

IUE-CWA Local 201 News

Celebrating 86 Years
as a Chartered Local
1933 - 2019

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

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Bill Maher

MANAGING-EDITOR
Tom O'Shea

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IUE-CWA LOCAL 201 AND GE CONTRACT UPDATE

by Bill Maher

First off, the IUE-CWA Local 201 Executive Policy Board would like to thank all members and retirees who attended the Contact Update Sessions at St. Michaels Hall today (7/25). The 12:30 & 3:30 meetings were both well attended. Members listened and brought energy, passion, and some great questions to the microphone. I hope that my explanation on STRUCTURE, COMMUNICATION, CONTRACT, LEGAL, STRIKE, & MARKET-BASED-WAGE added some value to those in attendance. I know that I learned a lot and I apologize for the delay in communication. Special thanks to Retirees Jim

Logan and Kevin Mahar, both who spoke to members in attendance.

The IUE-CWA Negotiation Committee will be meeting at the IUE-CWA Division meeting starting Sunday 7/28. **We are awaiting a date for a meeting with the Company** and hope to resume negotiations. Should a date be provided while we are traveling, we will immediately communicate to the members. The Coordinated Bargaining Committee (CBC) International Unions: UAW, IFPTE, USW, IBEW, & IAM met with the Company on July 23-24, in Louisville, KY. The International Unions have local agreements that have either expired,

or are close to expiring, and are all required to vote on the non-ratified Tentative Agreement. Most of the Unions will have voted on Monday, 7/29.

Neither the IUE-CWA, nor the Company have filed a 10-day notice of contract termination. The goal of the IUE-CWA Negotiating Committee is to return to the table to continue bargaining, improve the non-ratified Tentative Agreement, recapture expired benefits, and return to the Membership for a vote.

The situation is very fluid, and we are all awaiting the next move. Again, we will communicate as soon we have infor-

mation to provide. I know this process has been very muddy and I thank the Members for their patience. I know that we are all frustrated with the slow-moving information and lack of clarity. We will continue to hold information sessions and improve communications going forward.

President Kaszynski, Delegate Joe Tirone and I will be on the road, attending the IUE-CWA Division Meeting & CWA Convention, where Local 201 delegates will vote to elect Carl Kennebrew as the IUE-CWA Division President, as approved by IUE-CWA Local 201 Policy Board and Membership.

Congratulations Retirees (January 1 - May 31 2019)

LPS

Peter Capano
Gary Angelini
Christopher Stocker
Robert Baker
Joseph Doherty
Scott Sundquist
Richard Briggs
Michael Patnaude
Stephen Crocco
Mark Mielcarek
Michael Doane
Robert Desepoli
Paul LeBlanc

LATO

Deborah Giambuso

Peter Finin
George Franey
Gary Gurliaccio
Steven Saraglow
Louis Bourque
Kevin McLoughlin
Kevin Maher
Thomas Turlo
David Rybicki

Logistics

Thomas McCarthy
Chi-Yung Lam
Marcos Dutra
Raymond Scotina
Kenneth Hunt
Paul Romanowski
Ruth Goodhue
Sharon LeBlanc

LCM

Matthew Donaghey
Thomas Nocella
Thomas Doucette
Debra Teague
Edmund Poole
Patrick Ryan
Gerard Fulchini
Raymond Meserve
Julie Garrigan
Glenn Taylor
Chris Grimбилas
Warren Goodwin
Mark Welton
Joseph Crowley
William Kennedy
Dale Tapley
Mark Stickney

Timothy Parker
Michael McDermott
Joseph Cote
Curt Luongo
Emmanuel Bernier
James Benham
Nicholas Gallo
George Boulos
Thomas Xenos
Lori Stanger
Semere Gebrewold
Patricia Conway
Michael Allen
Edward Weeks
Richard Prevost
Russell Landry
Michael Gagnon
Raymond Bland

Next Local 201 Membership Meeting August 20, 2019 - See page 4



Letter to the Editor

Thank you Local 201 for being so generous. I am honored that I was chosen for a scholarship.

Ashley Marston

You are welcome Ashley. Thank you for participating in the Local 201 MA AFL CIO scholarship program. You did well on your Labor Education exam. Congratulations on your scholarship. (Ashley was the winner of the 2019 Herbert E. Hayward Memorial Scholarship).

2019 GE Contract T-Shirts



Front Pocket



Left Sleeve



Right Sleeve

T-shirts are available in limited sizes

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.
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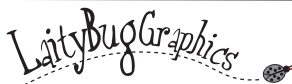
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Print your ad on this form.

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 _____

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WORD _____
LIMIT _____

PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

Memorandum of MBW Agreement Between GE Aviation- Lynn, MA and IUE-CWA Local 201

Whereas, on August 31, 2016, the General Electric Company- Aviation (hereinafter "Company") and IUE-CWA Local 201 (hereinafter "the Union") reached a Memorandum of Agreement ("MOA") on a Market Based Wage ("MBW") Compensation system for employees located in Lynn, Massachusetts; Whereas, in March 2019, the Union notified the Company of its desire to enter into negotiations regarding changes to the Market Based Wage (MBW) compensation structure in Lynn;

Whereas, the Parties commenced negotiations on April 9, 2019;

Now therefore, in full and final settlement of the foregoing, the Parties hereby agree to the following changes:

- 1) The Parties agree to change the progression for MBW employees from ten (10) years to seven (7) years, effective August 12, 2019.
- 2) The Parties agree to implement updated starting rates and top of market rates based on updated market data as outlined in **Appendix A** of this Agreement. These rates will be retroactive to April 8, 2019 for MBW employees in classifications affected by the adjusted rates. MBW employees hired between ratification of this Agreement and its implementation will receive adjusted starting rates restored to their date of hire.
- 3) The Parties agree to amend the current MBW agreement as follows:
 - a) Replace Paragraph 8 with the following language: MBW employees who ac-

cept an upgrade to a higher rated

MBW classification will be placed on the same step on the progression schedule associated with the higher rated classification. Employees will continue to progress based on the anniversary of the employee's MBW hire date.

For example, an M 17 employee was hired on January 1, 2017. As of March 1, 2019, the employee is an M17 Step 2. If the employee accepts an upgrade to an M19, he/she will be placed at Step 2 of the M19 progression schedule and will remain at MBW MOA 2019 Page 2 of 3

Step 2 until the anniversary of his/ her MBW hire date (January 1, 2020), at which point he/she will progress to Step 3.

New employees must successfully complete their six (6) month probationary period before they are eligible to upgrade to a new classification.

- b) Add the following to the "Top of Market" section of the "Glossary":

It is agreed and understood that the Top of Market for current employees will not be reduced based on updated market data for the duration of the

MBW agreement. The Company reserves the right to make future changes with respect to wage rates or structure, subject to any and all bargaining obligations.

- c) Amend references to the "lump sum" calculation as follows:

The lump sum payment will be calculated by multiplying the amount of the negotiated increase by the number of hours worked by the individual in the prior calendar year.

The number of hours used in the formula will not be less than 2,080 for full-time employees who have had no breaks in service.

- d) Amend Paragraph 2 to include the following:

Any classification deter-

mined to be compensated below "Top of Market" at the time of any negotiated increase will receive the full amount of such increase until such time as the classification exceeds the "Top of Market".

- 4) The "Inspector Non-Deconstruct" classification rate will be increased from an R16/M16 to an R20/M20, effective the Monday following the date of execution of this agreement (effective date July 1, 2019).
- 5) The Union agrees to withdraw grievance #36,640, effective immediately.

Agreed to and approved by:
Bill Maher
Business Agent
IUE-CWA local 201

APPENDIX A

LCM

| Classification | Proposed Start 2019 Data \$ | Proposed TOM 2019 Data \$ |
|-----------------------------|-----------------------------|---------------------------|
| Servicer M14 | 18.00 | 32.00 |
| Material Handler M16 | 20.00 | 32.00 |
| Braze Inspector M16 | 20.00 | 36.40 |
| Manufacturing Associate M17 | 23.50 | 34.50 |
| Welder M18 | 26.00 | 37.00 |
| Skilled Machinist M19 | 25.50 | 37.00 |
| FPI M20 | 25.00 | 38.00 |
| Inspector Mechanical M20 | 25.00 | 38.00 |
| Grind M20 | 26.50 | 38.00 |
| Machinist Dual Purpose M21 | 26.00 | 38.00 |
| Inspector Tool & Gage M22 | 27.00 | 40.00 |
| PM M22 | 28.00 | 40.00 |
| Mach & Assemble M22 | 28.00 | 40.00 |
| Special Machinist M23 | 32.00 | 45.50 |
| Tool / Die Maker M25 | 34.00 | 46.50 |

LPS

| Classification | Proposed Start 2019 Data \$ | Proposed TOM 2019 Data \$ |
|--------------------------|-----------------------------|---------------------------|
| Construction Worker M16 | 20.00 | 32.00 |
| Fire Inspector M19 | 21.00 | 34.50 |
| Project Crafts M23 | 32.00 | 45.50 |
| Repair Control M25 | 33.00 | 46.50 |
| Power Plant Operator M19 | 30.00 | 44.50 |
| Power Plant Engineer M24 | 37.00 | 49.00 |

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Retirees Association is extended to the family and friends of retiree Rafael Gutierrez upon his recent death. Rafael retired from GE River Works with 40 years' service.

LATO

| Classification | Proposed Start 2019 Data \$ | Proposed TOM 2019 Data \$ |
|----------------|-----------------------------|---------------------------|
| AAEM M23 | 32.00 | 45.50 |

STRIKERS COMPENSATION

Strike benefits will be \$300: \$200 from the CWA and \$100 from the Local strike fund per week. The Local strike fund payment of \$100 will be payable the second week of the strike, while the International benefits of \$200 will be payable the third week of the strike. Strike benefits will be increased to \$400 per week beginning with the 29th day of the strike. And \$500 per week commencing the 57th day of a strike, per Executive Board and membership approval.

To qualify for Local 201 benefits, a striker must perform one week of strike related duty totaling 12 hours per week to be eligible for payment the second week. To qualify for CWA International benefits, a striker must perform two weeks of strike related duty totaling 12 hours per week to be eligible for payment

the third week. The Strike Committee requires strict accounting of all strike duties. If there is a hardship keeping to the schedule, contact the Strike Committee for alternate arrangements. For alternate strike duty (other than picketing) appeals should be made to the Strike Committee.



Topsfield Fair
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2019
October 4 - October 14

Discount Tickets Available at the Union Hall last week of August

Power House Reunion 2019

Thanks go to Al Bartnicki for the photo's



OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

TUESDAY, AUGUST 20, 2019
NO MEETING IN JULY

112 EXCHANGE STREET
LYNN, MA 01901

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
- II. **GENERAL BUSINESS:**
 - 1. POLICY BOARD
 - 2. TREASURER'S AND MONTHLY FINANCIAL REPORTS
 - 3. COMMITTEE REPORTS
 - 4. GOOD AND WELFARE
- III. **GE REPORT**
- IV. **AVIS & BUDGET CAR RENTAL REPORT:**
- V. **AMETEK REPORT:**
- VI. **VEOLIA WATER REPORT:**
- VII. **SAUGUS LIBRARIANS REPORT:**
- VIII. **NEW BUSINESS**

Signed,

ADAM KASZYNSKI, President
WILLIAM MAHER, Business Agent

2019 E Team Graduating Class

by Tony Dunn

On June 29, 2019 the E-Team Machinist Training program graduated 26 new machine operators. The course which takes 9 months to complete (3 nights a week and a full day on Saturday) is a testament to the dedication to those that complete it. The program, founded by Local 201 activists in the early 1990's, is in its 22nd year. This year we graduated our 600th student marking the E Team as the most experienced adult machinist training course in the Northeast.

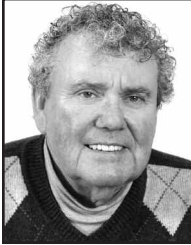
The E Team was pleased to honor and recognize Local 201 President Adam Kaszynski as this year's keynote speaker. Kaz graduated 2nd from the top (Salutatorian) of E Team Class 13.

Every year the class decides on a project to build along with their studies and training. This year they built a small steam powered engine (pictured below). The class honored President Kaszynski by giving him the class project.

Many of the graduates of this class have already secured jobs in the trade and have high hopes for long careers as machinists.

The next E Team class should start in October of 2019. Anyone interested can go on their website at <https://eteamhome.net/> or fill out an application available at the Local 201 Union Hall.





201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

President's Column
continued from page 12

FOLLOWING REJECTION: WILL THERE BE A STRIKE?

Following the rejection on the Tentative Agreement, we were anticipating a strike date to be set by the International – however the IUE-CWA is awaiting discussions with the Company on possibly returning to the Bargaining table before pursuing that path. The hold-up is coming from the Company. No one takes strikes lightly and knows the disruption a strike causes families and communities. Many of us also think strike's are among the strongest weapon's against corporate greed. This is a tense time; thousands of GE workers lives are on hold – we all want answers and a time line. None of us will know a path or time line until the National Bargaining Committee meets with the Company or the Company refuses to meet. At this point the Bargaining Committee is seeking to get back to the table – however we must stay prepared should GE refuse to bargain. Local 201 has continued strike preparation should the International issue a 10-day notice of contract termination to support the demands of the membership. If either side issues a 10 day notice, the IUE Bargaining Committee told the 201 Policy Board the membership would be informed immediately.

Help Retirees Support Local 201 Urgent Urgent Urgent

Please fill out this form and send it to:
Kevin Mahar, Local 201 112 Exchange Street, Lynn MA 01901
Or drop it off at the Hall or email info to:
Kmahar5063@aol.com

Your Name:
Address:
Telephone #:
Do you use your phone for texts?
Your Email address:

I did go to National Negotiations with GE to represent retirees. I went with four other retirees from around the coun-

try. We brought many of the concerns of retirees including the fact that many of the retirees drastically needed a major increase in their pensions. As an example, I brought up JH who has 30 years as an IR 23 lathe operator and his pension is \$629 a month much less after taxes and health care costs. We gave the GE the example of WB who is diabetic who used to pay \$65 for a 3 months' supply and now pays \$599 per month for the same supplies. We asked GE to increase the RRA to \$1500. We asked for everyone to be eligible for the RRA when they turned 65. We

brought up JR who even though his wife is eligible for the \$1,000 he is not, and he was the employee. Even though he knew what he wanted for insurance it took us well over an hour to enroll him. I call that elder abuse. We also asked for a lot of information about the pension plans and how unfair it is to those who built this company with their blood sweat and tears. This is the 50-year anniversary of the 1969 101-day strike at GE when 150,000 people struck. I know for sure because I went to jail during that strike thanks to the Lynn Police department.

12TH ANNUAL UNITED STATES MARINE CORPS CPT. JENNIFER J. HARRIS MEMORIAL MOTORCYCLE RUN



REGISTRATION
9am - 11am
Wakefield Elks Lodge #1276
63 Bay State Road
Wakefield MA 01880

KICKSTANDS UP
11:30am
\$25 PER RIDER / \$15 PER PASSENGER
BBQ LUNCH ★ DJ
VENDORS ★ RAFFLES

SAT. AUGUST 10TH, 2019

Join us to honor and pay tribute to our fallen comrade. Captain Jennifer J. Harris died on February 7, 2007 during Operation Iraqi Freedom while supporting combat operations when the helicopter she was piloting crashed in Anbar province as a result of hostile action. Jennifer, a graduate of Swampscott High and the US Naval Academy, was a member of the Marine Corps League.

HOSTED BY THE HONORABLE FEW MARINE CORPS LEAGUE DETACHMENT # 1502




IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Tuesday, September 10, 2019 at 2 PM
No Meetings in July or August
See you in September

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


Agenda:
I. Financial Report
II. Report from GE Share Owners Meeting
III. Any New Business

Kevin D. Mahar,
President
Edward Walczak,
Financial Secretary

Onsite Substance Abuse Support Group

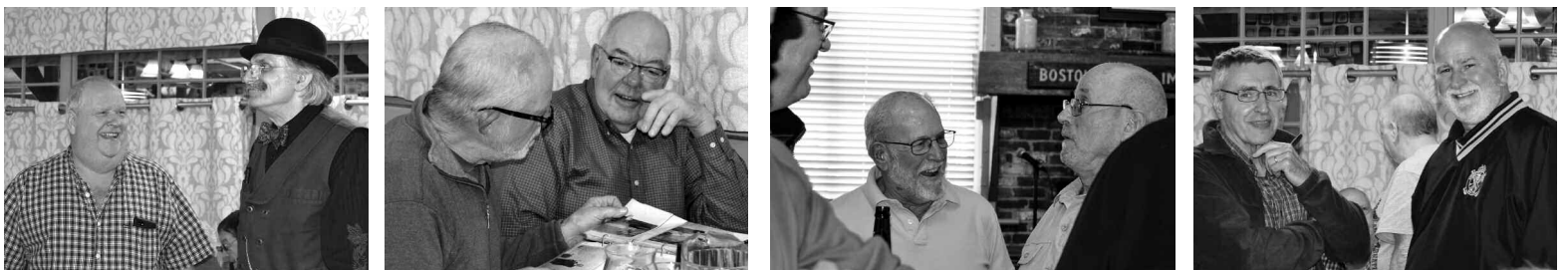
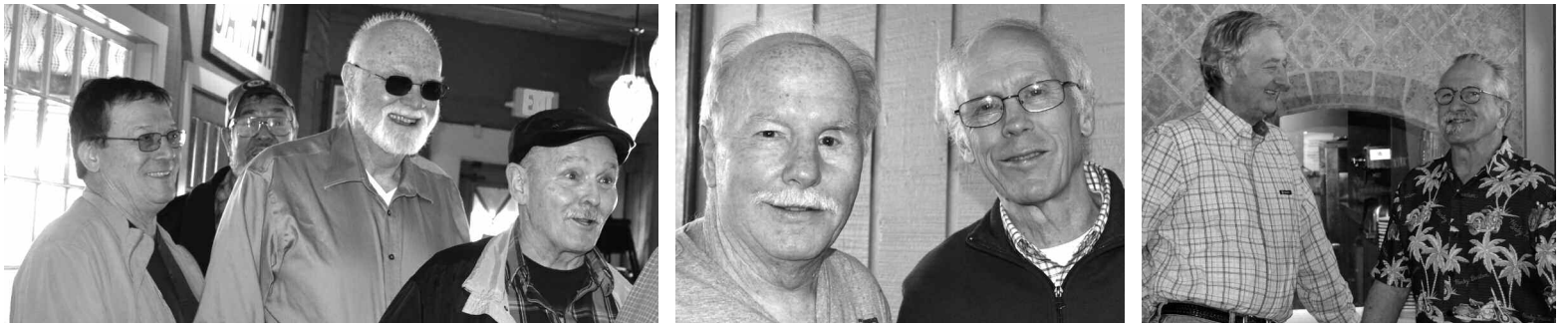
To participate please call Local 201 Medical Center:
Bob Cummings 617-275-1527
Jeff Zeisel 617-733-2842

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

Power House Reunion 2019

Thanks go to Al Bartnicki for the photo's



UNIONS AND COMMUNITY GROUPS RESPOND

Community and labor groups confront developer after workplace accident, demand responsible development



On June 19, Lynn, community groups, labor organizations, and city residents publicly challenged developer Procopio Enterprises over its luxury development on Munroe Street in Lynn.

Prompted by a wall collapse at the construction site that trapped 20 workers and seriously injured one, the coalition marched to the Lynn Museum and interrupted a public forum on development that featured Procopio Enterprises co-owner Michael Procopio. Reciting a statement together, the group demanded that Procopio commit to working with responsible contractors that protect worker safety and provide

good jobs with benefits, obey a local wage theft ordinance, and include affordable housing in the project. Procopio Enterprises received a \$2.5 million tax break from the city for the project, which includes no affordable units. The company chose Dellbrook JKS as the contractor for the project, despite being warned that the company has a history of "serious" health and safety violations.

"I'm excited about development coming to the city. But I don't want it at the expense of worker safety, and people living in Lynn now who are being priced out," said Kathleen Santora, Lynn resident and member of IUPAT DC 35. "Procopio

was warned about Dellbrook and he didn't listen. Now, an accident happened that resulted in life-altering injuries for a worker. Everybody deserves to work in a safe environment."

Last year, Lynn's City Council voted unanimously to pass a wage theft ordinance that says any developer receiving a TIF tax break must certify that no contractor performing work on the site has been subject to an OSHA (health and safety) violation deemed "serious" within the last five years or who has been subject to an indictment or grant of immunity for business-related crime.

Since the Munroe St project is receiving a tax increment exemption ("TIE") rather than tax incentive financing ("TIF"), Procopio is able to avoid safety standards outlined in Lynn's ordinance. Labor and community organizations say anyone getting a tax break should be held to these standards.

After briefly disrupting the development forum to make their statement today, community members held a rally outside the meeting, demanding

that development projects in the city offer community benefits, include affordable housing and use responsible contractors that protect worker safety and compensate workers with good pay and benefits.

"If developers want to take advantage of our waterfront and our great city, to make millions of dollars, they should have to give back," said Kathy Paul, President of Massachusetts Senior Action Council's North Shore Chapter. "We would like to see a senior center, a playground, and green space for everyone to enjoy. Instead, this developer is hurting its workers and contributing nothing to Lynn."

Several speakers linked the issues of worker rights and housing. "It's ridiculous they are getting a tax break to build apartments that almost no one in this city can afford," said Chandra Slattery of community organization Lynn United for Change. "We do need development in Lynn... but it has to be development that is good for all of us, not just the wealthy. That means safe worksites, good jobs, and affordable housing."





Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Successful Methods of Obtaining Coverage

Some members have better results than others when dealing with Workers Compensation, Short Term Disability, Health Insurance, and other related coverages. Throughout the year members correctly reach out to me for assistance with cases that are going in a negative direction or are complex in nature. After reviewing many of the cases I have seen, members that have success and ease of processing these matters have certain things in common. While much of this information generally applies to Workers Comp, it also applies to many other coverage's members deal with as well as Health Insurance. These practices used to create positive outcomes also help the company to process our claims correctly and more efficiently.

- Create a folder with information on the cover for quick reference, such as

DOI (Date of Injury), Name of Physician/s, Worker Comp number (or other case number). If you have multiple providers for an injury separate them by folder.

- Create a timeline- When you interact with a provider in person or by phone, document the person/s name, date, time, and details related to the event.
- Keep copies- When you see any provider request any paperwork related to your visit. Save emails and all other forms of communication.
- Out of pocket expenses- Obtain proof of payment if you need to pay for services that show you paid, this is necessary when requesting payment from WC, STD, Aetna and others so that they may repay you if you are deemed covered.

- Be your own advocate- Avoid the "delay and discourage" trap and stay vigilant when following up with providers. Always continue to seek necessary treatment and be present for scheduled appointments.
- Appeal/Re-Submit Claims- Often claims that are rejected especially (Aetna) can be resolved by re-submitting with more information. An example would be a visit to a doctor considered out of network. That doctor may work (get paid) from a group that is in network, this may well be covered under appeal with supporting information Aetna may not have been aware of.
- Use your resources. Call me when you have questions. (617-462-7310). If you are denied Workers Compensation or even medical bills, you should reach out to me. Most of us are not familiar with the processes mentioned here.

- Healthy Thoughts. Too often members want to avoid the perception they are not working correctly or are a problem, and either fail to report an injury or just pay out of their own pocket through personal health insurance. The problem here is if your injury becomes involved you will set a precedent as having a "personal condition". I have seen members regret trying to avoid attention only to be saddled with bills that were clearly work related. Delaying treatment can also lead to needing much more involved care when early reporting may have had positive results.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Retirees Association is extended to the family and friends of retiree Stephen Sancranti upon his recent death. Steve was a machinist at GE with 42 years' service prior to his retirement in 2008.



Advice from the Ophthalmologist

Do You Have Diabetes?

- Diabetes is the leading cause of blindness in persons between the ages of 20-64. Every diabetic needs a thorough, dilated eye exam every year by an ophthalmologist (Eye-MD).
- Blood sugar control minimizes the risk of diabetic eye disease. Diabetics should test their blood sugar regularly and keep it below "150."

Dr. Gross is a Board Certified Ophthalmologist (Eye-MD) and a graduate of Harvard College and Yale Medical School. His services range from routine eye care to the treatment of complex eye disorders.

The office is located on the Lynnway in a modern office complex on the ocean. Parking is free and most insurance plans are accepted.

Visit us on the web at www.neilgrossmd.com.



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





VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

I want to start off by thanking everyone that voted on July 9th. We are fortunate to live in a country where we have the right to exercise that option. Whether we are voting on a contract or for the president of the USA taking the time to cast a vote is the ultimate exercise in democracy.

I also want to thank my fellow union members for their passion in this most recent union process of attempting to ratify our National Agreement. We have always said that you are the union and you displayed that.

The unions position has always been to encourage the company to hire more people rather than to have more overtime. This may not be a popular position, but it is what Local 201 was founded on back in the 1930's. One of our motto' today is similar: "Fix the Plant, Fix Wages and Farm In" and I would add "Keep Hiring."

In 2016 the Local 201 leadership decided to present the Market Based Wage system to its members and the membership overwhelmingly agreed to accept the agreement. Part of the

agreement states that as of June 23, 2019 we are now all subject to Market Based Wages. Which means we are subject to fluctuations in the market. The membership of this union needs to educate themselves on this agreement and continue to work to make it better. Every two years the union has the right under the agreement to approach the company to sit down and renegotiate the MBW agreement. The company does not have to change anything during these renegotiations. This year we got positive changes in the language and raises in top of market for most classifications.

As VP/Recording Secretary I am not a voting delegate on the national agreement. The President, Business Agent and one elected delegate vote and carry the vote for the local. I was also not at national negotiations at any time. But I respect the decision of the negotiating team and the delegates who voted on this contract who were nearly unanimous in recommending its acceptance. However, the Membership has the final say

and they voted "No". I stand by their decision.

The approach to national negotiations this year was supposed to be different. The negotiating team held meetings at all the plants involved in the contract. The IUE CWA president came to Lynn, the first time a division president had come to Local 201 in many years. The team toured all the facilities. Then the negotiating team spent three solid weeks in Cincinnati trying to secure a good contract. The results were pretty much the same as in years past. A mediocre contract. I understand people are fed up. The 2011 contract was an attack on pensions for new hires and dramatic changes in healthcare benefits. 2015 was similar to this contract with take aways and little wage relief. Now we have the third contract in a row with lackluster results. I don't blame people for being upset. Fighting corporate America is not easy. In these dark times it is important that we stick together. Fighting amongst ourselves does not help the situation.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Retirees Association is extended to the family and friends of retiree Robert Winter upon his recent death. Robert was an Inspector at GE until he retired in 2008 with 42 years' service.

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.

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LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

As the Rotor Turns

Well its been a really stressful last few weeks, I'm not going to speak on the contract what I am going to talk about is what is going on around the plant so let's start.

LATO

All engine line's still have parts shortages that are affecting delivery to the customers. Hey, for once the company can't blame us on this one. Its proven history, you give LATO it's parts they will get you your engines. There have been a lot of AAEM' that have left the company or have retired since the beginning of the year. I've asked the company if they plan on back filling those positions and the answers is "NO". Get

used to working short staffed. Don't get me started on the broken tools that's for a different article.

Logistics

I want to give a big shout out to Souk Doss steward in 63 on the recent birth of his child good luck going forward and remember family first brother. There will be anew union bulletin board going up to post things on to keep everyone informed. Ask your steward where it is going to be located. To anyone that just took the AAEM class that just finished please bring your certificate to the employment office to get on the list. Just a reminder that the hot weather is here, everyone stay hydrated and if you feel dizzy go

find some air conditioning and cool off. Hope to see you around the shop.

Bobby



Letter to the Editor

To Everyone at Local 201,

Thank you so much for the generous scholarship you have awarded me. I am so grateful you have given me this opportunity to expand my education. Thank you.

Sarah Blessington

You are welcome Sarah. Thank you for participating in our scholarship program. (Sarah was the winner of the 2019 Jeff Crosby Scholarship).



LPS/M&E Report

By FRED RUSSELL
Executive Board Member

I voted for the contract. And I stand behind my vote. But the membership voted "No" so I support their decision. We are in a tough spot. We will figure it out. What is important is to get the work in and the scrap rate down. I have seen some of the ups and downs of this place and this tops them all. We need to be together and working together. That's all. See you around the yard.

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

Law Offices of James J. Carrigan



15 Johnson Street, Lynn, MA 01902



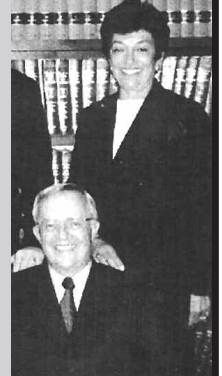
Lisa A. Carrigan has joined the firm as Of Counsel.

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)

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Free consultation.
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SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Retirees Association is extended to the family and friends of retiree M. Alliene Hezekiah upon her recent death. Alliene held the position of secretary and shipping clerk at GE prior to her retirement in 1985.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Retirees Association is extended to the family and friends of retiree Jerome "Jerry" Gill upon his recent death. Jerry worked at GE River Works as a Welder and a Quality Control Tester until his retirement in 2004.



Your Vision is Our Focus

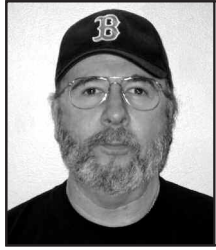
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“Down By The River”

By BILL HOLM
LCM Executive Board

Contract – The membership has spoken. You are the highest decision-making body. It was a great turn out, all voting issue turnout should be this way. All votes are a “NO” per IUE- CWA Conference Board rules. We must all stand together united no matter which way you voted or whether you are a market-based wage or legacy employee. The Business Agent went back to Ohio to meet with the IUE Conference Board to discuss the issues with the contract. As of now we are waiting for a meeting date with the company. Thank you to everyone who attended the July 25th informational meeting it was good to get together and clear up some items. Do not believe everything on social media or unsigned material on the shop floor. Please be respectful to your stewards, they are working very hard to keep everyone informed.

MBW Negotiations – Article XXI 1. The provisions of this (National) Agreement are subject to all present local understandings (agreements). Just to be clear strike or not, win or lose, Market Based wages will still be in effect. It was a local agreement voted in by the membership in 2016 all we can do now is fight to make it better in negotiations every two

years. This last re-negotiation which opened on April 8, 2019 and lasted until June 25th seemed to take longer than the original MBW negotiations. Point of information the negotiations were in no way tied to selling the National Contract. There was a time limit on opening the negotiations before June 23rd. Nobody thought it would take as long as it did. The committee fought hard and with some success. The gains were increases in Top of Market rates which also increased eligibility for legacy rate increases. Increased start rates in some classifications with retro pay from April 8, 2019. Upgrades are now step to step, no going back adding years to your progression. Lookback is prior calendar year for lump sum payments based on a minimum of 2080 hours. Rates are protected from going down due to changes in market data. These gains along with the ten-year progression going down to seven is a huge dent in a three-year-old agreement and we’re not done.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, and Members is extended to the family and friends of Michael Beauchamp upon his recent death. Michael worked as an AAEM in Bldg. 29.



Your 401(k) may need a scenery change, too

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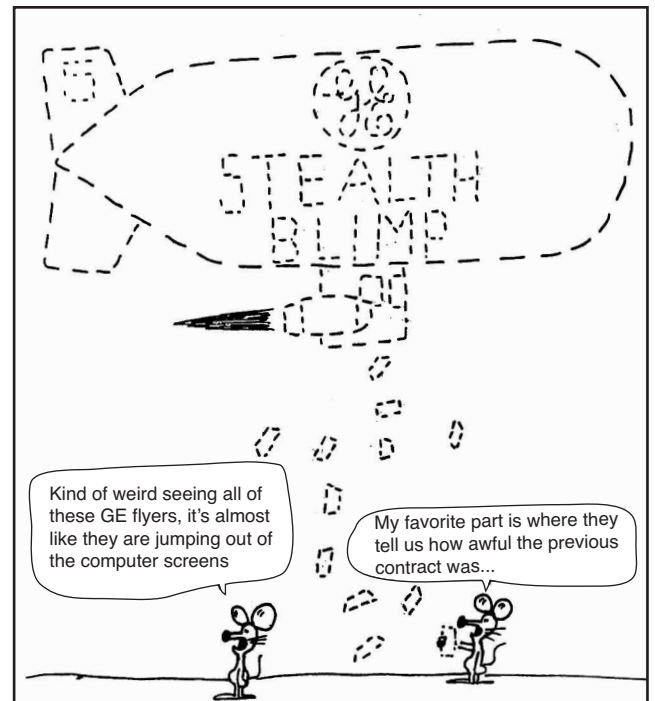
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PEASE G.C.

Thursday, Aug. 8

9 hole Scramble, 9 hole Best-ball, 9 hole Alt. Shot

\$100 per GEEAA member, Retirees \$105, \$120 per non-GEEAA
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7:30 START TIME

REGISTRATION DEADLINE JULY 31st

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| Contact person , _____ | Team Phone# _____ |
| Team #1: Player #1 _____ | Player #2 _____ |
| Team #2: Player #1 _____ | Player #2 _____ |



Business Agent's Column

By BILL MAHER
Business Agent

IUE-CWA STRUCTURE

Some 20 years ago, the IUE merged with the CWA, creating the IUE-CWA. The CWA has approximately 700,000 members in 1200 local unions. President Chris Shelton leads the CWA.

IUE-CWA Division President Carl Kennebrew leads the IUE-CWA.

The GE & Aerospace Conference Board is comprised of the GE Locals and other locals outside of GE. The Conference Board has a Chairman that directs and assists the locals within the Conference Board. Upon merging with the CWA, a Merger Agreement was implemented that governed the GE & Aerospace Conference Board. This agreement became part of the IUE-CWA Division rules. The CWA has a Constitution that governs the policies and procedures of the IUE-CWA Division rules.

IUE-CWA Local 201 is governed by CWA Constitution, IUE-CWA Division rules, and our Local 201 Constitution & By-Laws.

IUE-CWA Local 201 reports to the Chairman of the GE & Aerospace Conference Board. The acting Conference Board Chairman is Jerry Carney.

The Conference Board Chairman reports to the IUE-CWA President Carl Kennebrew and President Kennebrew reports to CWA President Chris Shelton.

Like all organizations, the IUE-CWA has rules that govern how the organization functions and a Chain of Command to ensure compliance with process, labor laws and efficient operation.

GE-LYNN MARKET-BASED-WAGE AGREEMENT CLARIFICATION

Effective August 12, 2019, ALL Market-Based Wage employees are on a 7-year progression...there are no exceptions. Except for Step 0 (first year), all steps within the MBW will see an increase in the subsequent steps due to the compression of the progression. However, the tables will be compiled using the current Legacy rates in effect on 6/22/19. This is a Local Agreement and not tied to the National Contract. Please read the Agreement regarding specifics and language changes to the MBW Agreement.



President's Column

By ADAM KASZYNSKI
President

Unity on the shop floor is the lifeblood of any union. And, in my opinion the ability to withhold our labor is the greatest leverage we have as Union workers. Though there were differing positions on the contract, the grassroots demonstrations of solidarity during negotiations was a victory for our Union anyway you cut it. There has also been some division. Lynn has a diverse group of workers, with different needs. We must stick together during this frustrating time. Remember, without a union an employer dictates all terms of working conditions, wages, and benefits. If it were up to the Company our work would be on a barge floating around the world to places with the most exploitable workers and the worst labor, safety, and environmental regulations. With a Union we can bargain over wages and working conditions and fight to keep work in Lynn.

IUE-CWA MEMBERS REJECT TA

On a conference call with the National Bargaining committee, the Local 201 Policy Board discussed factors that led to rejection. Principally, health care, wages that didn't address rising costs, and the loss of hard-won contract language on Overtime and the COLA formula. If and when another Tentative Agreement reaches the membership – another decision will have to be made.

A NATIONAL PLAN

We need a strong national strategy to take on GE. This means greater member to member contact across the locals. The tours of all the CBC plants was reminiscent of a strategy from 201's history that we must bring back, "Local to Local" organizing. Where members from our local travel to meet members at other locals and we invite others here. Not just in the months leading up to contract and not just members of the negotiating team.

It also means changing the governing rules of the CBC. Non-IUE bargaining units don't vote on the same contract as the IUE Locals. The other unions have a "me too" agreement that means they get the basic contract that the IUE negotiates – they don't usually vote on it until after the IUE-CWA Locals do. We need all unions at GE to negotiate and vote on the same national contract, at the same time, or the company can play unions at GE off each other to weaken the CBC's bargaining position.

Carl Kennebrew, the president of the IUE-CWA has offered to come to Lynn in the future to continue the discussion on a national plan for GE, which I am looking forward too. I'd also like to thank him for standing behind the IUE-CWA GE Conference Board rules following the latest contract vote. 201 and others have advocated in the past for some rules that need to be changed, however that can be addressed when this fight is over. Standing behind the established Conference Board rules was the right thing to do.

COMMUNICATION

There are good reasons to keep sensitive information at the negotiating table, but the low level of communication hurt us in the long run. GE had dozens of pages of propaganda hit the floor immediately – as always. 201 put the MOU online as soon as the delegates got back to Lynn so the membership could see the entire contents of the Tentative Agreement, and as always 201 called a contract informational meeting the day before the vote to go over all the changes and answer all questions. Show up and speak up. Leadership also has the ability at these meetings to verbally address issues that are unwise to cover in writing. In the event of another Tentative Agreement I encourage all members to come to the pre-vote contract informational meeting.

Like many of you I did not get much information from the CBC's communications. I communicated to the CBC, "The membership needs to know what they are fighting for". Vice President Tom O'Shea was involved early on in pushing this too. Tom asked at the Strother field visit what the CBC's message was, he was told "The contract". That became a distorted message. Tell us what GE is coming after. Tell us what the union is fighting for. How can we effectively mobilize when we don't know what is on the line until a TA is reached? We mobilized well around our local demands, but ultimately we all felt in the dark. Hopefully, communication increases as the Bargaining Committee tries to get GE back to the table.

continued on page 5