

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

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MANAGING-EDITOR  
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## Avis Budget Contract Update

By Business Agent, Justin Richards

At the conclusion of our last bargaining session on 6/27, the Union signed a 30-day extension, as the bargaining period and contract were set to expire 6/30. Leading up to the last session, the Union had done research on the Affordability Care Act and what determines if the plan an employer offers to its workers is "affordable". We have requested information from the Company, we have done research, and with that, the position of the bargaining committee is that the Company does not currently offer one plan that fits the affordability requirement. The Company has consistently refused to discuss improvements on health insurance and reduction in costs for our members, and in the same fashion, the Company has not countered the Union's wage proposals with a reasonable counter that appropriately addresses the needs of our members and giving them their fair share of the profits that they generate for this global company. On 6/27, the Company proposed a 30-day extension, and initially the committee opposed an extension because of how far apart we are on economics. The Union argued the top issues of the membership (wages, health insurance affordability, time-off, and more) early on in negotiations. The committee spent a considerable amount of time during this last session arguing data and facts on health in-

surance, and at some point, the Company placed a call to their benefits department, requesting they investigate the Union's provided information and determine if they are compliant with the ACA. That stalled economic discussions, which is why the committee decided to agree to the extension. But, prior to this, the Company still refuses to respond with a realistic economic counter proposal. Why? The Company does not feel the members who make the Company successful and profitable, are deserving of a fair wage that is predicated on the value, profits, and success their labor provides to the Company. The Company has the standard capitalistic position that the actual people that generate the profits are underserving of wages and benefits somewhat equivalent to the employees who wear suits, sit in an office, or on a board. We are not asking for equal pay of these people at the top; what we are demanding is our fair share, and a small portion of the profits our members generate for this company, are shared with the right people, our members. Some of the current (and company-proposed) starting wages are barely above minimum wage. Some of our members pay over 29% of their gross yearly income just to provide their families with health insurance. According to the government, anything over 9.2% is considered unaffordable. The Company, by refusing to acknowledge and address the issues that affect our members, their employees, are going to force our hand. A fight is looming, and the aggressively unbudging position the Company has taken on economics requires an equally aggressive response from the workers, the Union members, the employees that keep this company operating successfully, a company who refuses to share the wealth generated by our members with our members. Take the time to talk to your stewards on any upcoming actions. Remember there is no success without sacrifice, and there is no sacrifice that goes

without a fight, and when we fight, WE WIN! Our true power as a Union lies in you all.

**YOU  
depend  
on US!**

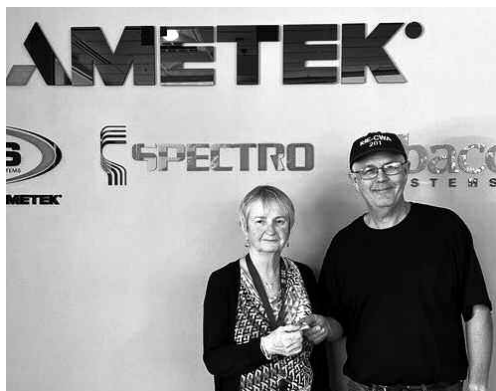
Local 201  
IUE-CWA



Bala.C, Otavia.O, Erick.F, Karina.T, Rudy.T, Linda.E, Maria.L, Luis.L



Avis Budget Workers Wearing Buttons to Make Juneteenth a Holiday and Fighting for a Fair Contract



Margaret "Peggy" Dwyer Celebrates 50 Years as a Union Member at GE and Ametek.

**Next Local 201 Membership Meeting August 15, 2023 - See page 4**

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

## Law Offices of James J. Carrigan



15 Johnson Street, Lynn, MA 01902



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



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

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

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

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

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

# Service Directory

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

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

Mark & Robin's Comics



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

## CHIROPRACTOR

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



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

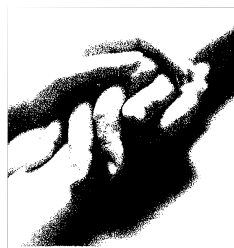
Complimentary Exam and Evaluation for GE, AMETEK, Veolia at Lynn Wastewater Treatment Plant, and/or Local 201 IUE Members

### Onsite Substance Abuse Support

For more information please call the Employee Assistance Team Local 201/GE Working Together. Located at the Medical Center and IUE CWA Local 201 Union Hall.

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

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



Print your ad on this form.

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

Enclose Payment:

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

TITLE \_\_\_\_\_  
 \_\_\_\_\_  
 25 \_\_\_\_\_  
 WORD \_\_\_\_\_  
 LIMIT \_\_\_\_\_  
 \_\_\_\_\_  
 PHONE # \_\_\_\_\_

Your Name ..... Amt. Enclosed .....  
 Your phone # ..... Circle: active or retired Date mailed .....

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

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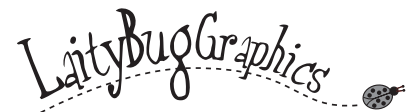
Published By Camera Graphics



### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Brian Costin on his recent death. Brian was a board member with the North Shore Labor Council and a long-time union advocate.

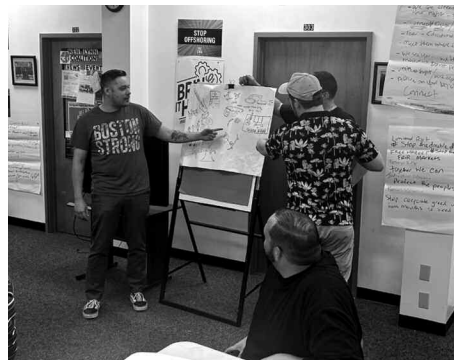
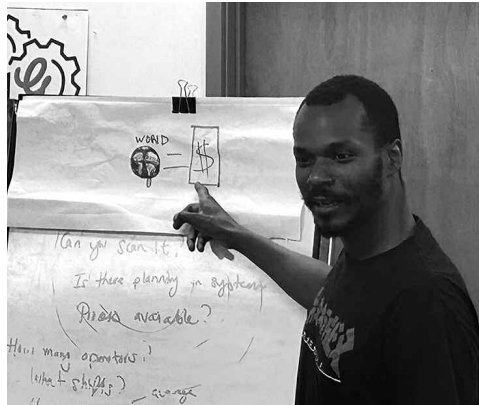
Layout Design by



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# Day of Training on Economic Inequality



## IMPORTANT ALL UNION MEMBERS

2023 is a union officer election year and our Local uses both the IUE CWA Local 201 newspaper and the IUE CWA newspaper "The Bolt" to send nomination and election notices to your homes as required by Federal Law.

ALL MEMBERS should update their mailing address with the Union as soon as possible to ensure that you receive the election notice. We have forms available to update your address. Please fill out the form below and give it to your steward or union official or mail it to the union hall at.

IUE CWA Local 201  
112 Exchange Street  
Lynn MA 01901

### Local Member Address Update Form

PLEASE PRINT NEATLY

Full Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_

State \_\_\_\_\_ ZIP Code \_\_\_\_\_

Email address (optional): \_\_\_\_\_

Cell Phone Number (optional): \_\_\_\_\_

## 1ST ANNUAL LOCAL 201 DEEP SEA FISHING TRIP

FIRST COME FIRST SERVE  
**SEPTEMBER 9, 2023**  
**7AM - 5PM**

40 Spots Available. \$50 per Spot  
Availability goes to Active 201 Members First  
Retirees, Family and Friends if Available.  
See Jossie for Tickets

More Information in the August issue of the 201 News

SAVE THE DATE



# Thank You Kevin and Ed

By Alex Brown President Local 201 Retirees Council

The Local 201 Retirees Council thanked Kevin Mahar and Ed Walczak for their many years of leadership to the Retirees Council with a luncheon at Olde Tyme Café last month. 70 retirees, friends, family joined Kevin and Ed and many shared memories and thanks. Even GE retiree leaders in Erie, PA and NY sent their appreciations of their work together at the GE Shareholder meetings. Gregg Johnson, Treasurer for the Retirees' Council presented Ed and Kevin with gift certificates to Jimmy's Steer House. Jonathan Richardson won the 50/50 raffle.

It was fun to see everyone. Thank you to the luncheon committee who pulled off all the details and to Local 201 for their donation and support. Local 201 Retirees will meet again in September.



Ed Walczak



Kevin and Jossie



## Machinist Training Opportunity

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

We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits, and a career with opportunities for growth. Students are enrolled *tuition free* in our demanding 5.5-month training program.

Classes are Tuesday, Wednesday, and Thursday nights 6pm-9pm and Saturdays 7am-3pm.

Applications may be submitted on our website: [www.eteamhome.net](http://www.eteamhome.net)

Facebook.com/ETeammachinisttraining  
Call us at 617-699-1071

The E-Team is associated with the Essex County Community Organizations, IUE-CWA Local 201, and the Boston Tooling and Machinist Association.

Listed Below Are Open Positions as of July 1, 2023 at Lynn GE. You can apply for these jobs at [Gecareers.com](http://Gecareers.com)

- 6 - Welders
- 1 - Bench
- 1 - Experienced Machinist

IUE-CWA Local 201  
**RETIREES COUNCIL MEETING NOTICE**  
**NO MEETING IN JULY**  
For more info call Alex Brown: 617-922-5573

Alex Brown, President  
Greg Johnson, Financial Secretary

### OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

**COMBINED SHOP STEWARDS & MEMBERSHIP MEETING**

**NEXT MEETING AUGUST 15, 2023**  
**NO MEMBERSHIP MEETING IN JULY**

Signed, ADAM KASZYNSKI, President  
JUSTIN RICHARDS, Business Agent

## Strategic Corporate Research

By Jefferson Cruz

Our union leadership, both at a local and national levels, has come to realize that we need to reinvigorate all aspects of our negotiating and organizing machinery in order to build up for future victories. Great strides have recently been taken in this effort; the most recognizable (and incredibly effective) of these initiatives has been the engagement of rank and file brothers and sisters as campaign captains. As they walk the shopfloor and engage with the members, we continue to strengthen our power as a union for when the time comes to mobilize.

Another aspect working side by side with the organizers has been that of concrete and objective research, which we have already employed to great effect in our most recent campaigns. In an effort to continue sharpening our pencils, I was given the opportunity to attend the 2023 Strategic Corporate Research Summer School, co-sponsored by Cornell School of Industrial and Labor

Relations and the AFL-CIO. The weeklong course in Ithaca, NY, brings together sixty or so students, labor organizers and researchers from unions, NGOs, and a wide array of non-profits from the US and abroad. I counted myself lucky to be accepted, and extremely proud to represent my Local as a rank and file member. The incredibly tight schedule of the course provided a variety of skillsets relating to the strategic research of companies with the purpose of expanding the use of campaign tactics and increasing leverage. We expect to take the lessons learned from recent campaigns and incorporate a more systematic approach to them in order to truly harness the power of our collective agreements and our solidarity.

I'm very glad that my middle of the road Excel skills has allowed me to help out so far and I look forward to improving the research capacity of our local. If this is something that sounds intriguing or if you know someone

on the floor who might be interested in getting to know more about our burgeoning research department, let someone know, call the hall or talk to your steward about getting involved and I would be more than happy to get anyone up to speed.



Jeff Cruz Presenting at Cornell School of Labor



# IUE CWA LOCAL 201 ELECTION SPECIAL SUPPLEMENT

Please Pull This Section and Save



**OFFICIAL ELECTION NOTICE  
GENERAL ELECTION  
Tuesday October 24, 2023**

The term of office for all positions shall be for 3 years ending with the following General Elections in October of 2026

THE ELECTION COMMITTEE WILL BE ACCEPTING NOMINATIONS FOR THE FOLLOWING POSITIONS:

**OFFICERS (FIVE MEMBERS)**

President, Business Agent, Vice President/Recording Secretary  
Treasurer, Sergeant-At-Arms

**HEALTH & SAFETY (ONE MEMBER)**

Health & Safety Director

**TRUSTEES (THREE MEMBERS)**

General Electric Bargaining Unit (Two Members)  
Amalgamated Bargaining Units – Ametek, Lynn Wastewater Treatment Plant (Veolia), Avis/Budget Group, Saugus Library (One Member)

**EXECUTIVE BOARD / CHIEF Steward (Seven MEMBERS)**

Section I - LCM Manufacturing (One Member)  
Section II – LATO Assembly & Test, Medical Center and Flight Support/Logistics (One Member)  
Section III – Crafts LPS/M&E, Tool and Die (One Member)  
Ametek (One Member)  
Veolia Chief Steward (One Member)  
Avis/Budget Group (One Member)  
Saugus Library (One Member)

**Delegates to the Convention of the International Union (THREE MEMBERS)**

President & Business Agent by virtue of office (Two Members)  
Local 201 Elected at large (One Member)

**Delegates to the IUE CWA Division Conference (THREE MEMBERS)**

President & Business Agent by virtue of office (Two Members)  
Local 201 Elected at large (One Member)

**Delegates to the General Electric – IUE CWA Conference Board (THREE MEMBERS)**

President & Business Agent by virtue of office (Two Members)  
River Works (One member)

**Building Association Board of Directors (THREE MEMBERS)**

River Works (Two members at-large)  
Ametek, Lynn Wastewater Treatment Plant (Veolia),  
Avis/Budget Group, Saugus Library (One Member)

Signed,

Dan Dinan, Chairperson  
Election & Jurisdiction Committee

**OFFICIAL ELECTION NOTICE  
GENERAL ELECTION  
Tuesday October 24, 2023**

**ELECTION SCHEDULE**

- **Tuesday, July 18, 2023**  
Newspaper Election Rules and Procedures published.
- **Tuesday, August 15, 2023**  
Membership Meeting: Vote on all Election Rules & Procedures
- **Wednesday, August 16, 2023**  
Nominations open @ 8:00 am: Officers, Health and Safety Director, Executive Board Members, Trustees, Delegates, Building Association Board of Directors, Stewards and Standing Committees
- **Wednesday, August 30, 2023**  
Nominations close @ 5:00 pm: Officers, Health and Safety Director, Executive Board Members, Trustees, Delegates, Building Association Board of Directors, Standing Committees and Stewards
- **Wednesday, September 6, 2023**  
Withdrawals close @ 5:00 pm: Officers, Health & Safety Director, Executive Board Members, Trustees, Delegates, Building Association Board of Directors, Standing Committees and Stewards
- **Wednesday, September 13, 2023**  
Readers and photograph submission close @ 5:00 pm: Officers, Health & Safety Director, Executive Board Members, Trustees, Delegates, Building Association Board of Directors, Standing Committees and Stewards (no photograph for Stewards). Readers maximum of 300 words only. Candidates wishing to have a photograph taken at the union hall can do so on September 13, 2023 from 8am – 5pm.
- **Tuesday, September 19, 2023**  
Election Edition of Newspaper: will contain Candidate Readers and Photos, not including Stewards.
- **Tuesday, October 24, 2023 “ELECTION DAY”**

Signed,

Dan Dinan, Chairperson  
Election & Jurisdiction Committee

**SYMPATHY**

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Samuel Kaplan on the recent death of his mother. Sam works as an AAEM in bldg. 29.



**OFFICIAL ELECTION  
NOTICE GENERAL ELECTION  
Tuesday October 24, 2023**

**ELECTION RULES AND PROCEDURES**

1. All Election Rules and Procedures will be acted upon at the **August 15, 2023**, membership meeting. Any changes that are made concerning these rules and procedures will be published at least seven (7) days preceding the election.
2. Eligibility of nominees will be determined by the Election Committee, after the close of the nomination period.
3. Nominees who are declared ineligible must be notified promptly. Appeals or withdrawals must be made in writing to the Election Committee, no later than three (3) working days after receiving notice.
4. The Election Committee shall determine the date, hours and place of such election in time for mailing or publication in the Local 201 News Organ.
5. The Election Committee shall conduct the election and make all election arrangements that are required.
6. All members who are in good standing shall be eligible to vote in any election.
7. The election shall be by secret ballot. The ballot shall designate the number of candidates to be elected and the candidates shall be listed in alphabetical order.
8. The Election Committee may call upon members to assist in the election process. A member shall not serve as both poll worker and teller or serve as either if they are a candidate in the election.
9. The tallying of ballots shall be by tellers under the direction of the Election Committee Chairperson. The tellers shall be appointed by the Election Committee and approved by the Executive Policy Board.
10. Tallying of the ballots shall begin immediately after the polls are closed and may be observed by any member in good standing of the Local. Ballots with stickers or other designations of persons who are not official candidates shall be null and void.
11. After the completion of the count, the Vice President/Recording Secretary shall preserve all ballots and records that pertain to the election. All ballots and records are to be kept under seal for one (1) year following the election or until any disputes regarding the election are disposed of, whichever is longer.
12. The Chairperson of the Election Committee shall deliver immediately to the editor of the official news organ of the Local the official results of the election. The Chairperson shall report the final tabulation of the vote cast, plus the number of blanks and/or mutilated ballots to the membership at the next membership meeting.
13. The election must be conducted without manipulation or taint and be in compliance with the requirements of Federal Law.
14. Objection(s) by any bonafide candidate(s) who believes an election was conducted in violation of Local 201's Constitution and/or Federal Laws, may file them in writing with the Election Committee. The objection(s) must be filed within five (5) working days of the official election results. If, after an investigation, the Election Committee upholds the objection, it may order a recount or a new election. The Election Committee shall report out their findings within two (2) regular membership meetings. The candidate(s) involved in the objection(s) shall have the opportunity to appeal the findings to the Membership, and the Membership may order a new election.
15. Stewards, Members in good standing and Poll workers are deemed as observers in their respective areas for the election.

Signed,

A handwritten signature in black ink that reads "Adam Kaszynski".

Adam Kaszynski, President

A handwritten signature in black ink that reads "Justin Richards".

Justin Richards, Business Agent

A large, stylized handwritten signature in black ink that reads "Dan Dinan".

Dan Dinan, Chairperson  
Election & Jurisdiction Committee



**OFFICIAL ELECTION NOTICE  
STANDING COMMITTEES ELECTIONS  
Tuesday October 24, 2023**

**ELECTION RULES AND PROCEDURES**

1. The Election Rules and Procedures shall be published in the IUE-CWA Local 201 News Organ at least seven (7) days preceding the August membership meeting. All Election Rules and Procedures shall be acted upon at the meeting. The membership meeting will be held on Tuesday, August 15, 2023.
2. The Election & Jurisdiction Committee is opening a fifteen (15) day nomination period for members to obtain nominating signatures.
 

**Nominations Open: Wednesday, August 16, 2023** **at 8:00AM**  
**Nominations Close: Wednesday, August 30, 2023** **at 5:00 PM**  
**Withdrawals Close: Wednesday, September 6, 2023** **at 5:00 PM**
3. A member, in order to be nominated, must obtain a minimum of ten (10) signatures on Official Nomination Papers. Nominating signatures shall be from members who are in good standing, and from the jurisdiction in which the member is a nominee. Official Nomination Papers may be obtained at the Union Hall located at 112 Exchange St. Lynn, MA.
4. Nominating signatures must be obtained during the Official Nomination period only.
5. A nominee must be from the jurisdiction to which being nominated.
6. Nomination Papers will be accepted during the official nomination period only.
7. All the information requested in the header on the nomination paper must be completed and accurate.
8. A nominee must be in good standing at the close of the nomination period.
9. Eligibility of all nominees will be determined by the Election & Jurisdiction Committee after the close of the nomination period.
10. A nominee who wishes to withdraw their nomination papers must do so in writing. Withdrawals must be submitted to Election & Jurisdiction Committee no later than the close of the withdrawal period.
11. A nominee who has been declared ineligible will be promptly notified by the Election & Jurisdiction Committee Chairperson. Notification of ineligibility will be delivered in hand, or by certified mail. Appeals or withdrawals must be made in writing within three (3) working days from the date of notification.
12. An appeal of the election, or a request for a recount, must be made in writing to the Election & Jurisdiction Committee Chairperson. Appeals of the election and requests for recounts must be made within five (5) working days of the official announcement of election results.
13. Sticker or write-in votes will not be accepted.

Signed,

Adam Kaszynski, President

Justin Richards, Business Agent

Dan Dinan, Chairperson  
Election & Jurisdiction Committee

**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 Fanny Pomakis on her recent death. Fanny worked for the Company for 49 years retiring in the 1990's. She worked in the Instruments department in West Lynn at the time of her retirement. She was 102 years old at the time of her passing.

**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 Patrick Houlihan on his recent death. Pat was a grinder who also worked in the tool crib.



**OFFICIAL ELECTION NOTICE  
GENERAL ELECTION  
Tuesday October 24, 2023  
STEWARD JURISDICTIONS**

The term for Stewards shall be for 3 years.  
Current Steward Jurisdictions are subject to change.

Establishing Steward Jurisdictions for the 2023 General Election will be based, in part, on head counts provided to the Election Committee by the following bargaining units: GE Lynn, MA, Ametek Wilmington, MA, Avis/Budget Group Boston, MA, Town of Saugus Librarians Saugus, MA and Veolia Water, Lynn, MA. Upon receiving this information, Executive Board Members will be contacted, and jurisdictions will be discussed.

When all Steward Jurisdictions have been finalized, an Official Election Notice will be posted throughout all plants on IUE- CWA Local 201 Bulletin Boards. Also, the notice will be printed in the IUE-CWA Local Newspaper.

When nominations open on August 16, 2023, members in good standing and members who are presently stewards may submit nomination papers for the current jurisdictions.

Signed,

Adam Kaszynski, President

Justin Richards, Business Agent

Dan Dinan Chairperson  
Election & Jurisdiction Committee

**OFFICIAL ELECTION NOTICE  
GENERAL ELECTION  
Tuesday October 24, 2023**

**CANDIDATE’S READER / PHOTO**

**CANDIDATE READERS - Candidates for the following positions: Officer, Trustee, Delegate & Building Association may submit a reader to the Election Committee, the following Rules & Procedures apply:**

1. Readers must be submitted to the Election Committee no later than Wednesday September 13, 2023 @ 5:00 pm. The candidate will be required to complete and sign a reader form and attach it to the reader.
2. Readers must be limited to 300 - words, strictly enforced. All words exceeding the 300<sup>th</sup> word will be edited out.
3. Text of the reader should be limited to the candidate’s qualifications, background, platforms, etc.
4. The reader should not be used to derogate other candidates.
5. Word count does not include the header i.e., “John Doe candidate for President” or “signed, John Doe” in word count. The body of the reader will be used to determine word count.
6. Readers must be double spaced, written or typed.
7. If readers are handwritten, they must be neat and legible.

**CANDIDATE PHOTOS**

**Candidates for the following positions: Officer, Trustee, Delegate & Building Association may submit a photo or have their picture taken at the UnionHall.**

**The following Rules & Procedures apply:**

1. If a candidate submits their own photo, the photo must be submitted to the Election Committee no later than Wednesday, September 13, 2023, at 5:00 pm. The candidate will be required to complete and sign a photo form, which is to accompany the photo. Do not staple or tape photo to form.
2. Photos may be submitted in print or electronic form.
3. If a candidate wishes to have their picture taken at the Union Hall, he/she may do so. Pictures will be taken on Wednesday **September 13, 2023, from 8am – 5pm.** (The same day Readers are due) Candidates will choose photo to be used at the time of photo shoot.

**FAILURE TO COMPLY WITH THE CANDIDATE’S READER & PHOTO RULES & PROCEDURES MAY RESULT IN YOUR READER OR PHOTO BEING DENIED.**

**IUE CWA LOCAL 201 CONSTITUTION ARTICLE XII  
ELECTION OF OFFICERS AND EXECUTIVE POLICY BOARD**

**Section B. Candidates - Nomination**

Candidates shall be nominated by obtaining (on official nomination papers provided by the Union Office) the following signatures from their respective jurisdictions.

Union Wide Office	50 members
Steward or Membership on a Standing Committee	10 members
(except in a jurisdiction containing 25 members or less)	5 members
Executive Policy Board	50 members
All Delegates	50 members
Ametek Negotiating Committee	10 members
Lynn Wastewater Treatment Plant, all elected positions need five	(5) members

**SYMPATHY**

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Staff is extended to the family and friends of Samuel Kaplan on the recent death of his mother. Sam works as an AAEM in bldg. 29.

**SYMPATHY**

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE/Ametek retiree Bertell Porcher on his recent death.





# LPS/M&E Report

By ARTIE AMIRAULT  
Crafts Executive Board

## Integrity

This is another word that is completely lacking around the plant. It's in short supply and is something the Company could use in high demand. Especially the management on the shop floor! What's the definition you ask?

**Integrity**-the quality of being honest and having strong moral principles; moral uprightness.

Here are 5 attributes of someone who actually has **Integrity**.

1. Someone who **follows a set of values**.
2. Someone who is **honest**.
3. Someone who **helps** others.
4. Someone who **leads** by example.
5. Someone who **takes responsibility**.

How many of you can honestly say that this is in abundance on the shop floor or hell, even higher up? I'm sure the number is low. Don't get me wrong it does exist here in the plant but nowadays it's few and far between. Having Integrity is not having or asking someone to do something wrong even when you know that it is. Having Integrity in doing something right and leading by example even when you know that it might not be popular or viewed as such by the people above you. Having Integrity is taking responsibility when someone is getting in trouble for something you told them to do and admitting you were wrong to do so, no matter the consequences. Having Integrity is trying to help someone who is struggling with a job or problem

they are having and not just trying to get them into trouble. These are all things that you don't learn by going to school. No, No, No, these are things that you are taught at home by your parents when you are young so that you can grow up and be a decent human being. Here, these values are thrown out the window and all that matters is who can I step on and what is the fastest way I can move up the corporate ladder. These are people's lives you are messing with; this is their livelihood. This is how they provide for their family. How would you feel if you were being treated the same? What would your reaction be?

If you've ever read GE's The Spirit and The Letter which pertains to **ALL** GE employees the front page says this.

## "Always with unyielding Integrity"

I know as 201 Members we sure as hell are held to this standard. I can't say that I can say the same on the management side.

Finally, I'll end with this. Instructing your management team to do something **that you know is wrong** and violates the contract and then claiming you didn't think it was going to be a big deal and playing Mickey the Dunce about the situation just because you wanted to get something done is not a good way to show you have integrity. Admitting you were wrong and not doing it again does.

President's article continued from page 12

## Contract Talks Heating up at ABG

We are still extremely far apart in our negotiations with the Company, on key concerns and demands like wage increases, contract language, and cost of healthcare. Wear your buttons, wear the stickers, and get ready to fight for a fair contract – as ABG seems to have no compassion on what our members are facing with exorbitant healthcare costs and low wages that have been weakened by the cost-of-living crisis. Talk to your stewards for updates as we head back to the table this week.



# AS THE ROTOR TURNS

By BOBBY ELDRIDGE  
LAT&O/Logistics Executive Board

The local 201 activities committee is putting together a fishing trip for Saturday September 9th. The cost will be \$50 per member, and it's first come first serve. The boat only holds 40 people. Tickets go to active members first. If the event is not sold out by August 25th, we will open it up to retirees and family members. For tickets call the hall.

## LATO

As most people in LATO already know, the plant leader is moving on to a different role in the Company. No one has been named his replacement. If I had to guess, I would say it is going to be someone from outside the plant, that seems to be the trend around GE lately. Let's bring in someone that has never worked in LATO and more than likely would want to change things. Also, an update on the AC in building 29, I'm being told that it isn't going to be on until September because

of some badge issue with the outside contractors. You can't make this stuff up.

## Logistics

The look back payment was issued last week and yes, the Company did pay it out wrong and on purpose. Every look back payment has always been paid the same way dating back to 2016. The Company blatantly violated the agreement and there has been a grievance filed and is at step 2. So, everyone that got short changed will receive a retro payment if or when a settlement has been reached with the Company. If you are at the top of the rate by July 3rd you will not receive a look back check because it is only for the members that are currently on progression. If anyone has any questions, please call me down at the Union Hall and I will answer any question you have. Hope to see you around the shop.

Bobby

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## VP's Column

By TOM O'SHEA  
Vice-President/Recording Secretary

### 2023 Election

Published in this month's paper are the local 201 election rules for the upcoming general local 201 officer election. Please take the time to read and review. One thing that may not be clear are the positions for the union elected health and safety representatives. There are 9 openings in 9 jurisdictional areas. Like running for steward, running for the health and safety positions pertains to those specific areas. For example, if you work in bldg. 29 you can run for the union elected health and safety position in bldg. 29. Same goes for bldg. 42/test you must be working in that area to qualify for that opening. Tool crib jobs are LCM jobs and fall under the LCM jurisdiction.

Once upon a time all union positions were heavily contested. 30 years ago, being elected to a seat on the legislative committee was a hard-won position. If you feel that you can contribute don't hesitate to run for office.

You need a minimum of 2 years' service to qualify to run for an Officer position. Everyone is welcome.

### E Team

The E Team is recruiting for its next session that is scheduled to start in September 2023. Alumnae should take it upon themselves to reach out to any and

all possible candidates. "Do you know anyone who could benefit from the e team? Remember what you went through? How it changed your life? How you now have a job and a career path"? The founders of E Team and its sister organizations Night Hawks and the Gloucester program would like to see these programs continue. Funding has been made available. All the programs need are people willing to learn. Do you know anyone looking for a new career and a good paying job? Go to eteamhome.net or call 617-699-1071 for more information.

### Pensions

Our collective bargaining agreement was scheduled to expire on June 18, 2023. GE's computers were geared up for that. Instead of our CBA expiring we secured a two-year extension of our current contract along with two raises. GE's computers were not ready for that. If you are looking at your pension profile and you are eligible for either or both the Regular and Special Supplements you may not see them listed. They should be there, but the computer has not been told that yet. If you are eligible to receive the supplements you should receive them. I am waiting for official confirmation from the Company.



## LCM Executive Board

By JOSEPH TIRONE  
LCM Executive Board

Hope everyone is having a great start to summer. This week the wage increase goes into effect. I expect the Company to make some mistakes on our members checks. If you ask me, they need more help in the payroll department. If your check is wrong just give me a call at the union hall or contact a steward so we can get it fixed.

Another thing happening in LCM, management decided to "glove up" and start cleaning buildings until the Crafts board member put a stop to it. Whether it's picking up trash or moving parts, these are our bargaining unit jobs. If you see any of these things happening grab a steward have them fill out a grievance.

As 201 members it's also our responsibility to clean our work areas. You could claim .5 for housekeeping at the end of every shift. If management feels LCM is too dirty, they should not have a problem with that.

Another thing I would like to talk about is brotherhood and sisterhood. Being part of a union is helping each other like you would for a family member. Not everyone works the same, it's our duty to help other members in our area, training etc. It is so important to have each others back, it's the only thing that makes us strong.

If anybody is interested in becoming a steward let me know. We could use a few people to step up.

In solidarity.

Joseph Tirone LCM E Board

*Business Agent's article continued from page 12*

importantly, stop mismanagement! It's ridiculous that I must write about this 2 months in a row.

On a positive note, the new Plant 1 leader met with stewards and union leadership a couple weeks ago; he heard all the issues they have been screaming about, and possible solutions from the stewards that were present. The stewards explained to him that the way the Company has been assigning jobs and training has led to the loss of flexibility and ability to cross train our members. The stewards explained how the operators handled this previously up until the last change of leadership in 64. He has committed to listening and being open to getting 64 back to the productive business it

was, and on track to ship conforming parts. One of the concerns he had brought to the Union was safety glasses. Please, before the Company takes a firmer position, and goes on a discipline spree, put your safety glasses on.

### Look Back Payment

The Company has issued the look back payment per the MBW agreement, and as expected, it is WRONG. On July 12th at Step 2, the Company informed us that the payment was issued on this calculation: 6% of the step you are in prior to the step increase that went into effect July 3rd. Again, this is wrong. We have an active grievance on the issue and requested an expedited decision at Step 2. Had the Company accepted our proposal in April, we wouldn't be arguing over this issue.

### Veolia Report

There are some updates learned at the last Step 2 (last week of June) and they will be highlighted in this paragraph. The O&M Tech programs require members to do 2 years of initial training/OJT in operations and maintenance. Due to the staffing conflicts, it is possible that some operators will not be able to move into maintenance or vice versa on the next shift bid. Because this is not at the fault of the member, we requested the Company not hold anybody back that cannot cross over from advancing or extending the 2-year period, to which they agreed. The first half of the perfect attendance award should be paid out this month, most likely the second pay period. There are two safety reps on site now. Complete your trainings and make sure you meet the requirements to get that

safety bonus. The Company has asked payroll to go back and review all the overpayments again to make sure there are no more incorrect overpayment letters and amounts being issued.

The Company is looking at finding another local optometrist so that members may have a physical location to be able to try on glasses before purchasing them.

The Union had discussions on the Instrument Repair position that the Company has not been able to fill because of the low voltage requirement. The Company is going to look at changing the requirement to a licensed electrician and pay the current rate of the licensed electrician to try to fill the position.

### Open Jobs Veolia LWWTP

- 1 - Laboratory Technician
- 1 - Instrument Repair





# Health & Safety Notes

By CARMEN DEANGELIS  
Local 201 Health & Safety Director

## Late Injury Reporting

If no one saw it, it didn't happen. Both the Company and Local 201 Health and Safety, encourage early reporting for good reason. In terms of injuries, early reporting allows for treatment that can better identify and affect how you're going to feel in the future, potentially giving you more options for care.

Reporting soon after an injury gives the safety team an opportunity to correct any shop floor hazards that could be present. Work orders, safety related tracking data, and shop floor communications related to a potential hazard are all much more efficient when done sooner than later. If the Medical Center is not open, Plant Protection (Bldg. 89 or 4-2591) can also process your occupational injury, scan it to the Medical Center and give you a copy.

I've worked in the trades, most of the time we assume we will feel better the next day. That mindset doesn't do well in the environment we are in. Late injury reporting has the potential to limit what kind of treatment you may benefit from, it can create hassles with Workers Compensation claims and if the shop floor hazard that may have hurt you is not identified, your fellow Local 201 members will still be exposed to it.

Especially for more serious injuries, these practices will help create positive outcomes and help the Company to process our claims correctly and more efficiently.

- Create a folder with information on the cover for quick reference, such as DOI (Date of Injury), Name of Physician/s, Worker Comp number (or other case number). If you have multiple providers for an injury separate them by folder.
- Create a timeline- When you interact with a provider in person or by phone. Document the person/s name, date, time, and details related to the event.
- Keep copies- When you see any provider request any paperwork related to your visit. Save emails and all other forms of communication.
- Out of pocket expenses- Obtain proof of payment if you need to pay for services, this is necessary when requesting payment from WC, STD, Aetna and others if covered. For example, if you choose to drive yourself to treating providers document mileage, save any parking fee receipts. If possible (depending on your shift) leave and return from the medical center.
- Be your own advocate- If you feel delayed or discour-

aged, remember you owe it to yourself to get back physically as best you can. Resist the natural tendency to move on and just live with the pain. Stay vigilant when following up with providers. My opinion toward "first aid" treatment is that after two weeks further treatment needs to be considered such as a specialist and/or imaging. Always continue to seek necessary treatment and be present for scheduled appointments.

- You have the right to choose your own treatment provider, as well as a second opinion if needed. The Company can in some cases deny a provider based on what may be considered higher than average fees. In these instances, if cost can't be negotiated there may be little choice but to find another qualified provider. Ultimately these issues are worked out with good options in this area for quality treatment
- Too often members want to avoid the perception they are not working correctly or are somehow at fault, and either fail to report an injury

or just pay out of their own pocket through personal health insurance. The problem here is if your injury becomes involved you will have already set a precedent as having a "personal condition". I have seen members regret trying to avoid attention only to be saddled with bills that were clearly work related. Talk to me first.

- When you fill out an Occupational injury and Illness Form, remember to list EVERY body part affected, this is a big deal. Try to stay calm and take your time with accurate dates, times, witnesses, and details.
- Use your resources- Your Union Elected Safety Representatives are well versed in the process and work closely with me. We can answer questions or get you the answers you need. If you are denied Workers Compensation or have questions about medical bills, you should reach out to me. Most of us understandably are not familiar with the processes mentioned here.
- Carmen DeAngelis 617-462-7310.

## SAVE THE DATE

### Exhibit Opening

Celebrate Local 201's 90th anniversary at the opening of a new exhibit about the union's history at the Lynn Museum.

 **Labor Day - Monday, September 4, 2023**

### Trails & Sails Event

Join us back at the Lynn Museum during the Trails & Sails event series. Details forthcoming.

 **Saturday, September 23, 2023**



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REGISTRATION DEADLINE JULY 28<sup>th</sup>

7:30am START TIME

\$100 per GEEAA member, Retirees \$100, \$130 per non-GEEAA

Checks Payable to: GEEAA  
Mail to: GEEAA, c/o Tom Bishop,  
P.O. BOX 148,  
W. LYNN, Ma. 01905  
E-mail: tom.bishopgeeaa@gmail.com

Contact person,	Team Phone#
Team #1: Player #1	Player #2
Team #2: Player #1	Player #2





## Business Agent's Column

By JUSTIN RICHARDS  
*Business Agent*

### 2023 National Convention

The 79th CWA Convention was held from July 10th to 12th in St. Louis, Missouri. Just as years past, it was another powerful, inspiring, and motivating experience. I couldn't even tell you how many locals were in attendance this year and cannot put an accurate number on how many union members were there. This year was an election year. For the IUE and CWA, Carl Kennebrew was re-elected as President of the IUE. For the CWA, Chris Shelton retired after 55 years of service to the CWA, the last 10 years serving as the President. It's an honor to welcome newly elected President, Claude Cummings Jr., who made history in the CWA as the first Black President.

### Election year for Local 201

2023 is also an election year for our Local. For the past 2 ½ years, leadership has been working on continuing to strengthen Local 201's reputation and history, providing aggressive and intelligent representation to this membership, mobilizing and campaigning in all efforts, educating our stewards, members, and fighting for our fair share, rights, and to uphold our contracts. With this upcoming election, all positions are open, and all positions play a valuable role in progressing our local, from the trustees who sit on policy board, health and safety reps, stewards, and officers. The most important responsibility for members is to vote and I ask that everyone cast a vote. Secondly, for everybody that plans on running for a position, start asking questions now, what the roles entail, think of the commitment requirements and be committed whether you're running for stewardship, trustee, health and safety rep, or officer positions, and understand the commitment and responsibilities you are running for. To all voting members, consider all of the candidates, ask them questions and vote for the ones you feel are the best fit for the open positions.

### GE Report

On Friday July 7th, while I was meeting with a member over a grievance in Plant 2 (Building 40 Small Engine), a cell leader brought in a group of bench hands to give vouchering training. I instructed the members in attendance not to sign anything that says they have received vouchering training. Here's why: the Union has had an open Matter that we have been arguing about at the Step 2 level for over 2 years regarding vouchering training. We have been demanding proper vouchering training from the right people this whole time. The Company responded to the Union's request saying, long story short, "we will train the trainer and have our cell leaders do the training". We have argued that cell leaders are not qualified to provide the training and that a conflict of interest exists because a cell leader's main objective is to ship parts, and additionally, they are too new to even understand our vouchering system and policy. Well sure as hell, on July 7th, the Small Engine cell leader was not only instructing our members to misvoucher but was also training our members on the wrong material. We have argued endlessly that somebody from Compliance, or even Quality, must conduct this training.

The Company showed yet again how irresponsible they manage important policies, delivery, and quality by thinking their quality personnel would be better suited and more productive doing bargaining unit work by picking up trash in Building 40. Yup that's right, the Company clearly sees a need to hire more servicers but won't and would rather use Quality to do Servicer work rather than disposition parts, support the floor, investigate MRBs, or train us on things like the vouchering policy. You know, all the stuff we need them to do so we can ship parts, burn down delinquency, and stay compliant. I have mentioned before, the flavor of the week dictates the Company's actions, and apparently this week the flavor is to ditch compliance and quality obligations, not hire servicers, not support the floor, but instead, CLEAN! We want the plant clean; we have classifications for that. HIRE, give proper training, and most im-



## President's Column

By ADAM KASZYNSKI  
*President*

### Fight Continues for Work at GE Lynn

In my last column, I reported back on developments regarding the US-India Military GE Jet Engine offshoring deal: a new order for 414-INS6 engine, which will be 100% manufactured in India under terms that include 100% transfer of technology. Last month I said, "The question we have not yet been able to answer is will this deal mean 414 parts will be manufactured in India and then potentially be sold to our customers like the US Military?"

I want to thank the many members who helped organize co-workers to flood the congressional hotline to demand (1) a formal investigation into impacts on job loss and loss of industrial capabilities at GE Aerospace Lynn, MA, arising out of this deal, and (2) proper remedial action, prior to the US government making any decisions or authorizing ANYTHING that may jeopardize our work and our plant.

Thanks to our members' ongoing efforts the Company responded with a letter. The letter stipulates that the engines are "for use only in Indian aircraft" and that the order will "likely" increase labor hours in domestic GE plants, while asking for our cooperation, which is needed in ensuring the success of this deal.

We received confirmation from Congressman Moulton's office the following day, after the calls were made, that GE will not be able to export or re-export any engines as a result of this agreement. This was a step in the right direction, but soothing words are not enough.

We want assurances that are enforceable. As the first jet engine manufacturing plant in the U.S., as union workers that helped build this company, as taxpayers that pay for these products we deserve enforceable assurances, not just lip service.

Over the coming weeks we will demand that the Biden administration and Congress must ensure a future for our plant. We were told we would have an ally to restore critical defense jobs, and we need that ally right now to do what is needed. We need new product lines like the T-901 that we will need to secure a viable future for the Riverworks.

These developments indicate our campaign's growing momentum and reveal there is so much more work to do to secure our jobs. This is a call to action. Join us in demanding accountability and a future for our union and our jobs and help us petition the White House to have our backs.

### GE Screws Up MBW Lump Sum

In 2016, under the local MBW agreement, the Company agreed to a lump sum payment for all members not yet at top of rate, at the amount of the "NEGOTIATED INCREASE" multiplied by all hours worked in the previous calendar year, the number of the hours used in the formula will not less than 2,080 (New Hires: So long as you punched in and began your service as of July 3rd 2023, you should receive a check for 2080 X the negotiated increase). The National Contract stipulates a 6% increase in July 2023 and July 2024. National contract sets the top rate, which means lump sum should be 6% of the top of the rate in effect prior to the increase.

Instead, GE appears to have calculated the lump sum based on the new step, not 6% of the negotiated increase. Sounds like buyer's remorse, and now they are trying to pull a fast one. The Company is resorting to scum bag tactics as they promise shareholders labor peace. We will do whatever it takes to ensure the Company delivers what was negotiated and agreed upon.

*continued on page 9*

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

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

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

