

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

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GE Workers Unite as Company Splits

**As GE plans to split into three separate divisions,
coordinated worker campaign makes headlines across the U.S.**

In November, General Electric announced its plan to split into three divisions, focusing on its Aviation, Healthcare, and Energy businesses as separate entities. The Company is stating it will benefit from the split by allowing a greater focus on each sector separately.

GE workers across the country are making national and local headlines for speaking out against the Company's offshoring practices and calling on the Company to invest in U.S. jobs. For decades, General Electric received billions in defense contracts, federal and local grants, and taxpayer subsidies. The thanks they give for this money has been continued offshoring in its defense and energy sectors. We've had enough, and workers are using their voices to demand that General Electric reinvest in the workforce – and country – that has made them successful.

Our own brothers and sisters in Lynn

have been the subject of headlines in the Boston Globe, TIME Magazine, WBUR, and more. Elsewhere in Kentucky, Virginia, Kansas, Ohio, and New York, workers raised their voices on TV stations, local and national news demanding GE do better.

We know that disinvesting in U.S. workers is not only disgraceful, it's bad business. If GE wants to rebuild itself into a group of 'industry-leading, global public companies,' like it claims to, it must start here at home with its Union workforce and manufacturing facilities.

From the defense sector to energy, GE workforces across the country are sending a clear message: it's time to bring these jobs home. Defense workers state that U.S. military manufacturing should remain in the U.S., not only as a matter of national security and production capability, but as a point of pride. Meanwhile, GE workers in the energy sector know that GE not only

has the workforce to lead the way in innovative green technology, but the geographical advantage. Regardless of the work each GE Union member does, we know that the right path for our communities and for the Company is to invest in Union jobs here at home. Now, we're letting GE and the rest of the country know it too.



Derek White is sworn in as a Delegate to the North Shore Labor Council at the November 2021 Delegate Meeting



The sign above is posted at the Main Gate at 1000 Western Ave Lynn, home of the GE River Works. I know many of us Lynn GE workers have friends and relatives stretching back many years

that worked here. At any time in the past 100 years was there ever a "Help Wanted" sign posted at this location? I would venture to bet "no", there was not. Through all the trials and tribulations of the past century GE has been a constant, providing steady good paying jobs with good benefits. At some point along the way they decided to become like all the other mediocre, slash and burn Companies in this country. To eliminate pensions and lower wages to the point that the jobs here have become take it or leave it, not the coveted jobs they once were. We have had several new hires this year leave after having worked here for a year or two or three. Why? Because there are better opportunities for an electrician or an AAEM elsewhere. Don't get me wrong. I am glad the Company is hiring. We want this sight to be the place of good paying jobs with good benefits that a family can survive on. The place that continues to make the best jet engines in the world. It can only continue to do that by hiring the best skilled workers out there and compensating them properly..

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

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

Law Offices of James J. Carrigan



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

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

Anne Gugino Carrigan
(Former member AFSCME)

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

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



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

Service Directory

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

Real Estate Needs.
Paul Kotkowski Century 21
North East. 36 years experience.
Full time Realtor. Listing and Selling. GE Retiree.
Call 978-828-1604

Looking to Buy or Sell your N.H. Vacation Home?
Don Cormier - Realtor (GE Retiree) Assets Realty Group, Wakefield N.H.
Please call.
Phone Office 603-522-9000
Cell 603-781-4952

Mark & Robin's Comics



SCAN ME

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

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, U.S. FILTER/EOS, 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.

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

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



Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone #Circle: active or retired Date mailed

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

"Published monthly." \$1.00 a Year

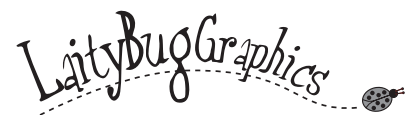


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LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board

Hi Everyone,

With only a few more weeks in the year things are starting to wind down with more and more people taking their vacation time. That said, I think we've had a pretty good year in the Crafts proving time and time again that if given the opportunity we can get the job done. There continues to be more and more new machines coming into the plant which continues to be nice to see, especially this month. I would also like to say good job everyone, keep up the good work around the plant while continuing to get the jobs done with all the new machinery, Lean events, PM's, and general daily maintenance.

The Company finally seems to have started to attract some Crafts people from the street with some new people starting recently. I know I haven't gotten around to see most of you yet, but I would just like to say, "Welcome". Hopefully, this continues to be the case as we continue to lose members every month, and especially with the upcoming contract and higher seniority members not wanting to stick around to see what happens. I don't blame them. The members we are losing hold valuable knowledge that will be hard to replace so the Company should be over hiring now so these people can help train the new ones.

The Company seems to suddenly have a space problem. Every time I turn around, they seem to be pushing maintenance out of areas they have been in for years, claiming they need the space for new machinery, all this while wanting to do 2S, which is just a shrunken down version of 5S, which clearly, they couldn't manage. They continue to walk into areas and say we don't need this or that and to just throw it all away, all while not having a clue what these parts go to or even bothering to try and talk to the people that do know. If they had asked, they would know that these parts are no longer available, are discontinued, and cannot be replaced. So, by throwing them all out we will not be able to fix the antiquated machines that they go to. The people making these decisions are clueless. I understand wanting to clean up the plant but let's have a plan. When asked where maintenance and all the spare parts are going to go they have no answers just that they need the space. John Slattery says complete 2S by the end of the year or else. Lynn's management's reaction... THROW IT ALL AWAY. God forbid someone actually come up with an actual plan. That would take too much thinking and effort. Typical for Lynn.

I'd say from now on when they say to just throw things away without listening or talking to anyone who has a clue, we should just do it and watch the crap hit the fan when we can't get the parts to fix the machines but in the long run that's just going to hurt the Union and the Company will use it as an excuse to farm the production work out. How about this? Maybe, just maybe, if you hadn't torn down 5 or more buildings in the last 5 years you wouldn't have a space issue. Maintenance needs space just as much as production. Whether you believe this or not. We are the heart that keeps the plant and machines running so that the parts can continue to flow out the door.

Now I know I said this last year, but I'll say it over and over. I'd like to take this time at the end of the year to thank the stewards for all the help they have given me along the way. I couldn't do this without all of you, you've all been a huge help around the plant, and you are the eyes and ears in the plant helping keep the Company in check. Thank you!

Finally, I'd just like to wish everyone and their families a Merry Christmas, Happy Holidays, and a Happy New Year. Here's to hoping 2022 will be a better year.

See you around the Plant.

Union Plus Scholarship Program

The online application is now available!

What kind of school is eligible: The scholarship is open to students who attend or plan to attend a U.S. college, university, community college, or a technical/ trade school. Students attending undergraduate or graduate schools are eligible.

Scholarship amounts: Recipients will receive \$500 - \$4,000.

Deadline to apply: January 31, 2022 at 12 pm (noon), Eastern Time.

Students may reapply each year.

Visit UnionPlus.org/Education to learn more and apply for the scholarship program.

MASSACHUSETTS AFL-CIO

64th ANNUAL SCHOLARSHIP PROGRAM

We are pleased to announce the 64th Annual Scholarship Awards Program for all high school seniors throughout the Commonwealth of Massachusetts who are seeking higher education. Students attending schools outside of Massachusetts must have their parents obtain permission

The Massachusetts AFL-CIO labor history exam will be conducted in high schools **January 31-February 4, 2022**. The exam is a one hour process consisting of 40 multiple choice questions and one essay question. Please make sure those students interested in taking the exam **complete the application and provide a copy of the application to their guidance department NO LATER than Friday, December 17, 2021**.

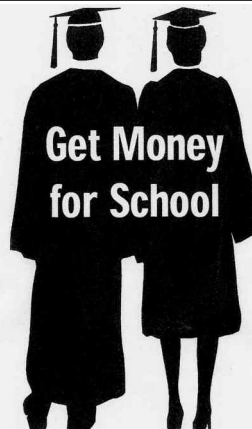
All Massachusetts AFL-CIO scholarships and local union/central labor council scholarships are awarded solely on the basis of the multiplechoice exam and essay score. Each participating school will receive one master copy of all the scholarship materials to keep in the guidance department for those students who do not have Internet access. **Study guides can be downloaded from our website www.massafclcio.org, under "Programs," click on "Scholarship Program."**

Sincerely, Steven Tolman, President, Massachusetts AFL-CIO

I DESIRE TO COMPETE FOR: IUE-CWA LOCAL 201 SCHOLARSHIP AWARDS

- | | |
|---|---------|
| (1) JAMES J. DONAHUE MEMORIAL AWARD | \$1,500 |
| (2) HERBERT E. HAYWARD MEMORIAL AWARD | \$1,500 |
| (3) CHARLES E. RUITER, JR. MEMORIAL AWARD | \$1,500 |
| (4) JEFF CROSBY AWARD | \$1,500 |

To Apply for an IUE-CWA Local 201 Scholarship:
<https://www.massafclcio.org/scholarships>



IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2022-2023 school year. The scholarships are available to IUE-CWA members and their families.

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

Applications will only be accepted over the Internet.

The **deadline** for applying **TBD**.

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



GE Riverworks Manager Conduct Report

Overview

This form has been created by IUE-CWA Local 201 to allow 201 members to report inappropriate conduct by managers. In our experience, incident reports about manager conduct disappear into a black hole once submitted, with no reporting back to the employee who submitted the report. This form will allow 201 members to maintain a record of the incident and allow us to bring the issue forward to Management. This is not a GE form, and it has no automatic contractual effect upon Management at the present time. It does however create proof of notification and the moral obligation by Management to address the issue, and you may rest assured that the Union will pressure Management to address the issue satisfactorily.

Date and Time of Incident:	
Manager Name & Department:	
Location where Incident Took Place:	
Has a formal complaint been filed with HR?: <input type="radio"/> YES <input type="radio"/> NO	
If Yes to the above: Please describe when the complaint was filed, who the complaint was filed with, and any action taken:	
State with as much detail as possible what occurred. Please be specific about the manager's words, physical behavior, and demeanor. You may attach a separate sheet, either typed or hand-written, if there is insufficient room here:	
Name:	Work Area:
Usual Shift:	Cell Phone:
Non-GE Email:	

TO SUBMIT FORM:
FAX COMPLETED FORM TO (781) 595-8770 ATTN: Jossie; OR
EMAIL SCANNED COPY TO office@local201iuecwa.org; OR
DROP OFF IN-PERSON AT THE UNION HALL

Alcohol & Drug Abuse Affects Everyone - Recovery Does Too.

Alcoholism, drug abuse and compulsive gambling can affect everyone it touches... at home, in the workplace, and in the community, if someone in your family or yourself needs help, please contact the Employees Assistance Program.

All calls are strictly confidential

**Bob Cummings LADC1,MA-PGS
781-584-7641**

Zoom meeting on your cell phone remember:

Dial *6 to mute and unmute



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



OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

NEXT MEETING
 DECEMBER 21, 2021
 JOIN ZOOM MEETING

[HTTPS://US02WEB.ZOOM.US/J/82840056938](https://us02web.zoom.us/j/82840056938)



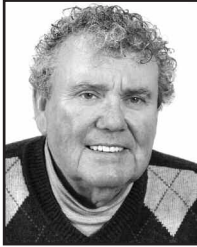
CALL IN: 929 205 6099
 MEETING ID: 828 4005 6938
 DIAL *6 TO MUTE AND UNMUTE
 DIAL *9 TO RAISE HAND

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

AGENDA:

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

Signed,
 ADAM KASZYNSKI, President
 JUSTIN RICHARDS, Business Agent



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

Usually, I would report a Merry Christmas and a Happy New Year to all, but this year I have to report, is the worst time for all GE retirees to make any changes in their open enrollment insurance plans. As an example, to do open enrollment with current members it took us on average nearly 3 hours per call just to get the information they needed to be able to know how to get the right plan for them. This is not acceptable, and in my opinion, it is setup to discourage elderly GE retirees from even trying to obtain what little benefit they may obtain. This is of course after GE took away our over-65 insurance benefits we formally had. Now you can't even reach VIA to use the \$1000 benefit unless you are willing to spend up to 3 hours on the phone waiting to talk to a benefit advisor. I have to tell you this is

the worst treatment of elders I have ever seen and should be illegal. I am contacting our representatives and senators about this as I believe many hundreds of thousands of GE retirees were dramatically hurt by all this. If this sounds familiar, let us know how this lack of proper assistance has impacted you or your access to benefits. Call Kevin 781 367 7822. Or write to Kevin Mahar 112 Exchange Street Lynn MA 01901 if you have had a similar story trying to access your benefits. Otherwise please have a Happy Holiday and may you have many more of them.

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 Michael Farrell on his recent death. Mike retired in 1996

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 Joseph "Whitey" Kaczynski on his recent death. Joe was a pipe fitter and welder who retired in 2002.

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 Frederick Gove on his recent death. Fred retired out of bldg. 69.

IUE-CWA Local 201
RETIRES COUNCIL
MEETING NOTICE
Tuesday December 21 1:00 PM
Join Zoom Meeting
<https://us02web.zoom.us/j/86199516446>
Meeting ID: 861 9951 6446
Passcode: 153283
Call in: 646 558 8656

For more info call
Kevin 781-367-7822

Kevin D. Mahar, President
Edward Walczak, Financial Secretary

Retirees Are you Moving???
Do you still want to get the IUE CWA Local 201 Newspaper mailed to you?
Please contact us if you are moving or have a change of address that you would like the newspaper sent to.
Call 781-598-2760. Thank you.

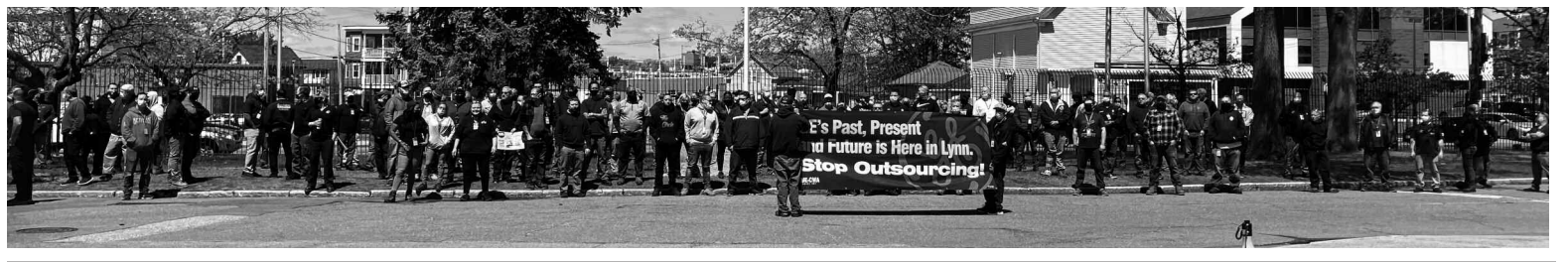
**Boss made a dollar
I made a dime
That was a poem
From a simpler time.
Now boss makes 1,000
And gives us a cent
While he's got employees
Who can't pay the rent.
So when boss makes 1 million
And the workers make jack,
That's when we strike
And take our lives back.**

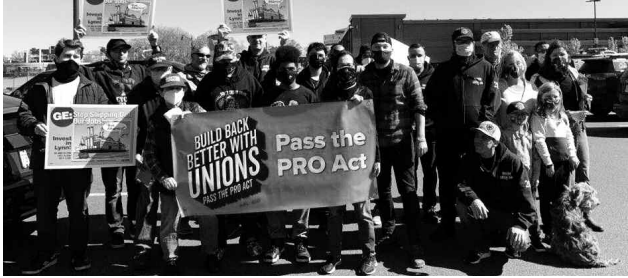
HOLIDAY ALKATHONS

- Malden 4 Winds 6 pm 12/24-6 pm 12/25. Food donations welcome. Club 24,787 Salem St.
- Abington Early Bird Dawn Patrol-United Ch., Rte. 18, 10 Bedford St. 6 pm 12/31-9 am 1/1/22
- District 8 Methodist Ch., 40 Beale St. 6 pm 12/24-6 pm 12/25. 897 6821 8120. PW: DistrictS. Masks!
- District 7 Anchor, 7 Hadasah Way 6 pm-12am 12/24 & 6am-4 pm 12/25. 558 075 4086. PW: anchorhope
- District 7 Anchor, 7 Hadasah Way Noon 12/31/21 - Noon 1/1/22. 558 075 4086. PW: anchorhope
- District 12/13 VFW, 386 Washington St., Brookline 6-10 pm 12/24 & 8 AM-8 PM 12/25
- District 21 K of C, 2068 Main St., Tewksbury 3 pm 12/24 - 6 pm 12/25
- District 22 6 pm-midnight 12/24 and 6 am - 6 pm 12/25. Info: www.aemassd22.org
- District 20 Cafe, 92 Merrimack St., Haverhill. Food @6pm; mtgs: 8 pm 12/24 - 8:30 pm 12/25
- Gloucester Cape Ann Early Bird Baptist Ch., 38 Gloucester Ave. 6 pm 12/31 - Noon 1/1

**Christmas Dinner Will Be Provided for Those in Need
at Brother's Deli 41 Market Street Lynn MA From 8am - 4pm**

A Year in Review







Health & Safety Notes

By JAY DALEY
Acting Union Health Safety Director

My name is Jay Daley, I'm an Electrician, a Steward, a Safety Rep and while Carmen is out, I'm the substitute Health & Safety Director and I fully expect to be treated with the same respect you would have treated any substitute teacher with, while you were in high school... .I kid, but in all seriousness, I do work for all of you, and I encourage any of you to reach out if you have any problems, questions or suggestions.

Looking around the plant it seems we have contractors everywhere, working in and outside of the buildings, trucks and cranes coming and going, excavators digging up parts of the parking lots and dumpsters and trailers all over the place. The investment in the plant is good, contractors doing the majority of the work is... less good... however, this is not the part of the paper where we talk about that. I'm here to remind you to stay safe while dealing with the changing environments. If there is work being done in your area, the work areas should be taped off, sometimes they forget, give them space either way, you don't want to be hit with anything falling from a lift. Construction may impact emergency exit routes; always know how you're going to get out of the building in case of an emergency. Traffic flow has also been changing lately, a quiet alley yesterday may be a busy street tomorrow.

Speaking of not being hit by a car, we have all noticed out on Western Ave, the state, in its infinite wisdom, had desig-

nated a "Bike and Bus Lane" in front of GE. There is not much any of us can do about it and I don't want to tell anyone how to drive, just wanted to pass on a reminder, to use caution when crossing that lane to enter the plant, the lanes have changed out there, but the people driving crazy have not and we don't want to see 201 members or anyone else getting into accidents out there.

Finally, the end of the year also seems to be rekindling Covid issues, we are all hearing about yet another variant and more cases in our area. We all know the Company covers sick time for anyone with a positive test, but it seems not everyone is aware that there is also available paid sick leave that is covered by the state for anyone who needs to take leave for the following reasons:

- To take care of themselves or get medical treatment due to Covid-19 diagnosis or symptoms, or to get or recover from a Covid-19 Immunization
 - To quarantine as required by a local, state or federal public official, a health authority having jurisdiction, the employee's employer, or a health care provider
- Members can also take leave to care for a family member
- More information is available at the Medical Center
- Not knowing this information can cost you sick time.
- In my own personal experience, I had symptoms, I was told by a Health Care Provider to self-quarantine while waiting for my

test results, my test results came back negative, and I was told the Company only paid for members with a positive test. If my situation had happened now, I would be covered by the "Mass Covid-19 Emergency Paid Sick Leave" which runs from May 28th, 2021 to April 1st, 2022 (or until exhaustion of the \$75 Million set aside by the state)

There are flyers with more information available at the Medical Center or online.

As always, your Union elected Health and Safety Representatives are available to support where needed.

We would like to wish you all a Merry Christmas, Happy Holidays and a Happy New Year.

CELEBRATE THE HOLIDAY SEASON WITH US!

North Shore Labor Council

Holiday Party @ Polcari's

Come celebrate the holiday season with the NSLC. Meet union brothers and sisters over free food. Guests are welcome!

DECEMBER 16, 2021 | 6 PM
POLCARI'S RESTAURANT
92 BROADWAY, SAUGUS

Proof of vaccine or a negative test




SANTA IS INVITING YOU

TO JOIN HIM ON ZOOM!

12/22 FROM NOON TO 6 PM



SCAN THIS QR:



MEETING ID: 851 1659 1417

Zoom link: <https://us02web.zoom.us/j/85116591417>



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

It's December and a lot of people use their vacation time to take the end of the year off. Members should check to see if you have used all your contractual vacation and sick time and don't forget about the floating holiday that doesn't show up on your paycheck. That goes for new hires too, even if you are still on probation don't be afraid to use the time that was given to you. Remember "use it or lose it". There has been an uptick in positive Covid-19 cases in the plant the last few weeks. We must remember that there is still a pandemic going on. Keep washing your hands, keep 6 feet of social distance if possible and as much as people don't want to hear it, wear your mask. If you feel sick stay home and get a test. If you don't know where to get a test there is a place right by the plant, Project Beacon, 398 Blossom St Ext, Lynn MA, 617 741-7310. We are all in this together. Let's stay safe.

LATO

The word of the year in LATO is Tear - Down, I've lost track of how many there were this year in just T-700 alone. As usual there are also parts shortages. Three weeks left in the quarter, and I hope we make it.

The stewards and I had a meeting with management and went over what their plan for next year is. They are still evaluating the workload for 2022. The way I take that is expect farmout, more on that if it happens. Other topics included high I.M.E which the Unions response was you have work farmed out don't complain about the I.M.E being high, that's your fault. If there is less work, there is high I.M.E. Another topic was members pushing back about being moved to different workstations. The Union can't argue job assignment, all we can do is ask that the person has adequate training. If you're moved and the Company

doesn't offer you training, go get a steward. **Logistics**

I'm not going to bad mouth the plant "leader" this month I'm in the Christmas spirit and that's my gift to him. You all know I'm not one to complain, but the new quality person just doesn't listen. He wants to do things his own way and likes to ask people to do his job. He's trying to change the auditing procedure to make his job easier. There is no change to any procedure in logistics. When it comes to doing auditing, everyone must follow the LLOPI-AP01 document. That is the document that outlines the auditing procedure, and it must be followed or the person doing the audit is out of compliance and deviating from procedure. Don't risk your job because someone doesn't want to do theirs. That seems to be a constant issue within the Logistics Organization.

It hasn't been a normal year between the business transferring over 20,000 hours out of logistics and the lack of training and the company withholding overtime that led to millions of dollars of product not shipped to the customers. We have a great team of Union members that love their job. It's time the Company starts to realize, 201 members are the key to the business being successful.

Don't forget to not overwork yourself and add extra stress to your lives around the holidays.

Merry Christmas and Happy Holidays.

See you next year!

Bobby

Seasonal Affective Disorder

By Local 201 EAP Trainee, Derek White

Do you get the "winter blues" where you feel depressed during the shortened sunlit days of late fall and winter? This may be Seasonal Affective Disorder (SAD). SAD is a type of depression that can drain your energy and make you feel moody. It begins in the late fall and early winter and goes away during the spring and summer.

Symptoms of the disorder can include:

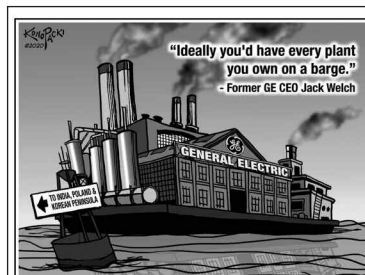
- Feeling depressed most of the day
- Low energy
- Problems with sleeping
- Changes in appetite or weight
- Feeling sluggish or agitated
- Feeling hopeless, worthless or guilty

The decreased level of sunlight in fall and winter may be the cause, although the exact reason remains unknown. The reduction of sunlight can cause a drop in serotonin, a brain chemical (neurotransmitter) that affects wellbeing and happiness.

There are things you can do to improve symptoms and lift your mood. You could try going outside more often, getting plenty of sunlight, exercising, avoiding drugs and alcohol, getting adequate sleep, and practicing relaxation exercises. Exercise is a powerful way to fight seasonal depression, especially if you're able to exercise outside during the day. Regular exercise can boost serotonin, endorphins, and other feel-good brain chemicals. Exercise can also help to improve your sleep and boost your self-esteem.

It is normal to have days when you feel down but if the feeling lasts for days at a time and you can't get motivated to do activities which you normally enjoy, talk to a professional. This is especially important if your sleep patterns and appetite have changed, you turn to alcohol or drugs for comfort or relaxation, or you feel hopeless. Asking for help is a sign of strength and a movement towards a better version of yourself. Contact our Employee Assistance Program, Bob Cummings can be reached at 781-584-7641. Jeff Zeisel can be reached at 781-594-4533. **All calls are strictly confidential.**

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A Truly Terrible Year.

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

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

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

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

Let's Demand Better!

IUE-CWA
LOCAL 201

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

Stay alert. Stay united.



VP's Column

By TOM O'SHEA
Vice-President/
Recording Secretary

Aaron Feuerstein

Who was Aaron Feuerstein? One aspect of Aaron was that he was a businessman. He passed away in November of this year. I am writing about him because he was a noteworthy person. He was the owner and operator of Malden Mills, one of the last if not the last textile mill in Lawrence, MA. In 1995 his mill had a catastrophic fire and it basically burned to the ground. He employed many people. The night of the fire he made the decision to continue paying all of his employees for as long as he could as if they were still working for him. I remember the fire. I remember the news and I remember seeing his workers on TV crying, incredulous knowing he was going to take care of them. This act of selflessness made international news. At a time when CEO's in this country were closing factories and outsourcing jobs to Mexico and China he was committed to Lawrence MA and the workers that he employed there. He could have easily collected the insurance money from the factory fire, stopped paying his employees and retired. Instead, he made the decision to pay his workers for three years and rebuild the factory. His board of directors did not agree with him and fought him on his decision to keep paying his employees and on his decision to rebuild and how to rebuild the factory. (They wanted more automation in the new factory). It did not end well. The factory was rebuilt. Malden Mills in-

curred a huge amount of debt, and the business went into bankruptcy shortly after and was sold. What was left of the business eventually moved to the south. That pretty much is the story. But Aaron set an example to the world that there is something more to owning a business and employing people than just the bottom line. If you look back the cynic in us all could say "he failed". Maybe to some degree he failed. But his moral compass and compassion set an example that people and the jobs they do have real value. Did anyone listen? I hope so.

Union Relations

I spend every Thursday morning in Step II. It is part of my job as VP. Step II is the day the Company Union Relations and HR meet with the Union to discuss Work Situations and Grievances. Work Situations generally are formal concerns brought to the Company by the Union. Grievances are violations of our collective bargaining agreement or contract. One of the most common grievances we see are "management doing bargaining unit work". It is pretty simple really. We as Union members are contracted per our CBA

to do the work on the floor. That includes moving parts, benching parts, machining parts etc. Any time a manager decides for whatever reason to pick up a part that we are responsible for and move that part it becomes a direct violation of the CBA. Parts have routers attached to them. Every process along the way of the life of that part is carefully watched and signed off by each person at each process. When a part ends up on a rack awaiting its next move the last person to stamp that router sheet has con-

firmed it is ready to move to the next stage. If someone picks up that part - aka someone that should not be touching it - and drops it, there is a problem. The part could get damaged by that drop. Then what? Who is responsible? That is just one of many issues tied to management doing bargaining unit work. It is OUR WORK. LEAVE IT ALONE.



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$4,000 each for the 2022-2023 school year, and another \$4,000 for 2023-2024. (2nd year award based on satisfactory academic record.)

Sixteen new scholarships will be awarded by CWA's Joe Beirne Scholarship Program.

Eligible are CWA members, their spouses, children and grandchildren (including those of laid-off, retired or deceased members) planning for college studies. Undergraduate and graduate students returning to schooling may also apply.

Final deadline for applications is 11:59 p.m., EST, April 30, 2022.

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

Winners will be chosen in a lottery drawing.

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

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

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

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 William Delellis on the recent death of his sister Laura.



LCM Executive Board

By JOSEPH TIRONE
LCM Executive Board

Payroll seems to be a nightmare lately in LCM; it's unacceptable for a member to not get paid for days they worked. These are tough enough times as it is; a lot of us live paycheck to paycheck, especially our new members. GE needs to address this issue now; it's right before Christmas and to ask members to wait until next week for their check is unacceptable. GE created this. It's a complete mess; the issues range from overpayments to underpayments, from progression to backpay. It's a joke. They also need to train their cell leaders on how to do payroll. I have 5 grievances involving pay issues in Green Cell alone. Those pay issues range from something as simple as not paying four and the door to not paying change of shift. We work these long hours away from our families and we expect to get paid accurately. Our members should not suffer for something out of their control. Our members should get paid triple damages when their pay is incorrect!

Something that has been bothering me since I started at GE is, if you take an upgrade and are being held for months and months and they decide to cancel that job, in the area you wanted to upgrade to, (they have offered our members equally rated jobs in other areas throughout the plant), but if you decline you get nothing, nada, not a penny. You wait all that time without being able to upgrade or anything. This is just wrong. One of the first things I did as the LCM E-board member was bring in a new matter to Step-2, "Job Upgrade Cancellations". I bring this matter up every two weeks with the Company at LCM Step 2 only to have it fall on deaf ears. Our members should get the money they owed if the job has been canceled.

There is a lot of new management in building 64 and I'll tell you, it's not smooth sailing. It's simple; 64 management needs to listen to the machinists and take their advice,

they're the ones actually making the parts. They are a self-directed workforce; they don't need a babysitter. Let them do their job.

Building 74 RPMO just got a new broach machine which is good news.

Between RPMO and TPMO, we are losing a lot of members to upgrades that are not being backfilled. This is a little scary. Between not hiring enough from the street, and inadequate training I feel these areas are destined to fail. The Company needs to understand there needs to be a plan for training and to follow through with it.

Another area of concern is that the cell leaders are constantly coming and going. It's causing chaos in the cells. My steward in bldg. 32 tell me that things are calming down because of the holidays. Let's hope so. Bldg. 40 seems to be picking up work; between large engine, small engine, Hirss and mixed, things look good workwise. EB Weld could possibly get a new machine by the end of next year. I'll keep my fingers crossed.

To all LCM welders: if you are interested in upgrading to Green Cell bldg. 66, make sure you put in for it. It pays R/M 22 rate.

To all my Brothers and Sisters: Merry Christmas and Happy Holidays. God Bless.

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 William Vouboukis on his recent death. Billy "V" was a long time Steward and AAEM who retired out of bldg. 29 in 2011.

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 George Terchiak on his recent death. George retired in 2018. He worked as a machinist and retired out of Logistics.

Moving Violation



MANAGEMENT DOING BARGAINING UNIT WORK

Name of Culprit _____

Date of Violation _____

Time of Violation _____

Description of Work Being Done _____

Classification _____

Witnesses _____

Return to Steward

On I.M.E.

Building _____

Area _____

Work Station _____

Reason _____

I.M.E. hrs. _____

Date _____

Fix the Plant

Fix Wages

Farm In

Fill out and return to your Steward





Business Agent's Column

By JUSTIN RICHARDS
Business Agent

GE Report

I would like to shine a light on a special act of kindness and generosity that should not go unnoticed from one of our members. This member has dedicated a considerable amount of time over the years to the Union, to GE and to volunteer work with the E-team program at Lynn Tech. A few months ago, the program needed financial resources that at the time were not available to the program to purchase equipment that students depend on for their training. Besides all the time this member has dedicated to assisting and teaching day in and day out – weekends included – all while working third shift. This member reached deep down into his pocket and in such a humble way, made a five-thousand-dollar donation, so the program could get the equipment they needed. He never spoke a word of it, just simply paid it forward and walked away. The Union caught wind of this through another person in the program and contacted the member to set him up with the GE foundation that matches our members contributions up to five thousand dollars. His generosity earned the program an additional five thousand dollars. He was honored by the North Shore Labor Council during a trivia night event. Finally, I want to say thank you from all of us at 201 to Rob Peterson! You my friend have positively impacted the program, the community, and are doing your part in making this world a better place. Once again from all of us, THANK YOU.

It's that time of year again for dues adjustment. The dues adjustment process is a formula that's based on the average hourly wage in the plant. When the average hourly wage increases, we will see increases in our dues, when the average wages decline we will see decreases in our dues. That being said, the average hourly wage has increased at GE, our weekly dues in GE are increasing in 2022 from \$21.57 to \$22.66. The increase for the year is \$56.68

Ametek Report

Last month we voted in plant on when to observe New Year's Day, contractually if the holiday falls on a Saturday we observe it on the Friday, this created some issues for the company because it's a 2022

holiday but it will be paid out in 2021. The group unanimously voted not to observe the holiday on Monday January 3rd. Shortly after the Company contacted me to see what my thoughts were on having some mandatory overtime in December, needless to say that was a hard no, would never even give that consideration.

As mentioned above in regards to dues, in 2022 the dues increase bi-weekly from \$24.48 to \$25.04. The total increase for the year is \$14.56

Avis and Budget Report

This has been a long year, well two years actually. I would ask that you all reflect on the past year and some of the accomplishments that were a direct result of the members vigilance. Management doing bargaining unit work was a big issue that gave the Union the ability to fight to get members recalled back to work. In November 2020, we were down to about 45 members at the airport, as of now we are around 170 members at the airport. Great job guys!

We will see a decrease in bi-weekly dues at the airport from \$25.62 to \$22.50, an increase for Downtown from \$24.48 to \$25.04 in 2022.

LWWTP

January is creeping up on us relatively quickly. It is expected Veolia will come back into the picture mid-January, that is not a guaranteed date but that's the information that was relayed to us. As far as who is going to be staying and who is going to be leaving, that's still up in the air. What we do know with uncertainty is that all bargaining unit members will be staying. The treatment plant will see an increase in bi-weekly dues from \$42.72 to \$44.64.

In Closing

This year flew by! Its already December. As we are getting ready to celebrate Christmas, enjoy this time with your family and be safe! Unfortunately we are seeing an uptick in Covid cases, be mindful of everybody around us inside and outside of the plant, and take the much needed time to enjoy your families. We will be having a dial-a-Santa Zoom call on 12/22 from noon to 6pm. There are fliers in the shop. Save the QR code and call in with your children.



President's Column

By ADAM KASZYNSKI
President

"201 Year in Review 2021" Fair Contracts and Union Recognition

- At the Lynn Regional Wastewater Treatment Plant, we faced a hostile takeover, and came out with our contract intact, equivalent benefits and heads held high.

- We settled a contract at Ametek that contained no concessions, cuts, or givebacks. Wages, vacation, recall rights, and other items were improved. And we won contract language strengthening our right to strike over grievances.

- At Avis Budget, vigilant members filed Grievances on management doing Bargaining Unit Work, which brought some laid off members back to work. Now the recall list is exhausted.

- We protested the decision of a large transfer of work out of small engines to Romania when the CEO visited our plant. Although we suffered from this transfer of work, we ended up saving an estimated 9 jobs through impact bargaining.

- We reached Agreement with GE on a wage increase for licensed Crafts on progression, an end to upgrading for less pay, and another shot at renegotiating MBW in 2022

- Met with GE Executives who commented GE Lynn will continue to be a cornerstone of the supply chain

- Addressed farm out notification issues, resulting in less farm out and an improved working relationship with some decision makers in production management

- We prevented or rescinded multiple unjust terminations

- We drove safety and COVID protocols to protect members and those most vulnerable to COVID.

Solidarity

- Protested outside Walmart in Solidarity with our Brothers and Sisters at GE Lighting Bucyrus, who fended off a plant closing

- We offered up the Union Hall for Covid safe E-Team classes at night, and had a ribbon cutting on a brand new machine shop at Lynn Tech funded in part by the GE Foundation.

- We were anchor sponsors of the Lynn March on International Workers Day where we highlighted the Fight for Work at the Riverworks and supported other workers and community partners.

Activism and Support from the Public

- We went one on one and door to door to local businesses who led a

petition drive in support of our GE Campaign and hung signs from their stores.

- We endorsed a pro-Labor candidate for Mayor of Lynn and won.

- We built a coalition of 100 community leaders and took out a full-page ad in the Boston Globe calling on GE to bring work back to Lynn.

- Our plant was the subject of a study by Cornell University and UMass that proves GE has deliberately disinvested and outsourced in Lynn while taking billions in government contracts and subsidies.

- We protested outside GE Headquarters before the GE Shareholders Meeting and organized with shareholder to vote down the excessive CEO pay package. (Company gave it to him anyway.)

- Our fight at GE was the subject of a blistering Time Magazine article read by Millions of people around the world, called "U.S. Taxpayers Bankrolled General Electric. Then it Moved Its Workforce Overseas".

- We have commercials featuring our members and our Campaign to Bring Work Back to America running on TV Networks around the Country.

- Launched National Campaign to Rein in GE Outsourcing and Disinvestment, including a National Day of Action in every Local Union of the IUE-CWA GE Conference Board. Members were asked to wear campaign stickers and be photographed at their work location. Participation was overwhelming.

Brothers and Sisters,

Looking through the pictures in this Newspaper you will remember we have all had a busy year building power in our Union. The hits keep coming and I feel blessed to be in a fighting Union. At a time when GE seems to be splitting, we have a responsibility to stick together harder than ever before. I am grateful to all our Union brothers and sisters for their continued work and making it known that Lynn has an important place in GE's future.

Regardless of industry or where we live, 201 workers are united to demand the future our Union, families, and communities deserve. Together, we can build that future. Merry Christmas and Happy Holidays!