Members Get Basic Training in Political Action at a Labor Boot Camp

30 members of Local 201 attended education and training sessions on labor history, labor/community coalitions, political and legislative issues and a variety of other topics on October 2nd and 3rd. The event, sponsored and paid for by the IUE-CWA, was part of a nationwide effort and new commitment to engaging the membership on legislative issues affecting us. It provided us with ideas on how we can begin to swing the political pendulum back in our direction.

Bob Master and Peter Sikora, the political director from CWA District One in New York, came for the two day event and did a great job providing useful information and provoking thoughtful discussion. Attendees seemed to enjoy the two day presentation.

The amount of money and effort being put into organizing by corporations, including thousands of lobbyists, to dismantle what’s left of the New Deal structure and the gains made by organized labor up until the 1970’s that created the middle class is especially disturbing. These two day boot camps along with a new focus on organizing are part of an attempt to deal with organized labor’s inability to respond to this unrelenting corporate attack on working people. It is long overdue.

The event also featured a Q and A forum with Democrat Seth Moulton, candidate for the 6th District congressional seat. (The Republican candidate was also invited but did not respond to numerous requests. Both candidates were also asked to fill out and return the AFL-CIO labor questionnaire. Seth Moulton filled his out and returned it, but the Republican candidate did not.)

After the forum on Thursday, the Local 201 Legislative Committee met and voted to recommend an endorsement of Seth Moulton for Congress. This recommendation will go to the Executive Policy Board and the entire membership for a vote at the October Membership Meeting. A presentation given by Jeff Crosby, Carly McClain and (Continued on page 8)

CORRECTION FROM LAST 2 PAPERS
CAN I VOTE IN UPCOMING UNION ELECTIONS IF I TOOK LAYOFF OR IF I RETIRED ON OCTOBER 1, 2014

Any GE member that was LAID OFF on October 1, 2014 can vote in the upcoming election by mail ballot or at the Union Hall on October 28, 2014 without having to pay dues per our Local Constitution. You can vote by mail or at the Union Hall the day of the election on the regular ballot covering Plant IV active members. This is a correction from what was stated in the September 9 and September 30 editions of the local 201 paper.

Any GE Local 201 member that RETIRED on October 1, 2014 can only vote in the October 28, 2014 Union Elections if they remain in “good standing” by paying their union dues through the month of October. You would need to pay 4 weeks union dues to cover period from October 6 through November 2, 2014 to be eligible to vote. Such members then would be allowed to vote on an “active retiree” ballot for the following Local -Wide positions where there are races - President, Business Agent, and Treasurer. Due to the tight schedules, you will receive an incorrect ballot in the mail as it will be a Plant IV “active members” ballot and it will have a code on it and it will not be counted even if you mail it in, as retiree ballots will be culled out. If you wish to vote – you need to pay your dues for the month at the Union Hall by October 28 and then have to cast your vote in person at the Union Hall on the correct “active retiree” ballot on October 28. Payment can be made at the Union Hall by seeing a Staff member.

Any member (retired or laid off) that wishes to also keep “active” member voting status following the Election would have to continue to pay dues per CWA Constitutional rules or can stop paying union dues and their status changes to being an “associate” member and loses voting privileges.

**UNION MEMBERS REMEMBER TO VOTE!**

**OFFICIAL NOTICE GENERAL & STEWARDS ELECTIONS**

TUESDAY, OCTOBER 28, 2014

If you haven’t already submitted a mail ballot you can still vote:

<table>
<thead>
<tr>
<th>POLLLING AREA</th>
<th>TIME</th>
<th>WHO VOTES THERE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auditorium</td>
<td>6:00 AM – 5:00 PM</td>
<td>All GE/201 Members</td>
</tr>
<tr>
<td>Union Hall (Upstairs)</td>
<td>6:00 AM – 5:00 PM</td>
<td>All GE/201 Members</td>
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<tr>
<th>POLLLING AREA</th>
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<tbody>
<tr>
<td>Bldg. 2-74 Hornet’s Nest</td>
<td>11:00 AM – 12:00 PM</td>
<td>1-74 1st shift AEG Factory</td>
</tr>
<tr>
<td>Bldg. 63 Bulk Area</td>
<td>1:00 AM – 12:00 PM</td>
<td>63 1st shift Flight Support</td>
</tr>
</tbody>
</table>

(Excluding Shipping & Receiving)

**WHAT BALLOT DO I USE??**

Prior to signing a roster sheet, please give the poll worker the following information: your name, building, and shift. The poll worker will then verify the information. One of the most important procedures in an election is that the voter uses the proper ballot(s). The Election & Jurisdiction Committee has taken steps to assure that members receive the proper ballot(s) however, as a voter, it is also your responsibility to make sure that you receive the proper ballot(s). When you receive your ballot(s) and you are not sure if you are using the correct ballot(s), ask the poll worker to verify and to contact the committee if necessary.

Please Remember to Bring Your YELLOW Union Card or picture ID.

Alex Brown  Ric Casilli  Pete Capano  Bob Berlan
President  Business Agent  Vice-President  Election Committee

LOCAL 201 IUE-CWA
Standing Up to Violence

A lively group of Lynn youth led a “Stop the Violence” walk toward city hall on September 27th. The crowd stretched from city hall all the way up Essex Street as Lynn turned out to help stop the violence among youth in the city.

Shout out to Local 201 member Fred Hogan from Veolia Waste Water. Fred helped lead a 300 person walk through Lynn to help bring awareness to the problem of youth violence in the city. Fred is a founding member of the “Stop the Violence Lynn” committee that has been working to provide Lynn Youth opportunities designed to encourage positive activity and discourage the use of violence. In an interview with the Lynn Item Fred said, “It seems as if everyone who lives in Lynn knows someone who’s been affected by violence…If we can just help a couple of kids, it’s worth it. We can try to do what we know we’re not going to save the world, but we can try to do what we can.” Great Job Fred!!! Keep up the good work.
We received the ruling on case #77 from the Arbitrator. He ruled that the Company’s Step 3 response to the Union was un-timely in the grievance procedure and that the Company had violated our mutually agreed Mediation Settlement Agreement of April 12, 2006. Arbitrator James Collins ruled the grievance is granted and that the Company shall comply with our April 12, 2006 mutually agreed Mediation Settlement Agreement and is to make whole the Grievants in this case. The Arbitrator will also retain jurisdiction on this case. We gave the Company the list of Grievants and the dates of opportunities lost.

We had a Step 2 meeting on Wednesday, October 1, at which we also had two other similar cases (#79 & #80) that occurred after we decided to go to Arbitration for case #77. We thought the Arbitrator’s decision on #77 would settle the grievance issues which will be reflected in our step 2 minutes. That's all for now, I will keep you updated on cases 79 and 80 when I know more.

Avis Budget Update

As we get deeper into fall, two things are always on the horizon for Avis Budget workers, working in winter weather and a drop in demand for car rentals. The first requires proper clothing and respect for the elements, the second often leads to reductions in the work-force. While there's no way of avoiding winter, management informed the Union last month that they hoped to avoid reductions through a combination of normal attrition and some voluntary time off (VTOs). That’s the good news.

The bad news is the form “normal attrition” has taken. From the end of August to the end of September the Union received 12 termination notices. While 10 of them were for “no-call, no-show” by people with 5 or fewer months service, it is still a startling number. Hopefully they've all found better jobs and are glad to have moved on, but I suspect some of them are out there wondering “What was I thinking? I had a job...” The Company’s recent review of attendance records has also led to a few disciplinary wake-up calls. Hopefully everyone will take this seriously, you don't want to become an attrition statistic.

Organizing at Logan

Service workers at Logan Airport, the folks who handle the baggage, clean the cabins, and push the wheel chairs, made news recently when it was announced that 859 out of 1200 of them had signed union cards. The Service Employees International Union, 32BJ SEIU, announced these figures to a cheering room full of workers 3 weeks ago, telling them “You are not invisible anymore!” The workers, many still at minimum wage after years of service, are employed by a number of sub-contracting companies who have yet to recognize the Union, so their struggle for better wages and working conditions will continue. If you know or come in contact with any of these folks at Logan or in your communities, give them a “high-five” and let them know they’ve got the support of their union brothers and sisters.

Save $150 on designer eyewear with your GE Benefits! Dolce and Gabanna, Coach, Gucci, BEBE, Fendi, Nike and many more!

In addition, you will receive a 2nd pair of single vision glasses at no charge. 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.

Insurance benefits must be in effect and fully utilized at Bay State Eye to receive the above offer.

VTOs. That's the good news.

* Social Security Disability

* Accidents

Law Offices of James J. Carrigan

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

Anne Gugino Carrigan
(Former member AFSCME)

Ronald D. Malloy
(Former Business Agent of Local 201)

15 Johnson St.
Lynn, MA 01902

Ph: (781) 596-0100
Fax (781) 929-7555

Saloon from Lynn District Court

Free consultation.
*No fee unless successful.

Bay State Eye Associates

Visit our website @ www.baysateyecooflynn.com

Save $150 on designer eyewear with your GE Benefits! Dolce and Gabanna, Coach, Gucci, BEBE, Fendi, Nike and many more!

In addition, you will receive a 2nd pair of single vision glasses at no charge. 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.

Insurance benefits must be in effect and fully utilized at Bay State Eye to receive the above offer.

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

* Certain prescription restrictions and lens restrictions apply. Tint Extra.

A Free Educational SOCIAL SECURITY Planning Workshop

A new generation is getting ready to collect Social Security. Find out what you need to know to make the most of your retirement benefits.

Merrimack College or Endicott College

Monday, October 27th—6:30pm Thursday, November 13th—6:30pm

Registration is required. Space is limited. 800.246.1433

A VIS BUDGET UPDATE

Step 3 decision on #77 would settle the grievance issues which will be reflected in our step 2 minutes.
**United States Postal Service®**

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   - Treasurer: Michael Reidy
   - (Name and Complete mailing address): 112 Exchange St., Lynn, MA 01901-1435

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   - (Name and Complete Mailing Address): 112 Exchange St., Lynn, MA 01901-1435

I certify that all information furnished on this form is true and correct. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

**SYMPATHY**

The sympathy of IUE-CWA Local 201 Officers, Executive Board, members and the Retiree Association is extended to the family and friends of GE retiree Lawrence “Larry” F. Jillette Jr. on his recent passing.

**SYMPATHY**

The sympathy of IUE-CWA Local 201 Officers, Executive Board, members and the Retiree Association is extended to the family and friends of GE retiree Raymond Butt on his recent passing.
OCTOBER 2 MEETING OF GE RETIREES AND GE SENIOR MANAGEMENT

Front row, left to right: Bill Freeda, GE Retiree NY, Mary Flowers GE Retiree Erie PA, Terry Elfers GE Retiree Evendale OH, Ray Hogan GE Retiree Evendale OH, Marybeth Stevens Cardidi Lead Benefits GE & Services, Kevin D. Mahar GE Retiree Lynn MA, Bob Bombard GE Retiree Schenectady NY, Brian Sullivan B.A. 301 Schenectady NY, Bob Santimmoor Chairman Coordinated Bargaining Comm. (CBC)

Back row, left to right: Peter Maynard GE Retiree Pittsfield MA, Edmund Stezepa GE Retiree Pittsfield MA, Gerald Nastasia GE Retiree Lynn MA, Susan Paters GE Senior V.P. Human Resources Fairfield CT, Greg Capito V.P. Labor Relation & Operations Fairfield CT, Susan Strauss GE Retiree Lynn MA, Mike DeSantis former GE Chief Negotiator, Greg Behards GE Retiree Louisville KY, Jerry Beckum GE Retiree Louisville KY, Herman Ponstingel Retiree Dayton OH, Ron Flowers GE Retiree Erie PA.

SPECIAL REPORT ON MEETING, OCTOBER 2, 2014 WITH GE SENIOR MANAGEMENT AND GE RETIREES

GE retirees have had yearly meetings for a number of years with senior GE management to discuss retiree problems. In part this was as a result of groups of retirees attending the GE Annual Meeting, which we have done for 20 years without fail. We advocate for better benefits and pensions which have been somewhat successful in winning. Three pension increases since 1994 for many and two 13th checks for many, not all we wanted of course.

This year’s meeting on Oct. 2nd was to be the most hair raising and scariest ever. As you may remember, Dennis Rocheleau, the chief negotiator for GE management for many years, stood up to the board of directors at the GE Annual Meeting and asked what had ever happened to the idea and ideal of promises made should be promises kept. At the October 2nd meeting many of the Retirees followed up with comments on how this did not have to happen. GE could grandfather those who were made these promises on that very important element of retirement, that you should get what you were told you would get when you’re retired. It reminded many of the old bait and switch swindles to have your benefits pulled out from under you after you decided to retire. Most of the discussion centered on that subject, even to the point that Conference Board Chairman Bob Santimmoor told Susan Peters that GE better not be looking for concessions along these lines in the upcoming contract negotiations. More on this in my next column.

HUGE THANKS TO ALL THE COLLECTORS AND TO YOU WHO GAVE TO THE RETIREES ANNUAL COLLECTION

Not only are we always amazed and thankful for the great generosity of those who give so generously but sooo thankful for your continued support. If you happened to miss this and want to send a donation, make it out to Local 201 Retirees, 112 Exchange St. Lynn Ma 01902.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Tuesday, November 11, 2014 – 2 PM
(2nd Tuesday every month)
St. Michaels Hall
Elmwood Ave., Lynn, MA

Agenda:
Financial Report
Special Veterans Celebration
Report on Oct. 2 Special Meeting with GE
New Business

Kevin D. Mahar, President
Tom Donegan, Treasurer
Plant IV Events Recognize Contributions of those Retiring
Photos by GE photographer, and Local 201 member, Paul Crowley

Debbie and Grandson Jacob

WAITING IS HAZARDOUS TO YOUR WEALTH
Still working………or retired………the message is the same:
You have the opportunity NOW to lock in the gains of this “up” market.

This bubble is going to burst. The only question is "when"? It could be next week or a month from now. You could wake up tomorrow and half of what you have is gone. It’s happened before and it’s going to happen again.

You are being given the “gift” of an “up market” and whether or not you choose to take advantage of this gift and lock in the gains will have a huge impact on your account balances in years to come.

Your company offers you a benefit known as an “In Service Distribution”. You are allowed to “roll over” (tax free and penalty free) the “eligible portion” of your 401K into a safe place. (Retirees can do whatever they want to with their entire account balance)

This new account becomes an “IRA” (Individual Retirement Account). The funds in your new IRA will never again be subject to market loss and have the potential to earn way more than they are earning now.

You do not invest with me. I simply present all your choices and help you with the paperwork. You may have other accounts that you want me to review such as IRA’s, CD’s or 401K’s from previous jobs. I can also help your spouses, your family and your friends. Call me today!!

“Debbie is an Independent Investment Advisor. This means that she is not tied to any one company and is free to pick and choose from all investments with all companies, which gives YOU more and better choices”

Sevenwood Financial Services, LLC
CT Office: 203-376-7947
Email: dmarti@snet.net Fax: 203-468-5233
WEBSITE: www.sevenwoodtravelandfinancialservices.com

Investments – 401K rollovers – Estate Settlement – IRA’s – CD Rollovers

Debbie is a fully licensed INDEPENDENT Investment Advisor, has attended the Certified Financial Planning Course at Quinnipiac College and has been working with your fellow employees for over 10 years. She works with Retirees, those who are about to retire and active employees. Every man or woman that has taken her advice has realized much greater return on their current investments than in any of their prior investments and in a product that is 100% safe – no market risk whatsoever!
Congratulations to Recent Plant IV Retirees

Ninty Four Local 201 members chose to retire October 1st under either the Special Voluntary Layoff Bonus, a Full Benefit SERO, or accepted layoff pending attainment of age 60 and Regular Retirement. We wish to thank all of you for your many years of membership and contributions to Local 201.

<table>
<thead>
<tr>
<th>NAME</th>
<th>JOB TYPE</th>
<th>UNION SENIORITY</th>
<th>NAME</th>
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<td>Pw Boring Mill Vert</td>
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**OVER 60 – RETIREMENTS**

**SERO RETIREMENTS**

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<th>NAME</th>
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<th>NAME</th>
<th>JOB TYPE</th>
<th>UNION SENIORITY</th>
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<tr>
<td>Joseph Burns</td>
<td>Pw Sheetmetal Worker</td>
<td>4/18/1978</td>
<td>David Henderson</td>
<td>Pw Jig Mill</td>
<td>8/6/1979</td>
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<tr>
<td>David Henderson</td>
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<td>8/6/1979</td>
<td>Paul Hussey</td>
<td>Pw Weld Mach Resist</td>
<td>2/5/1979</td>
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<tr>
<td>William Imman</td>
<td>Pw Jig Mill</td>
<td>9/4/1979</td>
<td>Robert Lewis</td>
<td>Pw Boring Mill Vert</td>
<td>9/10/1979</td>
</tr>
<tr>
<td>David Tremblay</td>
<td>Pw Boring Mill Vert</td>
<td>1/14/1980</td>
<td>Kenneth West</td>
<td>Pw Hand Jig Welder</td>
<td>5/30/1978</td>
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<tr>
<td>Anthony White</td>
<td>Pw Sheetmetal Worker</td>
<td>10/22/1979</td>
<td>John Wolezk</td>
<td>Pw Sheetmetal Worker</td>
<td>9/16/1974</td>
</tr>
</tbody>
</table>

**SERO RETIREMENTS**

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Health & Safety Notes

By TED COMICK
Local 201 Health & Safety Director

201 H&S leadership for T&D, in addition to other Plant 4 duties, after the election.

Don Melanson, unopposed in the LAT&O 42 and Test jurisdiction, has decided he’s had it with hooling around everywhere and is getting his knees fixed. The operation went well according to his sister Janet. While Don M. is recovering, Don Vautour has agreed to hold the fort. Please aid him if he needs it.

TRANSITIONS: APPRECIATION

With the upcoming Local 201 elections, one of our longstanding Health and Safety jurisdictions will be merged with representation for the larger business unit of which it is now a part. Tool and Die, having lost the Tool and Cutter operation and having been significantly downsized itself, will now be part of the larger Plant 4 jurisdiction. I want to thank Walter Vick for filling in as our T&D H&S Rep, after Paul Barron retired last year, knowing that the jurisdiction would be eliminated.

Mark Mercer, unopposed, will be assuming 201 H&S leadership for T&D, in addition to his other Plant 4 duties, after the election.

Don Melanson, unopposed in the LAT&O 42 and Test jurisdiction, has decided he’s had it with hooling around everywhere and is getting his knees fixed. The operation went well according to his sister Janet. While Don M. is recovering, Don Vautour has agreed to hold the fort. Please aid him if he needs it.

TRANSITIONS: APPRECIATION (PART II)

A boatload of great union members walked out the door with smiles on their faces in the Plant 4 retirement exodus. Many played significant roles over the years in expanding, protecting and promoting the workplace rights. In the list below I’m pointing out those who stepped up and spent some time representing their fellow workers in the sacred task of saving lives and limbs. Health and safety activists all, whether in earlier or later years, they made a permanent difference in the way work is done in the Lynn GE. (I’m listing members by the worksite in which they spent the most time “active on safety.”)


Don Trippett, Building 64 Special Machinists: Al Bennett (elected 201 H&S Rep), George McKenna, Nick Xenos.

Tool and Die / Tool and Cutter Grind: Bob Bowser, Marjorie Coello, George Nazzaro.


Plants 1 & 2 (77 & 74): Bob Berlan, Bob Lewis.

In addition to the above members who were all active in the more formally negotiated Safety Teams, some of the members now leaving also spoke “from the floor” regularly on safety issues and contributed thoughtful insight on hazards and fixes. I particularly remember and appreciate Karl Eddy and Ken West active in this way.

No doubt I’ve missed some either through my own ignorance or forgetfulness. Let me know and I’ll correct the oversight.

And I’m not forgetting the many others, especially those who were stewards, who on occasion worked safety issues to the lifelong benefit of our members.

To all of you: Thanks!

SYMPATHY

The sympathy of IUECWA Local 201 Officers, Executive Board, members and the Retiree Association is extended to the family and friends of GE retiree Edward J. Walker on his recent passing.

SYMPATHY

The sympathy of IUECWA Local 201 Officers, Executive Board, members and the Retiree Association is extended to the family and friends of GE retiree Joseph “Pete” A. Dow on his recent passing.

Rebecca Hornstein from the North shore Labor Council on work they are doing with the New Lynn Coalition. The New Lynn Coalition is a labor/community organization working on a variety of local issues including economic development, job training and adult education. They have secured an agreement that a 20 million dollar construction project being proposed in Lynn will be done by union contractors, have negotiated an agreement with the city to have Lynn Tech open at night for classes ranging from basic computer skills to personal finance to automotive maintenance, and were very involved in helping to restore the e-team machinist training program.

The program ended with a commitment from the group to work on the passage of Question 4 (see page 12, President Column), a ballot initiative that would guarantee 5 paid sick days to workers across the state and will be voted on November 4th.

Local 201 would like to thank the Stewards and Committee Members who attended the boot camp. We would also like to thank the Lynn Housing Authority for the use of their community room for the meeting, and the Little River Inn & Old Tyme Restaurant for catering the event. Any member interested in getting further involved in this type of work, or for more info, please see a Legislative Committee member (list on page 9 in VP column) or call the Hall.
VP's Column

By PETE CAPANO
Vice-President / Recording Secretary

Local 201 suffered a major loss in the Democratic Primary in September. John Tierney was defeated. John has been a true champion for working people for the past 18 years. It is unusual for a union to have such an ally nowadays. When many unions are trying to figure out the best way to connect with their Congressman, our Local has been fortunate enough to have a representative who always responded immediately, was willing to meet with us and take whatever action we asked of him.

A true ally in Congress and a real partnership with our Local is something we can only hope to have in the future. When many in Congress would like to just see us go away, John supported unions and working people in every single instance. Even many of our so-called friends in the Democratic Party will never mention the word union with anything but disdain.

A true ally in Congress

John Tierney was defeated. John was not one of them. His platform was our platform. He publicly supported us and even walked picket lines with us. He publicly opposed all of the free trade agreements that have destroyed the middle class and was not bashful about his positions. John also successfully fought the VA when they tried to close the veterans’ clinic in Lynn. He also provided funding for our E-Team Machinist Training Program.

We were lucky to have him for so long and want to wish him the best of luck. Thank You John Tierney for being there for us and Thank You for the past 18 years of dedicated service to our Local, our district and our great country.

Here is some more info on open enrollment. If you have any questions please call the hall or see Patty Westervelt, GE Corporate Benefits Specialist

Annual Enrollment:
October 20 – November 14

You Must Take Action if:
+ You wish to change your medical, vision or dental plans in 2015
+ You wish to contribute to an FSA, LFPSA or HSA in 2015
+ You wish to add or remove a dependent from coverage
+ You need to declare your tobacco use status

FSA New Rules Impacting You for 2015

• Flexible Spending Accounts are pre-tax contributions from your paycheck. You can contribute up to $2,500 per employee and the full amount is available to you on the first day of the year. Remember that this year, carry over of the year. There could be prepa-

ations beginning as early as this November. We will have more info for our next edition of the newspaper.

October 2015: November 14

We will soon be preparing for the 2015 National Contract. At press time we are consolidating information just sent from the International. There could be negotiations beginning as early as this November. We will have more info for our next edition of the newspaper.

Local 201 Legislative Committee
Steve Allen – Building 74
Mike Matayabas-Building 64
Randy Smith-Building 64
Nefsy Smith-Building 66
Mike O’Connor-LPS
Stephen Herrick-Building 74
Adam Kaczinski-Building 40
Pat Ryan-Building 66
Bob Reynolds-Building 29
Tom Oshea-Building 99
Adrian Cronin-Building 32
Jason Canty-Building 63

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, members and the Retiree Association is extended to the family and friends of GE retiree Francis E. Faulstick on his recent passing.

NOTICE

In keeping with Local 201 tradition, names and photos are being left off Board and Officers’ columns who are running in contested elections for this edition of the Union Newspaper.

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Brian Thomas
Vice President - Registered Principal
bthomas@investorscapital.com

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Complimentary Exam and Evaluation for GE, AMETEK, U.S. FILTER/EOS, and/or Local 201 IUE Members
Plant IV-Logistics-Tool and Die-Grinding Room

Let me start off by thanking all of the stewards in Buildings 66 and 32 and Shipping & Receiving for their work defending our rights as workers on the floor. Their countless hours and endless conversations with cell leaders and foremen go unappreciated so many times. I will be the 1st to say Thank You. It has been a pleasure to serve and an honor to be your E-Board member. Thank You for standing up for what is right. Thank You for protecting our jobs. Last, but definitely not least, Thank You for caring about the workers here in Lynn. My hat goes off to each and every Steward in the Whole plant who stands up for not only his or her rights but for every worker employed here in Lynn.

Now that 94 percent of workers have retired, and we have a workforce that is being trained in Bldgs. 66 and 32 with 50% of the skilled workers gone, there has obviously been an influx of training in all areas. Learn the job. Look through all of the Planning. Make sure all of your gages are available and at your work station. And take your time and produce a quality part. Most importantly be safe. The training, the quality and the Skills that we have will get us through this tough time with orders and restructuring of the plant. If you have questions ask them. Preflight everything.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, members and the Retiree Association is extended to the family and friends of GE retiree Frances J. Ready on his recent passing.

Happy Birthday Mike!

Local 201 retiree Mike Mullen was recently feted at a surprise 60th birthday party by his wife Alicia and many friends including active 201er Roger Lord, retiree Dave Bjorkman (l & r above) and current member Wayne McCauley who sent in this photo and a nice note of appreciation of Mike who was forced out of work on disability 11 years ago.

In the course of my terms it seems we have come full circle. When I started, the recession had just begun which led to a slowing of orders. Then three dim-witted auto execs decided that flying three separate biz jets to Washington to beg for money was a good idea. The fall-out from that wiped out the biz jet market for over a year and that wiped out the CF34 line for that same period of time. We eventually recovered from that but now, as I am leaving, the T700 line is having a dramatic drop again slowing down our work. My replacement is going to have his hands full for quite a while to get through this.

I thank all of you for the trust you put in me to represent you. It has been an honor, I didn't get it all correct, but I did try my best. Support my replacement as you supported me and LATO will continue to be the place to work.

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Aircraft Assembly & Test

By SKIP BROWN
Executive Board Member

This will be my last column as the LATO E-Board member. I was thinking of just listing all my accomplishments but the managing editor said a column which just listed my accomplishments would be way too small, so instead let me talk about my experiences.

LATO is probably the easiest area for an E-Board member to represent. The members here know what a Union is all about and have a complete understanding of Union concepts like solidarity. Our members here understand the issues whether it be health-care, pensions, etc… and know what is best for them. LATO as a group is, let me 1st start off by saying Thank You. It has been a pleasure to serve and an honor to be your E-Board member. Thank You for standing up for what is right. Thank You for protecting our jobs. Last, but definitely not least, Thank You for caring about the workers here in Lynn. My hat goes off to each and every Steward in the Whole plant who stands up for not only his or her rights but for every worker employed here in Lynn.

Now that 94 percent of workers have retired, and we have a workforce that is being trained in Bldgs. 66 and 32 with 50% of the skilled workers gone, there has obviously been an influx of training in all areas. Learn the job. Look through all of the Planning. Make sure all of your gages are available and at your work station. And take your time and produce a quality part. Most importantly be safe. The training, the quality and the Skills that we have will get us through this tough time with orders and restructuring of the plant. If you have questions ask them. Preflight everything.

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Weekly contributions we pay for medical insurance increased significantly Jan 1st 2014. All categories of Local 201 members faced increases of 22% or more.

For example, an R19 with Opt1 covering 2 dependants increased from 39.43 to 48.33/wk. This was on top of a larger increase back on Jan 1st 2012. Totaled, the R19 now pays 68% more weekly than last contract.

An R23 with Opt1 covering 2 dependants got a triple whammy this contract. Weekly contributions went from 28.65 in 2011 to 60.11/wk now. That’s a 110% increase.

More serious cost shifting, from GE to us, occurred in paying for doctors, surgeries & prescriptions. As you recall, the medical plan that GE scrapped (HCP) handled those costs thru employee co-pays. Our current plan requires substantial deductibles and co-insurance.

You and your dependants may be lucky enough to skate thru a healthy year by managing your medical costs with HRA & FSA accounts. But one hospitalization for surgery, or childbirth, or even maintenance prescriptions for asthma, can push you to the out-of-pocket max. For our members with families, that ranges from $4500-9500.

Local 201 was right in 2011, when we projected annual medical costs for our average member could reach $6000-7000. Our membership was right to vote rejection of the 2011 contract. Eliminating HCP was the second worst feature of that package. (Eliminating the Pension Plan for Jan 1st 2012 new-hires was the worst.) Reportedly, GE’s expenditures for employee healthcare have declined 10% under the current contract.

Literature from IUE/CWA national officers during the 2011 contract vote projected our medical increases would be contained to 2.5%. That figure did not make sense to us then, and compared to the costs we now pay, was highly inaccurate. It was a snow job.

Comparing the same time period, from 2011 until now, the current contract delivered wage increases of 10% to our members. Using the same two examples, a dayshift R19 increased from $29.275 to 32.275/hr. A dayshift R23 increased from $33.22 to 36.54/hr.

With two modest COLA increases due in Dec & April, the total 4 year package of raises will not be more than 10.5%.

Using the same time period, from 2011 until now, the CPI-W cost of living index increased 7.5%. Our wages stayed ahead of inflation by 2.5-3%, but that difference is easily lost when you visit the doctor or hospital.

There is a national trend amongst hourly wage earners. Buying power has stagnated, while two costs, childcare and healthcare, are increasing by double digits. We are part of that trend.
IUE Oct 14 _ IUE July 17  10/10/14  9:11 AM  Page 12

Business Agent’s Column

GE WORK SITUATION UPDATE

This is an update of where things currently stand. LMO reductions were reduced from 98 to 91. Plant IV openings have now increased to 96 jobs. All LMO reductions have now been placed in their new jobs and most have already moved. At this time, 4 Plant IV openings remain but that number may increase. Approximately 8 potential openings in the Flight Support Center, will not be filled at this time.

78 Plant IV pieceworkers retired October 1, 2014 under one of the two negotiated retirement programs in the Piecework Agreement. In addition, 16 Plant IV 59 year old pieceworkers took the Layoff Benefit Package. In summary, a total of 94 members or about 52% of pieceworkers exited the plant on October 1, 2014 under the Piecework Agreement.

The Plant IV joint sub-committee has been discussing Plant IV farmed-out work under Tables 1 and 2 of the Memorandum of Understanding. Union Board members and Officers on the sub-committee report the meetings have been going OK and they are very hopeful that more work will be coming into Plant IV over the next few months and new job openings will result. The board members are pressing for some good work to be brought in immediately and put on the right machines that are “low hanging fruit” (T75 and T17 turning work).

Everyone knows that the productivity of a “daywork” pay system will be lower than that of an “incentive” pay system. And everyone knows that there is now a massive training curve going on with the loss of 52% of our pieceworkers. Having said this, it is important to try to put in a “fair day’s work for a fair day’s pay” whether one is on the temporary “red circle” or not. We need to be productive and quality conscious if we are going to have success in bringing in the farm-out and protect our jobs. To assist in this effort, our Board has tentatively approved a GE proposal to hire back 5 Local 201 retirees as contractors strictly for training purposes in Plant IV through December 31, 2014. The agreement will be implemented immediately but is subject to approval at our October 21, 2014 Membership meeting.

The Union has also been in some discussions with the Company concerning the forecasted 45 reductions for Assembly & Test in January 2015. The Union has suggested keeping the CF34-8C work in house and/or bringing in other work to fill until the 1700 and CT7 orders pick up again in about a year. These talks will be going on.

As previously stated, there are more job openings anticipated in Plant IV due to farm-in than the 4 current ones and there are approx. 8 future Flight Support openings. Also, there are 10 piecework members who have signed up for SERO 30 retirements for next July 1, 2015 and there are usually a lot of retirements in the period following any national contract. So, the excess “headcount” the Company was concerned about has become much more limited in numbers and in the length of time the problem will exist is fairly short. All these facts are making us more hopeful we can avoid the “hanging fruit” (T87 and T17 turning work).

The recommendation to endorse the Massachusetts Ballot Question #4 to win Earned Sick Time will be before the membership at the October 21 meeting. A coalition of churches, community groups and unions collected over 350,000 signatures to place the measure on the ballot this November. They are seeking to help the 1 million workers in Massachusetts who don’t have access to a single paid sick day. That’s 25% of the population that is fired, disciplined or threatened for taking time off due to personal illness or caring for a relative.

Here’s what Question 4 would do. At companies with more than 11 employees, workers can earn up to 40 hours paid sick time per year. They can earn one hour of sick time for every 30 hours worked, but they can use their time only after working for 90 days. Workers can take the time for their own health needs or the health needs of a child, parent, spouse or parent of a spouse. Part time workers are covered. At companies with 10 employees or fewer, sick time is unpaid.

Earned sick time would help local 201 members. Any GE member with less than 25 years service would gain Sick and Personal hours. In the GE contract it takes a year to get 24 hours sick time, and 15 years to earn 32 hours. Avis Budget part time members have no sick days at all so they would be able to earn sick time. The law does not change those contracts with more generous sick time rules.

Earned sick time is good for our communities. Low wage workers in the food service, personal health care and child care industries are the least likely to have earned sick time. They risk losing their jobs and the wages that their families need if they have to stay home to care for themselves or a sick child. It strengthens families by letting parents take care of themselves or their children when they are sick rather than force them to send kids to school sick or skip medical care.

Everyone’s health is protected when people aren’t forced to go to work and spread their illness. Economists say that job retention policies like earned sick time help reduce unemployment and strengthen the economy. Both the Legislative Committee and the Policy Board recommend supporting this ballot question. The candidates for Governor have weighed in with Coakley supporting it and Baker opposing it.

Retirement list

Congratulations to the retirees out of Plant 4! Check out the list on page 7.

You’ll notice a talented group with many years of service. Some of the union leaders we’re losing include Steward Karl Eddy and current chair of the Election Committee Bob Berfan, Kathy Hudson, the Emergency Aid and Good Neighbor Fund Administrator also retired. Plus a long list of former stewards: Marj Coello, Tony Green, Roger Lord, George McKenna, Tony Pagliuca, Don Trippett, Nick Xenos and Joyce Wallace, also a former Trustee. I apologize if I missed someone. Thank you all for your service in building the union. I hope you have a happy and long retirement. I look forward to joining them soon.

American Airlines victory

At the political bootcamp training recently we learned about the 40 year corporate campaign to roll back the clock for workers in this country. The attack on jobs, wages, pension, and health care are all part of the assault. As a result only 6.7% of private sector workers have union representation compared to a previous high of 35.7% in the 1950’s.

That makes the 14,500 American Airlines service reps union victory by the CWA and Teamsters all the more sweet. Heralded as the largest Southern organizing victory in decades, they won by an 86% margin. They fought for 19 years to win in the very anti-union South.

President’s Corner

By ALEX BROWN
PRESIDENT

You’ve been vaccinated and you’ll be well protected.

Vote Yourself a Sick Day

Earned sick time will help local 201 members. Any GE member with less than 25 years service would gain Sick and Personal hours. In the GE contract it takes a year to get 24 hours sick time, and 15 years to earn 32 hours. Avis Budget part time members have no sick days at all so they would be able to earn sick time. The law does not change those contracts with more generous sick time rules.

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About the author: Alex Brown is a union leader and activist. He has been involved in organizing campaigns since the 1980s. He currently serves as the President of the International Union of Electrical Workers (IUE-CWA) Local 201. Alex is a strong advocate for workers’ rights and has worked on numerous campaigns to improve working conditions and increase wages. He is passionate about empowering workers to stand up for themselves and their communities. He is a frequent speaker at union conventions and workshops, sharing his knowledge and experiences with others. Alex is committed to making the workplace safer and more just for all employees.