



'ANGUS BARKS'

By Jeff Francis
AEG Executive Board

Corporate Stupidity

By changing our paystubs, the Company is messing with one of the few things we hold sacred on the shop floor – our pay. The new format eliminates what we have always had – a breakdown by hours of the **STOT, PREM, NSB** we work, and the hours of **VACATION, SICK PAY, and UNION TIME** we use. In its place, the new paystub substitutes artificial rates that are falsifications of our negotiated contractual payments.

This change robs our members of the ability to verify the accuracy of our pay. The Union filed a fundamental grievance against this change. You can support our grievance – call Corporate Payroll and demand they explain the mysterious rates on your new stub.

CALL 1-800-315-1082

This change was not decided locally, it was decided by a Corporate Blackbelt Project. They made a Big Blunder. Local 201 was notified on July 14, and we immediately saw trouble and asked for a delay in implementation. The Company said it was too late, the change was already in effect. Our national Union reps were notified 1 day before us, also after the change was implemented. **This failure to allow the Union to bargain is grounds for a Federal Labor charge.**

But before we jump to that, Local 201 is patiently presenting examples to the Company of paystubs that illustrate the foolishness of this change. If you have a particularly confusing paystub, and are willing to have the Union use it as evidence, give a copy to your steward. The Union's demand is that the new paystub be shelved, or the old breakdown of hours be added to the new stub, so you can figure your pay correctly. If you support our demand, call Corporate Payroll and request that information be reinstated on your paystub.

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The Company said they made this change to comply with state law. We looked up Mass. General Law, Chapter 149, Section 148. The language hasn't changed in years. It simply says the employer will provide a paystub that shows "**number of hours worked, and hourly rate**". It doesn't say anything about listing false payrates and denying employees the information necessary to verify the accuracy of their pay.

Someone at Corporate authorized a contract with *Peoplesoft Corp.* for millions of dollars to institute a new payroll system. Look what they have done. You can be sure the decision makers were all exempt, because none of the changes apply to exempt personnel. Their only hope is that the Union backs off, and the shop floor complaints die down. If you want the heat put on this issue, call Corporate Payroll and demand a sensible explanation for this change.

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Hourly employees in Lynn benefit from several significant grievance settlements and arbitration awards concerning overtime pay that are unique to Lynn. For example, the definition that Change of Shift need only be a four hour change in your regularly scheduled start time, or the agreement that Monday establishes your workday for the week, or that NSB can apply to an 11AM start in certain situations. Other plants don't have those established grievance settlements, and some people at Corporate have no clue what they are.

Fifteen years ago this Board member filed a whistleblower grievance and retrieved 10 years of payroll records to prove that COS and early report-in pay were not being paid properly in Lynn AEG. That grievance got proper pay practices back on track. **If you are happy with whatever GE pays you and could care less about whether it's correct, don't bother to lift a finger.** But if you see we have some important history here to protect, let your fingers do some walking.

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The Company put out a leaflet saying the new paystub provides additional information and displays for hourly and non-exempt employees. It directs that employees who have questions about the paystub changes should call GE Payroll Center at the number on the back of your paystub: **1-800-315-1082**

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