

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 Public Library (Saugus) and thousands of lifetime Retiree members across the country. www.local201iuecwa.org

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GE: Build Better in America

By Adam Kaszynski

Five months ago, the GE Board of Directors Compensation Committee restructured CEO Larry Culp's bonus plan allowing the boss to take a \$46.5 million dollar bonus at years end even though the stock price was below where it was when Larry was hired. This was a terrible idea. Why?

Because Larry got the small stock price bounce and a huge bonus by announcing his plan to cut U.S. aviation jobs by another 20%. And it isn't just Larry who is seeking short term gains. GE Board of Directors member Edward P. Garden is a founding partner of the Triam hedge fund. He has no more interest in GE doing well in the long

run than Larry does. It appears that they want to boost the stock price as high as they can, as fast as they can...and then get the hell out.

So, the stock price blipped up a bit and we took the hit.

Our profitable plant could have used even a small fraction of that in investment.

GE recently shipped jobs and labor hours to the Korean Peninsula, China, Romania, India, Czech Republic, and elsewhere. How is it that the U.S. government, a GE customer, uses taxpayer dollars to purchase products that are being outsourced overseas? It is a national

security threat to spread military engine manufacturing around the world. It is an ecological threat to move these jobs 10,000 miles away. It is a threat to our livelihood and takes needed resources from our community which needs good union jobs now more than ever. It is outrageous that GE can find the money to increase executive compensation and build factories overseas, but not to bring work back to Lynn.

For decades GE has been outsourcing and offshoring work that was previously done here.

GE reduced our workforce from over 33,000 during WWII. In the mid 1980's we were at 13,000. Now our bargaining unit is down to about 1240, less than half of the total workforce of 2,600. Any economist would tell you this is not sustainable. With this ratio of production jobs to salaried jobs, the future of GE in Lynn is at risk.

Senators Ed Markey and Elizabeth Warren along with Congressman Seth Moulton asked GE to delay moving our jobs to Korea and to cooperate with an independent study to find ways to

make our plant more productive and profitable. Larry Culp blew them off.

That's why Local 201 and community allies have begun the GE: Build Better in America Committee. Talk to your steward to find out how you can help and attend the monthly Union meeting on January 26th over Zoom.

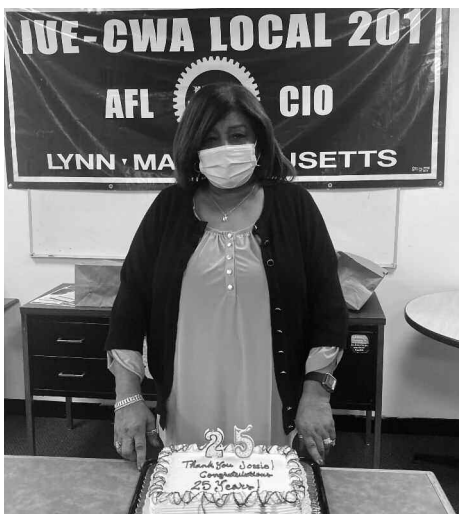
Our campaign aims to expose Management's disregard for us, for our community and for America. Join us and together we will make GE Build Better in Lynn.

Ametek Legacy Contract Ratified with Unanimous Yes Vote

In 2016 Ametek came to contract negotiations with unsettling news. We would not be negotiating a contract, instead a severance package for the ten 201 members that remained employed there. The Company planned to send all the work left to Mexico. Those negotiations resulted in 2 agreements. A "Legacy Agreement", and a "New Manufacturing Model" (NMM) for any potential new hires. There was no commitment to hire under

the NMM Agreement. As of 2020 there are four members remaining under the Legacy Agreement, and fourteen members working under the NMM Agreement (Expiring March 2021). The four members have over 40 years of service and will very likely retire under this contract. Two members have indicated they plan to retire soon. Therefore, the Bargaining Committee focused on achieving a non-concessionary agreement, where

these four members would not lose ANYTHING, and be recognized for their combined 179 years of service. The Bargaining Committee Included Business Agent Justin Richards, President Adam Kaszynski, IUE-Staff Rep Kendall Bell, Ametek Chief Steward Randy Wood, and 201 members Julia Yagual and Jim Otting. Details of the agreement are posted at www.Local201.org. Now onto the New Manufacturing Model Contract, expiring March 31st 2021.



Congratulations Josefina Quintana aka "Jossie" on 25 Years Working at Local 201

Next Local 201 Membership Meeting January 26, 2021 - 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 Real Estate
Ellsworth, Maine 45 acres, 15-year new Gambrel, 3 bdrm, 2.5 baths, 2 story. Clean barn. 10 minutes to town. Near Acadia/Bar Harbor. Only \$375,000. Call 978-491-9809

For Sale Deer Head
8 Point Buck Mounted - perfect condition. Great gift, only \$175. See in Ellsworth Maine. 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 plus 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.



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

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

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SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Abe Babbit on his recent death. Abe retired from the West Lynn GE, was Vice President Local 201 and recently celebrated his 100th birthday.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Patricia Kelley on her recent death. Pat was a production clerk who retired in 1998.

The January 6, 2021 Insurrection was an Attack on Democracy by White Supremacists and Fascists

A message from CWA President Chris Shelton

Yesterday, the world watched as armed insurrectionists, with the encouragement of the President of the United States, launched an attack on the Capitol in an attempt to undermine our democracy and prevent Congress from certifying the results of the Presidential election.

Two images from their failed attempt to violently invalidate the votes of millions of Americans make their motives absolutely clear: the sight of the confederate flag being paraded through the halls of the Senate and a message scrawled on a door, "Murder the media."

White supremacy is a poison that has been with us since the beginning of our country, and

the confederate flag is its symbol, meant to subjugate and terrorize Black, brown, Asian and Pacific Islander and Indigenous people. That was the goal of this mob and the President who asked them to assemble on his behalf

Freedom of the press is the first target of fascists everywhere, as they seek to silence opposition and suppress any information that contradicts the alternate reality that their narcissistic leader creates to support a racist fantasy world. This freedom is enshrined in our Constitution because a healthy democracy is not possible without a free press.

There is no doubt that each day that Donald Trump continues to hold

the powers of the Presidency presents a grave threat to the safety of millions of Americans and to the stability of our country. He organized an insurrection while ignoring a pandemic. Legislators and members of the Cabinet have taken an oath to defend our Constitution and they must act to remove him from office immediately before he does greater harm to our country and democracy.

But we must not fool ourselves. The end of Trump's presidency does not mean an end to white supremacy in our government. After forcing Congress to flee and vandalizing the Capitol for hours, the insurrectionists were free to walk out the door and

head home. After they returned to the Capitol, half of the Republican members of the House of Representatives, who are guilty of aiding and abetting this insurrection, voted to overturn the will of the American people.

Far too many politicians enabled Donald Trump to build and sustain power. Corporate CEOs and board members, driven only by the size of their fortunes, continue to extract wealth from our labor and cynically exploit racism for their own gain.

Along with the free press, free, democratic labor unions like ours are targets of fas-

cists who fear the power of workers united in common cause. We must remain committed to the fight to strengthen our democracy and resist white supremacy and fascism. We must continue the process we began last spring to deepen our efforts to dismantle racism, including racism within our union. Together we will build power for all working people.

If you could tell GE how to spend \$47 Million where would you put it? Send your ideas to info@local201iuecwa.org for the next edition of the 201 News.

Union Plus Scholarship

The online application is now available!

What kind of school is eligible: The scholarship is open to students who attend or plan to attend a U.S. college, university, community college, or a technical/ trade school. Students attending undergraduate or graduate schools are eligible.

Scholarship amounts: Recipients will receive \$500 - \$4,000.

Deadline to apply: January 31, 2021 at 12 pm (noon), Eastern Time.

Students may reapply each year.

In addition to the Union Plus Scholarships, the following benefits help union families afford higher education:

- National Labor College Scholarships help union members and leaders finish their degrees with an affordable, flexible and convenient online program at the National Labor College.
- Discounts of 15 to 60 percent on college and graduate school test preparation courses from The Princeton Review. Discounts are available for classroom, online and private tutoring for the SAT®, ACT®, GMAT®, LSAT®, GRE® and MCAT® as well as college affordability and admissions online courses. **Visit UnionPlus.org/CollegePrep or call 1-888-243-7737.**

Visit UnionPlus.org/Education to learn more and apply for the scholarship program.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Edward Wells on his recent death. Ed was the great uncle of Jackie Miller, Chief Local 201 Steward at the Saugus Public Library. He retired from GE in 2009.

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

CHIROPRACTOR

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(781) 596-0700

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- 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



Labor Remembers Dr. Martin Luther King, Jr.

Dr. Martin Luther King Jr. helped lead the March on Washington, Aug 8, 1963. Thousands of union members participated including members from the IUE and UAW.



In April 1968, Dr. King traveled to Memphis to support striking sanitation workers – members of AFSCME Local 1733. The strike was in many ways more than a dispute over workplace issues – it was a struggle for dignity for predominantly African American workers joining together with a union to create a voice on the job and in their community. It was while supporting these striking members that Dr. King was assassinated by a sniper on April 4, 1968.

The night before he was killed, Dr. King addressed the striking workers with these words: "You are demanding that this city will respect the dignity of Labor. So often we overlook the work and the significance of those who are not in professional jobs, of those who are not in the so called big jobs. But let me say to you tonight that whenever you are engaged in work that serves humanity, it has dignity and worth".

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

TUESDAY, JANUARY 26, 2021
VIA ZOOM APP (BEST OPTION)
HTTPS://US02WEB.ZOOM.US/J/83321409446



OR
DIAL IN - +1 929 205 6099
MEETING ID: 833 2140 9446
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 AWARD
 - 2. SWEARING IN OF NEW MEMBERS
 - II. GENERAL BUSINESS:**
 - 1. POLICY BOARD
 - 2. TREASURER'S AND MONTHLY FINANCIAL REPORTS
 - 3. GOOD AND WELFARE
 - III. GE REPORT**
 - 1. UPDATE ON "GE BUILD IT BETTER IN LYNN"
 - IV. AVIS/BUDGET GROUP REPORT**
 - V. AMETEK REPORT**
 - VI. VEOLIA WATER REPORT**
 - VII. SAUGUS LIBRARIANS REPORT**
 - VIII. NEW BUSINESS**

Signed,
ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent



Letter to the Editor

Dear Local 201 IUE-CWA
It is with great appreciation that we accept your donation for 2021. We are extremely grateful for the support over the years.
Your donation will greatly help us to continue in our endeavors here at the Adult Rehabilitation Center. As you may know, many of the men and women that come to our center for help come only with the clothes on their back. Supplying them with ne-

cessities such as food, clothing, and shelter is very expensive undertaking which is supported by the income from our donations.
Once again thank you for your support and generous donation.
In His Service,
Joseph Swistak, Lt. Administrator
The Salvation Army, Saugus, MA



IUE-CWA has 6 scholarships worth between \$1,000 and \$5,000 available for the 2021-2022 school year. The scholarships are available to IUE-CWA members and their families. For information on eligibility and an application, go online at www.iue-cwa.org

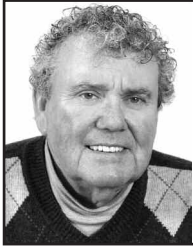
Applications will only be accepted over the Internet. The **deadline** for applying is **February 28, 2021.**

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

Brian Thomas
REGISTERED PRINCIPAL
270 Broadway
Lynn, MA 01904
BRANCH: 781.592.5220 ext. 101
DIRECT: 781.519.0461
FAX: 781.519.0461
brian@dfgedge.com



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201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

2020 A Year That Will Go Down in Infamy

You will always remember this year, sort of like the blizzard of 1978. We all remember where we were and what we did to survive the blizzard of 1978 (if you were around).

So too will we remember how our lives were so disrupted by the Covid 19 pandemic virus and how this effected our American way of life. There has not been an event so disruptive since WW II. At least in my memory I cannot think of anything quite like this. How about you?

NOW LET'S HOPE 2021 IS A BETTER YEAR FOR US ALL

Ed Walczak our Treasurer for the Local 201 Retirees is one of the people who was

instrumental during the 1969 strike on GE. Along with his kitchen crew, Ed served lunch every day for about 500 strikers at St. Michaels Hall for 101 days. The 1969 strike on GE involved approximately 150,000 GE workers across the country. I have been contacted by a student Zachary Tuomey, who wants to write about the experiences that took place during the 1969 strike. If you have any stories, information, or pictures from that great time you can send them to Zachary at tuomey@brandeis.edu or call him at 980-888-2038. Or call me Kevin Mahar 781-367-7822 if you have any questions. We were going to have a 50th anniversary of the 1969 strike but the virus changed that.

FYI - We will not have a retiree meeting in January 2021.

2021 GE Medical Insurance Rates

1/1/2021 - 12/31/2021	Weekly Contributions		
Annual Pay	1 Person Contribution		
	Option 1	Option 2	Option 3
<\$25,000	\$22.39	\$12.81	\$7.94
\$25,000-\$37,499	\$26.55	\$16.96	\$9.41
\$37,500-\$49,999	\$29.06	\$22.35	\$10.85
\$50,000-\$74,999	\$36.49	\$29.78	\$16.36
\$75,000-\$99,999	\$45.61	\$38.90	\$23.57
\$100,000-\$149,999	\$57.24	\$50.53	\$34.72
\$150,000 and above	\$76.34	\$69.63	\$51.42
	2 Person Contribution		
<\$25,000	\$44.79	\$25.62	\$16.36
\$25,000-\$37,499	\$53.09	\$33.93	\$19.30
\$37,500-\$49,999	\$58.06	\$44.64	\$21.63
\$50,000-\$74,999	\$73.01	\$59.59	\$32.75
\$75,000-\$99,999	\$91.25	\$77.83	\$47.16
\$100,000-\$149,999	\$114.48	\$101.06	\$69.43
\$150,000 and above	\$152.65	\$139.23	\$102.81
	3 or More Contribution		
<\$25,000	\$55.93	\$31.96	\$20.79
\$25,000-\$37,499	\$66.38	\$42.42	\$24.50
\$37,500-\$49,999	\$72.67	\$55.89	\$27.08
\$50,000-\$74,999	\$91.25	\$74.47	\$40.93
\$75,000-\$99,999	\$114.16	\$97.38	\$58.99
\$100,000-\$149,999	\$143.02	\$126.25	\$86.76
\$150,000 and above	\$190.80	\$174.03	\$128.50

Note: Rates above are for Non-Smokers. Annual surcharge of \$625 (\$11.98 weekly) added to rates for smokers.



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$4,000 each for the 2021-2022 school year, and another \$4,000 for 2022-2023. (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.

Final deadline for applications is 11:59 p.m., EST, April 30, 2021.

Applications are easy to complete 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:

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

NO JANUARY MEETING

February 9, 2021

Virtual Zoom Meeting

Agenda:

- I. Financial Report
- II. Any New Business

Kevin D. Mahar
President

Edward Walczak
Financial Secretary

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.

ANNUAL LOCAL 201 DUES ADJUSTMENT 2021 PER OUR LOCAL 201 CONSTITUTION:

"Local 201 shall adopt the 'flat base dues' administrative option provided for by CWA and in accordance, charge all individual members at each specific Company and/or location represented by the Local, the same amount of weekly or bi-weekly dues. (Note: Amounts may vary between Companies and/or locations but not vary by individuals within the specific Company Location). Dues shall be calculated by regular CWA methods, (minus contribution for the Member's Relief Fund and Defense Funds for public sector workers) but the Local shall require an amount equal to 2.75 hours per member per month (private sector) of the "average" wage at said Company and/or location estimated for the upcoming dues year (every January 1 to December 31)."

Based on the above membership approved Constitutional language, the following shall be the dues adjustments effective in January 2021 for the calendar year 2021:

General Electric Members - \$21.42 weekly increases to \$21.57 weekly. (**\$.15 increase weekly**)

Veolia Members - \$41.48 **every 2 weeks** increases to \$42.72 every two weeks. (**\$ 1.24 increase bi-weekly**)

Avis Members (Downtown/Cambridge) - \$20.76 **every 2 weeks** increases to \$24.48 every 2 weeks (**\$3.72 increase bi-weekly**) (Note: Part time - prorated)

Ametek Members - \$30.14 **every 2 weeks** increases to \$31.66 every 2 weeks. (**\$1.52 increase bi-weekly**)

AB Group Members (Logan/Headquarters) - \$20.76 **every 2 weeks** increases to \$25.62 every 2 weeks (**\$4.86 increase bi-weekly**) (Note: Part time -pro rated)

Saugus Library Members- keeps the same formula at 1.45% for an individual's Wages (not on flat based system due to the large difference in hours of members' regular schedules). The "public sector" reduction (due to no right to strike and thus no strike benefit eligibility) has been applied to the 2.75 hours (1.59%) Local 201 constitutional approved formula, reducing the percentage to the 1.45% of an individual's pay.

Note: *The reason some bargaining units dues **decrease** in a given year is due to the "average" wage rate at the location going down. This can be caused by a variety of factors, including lump sum bonuses, senior higher rated or paid workers retiring, influx of lower paid new hires etc.*

*The opposite factors such as wage rate increases, filling of higher rated jobs, little hiring at lower rates etc. can cause a **dues increase** due to a rise in the "average" rate at the particular workplace.*



Letters to the Editor

Housing for All

This pandemic has been difficult on our city; Lynn is still an epicenter for the coronavirus. According to the 2020 census, over 50% of Lynners work in customer-facing jobs, putting their health at risk to pay their rent or mortgage. We also know that unstable and overcrowded housing plays a large role in virus transmission - Lynn is the second most overcrowded city in the state. As a result of the pandemic, over 40% of renters statewide now face eviction. As in the 2008 housing crisis, diverse working-class cities like Lynn will see more than our share of the impacts. The pandemic has shown us that housing really is a life-or-death issue for working people.

The Federal government considers housing "affordable" when it costs 30% of a household's income. HUD sets market rates based on what is affordable to a region's median household income. Lynn is in a housing region that spans from Rhode Island to southern New Hampshire, with a median household income of approximately \$120,000/yr. Lynn's median household income is \$53,500.

Housing prices are at an all-time high - average rents are up nearly 30% since 2015, and home sale prices are on track to double from 2000 levels. To pay the median rent of \$1,790/mo. plus utilities, a household would need a pre-tax income of at least \$77,600, or \$24,100 more than Lynn's median. Using census data, about 90% of Lynn households cannot afford the average cost of rent.

Nearly 4,000 units of "market rate" housing are in the pipeline, roughly 25% were approved after the state's eviction moratorium expired. On the other hand, only 193 units have been approved at Lynn's income levels.

We are nearing the end of a year-long community engagement process specifically looking at ways to bring development that makes sense for our city. It is critical that we support this plan - it will give us more leverage to ensure that new developments bring good, safe housing and jobs to Lynn. New Lynn Coalition proved this is possible with the 100% union-built mixed-income Gateway North development on Washington St. We can build new housing for Lynn's families with local preference while creating good union jobs for Lynn's workers with local hiring agreements.

Please join the New Lynn Coalition in our campaign for Housing For All! Call us at 781-595-2538 or send an email to NewLynnCoalition@gmail.com. And, if you live in Lynn, please call your city councilors, and tell them you support the Housing Lynn plan. You can find their contact information here: <http://www.ci.lynn.ma.us/citycouncil.shtml>.

In Solidarity,
Jonathon Feinberg
Organizing Director, New Lynn Coalition

Dear Local 201

With sincere apologies for the delay, I am writing to thank you for your generous donation to the 36th Annual Bread and Roses Festival, which we presented as a streaming, virtual program on Labor Day September 7, 2020. Despite the unusual circumstances forced on us by the pandemic, we feel that the festival was a quality program, and was enjoyed by a large, diverse, and appreciative audience.

Sincerely,
James F. Beauchesne
Fundraising Chair
Member, AFSCME 2948
Bread & Roses Heritage Committee



Mass.gov

AG Healey Advises Public About 2021 Minimum Wage Increase Minimum Wage Set to Increase to \$13.50 on Jan. 1, 2021; AG's Wage and Hour Posters Available in Seven Languages

Attorney General Maura Healey is reminding employees and employers that the state's minimum wage will increase to \$13.50 per hour beginning Jan. 1, 2021.

The AG's Office has made available its **wage and hour poster** https://www.mass.gov/files/documents/2018/10/25/WH_Poster_Oct2018_ENG.pdf that employers are required to display in both English and any other language that is spoken by five percent or more of the employer's workforce and for which a translated notice in that language is available from the AG's Office. **The poster is available** <https://www.mass.gov/lists/workplace-rights-publications#massachusetts-wage-and-hour-laws-poster> in seven languages and in formats that employers, workers, members of the public, and organizations can easily access, free of charge.

"As residents across our state continue to struggle amid the ongoing COVID-19 pandemic, it's vital that workers are paid the wages to which they are legally entitled and that their rights are protected," said **AG Healey**. "We are issuing this notice to ensure that employers and employees alike are aware of this change to the minimum wage in Massachusetts, and to let the public know that my Fair Labor Division is here if they have questions or concerns."

In June 2018, Massachusetts **enacted a law** <https://malegislature.gov/Laws/Sessionlaws/Acts/2018/Chapter121> that set the minimum wage to increase each year until it reaches \$15.00 in 2023. Tipped employees will also get a raise on Jan. 1, 2021, and must be paid a minimum of \$5.55 per hour provided that their tips bring them up to at least \$13.50 per hour. If the total hourly rate for the employee including tips does not equal \$13.50 at the end of the shift, the employer must make up the difference.

Free copies of the AG's Wage and Hour poster are available in English, Chinese, Haitian Creole, Khmer, Portuguese, Spanish, and Vietnamese on the **AG's Fair Labor Division website** <https://www.mass.gov/lists/workplace-rights-publications#massachusetts-wage-and-hour-laws-poster> to download and print. To request a hard copy, please visit www.mass.gov/ago/fldposter or call (617) 727-3465.

The Attorney General's Fair Labor Division enforces laws that protect workers, including minimum wage, timely payment of wages, overtime, earned sick time, child labor, Sunday and holiday premium pay, and the public construction bid and prevailing wage laws. In fiscal year 2020, the Division assessed more than \$12.3 million [mass.gov/news/ag-healey-issues-labor-day-report-on-offices-efforts-to-combat-wage-theft-protect-workers-1](https://www.mass.gov/news/ag-healey-issues-labor-day-report-on-offices-efforts-to-combat-wage-theft-protect-workers-1) in restitution and penalties against employers on behalf of working people in Massachusetts.

Workers who believe that their rights have been violated in the workplace can file a complaint at www.mass.gov/ago/fld or call the office's Fair Labor Hotline at (617) 727-3465. More information about the state's wage and hour laws is also available in multiple languages [mass.gov/guides/fair-labor-division-multilingual-resources](https://www.mass.gov/guides/fair-labor-division-multilingual-resources).

Paid Family Medical Leave (PFML)

(Adapted from <https://www.mass.gov/info-details/paid-family-and-medical-leave-pfml-benefits-guide>)

PFML a state-offered benefit for anyone who works in Massachusetts and is eligible to take up to 26 weeks of paid leave for medical or family reasons. PFML is funded through a Massachusetts tax, and is separate from both the federally mandated benefits offered by the Family Medical Leave Act (FMLA) and from leave benefits that may be offered by your employer.

Beginning on January 1, 2021:

- Covered individuals may be entitled to up to 20 weeks of paid medical leave in a benefit year if they have a serious health condition that incapacitates them from work.
- Covered individuals may be entitled to up to 12 weeks of paid family leave in a benefit

year related to the birth, adoption, or foster care placement of a child, or because of a qualifying exigency arising out of the fact that a family member is on active duty or has been notified of an impending call to active duty in the Armed Forces.

- Covered individuals may be entitled to up to 26 weeks of paid family leave in a benefit year to care for a family member who is a covered service member with a serious health condition.

Beginning on July 1, 2021:

- Covered individuals may be entitled to up to 12 weeks of paid family leave to care for a family member with a serious health condition.

Earnings requirement

Covered individuals must also meet an earnings requirement to be eligible for benefits. Before applying for benefits, you must have earned at least:

- \$5,100 during the last 4 completed calendar quarters, and
- At least 30 times more than how much you would be eligible to get each week from your Paid Family Medical Leave benefits

How is PFML different than FMLA (Family and Medical Leave Act)?

The FMLA is a federal law that provides unpaid, job-protected leave to certain employees. FMLA is available for the employee to use for themselves or when caring for a parent, child or spouse with a serious

health condition and is only a requirement for employers with 50 or more employees

PFML is a Massachusetts law that applies to all Massachusetts employers regardless of size and provides paid, job-protected leave to eligible workers for similar reasons. Other differences include a broader definition of family, waiting periods for eligibility, and size of the employers that are required to participate. Read more about what PFML can be used for.

If possible, both leaves will run at the same time.

For questions about benefits and eligibility call the MA Department of Family and Medical Leave (833) 344-7365 - Hours of operation: 8 a.m - 5 p.m.

Support the Build Better in America Campaign

By Former Local 201 President Alex Brown

When I punched in at the Lynn GE plant in 1978 there were 8000 union members and probably double that amount of people working there. Now the plant is down to 1250 local 201 union members. When GE moved the Turbine Division out and we lost 3000 jobs, many of us thought the plant would close before we retired.

The union tried everything from negotiating farm out language, to a 4 day strike over violations of that language (Jobs not Greed strike) to federal Build America legislation to protesting job killing treaties like NAFTA and TPP to forging solidarity with Mexican workers living in shacks doing the same work for pennies to compromises such as multi-skilling to keep work.

We've won because the plant is still here, given that so many have closed. GE extracted heavy prices in pension and wage cuts for those jobs that remain.

But the battle continues because GE still farms out, does offset deals, builds plants abroad and the non-union South, closes plants, and sells businesses.

I salute Local 201 and IUE-CWA for taking on a new campaign to fight for the plant. I am grateful I was able to retire, I'm joining the fight so more members can. There is support out there. We need to let our communities know what's going on and how to help.

I am reaching out to retirees about their contacts in the community. Retirees, please get in touch with me if you're active in your church, sports league, food bank, veteran's post or other community group. Could you work with me and other retirees to reach out for support? Call me at 617-922-5573 or email me at abrown0427@gmail.com.



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

As we enter the New Year some of us may experience the "Winter Blues" – a drop in mood during the chilly months when we have less daylight. Seasonal Affective Disorder (SAD) can affect many of us during the winter season causing depression and a host of mental health conditions that are compounded when combined with the current pandemic. We aren't able to spend time with friends and loved ones like we used to, with requirements for social distancing we are forced to change the routines. Many of the things we used to like doing that involved social activities that identified us and gave us something to look forward to have become limited. Many of us have been able to adjust with the help of those around us by finding new ways to cope, but for

others this has been much more difficult.

There are some common ways people deal with COVID anxiety and Seasonal Depression including talking about your feelings with a friend or relative which can help you realize you're not alone with many of your fears. Getting together socially distanced in a backyard around a fire pit can create a few laughs and a brief hour or two of feeling normal. Exercise is a big deal and just getting whatever sunlight you can outside during a walk or run will go a long way to improve your mood.

Some of us have a much harder time finding ways to feel better. If your unable to shake feelings of depression and anxiety are losing interest in the things you used to look forward to doing, not sleeping or eating properly, or finding

it hard to function and make it through the day, you should consider seeking help.

We are fortunate to have experienced resources here in Lynn, Bob Cummings 617-275-1527 at the IUE CWA Local 201 Union Hall and Jeff Zeisel 617-733-2842 at the Medical Center. I am also available to provide guidance to help you find the resources you need.

Useful Contact Information:

Local 201, IUE-CWA
781-598-2760

GE Medical Center
781-594-2218

GE Plant Protection
781-594-2591
If urgent:
911 on GE Phones

Sedgwick Claims Management Services, Inc
P.O. Box 15065
Albany, NY 12212
1-800-434-8331

Utilization Review (Sedgwick)
1-866-286-0281

GE Disability Center (STD, LTDI)
1-800-392-0789

Division of Industrial Accidents (DIA)
Boston 617-727-4900
1-800-323-3249
TDD 1-800-224-6196
Lawrence 978-683-6420
On Line:
Info2@dia.state.ma.us

Workers Compensation and Other Disability Benefits—In a Nutshell

Other GE Disability Benefits

Short Term Disability (STD)

- Will pay if delayed/denied by Workers' Comp. Reimbursed if you win Comp. benefits.
- Call 1-800-392-0789, GE disability center, once you expect to be absent from work for 7 days. Will reduce benefit, if call is not made. Penalty eliminated eff. 1/1/20.
- Pays 60% of weekly pay, up to a max of \$900, increases to \$950 eff. 1/1/20.
- Pays a minimum of \$375, increases to \$400, eff. 1/1/20.
- Disability defined as unable to perform regular duties of your job. Must be under a doctor's care.
- Pays from day one if you are admitted to the hospital/have a surgical procedure.
- STD is taxed.

Long Term Disability Income (LTDI)

- Pays 50% of monthly pay after 26 weeks disability.
- Guaranteed minimum of \$350. Increase to \$400 for Option 1, eff. 1/1/20.
- Call 1-800-392-0789.
- LTDI is not taxed.
- Must be enrolled



Worker's Comp Weekly Benefits

Total temporary disability

- Pays 60% of your AWW, "average weekly wage," (including OT) up to 3 years.
- Max benefit as of 10/19 is \$1431.66, set every October by State. Minimum Benefit: \$286.33.
- Pays after 5 calendar days of disability, retroactive to the first day if disability lasts 21 days.

Partial disability

- Pays 60% of difference between AWW at time of injury and post-injury wage up to five years in most cases.
- Cannot exceed 75% of the amount you would receive if totally disabled.
- Includes "make-up pay" for not being able to work OT if supported by medical restriction.

Permanent total disability

- Pays 66.6% of AWW up to max weekly benefit for life.
- Difficult to win.

Other Benefits Under Workers' Comp.

- Medical/prescription bills including travel expenses such as auto mileage and taxi fares.
- Permanent loss of function.
- Scar-based disfigurement of hands, face, neck.
- Non-scar based disfigurement.

Workers' Compensation Deadlines for Benefits

Time/Event	Action
Day of Injury	Go to Medical Center and file "First Report of Injury/Illness"
If you are unable to work for 5 or more calendar days* <small>(Note: The 5 days do not need to be consecutive, nor do you need to be scheduled for work.)</small>	GE Must notify the DIA and insurer Sedgwick on "First Report" form.
Then, within 7 calendar days <small>(not including Sunday/holidays)</small>	Insurer must either send a check or send a denial letter. <small>(If it misses that deadline, it owes worker a \$200 penalty and loses "pay-without-prejudice privileges.")</small>
Within 14 calendar days of Receipt of "First Report:"	Double Check the payment. <small>(The average weekly wage calculated by taking earnings, including OT, during previous 52 weeks divided by 52. Benefits are 60% of AWW.)</small>
If Accepted,	
If Denied,	File form 110 with Division of Industrial Accidents or contact an attorney to file on your behalf. <small>(DIA holds conciliation, conference, and hearing in front of DIA judge to resolve.)</small>



VP's Column

By TOM O'SHEA
*Vice-President/
 Recording Secretary*

Welcome to 2021

So far it feels a lot like the last 9 and a half months of 2020. The pandemic is still in control. Maybe in a few months' things will start to turn around. I am hopeful.

Farm Out

At the beginning of every year local 201 is served a farm out notice from GE. This is a comprehensive list of "potential" work that could be farmed out during the year ahead. It does not mean all the work on the list will go out, but it covers the company by notifying the union for when/if they decide to do so. Everyone in every area

should know the parts in their area and watch to see if any changes occur, aka farmout. You know the flow, the quantities on a weekly basis. If something seems out of whack it probably is. Notify your steward. Stay vigilant.

B.C.

B.C. or Before Covid, the Aviation industry had so much work we could not fit the work the company wanted us to do in Lynn. Investment and hiring were happening at GE Lynn. Then the pandemic occurred, and the bottom fell out of the commercial aviation market. Hiring stopped. Investment all but stopped.

Save the Plant

Most GE Lynn workers can name a relative or neighbor whom they know once worked here. The history goes deep. While it is nice to wax nostalgic about the "good ole days" of thousands of GE Lynn workers we need to stay in the present. Currently we have 1,250 Local 201 workers in Lynn. In 2016 we had 1,250 Local 201 workers. As a union leader I would like to see more work done in house. 300 local 201 workers could retire in 2021. Filling that gap will not be easy. We don't want to lose the skill and knowledge these workers have. It needs to be

passed on. We cannot let all the skill go out the door. The company has started hiring again. Let's hope its not too late.

Make sure you PUNCH OUT!

Anytime you leave company property be sure you are punched out. Check your time stamp daily. If

there is a missed punch notify your cell leader immediately. Going through the turn styles or gates does NOT punch you out automatically. If you are asked to sign in, make sure you sign in the actual time you got to work. Time theft is a firing offense.

Happy Retirement Tim

Workers in Logistics honored Tim McLaughlin (pictured below) on his last day at GE. It was a "Covid social distance" send off with plenty of gifts. Tim worked in several areas of the plant spending his last few years in bldg. 63. Congratulations Tim, on 39 years of service as a Local 201 member and GE employee. Thank you to all the workers in Logistics for a great send off.



Club 24 Meeting List Updated 11.8.2020 Meetings Held 787 Salem Street Malden MA

Day of the Week	Group	Format	Time
Sunday	Suburban Group	Open Speaker	10:00am-11:00am
Sunday	Matinee	Open Speaker Discussion	3:30pm-4:30pm
Monday	BYOC	Open Speaker Discussion	7:00am-8:00am
Monday	Noontime	Open Speaker Discussion	12:00pm-1:00pm
Monday	Happy Hour	Open Speaker Discussion	4:00pm-5:00pm
Monday	Maplewood Men's (upstairs)	Open Men's Discussion	6:00pm-7:00pm
Monday	Big Book (upstairs)	Closed Big Book Meeting	7:30pm-8:30pm
Tuesday	BYOC	Open Speaker Discussion	7:00am-8:00am
Tuesday	Noontime	Open Speaker Discussion	12:00pm-1:00pm
Tuesday	Happy Hour	Open Speaker Discussion	4:00pm-5:00pm
Tuesday	NA Meeting	Narcotics Anonymous	7:00pm-8:00pm
Tuesday	Getting Better	Closed 12 Step	7:00pm-8:00pm
Wednesday	BYOC	Open Speaker Discussion	7:00am-8:00am
Wednesday	Road to Happy Destiny	Open Big Book	9:30am-11:00am
Wednesday	Noontime	Open Speaker Discussion	12:00pm-1:00pm
Wednesday	Happy Hour	Open Speaker Discussion	4:00pm-5:00pm
Wednesday	Wednesday Night Live!	Open Speaker Discussion	7:00pm-8:00pm
Thursday	BYOC	Open Speaker Discussion	7:00am-8:00am
Thursday	Noontime	Open Speaker Discussion	12:00pm-1:00pm
Thursday	Happy Hour	Open Speaker Discussion	4:00pm-5:00pm
Thursday	Big Book (downstairs)	Open Big Book	7:00pm-8:00pm
Thursday	Al-Anon (upstairs)	Al - Anon Discussion	7:00pm-8:00pm
Friday	BYOC	Open Speaker Discussion	7:00am-8:00am
Friday	Noontime	Open Speaker Discussion	12:00pm-1:00pm
Friday	Happy Hour	Open Speaker Discussion	4:00pm-5:00pm
Friday	Mixed Nuts (downstairs)	Men's 12 Step	6:45pm-8:15pm
Friday	Four Winds (upstairs)	Open Speaker	7:30pm-8:30pm
Saturday	Early Risers	Open Speaker Discussion	7:00am-8:30am
Saturday	Pathfinders (downstairs)	Open Speaker	10:00am-11:00am
Saturday	24 Hour Clean (upstairs)	Narcotics Anonymous	9:00am-10:15am
Saturday	Talk of the Town	Open Speaker Discussion	2:00pm-3:00pm
Saturday	Helping Hand (upstairs)	Open Speaker	7:00pm-8:15pm
Saturday	Helping Hands II (downstairs)	Open Discussion	7:00pm-8:00pm
Saturday	Night Owls	Open Speaker Discussion	8:30pm-9:30pm

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



LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board



LPS/M&E Report

By ARTIE AMIRAULT
Executive Board Member

As the Rotor Turns

I want to talk about Covid-19 travel restrictions and reporting it at the gate. If you travel on your own out of the state, under the state mandate you are required to have a negative test before you return to work. So, when asked at the gate if you have done any travel and you say "No" but you really did you are subjected to discipline. Don't think no one will find out with how social media is being used nothing at General Electric is a secret. All it takes is one screen shot from someone else, so do the right thing and get tested.

LATO

The shift poll is complete and here is the breakdown for AAEM positions in LATO. Openings: 23 total all on second shift, 11 in building 29, 5 in building 42, and 7 in Test. That is a lot of new faces and with new faces comes training. We are in the middle of a pandemic, so training must

be safe. My stance is that we cannot refuse to train, but training should not be done within 6ft of each other. If you are assigned to train stay 6ft apart and the person you are training can read the planning and ask questions.

Logistics

Another record-breaking quarter. Great job by all. This company needs to start recognizing that Logistics is the shining star of the River Works.

16 job are being posted I will be doing a shift poll soon.

I am looking for another steward on 2nd shift in 63, the more help the better, if you are interested please get in touch with me down the hall.

Happy New Year and let us hope 2021 is a lot better.

See you around the shop,
Bobby

Hi Everyone,

I hope everyone had a good holiday and New Year. Going into the new year there are still a lot of questions to be answered. Some of which is when is the Crafts hiring freeze from the street going to end and how much investment money is Lynn going to get this year for the new machinery we desperately need. With almost all of the investment money lost last year due to Covid we need investment more than ever. As far as the Crafts hiring freeze, I'm convinced at this point that it will be too late, and the possible knowledge transfer necessary will be lost before the company does anything about it. Par for the course when it comes to GE. This company thinks everything is plug and play. It continues to not learn from the past mistakes and to make the same one's time and time again. Hopefully, I'm wrong but time will tell as the year goes on.

One other thing I wanted to bring up was Crafts members getting injured cleaning up the messes the outside vendors leave behind when they are hired to do a job. Just before the holidays at the worst possible time of the year in my opinion to get hurt even though no time is

good a fellow crafts member was seriously injured doing just this. THIS CAN NOT HAPPEN. If vendors are hired to do a job, they do the whole job and need to be held accountable by management to do so. This happens all the time. They leave their trash everywhere. If they can't do the whole job, then they shouldn't be doing the job at all. Better yet just send the trucks. We'll do the work. We don't clean up after outside contractors. PERIOD.

Finally, I would just like to give recognition to the loss of a good man recently.

Building 64 Maintenance cell leader **Alan Torpey**.

Alan was not only well respected by his peers but by the people who worked for him. He was the type of person that after you walked away from talking with him you always felt good even if you were having a rough day. He always wanted to help in any way possible whether work related or personal and he always wanted to try and make sure things were done the right way. He just truly cared about people. You will be missed Alan. May you rest peacefully and our condolences to your friends and family.

See you around the plant.



Volunteers Jerry Powers, Tom Wall, and Kevin Mahar help Tom O'Shea with the newspaper labels.

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LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

Coldest Story Ever Told

Imagine it is one week before Christmas. You wake up to go to work, you kiss your wife, who is pregnant with your first child, goodbye and head to work. When you arrive at the front gate plant security asks to search your vehicle. You say "of course, I have nothing to hide" and comply. Then they find a simple common pocketknife in your vehicle. Now imagine being fired and losing your job for this, one week before Christmas. This is exactly what happened to one of our Local 201 members. Imagine the look on his wife's face, imagine the stress his wife went through while pregnant. Now imagine being fired for a knife which is offered as a tool in our tool cribs and vending machines. You absolutely can't imagine this because its crazy and just wrong. Our brother did not know that the common pocketknife which he kept in his car

would be considered in the category of "weapons" in the GE code of conduct. His belief that this common pocketknife was not a prohibited weapon. The GE code of conduct does not site knives as weapons. The penalty of discharge in this case is excessive and over the top. Our brother is regarded as a good worker and has never been accused of any actual threat of violence in the workplace. He has always maintained a good employment record and is a good friend to other union brothers and sisters in his work area.

How could we possibly build a team between the company and the union when the company pulls stunts like this? Remember we work with our hands in all the trades. We are not office people. Most trade workers use a knife daily, it is one of the tools in their tool bag.

I truly hope GE comes to its senses and realizes

this is just wrong in many ways. I pray for my brother and his family during this holiday season.

"How could you be so heartless?"

Joe Tirone
LCM E Board

January 25 GE Wage Update

2019-2023 IUE/GE Contract provides a \$.30 raise + \$1,000 ACP on January 25th, 2021.

"R" Rates + \$.30 base pay increase + \$1,000 ACP

"MBW" Rates + \$.30 Lump Sum multiplied by all hours worked 2020 Calendar Year + \$1,000 ACP

"MBW" Rates receive the \$.30 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.

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



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

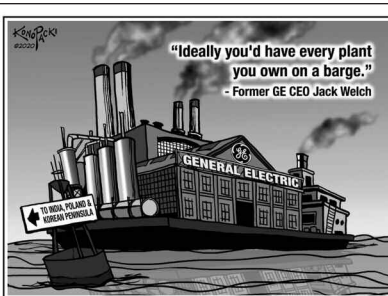
A Truly Terrible Year.

Covid deaths. Small businesses closing. Friends and family out of work. Isolation.

And GE's announcement of yet more jobs to be shipped overseas. This time to the unstable Korean Peninsula.

It is bad: For the workers directly involved and their families. For our communities. For neighbors and friends hoping for MORE good jobs, not fewer.

It's bad for the environment, as moving jobs 10,000 miles away increases the carbon footprint of our products. And it's bad for America's national security. No rational corporation moves jet engine components so close to a warmongering dictatorship famous for lobbing missiles at our allies!



Let's Demand Better!

IUE-CWA LOCAL 201

It's time to blow the whistle. In 2021 we will campaign for a better GE.

Stay alert. Stay united.

TEXT

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

TXT



Business Agent's Column

By JUSTIN RICHARDS
Business Agent

Hope everybody was able to enjoy the holidays as best as possible given the current times we are in.

General Electric- There are some benefit changes and increases this year, see chart on page 5. If anybody has any questions or concerns, please contact the hall. As I sit here and write this article, I am finding myself once again consumed by frustration as we have just left a 3 ½ hour combined Step 2. I want nothing more than to publish something positive coming out of the G.E report, doesn't seem like that is going to be happening anytime soon! With that being said, the constant battles that occur on a daily basis are unreasonable, farm out notices, clear cut contractual violations, it's a joke and it's completely disrespectful! Union relations decisioning constantly favors the company. The system is BROKEN! On top of all that, the company launches one attack after another on this membership! It is completely baffling the unjust discipline they are attempting to uphold, bouncing our brothers and sisters to the street. It was never like this. This same scenario with the constant disrespect and disregard towards your union is what sparked the 1986 strike.

Just to make sure we are all aware, General Electric CEO Larry Culp has been awarded a 47-MILLION-dollar bonus, from the very same company that tells us they are broke and have no budget for machinery and can't afford to give us better healthcare. What we could have done here in Lynn if they invested just half that bonus would have been amazing, that type of investment would have increased profits and production for the company and would have increased capacity in Lynn. Did investment in Lynn get cut this year because of Covid, or was it to fund Culp's bonus? This is eye opening yet again. Bear this in mind when you think of the company, we are constantly battling for machinery to prevent farm out and PPE to keep us safe.

It is crucial now more than ever, that everyone attends the membership meetings, this is where you can ask questions and get in depth explanations and information. This is your union! A lot is going on behind the scenes, there are tons of moving pieces, the membership meeting provides a time of privacy, transparency, and discussion! It's once a month, take the opportunity to sign in on Zoom or call in and have your voice heard. We all need to stand in solidarity against a company that's constantly sending our work overseas, specifically to the Korean Peninsula. What do you think is going to happen when they reverse engineer our products? Not only is this an issue of national security, it should be a crime! This company depends on military contracts, paid for by the government, the same government that's funded by OUR tax dollars! This month's meeting is January 26, at 12:30pm and 3:30pm. See page 4 for the Official Notice and Agenda.

Veolia- I don't want to jinx it but it's quiet over there. This speaks volumes about our stewards! By the time this article comes out I will already have been to the plant, fingers crossed. It hasn't been easy trying to get in there and I feel like I keep repeating myself. See you all soon.

Avis and Budget- You guys have been impacted the most out of all our amalgamated units. If anybody is having any issues with unemployment or questions and concerns please, reach out to the hall and we will assist you. 781-598-2760. **Downtown** is suffering from more losses. When the economy picks up (and it will pick up), we will see a turn-around, the company has a system in place to bring people back in groups and we will be there to assist in the rebound.

Saugus Public Library- Keep the books, movies and other media flowing. You all have always provided an essential service to the town of Saugus and in this pandemic, it has been even more essential. We don't take that lightly. Your fellow Local 201 members are proud of the work you do. Thank you.



President's Column

By ADAM KASZYNSKI
President

Election Victory in Georgia: Blow to the Neo-Confederacy

The Democratic Party has now secured control of the Presidency and majorities in the Senate and House. In Georgia, the Warnock and Ossoff campaigns correctly focused on key issues that mattered to Georgia voters, jobs, the John Lewis Voting Rights Act, Healthcare, and ending Republican obstructionist control of the Senate during a pandemic and economic catastrophe for working people. This victory was delivered by record turnout from Black voters and hard organizing done by the people's movements on the ground, including labor and our own Union.

Years ago, President Obama promised Labor to deliver on the Employee Free Choice act, which like the PRO Act, would have made it easier for workers to form Unions. Democrats briefly held majorities in the House and Senate and still failed to pass Labor Law reform. It was a betrayal that Biden has the opportunity to correct. The PRO Act should be passed immediately. The House had already passed the PRO Act. With newly won Senate seats and Mitch McConnell losing the Majority Leader position, we have a real shot in the Senate for labor law reform.

Democrats and Republicans both promise to bring back manufacturing work. Yet here we are. Promises have been worthless. What we need is legislation to keep products the U.S. Government buys made in the United States. Our tax dollars should create and sustain jobs for us. Strengthen the Buy America Act so that 100% of products that the U.S. government purchases be made in the United States. The Government has the power to offer carrots and sticks to corporations for bringing work back, and we must push them as hard as we can to make it happen. Especially if the customer is the American taxpayer.

