

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](http://www.local201.org)

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## 24hr Unfair Labor Practice Strike at Avis Budget: Union Power In Action!

By Adam Kaszynski

Congratulations to members at Avis Budget on organizing and executing a successful strike! It is never an easy decision to make, and one we did not take lightly. 90 percent of the members voted to authorize a strike, and the place cleared at midnight as promised. We had about 150 people join us on the picket line, and spirits were high. Allies from the 201 Retirees Council, IUE-CWA, AFL-CIO, New Lynn Coalition, IBEW, SAG-AFTRA, Lynn United for Change, North Shore Labor Council, AFT MA, Jewish Labor Committee, Teamsters Local 42, Unite HERE Local 26, MA Nurses Association, and others walked the line. Statements of support were sent over from Senator Ed

Markey and Congressman Seth Moulton. MA State Rep (and Former 201 President) Pete Capano walked the picket line with us. 201 members convinced trucks to turn away and not cross the line (shout out to Steve Allen and Billy Rounseville for leading that effort). Pictures flooded in of packed customer lines, clueless managers trying to do our jobs, and chaos across the locations – our jobs aren't so easy, huh? We spent months trying to lead the Company to water, but we couldn't make them drink. Instead, the Company drove in, fed, watered, and stabled management from all over the country, spending large sums avoiding bargaining a fair agreement in good faith. A waste! The strike coincidently

brought the Company to their knees ahead of the busy Labor Day weekend. It was our only recourse after being told there was no Company appointed adult in the room to make decisions 3 days before expiration of contract. It was not something we wanted to do, but once our hand was forced – we made the best of it.

We hope management understands 201 members' unity and resolve for achieving a fair contract through a fair process and will appoint a representative for the Company that has authority to make proposals and resolve bargaining issues. We have community and political support. When we get back to the table, we demand the Company start moving on our

big issues, particularly wages. Our members are fighting for historic wage increases to deal with a historic cost of living crisis. As the chant goes, "IF WE DON'T GET IT? SHUT IT DOWN!"

To all the members that sacrificed a day's pay to stand in solidarity, our committee is committed to trying to bring back an agreement we can be proud of. You have already made history. If the Company continues to make a fair agreement impossible, stay ready to take another strike vote.

We have a scheduled meeting with the Company on September 7th. We will keep you updated of any developments.



Next Local 201 Membership Meeting September 19, 2023 - See page 4

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

## Law Offices of James J. Carrigan



15 Johnson Street, Lynn, MA 01902



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



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

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

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

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

Free consultation.  
\*No fee unless successful.  
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.

**Clean Outs/Estate Sales/Junk Removal**  
We remove trash for a fee.  
Also will consult to liquidate your estate.  
781-215-3974 Text Preferred

Mark & Robin's Comics



## CHIROPRACTOR

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



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

Complimentary Exam and Evaluation for GE, AMETEK, Veolia at Lynn Wastewater Treatment Plant, and/or Local 201 IUE Members

### 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.



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 .....

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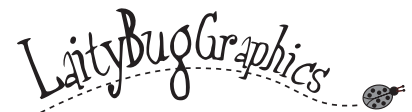
Published By Camera Graphics



### 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 Leonard Lombardi Jr. on his recent death. Lenny worked in bldg. 40 Prep to Braze before his retirement.

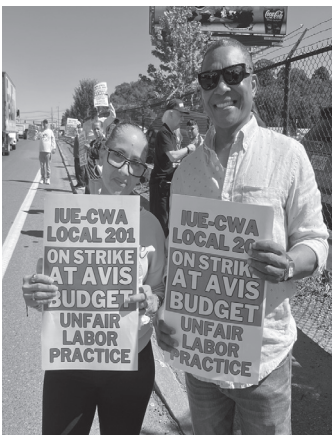
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# Local 201 Members on the Picket Line at Avis Budget



## 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 Alfred Higgins on his recent death. Al worked as a Machinist at GE in Everett.

## 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 Stephen Umphrey on his recent death. Stephen worked as an All-Around Machinist until his retirement.



## LCM Executive Board

By CHRIS MOODY  
*LCM Executive Board*

Hello Brothers and Sisters!

I'd like to start by introducing myself to those of you I have yet to meet. I'm Chris Moody, I've been with GE and Local 201 since 2019 and as of August 8th I have been serving as the Executive Board Member for LCM. Before that I had multiple roles within the Union. I was a steward as well as the Union Elected Safety Representative for Plant 4, a Chairperson for the Mobilization Committee, a recent graduate of the IUE-CWA mentorship program and sat in on multiple other committees. It's been my pleasure to serve the members of plant 4 for the last 2 and a half years. I was able to build relationships, gain the trust of the membership and even help build up other members in helping them get involved and move into their own union positions. With that said, congratulations to Nick Overbaugh on being named the new Union Health and Safety rep for Plant 4 and to Cohlette Carlino for being named the first shift steward in Plant 4. Its well-deserved for both. I would also like to thank the stewards of LCM for their unanimous support in me being appointed. It means a lot having the trust of my fellow stewards. It is my belief that the experiences I've been able to have and the knowledge I've been able to gain due to these roles have prepared me to capably serve as your Executive Board Member. I have been dedicated to this local since I started here 4 years ago, and the future will be no different. Settling in hasn't been too bad, but the Company hasn't made it any easier. They've made sure I'm staying busy to say the least. From farm out notices to termination and everything in between. Although I'd be lying if I said it wasn't expected, just the same song and dance, right? Lastly, I'd like to say that if you see me walking around on the floor, stop me and introduce yourself, tell me about your concerns and some of the issues you've been having. I look forward to speaking with every member and building a relationship and earning everyone's trust.





Friends, I stand with you, the men and women of Local 201, in calling on Avis management to return to the table to bargain in good faith and reach an agreement that is beneficial to all involved. Let me say this:

**YOU DESERVE WHAT ALL HARD WORKING MEN AND WOMEN DESERVE — RESPECT; A LIVING WAGE; A FAIR SCHEDULE AND QUALITY, AFFORDABLE HEALTHCARE.**

As I continue working in Washington to strengthen worker protections in our labor laws, know that I am standing alongside you in this fight. Thank you and keep up the good fight.



**CONGRESSMAN SETH W. MOULTON**



I'm proud to be in solidarity as you strike today. Good paying union jobs hold our community and economy together, and I applaud you for exercising your right to organize for fairer wages, regular schedules, and better health care coverage. No one should have to choose between health care and bankruptcy just to ensure their families get the care they need. I urge Avis to live by its own motto—Try Harder—in these negotiations and bargain in good faith. IUE-CWA Local 201 workers deserve and have earned a fair agreement that recognizes their work.

Collective bargaining rights have been, and always will be, the building blocks of the middle class and a vehicle for workplace equity. Workers are stronger when they can bargain together, which is why I will continue working to protect and expand federal labor protections.

My father, a union leader, always said that you can't beg for your right, you have to take them. I am with you as you fight for your rights. Thank you.



**U.S. SENATOR EDWARD J. MARKEY**



Listed Below are Open Positions as of September 1, 2023 at Lynn GE.  
You can apply for these jobs at [Gecareers.com](http://Gecareers.com)  
5 Advanced Aircraft Engine Mechanic  
3 Welder

**VET-TO-VET SUPPORT CONNECTION**



**Veteran run support network.**

- No VA BS      -No paperwork      -No hassle

**Just Veterans helping Veterans**

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

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

**OFFICIAL NOTICE**

LOCAL 201 IUE-CWA (AFL-CIO)

**COMBINED SHOP STEWARDS & MEMBERSHIP MEETING**

**SEPTEMBER 19, 2023**

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



**OR VIA ZOOM**

<https://tinyurl.com/5hexhfjz>

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

**AGENDA:**

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

**Signed,**  
ADAM KASZYNSKI, President  
JUSTIN RICHARDS, Business Agent



Visit our website @ [www.baystateeyeoflynn.com](http://www.baystateeyeoflynn.com)

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Versace, Gucci, Coach, Rayban and many more!**

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

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

**Dr. Petya Damyanova, Optometrist**  
427 Lynnway  
Lynn, MA 01905  
(781) 599-2773

FREE PARKING

EVENING AND SATURDAY HOURS

**Sign the petition to Bring our Jobs Home:**

Suspend US-India Military Tech Transfer Deal Until Critical US Industrial Capacity and Jobs Are Secured.

<https://actionnetwork.org/petitions/suspend-us-india-military-tech-transfer-deal-until-critical-us-industrial-capacity-and-jobs-are-secured/>



## 201 Retiree's Column

By ALEX BROWN  
Local 201 Retirees Council President

**Annual enrollment for Retirees over 65 is coming October 15 to December 7!** It allows you to change your health and prescription drug plans that supplement Medicare. I'll write more the next two months as more info comes out.

**Join Local 201 for the Celebration and Digitization Event Saturday October 14, 10 to 3 at Lynn Museum.** I know a lot of us have Local 201 souvenirs or pictures from the union, a strike, or work stashed away at home. Bring it October 14 to show and use to tell our story. I found a picture from the front page of the Item when we filled the Lynn Tech Field House in 1997 with over 4000 people for a contract rally. Others have told me about having a GE 100-year anniversary flag or a pic of the last DDG built in the Gear Plant. What do you have? Bring it down to share!

**Local 201 Retirees Council meeting September 27.** Join us on Zoom at 11am.

**GE Basic Life Insurance: Is it still there for retirees?**

I get lots of questions about life insurance benefits for retirees. For years a basic life insurance benefit for GE workers was part of our benefit package. Now, whether you have a life insurance benefit depends on when you retired. So here is some info for what is left of the GE Basic Life Insurance in retirement.

**If you:**

1. **Retire prior to Jan 2016:** Life insurance benefits are based on age plus pay at re-

tirement. If the retiree is over 65, GE basic life insurance will pay out 1/2 your 10-year average straight time pay.

2. **Retire between Jan 2016 and June 23, 2019:** The life insurance benefit is capped at \$15,000

3. **Retire after June 23, 2019:** No basic life insurance. GE does allow you to buy life insurance if you are still active.

To confirm what your life insurance is: Call the Pension Inquiry Center at 1-800-432-3450 or go online [OneHR.ge.com](http://OneHR.ge.com) to GE's website.

What to do if a loved one passes away? Call GE to report the death at 1-800-432-3450. There is a Survivor Support option, usually option 4. They will compile the list of benefits and mail it to whoever is on file as the beneficiary. Depending on the situation that "package" could include life insurance info, pension for the surviving spouse, health insurance for the surviving spouse, money from the 401k.

Be sure to keep your beneficiary designation up to date. Go online [OneHR.ge.com](http://OneHR.ge.com) or call the 1-800-432-3450 number to request a form. GE will ask that you supply the name, date of birth, social security number and address of your beneficiaries.

(Active members still have a GE basic life benefit that pays 2 times your Normal Straight Time Annual Earning if you die while active. GE does allow you to buy life insurance if you are still active. The A Plus Life GUL insurance can be carried over into retirement.)

## Town of Saugus Human Resources

298 Central Street  
Saugus, Massachusetts 01906  
Telephone: (781) 231-4126  
Fax: (781) 231-5666

### Job Posting

**Job Title:** Children's Librarian

**Location:** Town of Saugus

**Schedule:** 24 hours per week (includes one evening and a Friday/Saturday rotation)

**Pay Rate:** (Union Scale): \$26.10 to \$30.33 per hour (Five steps)

**Job Summary:** The Children's Librarian, working under the supervision of the Head of Children's Services, develops, plans, and implements children's services. The successful candidate will be a friendly, self-motivated, and quick learner who is able to handle a variety of tasks.

**Qualifications:** Master's degree in library science from or degree candidacy at an accredited library school.

**Close Date:** August 18, 2023 or until filled

**Application:** Please e-mail all cover letters/resumes to Human Resources Manager, Gabriela Christina at [gchristina@saugus-ma.gov](mailto:gchristina@saugus-ma.gov).

IUE-CWA Local 201

## RETIREES COUNCIL MEETING NOTICE

Wednesday, September 27, 2023  
11:00 AM

### Join Zoom Meeting

(Limited Zoom Available)

<https://us02web.zoom.us/j/86199516446>

Meeting ID: 861 9951 6446

Passcode: 153283

Call in: + 646 558 8656

**For more info call Alex Brown:  
617-922-5573**

Alex Brown, President

Greg Johnson, Financial Secretary

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

WE ARE BUILDING OUR LOCAL 201 RETIREE NETWORK. PLEASE CUT OUT THIS FORM AND MAIL IT BACK TO THE UNION HALL (112 EXCHANGE ST, LYNN MA, 01901) OR YOU CAN FILL OUT THE FORM ONLINE: <https://shorturl.at/joIMR>

NAME: \_\_\_\_\_

RETIRED DATE: \_\_\_\_\_

ADDRESS CITY: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_

ARE YOU OK TO RECEIVE TEXT MESSAGES? (CIRCLE ONE): YES NO

EMAIL ADDRESS: \_\_\_\_\_

PREFERRED METHOD OF CONTACT (CIRCLE ONE): PHONE CALL EMAIL TEXT MESSAGES

I WANT TO VOLUNTEER FOR UNION-RELATED EVENTS AND ACTIVITIES (CIRCLE ONE): YES NO



# Local 201 90th Anniversary Celebration/Digitization Event

When: October 14th from 10 AM - 3 PM

Where: Lynn Museum (590 Washington St. Lynn, MA 01901)

Dear Members, Retirees, Family, and Friends of IUE-CWA Local 201:

*Do you have an old souvenir or picture from work, the union, a strike? Bring it to help us tell each other and the world our important story.*

*We ask you to bring 1-3 photographs, artifacts, and/or pieces of you or your family's history in relation to your/their time as a 201-union member.* We will have professional archivists on hand to digitize your items with scanners and cameras to help us preserve and celebrate the history and work of our members. Your priceless pictures and artifacts will be returned to you once they are photographed, scanned, and documented at the event. The archive we build that day, along with our oral history interviews, will be later published and available online, hosted by UMass, for members, scholars, and future generations to access, study, and celebrate for ages to come.

Don't have anything to bring? That's OK too, **wear a union T-shirt** and get your picture posted on the wall of the Lynn Museum's Local 201 Exhibit. While you're there, pick up a limited edition Local 201 90th Anniversary pin. It will also be a great time to check out the Local 201 History Exhibit at the Lynn Museum, opening Labor Day 2023 – which showcases the proud story of our Union.

Friends and families are encouraged to attend. Light refreshments will be served.

*See you there!*

# LOCAL 201 90TH ANNIVERSARY CELEBRATION/DIGITIZATION EVENT



**OCT | 14<sup>th</sup> | 2023**

LYNN MUSEUM - 590 Washington St, Lynn, MA 01901

**10 AM - 3 PM**

*Do you have an old souvenir or picture from work, the union, a strike? Bring it to help us tell each other and the world our important story.*

## Vote on Proposed Change to "Benefit Payment Method C." At the September 19, 2023, Membership Meeting.

### PROCEDURE FOR PAYMENT OF STRIKE BENEFITS

1. Checks will be stored in safekeeping of the Trustees, Treasurer, and Office Manager.
2. Only Strike Committee members, or their designee, will have access to blank checks from the Trustees.
3. Strike Committee members will be responsible for the issuance of the checks and for the disbursement to Union members.
4. Each Union member will be required to complete and sign a "CWA Members' Relief Fund Strike Certification Form" (DFR-1). These forms will be filed in alphabetical order.
5. For a member to qualify for benefits, they must deposit in a locked ballot box at the Hall or Picket line, an authorized picket duty card. (Original A). Picketers shall keep picket card (Copy B) for their records. Picketers must sign a roster sheet at the picket line before they get their picket card stamped.
6. On the reverse side of the Strike Certification Form, (DFR-1) the Strike Committee will attach the picket duty card so that the Union members may be paid.
7. The Strike Committee will ensure that benefit checks are drawn on the appropriate account. These checks will include the following information: check amount with the (2) signatures required, not valid after 90 days. (Note: to comply with CWA rules.)
8. The check log will be in duplicate-one copy will be retained by the Strike Committee and the other copy will be kept by Local 201 Office Manager, or a replacement designated by the Strike Committee. The check log will contain the following columns: check number, signature of member, date of pickup and comments.
9. Each member will be required to present a picture I.D. (badge/license) and sign for their check.
10. The Local 201 Office Manager, or a replacement designated by the Strike Committee, will keep a weekly total of check disbursements. In addition, they will be responsible for checking off disbursements for each Union member on a master roster of Union members, on a weekly basis. The Local 201 Office Manager shall keep a receipt from the computer check writing program to comply with CWA reporting requirements.
11. All check disbursements and pickups will follow specific guidelines set up by the Strike Committee, there will be no exceptions to this procedure. Should the CWA step in to set up an electronic payment system these rules will govern the checks for those who do not have direct deposit, and the checks that are issued from the Local 201 Strike Fund.
12. All pay procedures shall be in accordance with CWA rules.

*(Note: Total strike payments of \$600 or more per striker per year are subject to federal and state taxes you must file an IRS Form 1099-MISC)*

### RULES FOR COLLECTING STRIKE BENEFITS

The following rules shall govern the administration of strike benefits eligibility:

1. Every member will picket or perform weekly alternative strike-related duties by applying with the Strike Committee.
2. An employee must be a dues-paying member in good standing and on an authorized strike.
3. Eligibility for local strike payments will begin with the first week of the duly authorized strike, payable on the second week. Eligibility for International payments will begin with the second week of the fully authorized strike, payable on the third week. (In line with the International's strike benefit policies.)
4. A member is ineligible if he/she is on a previously scheduled vacation, leave of absence or lack of work for the duration of that leave.
5. A member is ineligible if he/she is out on Worker's Compensation or on Short-Term/Long-Term Disability until their disability benefits have ended, the strike benefits would start as per (3).
6. A member is ineligible if he/she retires.
7. Any appeal MUST be made in writing within thirty (30) days of the denial, and the decision of the Strike Administrators is final, subject to the Local Union constitutional provisions.

### BENEFIT PAYMENT METHOD

- A. You **MUST** register for strike benefits on forms provided. A member is ineligible for weeks of benefits paid prior to registration. Registration on a weekly basis for the duration of the strike is required subject to approval of the Board of Administrators.
- B. When the strike fund checking account falls below a balance of 1 week's strike benefits for the applicable bargaining unit, the Local will make a deposit into the fund of the needed strike benefits from the Local's Strike Fund.
- C. Payments will be in the sum of \$400.00 per week per Executive Board and membership approval. **This money will be \$400.00 from the Local Strike Fund payable week (2) of a strike.** \$300.00 from the International and \$100.00 from the Local Strike Fund commencing on the 15th day of the strike. Payments commencing on the 29th day of the strike will be \$500.00 per week per Executive Board and membership approval. This money will be \$400.00 from the International and \$100.00 from the Local Strike Fund. Payments commencing on the 57th day of the strike will be \$600.00 per week per Executive Board and membership approval. This money will be \$400.00 from the International and \$200.00 from the Local Strike Fund. Any of these amounts may be adjusted.

Signed, IUE-CWA Local 201





# LPS/M&E Report

By ARTIE AMIRAULT  
*Crafts Executive Board*



**AS THE ROTOR TURNS**  
By BOBBY ELDRIDGE  
*LAT&O/  
Logistics Executive Board*

There still seems to be some confusion about how the 21 Day Notice process is supposed to work. I've explained it numerous times but still we continue to have issues.

Here are the guidelines for 21 Day Notice of Intent to Use Outside Contractors.

1. The RFM or Letter to Maintenance Business Leaders (Moore, Napiorkowski and Flinders are the people who can submit 21 Day Notices to the Union) should state the work scope to be done by the outside vendor (Drawing should be provided when possible). When the Company solicits bids for a Project Authorization Request related to any outside contractor a letter still has to be sent to the appropriate Maintenance Business Leader.

**Bottom line: If an outside contractor is going to perform work in the plant there is to be a notice!**

2. The notice must state the type of Craft and Equipment being affected or used. We should not provide equipment of any kind unless the work is of an emergency nature and/or would create a personnel, safety, or environmental issue.
3. Overtime by outside vendors cannot be worked if they are working with Local 201 Craft members as indicated on the 21 Day Notice unless the related Crafts have been asked first for the overtime.

If the contractor is given a specific job with No Crafts involved as indicated on the 21 Day Notice, the outside contractor is allowed to work overtime if necessary.

4. Contractors who have been brought in properly through the 21 Day Notice procedure are in for that specific job and cannot be moved to another job unless the following conditions are met:
  - a. The job has been notified and posted and the 21 days have since passed the date on the posting or notice.
  - b. The job has been notified and the 21 days has been waived by the Crafts E-Board member.

5. If the project goes out and a contractor is awarded a project and there are no Crafts involved as indicated on the 21 Day Notice then the job is out and everything involved with the job including cleanup or punch list items belongs to them.

We do not clean up after them or finish the job that they have not completed. The Company chose to go out with the project so they can hold the contractor accountable and have them come back and clean up and finish the job they were paid for. If your cell leader tries to have you do this, please contact your E-Board Member.

These are the guidelines for the 21 Day Notice procedure. This is a long standing negotiated agreement between the Company and the Union. It is not meant to hold up the Company and keep jobs from getting done. Which is what some people in the Company view it as.

### It's Our Work!

If the process is done properly, it actually helps stop a lot of unnecessary headaches and delays in a project on both sides. It doesn't matter if you think we cannot do the work, there still has to be a notification presented to the Union unless the work has been transferred through a negotiation between the Company and the Union. The Crafts have been more than accommodating when it comes to waiving the 21 days if it is something that we feel we cannot do or if the outside contractor is willing to work with us as this is the only hands-on training that the Company is providing us.

Finally, I'll end with this. There are contractors that have made Lynn their home, raking the Company over the coals every day with ridiculous prices they are charging. We all know who they are. We see them in the plant everyday so it's hard to keep up with what they are working on. There are definitely Management and Engineering people too that are trying to skirt the process in the act of trying to get their projects done faster or at least that's how it's perceived in their eyes. Let's all keep an eye out and question anything that you don't think has been notified.

See you around the plant.

There has been an uptick in accusations of workplace violence in the plant. The Company has a zero-tolerance policy on workplace violence, if reported the Company **will** remove all parties involved from the plant and investigate the complaint. There was a recent incident involving two members that happened over a month ago but was only recently reported. After questioning both members it was determined that both members would be suspended pending investigation. After the investigation one member was returned to work and paid for the time he missed and the other member, the one that reported the incident, was found to be the aggressor and was terminated. So, if you are going to report something make sure it is factual and you have a witness because the Company takes their investigations seriously and the outcome could not be in your favor.

**LATO:** The Company is writing people up for unpaid time. Their stance is if you're 5 minutes late or 5 hours late it is the same penalty. Ridiculous right? What happened was the CF-34 Business Leader tried to single out a few members by writing them up for leaving early and when confronted he got mad and said we are going to write the whole building up and enforce the policy. What great timing at the end of the quarter, a great business decision to tick off your workforce. So, if you have been given a contact for unpaid time, please give a copy to a steward or myself and we will put in a grievance.

**Logistics:** The business is still committed to cross training all members in logistics. They are trying to create standard work across the site. What that means is they are trying to have everyone do the same work and have members be interchangeable, meaning everyone can do each other's jobs. That will lead to less overtime. Even though everyone is a material handler there is some work that can't be combined so if you are being asked to do something that you don't normally do, see a steward because the Company is trying to consolidate without negotiation.

Hope to see you in 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 Edward Hooper on his recent death. Ed worked at GE and retired from Ametek in 2000.





# VP's Column

By TOM O'SHEA  
Vice-President/Recording Secretary

## Just Cause

One of the things I try to stress to new hires is the basic concept of the union. Just Cause is a big part of that. Just Cause means an employer cannot discharge a union employee for no reason. They have to show Just Cause. Here are the basic seven steps or criteria that can be employed in Just Cause.

- Fair Notice – An employer may not discipline an employee for violating a rule or standard whose nature and penalties have not been made known.
- Prior Enforcement – An employer may not suddenly begin discipline due to an infraction that has historically and openly been allowed without fair notice.

- Due Process – An employer may not discipline an employee without following the established and agreed upon procedures to do so.
- Substantial Evidence – Evidence to support a call for discipline must be relevant and reasonably adequate for all parties involved.
- Equal Treatment.
- Progressive Discipline – Discipline can only escalate proportionally to the severity and frequency of an infraction.
- Mitigating and Extenuating Circumstances – An employer has to understand that sometimes things happen that are out of our control.

The fifth bullet, Equal Treatment, is one we have battled the Company on. I also stress this

during new hire orientation. Unions in general strive to ensure that all members are treated equally. There should be no special deals between union members and “the boss”. The Company may try to create these types of relationships but the Union frowns on this and members should know how to react. Always punch in and punch out. Don’t ever let the boss do you a favor; for example, by punching your timecard so you can leave early and get paid as if you stayed for all your shift. It may not end well. Wages are transparent. Union dues at all locations are transparent and the same for each member at each location. The Company has an obligation to treat all employees fairly and justly.

## 2023 Local 201 Election

Nomination papers for the IUE CWA Local 201 2023 Official Officer Election have been turned in and all candidates have had the opportunity to withdraw. The field is set.

For anyone keeping score I did not turn in nomination papers for the office of Vice President – Recording Secretary. October 24, 2023, will be my last day as VP of Local 201. I am not going to go into a long story of my days at 201. I will say that being a part of this union and getting active in the local has been a life changing experience for the better. No names, but I want to thank everyone in the local that have been a part of my union life. Thank you.



The Winner of the GEEAA Ryder Cup Grand Prize Drawing of \$500 is:

**GERRY LABELLE**  
of Georgetown, MA



It was so great to see you all at the tournament and we will look forward to seeing you again next year!

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**.

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## Congress and the White House Must Halt the GE US-India Military Tech Transfer and Offshoring Deal Until Impact to Lynn is Addressed

by Jefferson Cruz

The Indian Aeronautical Development Agency (ADA) and Hindustan Aeronautics Limited (HAL) are gearing up to meet the demand by the Indian Air Force of nearly 500 Tejas MKII aircraft powered by GE-F414 engines. The first Tejas MKII prototype is expected to be completed by 2024 with full production starting in 2027. Under the recent technology transfer agreement between the Biden and Modi administrations, all US-developed and funded F414 technology is transferred to India for its indigenous production. The F414 platform has been manufactured, assembled, and tested for decades in the GE Riverworks Plant in Lynn, Massachusetts for use in US and foreign military aircraft. A 100% technology transfer compromises the longevity of this production line at this facility, (and the historical facility itself) threatens the well-paying union jobs of hundreds of highly skilled community members and endangers the future of US based military production. The brunt of the work jeopardized by this transfer lies in the manufacturing of high-quality, tight tolerance parts, which require a specialized, qualified, and experienced workforce that is now increasingly hard to

find in the United States. This scarce industrial workforce is maintained alive in the US by a handful of facilities like the one in Lynn.

The Indian native aerospace industry is growing by leaps and bounds and will emerge as not only a domestic but a global production base; the ADA has already produced eight F414 engines as of June 2023. The 100% offset over to India for its own domestically developed military jet also presents the real danger of further transfers of the F414 platform to third parties. HAL has already started marketing their new aircraft for export to other countries with potential buyers including Egypt, Argentina, UAE, and several nations of Southeast Asia.

The members of IUE-CWA Local 201 have already suffered the impact from GE Aerospace military offsets including those to South Korea, Romania, and Turkey. Offsets set up production platforms that eventually service the US market - selling back to the US military what used to be manufactured here at home. These GE offsets, offshoring, and outsourcing have decimated Lynn, MA GE Aerospace plant from 10,000 employees in the

1990s down to 2,500 presently.

IUE-CWA Local 201 does not believe that its 1,200 jobs are secure if F404/F414 production is allowed to leach out and then be lost to India without conditions - and without any new engine line coming in.

**Local 201, through our petition, is asking for a pause in the deal, until a study can be conducted about job loss and critical manufacturing capacity impacts at US Military plants can be performed, and appropriate remedies implemented.**

**Short Term Remedies:**

- Protect headcount and union density at the historical General Electric Riverworks Plant in Lynn, Massachusetts, birthplace of the American Jet Engine.
- Guarantee a stable amount of work on F414 moving forward.
- Do not allow the US government to buy or approve for sale to other customers in countries other than India of the Indian made F414 engine or parts (India only deal), including the sale and transfer of the indigenous platforms containing US technology, such as the sale and servicing of Tejas MKII to third parties.

- Bring new production lines to Lynn - such as parts production for the T901 helicopter engine - currently being prototyped at the same facility.

**Mid to Long-term Remedies**

- Bring sustainable aviation technologies manufacturing to Lynn, MA, such as additive manufacturing technology, light weight material development, Sustainable Aviation Fuels (SAF), and the innovative propulsion solutions for the future which GE seeks to create.
- GE Aerospace is experimenting to develop higher efficiency engines that can substantially reduce aircraft and spacecraft's carbon footprint. To preserve GE Lynn's long-term future, Lynn Riverworks should be established as a center for parts manufacturing and assembly, as well as prototyping. MIT, UMass, Harvard are nearby and could provide pipeline of engineers and Lynn provides a motivated, skilled, industrial workforce.

We have requested bargaining over this issue with GE, have been meeting with elected officials, and will keep the membership updated on developments.

### Retirement Information Session Hourly/Production Employees

There will be retirement sessions hosted by Patty Westervelt in the 74A Executive Conference Room, which will also include a Q&A. This is a great opportunity for anyone who is considering retiring in the next year. A full agenda of sessions are below.

- 3:00PM on Wednesday 9/27
- 7:30AM on Friday, 10/13
- 3:00PM on Wednesday 10/25
- 7:30AM on Friday, 11/10
- 3:00PM on Wednesday 11/22
- 7:30AM on Friday, 12/8



### 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 Mark Russo on his recent death. Mark retired in 2014. He was a welder in bldg. 66.

Local 201 90th  
Anniversary Road Show  
Saturday, October 14th, 2023  
10 a.m. - 3 p.m.  
at the Lynn Museum  
**Wear a union t-shirt!**  
**Light refreshments will  
be served.**





# Health & Safety Notes

By CARMEN DEANGELIS  
Local 201 Health & Safety Director

Throughout the summer our members have correctly asked questions about how the site identifies and maintains its water distribution program.

Protection of potable (approved for human consumption) water is achieved in part by designing and installing water supply systems in a manner that prevents contamination from non-potable liquids, solids or gases introduced into the water supply through **cross connections** (actual or potential connection between public water supply and a source of contamination or pollution).

Part of preventing possible cross connections involves clearly identifying potable and non-potable water piping. By **labeling water distribution piping** as outlined under CMR 10.14 (Board of State Examiners of Plumbers and Gas Fitters), risk of cross connection from work being performed is greatly reduced.

While OSHA doesn't specify requirements for pipe labeling, they refer to ANSI standard A13, and it falls

under Mass Plumbing Code as well as OSHA's General Duty Clause covering potential hazards in the workplace.

To prevent cross contamination plumbing code requires all water outlets to have **backflow protection**, meaning a space between the water outlet and any potential contaminant or pollution. One example close to home is the distance in space between the spout on a faucet in your home and the top of the sink, that space is an air gap that prevents such contact.

There are various types of mechanical backflow prevention devices required for cooling towers, fire protection systems, chemicals, process water, photo development, parts washers, and many more fixtures. With many of these processes and more on site, **scheduled inspection programs** performed by qualified individuals must be maintained and recorded.

Some might be asking how contamination in an industrial setting might happen. Say there's a tank with a pump, the pump pressure is 120 PSI (pressure) and the do-

mestic (drinking water) piping in the building is 100 PSI. If there is not backflow prevention, pump pressure from the tank can potentially enter the domestic water. This can also work in reverse, but I'll save that discussion for another time.

PS: Recently, issues related to **disposable cups** not being available at water stations appears to have increased. While for some this may not seem like a big deal it is important enough to be covered under OSHA 1915.88(b)(3): "The employer shall dispense drinking water from a fountain, a covered container with single-use drinking cups stored in a sanitary receptacle, or single-use bottles. The employer shall prohibit the use of shared drinking cups, dippers, and water bottles."

These are only a few items for this article related to our shop floor water program, your Union Elected Safety Representatives want to hear from you and are working hard to learn everything they can to protect you better.

Carmen 617-462-7310

*Business Agent's article continued from page 12*

## AVBG Report

First and foremost, excellent job! You all pulled off something that has never been done in the bargaining unit. There have only been a few strikes in the history of the Company. I have no words for how much I appreciate and am inspired by that show of solidarity and unity. A retired board member that showed up to the strike line stated that this was exciting for him, he has never seen the bargaining unit as unified as it is right now. He was extremely proud of the unit. We are still dealing with trying to address the top concerns of the membership and the Company is still very reluctant to move. The Company doesn't seem to take the needs of our members, their employees, seriously and do not want to hurt their bottom line. I will say it till I am blue in the face, Avis YOU depend on US! This is quite simple, all our members want is our fair share, and we are willing to fight for it.

## Veolia Report

Lots of construction is still going on in and around the plant. Traffic is horrible on Commercial/Bennet St. Hopefully the improvements being made to the collection system in that Bennet Street neighborhood result in a better/easier/safer work environment. After hearing all the horror stories of what you guys go through to keep the plant running during down pours, an improved flow to the plant will be better for all. Be safe.

## 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 Donald Harp on his recent death. Don worked as a Machinist at GE.

## Local 201 Members on the Picket Line at Avis Budget





## Business Agent's Column

By JUSTIN RICHARDS  
*Business Agent*

### GE Report

It is disturbing that I even have to write this but given what has been happening lately it is a must. HR works for the Company not for YOU, their job is to protect the Company from liabilities. If this isn't clear, think of how many times any of you have asked HR a question and how many times you got an answer. The days of understanding that this is a shop and the fact that we spend more time with our BROTHERS & SISTERS at work than we do with our families at home and that we are going to have a disagreement once in a while is getting to be a thing of the past. Just because somebody might not like another member's opinion, does not constitute harassment! Far too many times have we heard from people who have gone to HR and say, "I didn't want to see that happen, it wasn't even that serious I just wanted to let HR know." Well, it's too late and they made their decision. We have had some success and have defended members against the overreaching decisions HR has made, in other cases we have not. Yet we have an out-of-control cell leader in building 40 on first shift that harasses, menacingly stares at members, instigates negative interactions then runs to HR, and so on. HR doesn't seem to care, or take it seriously, when a boss or a salary employee harasses union members. Here is what has happened when HR has found that a union members complaint of harassment, retaliation, or anything of that nature, to be true. Green Cell, first shift cell leader, harassing members, caught, promoted. TEPM cell leader, discriminatory practices, harassing, intimidating, promoted. First shift cell leader in HIRSS, promoted, cell leader and business leader in 64, promoted, cell leader in Blue Cell, sent to sensitivity training multiple times, then promoted. We have a disagreement with each other, or a manager, we get tossed, managers get promoted. Keep that in mind if you're questioning whether HR is there to support you or not.

Because of this pattern of disparate treatment, we were forced to drop a strike notice on the Company because of the 2 degrees of separation. We have come to an agreement on that strike notice. Anything short of actual workplace violence, prior to removing a member from the plant, the Company must notify the executive board member or higher, give us the opportunity to review their preliminary findings and discuss if the situation warrants removal. When suspended pending investigation, members now have the option to elect to use their vacation and then PIPB but not mass sick time. If no findings the Company will give the time back and pay the member. This is a significant improvement and change to how these situations have been dealt with by the Company.

We have our scheduled quarterly step 3 coming up on the 26th of this month. We have 12 cases going up. This is probably the lightest agenda we have had since I have been in office. This is partly due to getting some resolve at step 2, and step 1. That's a good thing and shows the work we have been doing, organizing, trainings, steward's trainings, etc, is proving results.

The Company has informed us they are intending to kick off another big lean event in November. The anticipated areas are TPMP, Autoline in 64, Green Cell, Logistics, LATO, EB Weld. The Company wants to focus on 6 key areas. We requested a meeting with the Company as they do not have the resources to have a successful event in 6 areas. We barely have enough resources to keep up with daily production, development, and maintenance of the plant. Some of these areas are not in need of a lean event, they need a good cell leader that can understand or just learn part flow. We raised all these concerns during step 2. These events need to be in areas that need the improvements.

*continued on page 11*



## President's Column

By ADAM KASZYNSKI  
*President*

Please Save my direct Phone Number at the Union Hall as we have retired the extensions: 781-584-7639

### Strike Benefit Increase Goes to Membership Vote in Next Membership Meeting, September 19<sup>th</sup>

In October 2022, we voted to increase the payment of strike benefits. The document on page seven shows the already approved update. The print underlined and in bold in Benefit Payment Method C. is the suggested change in that current document: **"This money will be \$400.00 from the Local Strike Fund payable week (2) of a strike."** The Policy Board is unanimously recommending another increase specifically for week 2 of a strike. We are requesting the membership approve \$400 dollars in strike benefits payable in the 2<sup>nd</sup> week of the strike. During the first week of a strike, members are still paid by the struck company for the previous pay period and will not miss a check. We see no need for our members to wait until day 15 to receive strike pay, please join the next membership meeting on September 19<sup>th</sup> and **vote yes** to pay \$400 for members on strike in Week (2). Rules for collecting strike benefits still apply. In the event of a strike, remember you must show up for picket duty, sign in, and get your authorized picket duty card stamped to be eligible for that week's strike benefits payment. Members on strike for less than 7 days are not entitled to benefits from the strike fund(s).

### Officer Elections 2023

Thank you for those that were part of our nomination process. We will be holding a secret ballot election for the contested races on October 24<sup>th</sup>. The contested officer races are for Business Agent (Union Wide), Sergeant at Arms (Union Wide), LATO/LOG E-board (GE LATO/Log Only). Members at Avis Budget, Lynn Wastewater Treatment Plant, Saugus Public Library and Ametek will have the race for Business Agent and Sgt. At Arms on their ballot. All members at GE will have Business Agent and Sgt. At Arms on their ballot. GE members in the LATO/LOG Jurisdiction will also be voting for their next Eboard member. GE Members in LPS will be voting on their next LPS Area Safety Rep. Good luck.

### Local 201 90th Anniversary Celebration/Digitization Event on October 14<sup>th</sup> 10am-3pm at the Lynn Museum

All Retirees, Members, Friends and Family of Local 201 past and present are invited!

Put on a Union T-shirt, gather your family and friends, and stop by the Lynn Museum on October 14<sup>th</sup> from 10 AM to 3 PM. If you can, we ask you bring 1-3 photographs, artifacts, stories, and/or pieces of you or your family's history in relation to your/their time as a 201-union member. We will have professional archivists on hand to digitize your items with scanners and cameras to help us preserve and celebrate the history and work of our members. Your priceless pictures and artifacts will be returned to you once they are photographed, scanned, and documented during the event. The digital archive we build that day, along with our oral history interviews, will be later published and available online, hosted by UMASS, for members, scholars, and future generations to access, study, and celebrate for generations. Light refreshments will be served, and it is free and open to the public.