

IUE-CWA Local 201 News

Celebrating 88 Years
as a Chartered Local
1933 – 2021

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

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EDITOR
Justin Richards

MANAGING-EDITOR
Tom O'Shea

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Walmart LED Campaign Fends off Plant Closure for Local 84704, GE Lighting Workers

During the months of February and March, Union Members across the US came together in support for IUE-CWA 84704 in Bucyrus, Ohio as uncertainty surrounded the future production of LED light bulbs in the plant and consequently the future of the plant itself. The acquisition of GE Lighting by Savant Systems in May of 2020 had already placed the future of the plant and its roughly 300 Union workers at the time in unknown territory. Will Evans, Local 704's President, explains that Savant's acquisition was originally met with doubt by the plant workers, "GE was trying to sell the lighting business for years, that's no secret to us, but we still felt pretty comfortable, at the time we were thinking someone that is going to buy this plant is going to make light bulbs, and I don't think we got that at all, they don't want to make the bulbs that we make there." Their skepticism was not unwarranted as less than a year after the acquisition, workers were informed of Savant's plans to shut down LED light bulb production in Bucyrus and move it overseas.

Uncertainty had been building long before as it had already taken GE management far too long to implement LED production in Bucyrus, "For the longest time LED was known to be the future, that's where things were going. But out on the floor people felt like

we would never go that route, I'm talking 5-6 years ago. The bulbs we made were dying out, LEDs were the things to make. It took forever before there were talks about us making LED." After finally investing in appropriate equipment, converting it to produce LED bulbs, and adding 90 new members to the workforce, the transition to Savant leadership quickly ended this new endeavor in the Bucyrus plant.

As Will continued to explain, the long-anticipated LED work had only made its way to Bucyrus as its largest customer, Walmart, suddenly had demand for "Made in the USA" LEDs. However, when Savant took over, it seemed like their interests and bottom lines laid somewhere else, "The numbers they gave us, when the team added it up, showed we could be working for free, and they could still get better numbers from shipping it overseas". The plans to end LED production came with an expected layoff of 81 people and the reassurance that the older halogen models were going to remain in production. Sadly, even as Local 704 gained the backing from both Congressman Tim Bryan and Senator Sherrod Brown and as support poured in from demonstrations in front of Walmart's all over the nation, LED bulbs ceased production in Bucyrus. Only 60 people were laid off following the

event, with a second layoff of 9 people shortly after.

At the time when LED became the brief shining beacon of a future in Bucyrus, the older production lines became neglected, and orders dwindled in the background. Unknown to most, while decision bargaining took place over the end of LED work, orders for the older halogen bulbs had also dried up and would not support the plant beyond 2021. "We are going to lose this LED but we have those dinosaurs that we are running and the sales aren't looking good... they wanted to close the doors. When Savant bought the company we put it together from all of our meetings and decision bargaining that Savant does not want to produce bulbs in that plant."

By ending LED production in Bucyrus, Savant Systems had written a death sentence for the plant, however, the mounting pressure from policy makers and growing demonstrations outside Walmart's created increasingly growing ripples. Will recalls the initial interactions during decision bargaining, "They wanted it to be a one 2 day sit down talk and wrap it up, there is nothing we can do, LED is gone... we put this team together and went in there and hammered them, they thought 1 or 2 days and we were done, every day they

continued on page 4

Congratulations Retirees February 1, 2021 – July 1, 2021

LCM

Diane Marie Weislik	Robert Waldron
Sarun Reth	Lawrence Edmunds
John Cliffe	Thomas Halnan
Scott Murphy	William Snowdon
Donald MacKinnon	Nancy Trahan
George Burrows	David Crompton
John Pietraszek	Joseph Mills
Dale Beaver	Ronald DeMaria
Robert Murray	Thomas Moran
John Shea III	Walter Vick
Wayne Coulombe	Scott Weber

LAT+O

Robin Painchaud	Edward Hally
John Cliffe	Daniel Donovan
Richard Allred	Richard Wladkowski
Phillip Carter	David Lee Jr.
Scott Gillette	Richard Reeves
Alexander Romanovsky	

Logistics

George Beaton

LPS/Machine Repair/Crafts

Robert Swanson	Allen Cummings
Fredrick E. Russell III	Richard Jackson
William Wagner	

Congratulations to all 2021 retirees. This list covers February 1, 2021 – July 1, 2021. "Hoping you enjoy a long healthy retirement and thank you for being members of Local 201." If we missed anyone, please let us know. All retirees should be receiving the union newspaper. If you are not call 781-598-2760 or send an email to info@local201iuecwa.org.

Next Local 201 Membership Meeting September 21, 2021 - See page 4

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

Law Offices of James J. Carrigan



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

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

Anne Gugino Carrigan
(Former member AFSCME)

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

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



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

<p>Real Estate Needs. Paul Kotkowski Century 21 North East. 36 years experience. Full time Realtor. Listing and Selling. GE Retiree. Call 978-828-1604</p>	<p>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</p>	<p>Small Engine Service 35 plus yrs experience repair- ing small engines, Lawn Mowers, Snow Blowers, Chain Saws, etc. Reasonable prices. (10% Discount on Parts for GE employees) Call 978-758-9527</p>
<p>GJM - Removals, Cleanouts, Residential and Commercial Trash Collection, Recycling gmamos@comcast.net Call George 781-910-0853</p>	<p>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</p>	<p>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</p>
<p>NEED PART TIME HELP? I am looking to do light housekeeping, errands, shop- ping, laundry, shopping, companion will help with the elderly and or children. Call Trish 617-791-9057</p>	<p>Fix A Brick - No job too small, really! Stairs, Foundations, Walkways, Chimneys, etc., etc. Call 978-239-9801</p>	<p>Handyman Wanted Call Tina for Details 617-293-3032</p>

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Richard Felteau on his recent death. Dick retired in 1988. He was a welder in the Lynn and Everett GE facilities.

Onsite Substance Abuse Support

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

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

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



Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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

"Published monthly." \$1.00 a Year



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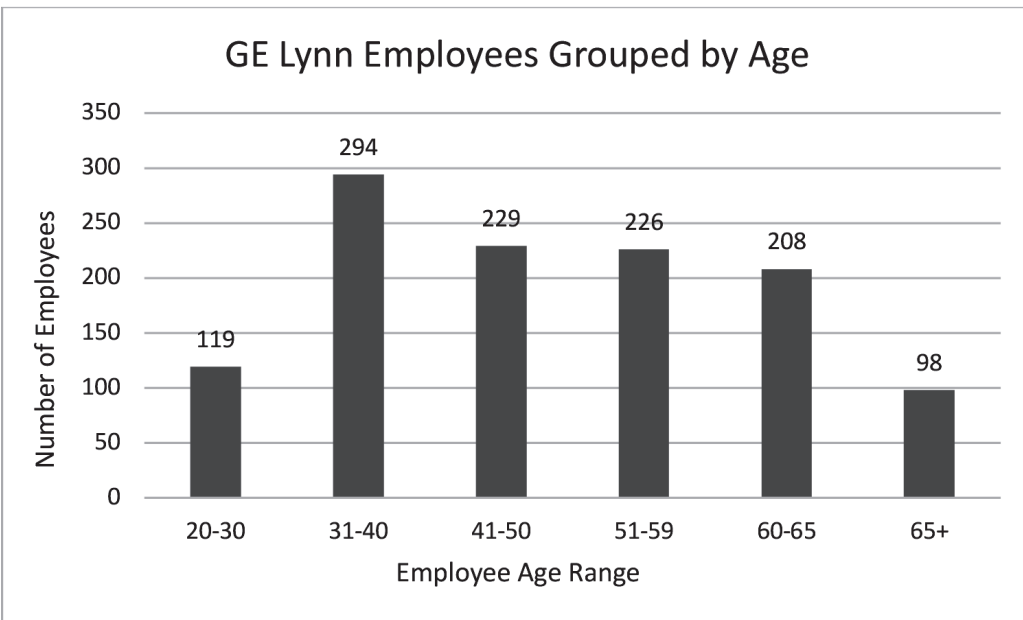
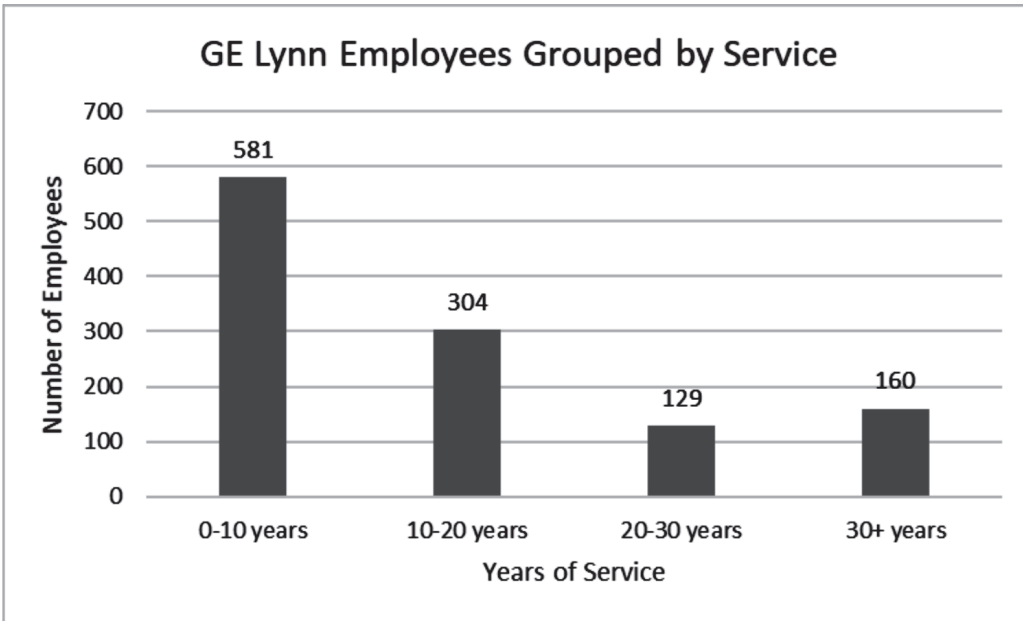
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GE COVID Contact Trace and Quarantine Pay Policy Grievance

GE forced a new policy without bargaining on how contact tracing and quarantine are paid and treated. Now, if you are contact traced and are not vaccinated you have to quarantine, and GE will not pay you. However, until the end of September the state of MA will pay for up to 40 hours of lost time for your quarantine (form on page 6), the second week of your quarantine will be covered by short term disability, and you are entitled to 60% pay. If you are vaccinated and contact traced and choose to inform the Company of your vaccination status, you do not need to quarantine. The Union has been arguing that this is an unsafe policy change, that needs to go through negotiations, not forced down our throats. GE should be committed to stopping the spread of the virus, and vaccinated people still have the ability to spread the virus. GE needs to go back to the old policy, where anyone contacted is paid by the Company to quarantine to stop viral spread. The Union has filed a grievance and an Unfair Labor Practice over this issue.

IUE CWA Local 201 Demographics

We all have been hammering the Company on the state of the workforce at the Lynn GE for the past several years. The need to hire more Crafts people and the need to hire all skilled workers has fallen mostly on deaf ears. The charts above show the demographics of the current workforce in Lynn GE.

It would be great to see experienced machinists come in the door but even then they need time to get properly trained. That goes for RC's and most of the Crafts workers too. Anyone over 60 years of age is retirement eligible. With the 2023 contract still a couple years away the amount eligible will only grow. The best case would be to have the experienced workers train the workers coming in the door.

IUE-CWA LOCAL 201 ENDORSES MARVEN FOR COUNCILOR-AT-LARGE!




**Endorsement
Announcement!**

JOIN THE MOVEMENT, PASS THE FAIR SHARE AMENDMENT



Walmart LED Campaign continued from page 1

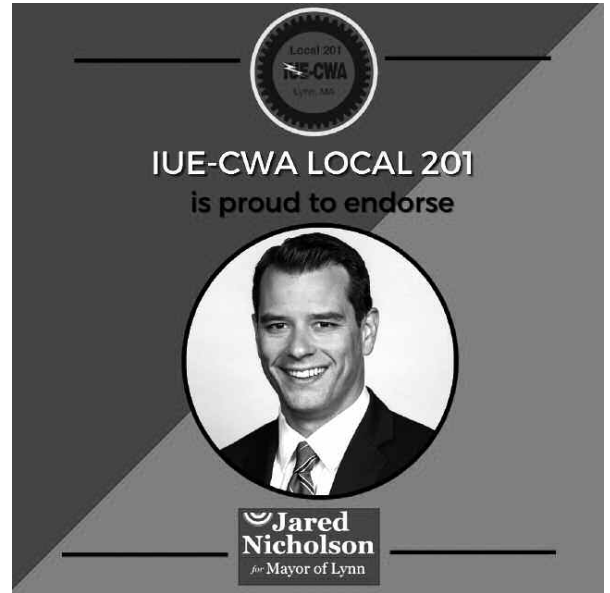
said this, and we fought it out for the 30 days, it was good for us, it gave us more time because as we were talking to them and they were seeing all of the political stuff going on." While the company intended to implement its unilateral decision and the negotiating team of 704 continued to look for a better answer, the demonstrations continued to put pressure on Walmart and Savant. Although the LED work could not be saved, all of the efforts did culminate in substantial victories. "In our last executive board meeting our plant manager told us we have enough orders for halogen bulbs that we can run through 2022 with the people that we have and even adding a few more people... They are telling us that we are not looking at any layoffs or plant closing for now." However, Will remains cautious and knows that even these major announcements could change completely from one day to the next.

"I think we saved 180 jobs. I think we were headed towards plant closure. I think we all felt that way... You have to remember we make light bulbs, and they preached for years that LED was the future of our plant, it's the future of all light bulbs, and you start producing LEDs and then they rip it away from you, then where is our future? We felt very defeated, we thought plant closure was coming. But Union members, their families and the public responded from around the country, New York, Massachusetts and in other states, IUE CWA members came out to protest Walmart. To make the public aware of what was happening, and it had an impact... I honestly do think it saved

our plant. It prolonged what they want to do, it gives us more time to find avenues and keep fighting."

Having won precious time for GE Lighting Bucyrus, Will makes it clear that in order for the plant to continue to see a future, LED work needs to return. "We still have the equipment; we just have to have orders. We'll make anything, the guys in that plant, you bring them something and we'll make it." In the struggle to keep the lights on at Bucyrus the support shown by Union members from all parts of the US put on displayed the kind of strength behind worker solidarity, and its deep impact among the board rooms of corporate America. Will elaborates, "I was told in conversations with management, he said 'Keep doing what you guys are doing with this Walmart stuff and the protests because you guys are making some people at Nela Park very uncomfortable.'" At the end of the day the margins expected by the new parent company could not be realistically met but the strength and efforts of the membership were able to counteract what could have possibly meant the immediate end to another manufacturing plant in the US.

With continued challenges ahead for Local 704, but now full of optimism at a chance for a future in Bucyrus, Will expresses what these demonstrations meant for him and the rest of the members at 704, "On behalf of everybody at our plant, we can't say thank you enough. For everyone that showed support, everybody that was out there freezing at Walmart protesting, I would just tell everybody, it worked."



Zoom meeting on your cell phone remember:

Dial *6 to mute and unmute  


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

IUE-CWA Local 201
Lynn, MA
A Force For Working Families AFL-CIO

Building Association Meeting
October 2, 2021
10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting
<https://us02web.zoom.us/j/88144542579>


Dial In: +1 929 205 6099 US (New York)
Meeting ID: 881 4454 2579



OFFICIAL NOTICE
LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

NEXT MEETING
SEPTEMBER 21, 2021
VIA ZOOM APP (BEST OPTION)
[HTTPS://US02WEB.ZOOM.US/J/81107564738](https://us02web.zoom.us/j/81107564738)

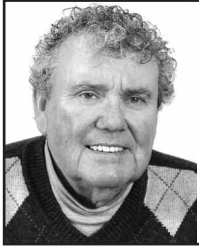
 CALL IN: +1 929 205 6099
MEETING ID: 811 0756 4738
DIAL *6 TO MUTE AND UNMUTE
DIAL *9 TO RAISE HAND

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

AGENDA:

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

Signed,
ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

Urgent Urgent Urgent

If you received a notice of a settlement of a lawsuit from Blue Cross Blue Shield you may be part of what is commonly called a "class action lawsuit". YOU SHOULD PUT IN A CLAIM IF YOU ARE PART OF THE CLASS ACTION LAWSUIT.

This lawsuit called a "class action" is if you were a Blue Cross Blue Shield member between February 2008 and October 2020. This settlement provides \$1.9 Billion dollars to the damaged class. It has been my experience with these kinds of cases that a lot of money goes to the lawyers involved. However, you must put in a claim by November

5, 2021. So do not delay. I would recommend that you keep a copy of your claim and send me a copy as well at Local 201, 112 Exchange Street, Lynn MA 01901. Or email me a copy at Kmahar5063@aol.com, please include a phone number and your email address if you have one. You can view the settlement at www.bcbssettlement.com. I would advise you if you do not have a computer to call customer service at 1-888-681-1142.

Please note that our September Retirees Council meeting will be held on Zoom.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE Tuesday September 28 1 PM to 3 PM

Join Zoom Meeting
<https://us02web.zoom.us/j/86199516446>

Meeting ID: 861 9951 6446

Passcode: 153283

Call in: + 646 558 8656

Or Come to Union Hall,
112 Exchange Street, Lynn, MA

For more info call Kevin 781-367-7822

Kevin D. Mahar, President
Edward Walczak, Financial Secretary

FIVE FAST FACTS ABOUT THE #PROACT

The most significant worker empowerment legislation since the Great Depression



Working Together to Keep Work in House

By Mark Malionek IUE CWA Local 201 Steward

With the continuing news on farm out, we all have to work together to keep work in house.

X-Ray has been losing work, more so within the last year. Recently I was contacted by another steward and one of our X-Ray workers. They were concerned that they are on IME and their work is being farmed out. We reached out to the cell leader and explained to him that they are on IME. We came to an agreement to have him keep work in house. Just to make sure that the work would go to our X-Ray. We tracked the part leading to the op-

eration and made sure it would go to our X-Ray to be processed. With the help of the production followers and the stewards we successfully prevented a part from being farmed out. I think it's important to always check the router and keep in mind where the part is, start to finish. We always want to make sure the journey of our parts stay in house before shipping.

Thank you to everyone who helped during the process in keeping work in-house!

THE PRO ACT WILL:

1. Empower workers to exercise our freedom to organize and bargain, and ensure that workers can reach a first contract quickly after a union is recognized.

THE PRO ACT WILL:

2. End employers' practice of punishing striking workers by hiring permanent replacements. Speaking up for labor rights is within every worker's rights—and no worker should lose their job for it.

THE PRO ACT WILL:

3. Hold corporations accountable by strengthening the National Labor Relations Board and allowing it to penalize employers who retaliate against collective bargaining.

THE PRO ACT WILL:

4. Repeal "right to work" laws—divisive and racist laws created during the Jim Crow era—that lead to lower wages, fewer benefits and more dangerous workplaces.

THE PRO ACT WILL:

5. Create pathways for workers to form unions, without fear, in newer industries like Big Tech.

CHIROPRACTOR

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U.S. FILTER/EOS, and/or Local 201 IUE Members



Employee Verification Regarding Authorized Use of Massachusetts Emergency Paid Sick Leave

Under the Massachusetts Emergency Paid Sick Leave (EPSL) law employers are permitted to ask employees to verify that an instance of EPSL was used for an authorized purpose under the law.

I, _____ (print or type name), attest that I used EPSL or will use EPSL for the authorized reason checked below and that I am unable to telework during the leave:

[] To take care of myself or get medical treatment due to a COVID-19 diagnosis or symptoms.

Please note, an employee must have a positive diagnosis of COVID, such as a positive COVID test or a diagnosis by a health care professional, to qualify for EPSL under this reason.

[] To get or recover from a COVID-19 immunization.

[] To quarantine as required by a local, state, or federal public official, a health authority having jurisdiction, or a health care provider. The name of the governmental entity ordering quarantine or the name of the health care provider advising self-quarantine: _____

[] To take care of a family member or get medical treatment for a family member due to a COVID-19 diagnosis or symptoms.

Please note, a family member must have a positive diagnosis of COVID, such as a positive COVID test or a diagnosis by a health care professional, to qualify for EPSL under this reason.

[] To care for a family member under quarantine as required by a local, state, or federal public official, a health authority having jurisdiction, or a health care provider. The name of the governmental entity ordering quarantine or the name of the health care provider advising self-quarantine: _____ The family member name and relation to employee: _____

For purposes of EPSL, covered family members include an employee's spouse, domestic partner, child, parent, grandchild, grandparent, or sibling, a parent of the employee's spouse or domestic partner, or a person who stood in loco parentis to the employee when the employee was a minor child.

I used or will use EPSL in the amount of _____ total hours on the following date/s:

Employee Signature Date Signed

Submit this form to your People Leader. When required by your business, submit supporting documentation such as proof of immunization, a positive COVID test or COVID diagnosis, or order of quarantine to GE Medical.

This data is being collected and stored in accordance with GE's Employment Data Protection Standards. Should a GE business decide to seek reimbursement from the Commonwealth of Massachusetts for amounts paid under the EPSL, this and any other data required under the EPSL may be submitted to the Commonwealth of Massachusetts.



Apply Now: New E-Team Machinist Training Class

The E-Team machinist training program is currently recruiting and accepting applications for Class #24, starting Fall of 2021.

We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits and a career with opportunities for growth. Students are enrolled tuition free in our demanding 34 week, 20 hour per week training program.

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

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

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree David Cormier on his recent death. Dave retired from building 64 as a special machinist.



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

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Richard A. Melanson on his recent death. Rick was a machinist when he retired.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Jeffrey Sudak on his recent death. Jeff was a CNC Machinist and Inspector who retired in 2016.

Labor Day Lessons from the American Union Movement's Hidden History

Reprinted with permission of the author Kim Kelly, from the Portside website.

<https://portside.org/2021-09-06/labor-day-lessons-american-union-movements-hidden-history>

Last week marked the 100th anniversary of the Battle of Blair Mountain, the largest labor uprising in U.S. history. In 1921, around 10,000 coal miners in Logan County, West Virginia, who had been trying to unionize with the United Mine Workers of America went to war against about 3,000 coal bosses, state police, private security forces and scabs. For five long, bloody days, those miners in their red bandannas — the Red Neck Army, as they called themselves — held the line, fighting like hell for their futures and their families. Over a million shots were fired, over a dozen people died, the coal bosses dropped bombs and poison gas on mining camps, and the conflict ended only because of federal intervention. Blair Mountain was a pivotal moment in U.S. labor history and a hallowed chapter in the struggle for workers' rights.

But despite Blair Mountain's dramatic resolution, it remains a strangely little-known historical footnote outside of local publications, labor history groups and labor-friendly progressive media outlets. The fact that this centennial passed mostly unmarked is not a coincidence. As Tennessee-based journalist Abby Lee Hood explained in a recent New York Times op-ed, a coal-funded

nativist organization called the American Constitutional Association has worked for decades to intentionally obscure the battle's history, as well as the even longer tradition of militant, interracial labor organizing in the coalfields. The story of Blair Mountain has been repressed by those who would prefer to keep workers in the dark about their own collective power, as have so many other working-class stories.

Even contemporary labor stories are hard to come by in most major media outlets, and labor reporters like me make up a scrappy but still tiny cohort of the media itself. And bosses are able to exploit that lack of attention for their own agendas. For example, have you heard about the 700 St. Vincent Hospital nurses in Worcester, Massachusetts, who have been on what is now the longest-running strike in state history? How about the Nabisco strike, which had exploded to include over 1,000 members of the Bakery, Confectionery, Tobacco Workers and Grain Millers' International Union in five states? And speaking of coal miners, did you know that over 1,100 members of the United Mine Workers are on strike right now in rural Alabama?

The Warrior Met Coal Strike has been going on

since April 1, and the striking workers and their families have been weathering economic pressure, company hostilities and violence on the picket lines with next to no media attention or support from local or state politicians. Multiple vehicular attacks on the striking workers have been documented, with several people, including a miner's wife, hospitalized; workers have been surveilled by company drones and hassled by police, and I've heard stories of multiple workers' being threatened by scabs and company employees.

Coal mining is a dangerous job, and as history has shown time and time again, so is standing up to coal bosses. Every single one of these strikes (and many more besides) should be front-page news, and each of their rank-and-file leaders should be handed microphones and invited in front of news cameras to tell their stories and show other workers that they can do it, too. The untold history of American labor includes so many diverse voices, experiences and struggles; it has touched every person living on this stolen land, and it has shaped the way today's workers move through society. Of course, it's in the best interest of capital and the controlling class to tamp down as much of that generational knowl-

edge and solidarity as possible. We can't have workers getting ideas, you see, and robbing people of their own history is a surefire way to convince them that things have always been this way and that resistance is futile.

Even Labor Day has a less than auspicious history. The holiday was signed into federal law with a stroke of President Grover Cleveland's pen in 1894, during an era marked by massive strikes, widespread labor unrest and the campaign for the eight-hour workday, a movement led by labor radicals and anarchist revolutionaries. That year alone, 125,000 Pullman railroad workers across 29 railroads had walked off the job to protest wage cuts. But while there is some historical disagreement over its exact origins, Labor Day has subsequently been used to direct workers away from celebrating International Workers' Day, also known as May Day, with all of its revolutionary, anti-capitalist connotations. In 1955, during a crackdown on leftist organizations and labor unions, the government designated May 1 as "Loyalty Day"; even now, the president issues a "Loyalty Day" proclamation every year on a day the rest of the world dedicates to its workers.

That history may have been buried, but workers' bodies keep the score. This is all why it's so incredibly important for us to remember Blair Mountain and to stand in solidarity with struggles like those of the St. Vincent nurses, the Nabisco workers and the Warrior Met Coal Strike. With each new labor conflict, we have a fresh opportunity to stand up against capitalist tyranny, support our co-workers and communities and take back more of what's been stolen from us.

This Labor Day, take a moment to remember those collective radical roots and find inspiration in the bravery and sacrifice of generation after generation of workers who had nothing left to give but still gave everything they had. As Florence Reece, a coal miner's daughter turned lifelong labor activist, wrote back in 1912 as her father held the picket line, which side are you on?

[Kim Kelly is a freelance journalist, organizer and author based in Philadelphia. Her work on labor, politics and working-class resistance can be found in Teen Vogue, The Baffler, The New Republic, The Washington Post and many others.]

Business Agent article continued from page 12

duce the quality of public services we rely on in our communities.

Unions play a critical role in defending workers' rights. Just look at what we have accomplished over the past couple years. Because we are a Union, we were able to negotiate Covid leaves of absence that protected our members' jobs and future financial stability. I am one of the many American working families that suffered financially from the effects of the pandemic. Schools being shut down, zero childcare available, and my wife was given an ultimatum -just like many others- return to work, resign, or be terminated; a decision, because we are a Union, that our members were not forced to make. At Avis/Budget, we negotiated recall extensions for laid-off members and are going to be finalizing another extension for the remainder of members on recall. At GE, before the Company illegally forced policy changes, the Union negotiated 100% pay if you were contact traced and required to quarantine.

The takeover at the Lynn wastewater treatment plant; Suez came in and told us they were not honoring our CBA, members were going to have to go through the hiring process and ditch the negotiated healthcare and other benefits, but we fought that off and were able to retain equal benefits. Last December at Ametek we preserved pension supplements and negotiated additional longevity bonuses for the legacy employees. In March we negotiated a re-structured wage increase structure at Ametek that significantly benefits newer members and negotiated the right to strike over unsettled grievance

language into the new contract. At GE in June, we saved 9 jobs through decision bargaining, throughout the year we fought off the Company's blanket outsourcing notices. Not to mention the countless instances where we have fought unjust discipline and termination cases. None of this would have been possible if we were not a Union.

GE

MBW update. As we are nearing the expiration of the bargaining period the Company is clear, they are not willing to touch the progression right now. As creative as our proposals got, the Company refused to bite. We are not done yet there are still improvements to be made.

ULP charges have been filed against GE for the quarantine pay policy changes the Company force implemented at the end of July. After the charges were filed the Company now wants to come to the table.

Management doing bargaining unit work grievances have been piling up and the Company is failing to adequately address these common offenders. I won't name anybody but you all should be well aware of who they are and what they are not, just to be clear, they are not our friends, they do not respect our contract and they do not respect us. Cutting routers, signing off dispositions, moving parts, they are taking food off our tables and out of our family's mouths. There is a lot of team talk going on again. Remember 201 is team farm-in, hire, new work, and create more jobs. The Company has been team off-load, transfer work, and running the place dry. We do have to work together as they do run the plant but,



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Employee Assistance Program

Last month I addressed a major arc flash event, one that changed the way high risk electrical work will be done here in Lynn, one that changed many of those working on that day in ways that can often go unnoticed and unresolved. Shortly after the arc flash event our site Employee Assistance Program (EAP) leaders coordinated sessions designed to help all involved in an effort to process an experience that is both shocking and disturbing.

When I consider the many benefits of being a local 201 member, the fact that we have **Bob Cummings and Jeff Zeisel** available to help us when needed is one of the most valuable benefits we have. Both Bob and Jeff have extensive experience dealing with all facets of their field and do it all while remaining strictly confidential. An Employee Assistance Professional is one that is able to be satisfied with the knowledge that they are helping people at work and at home. Because of the confidential nature of EAP, these professionals may not get the attention they deserve, while the ones they help will never forget them.

Bob Cummings 617-275-1527 has an office at the Local 201 Hall and at the GE Lynn Medical Center

Jeff Zeisel 617-733-2842 has an office in the Medical Center

All calls are strictly confidential

until our goals align, and the Company fights just as hard as we do to keep work and get new work we will never be a team.

LWWTP

We have come a long way from July 1st. As of August 31st we now have a signed MOA. Members were able to keep their healthcare if they chose to. I can't commend 201 members and leadership enough, it was truly amazing to witness the display of solidarity, support, and commitment not to concede. See MOA on the Local 201 website.

An issue with scheduling conflicts came up. At our step 2 meeting the Company stated they are working with the affected members to rectify the problem, if this has not happened call the hall.

You will see an increase in dues payments.

When Suez took over; they were not deducting Union dues from your paycheck. You will see a temporary increase to \$64.08 for dues deduction for 8 pay periods (4 months) then it will go back to normal.

Ametek

Let's give a warm welcome back to Julia, and warm welcome to 201 and Ametek for Aasin Mao.

I will be in Wilmington a couple times over the next few weeks. I am also looking to recruit a steward, if any of you have any interest or suggestions, please let me know. Stewards are the first line of defense to make sure our contract is being adhered to and respected as well as playing a major role in communications between the floor and Union leadership.

Avis and Budget

Jimmy Johnston is leaving Boston; Steve Bertrand will take over for Jimmy.

Right now, the Company is not interested in extending Service Agent positions to the Shuttlers still on recall. They have currently stopped hiring. I am working with Kiery Riggie to come to an agreement on extended recall rights to the members still out of work.

We grieved the Company on the force implemented changes to the incentive structure for the RSA's. The Company denied the Grievance at step 2, we requested the grievance be heard at step 3. In the meantime, the Company has set up a meeting with Union leadership and the ancillary team, the team that comes up with the incentive structure.



AS THE ROTOR TURNS

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

Numbers all Local 201 Members should have:

GE PENSION Help Line:
1 800 432 3450

Disability:
1 800 392 0789 (Option 1)

FMLA:
1 800 392 0789 (Option 2)

GE BENEFITS:
1 800 252 5259

LAT+O

I was handed another farmout notice for T700 work going to Strother. It's the 48 remaining cold sections for the year, all operations and 13 PT module's all operations. They are using capacity, again, as the reason to farm it out which I do not agree with. They created the capacity issue by not hiring and moving people off the T700 engine line. I was also handed a farmout notice for the IN20 overhaul work, it is being sent to Magellan Aerospace and the reason I was given was LATO is no longer in the overhaul business. I guess the "O" in LAT+O stands for operations now. That's a convenient change. It has also been brought to my attention that management has been assigning members to work in workstations that they are not trained on. If that is happening, ask for training and get a steward. Don't think you are doing the Company a favor by not speaking up, your job could be on the line because in the end they are going to cover their butt and so should you. There is a Lean event schedule for October, the Company is looking to improve flow in the GA line by

matching up cases with rotors. They are looking for 201 support. I will be having a meeting with members on the floor to discuss the situation. More to come on this...

Logistics

Once again, the "leader" in Logistics is complaining that people are sitting around not doing anything, but during the illegal transfer of work negotiations he had no problem putting it on the record that he didn't have an issue with it. Oh, how time changes things. Speaking of that, the grievance on that, is going to be reviewed at Step 3 on October 22nd so I will be able to report the outcome after that.

As in LAT+O, Logistics also wants to do a Lean event in October.

After walking around the plant, the last couple of Thursdays I've noticed the lack of Local 201 t-shirts being worn. Union t-shirt Thursday has always been an honored tradition in local 201 and as a Union we need to keep that pride alive. So, I'm asking all local 201 member to remember to wear their Union t-shirt on Thursdays and if you don't have one or would like a new one, see a steward or come down the hall Monday-Friday 8 to 5 to pick one up. They are \$10 for the traditional shirt or \$5.00 for our contract shirt.

Hope to see you around the shop.

Bobby

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Robert "Bob" Ellis on the recent death of his grandson. Bob retired out of building 29.



LPS/M&E Report

By **ARTIE AMIRAULT**
Crafts Executive Board

Time is of the Essence

I'm not sure if the Company either does not realize or just doesn't care but the clock is ticking and it's about to run out. All this money they are investing in the plant with new machinery is great but what's their plan going to be when they don't have anyone to fix all these new machines when they go down? These are the numbers as of now from what I can see that can retire by before the contract. While the Company is attempting to hire, there hasn't been much headway made.

- 15 - Repair Control
- 15 - Machine Repair
- 10 - Power Plant Operators/Engineers
- 6 - Plumbers
- 3 - Electricians
- 3 - Ironworkers
- 10 out of 15 people in Tool and Die

This is just a small sample of the amount of people that are able to leave by the time the contract comes around and most likely are not going to roll the dice with what might happen to the pension in the next contract. There are still a lot more in a bunch of the smaller classifications as well. The outlook isn't good. It's been brought up many times to the Company but seems to be falling on deaf ears. The time for hiring and training is now, and I mean right now! As it stands right now there isn't enough time to prop-

erly train RC's before a wealth of knowledge walks out the door. There seems to be absolutely no urgency on the Company's part and I'm not sure why. If they think they are going to get the service they get now by using vendors they are sadly mistaken. Not only that but the Company has made it a logistical nightmare to even become an eligible vendor in the plant, hence the reason you see all the same vendors in the plant all the time. Between the background checks, insurance, and money they actually want these companies to pay them to become an eligible vendor we can't even get them in here to help us when we need it. Never mind the fact that GE also doesn't want to cut them a check for 180 days. The Company needs to come up with a plan and they need to come up with one soon. MBW negotiations will also be coming to a close by the time the paper comes out and I'm hoping we will have made some headway so it will help with the hiring in the crafts from the street. Only time will tell how the Company plans to handle these situations, but we are continuing to lose members monthly so the Company really doesn't have until the contract to figure this out. Time is of the essence and it's about getting experienced and qualified people in the door and training people as fast as we can.

See you around the plant.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Lawrence J. "Marty" Riley on his recent death.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Theophilos Pouloupoulos on his recent death. Ted retired from building 42 as an AAEM.



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

A large part if not the sole reason why Unions exist today was because of the working conditions that existed in this country 100-150 years ago. We can look back and see the huge strides we have pushed to make change. Passing laws against child labor, forcing factories to make change for the welfare of the workers. This does not always mean higher wages. The driving force in the labor movement has always been the health and welfare of the workers. Take the coal miners or any miners for that matter. How many cases of black lung or asbestosis or mine explosions did it take to force the mine owners to notice the problems and how hard did the workers need to organize and fight to get improvements in the mines? Or the textile mills. How many children lost their lives in the machinery? How many women and men lost limbs or their lives in the manufacturing process to force change? Same story goes for all the factories in the industrial age. Auto makers, steel mills, lumber mills and on and on it goes. It took years of hard activism and collective "bargaining" to bring these owners to the table to implement change. You cannot separate safety from the Union. The health and welfare of the workers was and is the number one reason Unions exist.

Unfortunately, the forces in capitalism are always putting strain on those strides. We can sight the implementation of child labor laws, but I am sure

you can find businesses violating those laws today. Same goes for machine guarding, adequate breaks, chemical usage and other safeguarding measures – they are being bypassed. We are under constant attack, and we must call out these issues when we see them.

Being a Union worker does not mean stopping work over nonexistent safety issues. It means calling out valid problems in the workplace. It means looking out for the person working next to you.

We enjoy the wages and benefits we bargain for, but we also have an obligation to the workers in this country. An obligation to put out quality work. An obligation to fight for the middle class in this country. An obligation to those who have gone before us to live up to the expectations they set forward. It is your job to be a representative of Labor. An obligation to other Union members to be respectful to deserve the wages and benefits we fight for. Nobody is owed anything in this country. But if you do succeed, you do it on the backs of those that came before you and those around you. Nobody does it alone.

JC/GC

Every quarter the Union has the opportunity contractually, to schedule a JC GC (Job Competitiveness/Growth Committee) meeting with the Company. The Union and the Company meet to discuss the state of the plant, investment plans, forecast of work. The structure of the meeting con-

sists of each "business" reporting out on the state of their business. It is broken down into four locations: LAT+O, Logistics, LPS/M+E/Crafts and finally the largest part of the business Lynn Component Manufacturing or LCM. LCM is by far the sector we want to hear from, and the side of the business we are losing the most labor hours in, not that the other areas are not important, it's just that LCM has many more moving parts and is the manufacturing heart of "our" business.

This meeting is an opportunity for us to submit proposals on new work and to attempt to

keep work the Company has served the Union farm-out notices on (contractually). This meeting also gives us the chance to suggest and provide insight on where and how work can be done in the plant. They don't have to be elaborate proposals. Just "hey, this machine over here would be good for this part etc....". The Company is however contractually required to respond to the Unions proposals, in short this is another opportunity contractually to fight for work in Lynn. Read up on the contract language blue book pg. 118 – 120.

IUE-CWA Members Launch Campaign for Good Green Jobs at GE in Schenectady

A coalition of environmental groups, community advocates, and IUE-CWA members launched a public awareness campaign this week calling on elected leaders and General Electric to bring needed economic investment and good green union jobs to Schenectady, N.Y.

"New York lawmakers and General Electric have an unprecedented opportunity right now to bet big on New York workers, and step up to be the definitive leaders on green domestic manufacturing," said IUE-CWA President Carl Kennebrew. "By harnessing the power of wind, we can put laid-off manufacturing workers in our own communities back to work and build a green future that ends the dangerous impacts of outsourcing our essential infrastructure. New York is at a crossroads – and Schenectady workers are ready to get to work."

At one time, General Electric employed over 30,000 workers in Schenectady. That number is now less than 1,000, with many of the jobs being shipped overseas, most recently to Poland.

The campaign includes billboards, print, digital, and television ads.

Learn more at
GreenJobsGreenEconomy.org

Plant Protection Badging Office Hours

Monday: 6:30am – 2pm

Wednesday: 6:30am – 2pm

Friday: 10am – 2pm

Located in the Corinne Johnson Visitors Center
Fairchild Gate. Get your parking stickers and badges.



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

COVID-19 is starting to ramp up again, so to all 201 Members, I know it's hard to wear a mask all the time but please try to as much as possible. I'm telling you this because over the past month, pretty much everyone in my family has gotten it. My family was totally against the vaccine, we didn't trust it, man were we 100% wrong. As I'm sitting here writing this, my father is really sick with COVID. The way it's affecting him is really scary and stressful, I wish I could go back in time and talk my father into getting vaccinated instead of not. I truly hope by sharing this it will help my brothers and sisters of Local 201 make the right decision for their families.

Because of COVID there has been a lot of members running out of their vacation and sick time early. The Small Necessities Leave Act is something that may help. This permits you to take up to a total of 24 hours of unpaid leave within a 12 month period to attend a child's school activity or accompany a child or elderly relative to a doctor's ap-

pointment. You will be required to give seven days' notice to the Company before using it. If any member would like to know more about this, contact a steward as I will be giving them all the information.

I would like to talk about training, it is essential to your success. You are entitled to all the training necessary to make you comfortable on your job and that you have the knowledge and skill needed to perform all aspects of your job, if you need more training speak up. The Union will always defend your right to proper training. Also, quality, we make jet engines. Human lives depend on your commitment to quality. The River Works owns a fine reputation for the best engines. It is our obligation to retain that reputation, one bad part could change all that fast.

Grievances, when you know the company has violated your contractual rights, you have 30 days to grieve. Learn your rights! Know your contract! If you feel the job you are doing is dangerous you have the right,

and obligation, to shut the job down that you believe poses an imminent danger. If there is a danger present, see an elected Union safety rep immediately or call the hall.

MBW negotiations. We have been battling the Company for months now, trying to make them realize it's hurting us not helping. It should be very simple, seven years is way too long. Average apprenticeship is four years in this country but not with General Electric, they say let's make it 10 years. The Union and the membership fought extremely hard to get the progression dropped to 7 years in 2019. Still 7 years is too long! Upper management should take a stroll through the buildings and ask MBW employees how they feel about seven years. They won't like the answers they get. They also would never take that walk and ask the important questions because they know it's wrong.

Wake up GE!

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 and Staff is extended to the family and friends of GE retiree Dennis George Rebidue Sr. on his recent death.



It Starts With Me
SAFETY



GE Aviation Lynn 2021 Shoemobile Schedule

September 15th	6:00 AM - 4:00 PM	South of 40
October 14th	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 Suzie Dozier at extension x7705



A Truly Terrible Year.

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

And GE's announcement of yet more jobs to be shipped overseas. This time to Korea and Romania.

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

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

Let's Demand Better!



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

Stay alert. Stay united.



Business Agent's Column

By JUSTIN RICHARDS

Business Agent

Right to Work for Less

One of the dumbest, most dishonest, and deceiving reads I had in a while came right out of the Lynn Daily Item last week. In a letter to the editor published September 7th, "The Forced Union Dues Injustice" by Mark Mix called for support of so-called "Right to Work" laws. The phrase "Right-to-Work" is completely misleading. The correct title for these laws is, "Right to Work for Less." "Right-to-Work" is designed to restrict workers' voices and ability to bargain for better wages, benefits, and working conditions by destroying Unions. Without Unions, you get whatever the Company offers you, subject to change at any time, and if you don't like it "kick rocks". "Right-to-Work" is designed to destroy Union's by forcing the Union to represent workers that refuse to join the Union or pay dues. These freeloaders accept the negotiated benefits, but do not pay their fair share leading to less powerful or nonexistent Unions. As Union membership declines, so do the standards and wages of the entire working class.

Historically, Unions fighting and getting better wages and benefits have set industry standards for both Union and non-Union workers. In the 1950's 35% of workers in the private sector belonged to a Union, today only 6% of private sector workers belong to a Union. This has led to an increasing disparity between CEO and worker pay. In 1965 a CEO made about 21 times the average worker. Today a CEO makes about 351 times the average worker. Why "Right to Work"? Because they want even more. While the real value of working men and women's wages have declined, the higher ups have had their compensation packages rise to enormous levels. According to a RAND Corporation study last year, a worker in the 75th percentile of the earnings distribution, who makes \$80,000 a year, would be making 33% more if wages had kept up with productivity growth over the past 40 years. You really have to have a chuckle when people bend statistics dishonestly to support their agenda. In 2019 the Bureau of Labor Statistics reported that the average Union worker makes about 19% more than non-Union workers. The average Union dues range between 2-5% of wages. After Union members pay their dues, they

are still earning 14-17% more than non-Union workers. The injustice is not Union dues, the injustice is how difficult the laws in this country make it to organize a Union.

In his letter, Mark Mix claims job growth since the pandemic has been faster in Right-to-Work states. It's true, corporations have shifted domestic investment to regions of the country with low Unionization levels, do you wonder why? If non-Union workers are paid 19% less than Union workers, that's an additional 19% more profits that rise to the pockets of the people that head these companies. Job growth should mean a net increase in jobs. It is not growth to take jobs from one region of the country and move them to right to work states where corporations can exploit cheaper labor and stifle the voices and rights of American workers.

So, to the author of the article: Stay in your lane and keep your disingenuous position on what freedoms "Right-to-Work" provides to the working class. Feel free to come down to 112 Exchange Street in Lynn and speak to the Union leaders that fight every day for the rights of the working class to have the ability to make a sustainable living, have access to decent health insurance and working conditions and a retirement they can live on.

In order to beat back "Right-to-Work" laws and make it easier for workers to organize their own Unions, the U.S. Senate must pass the PRO-Act. The PRO-Act expands protections for workers to exercise their right to organize and bargain collectively. Workers and allies around the country are pushing to pass the PRO-Act. **Now look at who is pushing for Right-to-Work for less legislation.** The National Right to Work Committee is funded and supported by the top earners, the 1%, those who have money to buy custom legislation. Why? Because the law is intended to bankrupt Unions, leaving employees without any representation. Because these people want more money, more power over workers, and more politicians in their pocket. "Right-to-Work" is wrong, plain and simple. It deprives workers of their freedom to join together and form strong Unions if they choose to. All "Right-to-Work" laws do is suppress wages, lower workplace safety, and re-

continued on page 8



President's Column

By ADAM KASZYNSKI

President

Market Based Wage Negotiations

The Company showed up at negotiations totally unprepared to deal with the devastating consequences of Market Based Wages. The Company has refused to bargain over the 7 year progression, and as the clock runs out on the bargaining period that is not likely to change. We were and remain prepared to entertain reasonable proposals from the Company and engage in give and take to subtract years off the 7-year progression. Though the Company made some very drastic proposals, none of them came with years off. We still have some time to make adjustments to the agreement, but it is not going to contain years off because the Company refused to budge an inch on the progression. There cannot and will not be anything resembling labor peace at the Riverworks as long as we have a 7 year progression. I still am optimistic we can make some changes to the agreement that benefit members and the plant before bargaining expires—but the biggest issue remains unresolved. In 2019 the Company agreed to pull 3 inches of a 10-inch knife out of our backs. This plant cannot be fixed, and our wounds will not heal until GE takes the knife out.

Agreement Ratified at Wastewater Treatment Plant!

The membership over at the Wastewater Treatment Plant voted to ratify the tentative agreement with Suez. The agreement was distributed and discussed at a special call membership meeting the day before the vote. When Suez took over, they tried to throw our contract, benefits, and pension out the window. They planned to have members reapply for their own jobs. The membership mobilized and fought back – resulting in an agreement we are proud of. In the end, Suez accepted the terms of our contract with Veolia, an agreement that has taken decades to build. The new agreement therefore was on a benefits package that was comparable and equivalent to the benefits members received through Veolia. Chief Steward Joe Grant, and stewards Fred Hogan and Stu Mellon worked tirelessly through the process and went above and beyond to make this happen. As the dust settles, it's clear that membership fight back is what won the agreement. The unity and action carried out by members at the LWWTWP is a model example of how to fight back and win.

Suez and Veolia are set to merge, but the timeline is still unclear to us. The membership has proven to everyone they have what it takes to stand up to whatever comes next.

Lynn Voters: Get to the Polls September 14th

September 14th is the preliminary Lynn Municipal Election. Local 201 has endorsed pro-Labor candidates Jared Nicholson for Mayor and Marven Hyppolite for one of the 4 councilor-at-large seats. If you are a Lynn voter, please make sure to get to the polls September 14th. Turn out is incredibly low in Lynn Municipal elections, which means every vote makes a big difference.

Membership Meeting September 21st on Zoom

While many of us were hopeful back in June we would be meeting in person at the Union Hall for the membership meeting by now, current CDC recommendations make that impossible for a group of our size. Hope to see you September 21st on Zoom.