

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

Vol. LXXXI

PERIODICALS POSTAGE PAID AT LYNN, MASS.

MARCH 8, 2022

USPS 171-720

Number 3

EDITOR
Justin Richards

MANAGING-EDITOR
Tom O'Shea

Subscription
\$1.00 Per Year

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

GE Kicks Eligible Families off Insurance Around the Country, Unions Fight Back

By IUE CWA Local 201 President, Adam Kaszynski

Since the beginning of the year, we began receiving calls from members and retirees that their eligible dependents no longer had insurance. Most people were notified by their doctor that they no longer had coverage right before their appointment or soon after when they received a full bill for their care. These families were blindsided by the termination of health care coverage for their loved ones, saying there was no conversation or phone call from their supervisor or HR. "Our family has counted on GE health coverage for years and it's shocking the company is suddenly cutting off our insurance now. I went to see the doctor for X-rays and tests and only found out days later that all of a sudden those medical expenses wouldn't be covered," said the wife of a GE worker of 5 years here in Lynn, and mother of an

8-year-old daughter to a local newspaper.

The Company recently had Alight perform a 3rd party audit to verify dependents were eligible for GE benefits. At the time, GE said, "this review is not intended to take away coverage from eligible dependents but, rather, to ensure that people receiving coverage are entitled to it." The result was that eligible dependents were kicked off insurance and GE is offering no recourse to fix the problem and put families back on their insurance. We currently know of at least 10 Local 201 members with 19 eligible dependents who were removed from insurance at GE Lynn alone and have heard many reports from other facilities across the country experiencing the same issue. All the IUE-CWA GE Conference Board Local's are mobilizing together around the petition, and to fight this

grave injustice.

Union representatives reached out to GE benefits, offering to provide the information requested to verify dependent eligibility, however the company has refused to put their eligible dependents back on their insurance. GE owns its own insurance and is fully capable of adding members' families back on the GE insurance plan.

The Union told the Company to send communications through certified mail and do person to person outreach as the deadline got close. The Union continued to protest the Company's decision to impose this change unilaterally. Even under protest, the Union offered suggestions to notify properly and keep dependents from being removed. The Company said on the record there was cell leader outreach and HR 1 on 1's offered – not for these members. While the Com-

pany argues they have the right to verify eligibility, it was done in such a way that was not negotiated or outlined in negotiated GE benefit policy documents or along the lines of any previously established practice. The members dealing with this issue did not receive any emails, phone calls, or voicemails telling them to complete the audit. These member's supervisors did not remind them to do the dependent verification audit, which was a local action some other members were afforded. Local management cannot pick and choose who they remind and who they let fall through the cracks.

All members are willing to prove dependents are eligible. **We ask all GE employees to sign the petition and demand GE allow GE workers to re-enroll their dependents in the terminated benefits.** Sign the petition here: <https://bit.ly/gedependents>

"DON'T SPLIT US UP": UNIONIZED GENERAL ELECTRIC WORKERS SPEND VALENTINE'S DAY IN THE STREETS WITH ACTIONS TARGETING BOARD MEMBERS

In actions held across the country, including at GE's national headquarters in Boston, employees urge board members to buck the influence of predatory private equity firms and re-invest in domestic union manufacturing.

Boston, MA - General Electric workers across America took to the streets on February 14, 2022, to urge GE's board members not to break apart the Company in a new scheme that could create golden parachutes for CEO Larry Culp and other hedge fund connected executives. The actions follow Culp's claims that no labor unrest would follow the announcement of the split, with the largest demonstration held at GE's national headquarters in Boston, Massachusetts.

continued on page 3



Next Local 201 Membership Meeting March 22, 2022 - See page 4

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

Law Offices of James J. Carrigan



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

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

Anne Gugino Carrigan
(Former member AFSCME)

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

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



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

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Staff and Retirees is extended to the family and friends of GE retiree Juanita Phillips on her recent death. Juanita was the mother of Alex Tennent an AAEM who works in bldg. 42.

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.



Service Directory

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

Fix-A-Brick
Foundations - Stairs - Chimneys - Walkways - Repairs
Call 978-239-9801 Ted Crowley

Mark & Robin's Comics



Personal Assistant
Will help with shopping, carrying groceries and light household tasks.
Call for details + hours.
617-293-3032

CHIROPRACTOR

Dr. Joseph J. Dowling
341 Western Ave., Lynn, MA 01904
(781) 596-0700
www.drddowling.com



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

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

Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone #Circle: active or retired Date mailed

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

"Published monthly." \$1.00 a Year



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

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



Layout Design by



Printed by The Golden Manet Press Quincy



Published By Camera Graphics



Publication of an advertisement does not constitute endorsement or approval of any product or service advertised, or any point of view, standard, or opinion presented therein. IUE-CWA Local 201 is not responsible for any claims made in an advertisement appearing in its publications.

continued from page 1

“General Electric received \$4 billion in public taxpayer funds last year, but instead of reinvesting in the critical energy and manufacturing infrastructure America needs, they’re letting the fox into the henhouse by catering to the interests of predatory corporate raiders in this split,” said Chris DePoalo, Business Agent of IUE-CWA Local 301 who attended the Boston protest with a group of 301 members “A minority of GE board members have direct ties to private equity hedge funds that are set to reap a windfall if the Company is split apart - we are urging the board members who still have independence from Trian Partners and other hedge funds to refuse to rush this decision through.”

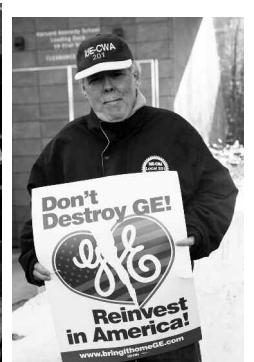
Splitting GE into three separate entities could come with a price tag up to \$2 billion. Three of GE’s board members have direct ties to private equity funds which could profit from the split, including Edward Garden, Chief Investment Officer and founding partner of Trian. In Boston, Cambridge, Philadelphia, and New York City, IUE-CWA members and allies demonstrated at workplace locations tied to board members CEO Larry Culp, Ash Carter, Risa Lavizzo-Moury, Francisco D’Souza, and James Tisch; passing out leaflets directly urging their immediate action in the split.

Workers demonstrating at GE’s headquarters in Boston ended their action by

sending IUE-CWA Local 201 Business Agent Justin Richards and President Adam Kaszynski, into GE HQ to deliver a set of four unified national demands to the Company. The demands are:

- Invest at least \$5 billion over the next 5 years and add 35,000 jobs to existing and recently shuttered U.S. facilities
- Reshore all U.S. military aviation production and 70% of GE industrial work

- offshored over the past 5 years
- Let shareholders vote on the proposed breakup of GE and add elected worker representatives to the GE Board of Directors
- Convert historic GE facilities into multi-modal brilliant factories with supplier parks to minimize supply chain disruptions. Build an American offshore wind supply chain on our shores.



President's article continued from page 12

has never had proper training from the company on any of this) raise your hand and ask for it. You may have asked for training before, and you still didn't get it, please try again, this time on the record with the assistance of your steward and board member. **Ask for the training you want on a step 1 grievance form and get the foreman's response in writing. Turn that into the steward, and your board member will make sure to elevate your request up the chain.**

Always fill out your preflight checklist. It could save your job or even a life. If you have a "NO-GO", stop, do not continue without written approval signed off by management. The pre-flight checklist is for authorizing the manufacturing, inspection, assembly, or testing of hardware when a "NO-GO" situation arises with hardware, tooling, gaging, router, planning, machine/equipment, among other things. A preflight must be completed and

approved for all "NO-GO" situations and all applicable conditions must be documented on the router per LC-026 and S-065 before continuing with the operation. If your preflight is signed off by management, keep it in your toolbox forever – also give a copy to your boss and whoever can fix the problem. I once filled out preflight's for the same planning issue for over a year, only to find out the boss wasn't alerting the appropriate planner – no wonder it never got fixed! The preflight forms should be available in the tool crib and on the computer. Hit the "Start" button on the lower left-hand corner of the screen and look for the Aviation Procedures Portal. Search for LC-024. Print it out and keep it in your toolbox.

When you put your pay number in that block on the router, it means you followed the planning to a T. If something on the router doesn't seem right, you may reference LC-439 (The Quality control work instructions for Routing Sheets). If your boss approved an alternate gauge on a preflight, but it wasn't called out on the router – do not continue - it could be your job on the line. In 10 years, if there is a quality investigation, how is anyone supposed to know that your boss approved an alternate gauge if it wasn't on the router? The Company's quality procedures dictate you always call out alternate gauges on the router, a specific alternate measurement method must be described in the disposition. With recent reports of management digging around toolboxes in 74 and 66, you may not always be able to count on being able to find a 10-year-old preflight in your toolbox. **If you cannot follow the planning precisely, approval to continue goes on the router every single time in addition to your signed off preflight in accordance with LC-026 and S-065.**

Follow this advice, bring questions to your stewards, and you'll protect our reputation for the best quality, protect your job, and protect the lives of the people that depend on us.



Letter to the Editor

Members of IUE CWA Local 201

Thank you for taking the time to give me a tour of GE River Works I am especially grateful for the opportunity to learn more about the work you are doing and to hear directly from those individuals that would be most impacted by a potential transfer of work.

I know that there is still much work to be done and I look forward to continuing to stand with Local 201 to grow the number of good paying jobs in Lynn.

In the meantime, please don't hesitate to reach out if I can be of any assistance.

All the best,
Thank you,
Congressman Seth Moulton

Alcohol & Drug Abuse Affects Everyone - Recovery Does Too.

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

All calls are strictly confidential
Bob Cummings LADC1,MA-PGS
781-584-7641

Zoom meeting on your cell phone remember:

Dial *6 to mute and unmute



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



OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

NEXT MEETING
MARCH 22, 2022

JOIN ZOOM MEETING

[HTTPS://US02WEB.ZOOM.US/J/85641224903](https://us02web.zoom.us/j/85641224903)

CALL IN: 929 205 6099
MEETING ID: 56 4122 4903
DIAL *6 TO MUTE AND UNMUTE
DIAL *9 TO RAISE HAND



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

AGENDA:

- I. **FEATURED PRESENTATIONS:**
 - 1. 30+ YEAR PIN AWARDS
 - 2. SWEARING IN OF NEW MEMBERS
- II. **GENERAL BUSINESS:**
 - 1. MEETING MINUTES FROM PREVIOUS MEMBERSHIP MEETING
 - 2. POLICY BOARD
 - 3. TREASURER'S MONTHLY FINANCIAL REPORT
 - 4. COMMITTEE REPORTS
- III. **GE REPORT**
- IV. **AVIS/BUDGET GROUP REPORT**
- V. **AMETEK REPORT**
- VI. **VEOLIA WATER REPORT**
- VII. **SAUGUS LIBRARIANS REPORT**
- VIII. **NEW BUSINESS**
 - 1. VOTE ON GOING TO LIVE MONTHLY MEMBERSHIP MEETINGS.

Signed,

ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent

IMPORTANT GE NUMBERS

- GE Benefits Center** - 1-800-252-5259 or benefits.ge.com
- GE Dental Benefits Claim Center** -1-888-529-8474
- Health Coach from GE** - 1-866-272-6007
- Pension Benefits Center** - 1-800-432-3450
- GE Payroll Center** -1-800-315-1082
- GE Retirement Savings Plan (RSP)** - 1-877-55-GERSP
(1-877-554-3777)

- Savings Accounts (HRA/FSA)** - 1-888-303-3000
- GE Disability Benefits Center** - 1-800-392-0789 (Option 1)
- GE Leave Administrator** -1-800-392-0789 (Option 2)
- GE Vision Care Benefits Claim Center** - 1-800-433-9375
- GE Prescription Drug Benefits** - 1-800-509-9891
- GE Education Center for Tuition Reimbursement** -
1-800-992-0406
- GE Travel Center** - (800) 866 4382

News from the Saugus Public Library

by Jackie Miller Chief Steward Saugus Public Library

I was recently asked how IUE-CWA Local 201 came to adopt the Saugus Public Library as one of its units. It's a question that's usually asked with a puzzled look, and I get why. GE employees and librarians are not in the top 100 of groups you'd expect to pair up for much of anything. While GE workers who manufacture items for U.S. defense contracts and work with machines that can cause bodily harm. Library staffers public image tend to be that of bespectacled sweater-wearing cat owners pushing huge tomes of Dickens and Tolstoy around. It is an odd match on the surface, but they are both groups of employees just trying to get a fair deal.

Libraries are at the top of the list when local budgets need trimming-even though library usage soars during recessions and the requests for help applying for jobs is overwhelming. In 2007, the Town of Saugus with guidance from the town manager, closed its library. Public outrage and the discovery that other communities wouldn't let Saugus residents borrow items or use their computers pressured the town into eventually re-opening the library. The repercussions for closing the library lasted for years as it is an expensive and time-consuming process to get a library certified and returned to the membership in a library network that allows for:

Borrowing books and DVDs from other libraries

Offering Hoopla, Consumer Reports, OverDrive, and so many other online re-

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Neal Fountain on the recent death of his mother. Neal is an Iron Worker out of bldg. 64.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Staff and Retirees is extended to the family and friends of GE retiree Roxanne Berry on her recent death. Roxanne retired in 2004.

sources people can't afford on their own
<https://www.sauguspubliclibrary.org/explore/e-resources>

Online homework help for K-12 from the moment your child announces he has a project due tomorrow, and its quarter past eight in the evening.

Even printing and scanning items at the library is a lot less expensive than it is at your local office supply store!

But, back to the story: At the time the library closed, the world's best maintenance man who took good care of the building and us was a retired GE worker. He did not like how the staff at the library lost their jobs and had no promise of being hired back if the library re-opened. He contacted the IUE CWA Local 201 Union hall in Lynn and set in motion the Saugus Public Library becoming a unit of Local 201. Thanks to Ric Casilli, the business agent at the time, and the library's first steward, the library received its first contract. The contract has saved jobs although we have had lay-offs since 2007, but the lay-offs were done by seniority and those laid off were offered the chance to come back to work when times became better. It's a layer of worker protection for which I am daily thankful to have.

To all our IUE CWA Local 201 brothers and sisters, we at the Saugus Public Library, say THANK YOU!

And do come in or go online to borrow books, DVDs, audiobooks, get help printing or emailing material, get questions answered, or get a take-home craft project for your children or teens.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Tuesday March 22, 2021 1-3 PM

Join Zoom Meeting

<https://us02web.zoomus/j/86199516446>

Meeting ID: 861 9951 6446

Passcode: 153283

Call in: + 646 558 8656

For more info call

Kevin 781-367-7822

Kevin D. Mahar, President

Edward Walczak, Financial Secretary

WARNING: GE is cutting healthcare for eligible family members of employees



Did your family lose your GE healthcare?

Tell GE to come clean about how many families it has cut off from healthcare

If you have lost coverage or are having issues, please contact 201 VP Tom O'Shea at 781-598-2760

Sign the petition demanding GE reinstate all healthcare now for all eligible family members



Printed in House with Union Labor



Call GE Benefits at 1-800-252-5259 to ask if your family is still enrolled in GE healthcare

Bay State Associates

Visit our website @ www.baystateeyeoflynn.com

**Use your Davis Vision benefits every year!
Versace, Gucci, Coach, Rayban and many more!**

Comprehensive Eye Examinations including computerized testing equipment such as Auto-Refracton, Visual Field Analysis, Fundus and External Cameras that assist us in testing for Glaucoma, Cataracts and Diabetes.

Please contact our office to verify your eligibility and to schedule an eye appointment.

Dr. Petya Damyanova, Optometrist

427 Lynnway

Lynn, MA 01905

(781) 599-2773

FREE PARKING

EVENING AND SATURDAY HOURS

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.

Workers Belong on the GE Board of Directors

By Former IUE CWA Local 201 President Alex Brown

I'm a GE Lynn retiree and former local 201 leader. Working with the Union I've submitted a shareholder proposal to have a worker on the GE Board of Directors. Why?

Workers create essential value for the Company. Our knowledge, skill and caring make great products. We care about the quality of our work. **Especially making jet engines.** GE needs someone on the Board that cares about the products and knows what it takes to make them.

GE has pursued a strategy of risky acquisitions rather than sustainability of its core business. It has hollowed out its workforce in the US while relying on government subsidies. When I started work in Lynn in 1978 there were 8,000 union

members. GE CEOs like Jack Welch turned the Company into a bank with disastrous results revealed during the 2008 financial crash. Tens of billions of dollars were sucked out of the Company to reward speculators. They extracted short term profits over long term investments in workers, equipment and innovation and **workers** paid the price in jobs cuts, and cuts in pay, benefits and pensions.

A worker on the Board brings the knowledge and deep interest in ongoing viability of the Company. A worker director is aligned with interests of **long-term stakeholders** such as the workers, retirees and their community. This perspective is needed especially as GE seeks to destroy the Company with its proposed splits.

GE should protect and strengthen human capital to make our Company stronger. A worker director understands the importance of rebuilding and stopping offshoring. Enhanced domestic production avoids the supply chain issues we've seen recently. And it is better for the environment cutting down on fuel use needed to ship products around the world.

GE workers and retirees who own GE stock, please support the proposal: **Employee Representative Director.** Watch for information in the proxy statement that comes out most likely in mid-March. Stay tuned for more details about when and where the 2022 GE stockholder meeting will be held.



Apply Now: New E-Team Machinist Training Class

The E-Team machinist training program is currently recruiting and accepting applications for its next class.

We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits and a career with opportunities for growth. Students are enrolled *tuition free* in our demanding training program.

Applications may be obtained at the Union Hall or go to our website: www.ETeamhome.net Facebook <https://www.facebook.com/ETeammachinist-training>

Call us at 617-699-1071
The E-Team is associated with the Essex County Community Organizations, IUE/CWA Local 201 and the Boston Tooling and Machining Association.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Staff and Retirees is extended to the family and friends of GE retiree Noreen Renee Sonia on her recent death.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Timothy Hart on the recent death of his mother. Tim is a Tool Maker in bldg. 63



Letter to the Editor

Canada's unions have fought for generations for the right to protest. This is a cornerstone of the Canadian democratic system. But what we have witnessed on the streets of Canada's capital this year is something different altogether. This was not a protest; it was an occupation by an angry mob trying to disguise itself as a peaceful protest

We have seen an occupation of city streets and parks, disrupting workers, businesses and residents. Frontline workers, from retail to health workers, have been bullied and harassed. We have witnessed noise attacks keeping families up at all hours. We have seen right-wing extremists spreading messages filled with racism and intolerance, flying the Nazi and Confederate flags, alongside other symbols of violence and hate. We have seen organizers not only demand the end of all public health rules, but also call for the overthrow of the Canadian democratically elected government.

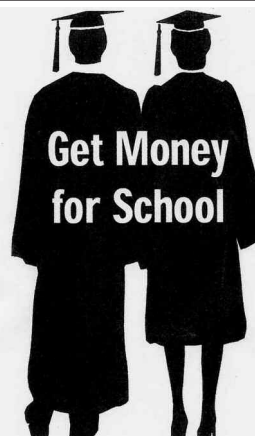
The leaders of this occupation include people who espoused Islamophobic, Anti-Semitic and racist hate on social media, organizers of the notorious far-right yellow vest protests, and people spreading extreme conspiracy theories and calls for violence. This was an attack on all of Canada and not just the people of Ottawa.

Canada's unions stand together, unequivocally opposed to these vile and hateful messages and condemn the ongoing harassment and violence against the people of Ottawa.

In Solidarity with Canada
Bob Reynolds

Can I Deduct My Union Dues?

No. Tax reform changed all that. For tax years 2018 through 2025, union dues – and all employee expenses – are no longer deductible, even if the employee can itemize deductions.



Get Money
for School

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

For information on eligibility and an application, go online at

<https://iue-cwa.org/scholarships/iue-cwa-scholarship-application-form>

Applications will only be accepted over the Internet.

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

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

What to do if Your Dependents Were Kicked off GE Insurance

By IUE CWA Local 201 President, Adam Kaszynski

If you find out your eligible dependents were dropped from insurance as a result of the Alight dependent verification audit the first thing you need to do is alert the union hall **immediately**. Your dependents have not had health insurance since January 1st, and if that wasn't bad enough if you live in Massachusetts and do not get insurance by the end of March 2022 you will be penalized on your taxes. Here are the steps we need to take.

1. Were your dependents eligible? If that is a spouse, you have to still be married. If that's your child they have to be under age 26. In the event you had a divorced former spouse or child over 26 lose insurance, there is nothing we can do – they are ineligible for insurance. Most reports we have heard of dependents losing insurance were eligible dependents, not ineligible dependents. If your dependents were eligible, the Union will pursue your case.
2. If you had an eligible dependent removed from GE insurance, alert the union hall so your board member may gather information and file a grievance on your behalf.
3. If you **completed the audit**, but had dependents kicked off anyway, call GE benefits at 1-800-252-5259 and ask them to fix it. There are reports of faxes and snail mailed dependent verification documents that Alight messed up, and the company has been fixing some of these so far. If you have evidence of sending your documents in, like a fax receipt that will help. If they do not fix it, call the union hall and we will elevate your case to GE corporate and assist you in your appeal.
4. If you **did not fully complete the audit** as defined by GE, for whatever reason, and your dependents were kicked off insurance your board member will ask you a series of questions to determine what went wrong and the best course to try to fix it. In order for GE Corporate Benefits to reverse the decision you need a lot of evidence, fairly serious extenuating circumstances (moved and never got a letter sent or forwarded to your real address, language barrier, technical issue on Alights part, etc) and even with that, it is possible GE Corporate will deny your appeal. But that does NOT MEAN it is over.
5. If GE Corporate denies your appeal, the Union will continue to fight your case through the grievance procedure. On Friday February 25th the Union had an emergency step 3 meeting on our first 3 cases, and asked for GE to put the eligible dependents back on insurance. The Company denied the grievances at the final step, and we have requested these 3 cases be referred to arbitration. This could take some time, more time than you have to get your dependents insured so you will need to look at other insurance options to cover your dependents until the end of the year, or when we win – whichever comes first.
6. If GE Corporate does not reinstate your eligible dependents on insurance, you will want to find insurance for your eligible dependents. The Company's position is that you are not eligible for COBRA. In MA you have 3 months to get insurance before you get whacked on your taxes. We need to act quickly. **If you live in MA** you may apply for health insurance through the state's Health Connector here: <https://www.mahix.org/individual/> or call 1-877-623-6765. **If you live outside of MA**, you may look on the "Marketplace" at www.HealthCare.Gov or call 1-800-318-2596.
7. If you need to see a primary care doctor BEFORE you have insurance, call the union hall. A local doctor has agreed to see eligible dependents kicked off of GE insurance for free until they are back on insurance.
8. Once you have insurance make sure to alert the union hall and save copies of your medical bills and insurance bills in a safe place.
9. Once you notify the Union of your situation you will receive updates on this issue as we get them. Every case is different, so it is essential you bring your individual situation to the attention of the Union and get your grievance filed. We are building a nationwide campaign, utilizing the grievance procedure, going to the press and politicians, fighting GE on this penny-pinching measure. It is horrific to kick off eligible dependents in the middle of a pandemic. You are not alone, and your Union has your back.

Getting MA Health Connector Insurance Retroactively Applied for Dropped Dependents

By IUE CWA Local 201 President, Adam Kaszynski

(This information has been shared with members whose dependents were kicked off insurance. We are printing it here to encourage people to come forward and also to offer advice to other MA employees of GE that may need help and do not have a Union. This is an attack on all GE employees, even management. No one employed by GE deserves this. We hope this guide can help.)

If your eligible dependents got kicked off GE insurance and had to pay for any medical treatment since their insurance was terminated on January 1st, and you live in MA and find insurance through the state's Health Connector, you can enroll in health insurance through the Health Connector and coverage can be retroactively applied to cover those bills if you follow these steps. If you spent less on healthcare in a month than the cost of your new insurance, you may want to ignore this retroactive application of insurance options. However, if you incurred bills that amounted to more than the cost of insurance for that month, you want to call the Mass Health Connector customer service line and ask for the insurance to be applied back retroactively for January, February, or March. You will have to pay for the coverage for those months. You may follow these steps

1. Fill out the application for the MA Health Connector as soon as possible here: <https://www.mahix.org/individual/>. The application will ask if your dependents have access to insurance through your employer, they do not, so indicate that. Do not apply for insurance for yourself as you are already covered by GE - its your dependents we are applying for. This is important, you do not want to get locked out of the application.
2. When you get to the end of the application they will ask for your start date of coverage, select the soonest date in order to be covered fastest.
3. After completing the application, call customer service 1-877-623-6765. Tell them that you were not notified of your termination of coverage, and that you want your insurance to be retroactively applied as far back as you need to go to cover incurred health expenses. You will have to pay the amount of your dependents' new premium cost to get coverage retroactively applied for that month, so check your bills and make sure it's worth it.
4. If someone starts an application for the MA Health Connector and they need help with a question OR they want to complete an application over the phone, the Health Connector Customer Service team is available. They can be reached by phone at: 1-877-MA-ENROLL (1-877-623-6765), or TTY 1-877-623-7773 for people who are deaf, hard of hearing, or speech disabled. Business hours are Monday through Friday, 8:00 a.m. to 6:00 p.m. <https://www.mahealthconnector.org/about/contact>
5. In addition, virtual support and limited in-person support is available from Certified Assistors and Navigators in your community for free. Navigators are Health Connector Grantee organizations and have been trained to help with health insurance applications and Health Connector enrollment. It's important to call ahead and schedule an appointment if you'd like their assistance. To find help in your community or to find help in a language other than English, review the list of Certified Assistors here: <https://my.mahealthconnector.org/enrollment-assistors>
6. If you have any trouble with the MA Health Connector, the Union Hall has a direct line to those in charge that can help. They reached out to us after seeing our story and fight in the newspaper and are devoting considerable time and resources to make this as smooth as possible for our members, as they deal with GE's heartless and greed driven attack on our families.

Union Victory in Mexico

by Jefferson Cruz Ruales

Throughout 2019 in Mexico, a series of strikes across the industrial, automobile, and electronic industry serviced by *maquiladora* factories (factories belonging to companies that take advantage of duty free and tariff free policies) mobilized tens of thousands of workers. The largest strike in North America in three decades. The workers pushed back against unfair contract negotiation practices, arbitrary firings, as well as openly rebelled against the established company protection "trade unions" of Mexico. The push against the company unions that made up the establishment led to the formation, and trial by fire, of worker-led unions including the newly formed National Independent Union for Industry and Service Workers (SNITIS) who had to contend with massive waves of firings, blacklisting, and other forms of reprisal against the most militant workers.

In June of 2020 following the wave of pressure from the labor sector across North America, The United States-Mexico-Canada Agreement (USMCA) went into effect modifying NAFTA. The Office of the United States Trade Representative states: "the agreement creates more balanced, reciprocal trade supporting high-paying jobs for Americans and grows the North American Economy," and this agreement would create a "more level playing field for American

workers." This claim is backed by the establishment of a Facility Specific Rapid Response Labor Mechanism (RRM), simply put, this mechanism allows the US Government to take quick action against individual companies, factories, and facilities that appear to be denying workers the right to associate, organize, and establish collective bargaining agreements under a less friendly labor Mexican law.

Shortly after the agreement went into effect, the SNITIS, along with AFL-CIO, Public Citizen and others would employ the RRM to hold Triondex, (a subsidiary of Cardone Industries which supplies automobile parts) accountable for denying its workers freedom to associate and use collective bargaining rights. On February 28, 2022, elections took place resulting in an overwhelming victory in favor of the independent SNITIS garnering 1126 out of the 1302 votes cast and kicking out the company protection union.

This is not just a victory for the workers of Trionex or Mexico, it's a victory for every worker in North America. Some of the more insidious aspects of the defunct NAFTA resulted in the offshoring of US jobs to Mexico and Canada. These well-paying jobs with benefits and safety regulations in the US became low wage jobs with the bare minimum in protections and benefits once they reached Mexican soil. These practices saved companies and

their subsidiaries untold amounts of capital at the expense of the US communities they abandoned and the exploitation of local workers of Mexico. The ability to collectively bargain independently of state or company interests will allow the members of SNITIS to continuously improve their lives through fair compensation for labor and enjoyment of their rights as workers. Ultimately this election marks a powerful step towards the "more level playing field for American workers" that USMCA hypes as it limits the damage caused by the exploitation of companies who seek out the lowest bidder and hold the threat of leaving the moment the workers and their communities ask for their fair share.

Members of Local 201 sent SNITIS videos showing their support for this historic vote which were shared with the workers of Triondex at a rally prior to their February 28 victory. Local 201 is proud to stand in solidarity with the workers of Triondex in their struggle for fair representation.

Congratulations to all the workers of Trionex in Matamoros and all the members of SNITIS for your historic victory.

Felicitaciones a todos los trabajadores de Triondex en Matamoros y a todos los miembros del Sindicato Nacional Independiente de Trabajadores de Industrias y Servicios por su victoria histórica.

Business Agent's article continued from page 12

the Union does not control when the reviews were done, what we do control, as agreed on, is that the wage increases are applied in April. We still do not have a chief steward in plant, if any of our members would like to step up, give me a call at 781-584-7636.

Avis and Budget

I can't give enough credit to the stewards at Avis and Budget, you all have done an excellent job in regard to representing the membership!

All 201 members always keep in mind, the stewards are your support and first line of defense on the floor, you all have done a great job communicating and reporting to your stewards, keep up the great work!

Saugus Library

The clock is ticking! The city had until 3/4/22 to respond to the Union. As of 3/3/22 the city has yet to respond. These little games and tactics are uncalled for. I think some people forget for every action there is a reaction. We will see where we stand by the time this newsletter hits the floor.

LWWTP

As of 3/3, we are still waiting for an update as to who we are going to be negotiating with, whether it be Veolia or Suez, that's where we stand as of now. As soon as we hear anything we will be communicating that information.

Senator Ed Markey Visits IUE CWA Local 201 Union Hall





AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

IMPORTANT ANNOUNCEMENT!! Every member of Local 201 that have any dependents enrolled in GE benefits needs to check to see if any of them were kicked off insurance. The Company is removing members and retirees for allegedly “not complying with a third-party audit” and the worst part is that the Company didn’t even tell any of the members that their dependents were kicked off. Members are finding out when they are going to a doctor’s appointment that they do not have insurance. Imagine your husband has a surgery scheduled for over a year and just to find out that it can’t be done because he was kicked off insurance, or your wife goes for a checkup and the doctor won’t see her because she didn’t know that she was kicked off insurance. If you find out one of your dependents was kicked off insurance, get in touch with your E-board member immediately. There is a petition going around the plant regarding this issue. We need everyone to sign it. See a steward if you don’t see a flyer hanging up around the plant or see the flyer inside this addition of the paper. If you need to check to see if your dependent is still covered call the benefits line at 1-800-252-5259

LATO

Shadow training is when someone is training someone on a part and working on a part themselves. That should not happen. It is not proper training and leads to miss vouchering. When you train someone it’s two people one part not two people two parts. If you are doing that stop immediately and if you are being instructed from management to do it go see a steward.

On vouchering, the Company can’t tell you what to voucher and if your cell leader rejects your vouchers send the same ones right back in. DO NOT work unless you have proper documentation in M.E.S. If there is no proper documentation put in a N.C.R. and wait for instruction, do not work ahead. The Company tells us to stamp as you go. If there is an open N.C.R. do not go to

the next operation and stamp it later. Wait until there is proper documentation and then proceed in order of operations. Also make sure to check your planning to see if it is good, there have been a lot of changes and sometimes things fall through the cracks. If you do find something wrong with the planning, put in a planning request form and also a N.C.R. Remember to cover your backside because the Company will point the finger at you if they have the chance.

Logistics

As this issue hits the shop floor there is a petition going around to let the Company know that the members in logistics want a Blueprint Reading and Shop Math class to be offered so that the members can upgrade to a 17 rate. The Company’s response at Step 2 is that they are not offering the class because there were 15 people that turned down upgrades for various reasons. Maybe they didn’t like the shift, or they decided it was best for them to stay in logistics. Whatever their reason was bottom line it’s their right to turn down an upgrade. That should not be taken into consideration as a reason to offer a class that benefits the Company and the Local 201 members that take it. It’s just smart business to utilize the talent they have in house when the Company is complaining that they don’t have enough bodies and are having a problem hiring. So please if you have already taken the class or just don’t have any intention to upgrade at all still sign the petition.

Remember to update your emergency contact information and make sure you have the right address on file with the Company.

Union members should start checking the Union notification boards. There is a lot of information that gets posted that doesn’t necessarily hit the shop floor. You are the Union stay informed!

Hope to see you at the membership meeting on March 22th

See you around the shop.
Bobby



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board

Hi Everyone,

First, I’d like to start off by stating that if you know you have had any of your dependents kicked off of your health insurance to please get ahead of myself or the Union Hall ASAP. As this paper goes to press there are now 19 eligible dependents that have been removed wrongfully. Most people are not finding this out until they are at their doctors’ appointments. So please let us know as soon as you find out. Secondly there is a flier going around the shop about this please take the 2 minutes it takes to scan the QR code and sign the petition. This is an extremely important part in the fight to help try and get our fellow members insurance back. If you were in the same situation, you would want your fellow brothers and sisters to do this for you. What the Company is doing here is completely unjust and wrong on so many levels and once again shows the lack of compassion, respect, and duty to what is right by their employees who produce millions and millions of dollars in profit for them every year. Just like the pension they continue to squeeze and squeeze to squeak out every penny possible from their employees’ pockets and into their own. Shameful!!

The Company continues to push 2S around the plant as this is what Culp and Slattery have deemed high priority at this point. Management again continues to come into areas and determine what is of value and what needs to be thrown away without actually knowing anything. They don’t ask the people who actually know what these parts go to. They have zero plan other than to put on a show for Culp and Slattery and to give them what they want despite the cost and long-term effect it

will have on the Company and production in the future, but hey at least the shop floor will look good. We have also presented the Company with a long-term solution to their 2S problem to keep the plant looking clean and up to the standards that Culp and Slattery would like but they have yet to give any kind of response to our proposal. Instead, we continue to get short sighted requests for temporary agreements to help them fix their problem so that they can look good for the next visit from the CEO’s. Smoke and Mirrors and Band Aids that’s what they do best here in Lynn all the while wasting thousands and thousands of dollars. Ridiculous!

Finally, I just want to say this.

IF IT'S NOT YOUR JOB DON'T DO IT!

Just because your cell leader asks you to do something doesn’t mean you should do it. Especially if they and you know it’s wrong or it’s not within your classification. Get a Steward if you have too. Tell them to have the proper classification perform the work. We have classifications for a reason. Members get upset when management continually does our jobs and when the word consolidation gets brought up. But when it comes to working out of classification or doing someone else’s work if the O.T. carrot is dangled it all goes out the window. That’s Consolidation!!! By you working out of classification that’s one less person that needs to be hired to perform that work. We were all hired to do a job here. Do That! There is plenty of work to do in each of our classifications without doing someone else’s.

BE BETTER!

See you around the plant.



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

GE Health Care Insurance

This concerns active members as well as retirees. Please take the time to check that your dependents that you assume are "covered" by GE healthcare insurance are still enrolled as insured. Call the GE Benefits Center at 800-252-5259. If one of your eligible dependents has lost their health insurance coverage, please call the hall 781-598-2760 to let us know so we can work to help with your situation.

Last year GE hired a third-party auditing firm, Alight, to audit our members dependents. Their goal was to cut off insurance to anyone deemed not eligible. This was not a negotiated event. However, GE forced this on all of its workers. Everyone that had dependents on GE insurance had to submit paperwork, W-2 forms, marriage certificates, birth certificates etc. to show that those insured were entitled to insurance. Even workers who had been married 30+ years had to go through this ordeal and submit copies of their marriage certificates again and more.

Starting January 1, 2022, GE implemented the results of the Alight audit and cut off insurance to those who failed to comply with the audit in their eyes. We started hearing from our members the second week of January. Members have been finding out the hard way by having a dependent go to the doctor and the doctor telling them "Oh, by the way your insurance has stopped. Do you know what is going on?" Communication during this process has been horrible.

We are working trying to get our members dependents their coverage. If this has happened to you, please talk to your E board member or call the hall.

Senator Ed Markey

On February 24th U.S. Senator Ed Markey came to our Union hall. As an early supporter of the Bring it Home GE campaign, the senator came to continue his support but also to address the latest transfer of work (TOW) at our GE plant in Lynn.

Originally, he was scheduled to tour the River Works but the Company was unable to accommodate his visit on this day. Along with the senator, local elected officials also attended. 201 members whose areas could be affected by the TOW, spoke directly to senator Markey and told him how things were going or not going in their respective areas. The senator took notes and asked questions. As a leader in the Senate with the ability to change the course of military funding his presence was most welcome.

Why do we spend time reaching out to our elected officials? Our plant is currently 85% mili-

tary production with the Company pushing to make it depend entirely on military work. The decision makers who decide who makes the products our military uses and how and where the money is spent to do that sit in Washington D.C. Keeping the elected officials informed helps them to make decisions to keep jobs in the U.S. At this critical time as Russia invades Ukraine it is more important than ever that the supply chain of our military hardware be shortened and kept stateside. How can we allow our countries most critical vendors that make helicopter and fighter jet engines to put work in places like Turkey or Romania?



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

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

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

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.

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

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

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

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

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



It Starts With Me
SAFETY



GE Aviation Lynn 2021 Shoemobile Schedule

March 9th	6:00 AM - 4:00 PM	South of 40
March 23rd	6:00 AM - 4:00 PM	South of 40
April 13th	6:00 AM - 4:00 PM	South of 40
April 2st	6:00 AM - 4:00 PM	North of 42
May 12th	6:00 AM - 4:00 PM	South of 40
May 25th	6:00 AM - 4:00 PM	South of 40
June 1st	6:00 AM - 4:00 PM	South of 40
June 8th	6:00 AM - 4:00 PM	South of 40
July 27th	6:00 AM - 4:00 PM	South of 40
August 24th	6:00 AM - 4:00 PM	South of 40
September 14th	6:00 AM - 4:00 PM	South of 40
October 12th	6:00 AM - 4:00 PM	South of 40
November 16th	6:00 AM - 4:00 PM	South of 40

Please notify your EHS Leader to get approval to purchase at one of the participating offsite vendor stores. You can also purchase shoes online at Lehigh safety shoes.

Please inquire with your area EHS Leader or Suzie Dozier at extension x7705



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

It's Time 201

To all 201 members. What's happening right now to our brothers and sisters is just criminal. General Electric obviously doesn't care about their employees because they decided to roll out a new evil agenda called 'Health Insurance Audit'. This gave 201 members a deadline to send in information about their dependents. The Union was told by the Company over and over again that no employees' dependents would lose coverage because of this audit. LIES. As I'm writing this, we have members continually finding out their dependents have lost coverage. Our members are finding this out at doctors' appointments and emergency trips to the hospital. Is this evil agenda about money General Electric? You figured you could save a few dollars at the expense of our hardworking 201 members healthcare. You roll this out during the pandemic, when it was hard to get a hold of the documents Alight was requiring union members to provide so that they could confirm their already eligible dependents eligibility. Like I said, criminal, kind of like shipping military parts to other countries. Should be criminal. We have members who sent all proper documents in and still lost coverage for their dependents. Other members never received information from GE on the severity of this audit or the possibility of losing coverage

for their dependents and ignored the Union's request to send letters via certified mail. Imagine rushing to the hospital for an emergency only to find out your spouse or child has no insurance. Imagine having to pay these hospital bills out of pocket. The reason I use the word evil is simple, General Electric could easily fix this with one click of the mouse, considering they are self-insured, but instead you know what they tell members whose dependents lost insurance? We can easily allow you to submit the required documents now, but we don't feel like it, and you are going to wait until next year's open enrollment to put eligible dependents back on your insurance. Kind of like saying, "sucks to be you." I'm surprised they didn't tell our members to try not to let your wives, spouses, and children get sick or hurt over the next year.

As your elected LCM Executive Board Member, I'm asking for one minute of your time, there is a petition box on page 5 of this newspaper, just scan the QR code with your phone and answer a few questions. I can't stress how important this is. Now is the time to show General Electric the power of numbers and solidarity, the power of 201 when we fight back. Let's get every single 201 member to sign this important petition.

Moving Violation



MANAGEMENT DOING BARGAINING UNIT WORK

Name of Culprit _____

Date of Violation _____

Time of Violation _____

Description of Work Being Done _____

Classification _____

Witnesses _____

Return to Steward

On I.M.E.

Building _____

Area _____

Work Station _____

Reason _____

I.M.E. hrs. _____

Date _____

Fix the Plant

Fix Wages

Farm In

Fill out and return to your Steward



Brian Thomas
REGISTERED PRINCIPAL

583 Chestnut St
Unit 6
Lynn, MA 01904
BRANCH: 781.496.3900
DIRECT: 781.519.0461
FAX: 781.469.1826
brian@dfgedge.com
www.dfgedge.com



Business Agent's Column

By JUSTIN RICHARDS
Business Agent



President's Column

By ADAM KASZYNSKI
President

G.E Report

CHECK YOUR BENEFITS!

I urge everybody to sign into your benefits page at Onehr.ge.com, click on the enrollment drop down tab and click on view my enrollment summary, this will bring you to the summary of your benefits, in the medical benefit line on the right side click on view and you should now see your dependents listed. If you have problems navigating the benefits page, or you don't see your eligible dependents listed, please call the hall or contact your area steward immediately.

TOW Update

At the start of these negotiations the Company tightly held that their stated, "not core competent," was the reason behind this TOW, this reasoning is anything but explicit. As the bargaining committee made a stand and contested the Company's claims the Company came clean. The reason for the work being transferred is not because it's not "core competent" to Lynn but because we have a manpower issue, and they need bodies in other cells. That blew all our minds considering we have a pipeline of skilled labor the Company can easily access, but we are not going to get that issue solved in these negotiations. While our committee has promptly submitted additional information requested throughout these sessions, the Company dragged their feet each and every step thus far giving bits and pieces of information an hour or two right before we were scheduled to meet. The Company is clearly showing their true intentions to stall throughout the contractual 60-day bargaining period and move on with the transfer. With the information the Company furnished the Union less than 2 hours before our session on 2/23, we mapped out a proposal that would address the issues and concerns the Company has stated throughout these negotiations. By utilizing the Company's load studies, overtime and IME reports, we devised our own load study that consisted of merging areas and created a proposal that addressed the Company's main issue of flexibility, and manpower deficiencies, and if accepted would reduce IME, increase delivery, and drive shop costs down, result in no decreases in any of the classifications, and would keep work in Lynn! Going into our session on March 2nd the bargaining committee submitted our proposal to the Company and spent the session explaining the proposal in detail.

Keep in mind, this transfer consists of 104k hours, 80 jobs for 2022, and in 2023 it is estimated to be about 82k hours. That's 186k base labor hours just over the next 2 years, and that work, if transferred, is gone forever! That's 80 or so jobs in 2022 but that's also 65 jobs that are no longer needed in 2023! It is crucial we do everything we can to hold on to what we got! Details of the proposal will be further discussed at this month's membership meeting.

Ametek Report

Contract print update; on 2/2 I reached out to the Company to see what the status was on the contracts being printed; the Company is going to follow up.

We are still waiting on the results from everybody's reviews,

continued on page 8

201's Culture of Quality at the Riverworks:

If it's not right, SHUT IT DOWN

Local 201 members are fierce advocates for quality, always have been, that's a big reason the lights are still on. Management talks a lot about "competitiveness" quality is our sharpest competitive edge. **With the backing of a union, not one of us needs to be worried about shutting a job down when we cannot follow the planning, when there is an open block on the router, when you don't have gauges, or when other quality issues arise.** This isn't some non-union shop where management can retaliate for standing up for enforcing quality procedures and get away with it. Management may focus on Friday and end of quarter – we focus on making compliant, conforming, quality hardware. We cannot let a boss be tougher on shipping than we are on quality. In the aviation industry, lives are on the line. Standing up for quality saves lives – that is no exaggeration. **People put their lives in our hands. It is a responsibility we are proud to have.**

At times, the business doesn't make it easy. Nothing easy is worth having. I have worked in an area where we had to fill out a preflight checklist (PFCL) for the same planning issue for years. It can feel like beating your head against the wall, do it anyway, we are paid by the hour and quality is our #1 job. **If you cannot follow your planning, even if you have a signed off preflight, you need to call that out on the router and get approval to continue.** Cell Leaders or Manufacturing/Quality personnel (as identified by area management), must resolve, or release by signing, all NO-GO items on the Preflight Checklist. Reported NO-GO items are to be considered as a basis for initiating corrective action. Applicable PFCLs are to be tracked for resolution by the personnel identified by area management. TLDR: They are supposed to fix it. If they cannot fix the issue, or cannot fix the planning after repeated approved preflight and callouts, please bring that to the attention of your steward. We do not want a situation where, for example, management lets parts pile up that reach 70 feet in length waiting on disposition for over a year and a half for the same issue. Management may maintain the right to mismanage the business, but we don't have to be quiet about it. Management does not have the right to violate GE Quality Procedures.

If you ever feel any pressure or intimidation from management to violate quality procedures, ask to speak with quality management and bring a steward. If a steward is not available call the Union Hall, 781-598-2760. As always, do not meet with management on your own. Quality Management at GE is still GE management, they are not independent of the needs of the business – though they should certainly behave like they are. If you feel something is going wrong and being brushed under the rug, try to address it with your steward. If that doesn't work your steward may advise you to grab someone in DCMA, they have the yellow badge. DCMA are the only people in the plant, outside of the GE Union's, whose quality metrics are not blurred by bonuses, profits, or quarterly numbers. DCMA enforces the customer's contract, and that contract is for conforming hardware manufactured to the planning. Most issues can be resolved by you and your steward. **If you are new to the Riverworks, imagine everyday DCMA is conducting a quality audit on your process, and work accordingly and you will have no issues. If you could not confidently run your job by the planning during a quality process audit, you should not be running that job. Period.**

You also have the right to be trained on router and quality procedures. If you or your group wants a refresher (or, let's be honest,

continued on page 4