

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

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Congressman Seth Moulton Tours The Lynn River Works

by Adam Kaszynski

On January 26th Congressman for the MA 6th District Seth Moulton came into the Riverworks plant for a Union led tour. The Local 201 Board took him to see the 3 areas the Company is trying to destroy through the transfer of work notice issued on January 14th 2022 (See the Business Agent's column for more information) and talk to the affected workers on the floor. This wasn't your average "tour" where Management shows off their favorite higher investment areas, hides the rest of us, and ignores the people performing the work every day. 201 members made sure the Congressman had a much different experience.

The first stop on the tour was MPO in 2nd-74. Members explained that their military work was being sent to Canada,

and a non-union shop in the USA and that commercial work was being sent to GE in Pune, India, along with various non-union shops in the USA. 16-part numbers on the chopping block, effectively gutting the area. One long service member explained how GE Lynn has been transformed over the years to a shadow of its former self. Disinvestment, declining wages, loss of pension, and about 7,000 good Union jobs outsourced or otherwise destroyed since he first punched in. He asked how it was possible the military and government allow military work to be done overseas, with taxpayer dollars, while we keep losing jobs. Another member approached with a handful of proposals about how GE could easily keep that work in Lynn. People talked about how

they would get jobs set up running smooth only to have GE then ship the planning, fixtures and processes overseas. And the junk they had to fix or replace that was farmed out. One member pointed at all the empty space and storage that used to be productive manufacturing space and said, "look at what they have done to this place".

The second stop on the tour was TEPM on the first floor of 74, an area that suffered from a massive transfer of work in 2021, and now again in 2022. The last 2 part numbers in the area. A milling machine operator explained how many machines had been torn out of the area on the south end and throughout the building. A bench hand explained after his 15 years of meeting targets and improving both efficiency and quality in TEPM

he felt betrayed to see work go to Korea and non-union shops in the US after the devotion he and his coworkers had given the area. Another member asked about the national security implications of GE's sprawling supply chain, which Moulton agreed was a grave concern.

The final stop on the tour was the Platinum cell in Building 66. Once the bread and butter of Building 66, the Platinum cell has been absolutely decimated by mismanagement and farmout for the past few years. Now the Company intends to send the rest of the work out. It appears GE plans to send 7 military part numbers to South Korea, and 3 military part numbers to a non-union US

shop. Platinum commercial work appears to be going to China (8 part numbers!?!), South Korea, France, and some non-union US shops. Someone wondered whether management was driving the place into the ground on purpose. One member said he had been sitting on IME for days waiting on a cheap tool, and that was not an anomaly. A long service member talked about back when the building was piecemeal, you couldn't even have a conversation it was so loud with productive activity. The Company com-

continued on page 12



Next Local 201 Membership Meeting February 15, 2022 - 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

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Rob Peterson on the recent death of his grandfather GE retiree John Banusiewicz. John was also the father of GE retiree Ann Peterson who retired in 2017.

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.



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Published By Camera Graphics



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



Print your ad here
\$5 per issue or \$50 per year

CHIROPRACTOR

Dr. Joseph J. Dowling
341 Western Ave., Lynn, MA 01904

(781) 596-0700
www.drddowling.com

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



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

Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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

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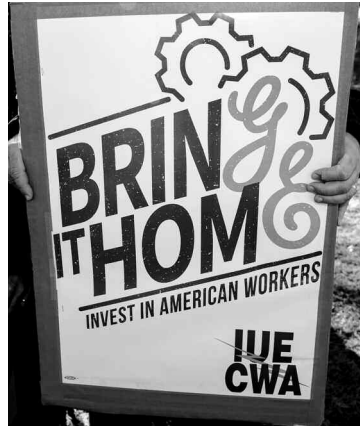


Layout Design by



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Additional Photos of Congressman Seth Moulton Touring The Lynn River Works



January 24, 2022 GE Wage Update

2019-2023 IUE/GE Contract provides a \$.20 raise + \$1,000 ACP on January 24th, 2022.

"R" Rates + \$.20 base pay increase + \$1,000 ACP

"MBW" Rates + \$.20 Lump Sum multiplied by all hours worked 2021 Calendar Year + \$1,000 ACP

"MBW" Rates receive the \$.20 raise in the form of Lump Sum. The Lump Sum payment is calculated using all hours worked in the previous calendar year and will not be less than 2,080 hours for full time employees who have had no breaks in service.

The ACP date of January 24, 2022 is an effective date not a payment date. Employees eligible for this payment are those full-time employees subject to the wage schedule of the national contracts who are on active payroll as of this date. The Company plans to process the payment to eligible, active employees on February 10, 2022. Employees should expect to receive the funds 24-48 hours after processing

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Sean Mahoney on his recent death. Sean Robert DeBerardinis on his recent death. Bob retired out of bldg. 66.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Sean Mahoney on his recent death. Sean Robert DeBerardinis on his recent death. Bob retired out of building 40.

Senator _____ :

A recent report from UMass Boston and Cornell University highlights the dangerous impacts of General Electric's decades long practice of outsourcing and offshoring our jobs. GE receives billions of taxpayer dollars every year but those dollars are not being invested in U.S. workers, communities, or facilities. Tell GE to bring our work back!

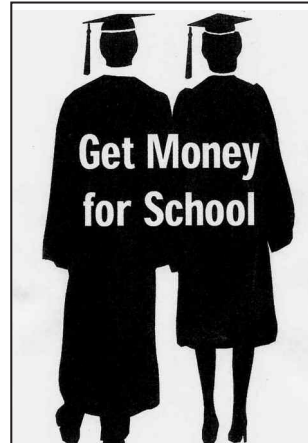
Name _____

Address _____ City _____

State _____ Zip _____ Personal Phone _____

Personal Email _____

By providing your mobile phone number you agree to receive updates on this issue and other union-related news from IUE-CWA Local 201 or CWA via text or voice. PeriodicMsgs ReplySTOP2quit HELP4Info Msg&DataRatesMayApply



IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2022-2023 school year. The scholarships are available to IUE-CWA members and their families.

For information on eligibility and an application, go online at <https://iue-cwa.org/scholarships/iue-cwa-scholarship-application-form>

Applications will only be accepted over the Internet.

The **deadline** for applying **April 15, 2022.**

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



GE Riverworks Manager Conduct Report

Overview

This form has been created by IUE-CWA Local 201 to allow 201 members to report inappropriate conduct by managers. In our experience, incident reports about manager conduct disappear into a black hole once submitted, with no reporting back to the employee who submitted the report. This form will allow 201 members to maintain a record of the incident and allow us to bring the issue forward to Management. This is not a GE form, and it has no automatic contractual effect upon Management at the present time. It does however create proof of notification and the moral obligation by Management to address the issue, and you may rest assured that the Union will pressure Management to address the issue satisfactorily.

Date and Time of Incident:	
Manager Name & Department:	
Location where Incident Took Place:	
Has a formal complaint been filed with HR?: <input type="radio"/> YES <input type="radio"/> NO	
If Yes to the above: Please describe when the complaint was filed, who the complaint was filed with, and any action taken:	
State with as much detail as possible what occurred. Please be specific about the manager's words, physical behavior, and demeanor. You may attach a separate sheet, either typed or hand-written, if there is insufficient room here:	
Name:	Work Area:
Usual Shift:	Cell Phone:
Non-GE Email:	

TO SUBMIT FORM:
FAX COMPLETED FORM TO (781) 595-8770 ATTN: Jossie; OR
EMAIL SCANNED COPY TO office@local201iuecwa.org; OR
DROP OFF IN-PERSON AT THE UNION HALL

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

Zoom meeting on your cell phone remember:

Dial *6 to mute and unmute



Dial *9 to raise your hand and you will be called on.



OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

NEXT MEETING
FEBRUARY 15, 2022
JOIN ZOOM MEETING

[HTTPS://US02WEB.ZOOM.US/J/83271617472](https://us02web.zoom.us/j/83271617472)

CALL IN: 929 205 6099
MEETING ID: 832 7161 7472
DIAL *6 TO MUTE AND UNMUTE
DIAL *9 TO RAISE HAND

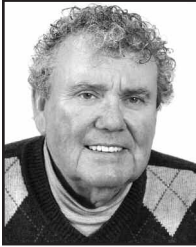


FIRST SHIFT 3:30 P.M.
 SECOND SHIFT 12:30 P.M.
 THIRD SHIFT MAY ATTEND EITHER MEETING.

AGENDA:

- I. FEATURED PRESENTATIONS:**
 - 1. 30+ YEAR PIN AWARDS
 - 2. SWEARING IN OF NEW MEMBERS
- II. GENERAL BUSINESS:**
 - 1. POLICY BOARD
 - 2. TREASURER'S MONTHLY FINANCIAL REPORT
 - 3. COMMITTEE REPORTS
- III. GE REPORT**
- IV. AVIS/BUDGET GROUP REPORT**
- V. AMETEK REPORT**
- VI. VEOLIA WATER REPORT**
- VII. SAUGUS LIBRARIANS REPORT**
- VIII. NEW BUSINESS**
 - 1. VOTE TO ENDORSE SB 109/HB 213 AN ACT TO ENSURE QUALITY FOSTER CARE
 - 2. VOTE TO DELAY LIVE LOCAL 201 MONTHLY MEMBERSHIP MEETINGS FOR 1 MONTH.
 - 3. VOTE ON LOCAL 201 2022 PROPOSED BUDGET

Signed,
 ADAM KASZYNSKI, President
 JUSTIN RICHARDS, Business Agent



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

REMEMBER WHEN—GE WAS A FAMILY AFFAIR?

DO YOU REMEMBER WHEN THE STEAM WHISTLE BLEW AT SHIFT BREAK?

I sure do, as I lived at 19 Market Sq. and at lunch time and at the end of each shift a steam whistle blew, and people came streaming out of the Federal St. plant onto Western Ave. thousands of people streamed onto the streets. Many went to the Victoria Lunch or even Burkes Cafe or even went home from work for lunch. My brother Ray met his lovely bride at the West Lynn Plant. Both my brothers left school to join the war efforts after Pearl Harbor as so many GE employees did. In fact, both my brothers saw major action in World War 2 and then came back to Lynn. My brother Ray Mahar had 42 years' service and retired from Bldg. 64 Turbine Division, Ernie Mahar retired from GP2 air condition refrigeration, my sisters Marilyn Mahar Sampson,

and Eileen Mahar Beaton also all worked at GE. In fact, Eileen Mahar Beaton was of the famous Beaton family, as far as I know the largest family in the City of Lynn. Angus Beaton also worked at GE and he and Margret Beaton had 21 children and no twins. A lot of the Beatons also worked at GE. Recently my sister-in-law Lillian passed away and her son Ray came over to me and told me, "Uncle Kevin, your my last living uncle". I thought about that and as hard as that fact is to absorb, it made me think of why am I still standing? All I could think of was what someone close to me told me and said, "you have a meaningful purpose in life". I started thinking about all of my family that worked at GE. Ray and Ernie and Marilyn and Eileen and me the last one standing. My two former wife's Carol Mahar, Kathy Mahar Cook and my companion for the past

36-years Susan Strauss. Then came the nephews and nieces. Pat Mahar, Michael Mahar, Gerry Mahar, John Mahar, Maureen Mahar Pilot, Kelly Mahar Pasternak. So, we were truly a GE family as were many families in Lynn with roots to the GE.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Terrance Cody on the recent death of his mother. "TC" works in bldg. 29.

Retirees Are you Moving???

Do you still want to get the IUE CWA Local 201 Newspaper mailed to you?

Please contact us if you are moving or have a change of address that you would like the newspaper sent to.

Call 781-598-2760. Thank you.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Tuesday March 1, 2022 1-3 PM

Join Zoom Meeting

<https://us02web.zoom.us/j/86199516446>

Meeting ID: 861 9951 6446

Passcode: 153283

Call in: 646 558 8656

For more info call Kevin 781-367-7822

Kevin D. Mahar, President
Edward Walczak, Financial Secretary

2022 GE Medical Insurance Rates

Annual Pay	Weekly Contributions		
	Option 1	Option 2	Option 3
1 Person Contribution			
Less Than \$25,000	\$23.49	\$13.91	\$9.04
\$25,000-\$37,499	\$27.85	\$18.26	\$10.71
\$37,500-\$49,999	\$30.48	\$23.77	\$12.27
\$50,000-\$74,999	\$38.28	\$31.57	\$18.15
\$75,000-\$99,999	\$47.84	\$41.13	\$25.80
\$100,000-\$149,999	\$60.04	\$53.33	\$37.52
Greater than or equal to \$150,000	\$80.08	\$73.37	\$55.16
2 Person Contribution			
Less Than \$25,000	\$46.98	\$27.81	\$18.55
\$25,000-\$37,499	\$55.69	\$36.53	\$21.90
\$37,500-\$49,999	\$60.90	\$47.48	\$24.47
\$50,000-\$74,999	\$76.59	\$63.17	\$36.33
\$75,000-\$99,999	\$95.72	\$82.30	\$51.63
\$100,000-\$149,999	\$120.09	\$106.67	\$75.04
Greater than or equal to \$150,000	\$160.13	\$146.71	\$110.29
3 or More Contribution			
Less Than \$25,000	\$58.67	\$34.70	\$23.53
\$25,000-\$37,499	\$69.63	\$45.67	\$27.75
\$37,500-\$49,999	\$76.23	\$59.45	\$30.64
\$50,000-\$74,999	\$95.72	\$78.94	\$45.40
\$75,000-\$99,999	\$119.75	\$102.97	\$64.58
\$100,000-\$149,999	\$150.03	\$133.26	\$93.77
Greater than or equal to \$150,000	\$200.15	\$183.38	\$137.85

*This table applies to Employees who are regularly scheduled to work 30 or more hours a week and are considered to be Full-Time Employees for GE benefit purposes.

If you work in Massachusetts you will pay a surcharge in addition to your weekly health insurance contribution. The minimum surcharge is \$1.25/week. The amount goes up as your base pay earnings go up"

PENSION UPDATE FORMULA 2019-2023 GE CONTRACT (Covering 2013-2018 years)

this article was updated for 2019-2023 from an article written by former BA Ric Casilli

The Pension Update is a critical piece of the Pension plan which is used to "update" many members' previous pension earned through one's career when your earnings were usually much lower. Without an update, you may not get a high enough pension to replace a decent "target percentage" of your current higher wages due to the drag of many lower earning years. The "update" partially fixes that built in flaw in the GE Pension plan.

Below is the new 2019 Pension Update (uses best 3 consecutive of 2013 -2018 years) formula and how it applied to increase many of our members' pensions. Once you get an update-you do not ever lose the impact of that update. To be eligible for the 2019 update you must have had, as of December 31, 2018, at least 25 years PQS or attained at least age 55 and completed 20 years of PQS as of that date. Also, members must be actively participating in the Pension plan in June of 2019 (or have retired July 1, 2019).

NEW PENSION UPDATE- 2019 Pension Update through 12-31-2018 (apply the Pension Update Formula below to see if it improves your regular pension earned through 12-31-2018)

- 1) Add up earnings for your best 3 consecutive years between 2013-2018 Total=_____
- 2) Divide by 3=_____ - This is your best 3 year average out of the 6 possible years to use for this update
- 3) Multiply 0.80% (.0080) times average annual pay UP TO \$65,000
.0080 X \$65,000 = \$520.00
- 4) Multiply 1.35 % (.0135) times annual pay OVER \$65,000
- 5) Add line (3) to line (4); then multiply that total times your PBS as of 12-31-2018.

Example: [(3) \$520.00+ (4) \$_____] X PBS years=Update figure through 12-31-2018.

The participants' existing December 31, 2018 regular pension is calculated including all previous increases already credited to the participant. It is then compared to the person's pension applying the 2019 **Contract Pension Update formula above**. If the formula above provides for a bigger pension amount the individual is credited with that **UPDATED** amount for his pension through 12-31-2018.

So using the 2019 Pension Update Formula above in comparison to your pre-updated pension, your pension is now figured out until the end of the year 2018.

Earnings you have for the years 2019 and after are then **added on** to the 2018 Update figure (assuming you were eligible and it increased your earned pension through 12-31-2018). To add on 2019 or future years if you are still working, most people will use the Pension Earnings Career Formulas for their calculations. Some members may use the Guaranteed Pension Tables if it gives you more.

Using Careers Pension Earnings formulas

Example: Earnings in 2019 will be added on by multiplying the first \$50,000 of earnings by 0.0145 and all earnings in excess of \$50,000 by 0.019. An employee who earned \$90,000 in 2019 would have:
\$50,000 X 0.0145 = \$725.00
+ \$40,000 X 0.019 = \$760.00
\$1,485.00 annually or \$123.75 **monthly** added to their pension for the year 2019.

In 2020 the formula will change, now multiplying the first \$60,000 by 0.0145 and any excess earnings above \$60,000 by 0.019

2020 Example #1: An employee who earns \$90,000 in 2020 would have
\$60,000 X 0.0145 = \$870
+ \$30,000 X 0.019 = \$570
\$1,440 annually or \$120 **monthly** added to their pension for the year 2020.

The formula used for 2020 will also be used for the years 2021, 2022, and 2023 pension earnings. These years get added on to your updated pension figure as of 12-31-18 assuming you received an update This will give someone their up to date approximate pension calculation if they are NOT on the Pension Guaranteed Tables. If you are on the new Guaranteed Pension tables- see pages 5 and 6 of the new 2019 Memorandum of Settlement.

NOTE:

Some members confuse the Pension Update Formula with the Career Earning Pension Formula. They are totally different formulas used differently as can be seen in the above example.

Some members also confuse the current Pension Update period used (highest consecutive 3 years of earnings of the 6 year period between 2013 and 2018) with the Guaranteed Pension Table period used (highest consecutive 3 years of earnings of the last 10 completed years before retirement).

The Guaranteed Pension Table was NOT the subject of this column and is used only when it increases the amount of an employee's pension above the amounts provided by the using the Career Earnings Pension Formula and Updates.

Make Sure you fill out and return your GE bingo card by February 18th to receive your free T-Shirt



FRONT



BACK

Union Activity in the News

by Britani Dunbar IUE CWA Local 201

In late October 2018, thousands of employees staged a walkout at Google Headquarters in response to Google's handling of sexual harassment claims. The demonstration had a rippling effect – and Google employees across the country walked out of their jobs, too. Employees stood up and told their peers about the sexual harassment they faced at work, and how management did not take them seriously. We all know how it feels when management shrugs off your complaints – look at issues going on in the plant right now; members are always filing grievances about the same cell leader or same manager, and nothing gets done. Those people are not reprimanded, and their jobs are not in jeopardy. They carry on blatantly disrespecting and harassing our fellow members without any fear of repercussion. Sometimes, the only way to make people listen is to simply walk out. Two employees that helped organize the protest later left Google because of intimidation and harassment – Google executives didn't approve of their involvement in disrupting their workforce and so they made those employees so uncomfortable

they felt they had no choice but to quit.

Charges were filed with the NLRB in 2020 on behalf of Google employees, as they felt they were not protected in their right to organize, and they were still dissatisfied with working conditions at the Company. Soon, anti-union rhetoric would pop up around Google offices – a poorly-executed plan known as "Project Vivian" that would attempt, in the words of one senior manager at the Company, "to convince them (employees) that Unions suck." There are many instances of anti-union propaganda being displayed in workplaces. Deep-pocketed executives are terrified of what would happen if their employees organized, fearing their own salaries and the Company's bottom line the most. There are endless examples of employees who tried to organize but were squashed by their higher-ups, like Delta employees. In response, Delta cleverly posted signs around the workplace like: "Union dues cost around \$700 a year. A new video game system with the latest hits sounds like fun. Put your money towards that instead of paying dues to the Union." Amazon, another corporation under

fire for its union-busting efforts, has posted signs on employee bulletin boards like "Unions can't. We can." and "Where will your dues go?" with a wall of text blatantly misinforming readers about what Unions do with dues money. For employees that are unfamiliar with Unions and all the benefits that come along with being part of one, this rhetoric is harmful and dangerous. Amazon workers are fighting a war of their own, and for those employees that are on the fence about joining the organizing efforts, expressions like "TIPS – Threaten, Interrogate, Promise, Spy" (from a leaked Amazon anti-Union video) forces some unsure employees over the edge and back to the dark depths of corporate America, resuming their place as another cog in the wheel. America was built on labor and on the backs of the common man, and we are at a pivotal time in our nation's history where Unions are needed now more than ever.



Join Our Next
GE WORKER TOWN HALL!

IUE-CWA members across the country are coming together for our next GE Worker Town Hall. Learn more about the campaign, share your ideas, and be a part of building the shop floor power we need to Bring It Home.

Join us on **Wednesday, February 9, 7pm EST/6pm CST.**

RSVP now at: bit.ly/RSVP-townhall



Join Us:
Valentine's Day Rallies in Boston and Cambridge

According to a study by the UMass Labor Resource Center, the steady stream of work moved to plants all over the world is systematically damaging Lynn GE's profitability and long-term viability. Now, in a further blow to the workforce and our local economy, GE announced the outsourcing of another 80 jobs.

And, in another in a long line of flawed management decisions, GE recently announced a plan to split the company into three. It appears that the new plan is being done with approval of GE's Board of Directors to appease the greed of Trian, a hedge fund that holds less than 5 percent of the company shares.

GE took in more than \$4 billion in taxpayer-funded United States defense work in 2021.

Rally ONE:
GE World Headquarters
12 Noon, February 14
5 Necco Street, Boston
Parking available: 10 Necco Street

Rally TWO:
Harvard's JFK School
2:30 pm, February 14
Office of GE Director Ash Carter
79 John F. Kennedy Street, Cambridge
Parking available: Elliot Garage 20 Elliot Street

You can read the UMass report at www.BringItHomeGE.com



Letters to the Editor

Dear Local 201

Thank you for Supporting My Brothers Table: Your generous donation in honor of Kenny Ramsdell helps us to continue serving meals to the needy.

Mary - Volunteer My Brothers Table

Dear Friends at Local 201

Thank you for your donation in memory of Maria Capano. With your support we will continue our unwavering dedication to ensure that our patients spend their final days in comfort, peace and dignity.

Patricia Ahern
President of Care Dimensions

IMPORTANT GE NUMBERS

GE Benefits Center - 1-800-252-5259 or benefits.ge.com
GE Dental Benefits Claim Center -1-888-529-8474
Health Coach from GE - 1-866-272-6007
Pension Benefits Center - 1-800-432-3450
GE Payroll Center -1-800-315-1082
GE Retirement Savings Plan (RSP) - 1-877-55-GERSP (1-877-554-3777)
Savings Accounts (HRA/FSA) - 1-888-303-3000
GE Disability Benefits Center - 1-800-392-0789 (Option 1)
GE Leave Administrator -1-800-392-0789 (Option 2)
GE Vision Care Benefits Claim Center - 1-800-433-9375
GE Prescription Drug Benefits - 1-800-509-9891
GE Education Center for Tuition Reimbursement - 1-800-992-0406
GE Travel Center - (800) 866 4382



Health & Safety Notes

By JAY DALEY
Acting Union Health Safety Director

We recently had Congressman Moulton come to the site, I have seen him and his staff show up for multiple events lately, for us, other Unions, and veterans. It's good to see that we have the Congressman's support. It was also good to see members coming out to greet the congressman. Our Union isn't as big as it once was and we don't have control over hiring, so the best way for us to gain strength is to do it through solidarity. Solidarity is really just unity among individuals with common interests and we can develop this unity by growing our sense of community.

I think we are more likely to care about the interest of other members if on top of our common interests, we also have relationships outside of work with our fellow members. Keep an eye out this spring for opportunities to grow those relationships. Growing our culture of unity shouldn't be that hard, we have a lot of good people who care about each other and often times we can do this by attending Union meetings or meeting off site in a social setting.

In safety, culture is the most important thing we have, with money being a close second. But buy-in from the

group is what makes the whole thing work. If you know of a safety hazard in your area, bring it up to your cell leader. Sometimes these hazards are obvious, other times they can be less obvious. Housekeeping issues tend to be the most common, recently we have been hearing about suspected mold around the plant. My advice is don't assume "they" know, you might be surprised at how little "they" know, believe me, sometimes, I am "they". Even if "they" do know, one of the reasons so many problems go unsolved is that solutions usually take effort or money. They call that "solution aversion", it's basically just ignoring a problem because you're not a fan of the proposed fix. But if it's a legitimate safety issue, that's no excuse. If you don't feel that the cell leader is handling it properly, or you would just prefer to just stay out of it, do it anonymously, by either putting it in gensuite or bring it to your safety rep.

We often hear people don't want to get involved because they don't want to "hear about it later". Reality is, people assume this will happen way more often than it does and pointing out safety issues is doing the Company and your co-workers a favor. This

should be obvious to everyone, especially anyone in a leadership position. If you don't feel comfortable giving honest feedback to the Company or even just a person in other parts of your life, it generally means they haven't done a very good job of creating psychological safety. Even if they haven't silenced you before, they haven't done a good job of giving you a voice. If this was the case it most likely has nothing to do with you, it's a culture issue. Even in thriving cultures, there is always room for growth.

In the near future the safety reps are going to be asked to form, or in some cases, rekindle "safety teams" to help identify issues and areas for improvement, to talk over ergo projects/issues and most importantly try to come up with solutions. Anyone who is interested is welcome, it's just like everything else around here, the more buy-in we get the more success we will have. We appreciate the members involvement in the continued development of our safety culture and as always, your safety reps are here to help you in any way that we can.

Be safe out there and look out for each other.

Business Agent's article continued from page 12

Suez; at this point it is unclear which Company we will be negotiating with. We have the survey results, thank you all for filling those out and getting them back. The plant and the Union suffered a great loss recently! Roger was filled with a wealth of knowledge, strong Union guy, somebody I leaned on a lot from when Suez was taking over. He spoke highly of everybody in the plant and spoke wonders of his family! We are all going to miss you brother

Avis and Budget

Looks like we are over the hump as far as the possible impacts to travel that the new variant had. This is relieving but we are not completely in the clear yet, so keep your guard up and be safe. Remember, be sure that management is keeping their hands off of our work.

MBW "Methodology": Key Issue for All 201 Members at GE

We will be going back to the table this year to take another shot at the Market Based Wage system. 201 News will be publishing a series of articles in the lead up to prepare for those negotiations. The 2nd topic in the series is on the "Methodology".

It was a long fought out battle with the Company, and finally in 2021, the Company was required to furnish methodology data.

Mercer, the third-party vendor, is a company that establishes what they call, "competitive wage structures" creating benchmark data points by gathering compensation data and job data "descriptions" from thousands of companies across the country and globe. They also incorporate "SIRS" when compiling wage data. SIRS operates just like Mercer but in the high-tech portions of jobs. For the simplest explanation here is how this works. G.E.

gathers all our job descriptions and turns them over to Mercer, Mercer takes these job descriptions and compares them to other job descriptions they have in their massive data base.

When comparing job descriptions and Mercer does not have a match, they utilize the SIRS database and apply a weighted average between the compensation benchmarks between both SIRS and Mercer. Now you have to remember Mercer's database is more general, SIRS database consists of more technical jobs. With each database they compute a 50th, 75th, and 90th percentile wage benchmark, then depending on how much the job description matches the different databases, they apply a weighted average and then compute another 50th, 75th and 90th percentile benchmark.

That's just part of it. Mercer uses

"CPI" (Consumer Pricing Index) to establish an additional adder. Mercer is using a database filled with participating companies from all around the country. Wages vary from region to region. As we all know there are many variables that contribute to these differences such as, housing, real estate, taxes, etc., we always refer to this as being the "cost of living" which is high in our region. In order to capture these benchmarks and correlate them to our region, that's when CPI comes into play. Using CPI, a percentage is computed then added to the benchmarks that have been developed thus far. So, for an example, if Mercer computes a national 90th percentile average wage being \$40 an hour, and the CPI calculation show that our region is 10% higher than the national average, that 10% comes out to \$4, add that to the \$40 and the 90% benchmark for our region would be \$44 an hour. This is

just an example.

The Union's position is and always will be, all these calculations are mandatory subjects of bargaining. As article 1 of the National Agreement states "the Union is designated as the exclusive collective bargaining representative of employees within such units for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment." Through a long hard-fought battle, the Company finally furnished this information to us in 2021. Now that we can see the actual methodology, these adders, the percentages, weighted averages and job description comparisons are mandatory subjects of bargaining. It is crucial that we raise the ceiling on our wages before the 2023 national negotiations, so we are not in jeopardy of being denied national negotiated wage increases.



AS THE ROTOR TURNS

By **BOBBY ELDRIDGE**
LAT&O/Logistics Executive Board

Training, or lack there of, is a big problem around the plant right now. No one should be told how long it takes to train. No two people are the same when it comes to training. The cell leaders are to keep a copy of the training matrix. All workstations and operations that you have completed training on and have been signed off on by quality should be listed there. Any workstation and operation "in progress" should also be listed there. Make sure you get a copy of the O.J.T. form, that stands for ON THE JOB training. Your cell leader is supposed to have those forms. Keep a log of your training progression to match up with the O.J.T. form. You are not allowed to work by yourself until the O.J.T.'S are approved by quality. That's right from the Company's training policy. You can ask your cell leader to see the O.J.T. and the training matrix at any time.

LATO

There is a lot going on in LATO right now. First, the Company issued me a farmout notice for 28 T-700-701d engines, 66 cold section modules, and 13 T-700 PT module's, all operations going to Strother. They are claiming that they are unable to meet the required schedule. Part shortages and vendor problems are driven by outside QEM's. **NOT THE UNION'S FAULT!** Another reason they gave is they want to find a dual source. That's just another way for the Company to say, "we don't want to pay the members we have working here overtime," once again **NOT THE UNION'S FAULT!!** and finally and this is always my favorite fake reason, "NO CAPACITY". Now who has control of capacity? The Company does. **NOT THE UNION'S FAULT!!!** Are you starting to see a pattern here? The Company mismanages the business and points the finger at the Union and then punishes us with farmout of work that could easily be done on-site because the Company doesn't know how to manage the business. We didn't have this problem a few years ago. This is what happens when the business plan is to survive through attrition. We all suffer

with that plan. Here is a little bit of information for everyone on the reasons the work is being sent to Strother. We send work to Strother, the Company then farms out Strother's overhaul work to a non-Union plant in Oklahoma and is back filling their work with our work to keep them afloat. That's a direct quote from the T700/Test business leader. With the business being 256 engines in the hole to start the quarter there is talk about farming out some of the probe shop work. The T408/GE38 work was given to local 201 as part of the Market Base Wage agreement and would be a violation of the agreement if farmed out. The Company has taken a lot from us over the years and wants more. WE all must stick together and protect what we have left the biggest being **SOLIDARITY.**

Logistics

Who is in charge since the plant "leader" has moved on to a new role in the Company? We have no plant leader or HR manager in logistics. I feel like we are on an island to fend for ourselves. I wish I could tell you the forecast of work for the quarter but who is left to ask? This Company knows it has a problem with retaining talent and they still let people take other jobs within the plant without back filling them. First the business suffers, and then it affects the members on the floor.

I've been trying to negotiate a new blueprint reading and shop math class, but the Company keeps telling me that they have no interest in scheduling one. My opinion is that the Company is trying to put a fence around logistics and not allow members to upgrade unless you have outside experience.

I'm going to be going around with a petition. If you would like to take a blueprint reading and shop math class, you should sign it so I have something to bring to Union Relations and prove my case that members want the opportunity to upgrade like everyone else.

Hope to see you around the shop.

Bobby



LPS/M&E Report

By **ARTIE AMIRAULT**
Crafts Executive Board

Hello Everyone,

Let me just start off with this. There seems to be this new trend around the plant where fellow Union members want to run to management or HR to turn in their fellow Union brother or sister because they are doing something that they don't like or made a mistake or are just different in some way or another. Just because someone is different from you doesn't make them a bad person or if someone makes a mistake doesn't mean they should be tormented or possibly lose their job, which is exactly what is going to happen if you keep running to HR or Management every time someone does something that you don't like. That is their livelihood that you're messing with and no joke. This isn't high school anymore. We are all adults and things can be worked out between the members and if needed get help from the stewards. Stop running to the Company.

Now that that is out of the way. The Company has approached the Union about possibly hiring electricians straight from the street into the RC roles that are open. Nothing is definite at this moment and there are concerns on both sides that need to be worked out but it's a possibility. The reasoning behind this is because the Company would like to put a body with the RCs that are still here for some training before they leave. This is not the ideal situation but as I've stated many times before in past articles, the Company has run out of time and needs to do something. Obviously, however, while this is a start the Company truly needs to figure out and get going on getting all of the RCs around the plant the proper training. That said there are 5 or 6 RC openings right now inside the plant so if any electricians are thinking about making the jump I would do so now before the openings go to the street. If we come to an agreement with the Company, I'm going to ask that all the RC openings be posted 1 more time. I understand many of you are worried about shifts, but you will need to train on 1st shift for a long time before they put you by yourself.

Finally, as most of you know the Company has issued the Union a transfer of work in areas around the

plant and that Congressman Moulton visited the plant. During his visit the Company showed Moulton's group slides on numerous things. One slide they showed was delinquency in the plant from 2013 to the present with a huge uptick starting in 2016 and then slowly coming down in the last couple years. The Company has consistently had around 1.2 million hours on the books each year over this time period. During the meeting the Company's excuse for the uptick in delinquency was that the forecast for orders from the military was going to slow way down and that that is why they offered so many VRIPs instead of laying off to the street. They then in turn tried to say that when the forecast changed, and orders were not going to go way down after they let everyone go and they went on this huge hiring initiative which was not the case. Or maybe it was? You see the Company will continually tell you that they have hired over 500 people over the past few years and that even with all that hiring that the plant has not been able to produce more than 800,000 hours' worth of work each year and this is why they are delinquent. However, they will never admit that MBW introduced in 2016 has clearly played a huge part in the plant's delinquency and their ability to hire premier machinists from the street. You see the Company thought that people would still be lining up to get in here like they always were even after MBW but if that was the case and they supposedly had this huge hiring initiative then why is it that the actual headcount is down, their delinquency is or was way up and their delivery to the customer has suffered. You see before MBW and according to the slides, Lynn could produce 1.2 million hours and there would be no need for this transfer of work. So, the way I see it is this. You either lied to the Congressman about your hiring initiative and this is your plan by design to shrink the plant all while the customer suffers or you really can't hire from the street like you thought you were going to be able to due to MBW. Either way is a bad look for you, GE.

See you around the plant.



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

Congressman Moulton

Congressman Seth Moulton visited the River Works on January 26, 2022. He, along with members of his staff, listened to a presentation by GE management and then toured some areas of the plant. He focused on the areas being affected by the latest transfer of work. Seth was able to talk directly to our members and listen to their concerns.

History shows that when work is transferred out of a GE factory, very rarely does it ever come back. That is why it is so important for members to take notice and fight to keep every bit of work we have.

Our allies, like Congressman Moulton, are the decision makers in Washington. They have the ability to put pressure on corporations to keep work in our country.

Pension Update

We are running the pension update article on page 6 again this month. This article, written by former BA Ric Casilli, is helpful in calculating and getting a good idea of the pension you will receive. If you want to look at your pension estimate numbers on the GE website, go to onehr.ge.com. Look under Retirement and then Pension Profile. You will see what your pension benefit would be if you retired March 1, 2022. Remember, GE E Retire only allows you to retire on the first of the month. Pension Profile also allows you to calculate what your pension would look like in the future. If you want to put in a potential retirement date for 1.1.2023 you can and you would get a fairly accurate estimate.

The Pension Update formula is only applied for the current contract 2019-2023 and only for the years 2013-2018. It is up for negotiation every contract.

Roger Moreau

Before getting hired by GE I worked at the Lynn Regional Wastewater Facility. The treatment plant was a new edition to the city of Lynn that opened in 1985. I was there for "start-up". A quaint term which translates to not enough employees working around the clock for many months to start up the plant.

I was there for 1.5 years and got to work with and know the original start up crew. Shortly after I left Roger Moreau was hired at the plant. He worked with all the guys I knew. In the early 1990's Local 201 unionized the treatment plant. Roger was one of the first Chief stewards. Roger was deeply involved in the Union and the Union contracts. He supported and educated the workforce on how to be Union. I got to know him in the early 2000's. We had a lot in common with my history at the plant and the people we both knew. Over the years Roger stayed strong and involved with the Union. He was the backbone of the Union at the treatment plant.

Roger passed away on January 23, 2022. I know his family will miss him, his coworkers will miss him, and those who knew him at Local 201 will miss him.

Sean Mahoney

We lost another Union brother on January 22, 2022. Sean Mahoney was one of the smartest people I ever met at GE. Sean started his career at

GE as a Plant Protection Guard. He would become President of their Union. He was well read and took the time to learn the intricacies of the jobs he held. If it wasn't for Sean the guards would still be working a rotating schedule. Suffice it to say that after they were put on rotating shifts in the 1990's the Company did not look closely enough at the Plant Protection Union contract. After some deep digging Sean found a clause buried in the contract that read no rotating shift for them. The Company paid hefty back pay and put the guards

back on straight shifts.

Sean transferred into the plant and worked in buildings 40 and 64 as a Machinist. He got involved with Local 201 as a committee member and was elected Trustee. He enjoyed a retirement that was way too short. Sean was a leader. He too will be missed.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Alex Tennant on the recent death of his mother. Alex is an AAEM in bldg. 42.



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$4,000 each for the 2022-2023 school year, and another \$4,000 for 2023-2024. (2nd year award based on satisfactory academic record.)

Sixteen new scholarships will be awarded by CWA's Joe Beirne Scholarship Program.

Eligible are CWA members, their spouses, children and grandchildren (*including those of laid-off, retired or deceased members*) planning for college studies. Undergraduate and graduate students returning to schooling may also apply.

Final deadline for applications is 11:59 p.m., EST, April 30, 2022.

Applications are easy to make online at the Foundation's website (*including submission of a short original essay*).

Winners will be chosen in a lottery drawing.

The program honors CWA's founding president, who served for more than 30 years. Joe Beirne took great pride in the roles he played in furthering educational opportunity and working for social justice.

For more information, and to fill out and submit the application form, visit:

https://cwa-union.org/pages/beirne_scholarship_application



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

Our Time to Fight

I want to start by praising our 201 members for helping out with our GE Bring it Home campaign. By filling out these Bring it Home cards it puts a lot of pressure on politicians to do their job. As many of you know GE hit us with another big transfer of work a few weeks ago. We are fighting hard to stop this from happening, it makes no sense at all. Last week all of our hard work with the campaign paid off a little, Congressman Seth Moulton came to the plant for a Union led tour through the transfer of work areas in LCM. Mr. Moulton was able to see firsthand what's going on, he engaged with our members and heard them out. He saw our members sitting in their areas on idle time. He saw how there was no work and seemed very upset by the end of the tour. First thing he said at the end of the tour to management was "why are these members sitting here with no work?, and you're shipping their jobs to other countries?". American jobs going to other countries on the taxpayer's dime.

It is time for our members to fight for our future. They tried to divide us with MBW, some members have

pensions some don't. Crazy but I'll tell you General Electric, it's not working, and I'll tell you why. I currently have 5 MBW stewards in LCM, they make up the majority. Walking through the plant talking to members that are MBW they're the next generation and they are ready to fight. I myself remember getting hired and not getting a pension, I missed it by a couple of weeks. Couldn't understand why somebody hired just a few weeks earlier got a pension and I didn't. So, I decided I could either be miserable about it or I could do what we do best as Bostonians, fight with everything I got to make change for the better. So, I got involved in change. First by becoming a steward then safety rep, now LCM E-board. So, I am asking all 201 brothers and sisters to fight with me, fight for our future, our kids' future. The time is now.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree John MacGillivray on his recent death. John worked in bldg. 74.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Roger Moreau on his recent death. Roger was past Chief Steward at the Lynn Regional Wastewater Treatment Facility.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Jen Fader on her recent death. Jen was an E Team graduate and worked in building 74.



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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

On I.M.E.

Building _____

Area _____

Work Station _____

Reason _____

I.M.E. hrs. _____

Date _____

Fix the Plant

Fix Wages

Farm In

Fill out and return to your Steward





Business Agent's Column

By JUSTIN RICHARDS
Business Agent

G.E Report

What a way to start the New Year! The second week to kick off 2022 the Company drops a massive transfer of work on us out of TEPM, Platinum, and MPO, totaling 104,000 base labor hours. This transfer, in my opinion, is a direct result of the endless mismanagement of the business. The Union has repeatedly argued to the Company: we need to hire to keep up with demand, you cannot run this place on two shifts since it interrupts flow, we need 1600 bodies to produce the amount of base labor hours that are on the schedule, intermittent operational farm-out needs to be dealt with, the mismanagement of flow and giving our members the wrong job assignments continues to slow us down, and you guys need to make up for decades of disinvestment. The list goes on as to what is driving delinquency and it all points back to the Company! If G.E. can invest 200 million dollars in Pune, India they can invest 200 million dollars in Lynn, the home of G.E. Aviation and the plant that brought the Company to the top of aviation totem pole.

As the Company sits across the table from us and argues that cost is not a factor in their decision, that they need bodies in other cells, and that the work is not core competent to Lynn, I want you to think about this, this work is going to multiple nonunion facilities around the country, Canada, China, India, South Korea, and France. Oh, "but this decision is being made to satisfy delivery demand which translates to satisfying the customer, we need to move people to other cells, we don't have enough people," some of the many dishonest responses we get from the Company! The Company has their own machining training classroom to train 17s to be eligible for 19 roles. We have an open matter in step-2 on the CNC training class, we request every other week the Company hold another class to get 17s into 19 roles. You say you need 82 bodies in other areas? Well, we have been asking you to utilize the training class to fill 19 roles, but fine, we'll have a line at the visitor center with applicants to get you 82 bodies. Basically, they are saying they need to hire, but don't, they need 19s but don't utilize their own training program, they are trying to combat delinquency, but guess what? These outside facilities will be burdened with the

same casting and forging problems that plague us, so tell me where is the truth in these responses?

I want everybody to understand first and foremost, this is 104,000 hours 82 union jobs that are gone for 2022, but in the grand scheme it's not just 2022, it's 2023, it's 2024 and on. That is 82 less heads the Company needs to hire. If the Company continues this senseless, irresponsible, mismanaged path, our futures, our livelihoods are at risk! The work the Company notified the Union on can easily stay in Lynn, we have the machines and the capabilities, and to top it off, it fits the Company's definition of core competency; well, however they define core competency depends on which way the wind is blowing and the day of the week. The Company has yet to give the Union a clear definition of "core competency" and refused to bargain with us over establishing an absolute definition or putting on record exactly how they define it.

To keep everybody posted, we spent the first two weeks engaging with the members in the affected areas to get as much information as possible to submit proposals to the Company. The information we have received from the members in the affected areas showed us that, we had machines up and running, stable processes, planning, and tooling for this work. We submitted these proposals on 1/28 and requested the Company rescind the notices from the affected areas. As of 2/2 the Company is dragging their feet on satisfying the Union's information request and was not prepared to discuss proposals.

Ametek Report

Contracts are in process of being finalized, finally! As you all know we are still in need of a steward in Wilmington. If anybody is interested, please call me, 781-584-7636. Stewards are vital representatives of the Union, they are the front line, the eyes and ears on the floor, the first line of defense when our contract is being violated. I know I say this over and over, it's because it is important. Be safe everybody and don't hesitate to call the hall if you need anything.

LWWTP

By the time this paper hits the floor the Union will have submitted its request to bargain with both Veolia and



President's Column

By ADAM KASZYNSKI
President

continued from page 1

plained about the "high" shop cost of piece work, which they ended, and now their shop cost is even HIGHER. Another member talked about waiting on parts that can be done in house, from an outside vendor. He sits on IME while the Company farms out his work and pays over double for the same work, and it takes longer from the vendor than it does from him. GE management tells Congressman Moulton delinquency is a major obstacle to keeping our work or getting new work. Local 201 members in Platinum set the record straight and gave numerous examples how management decisions like, not fixing machines, not stocking tools, farming out, are driving the delinquency. The group is tired of "talk" they want somebody to DO SOMETHING about it, and conveyed that directly and clearly to the Congressman. After the tour, Congressman Moulton pulled aside plant management and said he does not think the Army would be happy with what members were telling him about offshoring and sitting around while they pay vendors to do our work.

The tour was a success thanks to the participation and engagement of the 201 members in MPO, TEPM, and Platinum cell – who are on the frontlines fighting for all of us. Workers in those areas have been coming up with proposals and statements that the 201 bargaining committee is using to try to keep the work in Lynn. I hope the tour serves as a wakeup call to Congress and GE. Congress and GE must bring the work Home, back to Lynn.

Following the tour, the Local 201 Legislative Committee met with Congressman Moulton's staff that attended the tour. The committee asked Congressman Moulton to demand that (1. GE build the T-901 in Lynn and bring back outsourced work. (2. Investment. Build a new brilliant factory at the Riverworks, like GE built in Pune, India. (3. Hire at the Riverworks. We have enough work farmed out for hundreds of new hires, and hundreds of members who will be retirement eligible before the 2023 National Contract. Management creates problems by not hiring and uses it as a justification to steal our work. And (4. Rescind the transfer of work notice's in MPO, TEPM and Platinum. Moulton's staff committed that a letter would be sent from Congressman Moulton, Senator Markey, and Senator Warren reflecting our demands. Moulton's office committed that every conversation with GE would be centered around these demands, particularly when GE needs something. GE will be needing something from Congress soon, and the legislative committee committed to meetings with other members of congress to make sure workers and our historic plants are part of that conversation.

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