



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

Vol. LXXVIII PERIODICALS POSTAGE PAID AT LYNN, MASS.

OCTOBER 15, 2019

USPS 171-720

Number 9

EDITOR
Bill Maher

MANAGING-EDITOR
Tom O'Shea

Subscription
\$1.00 Per Year

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

Update: MA AFL-CIO Convention

By Tom O'Shea

President Kaszynski and I attended the MA AFL CIO convention September 25-27. I think it is important that we know what is going on outside our local in the labor movement so that we can better understand the needs of our local. And quite a bit is going on. From the state house passing a law limiting the Janus decision to climate disruption it feels like a full court press is descending upon us. The one percent is always trying to get an upper hand. From the building trades we heard how prevailing wage is constantly under attack. From the teachers we heard how charter schools and the push to privatize the countries education system is an ongoing fight. It seems that the more money gets concentrated into fewer hands those fewer hands want more and more money and more and more control. Control over everything.

Kaz was sworn in as a Vice President of the MA AFL CIO. He also addressed the audience as a speaker from the manufacturing sector. Kaz mentioned the E Team and how programs like it are being recognized and embraced as the state has seen how successful they have been. He also mentioned NAFTA and the effect that has had on

our country these past 25 years.

We are part of a small contingent of manufacturing locals in the state in which local 201 is the largest. IBEW 1505 Raytheon members also had representatives present.

Over the three-day convention talk kept going back to the Stop and Shop and Boston Marriott hotel workers that both held successful strikes this year. Also mentioned were the Pilgrim and Mystic power plant. Both are in the process of shutting down. The workers at Pilgrim were making great money as power plant operators in a nuclear facility. Finding comparable jobs for either group is going to be difficult.

One of the highlights of the convention was a speech by AFL CIO president Richard Trumka. He referenced the local strikes and the current GM strike. And how workers across the country are feeling more positive about unions. He gave a shout out to our local politicians from Local 201 state representative Pete Capano to Mayor Marty Walsh of Boston. And he echoed sentiments that are heard often **"In the richest country in the world workers are deciding that one job should be enough! That no one should go broke just because they get sick. Everyone should**

have a voice. Everyone should have a fair shot and a fair shake. And everyone should be able to form a union."

Four elected leaders spoke, three who are officials from the MA state house. These are all union members who achieved statewide office:

- State Representative Paul Mark (IBEW 2324)
 - State Representative Pete Capano (IUE CWA 201)
 - State Senator Paul Feeney (IBEW 2222)
 - Kevin Brousseau, Political Director, Massachusetts AFL-CIO.
- On the last morning representatives from "The Massachusetts Alliance for Retired Americans" a union retirees' organization addressed the crowd. "Don't count out

the retirees" was their message. They vote and they show up to volunteer. On average in any general election 33% of the votes cast are cast by seniors.

The last group to speak was the Futures committee. They told their common story of oppressive student debt and trying to make a go of it in the gig economy. One teaching student told of how she was recruited to work out of state for what she thought was a "good cause". It turned out to be an anti-union charter school organization. It is incredible that these groups are on campus' preying on young vulnerable students. It was another example of what unions are up against and how we need to be vigilant every day.

Photo's from the Convention



Next Local 201 Membership Meeting October 22, 2019 - 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

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.



Service Directory

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

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

Yani's & Jossie's Platter Creations
Catering Specialists
For more information:
Yani 781-244-5626
Yanitzathomas@icloud.com
Jossie 781-346-3881
JQTSmiles@aol.com

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

Solar Powered House for Sale
Snowflake Arizona
27 Miles S. of Holbrook
2 story, 2 bedrooms, 2 bathrooms. 1500 sq ft. Custom wood + Masonry. Gas Heat. 300' deep well. 6 acres. Taxes \$600.00 per year \$169,000.00
Call 775-537-7870
View at adventurerealtyaz.com

Real Estate Ellsworth Maine
3 Bdrm, 2.5 Bath, Laundry-Main Level, Full Attic, Full Basement
2-Story, 2-Car Barn. Low Taxes
2 Acres. \$279,000
207-667-0283

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

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

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

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

Handyman Wanted
Call Tina for Details
617-293-3032

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

Condo For Rent
Seaport Landing,
150 Lynnway Lynn MA
2 bdrm, 1.5 bath, Furnished \$2,300 per month
Unfurnished \$2,000 per month
Million Dollar Views.
1 Year Lease Required
781-367-7822

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



Free Software
INCREASE YOUR NET WORTH DRAMATICALLY!
TURN YOUR CURRENT MORTGAGE INTO AN INVESTMENT PROGRAM!
POSTAGE: 10 FOREVER STAMPS OR \$5.00 CASH ONLY
Effective marketing - PO Box 8214 Lynn, MA 01904
Business Opportunity: www.theortogagemanager.biz/9149
Home Owner: www.theortogagemanager.org/call/9149

"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



Print your ad on this form.

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

Enclose Payment:

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

TITLE _____

25 _____
WORD _____
LIMIT _____

PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

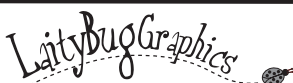
Printed by The Golden Manet Press Quincy



Published By Camera Graphics



Layout Design by



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

**United States Postal Service®
Statement of Ownership, Management, and Circulation**

1. Publication Title IUE-CWA LOCAL 201 NEWS
 2. Publication Number 171-720
 3. Filing Date 9-18-19
 4. Issue Frequency Monthly
 5. No. of Issues Published Annually 12
 6. Annual Subscription Price \$1.00
 7. Complete Mailing Address of Known Office of Publisher (Not printer)
 Local 201 IUE-CWA (AFL-CIO)
 112 Exchange St., Lynn, Essex County, MA 01901-1435
 Josephina Quintana Telephone (781) 598-2760

Contact Person
 8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer) Local 201 IUE-CWA (AFL-CIO), 112 Exchange St., Lynn, MA 01901-1435

9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor
 (Do not leave blank)
 Publisher IUE-CWA LOCAL 201 (AFL-CIO)
 (Name and Complete Mailing Address) 112 Exchange St. Lynn, MA 01901-1435
 (International Union of Electronic, Electrical, Salaried, Machine & Furniture Workers & Communication Workers of America, AFL-CIO)
 Editor William Maher
 (Name and Complete Mailing Address) 112 Exchange St., Lynn, MA 01901-1435
 Managing Editor Thomas O'Shea
 (Name and complete mailing address) 112 Exchange St., Lynn, MA 01901-1435

10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.)
 Full Name Complete Mailing Address
 International Union of Electronic Electrical, Salaried, Machine & Furniture Workers of America (AFL-CIO) 112 Exchange St., Lynn, MA 01901-1435
 IUE-CWA (Local 201)
 William Maher, Business Agent 112 Exchange St., Lynn, MA 01901-1435
 Adam Kaszynski, President 112 Exchange St., Lynn, MA 01901-1435
 / Tom O'Shea, Vice President/Rec. Secretary 112 Exchange St., Lynn, MA 01901-1435

11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box None
 Full Name Complete Mailing Address
 N/A

12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one)
 Has Not Changed During Preceding 12 Months
 Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)

13. Publication Title IUE-CWA LOCAL 201 NEWS
 14. Issue Date for Circulation Data Below 9-10-19

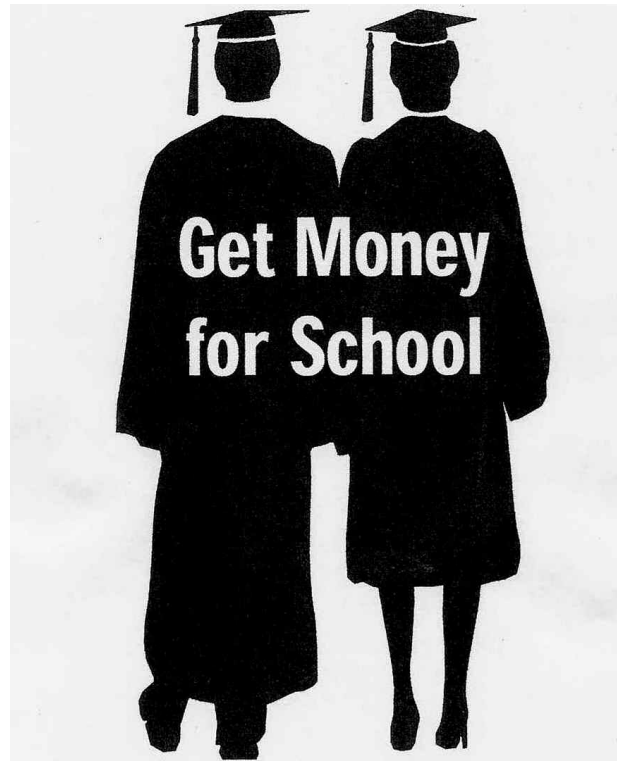
15. Extent and Nature of Circulation

	Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Total Number of Copies (Net press run)	4200	4200
b. Paid Circulation (By Mail and Outside the Mail)		
(1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (Include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	739	874
(2) Mailed In-County Paid Subscriptions Stated on Form 3541 (include paid distribution above nominal rate, advertiser's proof copies and exchange copies)	1050	1061
Paid and/or Requested Circulation		
(3) Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®	1190	1090
(4) Paid Distribution by Other Classes of Mail Through the USPS (e.g. First-Class Mail®)	0	0
c. Total Paid Distribution (Sum of 15b. (1), (2), (3), and (4))	2979	3025
d. Free or Nominal Rate Distribution (By Mail and Outside the Mail)		
(1) Free or Nominal Rate Outside-County Copies included on PS Form 3541	0	0
(2) Free or Nominal Rate In-County Copies Included on PS Form 3541	70	75
(3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g. First-Class Mail)	0	0
(4) Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)	0	0
e. Total Free or Nominal Rate Distribution (Sum of 15d. (1), (2), (3), and (4))	70	75
f. Total Distribution (Sum of 15c. and 15e)	3049	3100
g. Copies not Distributed (See Instructions to Publishers #4 (page #3))	1151	1100
h. Total (Sum of 15f. and g)	4200	4200
i. Percent Paid (15c. divided by 15f times 100)	97.70%	97.58%

16. * If you are not claiming electronic copies, skip to line 17 on page 3.

17. Publication of Statement of Ownership
 If the publication is a general publication, publication of this statement is required. Publication not required. Will be printed in the 10-8-19 issue of this publication.

18. Signature and Title of Editor, Publisher, Business Manager, or Owner Date
 William Maher Jr
 William Maher, Business Agent 9-18-19



IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2020-2021 school year. The scholarships are available to IUE-CWA members and their families. For details on eligibility and an application, go online at www.iue-cwa.org beginning October 15, 2019. Applications will only be accepted over the Internet. The deadline for applying is February 29, 2020.



GE LYNN VETERANS COUNCIL
will host
VETERANS DAY CEREMONIES
 Wednesday, November 7th
 2nd 96 Auditorium
 6:30am – Noon – 3:30pm

DiVirgilio
Financial Group
 PROVIDING CUTTING EDGE SERVICE IN FINANCIAL PLANNING & INSURANCE
 270 Broadway, Lynn, MA 01904
 781-592-5220
 Fax: 781-598-5957
www.dfgedge.com

Brian Thomas
 President - Registered Principal
brian@dfgedge.com

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

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

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

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

NEW PENSION UPDATE- 2019 Pension Update through 12-31-2018 (apply the Pension Update

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

TUESDAY, OCTOBER 22, 2019

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
2. SPECIAL PRESENTATION:
KNOW YOUR RIGHTS - WORKER'S COMP

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

Formula below to see if it improves your regular pension earned through 12-31-2018)

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

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

The participants' existing December 31, 2018 regular pension is calculated including all previous increases already credited to the

participant. It is then compared to the person's pension applying the 2019 Contract Pension Update formula above. If the formula above provides for a bigger pension amount the individual is credited with that **UPDATED** amount for his pension through 12-31-2018.

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

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

continued on page 5

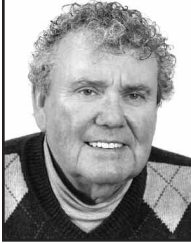
Introducing Union EAP Trainee Derek White



Hello Brothers and Sisters, my name is Derek White. I am currently working as a CNC miller in building 66 on 3rd shift. I have been a union steward since April of 2017. I am also on our Legislative and Education committees. In the spring of 2017, I enrolled in the Drug and Alcohol Rehabilitation Associate Degree program at North Shore Community college. I have so far earned a credit certificate in Substance Addiction Counseling. I am now continuing with the program in order to receive the degree. This fall semester we are working on our field placement. This field placement requires 16 hours per week working in the field along with some classroom time. Bob Cummings, our union EAP director, retired from GE last year. The company has since brought Bob back on as a rehired pensioner to continue running the EAP program. In order to fulfill the requirements of the Drug and Alcohol Rehabilitation degree I must do two semesters of field placement. I am fulfilling the current fall semesters field placement under Bob. Bob has been explaining to me the many aspects which go in to running our EAP program. The history of Local 201's EAP

program dates back almost 50 years and has helped our union members and their families resolve issues affecting their lives. Our EAP program is a work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees and their family members who have personal and/or work-related problems. Bob has been director of the program since 2003 at which time he took the place of Al McQuarrie after his retirement. Bob has done an amazing job continuing with the success of the program. Bob holds a license in alcohol and drug counseling (LADC1) and a Massachusetts Problem Gambling Specialist (MA-PGS) certificate. Bob works hand in hand with Jeff Zeisel, the Aetna insurance EAP representative. Bob has an office at both the union hall and the medical center. Jeff's office is located at the medical center. I look forward to continuing to learn how our EAP program helps support our union members and their families. It is with hope that when Bob is ready to fully retire, I am able to carry on the long and successful tradition of Local 201's EAP program. If anyone would like to speak to Bob, he can be reached at 781-584-7641. Jeff Zeisel can be reached at 781-594-4533. **All calls are strictly confidential.**

In solidarity,
Derek White



201 Retiree's Column

By KEVIN D. MAHAR
*President Local 201 Retirees Council
 and former Local 201 President Alex Brown*

continued from page 4

Guaranteed Pension Tables if it gives you more.

Using Careers Pension Earnings formulas

Example: Earnings in 2019 will be added on by multiplying the first \$50,000 of earnings by 0.0145 and all earnings in excess of \$50,000 by 0.019. An employee who earned \$90,000 in 2019 would have:

$\$50,000 \times 0.0145 = \725.00
 $+ \$40,000 \times 0.019 = \760.00
 $\$1,485.00$ annually or $\$123.75$ **monthly** added to their pension for the year 2019.

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

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

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

A few important notices: Annual Enrollment for post 65 medical coverage is from October 15, 2019 to December 9, 2019.

What I recommend that you do if you want to change plans is have all your prescriptions in front of you and call VIA. Ask them what they recommend for a plan. The phone number is 1-855-873-0103. Or if you can go on line, the plans are listed at the VIA computer site. Go to My.ViaBenefits/GE. If you need help you can call Kevin at 781-367-7822 or Alex 617-922-5573.

A number of people at our meeting in October brought up that the Humana prescription plan went up from \$30 to \$62 per month. A most unreasonable amount. We will be going over that with our delegation at the State House to see if there is anything that can be done about that matter.

GE's freezing the pension:

Another issue that was discussed at length was the announcement by GE that they would freeze the pension for 20,000 salary non-union employees and executives. At this point this does not affect current pensioners or current members. But GE's pattern has been that whatever they first do to salary employees they then come after hourly in the next contract. There are some protections for people's pension by the PBGC (Pension Benefit Guarantee Corporation.) It's a complicated story, more in the future.

Retiree Christmas Party:

December 10, 2019 at noon at Old Tyme Café on Boston Street Lynn. This is the same place we had it last year. We are limiting the tickets to 90 people so get your tickets early. They are \$15. See Jossie at the union hall. Tickets will also be available at the November Retiree meeting

Meeting of GE Retirees with GE Benefits Team

This annual meeting for the last fifteen years that Helen Quirini, Bill Freeda and I lobbied for with GE is in October. Kevin and Alex will be going and will report back at the November retiree meeting.

Housing Forum

Are you being squeezed in paying rent, your mortgage or property taxes? Do you live in Lynn? Many people in Lynn are concerned about the effect of rising housing costs on new developments in Lynn. They want to talk about it and ask their ward councilors running for office about what can be done. There will be a forum on Jobs, Housing and the Future of Downtown Lynn on Wednesday October 30. See the flier in the paper. If you have a story to tell contact Alex or Kevin.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees Association and Staff is extended to the family and friends of retiree Jeff Francis on the death of his father. Jeff was an Executive Board Member for AEBG prior to his retirement.

IUE-CWA Local 201
RETIREES COUNCIL MEETING NOTICE

Tuesday, November 12, 2019 at 2 PM

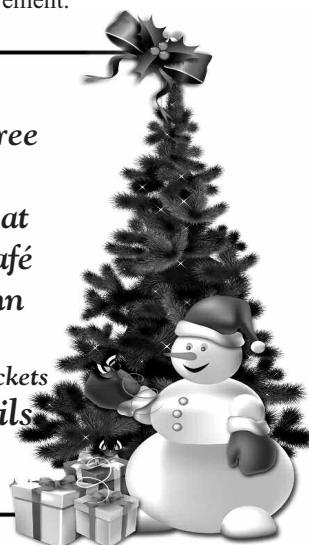
St. Michaels Hall,
 Elmwood Ave., Lynn, MA

Agenda:

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

Kevin D. Mahar,
 President
 Edward Walczak,
 Financial Secretary

Please Join us for Our Annual Retiree Christmas Party December 10, 2019 at noon at Old Tyme Café on Boston Street Lynn \$15.00 see Jossie at Local 201 for tickets Call Kevin for details 781-367-7822



Local 201 Endorses Fred Hogan Ward 6 City Council Lynn

Fred Hogan has been an IUE-CWA Local 201 member for 22 years. He is a lifelong Lynn resident and has lived in Ward 6 for the past 48 years; he graduated from Lynn Classical "Class of 88"; and has been employed in Ward 6 at the Lynn Regional Wastewater Treatment plant for the past 22 years. He is a member of the Local 201 Legislative Committee and a Local 201 Delegate to the North Shore Labor Council. He has been a reliable advocate for our Union, and all working families.

Fred's priorities are constituent service, Public Safety, reducing flooding, and working to provide economic opportunity for Lynn residents. He has been a vocal strong supporter of the 150 million dollar sewer separation project that begins next year and will significantly reduce flooding in Ward 6. He is working to bring much needed attention to Ward 6 neighborhoods, including helping to get approval for renovations to Warren St Playground and a new "tot lot" on Bennett St. He also publicly advocated for opening up Lynn Tech at night. This led to the Community Enrichment Program where Lynn residents learn job skills to increase their employment opportunities. Fred is also cofounder and member of **Stop the Violence Lynn**. A community group that has provided after school and

summer activity for Lynn youth and a speaker series in the Lynn Schools that discourages violence and has contributed to a reduction in gang activity in the city.

Our Union has long called for Union members to run for elected office to effectively represent working families and Union members. In January, Fred answered that call and became your Ward 6 Councilor. He has shown a deep commitment to follow through with action, not just words. He returns all phone calls to constituents. He consistently reaches out and visits with residents to resolve any issues. He fights for US.

In order to begin to address the issues that impact constituents and neighborhoods differently, he held community meetings throughout the ward. He has held meetings at: Sewell-Anderson school in Pine Hill; River Street; Camden Street; Connery Neighborhood school; St. Michaels Hall; Shepard street; and Marian Gardens to listen and to take action. He can be reached at (781) 244-7921 24 hours a day, 7 days a week to set up a meeting or address your concerns.

We want working families in Ward 6 to have a voice at Lynn City Hall. This is why Local 201 supports Fred Hogan for Ward 6 City Councilor. Please remember to vote on November 5th.

continued from page 12

campaign in anyway, please call the hall. We will be knocking on doors Saturday, October 19th to support his campaign. Meet at the Union Hall at 10am if you'd like to join us. For more information on Fred Hogan's campaign, see page 6.

Lynn City Council Candidate Forum on Housing and Jobs

If you are a Lynn resident, please put on your 201 t-shirt and join me on October 30th at 6pm for the New Lynn Coalitions city council candidate forum on Jobs and Housing. The rising cost of living, and especially housing costs, affect all of us. In Lynn, where many 201 members live, average rents have gone up 25% in the past 3 years, and the median price for buying a home is the highest it has been in 30 years. 01901 is the 5th least affordable zip code in the state. It's becoming more and more expensive to live close to work for all of our bargaining units. We can have a seat at the table, or we can be on the menu.

Special Presentation: Know your Rights – Worker's Comp at Membership Meeting October 22nd

IUE-CWA Health and Safety Director Carmen DeAngelis will be doing a special presentation on Worker's Compensation at the membership meeting on October 22nd. Be the first to grab an updated edition of Local 201's Know your Rights: Worker's Compensation brochure hot off the press and get your questions on worker's compensation answered. I encourage everyone to come, especially stewards, union safety reps, and other shop floor leaders.

Elected Union Members Tip Scales Toward Justice in Collective Bargaining Win

reprinted with permission by Michael Gillis


In late September the Massachusetts Legislature overrode Gov. Charlie Baker's veto of a key collective bargaining bill and passed the strongest response to the *Janus vs. AFSCME* U.S. Supreme Court decision to date. The new law will allow unions to charge non-member employees for representation in arbitration cases and other disputes and is one of the most comprehensive state legislative responses to the court's Janus decision, which unfairly prohibited those fees.

"Today the state legislature made a strong statement that unions are in the public interest and will remain a strong force for economic fairness in Massachusetts," said **Massachusetts AFL-CIO President Steven Tolman** (IAM) after the bill became law. "The overwhelming bipartisan votes to override Governor Baker's veto by the House and Senate this week demonstrate that unions are

not a partisan issue in Massachusetts."

Rep. Peter Capano (IUE-CWA Local 201), who was elected last fall with full union support, was instrumental in getting the **bill passed in the Legislature**. "We are helping workers raise themselves back up, and that's why I'm proud to be part of this legislature here," **Capano said in his rousing inaugural floor speech** as a union member legislator. "The labor movement is on the rise, and we are here today to help them do that."

Tolman also thanked the leadership in the Legislature and all the legislators who overwhelmingly passed this important legislation. "On behalf of the members of the Massachusetts AFL-CIO, I thank Speaker [Robert] DeLeo and Senate President [Karen] Spilka for their leadership, and all members of the legislature who stood with us," he said.




UFCW
a VOICE for working America

SHOP UNION!!!!

STOP & SHOP Peapod
Every Stop & Shop supermarket and gas station is a union shop. Peapod orders are prepared and delivered by union members.

shaw's

Massachusetts :	Rhode Island :
<ul style="list-style-type: none"> • Braintree • Canton • Cohasset • Mansfield • Medfield • Sharon • Randolph • Weymouth • North Attleboro • Carver • Dartmouth • East Brockton • West Brockton • Hanover • Easton • Hanson • N. Fall River • Raynham 	<ul style="list-style-type: none"> • East Providence • Chapel View • Lakewood • Barrington • Middletown • North Providence • Riverside • Wakefield



<ul style="list-style-type: none"> • Downtown Crossing Boston • Natick, MA • Peabody, MA • Braintree, MA • Saugus, MA (Fragrance and Cosmetics Only) • Warwick, RI
--

Open Enrollment Oct 14 - Nov 8 Training Sessions Oct 22- Nov 11

Patricia A Westervelt
Senior Benefits Analyst, GE Aviation
Patricia.westervelt@ge.com
Phone (781) 594- 4302, Mobile (781) 254-7671

Meeting Time	Salaried/ Hourly	Date	Venue
1:45 to 2:45 pm	Hourly	10/22/19	96 Aud
3:15 to 4:15 pm	Hourly	10/22/19	96 Aud
6 am to 7 am	Hourly	10/22/19	74A visitors ctr
7:15 to 8:15 am	Steward Training	10/23/19	74A visitors ctr
10 to 11 am	Steward Training	10/23/19	74A visitors ctr
1:45 to 2:4 pm	Hourly	10/23/19	74A visitors ctr
3:15 to 4:15 pm	Hourly	10/23/19	74A visitors ctr
4:30 to 5:30 pm	Steward Training	10/23/19	74A visitors ctr
7:15 to 8:15 am	Hourly	10/24/19	96Aud
12 to 2 pm	Office Hours	10/24/19	96Aud
1:45 to 2:45 pm	Hourly	11/04/19	96 Aud
3:15 to 4:15 pm	Hourly	11/04/19	96 Aud
6 am to 7 am	Hourly	11/05/19	96 Aud
1:45 to 2:45 pm	Hourly	11/05/19	96 Aud
3:15 to 4:15pm	Hourly	11/05/19	96 Aud
6 am to 7 am	Hourly	11/06/19	96 Aud
12 to 2 pm	Office Hours	11/06/19	96 Aud

2019 North Shore Labor Council Annual Dinner Featuring Keynote Speaker: Sara Nelson President, Association of Flight Attendants-CWA

President Sara Nelson played a key role in ending the 2018-19 government shut down, calling for a general strike and calling out the Trump administration for forcing federal workers to work for free or furloughed pay and endangering public safety. She demonstrates worker solidarity, speaking out for protecting miners' health care and pensions and the Green New Deal. As a labor leader, she advocates for taking action to build workers' power.



Saturday, October 19th at 6:00 pm
Peabody Marriott
8A Centennial Dr, Peabody, MA 01960
(Off Rte 1, 128, 1-95)

*Courtesy Tickets Available to Local 201 Members.
Call the Hall and ask.*

OPEN ENROLLMENT

GE Health Benefits for Production Employees OCTOBER 14th – NOVEMBER 6th

THIS 24 DAY PERIOD IS THE TIME THAT YOU CAN MAKE CHANGES TO YOUR BENEFIT ELECTIONS DURING THE YEAR (with the exception of a life-event - birth, death, marriage, etc.)

You **must** take action if you....

- Wish to change your medical, vision or dental plans
- Wish to contribute to a flexible-spending account (HCFSAs, LPSAs or DCFSAs) or health savings account (HSA)
- Need to make a change in your covered dependents or working spouse status
- To carry over unused sick and personal pay program hours earned during 2019. Should you fail to make this election, you will receive payment for unused sick/personal hours in February 2020 (Unused sick/personal hours cannot exceed 240).

Additional Information and/or assistance can be obtained on your benefits website

onehr.ge.com

(click on Annual Enrollment) or
by calling the GE Benefits Center at

1-800-252-5259



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.





Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Our History with Mass-COSH

MassCOSH (Massachusetts Coalition For Occupational Safety And Health) was founded in the late 1970's. Long time Safety Director **Ted Comick** saw its value from the start driving Local 201 as one of the primary founding forces. Since then we have been supporting them with good returns on our investment. They have been a significant ally and resource for us, and we have been one of its pillars, helping to make it effective for both union and non-union workplace safety. Our Local 201 leadership has been on the Board of Directors for about 2/3's of its existence. I reached out to Ted for a deeper understanding of this group as well as material that relates to Lynn, as always, he was willing to help. Whenever I attend a MassCOSH event people still ask for Ted.

Every year MassCOSH organizes Workers Memorial Day, so that workers killed on the job and the struggle for prevention are not lost in the cacophony of other news. Local 201 Safety Team members, OSHA leadership, and community activists (to name a few), actively attend this important event at the State House.

Without MassCOSH many would be much more at the mercy of business owners, management, and the insurance companies than we already are. They have a network of pro-worker technical experts who have done research and given us advice on metals and many other potential hazards over the years,

putting together a pamphlet in the 80's mentioning hazards here in Lynn surrounding cobalt and other metals when exposures are uncontrolled. Since then many improvements were put in place here in Lynn in part because of the work done by these experts and the efforts of our joint H&S program. Women's health and pregnancy are a major focus, helping workers navigate the difficult decisions to be made concerning both the need to have an income and the need to protect themselves and their pregnancy.

Since its beginning MassCOSH has provided training to more than 20,000 workers, union representatives and community groups. In the 80's they became deeply involved in legislative campaigns to pass and enforce laws that ensure workers rights with a special emphasis on young people and immigrants. MassCOSH has also assisted tens of thousands of workers and unions seeking information and support on identifying and addressing workplace hazards, navigating workers compensation and strategies to organize for safe working conditions.

It's Not Right Without a Representative

A member that is injured on the job must fill out an Occupational Injury Form at the Medical Center, they should be seen by our Joint H&S Team as soon as possible to ensure immediate hazards are identified. By Joint H&S Team, I mean a Union Elected Safety Representative and an EHS Leader. If the member's Cell leader

can contribute in a meaningful way they may assist. The injured member does NOT have to participate in the Accident Investigation unless they want to. Any other parties (ATI for example) that have interest in assisting in an effort to eliminate ergonomic hazards etc. should do so after the Safety Representative has assisted the injured member. If a Safety Rep is unavailable call me at 617-462-7310 and I will have a similar Union Leader serve your interests. A worksite injury investigation is often referred to as an "Event Evaluation" which to me is like calling a cockroach a palmetto bug...it's an accident investigation and is only correctly addressed when there's a Union Safety Representative present.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees Association and Staff is extended to the family and friends of John "Jack" Davis upon his recent death. Prior to his retirement, Jack served as Executive Board Member for the Aircraft Division, Bldg. 40.

Saugus Librarians Update

Jackie Miller, Steward, Saugus Librarians

Negotiations for the Saugus Public Library's new contract are going slowly-just like the last contract negotiations-as the Town of Saugus has been slow to respond to any requests for meetings. We are being treated with the same lack of courtesy and respect shown to the other unions in Saugus. During the past year, the Town of Saugus chose to let twenty-one school unionized custodians go and hire a contractor to fill those positions in the schools. Claiming it was a cost-saving measure, no one in the town or school administration offices have provided any definitive numbers to the public proving how much will be saved. Previously, the town did the same thing to its school cafeteria workers; contracting out union jobs claiming that they were saving money. The library is fortunate in that it is much harder (and costly) to hire contract librarians and circulation staff. Amber Brooks, our IUE-CWA Rep, has been terrific staying on top of matters and keeping in touch with the union steward for the library. We, the staff at the library, truly appreciate the efforts of Amber Brooks and our local for their ongoing support.

If any union members come into the library to use a computer, print an airline ticket, or borrow library items, be sure to tell a staff member that you are part of local 201. If you are a member of another union tell us that too. We are stronger together.

Scholarship Opportunity

Are you a union member with a son or daughter graduating in 2020? The Henry David Thoreau Foundation in Somerville offers eight (8) scholarships up to \$20,000 each to Massachusetts high school students interested in majoring or minoring in a field related to the environment. I am a part-time employee at the foundation. Please visit <https://www.thoreauscholar.org> to learn about the scholarships. The application to apply is open from 10/15/2019 to 2/1/2020.

CHIROPRACTOR

Dr. Joseph J. Dowling

341 Western Ave., Lynn, MA 01904

(781) 596-0700
www.drdownling.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





VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

Lean

As I write this article the Lynn River Works Lean event is under way. The IUE CWA held two days of training in September to prepare our members for this company lead event. As a union member and a union leader I want the site to succeed. We all want the Lynn facility to be the place that the company wants to do business. We as a union have standing agreements with the company. Agreements that we have bargained over and defended. As a union we have seen these initiatives come and go. Through it all we have worked to maintain our agreements. Our stance has always been a fair days pay for a fair days work.

Politics

People often ask why we as a union are involved with the political process? Good question. It would be good if we could just exist as a local union at GE and our other work sites and defend our defined benefit package and live happily ever after. Unfortunately, that is not the case. As I mentioned on page one there is a constant attack on workers in this country. All workers. The attack is to always do more with less. Cut times. Cut benefits. Work harder. We see it all the time. In Saugus

the town manager and selectmen have a total disregard for union workers. Why have a good paying job for the school custodians when you can outsource it and save money? Local 201 has worked hard in the town of Saugus to keep union jobs in the library and we will continue that fight.

Workers at Avis/Budget and union representatives successfully fought off a unilateral change to break times, the company cannot change working conditions without bargaining. It may seem like a small thing but when you are working for minimum compressed wage's and a less lucrative commission system and the company is squeezing you at every turn (we have three cases going to arbitration next month) nothing is trivial. The National Labor Relations Act is a federal law. It is the law that allows us to exist. 27 states have passed "Right to Work" laws that have weakened the NLRA. It has been a state by state political campaign against unions. Again, it is the quest to consolidate capital into fewer hands. We fight back by supporting candidates that vote for working family policies, minimum wage increases and time paid time off to care

for a newborn or a sick relative (FPMLA) and we monitor these elected officials and hold them accountable. It is what we do as a union.

Children's Christmas Party

The Local 201 Children's Christmas party started in 1969. It was an answer to a need that arose from the 1969 strike. The party has continued every year since. It is tradition. The Activities committee is now responsible for organizing the party and all the work that it takes to make it happen. And it is a lot of work. Anyone willing to help with the party or consider being on the committee let us know. Stop by the hall or talk to your E Board member.

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

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees Association and Staff is extended to the family and friends of retiree Ken Anderson on his recent death. Ken was a plumber at GE prior to his retirement in 2006.

GE Aviation Lynn
2019 Shoemobile Schedule

October 17th	6:00 AM-4:00 PM	South of 40
November 14th	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

A-1 CRYSTAL CLEAN SERVICES LLC
AUTO DETAILING (781) 842-4913

- ▶ We Stand Behind All Our Work 100%
- ▶ We Use Environment Friendly Waxes and Polishes
- ▶ Offering 20% Off for G.E. Employees Who Mention This Ad
- ▶ Drop Off and Pick Up Services Available
- ▶ Call for Pricing and Details

CLIENT'S EXPERIENCE

Jul 08, 2015
★★★★★ Had my car detailed here recently. Great price and excellent. I'll re use these guys again.
-Jiggajayz

Mar 31, 2015
★★★★★ Best power washer in Lynn, MA
-anonymous

100% SATISFACTION GUARANTEE

(781) 842-4913

180 Commercial Street
Lynn MA 01905



LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

As the Rotor Turns

The company just dropped a bombshell by freezing the pension plan for management employees. Let me just tell you that announcement does not affect union members that are currently enrolled in the pension plan or any current retirees. For the company to be able to freeze the union members pension it would have to be negotiated during the national contract. I'm not going to say it can't happen because we all know that the company would love to get its hands on the pension fund and forget about the people that helped make the company what it is today. We are in for a fight.

LATO

It's the 4th quarter and we are behind on every engine line. But don't everyone worry, LEAN will save us from the parts shortages and quality issues. It's a problem

when quality and production are morphing into the same organization, they should be butting heads not high fiving each other because they shipped an engine on time. The quality culture in LATO is so watered down and a management team that's transient and inexperienced with a just "ship it" attitude. It's already set up Lean in LATO. If they are looking to fix something, start with their management team. Get us the parts we will build the engines. It's that simple.

Logistics

The next blueprint reading and shop math class will be offered in January. Anyone looking to upgrade sign up for the class at the employment office. Don't forget to update your emergency contact information during an-

nual enrollment (October 14th through November 8th) also make sure your benefits are right. There will be class's offered by Patty Westervelt on the new benefits package. See a steward for details. Hope to see you around the shop



LPS/M&E Report

By FRED RUSSELL
Executive Board Member

Dear Brothers and Sisters

First of all, I would like to thank the L.P.S. Crafts personnel around the plant for the last six weeks of work. We have been moving a lot of equipment in the buildings for the Lean event. Second of all, I would like to thank the first shift maintenance leader for all his mis-

guided leadership. But over all it was great. It just goes to show, give us the work and we'll do it.

If anything, this Lean event will show the company how much we need some new equipment around the plant.

See you around the yard.

Veolia Water

By Joe Grant, Chief Steward

First off remember that all waste water licensing has to be renewed before January 1, 2020. Also remember per the contract, all shift leads, maintenance personnel and O/M's are required to get their hosting licenses by January 1, 2020.

We had our first step 2 meeting after the contract and I'm not sure how good it went.

We are also welcoming a new boss, a new project manager named Glenn and his new assistant named Sonny. Please welcome Sonny to our team. Hopefully, we can work together as the last defense of our oceans. Like in every city, operations and maintenance

personnel at a waste water treatment plant keep the waste from our oceans. We work hard to ensure that happens - it's on the company to provide the needed investment to make that possible. We need more people to tackle all the maintenance issues that come with crumbling infrastructure.

On a positive note, a bunch of employees just finished their confined space rescue training, thank you for that.

Let's all work together and ensure that we have a safe working environment so all of us can go home to our families every night. Until next time, thanks for reading.

People's Election Assembly:
New Lynn Or Two Lynns?

JOBS, HOUSING, AND THE FUTURE OF DOWNTOWN LYNN

- Candidates for Councilor At Large & Wards 4, 5, 6
- New publication from New Lynn Coalition
- Testimony and Community Building
- Free Refreshments and Translation Provided

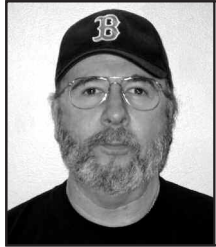
SPONSORED BY

Wednesday, October 30, 2019
6 PM - 9 PM
Lynn Museum 590 Washington St

Cloudy to clear!
Book your cataract Surgery today!

400 Highland Ave., Salem
978-744-1177

EYE CENTER
OF THE NORTH SHORE



“Down By The River”

By BILL HOLM
LCM Executive Board

Lean Event - Today is Thursday, October 10th, day four of the event so far so good, no major issues. The results of it going well are due to having a negotiated agreement in place before the event started. There was whining from a lean consultant that the Union was hindering the lean process but, too bad we have a contract and local agreements that must be followed. The agreement covered adherence to contractual and local agreements, bargaining unit work, job security and backfills for retirements, union leadership participation, farm in/ farmout and an external pipeline opportunity for E-team. Graduates of the E-Team will be eligible to apply for an interview for an M17 Manufacturing Associate position or the Lynn Machinist Training Program at GE. Lean is about continuous improvement. The Unions position is continuous negotiations on this and all future lean events. To us continuous improvement must yield new work (T901 MAKE IT RIGHT MAKE IT IN LYNN) investment, farm in and hiring opportunities and of course continuous negotiations

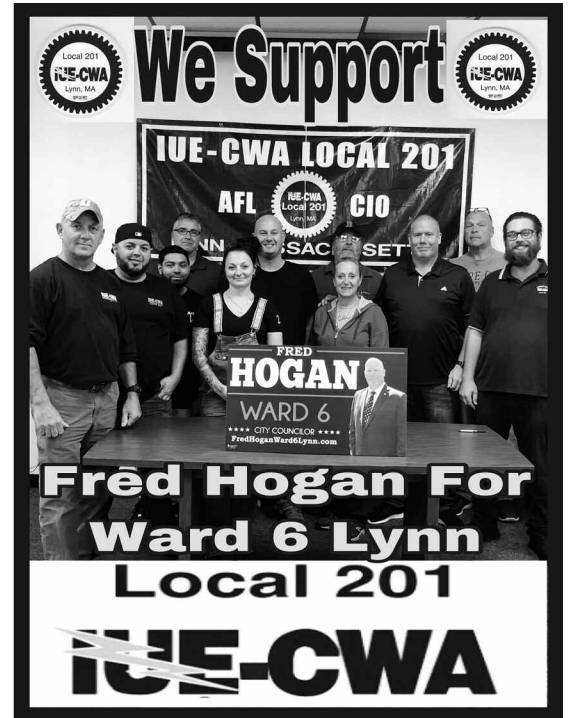
Quality, Planning and Routing Sheets -

There is a spotlight on the plant due to recent audits. It is your responsibility to follow routing sheets and planning at all times. There is also a shared responsibility by management to ensure quality systems are adhered to. Dispositioning routers with proper instructions, signing Pre-flight Checklist, OCP certifications and tracking gages are their responsibilities.

When running any job start with a Pre-Flight Checklist. If there are any NO-GO items Stop. The checklist only needs to be signed by your cell leader if there are no-go items. List all details. Make sure all part numbers match routing sheets. Check the part for any damage before you start. All blocks on routing sheets must be signed or stamped and dated prior to your operation. If there is a callout or if anything is to be done out of sequence, it has to be written up with instructions and signed by a qualified person before you continue. Use the routing sheet barcode to obtain the latest planning. Avoid paper planning, it could be the wrong out of date revision. If for any reason you are using temporary planning, make sure it's signed and the date is not expired. Follow your job

sheet at all times. Make sure all fixtures tools and gages are available before you start. If you are missing anything and the planning does not specify an alternate **Stop! Fill out a Pre- Flight Check List**, list all details involved and get it signed by your cell leader before continuing per instructions. Make sure you keep a copy. If your cell leader refuses to sign a pre-flight shut the job down and get a steward. Follow your job sheet in order, step by step. Check all dimensions required. If at any step something is wrong stop “V” out the block of the operation and get it dispositioned. Always make sure it is OK to continue. When your operation is complete, double check your work before signing the routing sheet. If anything is wrong call it out. Violating the technical planning can compromise the physical or mechanical integrity of the part. If you are doing rework or repair make sure the codes in the middle column on the back of your routing sheet are filled in by your cell leader and you claim it accordingly. This ensures traceability. Work instructions on the router or MRB documentation must be followed. The same goes for MRB, repair and rework. No alternate methods unless the instructions are changed. If you are developing a job or program using a scrap part make sure you have temporary planning and proper documentation for the scrap part. The most important thing is not to have a quality escape. When you sign the router, **you are responsible**. Do not be coerced into doing anything off the path of your planning, in the end it will cost you time off or worse, your job. Follow the planning and the union can defend you. If there are issues with any planning shut the job down until it's corrected. Do not

hesitate to ask for help or more training. The Riverworks Plant has a reputation for producing the best jet engines. Let's keep it that



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

Changing jobs or retiring? We can help you explore options for putting your retirement planning picture into focus.

Call when you're ready to talk.

Brandon Mahler
Financial Advisor
130 Turner St Bldg 3
Waltham, MA 02453
Direct: (781) 472-7824
Brandon.Mahler@wellsfargoadvisors.com
<https://home.wellsfargoadvisors.com/Brandon.Mahler>

Investment and Insurance Products: ► NOT FDIC Insured ► NO Bank Guarantee ► MAY Lose Value

Wells Fargo Advisors is a trade name used by Wells Fargo Clearing Services, LLC, Member SIPC, a registered broker-dealer and non-bank affiliate of Wells Fargo & Company. © 2016 Wells Fargo Clearing Services, LLC. All rights reserved.

99018-v1 A2125
0916-04574



Business Agent's Column

By BILL MAHER
Business Agent



President's Column

By ADAM KASZYNSKI
President

IUE-CWA LOCAL 201's HISTORY OF COLLABORATION ON COMPETITIVENESS (Most of these items were a result of Company requests to the Union)
Updated October 10, 2019



- JOINT UNION/COMPANY EAP AGREEMENT
- JOINT UNION/COMPANY HEALTH & SAFETY AGREEMENT
- VPP CERTIFICATION
- WORKER INVOLVEMENT
- QUALITY CIRCLES
- JUST-IN-TIME
- THRU PUT
- WORK-OUT
- LEAN EVENTS
- PLANT IV TOOL & DIE FIELD PODS
- FACTORY OF THE FUTURE AGREEMENT
- EVERETT TO PLANT IV AGREEMENT
- BLDG 64 R-23 MULTI-SKILL AGREEMENT
- BLDG 63 R-16 MH MULTI-SKILL AGREEMENT
- CRAFTS – CARPENTER, PAINTER & MASON MULTI-SKILL AGREEMENT
- CRAFTS DE-CENTRALIZATION AGREEMENT
- CRAFTS CENTRALIZATION AGREEMENT
- BLDG 42 DEVELOPMENT AGREEMENT
- BLDG 29/42 MAJOR MULTI-SKILL AGREEMENT/MERGER OF PRODUCTION & DEVELOPMENT
- NPI AGREEMENTS IN BLDGS 29/42
- WAIVER OF NATIONAL CONTRACT LANGUAGE TO AID IN FILLING PLANNER JOBS
- MULTIPLE AGREEMENTS COMBINING CELLS OR UNITS
- PLANT IV R-16 MATERIAL HANDLER MULTI-SKILL AGREEMENT
- NUMEROUS SALARIED TO HOURLY JOB CLASSIFICATION AGREEMENTS
- TEAMING – BLDG 29, 42 & CRAFTS
- LOBBYING SUPPORT FOR JOINT STRIKE FIGHTER
- PRODUCTIVITY & QUALITY ARTICLES IN UNION NEWSPAPER
- TRAINING PROGRAM WITH NSCC
- 5S HEALTH & SAFETY INITIATIVE
- SIX SIGMA GREEN BELT PARTICIPATION AND PROJECTS
- DEMAND FLOW TECHNOLOGY
- E-TEAM MACHINIST TRAINING PROGRAM
- TEMPORARY ASSIGNMENT GEAR PLANT WAIVER (2006)
- TEMPORARY MANPOWER AGREEMENT IN LAT&O TEST.
- GEAR PLANT JOBS PRESERVATION MEETINGS (2 YEARS)
- BROMONT, CANADA TEAMING TRIP
- PIECEWORK INITIATIVE (POLAND)
- TOOL & DIE AGREEMENT
- PIECEWORK ELIMINATION AGREEMENT
- FAIR DAY PAY FOR FAIR DAYS WORK
- CRAFTS – TEMPORARY LACK-OF-WORK AGREEMENT
- 95% RATIFICATION VOTE
- MARKET-BASED-WAGE AGREEMENT
- COLLABORATIVE INTERVIEW COMMITTEE
- COLLABORATIVE TRAINING COMMITTEE
- R-23/M-23 ADVANCED AIRCRAFT ENGINE MECHANIC (AAEM) ONE-FOR-ONE AGREEMENT
- LYNN VOCATIONAL TECHNICAL INSTITUTE COLLABORATION ON CO-OP PROGRAM
- BLUEPRINT READING & SHOP MATH COURSES FOR UPGRADE ELIGIBILITY INTO LCM ROLES.
- COLLABORATION ON NEW ADVANCED AIRCRAFT ENGINE MECHANIC COURSE IN LAT&O.
- POLITICAL ACTIVISM WITH LOCAL, STATE, AND FEDERAL OFFICIALS ADVOCATING FOR GE-LYNN
- LEAN ACTION WORK-OUT

NAFTA 2.0

Congress is currently trying to reach agreement on the United States-Mexico-Canada Agreement (NAFTA 2.0). The bad news is, the Agreement does not do enough to stop corporations from moving jobs to Mexico, where labor is cheaper, and pollution is less regulated. For decades we have seen the Riverworks crumble from lack of investment and lack of hiring. Our staffing levels in the plant are 10% of what they were 30 years ago.

When NAFTA was first being shopped around, the Republican rep. Steve Torkildson was quoted in our local paper saying if NAFTA was passed, it would mean 10,000 new jobs in Lynn. After NAFTA passed, Ametek Aerospace sent 500 Union jobs directly to Mexico. Their main Customer General Electric told them to go to Mexico or GE would find a contractor who would, and that became a pattern that was repeated across the country.

Twenty-five years ago, NAFTA created a race to the bottom that has hurt wages and working conditions both in the US and Mexico. Mexican manufacturing workers are currently paid 40% less than manufacturing workers in China. Pro-worker labor law reforms are needed in both countries. It is critical that we support Mexican workers' struggle for higher wages and better working conditions. Not only is it right and just, it's critical for protecting our standard of living. Any new agreement needs better labor and environmental standards, and the funding and infrastructure to enforce them.

While Trump has claimed he wants to reduce prescription drug prices, the current NAFTA 2.0 contains monopoly protections for "Big Pharma" that would do just the opposite. Last week House speaker Nancy Pelosi said Democrats are "on a path to yes" to Trump's trade agreement. Until better labor and environmental protections are added and are ENFORCEABLE, and drug company monopolies are addressed, that is a path to disaster. Congresswomen Ayanna Pressley (MA-07) and Lori Trahan (MA-03) signed on to a letter (supported by the AFL-CIO) from Freshman members of Congress that asserts these important demands. Congressman Seth Moulton (MA-06) has also been supporting the efforts to get greater labor and environmental protections included in the package. We'll be keeping a close eye on developments in NAFTA 2.0. and keep you updated.

201's Job Growth Strategy

The Company and Union came to an agreement on guidelines for the Lean event the week of October 7th. Thank you to the stewards and members who volunteered to keep an eye on things. We will be reviewing how the event went, so please share your thoughts at the October 22nd membership meeting. Local 201 always has approached participation in these programs with **a cautious but open mind**. We say, "Continuous Improvement means Continuous Bargaining." Our goal is more work, more jobs, farm in, and safer working conditions. We have 5 guidelines for Union participation in these programs. Voluntary participation, Union notification, stewards in the workout groups, and that projects not be used to undermine job security. At this time, we are only interested in cooperative projects with the Company that increase Job Security (Farm in, hiring, training, new equipment, new work) and improve health and safety. It's important that the Union (YOU) remains vigilant and continually assessing whether LEAN is supporting our Job Growth strategy or running counter to it. We want members to have more control over their jobs. When the company refuses to give up control, LEAN more often than not fails.

Fred Hogan for Ward 6 Lynn

Fred Hogan, Local 201 member at the Lynn Wastewater Treatment plant, has been endorsed by the Local. If you would like to support Fred's

continued on page 6