Collection, Recycling
gmamos@comcast.net
Call George 781-910-0853

Maine Waterfront Land
St. Albans. State paved road. 310' shoreline frontage. 656' road frontage. 10.65 acres. 2 acres of field. Mixed tree growth. Many sugar maples to tap! Access to electric and phone. \$70,000.00.
Call David Keating GE Retiree 978-491-9809

Looking to Buy or Sell your N.H. Vacation Home?
Don Cormier - Realtor (GE Retiree) Assets Realty Group, Wakefield N.H. Please call.
Phone Office 603-522-9000
Cell 603-781-4952

New Commercial Generator 8,750 Watts \$795.00 or B.O.
Firewood All Hardwood. \$100.00 per cord.
Trailer: 5'X9'. HD. All Steel \$100.00
Call Dale 978-462-7877

Handyman Wanted
Call Tina for Details 617-293-3032

Fix A Brick – No job too small, really! Stairs, Foundations, Walkways, Chimneys, etc., etc.
Call 978-239-9801

Small Engine Service: 35 yrs experience repairing small engines, Lawn Mowers, Snow Blowers, Chain Saws, etc. Reasonable prices. (10% Discount on Parts for GE employees)
Call 978-758-9527

Linda Laughlin Certified MA Real Estate Agent
Thinking of buying, selling or investing in real estate? Please give me a call.
Linda Laughlin, Atlantic Coast Homes, Salem, MA 978 828 4193
linda@atlanticcoasthome.com

NEED PART TIME HELP?
I am looking to do light housekeeping, errands, shopping, laundry, shopping, companion will help with the elderly and or children.
Call Trish 617-791-9057

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.

Bob Cummings 617-275-1527
Jeff Zeisel 617-733-2842

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



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



"Published monthly." \$1.00 a Year

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

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



SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees Association and Staff is extended to the family and friends of retiree Alphee Lemenager on his recent death. Alphee was a carpenter who retired in 1992.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Mark Foisy on the recent death of his mother. Mark works in Bldg. 74 Gage Calibration.

Print your ad on this form.

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

Enclose Payment:

For laid off members & retirees: \$1 per issue / \$12 per year
For active members: \$2 per issue / \$24 per year

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone #Circle: active or retired Date mailed

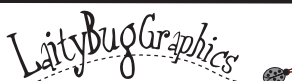
Printed by The Golden Manet Press Quincy



Published By Camera Graphics



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.

Veolia Water Update

The Lynn Water & Sewer Commission is in the process of accepting proposals for the operation of the Wastewater Treatment Plant in Lynn. Veolia Water North America has operated the Wastewater Treatment facility for some twenty years. IUE-CWA Local 201 is the exclusive bargaining agent for the thirty (30) bargaining unit employees within the walls of the WWT facility. No proposal should be considered that does not contain the following two terms:

1. The service provider must agree to hire all current employees of Veolia Water North America who are employed in positions within the bargaining unit for which IUE-CWA, AFL-CIO, Local 201 is the exclusive bargaining representative, such hiring to be effective coincident with the termination of Veolia's contract to operate the Lynn Waste Water Treatment Plant.
2. The service provider must agree to assume, that is, to adopt and agree to be fully bound by the terms of, the collective bargaining agreement currently in effect between IUE-CWA, AFL-CIO, Local 201 and Veolia Water North America, which covers the period May 1, 2019 through April 30, 2022.

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

TUESDAY, AUGUST 18, 2020

ZOOM MEETING LINK:

[HTTPS://US02WEB.ZOOM.US/J/87842335427](https://us02web.zoom.us/j/87842335427)



CALL IN: 1 929 205 6099

MEETING ID: 878 4233 5427

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 AWARD
2. SWEARING IN OF NEW MEMBERS

II. GENERAL BUSINESS:

1. POLICY BOARD
2. TREASURER'S AND MONTHLY FINANCIAL REPORTS
3. COMMITTEE REPORTS: Legislative Comm Vote to Endorse Ed Markey for U.S. Senate, Seth Moulton for Congress and Helina Fontes for MA Governor's Council
4. GOOD AND WELFARE
5. UPDATE OF IUE CWA LOCAL 201 CONSTITUTION
6. EDUCATION COMM - Vote on Election Rules

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
WILLIAM MAHER, Business Agent

Saugus Public Library: We're Still Here

The Saugus Public Library is still serving the public even though only the staff are allowed inside the building at this time. Patrons can order books, DVDs, or CDs and arrange to pick up materials three days a week-Tuesday, Wednesday, and Thursday. Materials can also be returned to the library at either the Central Street or Taylor Street return bins.



Jacquelyn C. Miller, MLIS
Union Steward,
IUE-CWA Local 201
Saugus Public Library

All library materials are quarantined for 72 hours before they are made available for borrowing. Staff are wearing PPE items at all times and every possible precaution is being taken to protect our patrons and the staff while ensuring that the library materials are safe too. When the library staff are not doing the curbside pickups, we are checking in the thousands of items being returned to us, daily pulling the very long lists of books and movies people want to borrow, and calling patrons to schedule their pick up appointments. We are also ordering new items, processing them, and after a quarantine period, lending them out to the public.

Online events are ongoing! Check out our website for scheduled events at <http://www.sauguspubliclibrary.org/events/>

Join Miss Karen, a Saugus School District Reading Specialist for "Reading Fun with Miss Karen!" (For K-3.)

Chef Julie is offering simple and fun Microwave Mug Meals and Cakes online cooking lessons on 8/19, 8/26/ and 9/2. Registration is required. Email your name, age, and which classes you'd like to attend to lejeune@noblennet.org Ingredient lists and Zoom links will be sent out ahead of time.

The Saugus Public Library also offer Hoopla, a media streaming service, e-books and audio, and a wide range of other electronic resources at <http://www.sauguspubliclibrary.org/explore/e-resources/>

It's good to be serving the public again. We look forward to being able to welcome our patrons back in someday. Stay well!



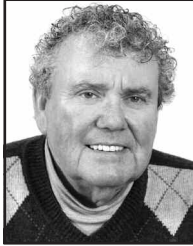
Saugus Public Library

Alcohol & Drug Abuse Affects Everyone - Recovery Does Too.

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

All calls are strictly confidential

Bob Cummings LADC1,MA-PGS - 781-584-7641



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

Local 201 Lost 3 Long Service Women

MARIE MALLOY HAD OVER 40 YEARS SERVICE BETWEEN GE AND AMETEK. NOT ONLY WAS MARIE THE WIFE OF FORMER BA RAY MALLOY BUT WAS ALSO THE MOTHER OF FORMER BA RON MALLOY. AT MARIES 100th BIRTHDAY PARTY WHEN ASKED HOW LONG I KNEW MARIE I SAID, "SINCE SHE RUBBED MY MOTHERS BELLY". MARIE AND HER FAMILY LIVED UPSTAIRS FROM ME. IN FACT, RON MALLOY HAS OFTEN ACCUSED ME OF TRYING TO KILL HIM, WHEN RON WAS IN HIS CRIB AS A BABY, I WENT UPSTAIRS AND SHARED MY CANDY WITH HIM IN THE CRIB. ANTONITA PORTER ALSO HAD OVER 40 YEARS SERVICE WITH GE AND AMETEK AND WAS A WELL KNOWN UNION ACTIVIST. MY COUSIN VIOLET "VY" ESSERY HAD OVER 50 YEARS SERVICE AT GE. VY LOVED TO ATTEND THE RETIREES ANNUAL CHRISTMAS PARTY WITH HER WOMAN FRIENDS. SHE HAD OVER 71 YEARS MARRIAGE TO GEORGE "BUDDY" ESSERY. THESE ARE JUST A FEW OF THE WOMEN WHO WORKED DURING WORLD WAR II AND RECENTLY PASSED AWAY. REST IN PEACE AND GOD BLESS.

How a Power-Hungry CEO Drained the Light out of General Electric

by Mary Kay Linge

This is an article every GE employee and retiree ought to read. For those of you who use the computer the link is: <https://nypost.com/2020/07/11/how-a-power-hungry-ceo-drained-the-light-out-of-general-electric/>.

Disgraced CEO Jeff Immelt would travel with not one private jet but two-just-in case one had engine trouble. He would stock his planes with lobster and steak so he could always have his choice, as he traveled the world and drained the company coffers with his excess.

This story brought out how our 128-year-old company was in large part destroyed because the board of directors did not protect us, but instead let Jeff Immelt do what he wanted. At Immelt' urging, GE's many arms "overpaid for business they didn't understand and then (were) crushed by the market". On his watch, GE bumbled into the subprime mortgage business shortly before the 2008 crash, leading to deep losses that pushed its stock into single - digit territory. This decision was just one in a long line of bad moves that brought down what was once the largest corporation in the world.

Former GE CEO Jack Welch always said, "picking your successor was the single most important decision any CEO would make".

For more reading on the subject read "Lights Out: Pride, Delusion and the Fall of General Electric by Thomas Gryta and Ted Mann.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

September 8, 2020

St. Michaels Hall,
Elmwood Ave., Lynn, MA

Agenda:

- I. Financial Report
- II. Any New Business
- III. GE Share Owners Meeting

Kevin D. Mahar,
President
Edward Walczak,
Financial Secretary



Letter to the Editor

"Thank you for Supporting My Brothers Table"

Thanks to the generosity of friends like IUE CWA Local 201.

We were able to serve over 70,000 meals to our neighbors in need during the month of May 2020.

Many thanks!

My Brothers Table
98 Willow St.
Lynn MA 01901
www.mybrotherstable.org

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees Association and Staff is extended to the family and friends of retiree Victor Maher on his recent death. Victor retired in 2009.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board and Members is extended to the family and friends of Maura Russell on the recent death of her mother. Maura works in Logistics.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees Association and Staff is extended to the family and friends of Joseph Palmer on his recent death. Joe was a GE retiree.

TEXT
"local201" to 555-888
to receive text
message updates.
TXT

Introduction to Jet engines 2 Hour class outline

Objectives:

- Outline the historical development of the jet engine
- Explain how a jet engine works.
- Identify the major parts of a jet engine.

WebQuest:

Cutaway j79
<https://www.youtube.com/watch?v=CXSi4GXUojo>

Leap engine video
<https://www.youtube.com/watch?v=eA699AKxT7s>

Example Activities:

- Build Haynes model of a jet engine.
- Create a timeline of jet engine development.

201 ELECTION SPECIAL SUPPLEMENT

Please Pull This Section and Save



**OFFICIAL ELECTION NOTICE
GENERAL ELECTION
Tuesday October 27, 2020**

The term of office for all positions shall be for 3 years ending with the following General Elections in October of 2023

THE ELECTION COMMITTEE WILL BE ACCEPTING NOMINATIONS FOR THE FOLLOWING POSITIONS:

OFFICERS (FIVE MEMBERS)

President, Business Agent, Vice President/Recording Secretary
Treasurer, Sergeant-At-Arms

HEALTH & SAFETY (ONE MEMBER)

Health & Safety Director

TRUSTEES (THREE MEMBERS)

General Electric Bargaining Unit (Two Members) Amalgamated Bargaining Units – Ametek, Lynn Wastewater Treatment Plant (Veolia), Avis/Budget Group, Saugus Library (One Member)

EXECUTIVE BOARD / CHIEF STEWARD (EIGHT MEMBERS)

Section I - AE Manufacturing (One Member)
Section II – AE Assembly & Test, Medical Center and Flight Support (One Member)
Section III - LPS/M&E, Tool and Die (One Member) Ametek (One Member)
Veolia Chief Steward (One Member)
Avis/Budget Group (Two Members)
Saugus Library (One Member)

DELEGATES TO THE CONVENTION OF THE INTERNATIONAL UNION (THREE MEMBERS)

President & Business Agent by virtue of office (Two Members) Local 201 Elected at large (One Member)

DELEGATES TO DISTRICT COUNCIL (THREE MEMBERS)

President & Business Agent by virtue of office (Two Members) Local 201 Elected at-large (One member)

DELEGATES TO THE GENERAL ELECTRIC – IUE-CWA

CONFERENCE BOARD (THREE MEMBERS)

President & Business Agent by virtue of office (Two Members) River Works (One member)

BUILDING ASSOCIATION BOARD OF DIRECTORS (THREE MEMBERS)

River Works (Two members at-large)
Ametek, Lynn Wastewater Treatment Plant (Veolia),
Avis/Budget Group, Saugus Library (One Member)

Signed,

Dan Dinan, Chairperson
Election & Jurisdiction Committee

**OFFICIAL ELECTION NOTICE
GENERAL ELECTION
Tuesday October 27, 2020**

ELECTION SCHEDULE

- **Tuesday, July 21, 2020**
Newspaper Election Rules and Procedures published.
- **Tuesday, August 18, 2020**
Membership Meeting: Vote on all Election Rules & Procedures
- **Wednesday, August 19, 2020**
Nominations open @ 8:00 am: Officers, Health and Safety Dir., Executive Board Members, Trustees, Delegates, Building Association Board of Directors, Stewards and Standing Committees
- **Wednesday, September 2, 2020**
Nominations close @ 5:00 pm: Officers, Health and Safety Director, Executive Board Members, Trustees, Delegates, Building Association Board of Directors, Standing Committees and Stewards
- **Thursday, September 10, 2020**
Withdrawals close @ 5:00 pm: Officers, Health & Safety Director, Executive Board Members, Trustees, Delegates, Building Association Board of Directors, Standing Committees and Stewards
- **Wednesday, September 16, 2020**
Readers and photograph submission close @ 5:00 pm: Officers, Health & Safety Director, Executive Board Members, Trustees, Delegates, Building Association Board of Directors, Standing Committees and Stewards (no photograph for Stewards). Readers maximum of 300 words only. Candidates wishing to have a photograph taken at the union hall can do so on September 16, 2020 from 8am – 5pm.
- **Tuesday, September 22, 2020**
Election Edition of Newspaper: will contain Candidate Readers and Photos, not including Stewards.
- **ITEM ADDED TO SCHEDULE**
Friday October 23, 2020
Absentee Voting 8am – 4pm at the Union Hall.
- **Tuesday, October 27, 2020 “ELECTION DAY”**

Signed,


Dan Dinan, Chairperson
Election & Jurisdiction Committee




**OFFICIAL ELECTION NOTICE
GENERAL ELECTION
Tuesday October 27, 2020
ELECTION RULES AND PROCEDURES**

1. All Election Rules and Procedures will be acted upon at the **August 18, 2020**, membership meeting. Any changes that are made concerning these rules and procedures will be published at least seven (7) days preceding the election.
2. Eligibility of nominees will be determined by the Election Committee, after the close of the nomination period.
3. Nominees who are declared ineligible must be notified promptly. Appeals or withdrawals must be made in writing to the Election Committee, no later than three (3) working days after receiving notice.
4. The Election Committee shall determine the date, hours and place of such election in time for mailing or publication in the Local 201 News Organ.
5. The Election Committee shall conduct the election and make all election arrangements that are required.
6. All members who are in good standing shall be eligible to vote in any election.
7. The election shall be by secret ballot. The ballot shall designate the number of candidates to be elected and the candidates shall be listed in alphabetical order.
8. The Election Committee may call upon members to assist in the election process. A member shall not serve as both poll worker and teller or serve as either if they are a candidate in the election.
9. The tallying of ballots shall be by tellers under the direction of the Election Committee Chairperson. The tellers shall be appointed by the Election Committee and approved by the Executive Policy Board.
10. Tallying of the ballots shall begin immediately after the polls are closed and may be observed by any member in good standing of the Local. Ballots with stickers or other designations of persons who are not official candidates shall be null and void.
11. After the completion of the count, the Vice President/Recording Secretary shall preserve all ballots and records that pertain to the election. All ballots and records are to be kept under seal for one (1) year following the election or until any disputes regarding the election are disposed of, whichever is longer.
12. The Chairperson of the Election Committee shall deliver immediately to the editor of the official news organ of the Local the official results of the election. The Chairperson shall report the final tabulation of the vote cast, plus the number of blanks and/or mutilated ballots to the membership at the next membership meeting.
13. The election must be conducted without manipulation or taint and be in compliance with the requirements of Federal Law.
14. Objection(s) by any bonafide candidate(s) who believes an election was conducted in violation of Local 201's Constitution and/or Federal Laws, may file them in writing with the Election Committee. The objection(s) must be filed within five (5) working days of the official election results. If, after an investigation, the Election Committee upholds the objection, it may order a re-count or a new election. The Election Committee shall report out their findings within two (2) regular membership meetings. The candidate(s) involved in the objection(s) shall have the opportunity to appeal the findings to the Membership, and the Membership may order a new election.
15. Stewards, Members in good standing and Poll workers are deemed as observers in their respective areas for the election.

Signed,


Adam Kaszynski
President


William Maher
Business Agent



Dan Dinan, Chairperson
Election & Jurisdiction
Committee

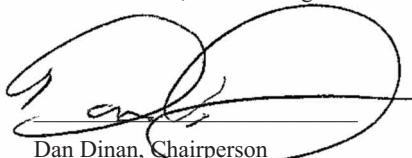
**OFFICIAL NOTICE STANDING
COMMITTEES ELECTIONS
Tuesday October 27, 2020
ELECTION RULES AND PROCEDURES**

1. The Election Rules and Procedures shall be published in the IUE-CWA Local 201 News Organ at least seven (7) days preceding the August membership meeting. All Election Rules and Procedures shall be acted upon at the meeting. The membership meeting will be held on Tuesday, August 18, 2020.
2. The Election & Jurisdiction Committee is opening a fifteen (15) day nomination period for members to obtain nominating signatures.
Nominations Open: Wednesday, August 19, at 8:00AM
Nominations Close: Wednesday, September 2, 2020 at 5:00 PM
Withdrawals Close: Thursday, September 10, 2020 at 5:00 PM
3. A member, in order to be nominated, must obtain a minimum of ten (10) signatures on Official Nomination Papers. Nominating signatures shall be from members who are in good standing, and from the jurisdiction in which the member is a nominee. Official Nomination Papers may be obtained at the Union Hall located at 112 Exchange St. Lynn, MA.
4. Nominating signatures must be obtained during the Official Nomination period only.
5. A nominee must be from the jurisdiction to which being nominated.
6. Nomination Papers will be accepted during the official nomination period only.
7. All the information requested in the header on the nomination paper must be completed and accurate.
8. A nominee must be in good standing at the close of the nomination period.
9. Eligibility of all nominees will be determined by the Election & Jurisdiction Committee after the close of the nomination period.
10. A nominee who wishes to withdraw their nomination papers must do so in writing. Withdrawals must be submitted to Election & Jurisdiction Committee no later than the close of the withdrawal period.
11. A nominee who has been declared ineligible will be promptly notified by the Election & Jurisdiction Committee Chairperson. Notification of ineligibility will be delivered in hand, or by certified mail. Appeals or withdrawals must be made in writing within three (3) working days from the date of notification.
12. An appeal of the election, or a request for a recount, must be made in writing to the Election & Jurisdiction Committee Chairperson. Appeals of the election and requests for recounts must be made within five (5) working days of the official announcement of election results.
13. Sticker or write-in votes will not be accepted.

Signed


Adam Kaszynski, President


William Maher, Business Agent


Dan Dinan, Chairperson
Election & Jurisdiction Committee



**OFFICIAL NOTICE
GENERAL ELECTION
Tuesday October 27, 2020**

STEWARD JURISDICTIONS

The term for Stewards shall be for 3 years.
Current Steward Jurisdictions are subject to change.

Establishing Steward Jurisdictions for the 2020 General Election will be based, in part, on head counts provided to the Election Committee by the following bargaining units: GE Lynn, MA, Ametek Wilmington, MA, Avis/Budget Group Boston, MA, Town Of Saugus Librarians Saugus, MA and Veolia Water, Lynn, MA. Upon receiving this information, Executive Board Members will be contacted, and jurisdictions will be discussed.

When all Steward Jurisdictions have been finalized, an Official Election Notice will be posted throughout all plants on IUE-CWA Local 201 Bulletin Boards. Also, the notice will be printed in the IUE-CWA Local Newspaper.

When nominations open on August 19, 2020, members in good standing and members who are presently stewards may submit nomination papers for the current jurisdictions.

Signed,

Adam Kaszynski, President

William Maher, Business Agent

Dan Dinan Chairperson
Election & Jurisdiction Committee

**OFFICIAL ELECTION NOTICE
GENERAL ELECTION
Tuesday October 27, 2020**

CANDIDATE'S READER / PHOTO

CANDIDATE READERS - Candidates for the following positions: Officer, Trustee, Delegate & Building Association may submit a reader to the Election Committee, the following Rules & Procedures apply:

1. Readers must be submitted to the Election Committee no later than Wednesday September 16, 2020 @ 5:00 pm. The candidate will be required to complete and sign a reader form and attach it to the reader.
2. Readers must be limited to 300 - words, strictly enforced. All words exceeding the 300th word will be edited out.
3. Text of the reader should be limited to the candidate's qualifications, background, platforms, etc.
4. The reader should not be used to derogate other candidates.
5. Word count does not include the header, i.e., "John Doe candidate for President" or "signed, John Doe" in word count. The body of the reader will be used to determine word count.
6. Readers must be double spaced, written or typed.
7. If readers are handwritten, they must be neat and legible.

CANDIDATE PHOTOS

Candidates for the following positions: Officer, Trustee, Delegate & Building Association may submit a photo or have their picture taken at the Union Hall.

The following Rules & Procedures apply:

1. If a candidate submits their own photo, the photo must be submitted to the Election Committee no later than Thursday, September 16, 2020 at 5:00 pm. The candidate will be required to complete and sign a photo form, which is to accompany the photo. Do not staple or tape photo to form
2. Photos may be submitted in print or electronic form.
3. If a candidate wishes to have their picture taken at the Union Hall, he/she may do so. Pictures will be taken on Thursday **September 16, 2020 from 8am – 5pm**. (The same day Readers are due) Candidates will choose photo to be used at the time of photo shoot.

FAILURE TO COMPLY WITH THE CANDIDATE'S READER & PHOTO RULES & PROCEDURES MAY RESULT IN YOUR READER OR PHOTO BEING DENIED.

**IUE CWA LOCAL 201 CONSTITUTION ARTICLE XII
ELECTION OF OFFICERS AND EXECUTIVE POLICY BOARD**

Section B. Candidates - Nomination

Candidates shall be nominated by obtaining (on official nomination papers provided by the Union Office) the following signatures from their respective jurisdictions.

Union Wide Office	50 members
Steward or Membership on a Standing Committee	10 members
(except in a jurisdiction containing 25 members or less)	25 members
Executive Policy Board	50 members
All Delegates	50 members
Ametek Negotiating Committee	10 members
Lynn Waste Water Treatment Plant, all elected positions need five (5) members	

Diabetes and Insulin

According to the American Diabetes Association, more than 7 million people in the U.S. depend on insulin. But the cost of this life-saving drug has shot up in the last five years.

Some commonly prescribed types have experienced the biggest price hikes since 2014, including Novolin (up 51 percent), Humalog (up 63 percent), Novolog (up 72 percent) and Alfrezza, has skyrocketed 90 percent since 2015.

Because of rising costs, 1 in 4 people who rely on insulin say they cut back on the amount they use to save money. Rationing insulin can have very serious and sometimes deadly consequences.

There are several reasons why consumers are facing such high insulin costs, including drug companies charging more for newly developed forms of the drug and a lack of low-cost generic options.

How Did Insulin Get So Expensive?

One reason the manufacturers gave is innovation. Regular insulin—which has been available for nearly 100 years—has long been so cheap that no company bothered to make a generic version of it. But it was also inconvenient, requiring people to give themselves multiple shots a day. So, drug manufacturers developed new types of insulin: long-acting, medium-acting, and rapid-acting, as well as various hybrids, which only had to be used once or twice a day and offered more consistent glucose control.

Companies say these new versions give people with diabetes better options. But by developing them, they were also able to create expensive, branded products.

And because many people with diabetes need the drugs to survive, companies could charge almost whatever price they wanted—and increase those prices repeatedly.

Getting Costs Under Control

Congress has recently proposed some ways to rein in insulin prices. For example, the Health and Human Services, and the Food and Drug Administration have proposed letting retail pharmacies, drug wholesalers, states, and even drug manufacturers purchase expensive drugs, including insulin, from Canada, at cheaper

prices. The FDA has also crafted a plan to develop a quicker pathway to approve less-expensive generic versions of the newer insulin drugs.

And bills introduced last year in both the House and Senate would incentivize drug companies to roll back insulin prices to 2006 levels and prohibit insurance companies from forcing patients who need insulin to first meet a deductible before their insurance kicks in. While passage of those measures could still be a long way off, here's how you can take advantage of new options, as well as some older ones, to lower insulin costs.

Check Your Out-of-Pocket Limit

Federal guidelines issued last year made it possible for health plans to cover insulin costs before consumers meet their deductibles. That change prompted some insurance companies to offer other programs that limit consumer copays and other out-of-pocket expenses for insulin. Plans representing more than 6 million people across the country have made this change, check your health plan now to see if they are already available.

Some states are also limiting the out-of-pocket for insulin that an insurer can charge. Colorado and Illinois have already passed laws that require employers to limit an employee's out-of-pocket insulin costs to no more than \$100 per month. Florida, Massachusetts, Michigan, New Jersey, New York, Pennsylvania, and Wisconsin have introduced, but not yet passed, similar legislation.

Consider a Low-Cost 'Authorized' Generic

These can be especially good options if your insurance plan has not yet set low or zero copays for insulin, or if you don't have insurance.

"Authorized" generics—which insulin drug manufacturers began introducing last year—are chemically identical, pharmacists in most states can fill your prescription with one even if your doctor prescribed the branded version.

Look for Inexpensive Branded Drugs

There are some lower-cost options now available for people who want to or have to stick with a branded insulin. You need to do your research. **See If You Qualify for Free**

Insulin

Drug companies offer free insulin to people below certain income thresholds, in 2019 the federal government raised the cutoff to 400 percent of the federal poverty level, which is \$50,000 for a single person or \$103,000 for a family of four. That means more people may be able to qualify.

Still, there are some caveats. One is that these programs can be discontinued or change their income or other qualifications at any time.

These programs apply only to people who don't have insurance or those whose insurance doesn't cover a company's drug. And you likely won't qualify if you have Medicare, Medicaid, or insurance from a federal source such as the Veteran's Administration.

For more about these programs from the three insulin makers:

- Eli Lilly (800-545-6962). In emergencies, you may be able to get a free, limited supply by calling customer service at 833-808-1234.
- Novo Nordisk (844-668-6463). In emergencies, you may be able to get a free, one-time limited month's supply by going to NovoCare.com or calling 844-668-6463.
- Sanofi (888-847-4877)

In addition to drug company programs look into diabetes clinics and diabetes-specific organizations within your state or county. Those may also offer low or no-cost insulin. To find one near you, contact a customer service specialist at Needymeds.com or 800-503-6897 for free help.

Consider an Older Version of Insulin

Insulin is cultivated in a lab, with the most common type called human analog. It is designed to be more quickly and consistently metabolized by the body, and consequently, it's more expensive.

But an older type of insulin, simply called "human insulin," is still sold today, and may work for some people. Half a million people rely on the company Novo Nordisk' Human Insulin, which is available for about \$25 per vial at Walmart or CVS pharmacies. Eli Lilly's, called Humalin, cost \$148 per vial. Your insurance may cover some or all of that cost.

Ametek Report

Hello everyone,

My name is Enrique Escribano. I currently reside in Lowell MA. I am the Chief Steward for Local 201 at Ametek Aerospace and Defense, Wilmington, MA. I am an Engineering Technician, Test Technician and Electro-Mechanical Tech. I pretty much do everything on the floor along with helping to integrate, research and develop new products and help the engineering team improve upon already established product lines.

It had been a while since we had a Union Steward, so I decided to step up so we could have a stronger relationship with the Union. Also contract re-negotiation is getting close and we need to get our ducks in a row and come together for the best outcome for all.

I think that having a Union is crucial because having an agreed upon contract can protect you. Also having union reps to enforce that contract and protect the best interest of our Union brothers and sisters creates an extra line of defense and security.

As for what's happening at Ametek? Currently, nothing really exciting. Work as usual in an economy that's being kicked in the head by a pandemic. We seem to be understaffed, overworked and not sufficiently rewarded. Also, furloughed and shutdown more than I'd care for. Honestly if it wasn't for the union contract, I'm almost certain we would have suffered pay cuts like the direct company employees. All in all, we're doing what we have to do like many other Americans in this same position or worse.

Thanks for reading. God bless us all. Take care of yourselves
Enrique (Ricky) Escribano



It Starts With Me
SAFETY



GE Aviation Lynn 2020 Shoemobile Schedule

August 26th	6:00 AM-4:00 PM	South of 40
September 15th	6:00 AM-4:00 PM	South of 40
October 15h	6:00 AM-4:00 PM	South of 40
November 17th	6:00 AM-4:00 PM	South of 40

Please notify your EHS Leader to get approval to purchase at one of the participating offsite vendor stores. You can also purchase shoes online at Lehigh safety shoes. Please inquire with your area EHS Leader or Frank Pogel at Mobile 339-440-0249.



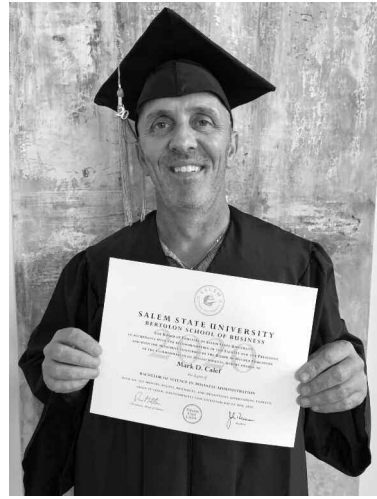
VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

On May 18, 2020, the Commonwealth of Massachusetts published a series of updated rules regarding Covid 19 safety in the workplace. One of the documents mandated the wearing of face coverings in a manufacturing setting. These rules seemed to be aimed at workers "going back to work" not workers who never left the workplace. But they apply to everyone. The language states that face coverings are to be worn when in a manufacturing setting. Even if you can maintain the 6 feet of social distance you must wear a face covering according to the state mandate.

Our August membership meeting is scheduled for August 18, 2020. It will be a virtual meeting on Zoom. Look for details on our website. Business is piling up. In August we will vote on political endorsements. The Legislative Committee recommended Ed Markey for re-election to the U.S. Senate. Seth Moulton for re-election to Congress and Helina Fontes for election to the MA Governors Council. Our September monthly membership meeting is scheduled for September 15, 2020. We have a couple of proposed changes to the Constitution that we need to vote on in September. The plan was to have that meeting outside under a tent. I do not think that is going to be possible with the Covid 19 restrictions.

Congressman Joseph Kennedy III is challenging incumbent Ed Markey for the U.S. Senate. The primary is September 1, 2020. As of this writing the race is too close to call. Both candidates are running on similar platform issues. The Local 201 Legislative Committee and Policy Board have endorsed Ed Markey for U.S. Senate. The Local 201 membership will weigh in on August 18 at the monthly membership



meeting. Please vote on September 1st.

Congratulations to Mark Calef! Mark works in bldg. 74 broach. If you don't know the broach area, suffice it to say it is as close to working next to the drill bit on an oil rig as you can get at GE Lynn. "You know those guys that get covered in oil every day"? That is what the broach area is like. Mark is 53 years old. He completed the E Team in his 40's and just this past month completed his 4-year Bachelor of Science in Business Administration degree by going to school after work. He obtained a grade point average of 3.82 out of 4.0! Mark took advantage of the money negotiated by IUE CWA for student reimbursement at GE for tuition up to \$6K per year. But most of all he put in the hard work. Great job Mark!

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees Association and Staff is extended to the family and friends of retiree Marie Malloy on her recent death. Marie was the mother of retired Business Agent Ron Malloy. Marie had recently celebrated her 100th birthday.



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

One of the safety tools we look at on a regular basis here in Lynn is to identify injury trends. This summer appears to have brought more rashes and skin conditions; this can lead to cumulative life altering conditions if not treated properly when first identified (i.e. dermatitis). Eliminating the cause of skin conditions can be difficult to identify, but it raises the need for Engineering controls or in some operations uniforms based on the job task and related PPE such as gloves, etc.

The site has struggled with obtaining a consistent supply of latex or nitrile gloves for some time now but as of today there has been some improvement; but a need to standardize a supply across the plant has not been maintained. An example of this need is identified in engine assembly and test areas. Typically, they use a thicker glove based on job tasks and need to focus deeper on the root cause in order to meet this PPE requirement. You can also refer to your SRA (Safety Risk Assessment) for specific recommendations.

Another topic that needs to be highlighted and payed close attention to is the condition of our coolant and working fluids program in order to avoid the potential pitfalls that arise in warm weather. Torit's and exhaust systems that create nega-

tive draft crucial to mitigating exposure to production related vapors highlight the need for filter replacement processes and standardized PM's to be reviewed and maintained. An increase in eye injuries may also be related to the strength and condition of the bench Torit exhaust systems or ventilation associated with the job task involved.

Briefly, on work-related injuries. If you are injured beyond first aid and you feel you have questions or concerns about the process, it would serve you well to contact me for guidance. Your questions and concerns are confidential, and I have the experience to offer sound advice and the ability to research situations that may be complicated. Too often I hear from members that have waited longer than necessary for guidance. As always, I remind our members immediately to notify your supervisor and report to the medical center or security (based on your shift) if you have a work-place injury thus reducing potential issues related to late reporting. You can reach me at 617-462-7310.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board and Members is extended to the family and friends of Herbert Wright on the recent death of his father. Herb is an AAEM in Bldg. 29.

**DiVirgilio
Financial Group**



781-592-5220

Fax: 781-598-5957

PROVIDING CUTTING EDGE SERVICE IN FINANCIAL PLANNING & INSURANCE

270 Broadway, Lynn, MA 01904

www.dfgedge.com

Brian Thomas
President - Registered Principal
brian@dfgedge.com



LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

As the Rotor Turn

The dog days of summer are going to be worse than ever this year due to the state mandate that everyone that works in a manufacturing facility has to wear a mask. Like it or not its coming down from the state not the company or the union and is for everyone's safety. With that being said try and drink as much water as you can because we all know how hot it can get in the shop and if you start to feel sick try and find a place that has an air conditioner and cool off. But remember, always maintain six feet of social distance when in a group. Please remember to wear your mask and practice social distance.

LATO

The company reissued the farmout notice they gave me. Here are the changes 40 out of the 110 T700 engines are going now. The cold section module's went up from 125 to 245 and the PT module went up from 20 to 44. Its just a shell game the company is pulling, the base labor hours are

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees Association and Staff is extended to the family and friends of retiree Gerard "Gerry" Bennett on his recent death. Gerry was an Inspector in Plant IV who retired in 2006. He was the brother of GE retiree Allan Bennett.

54,000 and it still breaks down to 35 jobs in LATO that are being farmed out, but the management 'team' said that they want to hire in LATO they just need a few weeks to identify the amount of people and where they want to put them.

Logistics

No update on the Lead Hands I don't know what they are waiting for. Being told that this quarter is going to be even more busy than the last one. I hope it goes as smooth as it did in the second. We will see...

On a side note. If you know of anyone that is retired and has questions about their pension or Post 65 insurance RRA have them call Kevin Mahar at the union hall 781-367-7822. Hope to see you around the shop.

Bobby

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees Association and Staff is extended to the family and friends of retiree Violet Esery on her recent death. Violet retired from GE in 1996.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees Association and Staff is extended to the family and friends of retiree Phil O'Blenes on his recent death. Phil was an AAEM in 29 who retired in 2011.



LPS/M&E Report

By ARTIE AMIRAULT
Filling in for Fred Russell until further notice

Chaos, Confusion, and Panic. These are all the ways the company runs all aspects of the business. All of which are not only bad for the company but for Local 201 and the Riverworks site as a whole. There never seems to be any real leadership, rational, or great plan in the way management runs the business. Not only does the company rarely listen to the union on ways to help run the business better, but even when they have hired outside consultants they rarely listen to them and after paying them large sums of money they are sent on their way because they don't like what they have to say and clearly management knows better than anybody else. I mean just look at this place, it's like a well-oiled machine. Haha. Ya. A machine about to implode from lack of proper scheduled maintenance, needed repair investment, and investment in its own people. IE...training and lack of use of a training matrix to get the most out of the people they have.

PANIC

This place is in a constant state of panic by the company management and by being so, they make rash decisions that are bad for the company and the union. Such panic leads to unneeded farmout in production areas when not necessary, farmout of machine maintenance and calling in vendors illegally, transfers of work and rework. Not a great way to run a business. Time and time again with the help of the union we have proven to the company that many of these things do not have to happen. If the business used its people and machinery properly there would be less delinquency, IME, and more on time delivery.

CONFUSION

As far as confusion. There never really seems to be a clear plan for anything. GE used to be a leader in many ways. Now it flies by the seat of their pants, does as little as possible to meet any minimal guidelines or tolerances and just falls in line with the rest of the world in many aspects. IE... Covid, Quality, and Benefits. The constant turnover in Management (after being run into the ground), HR, UR and employees on the shop floor because of lack of hiring or ability to hire due to MBW and being short heads has led to nothing but confusion, lack of clarity, delays in easily handled issues, and delinquency. Nobody knows anything about how this place has run the last 100 years anymore. They let and continue to let the highly experienced and knowledgeable people (management and union) flow out the door monthly with no replacement in sight, no training of newer employees and a continuing hiring freeze.

Do you know what all these things above lead to?
CHAOS!

That's where the state of the business is these days. No true Leadership, Vision or Plan. It's a free for all. Not what's best for the Lynn site or the business but what's best for the individual. Nobody here works together. People come here to try and make a name for themselves and put GE on their resume and it's become very detrimental to the business and to the site.

See you around the plant.

CHIROPRACTOR

Dr. Joseph J. Dowling

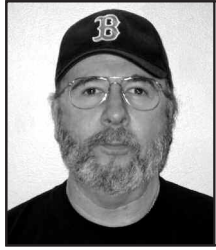
341 Western Ave., Lynn, MA 01904

(781) 596-0700
www.drdowning.com

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

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





"Down By The River"

By BILL HOLM
LCM Executive Board

Farmout- We are still in discussions on the transfer of work for the three drawing numbers in TEPM, no final position yet. The Union has given reasonable alternatives for the work to stay here. There is no way military work that's been done here for 35+ years should be sent to a foreign country. On top of that and all the farmout on the Annual List, we still have people on IME. At the very least there could be training on jobs they don't know. If you are on IME and you are denied training, get a steward, or call the hall. Stewards will have IME forms, fill one out complete and return it to your steward.

Overtime List- Every group should have a list. You cannot grieve being bypassed for overtime if you don't have a list. It also holds management accountable for having everybody in the group trained on all the jobs in your area. There are two ways to go: 1. The group can run their own list and vote on their own rules or 2. Have the cell leader run the list (which they are contractually obligated to do) by charging all overtime hours worked according to the way they are paid. Examples: You stay over during the week 4 hours it pays time and one half, you are charged 6 hours whether you refuse or work. If you work or re-

fuse Saturday 8 hours, you are charged 12 hours. Sunday would be 16 hours. When you start a list, everyone is at zero and it resets every new year. You can't be charged if you do not know the job. The list goes by the person with the least amount of O.T. hours being asked first. New workers coming into the group will start one hour above the highest charged worker on the list.

Masks- It is a burden to wear one as we all know especially in this heat but, it is to protect yourself, your family and everyone you come in contact with. It is a State mandate for the health and safety of all and that's why everyone should wear one. That means EVERYONE not just the workers on the shop floor. The company should go above and beyond the CDC guidelines and everyone inside the plant should wear one at all times.

Stay safe, enjoy what's left of the Summer

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees Association and Staff is extended to the family and friends of retiree Antonita Porter on her recent death. Antonita retired with 41 years of service.

CUT AND SAVE *GEEAA Golf Tour*

*September, 28TH , GEEAA Golf League Outing

Call for Info: GEEAA, Tom Bishop, GEEAA, 781-983-1180, tom.bishopgeeaa@gmail.com, PO BOX 148, WEST LYNN, MA. 01905

Subject to Change. Call for Information.

Avis/Budget Update

Hope this Salute finds all our B/U brothers and sisters of ABG healthy!

Below is a form I would like you to use. It is called the "Moving Violation" form. I need you all's help by documenting when management is doing bargaining unit work. If you see anyone from management doing our union work, please fill out the form and send it to our union hall so we can grieve it. We want to get our people back to work. We don't want management doing our work. Mail to "IUE CWA Local 201" 112 Exchange Street Lynn MA 01901. If you have any grievances call the hall at 781-598-2760.

Take care and see you soon!
Jorge Rivera, Chief Steward

Moving Violation



MANAGEMENT DOING BARGAINING UNIT WORK

Name of Culprit _____

Date of Violation _____

Time of Violation _____

Description of Work Being Done _____

Classification _____

Witnesses _____

Return to Steward

Workers' Compensation Specialist

I worked for 23 years as a workers' compensation specialist in Salem before moving my office to Lynnfield in 2018.



Richard Hart Schwartz
Law Offices of Richard Hart Schwartz
7 Kimball Lane, Building A
Lynnfield, MA 01940

978-337-5499
rschwartz@rhartlaw.com
www.rhartlaw.com



Business Agent's Column

By BILL MAHER
Business Agent



President's Column

By ADAM KASZYNSKI
President

continued from page 1

leadership and fundamental fairness, among other things. The end cannot justify the means.

The role of Union Relations is not to support every decision that is made on the floor. Rather, the role of Union Relations should be to teach and coach new managers and cell leaders on the appropriateness of discipline, corrective action where required, and to uphold the contract and any/all agreements, past practices, and to be fair and reasonable. The Company believes that it can have anonymous "teams" involved in the decision making. However, this illegal practice renders the Union Relations professional nothing more than a deliverer of decisions, a mouthpiece for the Company. The role of Union Relations has always been to function with a degree of autonomy, policing both Union and Management actions. That is how "balance" is achieved. The Company cannot make up the rules as we go along. The Company does not define "just cause" for GE. The Just Cause standard is part of the UR foundation and is determined by organizations outside of GE.

There are too many new Managers, Business Leaders, and Cell Leaders that are unfamiliar with Union Relations. Most have a limited understanding of the do's and don'ts in a Union shop. The position of Union Relations is to ensure that progressive discipline (that discipline required to change the behavior) is followed, that management is conducting discipline in a fair and equitable manner (that does not mean that every infraction is turned into a "zero tolerance" policy by the Company), and to be an arbiter for fundamental fairness, discourage inappropriate actions by management and union alike and to possess some autonomy to make decisions without having a meeting with an anonymous "team".

The Company wants nothing to do with "teams" that include represented employees. Rather, the last four years have been, in this Business Agent's professional opinion, an attempt to dismantle the fundamentals of Labor Relations in order to institute a new dynamic, a dynamic that encourages micro-management, discourages dissent (either you're on the team or not...) and allows the Company to inflict its will on the unionized workforce, ...the end justifies the means. I will continue to disagree and fight to eradicate this bizarre concept of removing integrity from the Grievance process and allowing the Step II and Step III decisions to continue up the Chain of Command and into uniformed micro-management.

Farm – IN! To the Riverworks

We continue to fight farmout and transfers of production work out of the Lynn, MA Riverworks Plant. The dual crisis's generated by Boeing and COVID-19 is unfortunately lining up with managements intent to strip Lynn of "non-core competency work". That work is solid base labor hours that makes Lynn more competitive and keeps people employed. With no commitment from GE on ITEP production work, we cannot afford to let any work go out the door. Please help out by watching your work.

Bring the T-901 to Lynn

In the early 1980's over 8,000 Local 201 Members worked at the Riverworks in Lynn, today that number is shy of 1,300. These are not just numbers, this is US. The taxpayer funded 2021 National Defense Authorization Act includes \$249 Million dollars, reportedly slated for ITEP development in Lynn. The Company received the development money here, they should not skip town to make the engine. How about showing some loyalty and commit ITEP production work to Lynn?

Hiring and Training

It was 6 months ago when GE finally committed to 2.5 million dollars to local machinist training to backfill the attrition of skilled labor. In 2019 the Company recognized the Union (201) and Community (ECCO - Essex County Community Organization) founded E-team machinist training program (that the State funded for the previous 23 years to GE's great benefit), gave a grant to local vocational programs, and launched several internal training efforts with Union support and input. The Company was looking to hire up to 200 people. Lynn has more work on the books than workers to do it, and the Union, State, and community was helping to bridge that gap. Now GE has mandated a hiring freeze, and the future of the in-house GE CNC Machinist Training Program appears to be in jeopardy with no one coming off the street. The Union wants to see the training center used, and people being hired. Twenty-Seven people graduated the E-team last month despite the pandemic, unlike many other training programs. 15 Machine Shop cops graduated out of Lynn Tech in June. GE did the right thing by investing in

some of that training and equipment, time to cash in on that investment and end the hiring freeze. Better snatch them up quick before someone else does.

Investment in the Plant

In 2019, the Union agreed to participation in two "Lean" projects in buildings 66 and 74 that resulted in almost 8 million dollars of additional investment, including new machinery, for the 2 areas in Lynn Component Manufacturing (LCM). That made total investment in LCM around 18.5 Million for 2019. In comparison, LCM Total Investment budget in 2017 was around \$2 million. In 2018, it was around \$10.5 million. In 2019 the Company was finally pushed to spend some money on the outdated equipment that drives their production issues. In 2020 the bottom fell out. Due to major disruptions in the airline industry GE management told us 2020 investment in Lynn was on hold despite previous plans. Our labor will bail out the business again. GE can speed up that process by bringing back investment and new machines to the Riverworks.

The Union worked to support training programs and investment, and now GE is pulling back on progress made while outsourcing some of Lynn's work. Why? Is it to move numbers on a balance sheet used to calculate bonuses and promotions in management? Industry watchdogs and the business press continually slam GE for that kind of management. Shouldn't management be judged on their ability to make the Riverworks succeed? Support for investment, hiring, training, and quality at the Riverworks should be at the top of the report card.

Candidate Endorsements at August Membership Meeting

As we enter another election year, we will remember who stood by us and who did not. The time to fight for manufacturing work is now, while we still have some left. As this pandemic continues it is important to have legislators working for us, not against us. This year I have been in regular contact with Congressmen Seth Moulton and Senator Ed Markey to advocate for 201 members safety and our work. They have worked closely with us on both fronts and I wish them the best of luck in their elections.