

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

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MANAGING-EDITOR  
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## Avis-Budget Group "Back to Work" Committee Fights Back

by Adam Kaszynski

The Union won a group grievance on management doing Bargaining Unit Work and got written commitment to 6 recalls and recall/seniority rights extended for all Members currently on layoff an additional 6 months. Per the Contract if Members are

laid off for a continuous period of 12 months employees cease to have seniority rights. Lay-off's began in March of 2020. So if you were laid off on March 13th 2020, you would have lost seniority rights on March 13th 2021, but now that Member re-

tains Article 13 Section 4 recall/seniority rights until September 13th, 2021. Great work by our ABG Bargaining team headed up by Business Agent Bill Maher, and newly recalled Chief Steward Jorge Rivera. That win would not have been possible with-

out the Members that were willing to fill out "Moving Violation" tickets when management was doing our work, signing their name as a witness. As Union Members we have a right to this kind of activity without retaliation from the Company. Those Members refused to be intimidated and thanks to them, more 201 Members are back to work and those on layoff have stronger job security provisions to come back.

One of those Members, Eladio Quintana Sánchez signed his name to more complaints than anyone. He fearlessly fought for 201 Members to get back to work at Avis Budget. Our Brother Eladio sadly passed away on September 9th. At Eladio's service, I was moved by what I heard as co-workers exchanged stories and honored Eladio's life. My condolences to all who knew and loved our Brother Eladio.

The car-rental business has been hit hard by the pandemic, and orders are way down.

According to the most recent seniority lists 185 Local 201 members are still on lay off at Avis-Budget. Since resolution of that grievance, the Union has received no new "Moving Violation" tickets reporting management doing Bargaining Unit work.

Report any and all instances of management doing Bargaining Unit work by using the "Ticket" on page 4 and returning it to your steward. We have had four committee meetings since September, they are open for all members. If you would like to join the committee, please send your name, classification, and phone number to [info@iuecwalocal201.org](mailto:info@iuecwalocal201.org) and you will be invited to future meetings over Zoom.

### How we Fight Farm Out at GE

Recently there has been much speculation about how the Union fights farmout of production work at GE. I encourage people to bring those questions to

*continued on page 12*

## Annual Enrollment for Post 65 Coverage October 15 to December 7

Article by former Local 201 President Alex Brown

The annual enrollment period for post 65 allows retirees to change their health or prescription drug plans. **This is especially important for prescription drug plans.** For instance, I received notice that my basic - plan is increasing \$4 per month. But sometimes the increases can be quite a bit larger or even double. If the rate goes up and we don't do anything, then we can be stuck with the plan for the year.

We recommend that retirees write down all their medications with the strength and the frequency that you take them in order to comparison shop the plans either on line or by calling VIA. If you need to make a change, December 7 is the deadline.

If you are eligible for the Retiree

Reimbursement Account that pays \$1000 towards your expenses and premiums you have to enroll in one plan (either prescription drug plan, supplemental or Medicare Advantage plan) through VIA.

The VIA rep I talked to said the rates will be available online at [my.viabenefits.com](http://my.viabenefits.com) on October 14 to comparison shop. Or you can call VIA at 1-855-873-0103.

Frequently, the cost of Medicare Part B and the deductibles for Part B and Part A go up as well. Those rates aren't available either at press time but should be available by October 15.

If you have questions you can call Kevin at 781-367-7822 or Alex at 617-922-5573 for help.

**Next Local 201 Membership Meeting October 20, 2020 - See page 4**

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

## Law Offices of James J. Carrigan



15 Johnson Street, Lynn, MA 01902



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

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

**Anne Gugino Carrigan**  
(Former member AFSCME)

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

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



Free consultation.  
\*No fee unless successful.  
jimmarrigan@jamescarriganlaw.com

# Service Directory

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

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

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

**Maine Waterfront Land**  
St. Albans. State paved road. 310' shoreline frontage. 656' road frontage. 10.65 acres. 2 acres of field. Mixed tree growth. Many sugar maples to tap! Access to electric and phone. \$70,000.00. Call David Keating GE Retiree 978-491-9809

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

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

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

**Handyman Wanted**  
Call Tina for Details  
617-293-3032

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

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

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

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

## Onsite Substance Abuse Support

For more information please call the Employee Assistance Team Local 201/GE Working Together. Located at the Medical Center and IUE CWA Local 201 Union Hall.

Bob Cummings 617-275-1527  
Jeff Zeisel 617-733-2842

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



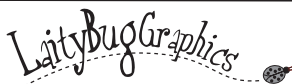
Printed by The Golden Manet Press Quincy



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.

### 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 .....

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

"Published monthly." \$1.00 a Year

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## Deadline to register to vote in the November 3rd, 2020

General Election is Oct 24, 2020.

Even if you think you are registered, you can check here:

<https://www.sec.state.ma.us/VoterRegistrationSearch/MyVoterRegStatus.aspx>

Register Here:

<https://www.sec.state.maus/OVR/Pages/CheckEligibility.aspx>

**OFFICIAL NOTICE**  
LOCAL 201 IUE-CWA (AFL-CIO)  
**COMBINED SHOP**  
**STEWARDS &**  
**MEMBERSHIP MEETING**

**TUESDAY, OCTOBER 20, 2020**  
**VIA ZOOM APP (BEST OPTION):**  
**HTTPS://US02WEB.ZOOM.US/j/86281932592**



**OR**  
**DIAL IN: 929 205 6099**  
**MEETING ID: 862 8193 2592**

FIRST SHIFT ..... **3:30 P.M.**  
SECOND SHIFT ..... **12:30 P.M.**  
THIRD SHIFT may attend either meeting.

**AGENDA:**

- I. FEATURED PRESENTATIONS:**
  - 1. 30 YEAR PIN AWARD
  - 2. SWEARING IN OF NEW MEMBERS
- II. GENERAL BUSINESS:**
  - 1. POLICY BOARD
  - 2. TREASURER'S AND MONTHLY FINANCIAL REPORTS
  - 3. COMMITTEE REPORTS: Election Committee
  - 4. GOOD AND WELFARE
- III. GE REPORT**
  - 1. JOBS GROWTH/ JOB COMPETITIVENESS MEETING
  - 2. REPORT IUE-LEAN EVENT IN 66 BLUE - REPORT BACK
- IV. AVIS/BUDGET GROUP REPORT**
  - 1. BACK TO WORK COMMITTEE REPORT
- V. AMETEK REPORT**
  - 1. CONTRACT PREPARATION REPORT
- VI. VEOLIA WATER REPORT**
  - 1. REPORT STEP 2 BARGAINING UNIT WORK GRIEVANCE
- VII. SAUGUS LIBRARIANS REPORT**
- VIII. NEW BUSINESS**
  - 1. ENDORSEMENT OF JOE BIDEN AND KAMALA HARRIS (LEGISLATIVE COMMITTEE PROPOSED AND POLICY BOARD ENDORSED)
  - 2. ENDORSEMENT: YES ON QUESTION 2: RANKED CHOICE VOTING (LEGISLATIVE COMMITTEE PROPOSED AND POLICY BOARD ENDORSED)

**Signed,**  
ADAM KASZYNSKI, President  
WILLIAM MAHER, Business Agent

**SYMPATHY**

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Thomas Broughney on the recent death of his grandmother. Tom works in bldg. 74 as a bench hand.

**SYMPATHY**

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Edwin Mallahan on his recent death. Ed retired from GE in 1986..

**CANDIDATE FOR STEWARD**

**Shawna Bickford**

Brothers and Sister,

Most of you know me as a VTL operator in small engines in Bldg 40, currently a trustee and steward. I have worked at GE for over 12 years and have been a steward in building 40 for most of those years. I have consistently showed up to weekly steward meetings to keep informed on important issues, represented those in need when asked, and fought for your rights every day. I will continue to fight for you every day if re-elected as your steward. I am always available to talk, don't hesitate to reach out. Stay safe and healthy. Thank you for your support.

In Unity Lies Our Strength,  
Shawna

**CANDIDATES FOR THE OCTOBER 27, 2020 IUE CWA LOCAL 201 ELECTION**

**BUSINESS AGENT**  
Jason Brown  
Bill Maher  
Justin Richards

**PRESIDENT**  
Adam Kaszynski

**VICE PRESIDENT/  
RECORDING SECRETARY**  
Kenneth Linnell  
Tom O'Shea

**SERGEANT-AT-ARMS**  
Stephen Allen  
Samantha Bansfield

**TREASURER**  
Nefty Alvarez

**TRUSTEE: (2 GE POSITIONS)**  
Shawna Bickford  
Richard Jimenez  
Fred Jones  
V. "Billy" Stephanides  
Jacob Therrien

**AE/LCM EXECUTIVE BOARD**  
Bill Holm  
Michael Lee  
Joseph Tirone

**AE ASSEMBLY TEST FLIGHT  
SUPPORT CENTER/MEDICAL  
CENTER EXECUTIVE BOARD**  
Bob Eldridge

**LPS/M&E/TOOL&DIE EXECUTIVE  
BOARD**  
Arthur Amirault

**UNION HEALTH & SAFETY  
DIRECTOR**  
Carmen DeAngelis

**UNION HEALTH AND SAFETY  
REPRESENTATIVE LCM  
MACHINE REPAIR**  
Jonathan Krafton  
Bill Leonard

**UNION HEALTH AND SAFETY  
REPRESENTATIVE: 64 LCM**  
Daniel Clement  
Mike Reidy Jr.

**UNION HEALTH AND SAFETY  
REPRESENTATIVE: LPS**  
Jason Daley  
Adam O'Neill

**DELEGATE TO THE GENERAL  
ELECTRIC IUE-CWA  
CONFERENCE BOARD**  
Bob Eldridge  
Fred Jones

**DELEGATE TO THE  
INTERNATIONAL CONVENTION**  
V. "Billy" Stephanides

**CHIEF STEWARD AVIS BUDGET**  
No Candidate

**VEOLIA WATER CHIEF STEWARD**  
No Candidate

**BUILDING ASSOCIATION  
BOARD OF DIRECTORS**  
No Candidate

**2ND SHIFT STEWARD BLDG. 42**  
(Vote for not more than two)  
Mark Monti  
Leonard Nali  
Kevin O'Brien  
Christy Vigliotte

**Chairman of the Election  
and Jurisdiction Committee**



**Dan Dinan**



# Saugus Public Library Update

By Chief Steward Jackie Miller

The Town of Saugus is back in the COVID-19 red zone, but the staff at the Saugus Public Library are still working supplying Saugus and the surrounding communities with books, DVDs, and online offerings, and the upcoming virtual Book Group. Check here for more information <http://www.sauguspubliclibrary.org/events/>

Last month, I found some old photos in the

online library archives of General Electric floats from Veterans' Day parades, so I thought I would see what else I could find. I came across The New York Heritage Digital Collection which includes photos of General Electric in Schenectady, New York, and Lynn, Massachusetts <https://nyheritage.org/collections/general-electric-photographs>

"The City that Lights the World," Schenectady

was home to the Edison Electric Company, now General Electric. These days, GE jobs in the Schenectady area are focused on renewable energy.

A portion of the collection features General Electric publicity photographs, dating from about 1880 - 1970. Among the photographs are factory scenes, consumer and industrial products, images used in advertising, and in-

stallation photographs of lighting, locomotives, and industrial equipment. If you type in "Lynn, Massachusetts" in the search area, you'll find a wide array of photographs from earlier days.

*From the Lynn Public Library Archives: A little closer to home, GE workers and their families helped support Lynn Hospital; note the sign atop the float.*



Lynn Hospital float, Armistice Day Parade, 1922

## Please Donate to Good Neighbor Fund

Sign up for one-time or recurring gift to support area charities

Throughout October the site is conducting a fundraising campaign in support of the GE Lynn Good Neighbor Fund (GNF), our employee charitable-giving outlet. The GNF, via its employee board, makes financial contributions to a variety of area charities and nonprofits – 100% of all money donated is put back into the community. The GNF has been providing grant support to dozens of deserving organizations for more than 60 years.

No doubt times are uncertain and complicated for us all. But think of the impact COVID is having on those less fortunate or unemployed during this period and the dedicated organizations that are relied upon to support these families. This is a great chance to step up and make a difference!

Also, GE Aviation will match 50% of all employee donations pledged during the upcoming campaign and donate that amount to the United Way of Mass Bay on behalf of the site.

- Visit [ge.yourcause.com](http://ge.yourcause.com) to go to the GE Aviation Giving Campaign 2021 portal
- Select **GE Lynn Good Neighbor Fund** (bottom right) to get started; or if you pledged in 2019, go directly into "My Cart" (upper right) to proceed and check out.

It takes just a few moments to set up your payroll deduction contribution – you choose the amount and whether it is a one-time or recurring gift. Your selections are private and will not be visible/made available to anyone. If you prefer, you can pledge from your home computer as well ([ge.yourcause.com](http://ge.yourcause.com)). Even if you do not wish to participate in 2021, we ask that you still enter the homepage and click that option.

On behalf of GE Aviation, the Lynn campus and the numerous GNF recipient agencies, we hope you strongly consider making a meaningful pledge during this campaign.

Thanks in advance for your consideration.

## Moving Violation



MANAGEMENT DOING BARGAINING UNIT WORK

Name of Culprit \_\_\_\_\_

Date of Violation \_\_\_\_\_

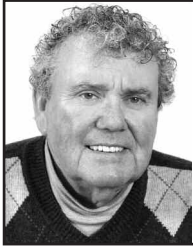
Time of Violation \_\_\_\_\_

Description of Work Being Done \_\_\_\_\_

Classification \_\_\_\_\_

Witnesses \_\_\_\_\_

Return to Steward



# 201 Retiree's Column

By KEVIN D. MAHAR  
President Local 201 Retirees Council

## FOR THOSE WHO HAVE A COMPUTER YOU NEED TO CHECK THIS OUT

<https://nypost.com/2020/07/11/how-a-power-hungry-ceo-drained-the-light-out-of-general-electric/>

Also, you should take a look at the book by Thomas Gryta and Ted Mann

## "LIGHTS OUT" - PRIDE, DELUSION, AND THE FALL OF GENERAL ELECTRIC.

As many of you know I have been writing a column here for over forty-eight years. Taking in all kinds of information and passing that on to the 201 members/retirees across the country. When I got this book, I couldn't put it down, I think I read it from cover to cover in about 3 days. I found the book fascinating. Some of the things I had forgotten about: for example, Jeff Immelt because he was both CEO and head of the Board of Directors he had complete control of the board, as if they were his puppets and did whatever he told them to do. Another book I recently read was "Retirement Heist" How Companies Plunder and Profit from the Nest Eggs of American Workers by Ellen E.

Schultz. Again, a book I found fascinating and could not put down. I urge you to read both books.

As it turned out Ellen won numerous awards for her work as an investigative reporter for the WALL STREET JOURNAL. In fact, Ellen actually went to a GE share owners annual meeting that Helen Quirini and I attended. She is the reporter, in my opinion most responsible for exposing the fact that GE executives were using the funds from our pension plan to increase their bonuses.

One fact I found painful was bestowed on a man named John Krenicki. On page 241 of "Lights Out" you learn that Jeff Immelt gave John Krenicki \$89,000.00 a month for 10 years to basically to get him to leave GE. John was only 50 years old at the time. When he turned 60, he would start collecting his pension too. If that is not criminal, it should be. This was the same type of payoff he gave to Senior VP John Lynch. A bonus of 500,000 shares of stock at an option price when he retired. Some say John Lynch was responsible for taking away the Post 65 insurance for the retirees.

This is just some of the information I got out of reading those books.

## Avis/Budget Update

To Our Avis Budget Bargaining Unit Members –

I am finally back to work and off Layoff status. Thanks to all those who made it possible by helping monitor and strengthen a grievance on management conducting Bargaining Unit work. This not only helped me to return from Layoff and/or lack of work a non-termination status, but it also helped return an additional 5 workers for a total of 6. 1 CSR, 2 RSA', 1 Service Agent and 2 Shuttlers. I would like to give a special recognition to a very strong voice who helped make it happen by always filling out the "Moving Violation" notices. He helped strengthen the grievance and although he is no longer with us, I want to thank Eladio Quintana. Eladio wasn't intimidated to fill out those slips and put his name on them. I also want to say, "Rest in Peace" Mi Hermano, Eladio Quintana.

I would also like to make all of our bargaining unit members aware that those of us who have been recalled have also accrued vacation time for the first 60 days out on layoff. Most of us got a letter notifying us that we were terminated. That is not correct we were laid off not terminated. Therefore, we are entitled to the accrual as stated in our CBA Article #20 Section 1(g) once recalled and reinstated of which one must use before Dec. 2020.

If one snoozes one loses.  
Thank you everyone,  
Jorge Rivera

## IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

November 10, 2020

Virtual Zoom Meeting

Agenda:

- I. Financial Report
- II. Any New Business

Kevin D. Mahar  
President

Edward Walczak  
Financial Secretary

## 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

## Retirees Are you Moving???

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

Please contact us if you are moving or have a change of address that you would like the newspaper sent to.  
Call 781-598-2760.  
Thank you.

IUE-CWA LOCAL 201



**BLDG. 42 2<sup>nd</sup> SHIFT STEWARD  
(SELECT UP TO TWO) 10-27-2020**


MARK MONTI

LEONARD NALI

KEVIN O'BRIEN

CHRISTY VIGLIOTTE

IUE-CWA LOCAL 201




**E.H. & S. REPRESENTATIVE  
BLDG. 64 LCM  
10-27-2020**

DANIEL CLEMENT

MIKE REIDY Jr.

IUE-CWA LOCAL 201



**HEALTH & SAFETY  
REPRESENTATIVE - LPS  
10-27-2020**

JASON DALEY

ADAM O'NEILL

**SYMPATHY**

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Eladio Quintana Sánchez on his recent death. Eladio worked at Avis/Budget Logan Airport.



**Letter to the Editor**

Dear Local 201 members-

The murder of George Floyd in Minneapolis earlier this year has led to a discussion in cities across the country about the ways we can build racial justice into our public safety systems -- and avoid incidents like those in our communities.

In Lynn, a coalition of groups (including the North Shore Labor Council and SEIU 509) has been formulating proposals and meeting with City Councilors over these issues. Currently discussion focuses on 3 proposals:


- a) An Unarmed Crisis Response Team. Other cities have trained specialists who respond to mental health crises, homelessness issues, etc. without armed police. This has reduced conflict and arrests and saved those cities money.
- b) Body and Dash-cams. Properly used and monitored cameras for police and cruisers can provide information on both police and civilian conduct that can help the city get to the facts of a situation.
- c) An Independent Civilian Police Review Board. Currently teachers, doctors, electricians etc are licensed by the state. The police have no such oversight body. This would be a place where complaints about police conduct can be heard.

In response to a citizen petition, a Public Hearing will be held on Oct 24 on these and related issues. Due to the Covid 19 pandemic, precise details of when and where are still being worked out. Information will be available next week at <https://www.newlynn.org/>

We hope that many of you, especially Lynn residents, can attend.

Thank you.  
New Lynn Coalition

IUE-CWA LOCAL 201



**HEALTH & SAFETY REP.  
MACHINE SERVICES - LCM  
10-27-2020**

JONATHAN KRAFTON

BILL LEONARD


**IUE-CWA LOCAL 201  
OFFICIAL BALLOT  
10/27/2020**

**BUSINESS AGENT:(vote for one)**  
 Jason Brown  Bill Maher  Justin Richards

**VICE PRESIDENT/RECORDING SECRETARY:**  
 Kenneth Linnell  Tom O'Shea

**SERGEANT AT ARMS:**  
 Steve Allen  Samantha Bansfield

P 01

01  IUE CWA LOCAL 201 GE BALLOT GENERAL 2020 307-20-01

Mark Your Ballot Like This ■

**Business Agent (Vote for 1)**  
 Jason Brown  Bill Maher  Justin Richards

**Vice President/Recording Secretary (Vote for 1)**  
 Kenneth Linnell  Tom O'Shea


**Sergeant at Arms (Vote for 1)**  
 Steve Allen  Samantha Bansfield

**Trustee (Vote for not more than 2)**  
 Shawna Bickford  Richard Jimenez  Fred Jones  V. "Billy" Stephanides  
 Jacob Therrien

**Delegate to the GE Conference Board (Vote for 1)**  
 Bob Eldridge  Fred Jones

**DO NOT FOLD** Mark Your Ballot Like This ■

P 01

02  IUE CWA LOCAL 201 GE BALLOT LCM BOARD 307-20-01

Mark Your Ballot Like This ■

**Business Agent (Vote for 1)**  
 Jason Brown  Bill Maher  Justin Richards

**Vice President/Recording Secretary (Vote for 1)**  
 Kenneth Linnell  Tom O'Shea

**Sergeant at Arms (Vote for 1)**  
 Steve Allen  Samantha Bansfield

**Trustee (Vote for not more than 2)**  
 Shawna Bickford  Richard Jimenez  Fred Jones  V. "Billy" Stephanides  
 Jacob Therrien

**Delegate to the GE Conference Board (Vote for 1)**  
 Bob Eldridge  Fred Jones

**LCM Executive Board (Vote for 1)**  
 Bill Holm  Michael Lee  Joseph Tirone

**DO NOT FOLD** Mark Your Ballot Like This ■



## The IUE CWA Local 201 Policy Board Endorsed This Article and Recommends Endorsement of Joe Biden/Kamala Harris for President/Vice President at Membership Meeting Oct. 20th.

# The Biden-Harris Plan Fight for Workers/Buy American and Make It in America!

President Trump has chosen multinational corporate interests over American workers again and again. He promised a major infrastructure plan and policies to end outsourcing and bring jobs back to the United States. Instead, he created a tax loophole that rewarded companies for shipping jobs and profits overseas. He has failed to deliver results for American workers.

**Under the Biden-Harris administration. Joe Biden and Kamala Harris are announcing two new bold steps to ensure the future is Made in America by all of America's workers.**

First, Biden and Harris will fix our tax code so that it promotes a "Made in America" future, establishing a Biden Offshoring Tax Penalty and a Biden "Made in America" Tax Credit, and closing the Trump Offshoring Loopholes.

Second, Biden will sign a series of executive actions in his first week as President to ensure the federal government is delivering on its obligation to use taxpayer dollars to Buy American products and support American supply chains.

**The Trump Corporate Giveaway Tax plan, passed in 2017, gave the largest tax cut ever to major multinational companies with no requirement that they invest**

**in America or hire American workers. It gave American companies new incentives and created loopholes that allowed them to get a major tax cut – or even avoid all US taxes – by moving production and profits overseas, including for goods that are sold back into the United States. It is no wonder that:**

- Under Trump, manufacturing went into recession in 2019 — before COVID-19 hit.
  - The number of jobs brought back — “re-shored” — to the United States last year under Trump was lower than the number of jobs re-shored in 2016 under the Obama-Biden administration.
  - Biden will deny any and all deductions and expensing write offs for moving jobs or production overseas and will establish a New “Made in America” Tax Credit to Save and Create Manufacturing Jobs.
  - **Biden will Close the Trump Offshoring Loopholes.** Currently the Trump offshoring loopholes allows manufacturers to move jobs and production overseas where they can avoid US taxes.
  - **Require a true minimum tax on ALL foreign earnings of United States companies located overseas.**
- Trump's Promises, In His Own Words:**
- “We’ll create 25M jobs when I’m president, and I will DELIVER!”
  - “I will be the greatest jobs president that God ever created.”
  - “I will bring our jobs back to the U.S... and keep our companies from leaving. Nobody else can do it.”
  - “I am going to keep our jobs in the U.S. and totally rebuild our crumbling infrastructure.”
- The Reality Is:**
- Trump is down 4.7 million jobs. He is on track to be the first president since Herbert Hoover to be net job loser on his watch.
  - Under Trump, US manufacturing entered a recession, contracting 1.3% in 2019 while the rest of the economy grew.
  - Trump’s tariff war with China cost the US 300,000 jobs in its first year.
  - Trump was creating auto jobs at one-third the rate of Obama-Biden – and creating 23% less jobs than Obama-Biden – even before he botched the COVID crisis.
  - The trade deficit under Trump has surged to its highest level in 12 years.
  - The trade deficit with Mexico is the highest in history.
  - Contracts awarded directly to foreign companies are up 30%.
  - AT&T cut thousands of jobs, while Trump gave them \$1 billion in federal contracts and a \$3 billion per year tax cut.
  - General Electric outsourced more than 2,000 jobs from Virginia to India in 2018, while receiving \$2.6 billion in contracts from Trump.
  - Boeing offshored more than 2,000 U.S. jobs while receiving \$29 billion in contracts and a \$1.1 billion tax cut from Trump.
  - After Siemens closed a factory in Iowa, eliminating 107 American jobs, their CEO congratulated Trump on the tax cuts. That makes sense because they received \$550 million from the 2017 tax cuts.
  - After Trump promised to stop Carrier from offshoring, the company not only continued to offshore 1,000 jobs, they got Trump’s permission to do it and \$2.6 billion in contracts from him.
  - In the wake of Trump’s corporate giveaway and his tariff war, Harley-Davidson announced it would slash 800 manufacturing jobs, repurchase almost \$700 million worth of its own stock, and shift some of its production overseas.

*This article is an excerpt. Read the whole article at:*

<https://joebiden.com/wp-content/uploads/2020/09/Buy-America-fact-sheet.pdf>



# Health & Safety Notes

By CARMEN DEANGELIS  
Local 201 Health & Safety Director

Someone told me when I started as Safety Director "The job is what you make it", which is true, but in our case we have the benefit of nine Local 201 members who devote a large part of their time representing our members and reducing hazards here in Lynn as **Union Elected Safety Representatives**. Our joint health & safety relationship with the company helps to ensure Safety Representatives are well trained, self-directed and familiar with the potential risks in their area. Without the Local 201 members supporting our **Safety Committee's** and highly motivated Safety Representatives my job would be a nightmare. Without EHS leaders working with our Safety Representatives in a meaningful way we would be reduced to safety grievances that would take time and energy that could be directed to issues such as farm-out and bringing work back in the shops where we do it best. The reality is we are as good as the people we are surrounded by and in my case, I'm

grateful to our **Local 201 members**, Safety Committee members, and Union Elected Safety Representatives.

### Election COVID-19 Protocol

On Oct 27<sup>th</sup>, polling location in the GE Lynn bldg. **96 Auditorium** will meet current COVID-19 Criteria/Protocols to include a maximum number of **25 people**. There will be **6' social distancing** configured into the room layout. **Cleaning, hand hygiene, placement of furniture, zoning, and HVAC** will be in place to meet Layers of Safety standards. **Face Coverings** are required unless eating or drinking. A designated "Covid - 19 Safety Monitor" will be assigned by Dan Dinan Election Committee Chair.

Other polling locations include: **Veolia Water Lynnway Plant, Avis/Budget Logan Airport, Saugus Public Library, Ametek Aerospace Wilmington, MA. And the IUE CWA Local 201 Union Hall.**

**We need all voting members to adhere to the Covid -**

**19 protocols at all voting locations. It may take a few minutes to vote. Please be patient.**

### Flu Shots

**October 15 (5am to 2pm)**

**Location:** Building 32 Auditorium

**October 16 (10am to 4pm)**

**Cost:** Free

**October 19 (11am to 6pm)**

Due to COVID -19 we have two options for scheduling an appointment.

**Schedule online** <https://www.wellconnectplus.com/?company=NIK8NC>

**Access Code:** GE2020 (not case sensitive)

**Call 844-251-6524** Customer Care Information 9am - 9pm EST.

### COVID-19 Tests

Travel to a high-risk state requires quarantine for 14 days upon return to Massachusetts or a negative COVID-19 test result\* that has been administered a) up to 72 hours prior to

arrival in Massachusetts, or b) after arrival in Massachusetts. For those who are tested after arrival in Massachusetts, quarantine is required until receipt of a negative test result\*.

*\*Test must meet Massachusetts Department of Public Health guidance as an FDA EUA-approved molecular (PCR) SARS-CoV2 test. This test takes typically 24 - 72 hours to receive the results. The rapid response tests **DO NOT** qualify as an acceptable test for this purpose in Massachusetts.*

You can call me Carmen at (617-462-7310) anytime for help with this or anything else.

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Tony Dunn on the recent death of his father. Tony was a GE worker and Local 201 member and runs the E Team Machinist Training program in Lynn.

## LOVE TO DRIVE? ENJOY SOCIALIZING? The Lynn Senior Center needs you!



WE ARE LOOKING FOR A VOLUNTEER DRIVER TO DRIVE 12 PASSENGER VANS TO TAKE OUR SENIORS ON FIELD TRIPS OR LUNCH TRIPS.

MOST TRIPS ARE MORNING OR MID-AFTERNOON. A FEW TIMES A YEAR WE DO SPECIAL NIGHT TRIPS

WE PROVIDE EASY, SAFETY TRAINING. YOU MUST HAVE A CLEAN CORI AND DECENT DRIVING RECORD.

### WHAT DO YOU GET BESIDES TIME WITH US?

**LUNCH!!!**

AND A SPECIAL BONUS:

**LYNN VOLUNTEERS OVER THE AGE OF 60 WILL BE ELEGIBLE TO TAKE ADVANTAGE OF THE SENIOR TAX ABATEMENT WORK OFF PROGRAM-YOUR VOLUNTEER HOURS WILL REDUCE YOUR PROPERTY TAX PAYMENT!**

Call Pam Brito or Rosa Paulinodiaz: 781-599-0110



**It Starts With Me**  
SAFETY



## GE Aviation Lynn 2020 Shoemobile Schedule

October 15h      6:00 AM-4:00 PM      South of 40  
November 17th      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 Frank Pogel at Mobile 339-440-0249.



# VP's Column

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

## Strike Insurance Fund

Also known as the "strike fund", is a savings account that has been put in place to serve the members of IUE CWA Local 201 in the event of a strike. The money in this fund comes out of each members' dues and is accrued weekly.

In 2015 the Policy Board voted to recommend to the membership to lower each members' weekly contribution from 25 cents per week to 5 cents per week. The membership voted to accept that recommendation. The reasoning back in 2015 was that the local needed money in the operating fund. Money was not taken "out" of the Strike Insurance Fund just diverted to the general fund.

Currently the local operates on a break-even basis. We are always looking for ways to keep from going into the red. In February 2020, the Policy Board again voted a recommendation to the membership to lower the member contribution to the strike fund. The feeling on the board was that our strike fund is healthy and receives significant annual interest from the account that is reinvested into the strike fund. (details reported out at the monthly membership meeting).

This recommendation has NOT gone before the membership. In my September 2020 column, I stated we had lowered the contribution. NOT so, I made a mistake in reporting that change. It still needs to go before the membership.

An up to date contribution to the Strike Insurance Fund occurs at the end of each fiscal year. This year, 2020, we will deposit five cents per member per week for the weeks of 2020.

After the New Year, the proposed reduction in contributions to the fund will be brought before the membership for discussion and a vote. This will be advertised at a minimum of two weeks in advance.

## Good Neighbor Fund

The Good Neighbor Fund (GNF) was started over 60 years ago at GE Lynn. It is a joint union - company employee charitable initiative set up to help organizations on the North Shore. The GNF has a board of directors and a set of bylaws. But like a lot of things here at GE Lynn, it has gotten lost in the shuffle. The work of the organization still happens, and money gets distributed annually to organizations in need.

In the "good old days" new

hires would hear a GNF presentation as part of their orientation on their first day at GE. Many would sign up to have a percentage or a dollar or two taken out of their check on a weekly basis as their donation. Unfortunately, the GNF has not been part of New Hire orientation in the past few years.

Last year the GNF had their software updated causing all current members to be eliminated from the database. The board was given a 10-day win-

dow to run a pledge drive to try and regain members. Workers responded positively with many signing up to donate. But more is needed.

The company and the GNF board are interested in reviving the organization. On page 4 of this issue is an article on how you can be a part of the pledge drive that is underway. I am on the GNF board and I donate to the fund. Please consider helping in any way you can.

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



**ADVISORS**

Securities and advisory services are offered through Cetera Advisors, LLC, member FINRA/SIPC, a broker-dealer and registered investment advisor.

## Workers' Compensation Specialist

I worked for 23 years as a workers' compensation specialist in Salem before moving my office to Lynnfield in 2018.




**Richard Hart Schwartz**  
**Law Offices of Richard Hart Schwartz**  
 7 Kimball Lane, Building A  
 Lynnfield, MA 01940

978-337-5499  
 rschwartz@rhartlaw.com  
 www.rhartlaw.com

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- Muscle Strains • Work Accidents
- Leg/Arm Numbness
- Repetitive Stress Injuries • Carpal Tunnel Syndrome



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

## LAT&O/Logistics Executive Board

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

### AS THE ROTOR TURNS

Let me clear up a rumor about hiring AAEM'S in LATO. The Union has not been approached by the Company on any type of hiring in LATO. The Union has brought it up multiple times in meeting's and we have gotten the same response from the company and that is: there is a hiring freeze across the supply chain. But if jobs do get posted, the 1 for 1 agreement still stands, which means it would be in line with service, 1 from the class list and 1 from the fully qualified list. To be considered fully qualified you need both your Airframe and Power Plant license (A&P) or equal military experience. Make sure you have your upgrade in and it is active, you never know what is going to happen.

### LATO

If you haven't noticed the T408 engine line has been moved from building 81 to the center of building 29. That move was done so that the T901 or ITEP can be developed in building 81. We are already into the 4th quarter. After the disastrous end to the 3rd with so many quality issues (caused by bad parts coming in from vendors) causing us to miss the quarter. Unacceptable!!! Peo-

ple on the floor take too much pride in what they do and work too hard for the company to receive bad parts from vendors. That work should be brought back and done in house like it has for years. GE needs to stop sending out our work to vendors. GE Lynn makes the best parts.

### Logistics

Great job everyone!! Back to back record-breaking quarters and I'm being told that the 4th is going to be even busier. With that being said I sat down with the business and we came to an agreement on flexibility that as long as no one is forced and that all overtime is exhausted, people can volunteer to work in other cells that are short staffed and have a heavy workload. It opens up the flow of the building and allows members the opportunity to work and learn other workstations if they choose. I will always advocate for hiring but with the current state of the Company that is not an option right now. I would rather see us do the work than someone else.

Get ready for another record breaker.

Stay safe and hope to see you around the shop.



## LPS/M&E Report

By ARTIE AMIRAULT  
*Filling in for Fred Russell  
until further notice*

Hi Everyone,

Let's start off on a good note. First, I'd like to mention the great job the LATO and LCM ironworkers involved did with emptying building 81 of the T408 line and moving it to building 29 to make space for the new T901 ITEP line. They knocked it out of the park and the transition went flawlessly. Great Job, it didn't go unnoticed. A perfect example of what the crafts can do when given the chance.

With that said, we are still waiting for a Maintenance Manager, and there is a lot of movement still going on around the plant. Machines are still slowly coming in and cells are still being redesigned and laid out to hopefully help with the flow of production parts. All these layout changes involve a lot of work for the crafts and management seems to finally be starting to realize the crafts do it cheaper and better. Don't get me wrong there are still some not on board, but we just keep proving them wrong. Example: some people in management (not Maintenance Management) think it would be better to pay an outside vendor \$100,000 dollars to move a new Okuma into Building 40 (THEY DID!!!) for 1 machine. Well our guys just moved a 2nd one of the same exact machine right next to the first one and with OT included the company probably paid less than \$10,000. Seems a little ridiculous right? That's \$90,000 saved. YOUR WELCOME!

These are both great examples of what we can do given the chance. Here's the thing. Just like I said last month this hiring freeze is going to kill us. We are losing people monthly through attrition with no back fill in sight. Last I

looked, at least 42 people in maintenance could retire tomorrow if they wanted and I'm sure many will after the first of the year. That's a huge problem and a lot of valuable knowledge will be gone with them. At that point it will be too late. The company is treading a slippery slope of not having enough people to perform the maintenance needed to keep the parts flowing without delinquency as well as perform any machine moves, cell reconfigurations and site utility maintenance. I don't know how they can justify being gouged by vendors to move machines or perform these other projects. \$100,000 dollars for 1 machine? That's a member's whole year's salary plus O.T. and they paid it to move 1 machine! Absolutely ridiculous. Also all these LEAN events will mean nothing if the machines aren't running and if the Company thinks for a second that they will get the same service they get now by going with a lot more outside vendors to fix the machines they are wrong. They already wait weeks for vendors when we can't fix something and it doesn't help that they don't like to pay them for over 120 days. We probably moved about 100 machines this year in maintenance. I wonder what they have paid vendors in total this year for work we could have done. Actually, we probably don't want to know. The company better wake up. Something needs to change and fast. Hopefully, the new Plant Leader has a lot better insight than the last one that just left. I hear good things but only time will tell.

See you around the plant

**Is Your SSO Password Current?**

**Please Log in and Check.  
Also, if you have**

**GE Pension Questions:  
800-432-3450**

# “Down By The River”

By BILL HOLM  
*LCM Executive Board*

## Third Quarter Jobs Competitiveness and Growth Committee Meeting

The Union met with the Company on Tuesday September 29 on the state of the business through Q3 2020. Here are some of the numbers. The output plan in LCM was \$574m the YTD plan would be \$401m through Q3 the actual amount so far is \$314m. If the 4th quarter stays on the trend it will be at \$447m or \$127m short of the planned goal. On top of that YTD there is \$160m in delinquency. The 2020 base labor hours were 865k with 313k in delinquency the update on 2020 is 722k in demand with 274k in delinquency. Going into 2021 with a demand of 824k base labor hours and probably around 260k hours in delinquency. That’s 1.1m hours, roughly what was slated for last year. In January 2020 the company stated they needed 181 direct heads to close the short fall gap. There are 513 direct heads in LCM pretty close to what it was a year ago due to the hiring freeze. Add the 181 direct labor heads that’s 694 and should be enough workers to turn out 1.1 million hours based on 40 hours. That’s how bad the business is running. There’s farmout, workers on OT, IME and the delinquency is not going down nearly fast enough. At the beginning of the year investment was around \$15 million it is actually \$6m YTD. The shop

rate(\$290hr) that the site is unfairly measured by will never go down without more direct heads. The hiring freeze is killing us as is the lack of investment. Bottom line everyone on both sides has a job to do, that is to get quality hardware through the plant which they cannot because of the state of the plant and the business. We need more direct heads, but we also need more maintenance workers and planners to support them. Flowing the work on all three shifts at all work stations possible is what needs to happen.

The Union also requested information per Article XXII of the contract on the cost savings on the three drawing numbers in building 74 TEPM slated for a permanent transfer of work on Nov.15, 2020. Again, the Union fought hard against the work for 15+ direct heads leaving the plant forever. The 6055T36G07 Turbine Case is the bulk of it. Base labor totaling 22,960 hours on a T700 military engine being sent overseas is not right. We are here, American workers, trying to turn out the best quality engines with what we have. We have come up with reasonable proposals, all have been turned down. GE has no shame sending legacy work that protects our military and nation to a foreign country during a hiring freeze no less.

We also requested info on the location of the manufacturing work to be done on the

T901(replacement for T700) for which there is no answer yet.

## Blue Cell Bldg. 66 Lean Event

During the week of September 28 there was lean workout in Blue cell 66. The focus was workflow, mainly AB liners, which flow from 32 punch press to Blue cell 66 then Bldg. 40. It is the most delinquent part in LCM. Mike Mayes IUE-CWA Lean Facilitator was here to assist with the process. The workout focused on workflow in the cell (number of moves), coupons, braze issues, machine down, quality issues, electrodes, fixtures, tools and gages. There was input from the spot-weld group on work benches and toolboxes in their workstations as well as ergonomics on fixtures and helper work as well. The event went very well. We intend to have Mike Mayes return and go over issues in Green, TPMO and Punch Press in Q4. Work is flowing better from 32 to 66 due to some recent upgrades to the area. The Union will

continue to participate in Lean only if it leads to investment and farm-in.

## Landrum-Griffith Act Title V (1959)

Title V requires union officers to conduct themselves toward their members as Trustees; that is, to avoid all self-interested transactions and report fully to the membership. This provision was intended specifically to prevent financial misconduct, but increasingly the courts have held union officers to be trustees in all their activities as officers. *Source Labor Law for the Rank & Filer by Staughton Lynd.*

If you hear any rumor of misuse of Union funds just attend monthly membership meeting where the business agent reads the treasurer’s report on all accounts and spending by the local’s committees and policy board. All questions will be answered with full transparency.

**TEXT**

**“local201” to 555-888**

**to receive text message updates.**

**TXT**



## Business Agent's Column

By BILL MAHER  
Business Agent

**"Customers will never love a Company until  
the employees love it first".**

**-Simom Sinek**

### AMETEK AEROSPACE

Contract Expiration was May 31, 2020. Contract extension signed and expires on November 27, 2020. Contract preparations underway. Chief steward Randy Wood doing a great job with communication to the Union Hall and the employees. President Kaszynski and Business Agent Maher met with employees on 10/08/20, regarding the upcoming negotiations and provided on-site new hire orientation to three (3) Ametek employees.

### AVIS/BUDGET

Devastating impact to the Bargaining Unit from Covid-19. Settlement Agreement reached with regards to additional call-backs and Bargaining Unit Work violations. Union working on additional issues that are surfacing with regards to vacation accrual and vendors. Chief Steward Jorge Rivera is now recalled and working at Logan Airport.

### GENERAL ELECTRIC AVIATION

The more things change...the more things stay the same.

Lynn Assembly Test & Overhaul (LATO) is losing their new leader, with a two-week notice to depart GE. This notice is only a month after the Plant Leader, who told the Union about his 10-year plan in Lynn, left the Company. The Union will be meeting with newly announced Plant Leader Brian Yoder in the upcoming days. We hope to gain some clarity of vision with the new Plant Leader. Specifically, the issues of IME, Farmout, Quality, Training, Hiring and a plan for Lynn site success. More to follow.

### VEOLIA

IUE-CWA Local 201 members are working with the Company to ready the plant for the upcoming Request for Proposals (RFP). This work is in addition to the regular duties and responsibilities of our members. The Union conducted a Step II grievance meeting last week regarding Bargaining Unit Work and reached an amicable settlement.

The work performed at the Wastewater Treatment Plant by our members is extremely challenging. They provide a service that is instrumental to this area and the employees are deemed essential. I just read that on October 6<sup>th</sup>, Veolia Environmental bought out a 29.9% share of their environmental competitor (Suez) and plan to conduct a takeover of the Company at an initial cost of \$4 BILLION for the 29.9%. This leaves the IUE-CWA members all wondering why Veolia Water – Lynn, cannot hire another employee or two. More to follow.

### SAUGUS PUBLIC LIBRARY

Covid-19 has hit just about every institution we know and turned it upside down. The library is no exception. Our hats go off to the educators and librarians at a time like this. The services they provide are essential services. Thank you to Chief Steward Jackie Miller for the work you do and the work all the librarians do at the Saugus Public Library.



## President's Column

By ADAM KASZYNSKI  
President

*"How we Fight Farm Out at GE" continued from page 1*

the monthly Membership Meeting or ask a steward. Every member has the opportunity to bring questions, concerns, and criticism to the meeting. Look at what the Contract says about farmout of production work (subcontracting, and transfer of work) . *Article 22, Job and Income Security Section 5. Notice, Bargaining and Information Requirements (b) Transfer of Ongoing Production Work. And (g) Subcontracting of Production Work.*

Those sections are the framework of how the Union is notified and lays out the timeline and obligations the Company has to bargain. It boils down to this: The Company must notify the Union before farming out work. They have to give the Union notice that includes information: where it's going, the date, duration, and if it will directly decrease the number of represented employees. The Union has a period of time to make a case for how to keep that work in plant. The period of time before the Company can move the work is between 10-days and 6 months depending on whether it relates to section (b) or (g). If the Company follows all the contractual procedures, and meets their obligation to discuss other options with the Union, they solely have the right to decide whether that work stays in our plant or not after the waiting and bargaining period. We win some and we lose some, but the Union is always committed to keeping work in the Riverworks. The E-board relies on the knowledge and skills of the membership to prove the work is better off in Lynn.

The strongest argument for farm in is always quality. Lynn's quality is the best. How many of you have seen your farmed-out work come back from another shop that needs re-work from 201 members to make the part right (if it is even salvageable)? I have never seen anyone face discipline for taking the time to make a quality part if you rush and stamp off a mistake you are in trouble. Take the time you need to make a quality part.

Get with your steward to go over ways to keep work in your area. The more pro-active we are on the shop floor about making the case for farm-in, the better off we will be. It is discouraging to make a great case, and see the work leave anyway. Unfortunately, we live in a system that puts profits before workers in our communities. It is not the way it has to be, but it is the way it is. The Company think's in fiscal quarters, a sprint to individual success. We cannot let temporary discouragement lead to apathy. Union members are here for the long haul, the marathon. That means not giving up the fight for our work.

We are weeks away from T-36 work possibly moving from building 74 to S. Korea.

Insourcing, and bringing manufacturing work back is a big topic this National election season. We are the perfect site to begin the revitalization of American manufacturing.

**Make it Right. Make it in Lynn.**

**Thursdays are Union T-Shirt Days.  
Show your Solidarity  
and wear your Union T-Shirts**