

IUE-CWA Local 201 News

Celebrating 90 Years
as a Chartered Local
1933 – 2023

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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IUE CWA | NATIONAL STATEMENT ON IUE-CWA/GE BARGAINING SURVEY

JANUARY 2023

Brothers and Sisters,

Thank you for participating in the 2023 National IUE-CWA/GE Bargaining Survey, and thanks to the growing ranks of mobilization captains and volunteers for distributing and collecting the surveys. We had record-breaking participation across the country with 70 percent expressing their opinion. The key message is that IUE-CWA GE workers expect real solutions to their problems and are willing to fight for it in our upcoming contract negotiations.

HOURLY WAGES & COST OF LIVING

We know we are not being paid fairly nor adequately. More than 98% of IUE-CWA GE workers want to see general wage increases and cost-of-living adjustments reinstated.

The company has reacted to inflation pressures by announcing price increases for its customers. It's time to increase the wages of GE workers as well. GE can always cut the exorbitant pay of its management and the Board of Directors. For example, the top five managers alone took home more than \$57 million in 2021 at the expense of employees.

JOB PROTECTION & REINVESTMENT

More than 98% of IUE-CWA GE workers want to bring subcontracted work back and strengthen farmout language. Years of offshoring, outsourcing, and disinvestment have left GE a shadow of its former self while destroying tens of thousands of good paying jobs. To add insult to injury, GE has received billions of taxpayer dollars, and it stands to benefit from the Pentagon's 2023 budget and Biden's Energy transition subsidies. America has continuously invested in GE. It's time GE reinvests in America!

HEALTHCARE NOT WEALTHCARE

96% of IUE-CWA GE workers want to see a reduction in healthcare premiums. Our current healthcare plans are unaffordable, hard to access, and deductibles are too high. We are unhappy with the high out-of-pocket monthly premiums, the overall quality and cost of the healthcare plan, and the cost of prescription drugs. 91% of IUE-CWA GE

workers want to see easier access to health care. Unaffordable health insurance is half the problem. The other problem is being able to see the doctor or specialist we need, when we need to see them, and in network.

SECURE RETIREMENT FOR ALL

89% of IUE-CWA GE workers want pensions reinstated for all. We are deeply concerned that we will not be able to afford a dignified retirement. GE has sought to splinter our pension into three programs as part of its plan to split into three separate companies, but this is a mandatory subject of bargaining. We demand that the company sit down with us and bargain about retirement security for all. Retirees need an increase in monthly payments to address crippling inflation, and those close to retirement need a boost in order to comfortably retire. We're not asking for golden parachutes like the way GE executives build for themselves on their way out. We are only asking for what is fair.

WORKING CONDITIONS

Trust and morale have broken down as a result of years of broken promises, aimless corporate restructuring, and daily disrespect shown to IUE-CWA GE workers. In addition, our knowledge and dedication goes ignored. It's no wonder that an overwhelming majority of IUE-CWA GE workers, 78%, do not trust management to make the best decisions for the company and employees. 91% of IUE-CWA GE workers want the contract to include essential worker language.

WHAT COMES NEXT

We understand that wages and healthcare are tied together, and we're done trading off progress on one side only to lose on the other. We understand that there needs to be progress made for all of our members. We also understand the need to protect the collective bargaining rights enshrined in our national contract through successorship language if GE's planned split is brought to completion. Historic inflation, years of runaway healthcare costs, and GE's impending split will all play heavily into negotiations this year, but your active participation in the coming months will determine whether we win a fair and strong contract. We know it's going to be a hard road that requires solidarity from everyone. Our power to win improvements at the bargaining table comes from an organized work force on the shop floor. We will work hard to get a fair deal by bargaining in good faith, but we will have to be prepared to take collective action—from T-shirt days to demonstrations, all the way up to a possible strike, something we will not rush towards but must be ready for. You told us you understand that. Through the survey, many of you committed to getting more involved in the campaign in big and small ways. Please continue to work with your campaign captains and mobilization chairs to find out more about what we have planned for the coming months.

Next Local 201 Membership Meeting January 24, 2023 - See page 4

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

Law Offices of James J. Carrigan



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



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

Anne Gugino Carrigan
(Former member AFSCME)

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

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

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

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Jean Claire Gentile. Jean retired in 1993.

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.

Derek White 781-584-7641
Jeff Zeisel 617-733-2842

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



Service Directory

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

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

Mark & Robin's Comics



Clean Outs/Estate Sales/Junk Removal
We remove trash for a fee.
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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

Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone #Circle: active or retired Date mailed

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

"Published monthly." \$1.00 a Year



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UNITED WE WIN. DIVIDED WE FAIL.



JOIN UPCOMING NATIONAL TOWN HALL

We will be hosting a National Town Hall to discuss the survey data in more detail and what members can do to fight back and win big.

JANUARY
18



bit.ly/GEWorkerTownHall
1 p.m. EST OR 7 p.m. EST



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2023 Dues Adjustment

The dues amount is based on a flat rate formula, that is based on the average wage from each one of our bargaining units in the October payroll report. This year the average wage has increased at all our bargaining units that fall under the, "Flat Rate Dues Structure." At AVBG, we have had two off cycle increases, LWWTP a total of 6% GWI this year, GE increases as a result of the reduction in the progression, Ametek has started new hires significantly higher than previous years. The adjusted rates go into effect the first pay period of 2023.

G.E	AVBG Airport	AVBG Downtown	Ametek	Veolia
2022- \$22.66 weekly	2022- \$22.50 Bi-Weekly	2022- \$25.04 Bi-weekly	2022- \$33.02 Bi-weekly	2022- \$44.64 Bi-weekly
2023- \$23.34 weekly	2023- \$25.75 Bi-Weekly	2023- \$28.11 Bi-weekly	2023- \$34.59 Bi-weekly	2023- \$45.68 Bi-weekly

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, and Staff is extended to the family and friends of Daniel Natola on the recent death of his brother Michael. Dan works in bldg. 74 as an Electrician.



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of **\$4,000** each for the **2023-2024** school year, and another **\$4,000** for **2024-2025**. (2nd year award based on satisfactory academic record.)

Eligible are CWA members, their spouses, children and grandchildren (including those of laid-off, retired or deceased members) planning for college studies.

Winners will be chosen in a lottery drawing.

The program honors CWA's founding president, who served for more than 30 years. Joe Beirne took great pride in the roles he played in furthering educational opportunity and working for social justice.

Final deadline for applications is 11:59 p.m., EST, April 30, 2023.

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

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

<https://cwa-union.org/beirne>



IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2023-2024 school year. The scholarships are available to IUE-CWA members and their families.

For information on eligibility and an application, go online at www.iue-cwa.org

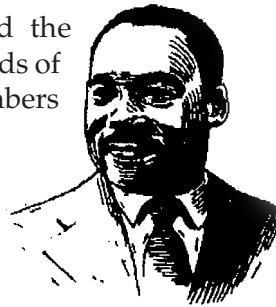
Applications will only be accepted over the Internet.

The **deadline** for applying TBD.

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

Labor Remembers Dr. Martin Luther King, Jr.

Dr. Martin Luther King Jr. helped lead the March on Washington, Aug 8, 1963. Thousands of union members participated including members from the IUE and UAW.



In April 1968, Dr. King traveled to Memphis to support striking sanitation workers – members of AFSCME Local 1733. The strike was in many ways more than a dispute over workplace issues – it was a struggle for dignity for predominantly African American workers joining together with a union to create a voice on the job and in their community. It was while supporting these striking members that Dr. King was assassinated by a sniper on April 4, 1968.

The night before he was killed, Dr. King addressed the striking workers with these words: “You are demanding that this city will respect the dignity of Labor. So often we overlook the work and the significance of those who are not in professional jobs, of those who are not in the so called big jobs. But let me say to you tonight that whenever you are engaged in work that serves humanity, it has dignity and worth”.

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 Carl Strout on his recent death. Carl retired in 2000.

VET-TO-VET SUPPORT CONNECTION



Veteran run support network.

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Call: 781-584-7641 and be connected with another vet.
Strictly Confidential

Run and supported by IUE-CWA Local 201 Veteran's Committee

IMPORTANT GE NUMBERS

GE Benefits Center - 1-800-252-5259 or benefits.ge.com

GE Dental Benefits Claim Center -1-888-529-8474

Health Coach from GE - 1-866-272-6007

Pension Benefits Center - 1-800-432-3450

GE Payroll Center -1-800-315-1082

GE Retirement Savings Plan (RSP) - 1-877-55-GERSP
(1-877-554-3777)

Savings Accounts (HRA/FSA) - 1-888-303-3006

GE Disability Benefits Center - 1-800-392-0789 (Option 1)

GE Leave Administrator -1-800-392-0789 (Option 2)

GE Vision Care Benefits Claim Center - 1-800-433-9375

GE Prescription Drug Benefits - 1-800-509-9891

GE Education Center for Tuition Reimbursement -
1-800-992-0406

GE Travel Center - 1-800-866 4382

GE Workers Comp - 1-800-434-8331

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

JANUARY 24, 2023

**IN PERSON AT THE
IUE CWA LOCAL 201
UNION HALL
112 EXCHANGE STREET
LYNN, MA 01901**

OR VIA ZOOM

<http://tny.wtf/x>



FIRST SHIFT **3:30 P.M.**

SECOND SHIFT **12:30 P.M.**

THIRD SHIFT MAY ATTEND EITHER MEETING.

AGENDA:

I. FEATURED PRESENTATIONS:

1. 30+ YEAR PIN AWARDS
2. SWEARING IN OF NEW MEMBERS

II. GENERAL BUSINESS:

1. MEETING MINUTES FROM PREVIOUS MEMBERSHIP MEETING
2. POLICY BOARD
3. TREASURER'S MONTHLY FINANCIAL REPORT
4. COMMITTEE REPORTS

III. GE REPORT

IV. AVIS/BUDGET GROUP REPORT

V. AMETEK REPORT

VI. VEOLIA WATER REPORT

VII. SAUGUS LIBRARIANS REPORT

VIII. NEW BUSINESS

1. VOTE TO HIRE AN ORGANIZER FOR 1 YEAR
2. VOTE ON PROPOSED 2023 BUDGET

Signed,

ADAM KASZYNSKI, President

JUSTIN RICHARDS, Business Agent

NORTH SHORE LABOR
COUNCIL PRESENTS

TRIVIA

FRIDAY 3 FEBRUARY

NIGHT

7 pm start - up to 8 per team - online or in-person



Follow the link
<https://tinyurl.com/triviaNSLC>
or use the QR code to register
and learn more!

Saugus Public Library Contract Update

By Jackie Miller Chief Steward Saugus Public Library

Contracts don't just happen. On Wednesday, December 21, the Saugus Public Library held a vote on their new contract accepting it. It takes a lot of effort, so thank you to the many people who helped make this happen, including IUE-CWA Staff Representative Kendall Bell, Local 201 president Adam "Kaz" Kaszynski, all the GE Local 201 members who showed up to sing Christmas carols in a summer protest, the Election Committee members who ran our election, and the library staff who showed up at Town Hall and the vote just before the holidays.

Libraries provide much to a community in addition to the books, magazines, DVDs, and audiobooks that people expect to find in every library. Libraries offer meeting places, events for children and adults, free wi-fi and computers, affordable printing, faxing, and scanners, museum passes, online resources like yoga classes and homework help. The Saugus Public Library offers take-home crafts for children and teens, a manga club, genealogy and local history materials, and story hours. The library is also an art center; space is provided for local artists to display their work. Librarians are also available to answer questions and find materials. For all of this (and more that didn't make this list, the library staff—like any other workers—want some job security and to be able to pay our bills. Being part of Local 201 ensures that we, the staff, have that security. And that means that the library and all that the staff does is there for the community.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, and Staff is extended to the family and friends of Sue Maher on the recent death of her brother Scott. Scott was also the brother-in-law of Bill Maher. Sue works in bldg. 32 Logistics. Bill works in bldg. 42 as an AAEM.

Children's Christmas Party 2022

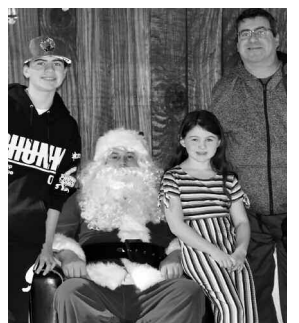
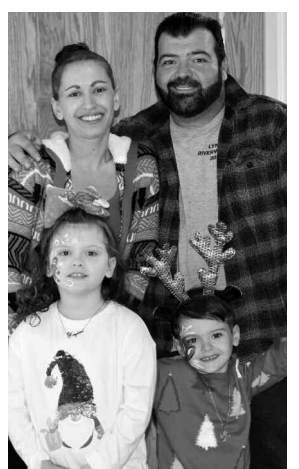
Pictures by Derek White



IUE-CWA Local 201
RETIREES COUNCIL
MEETING NOTICE
 Tuesday January 24, 2023
 1:00-3:00 PM
 Join Zoom Meeting
<https://us02web.zoom.us/j/86199516446>
 Meeting ID: 861 9951 6446
 Passcode: 153283
 Call in: + 646 558 8656
 For more info call Kevin 781-367-7822
 Kevin D. Mahar, President
 Edward Walczak, Financial Secretary

Children's Christmas Party 2022

Pictures by Derek White





In-Plant Contract Prep Meeting Schedule

All members are invited to any of the below meetings on break time

Building	1 st Shift	2 nd Shift	3 rd Shift
Building 63	1/17/23 @ 11:30 AM Breakroom	1/17/23 @ 4 PM Breakroom	
Building 74	1/17/23 @ 9 AM RPMO Inspection Room	1/17/23 @ 5 PM RPMO Inspection Room	1/18/23 @ 3 AM RPMO Inspection Room
Building 40	1/18/23 11:30 AM Breakroom	1/18/23 @ 5 PM Breakroom	
Building 32/66	1/30/23 @ 9 AM 66 Breakroom	1/30/23 @ 5 PM 66 Breakroom	
Building 64	2/1/23 @ 9 AM Break Area Table	2/1/23 @ 5 PM Break Area Table	1/31/23 @ 3 AM Break Area Table
Building 42	2/1/23 @ 11:30 AM Lasden Conf. Room	2/1/23 @ 4 PM Lasden Conf. Room	
Building 29	1/19/23 @ 11:30 AM Breakroom	1/19/23 @ 4 PM Breakroom	



LET'S PUT COLA BACK ON THE TABLE

We're all feeling the pinch with sky-high prices for everything from food to fuel. Our cost of living is up and driving the value of our wages down. That's why we need Cost of Living Adjustment (COLA) language back in our contract.

How we lost COLA

In the last round of national contract negotiations, GE offered us an 80-cent increase – 20 cents a year over four years – if we dropped Cost of Living Adjustment language. That seemed like a good idea to some because over the course of the previous contract – when inflation was modest – we'd only seen our COLA language give us a 65-cent increase. But if we'd kept our COLA language active, we'd have taken home thousands of dollars more.

We left thousands of dollars on the table

If we'd kept COLA language instead of taking that 80-cent increase, we'd have seen an increase of \$2.30 by December this year, and another increase in April 2023.

That would have meant taking home at least \$3,120 over the course of a year just in straight earnings. Imagine the difference that would have made for our families, especially heading into the holidays.

Let's get COLA back in our contract

This round of negotiations, let's make it clear that we want COLA language back in our contract so that increases are tied to the real world and actual inflation.



We have been working with your Co-workers, and Retirees, for the past 20 years, helping them protect and grow what they have worked so hard to earn. You do NOT have to be on the “roller coaster” of the market to “hopefully” grow your retirement account. Our clients have realized market like gains, with no possibility of market loss. The Retirement Income Solutions we work with take waiting and wondering right off the table. You will know what you have now, and it can **ONLY GROW**.

Currently Working: Your retirement plan may have a feature that allows you to protect all or part of your 401K. Prior to age 59 ½ you may be allowed to protect and grow a portion of your 401K. After age 59 ½ you may be allowed to protect and grow all of it.

Retirees: If you are still in the market, now is the time to consider this alternative. The volatility of the market makes it very hard to plan for the future. Our clients sleep well at night, because they know that their retirement funds are not only protected, but have also grown significantly.

The Income solutions we work with have the following features:

- 100% safe, account value will never go down if the market drops or crashes
- Up-front bonus applied at account opening (call for current percentage)
- All future gains/returns are applied to the up-front bonus as well
- Unlike the market, gains are actually added to your account and can never be lost
- Rate Lock Feature: anytime throughout the year if you're showing a gain, we can capture it and lock it in
- Will provide you with a guaranteed lifetime income
- After turning on the income, future gains/returns result in raises, and when your income goes up, it stays up

There are many other great features to consider. Please share your email address with us and we'll send you the rest of the information, including product brochures and comparisons to the market.

Below is a list of other scenarios where this might be a fit:

- **Cash sitting stagnant in the bank** (cash actually loses value due to inflation)
- **Penalty free, tax free, rollover of an existing IRA or Annuity** (that you would like to protect and grow)
- **Brokerage accounts** (stocks, bonds and mutual funds – protect those current gains or protect from future losses)
- **Maximize what you leave to your heirs** (via the bonus)

Call us today!! Debbie Marti 203-376-7947 Eric VanOstrand 860-913-4563

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Machinist Training Opportunity

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

We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits, and a career with opportunities for growth. Students are enrolled *tuition free* in our demanding 5.5-month training program. Classes are Tuesday, Wednesday, and Thursday nights 6pm-9pm and Saturdays 7am-3pm. Applications may be submitted on our website: www.eteamhome.net

Facebook.com/ETeammachinisttraining
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 Machinist Association.



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Healthcare Survey: Our membership ranked Healthcare among one of our top issues to fight for in our upcoming contract negotiations with GE. High monthly premiums, accessing difficulty, high deductibles, prescription drug cost, "in network" difficulties finding doctors and specialists, and overall quality of healthcare need to be improved, according to our survey responses.

If you or someone you know has specific issues related to our healthcare coverage, we would like to know about it. Information that is received will help your negotiating team fully understand individual experiences related to the above survey results.

Healthcare is not a topic I typically work on as our goals within the Joint Health & Safety program generally focus on hazard reduction, compliance to safety related programs, and injuries related to Workers Compensation. That being said, during this contract year it's important that we all give as much supporting information as we can related to our surveys as possible to assist in negotiations.

If you are injured at work beyond first aid, it's important that you call me for guidance. Information early on may be exactly what you expect, or you might realize a thing or two that may help you navigate the process. For all the above topics I can be reached at 617-462-7310.

2023-Safety Representatives:

The following members are trained and dedicated to meeting all your safety related needs.

- | | |
|------------------------|------------------------------------|
| Chris Moody | Bldg. 66 -32 Tool & Die |
| Mike Reidy | Bldg. 64 |
| Stephanie Murray | Bldg. 40 – 40K |
| Donald Doucette | Bldg.74 – 32 Paint Shop |
| Armand Conti | Bldg. 63 -Logistics |
| William "Bill" Leonard | LPS - Machine Services Maintenance |
| Adam O'Neill | LPS – Utilities & Landlord |
| Glenn Lunt | Bldg. 42 LATO – Test |
| Daniel Castro | Bldg. 29 LATO |

Crane License:

If you do not have a valid crane license you should not operate a crane.

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 John "Red" Devine on his recent death. Red retired in 2012. He worked as an AAEM until his retirement.

Listed Below Are Open

Positions as of January 1, 2023 at Lynn GE.

You can apply for these jobs at GECareers.com

- | | |
|---------------|------------------|
| Grind 2 | Welder 9 |
| HVAC 6 | Machinist 11 |
| Electrician 3 | Repair Control 6 |
| Spot Weld 1 | Plumber 2 |
| Bench 1 | |

NORTH SHORE LABOR COUNCIL EDUCATION CONFERENCE FIGHT THE RIGHT: BUILDING COMMUNITY & LABOR POWER

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COHOSTS: Massachusetts AFL-CIO, Merrimack Valley Labor Council, UMass Lowell Labor Education Program, New Lynn Coalition

Merrimack Valley Central Labor Council

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WORKSHOPS ON

- ENVIRONMENTAL JUSTICE
- RACIAL JUSTICE
- ORGANIZING IN A NEW AGE



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board

I hope everyone had a good holiday vacation and New Years and got to spend some quality time with their families. That said we are coming into the new year still in the same exact position that we were in at the beginning of last year. No answer for RC's with looming retirements in the next 5 or six months. No answer and No training. As a matter of fact, we have the potential to lose half of the RC's remaining in the plant within the next 6 months before the contract expires. Again, I'll say this like I did last year. If there are any electricians that want to make the jump to RC, there are 6 open positions currently even before any retirements. Now would be the time to make the jump as you can almost pick any of your preferred buildings that you would like to work in.

Next up is Tool and Die. We are in the same position here as the RC's. Half of the members in Tool and Die can or plan on retiring before the end of contract. There are numerous people being held on upgrade to help backfill that the Company refuses to release so that they can get the proper training on the job before all the long-time experienced members leave.

The Company continues to have Zero ability to hire HVAC

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, and Staff is extended to the family and friends of James Pollock on his recent death. Jim worked in bldg. 40 Heat Treat.

and is still struggling in the plumbing department whether it's to hire or the ability to retain members. It was nice to see numerous job postings in the LATO dept. just before the end of the year. Whether they are just being proactive or just wanting to add heads to the LATO maintenance dept. that's always a good thing.

Finally I'll end with this.....

My hopeful change for the Company this new year is this. It sure would be nice if the head of Maintenance would have the backbone and willingness to actually manage, callout, and correct his managers in situations that need addressing and to have all the managers work together for the good of the plant and the good of the business instead of always being the nice political good guy and never wanting to step on anyone's toes or ruffle anyone's feathers. By continuing to do so you're hurting the business. You can't always be the good guy.

True leaders lead even when it's hard and the choices are not easy. Sometimes you just have to go against the grain, make a few waves, and make the unpopular decision to do the right thing. That's what this plant needs right now, and it seems to be in short supply.

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 Edward O'Neill on the recent death of his wife Marion. Marion O'Neill was also the mother of Adam O'Neill who works in bldg. 99 Boiler Repair.



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

I want to wish everyone a Happy New Year. The Company is going to be going around and asking everyone that is at retirement age if they are going to retire before the contract. You don't have to answer them, and it is a violation of their own workplace harassment policy. Don't let them bully you into making a life changing decision.

As to rumors going around the plant about what is going to happen at contract, that's it, it's just rumors!! So, the person that is in the "know" and has an inside scoop is just spreading rumors. No one knows currently what is going to happen because there have been no talks between the Company and the Union. Everything is speculation right now.

The business is hiring 30 more AAEM'S mostly in building 29. The business is already complaining about I.M.E. I don't want to hear any complaints if it spikes any higher. The Company doesn't utilize 4 and the door to lower I.M.E.

Another issue we are having is there is no tool and gage person in LATO right now. The operator is responsible to turn in the gage that is signed out to that person and not to have management or a planner do it and no one should be in the gage room if there is not a gage person in there. The room should be closed and locked.

Logistics

I've been hearing lots of complaints on the floor from people that are saying they don't have to drive the forklift. I'm going to tell you right now that having a forklift license is in your job description and is part of your job. If you don't believe it, ask a steward to show you or come down to the union hall and I'll show you.

There is one out of control member of quality in logistics that totally disregards the Union and every material handler in building 63 by moving parts when she has been told not to. At least she is showing a little respect and trying to hide the parts and moves them behind our backs. If you see anyone other than bargaining unit members moving parts please tell a steward and a grievance will be written.

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 Thomas Kasprzyk on his recent death. Tom retired out of bldg. 29 as an AAEM.

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 Francis Anderson. Frank retired in 1996.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Kevin MacDonald on his recent death. Kevin was a Production Clerk in bldg. 29.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of John Reineke on the recent death of his father. John is a Test Mechanic in bldg. 29.



VP's Column

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

There is an old running joke that goes "I am from the government, and I am here to help you". Most people laugh knowing the absurdity of the comment. But we are IUE CWA Local 201, and we can help. The Company used to have whole departments dedicated to helping employees. Healthcare benefits, tuition reimbursement, retirement, you name it. All you had to do was pick up the phone and ask. Today they run so Lean your lucky to be able to leave a message let alone get a question answered. Many issues can be fixed by doing a little leg work. Call Aetna. Call Wage Works. Call the GE Benefits number 800 252 5259 or go on onehr.ge.com. If you are still having trouble accessing contractual benefits call us 781 598 2760

or talk to your steward or e board member. We are here to help.

PAF

Part of our new hire orientation presentation asks new hires to donate to the Union PAF or Political Action Fund. Our weekly dues are split 60/40. 60% goes to our local to run the local. 40% goes to the International. We cannot legally donate any dues money to political action. And we don't. The majority of the work done at the GE Lynn facility is military work. Funding for this work comes from the U.S. taxpayer. We believe U.S. military hardware should be made in the U.S.A. Unfortunately, that is not always the case. Our campaign slogan over the past year has been and still is "Bring it Home GE". Bring the work of making military engines and other mili-

tary hardware back to the U.S.A. Our elected officials have a say in where defense money is spent. They have the power to tell corporations where work funded by the U.S. taxpayer is done. They don't always choose to spend our money in the U.S.A. Our job is to hold their feet to the fire and get them to do the right thing. One way to do that is to have a relationship with them and their staff. Part of that relationship is to help them get reelected. We campaign for candidates that our local endorses. And we donate to their campaigns through the political action fund. If you do not donate to the political action fund, I encourage you to do so. You can start at any time. Call 781 598 2760 to get an application.



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

I Hope everyone had a great Holiday Season and a Happy New Year.

Because we have a lot of new members who have never been in a union I would like to talk about unions and why they're so important. When working people come together, they make things better for everyone. Joining together in unions enables workers to negotiate for higher wages and benefits, it also improves conditions in the workplace.

Dissatisfaction with pay and benefits, job security, and working conditions has led more U.S. workers to decide the best way to get what they want is through union bargaining. Last year it was Amazon employees that decided they had enough. So, they formed the ALU, Amazon Labor Union, a first for a mega retailer. This is the start of the movement we need in this country, and I believe it is starting.

Workers need more pay across the country especially at General Electric Lynn, Mass. We need serious pay increases, the workers, not the CEO or top executives, they got enough food on their table, they got enough cars in their garages, boats, etc. We the union workers of Local 201 Lynn Mass, all we want is to be paid what we're owed. A good wage for the hard work we do everyday building the highest quality engines. I'll say it again, every 201 member deserves to retire someday for their years of service, so bring back pensions General Electric.

Another thing I'll keep stressing is union meetings. It is very important as a 201 member to attend these meetings every month. Attending monthly union meetings keeps you informed on what is going on in your union. You can come in person down the Union Hall or attend through ZOOM!

The National Contract is coming up we need everyone in 201 to get involved one way or another to fight for a fair contract. Unfortunately, General Electric isn't just going to give us one out of the kindness of their heart.

As LCM Board Member I'm asking once again for all 201 members to band together, as one family. **2 0 1 united and strong always.**

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Donna Anderson on the recent death of her husband GE retiree Richard Anderson. Richard was also the father of Ricky Anderson. Donna is an inspector in bldg. 74. Ricky works in bldg. 29 as an AAEM. Richard Anderson retired from GE bldg. 29 as an AAEM in 2015.



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Business Agent's Column

By JUSTIN RICHARDS
Business Agent

GE Report

T.O.M. update. Negotiations kicked off 12/7/22. The Company provided Mercer data to the Union. On 12/14/22 the Union proposed suspending the T.O.M. mechanism for 8 years (2 contracts). Wage increases are negotiated during national negotiations and considering the circumstances we all have been living and working under, such as inflation, and working through the pandemic while risking our health and safety to keep the Company turning profits and the gates open, **no 201 members should be disqualified from receiving contractual increases!** At the end of the second session, the Company said they would review the Union's proposal. On 12/16/22, the Company stated they do not agree nor support that ALL Union members in Lynn should be eligible for fair wage increases negotiated nationally and rejected the Unions T.O.M. suspension proposal. To put this into perspective, last contract we got \$2.80, for this contract with the company's preliminary T.O.M. proposal, several members would not see that \$2.80 in their hourly wage, and the number of potentially affected Union members grows if and when we are successful in getting a fair deal in the national contract! Even at a modest increase of \$3, we are not talking about 10 or 15 members, we are looking at hundreds! After the rejection, the Union submitted a methodology proposal that counters all the variables in the Company's methodology that draws down the T.O.M. ceiling and utilizes the T.O.M. protection language the way it is meant

to be used. We have had a couple more sessions clarifying and arguing the Union's proposals and our position on the language in the agreement. The most recent session was 1/10 and we will meet again on 1/13. The Company proposed an update that incorporated part of the Union's proposal, and there were some increases to the ceiling, but not good enough. We continued to debate the Union's proposal and the Company took it back for review. Throughout these updates, the Union has consistently contested the data from Mercer, and the Company has repeatedly stated, "the methodology does not change". Well, it did! Early on when we saw these changes, we made it very clear the Company is in violation of the agreement, the modification language will not protect the Company, and if we do not come to an agreement on methodology, we will take action through the grievance procedure and if necessary, legal action.

LCM Plant Leader meeting. I attended the LCM Plant Leader meeting on 1/26. Also present was Sergeant at Arms and Steward Steve Allen and LCM E-Board member Joe Tirone. This is a meeting that should consist of business updates and should stand as an opportunity for the Union to discuss what has been going on from our end, allowing each side to have some sort of feedback. The Plant Leader in 64 has conveyed the Company's dire need for quality help and the need for more MEs/QEs. If you are all laughing at that, just imagine how I reacted; I almost fell out of my chair because of feeling both anger and laughter! I asked, "you

need more quality people?" and the Company replied yes. I told him, "OK, that is funny, how about you use their time to be productive and stop assigning B/U work to MEs; stop having them do data collection, tracing parts, measuring parts, etc. All of that is our work and our guys are on IME. Assign us our work first, you'll free up their time to support the floor and keep parts moving, and second, we can then stop fighting about it and grieving it! Mismanagement at its finest! For a laugh at the end, the Plant Leader acted as if this was the first time, he was hearing of this and said that's a great idea! Are you kidding me? Delinquency??? On one hand they cry delinquency and on the other hand they reduce overtime, mismanage the business, and make decisions that increase delinquency! FOH! Please pull your head out of the clouds and bring it to the shop floor!

Step 3 Conference. We have our Step 3 conference coming up from 1/23 - 1/27 in Cincinnati. Unfortunately, Kaz and I will not be present at this month's membership meeting. We have 23 cases that we could not get settled at Step 2 that are now going to the third step. While we are there, we will be meeting as a national bargaining committee, breaking out into subcommittees to start drafting up proposals, and will be discussing the next steps and next actions from a contract campaign standpoint. your participation in these next upcoming months is crucial; take the time to converse with your brothers, sisters, and campaign captains, and be sure to attend membership meetings and in plant meetings. Pay attention to

what's happening on the floor; some things are better left unsaid! You will be seeing information flowing into the shop, pick it up and give it a read. Negotiations can be filled with negative and positive impacts; to reduce the negatives and increase the positives, solidarity, participation, and engagement are key factors! For months, behind the scenes, we have been having bi-weekly national bargaining committee meetings and are in constant contact with the other locals in the conference board to keep each other up to date on what's going on at each other's locals. We review mobilization commitments, action results, and are constantly discussing strategy. You can see firsthand, in recent times like at TOW negotiations, MBW negotiations, Strike negotiations, etc., the difference it makes at the table when the membership is engaged and prepared. These all have shown positive results! Remember, United We Bargain, Divided We Beg! LET'S BARGAIN!

LWWTP. Contracts are signed! Unfortunately, the Company pulled a fast one and removed the frozen "CPI" language that has been waived, from the final print without negotiating the language out. I requested a side letter to make things easier and so new contracts would not have to be printed, but the request was denied as the Company stated it was struck in the T.A. OK, oversight on my part, there was no proposals to remove the language from the Company, just like all other terms that were not discussed or in situations where an agreement was not made on a specific term, the terms remain unchanged. Here is where the Company shows their true colors! We had signed a T.A. and the Company had the wrong dates in the Sick Leave Award, 7/1 - 12/3 of each year. This would mean that our members from 12/4-12/31

could use their sick time and not be disqualified for the bonus. In good faith, I was forthcoming and pointed out that error knowing that was not the Company's intent. The Company sent over the mark-up, and again the dates were wrong. I pointed out these errors and gave the Company the opportunity to fix them. Those unnegotiated extras would have cost the company money, coverage in December, and benefited the members at the plant. The CPI language we never agreed to take out of the contract cost nothing and provided zero benefit to us, it's principle! You are trying to pull a fast one, Veolia! The position the Company took to support them taking the language out is disingenuous, dishonest, and is bargaining in bad faith. We will take this through the grievance procedure and if need be, to mediation; what they did was illegal and is a reflection of the Company's character! When the managers question the Union on why we don't trust them and insist they have no ill intent, well, actions speak louder than words and your actions are why there is a distrust!

AVBG. As you all know, our contract expires on June 30, 2023. We have two contracts to negotiate simultaneously. Staff Rep Kendall Bell will be stepping in as the chief negotiator for these negotiations. Kendall brings a wealth of negotiating experience to the table and is somebody I rely on for advice often and has been on our bargaining committee for 3 other contracts. Chief Steward Jorge Riviera, Kendall, and local leadership will be meeting on 1/20 to finalize contract surveys to establish the bargaining committee and devise an organizing plan leading up to these negotiations. Surveys will be distributed into the locations in February and will

continued on page 12



President's Column

By ADAM KASZYNSKI
President

GE Contract Prep Breaktime Meetings in Plant

As always Local 201's Business Agent will be representing Local 201 on the National Negotiating Committee for the 2023-2027 IUE-CWA/GE National Contract. Per a vote of the IUE-CWA GE Conference Board last year, I have been added to the National Negotiating Committee. Justin Richards and I will be doing a "listening tour" for the next two weeks in the plant in order to hear firsthand from you what we need to fight for in negotiations this year. I look forward to talking with you about this critical contract fight. Please check the schedule on **page 7** to see when we will be meeting near your work area. Any time a group of workers want to have a breaktime meeting in any shop give me a call and we will set one up, 781-584-7639.

Job Training Updates at GE

A lot is happening on the job training front. The GE CNC Machinist Training Program Negotiations are on-going, and I am pleased to report the Company recently moved off some of its more questionable proposals. While there is still more work to do, I am really looking forward to the re-launch of the **Local 201-GE CNC Machinist Training Program** that offers career advancement for our members. The Union negotiated **Internal Weld Training Program** launched recently, which offers the opportunity to learn welding and

upgrade from 17 rates to welding jobs by seniority. We have high school co-ops in the plant in the machining and welding trades from the local schools, a great program for the community, the Union, and the plant. Hope to see a blueprint and shop math class, and an AAEM class soon but no word yet, there's still lists of graduates eligible for upgrade from previous classes. The **E-team Machinist Training Program** is recruiting for its next class, details on **page 8**. With this amalgamation of training programs someone hired on the lowest rated jobs in the plant could climb all the way to the highest rated jobs without having to leave the plant or pay for school. The Company has also told the Union that they are interested in trying to improve on-the-job training, but it still isn't clear to us how they intend to do that. What I do know is if the changes don't come from the suggestions of the collective voice of the group of workers affected, they will not work. Remember changes to jobs, responsibilities, or working conditions are subject to bargaining. If something new doesn't sound or feel right, make sure to alert your steward.

Contract Ratified at Saugus Public Library

In December, the Saugus Librarians voted to accept the Contract as recommended by the 201 Bargaining Committee. The top bargaining priorities that were es-

tablished by the contract surveys filled out by the membership were all dealt with in the new agreement. The members agreed to significant general wage increases that outpaced inflation and previous contractual raises, time off for the day after Christmas, recognition of the Juneteenth holiday, no concessions, givebacks, or take-aways. Jackie Miller, the chief steward at the library, was an incredible leader at the bargaining table. Her knowledge, dedication, and union grit were essential in achieving a fair agreement. Many thanks to the Saugus Librarians for trusting and sticking to the process that led to a successful contract.

Let's Hire an Organizer: Membership Meeting Vote January 24th on the 201 Organizing Proposal

Statement of Intent: Local 201 will hire 1 full time organizer, for the period of one year, to develop an organizing program at the local, train members as organizers, and engage in organizing opportunities within the local's jurisdiction.

Salary and Benefits: The CWA will reimburse the Local for the cost of 75% of the salary, the local will pay 25% of salary and all benefits. The local will pay up to \$50,000 a year in salary and benefits. The organizer will be offered the same benefit package as the 2 current 201 staff members.

Hiring: The Local president and CWA Organizing department will conduct the search and hire

the organizer best suited for the role.

Duration: The contract will be for one year, with the understanding that the membership and board will review after one year and decide via democratic vote whether to continue with the organizer.

Supervision: The organizer will work under the direct day to day supervision of the Local 201 President and will be ultimately accountable to the board and membership. The CWA organizing department will meet with the organizer weekly. The organizer will furnish a monthly report of all work done to the 201 Executive Policy Board, 201 Membership Meeting, and CWA organizing department.

Why?: Years ago the Local had an organizer, and it grew and strengthened our Union. Now is the right time to rebuild our organizing program to strengthen and grow our Union. We get calls every day from workers that want to join our union, and we need to rise up to meet this moment – we cannot let it pass us by. We have 2 big contracts this year at GE and Avis Budget and we need to hone our organizational muscle to be best prepared for 2 big fights. The Policy Board Unanimously Recommends that the Membership vote "Yes" on the Local 201 Organizing Proposal.

Business Agent's article continued from page 11

be published in our newsletter next month. It is important that everybody fill out surveys and please provide as much feedback, suggestions, and ideas as possible. This is your contract; the more information and suggestions the bargaining committee has from all of you will go a long way during negotiations.

We have some unfortunate news: we have just uncovered an error with the number of members we have at AVBG, and the number of members the Company is reporting for dues deductions. It looks like since January 2022, the Company has not reported around 80 new hires. This means around 80 members have not been paying dues. The Company is working through the issue with their payroll depart-

ment, and once we get final numbers, we will be setting up a payment plan to collect the dues in arrears.

Ametek. Headcount has dwindled; members are leaving, from what I am being told, as quick as they come in. Currently, because there is no steward on site, complaints have to be raised through the Union Hall! One employee recently left, from my understanding, because of a bad boss. This is not the case for all. Most leave to make more money elsewhere, or to take the experience they gained there for better opportunities elsewhere. Ametek used to be a shop that our members made a career at. There was room for growth, there were multiple jobs to upgrade to and gain different experience and higher earnings. Ametek used to be a shop where people took their experience to. Now it

is a shell of what it once was and people, rightfully so, use the Company as a steppingstone to gain experience and take it elsewhere. During negotiations in 2020, right after I got elected and had my first experience with the Company, we argued wages and the Company repeatedly affirmed they do not have a wage problem; that members are not leaving the Company in droves to go make more somewhere else. We told them this was going to be a problem and here we are. We are more than willing to have discussions with the Company on ways to improve and be successful. After all, when you mute all the noise, we do have a common interest in the Company being successful and creating more better-paying Union jobs.