

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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## Local 201 Members at Avis Budget Vote to Ratify Contract

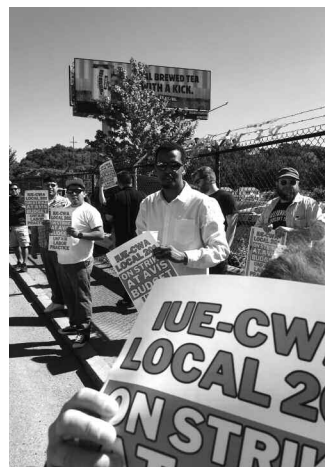
*By Business Agent, Justin Richards*

I would like to say: all-around stellar job by the membership and the Bargaining Committee over the last few months as we negotiated the next contract at Avis Budget. There was a lot of confusion and misinformation, and I have to say the Bargaining Committee did an excellent job in clearing all of that up and making sure the membership had the correct information to make an intelligent decision. The Local 201/ABG 2023-2027 contract was ratified by membership vote. We fought for – and won – significant gains, historic wage increases, and improvements to language and other areas in this contract. This was not possible without the membership and a strong Bargaining Committee who did not waver in the slightest

when things got heated at the table or when the Company refused to address the key issues of the membership. Many factors contributed to our success, including the engagement of the membership and your willingness to fight through the tough times, including the nearly 100% total participation in the one-day strike. This unity and solidarity delivered a very strong message to the Company: **we will fight!** The active participation of this membership has made this, by far, one of the most enjoyable contracts I have done in my role as Business Agent. When you negotiate a contract, you also want to lay down building blocks so that when you get back to the table, you have a strong foundation to work from. This can be a daunting process as

we only negotiate when agreements expire. This round of negotiations, I would go further to say we didn't just set up building blocks, we established a pathway to success. I want to sincerely thank the membership and the Bargaining Committee for the opportunity to lead these negotiations and bring something back to the membership that we can all be proud of! Changes in relation to the ratified contract began to take effect on 9/25/23 but be advised the retro payments are anticipated to take a couple pay periods to be paid out, and for wages to be adjusted, it is expected to be all adjusted the week of 10/20. The Company announced during negotiations that a new health plan is going to be rolled out during open enrollment. They

had stated this plan will include an HRA plan that will be eligible for rollover. It will be replacing the current Health Fund plan. Take a look at what you're enrolled in and if you need assistance making an informed decision, the Company has agreed to provide some resources to the membership to ask questions and get benefits advisement.



**Next Local 201 Membership Meeting October 17, 2023 - 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

### 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.



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### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Herbert Burns on his recent death. Herb worked in bldg. 66 as a Mechanical Inspector and retired in 2016.

# 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



SCAN ME

**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

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

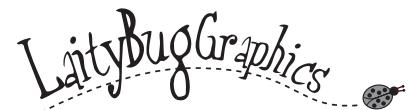


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## CANDIDATES FOR 2023 ELECTION OFFICER AND DELEGATE ELECTIONS

**BUSINESS AGENT**

Joe Caloggero  
Justin Richards

**PRESIDENT**

Adam Kaszynski

**VICE PRESIDENT/  
RECORDING SECRETARY**

Jefferson Cruz Ruales

**SERGEANT-AT-ARMS**

Stephen Allen  
Cohlette Carlino

**TREASURER**

Neftaly Alvarez

**TRUSTEE: (2 GE POSITIONS)**

Shawna Bickford  
V. "Billy" Stephanides

**AE/LCM EXECUTIVE BOARD**

Christopher Moody

**AE ASSEMBLY TEST FLIGHT  
SUPPORT CENTER/MEDICAL  
CENTER EXECUTIVE BOARD**

Robert Eldridge  
Michael Lee

**LPS/M&E/TOOL&DIE EXECUTIVE  
BOARD**

Arthur Amirault

**UNION HEALTH & SAFETY  
DIRECTOR**

Carmen DeAngelis

**UNION HEALTH AND SAFETY  
REPRESENTATIVE: LPS**

Michael O'Connor  
Adam O'Neill

**DELEGATE TO THE GENERAL  
ELECTRIC IUE-CWA  
CONFERENCE BOARD**

Robert Eldridge

**DELEGATE TO THE IUE-CWA  
DISTRICT/DIVISION CONFERENCE**

V. "Billy" Stephanides

**DELEGATE TO THE  
INTERNATIONAL CONVENTION**

V. "Billy" Stephanides

**CANDIDATE FOR CHIEF  
STEWARDS AVIS BUDGET**

Rudy Turcios

**VEOLIA WATER CHIEF STEWARD**

No Candidate

**BUILDING ASSOCIATION  
BOARD OF DIRECTORS**

Thomas O'Shea

**Chairman of the Election  
and Jurisdiction Committee**



**Dan Dinan**

### LIST OF MEMBERS THAT SUBMITTED NOMINA- TION PAPERS FOR STEWARD AND ELECTED SAFETY REPRESENTATIVE

**Avis Budget Stewards**

Jennifer Kernizan  
Mukhtar Abdul  
Karim Alous  
Samantha Sanchez  
Lea Stefanakis

**GE Health and  
Safety Representative**

Nicholas Overbaugh 66/Tool +  
Die/32 Punch Press  
Jason Daley LCM Maintenance  
Armand Conti 63 Logistics  
Glenn Lunt 42/29Test/81  
Daniel Castro 29 LATO  
Stephanie Murray 40  
Donald Doucette 74  
Michael Reidy Jr. 64

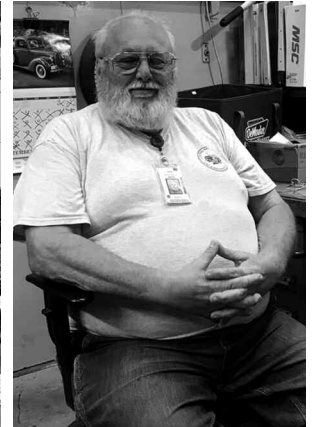
**GE Stewards**

Kevin Hebert 66 2nd shift  
Nicholas Overbaugh 66 1st shift  
Cohlette Carlino 66 1st shift Green  
Dan Dinan LCM Maintenance  
Billy Stephanides 66 3rd shift  
Stephen Allen 74 1st shift  
Peter McCarty 74 1st shift LCM  
Clint Brewster 99 1st shift  
Nicholas Velasquez 40 2nd shift  
Mark Monti 42 2nd shift  
Mark Connolly 63 1st shift  
Leonard Nali 42 2nd shift  
William Leonard 63 Tool and Die  
2nd shift

## Congratulations Retirees



Paul Babin Receives his 30 Year Pin  
and Retires from GE



Keith Truehart Retires  
after 40 Years at GE

## IUE CWA Local 201 Officer Election October 24, 2023

**Voting Locations Include:**

GE Building 74A Visitors Center  
(located at the north end of building 74) 6 am - 5 pm  
Avis Budget Airport 6 am - 4 pm  
Local 201 Union Hall 112 Exchange Street 8 am - 5 pm.  
Lynn Wastewater Treatment Plant 6:45 am - 8:45 am  
Saugus Public Library 9:30 am - 11 am  
Ametek Aerospace Wilmington MA 8 am - 10 am

**Early voting Friday October 20, 2023**

Local 201 Union Hall 8 am - 5 pm

## OPEN ENROLLMENT

### GE Health Benefits for Production Employees OCTOBER 9 – OCTOBER 27

THIS 19 DAY PERIOD IS THE TIME THAT YOU CAN  
MAKE CHANGES TO YOUR BENEFIT ELECTIONS  
DURING THE YEAR (with the exception of a life-event -  
birth, death, marriage, etc.)

You **must** take action if you....

- Wish to change your medical, vision or dental plans
- Wish to contribute to a flexible-spending account (HCFSA, LPFSA or DCFSA) or health savings account (HSA)
- Need to make a change in your covered dependents or working spouse status
- To carry over unused sick and personal pay program hours earned during 2023. Should you fail to make this election, you will receive payment for unused sick/personal hours in February 2024 (Unused sick/personal hours cannot exceed 240).

Additional Information and/or assistance  
can be obtained on your benefits website

**onehr.ge.com**

(click on Annual Enrollment) or by calling the  
GE Benefits Center at **1-800-252-5259**.

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Listed Below are Open Positions as of October 1, 2023 at Lynn GE. You can apply for these jobs at Gecareers.com

- 3 Advanced Aircraft Engine Mechanics
3 Welders

VET-TO-VET SUPPORT CONNECTION



Veteran run support network.

- No VA BS -No paperwork -No hassle

Just Veterans helping Veterans

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

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

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

OCTOBER 17, 2023

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



OR VIA ZOOM

https://shorturl.at/eryGR

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

AGENDA:

- I. FEATURED PRESENTATIONS:
1. 30+ YEAR PIN AWARDS
2. SWEARING IN OF NEW MEMBERS
II. GENERAL BUSINESS:
1. MEETING MINUTES FROM PREVIOUS MEMBERSHIP MEETING
2. POLICY BOARD
3. TREASURER'S MONTHLY FINANCIAL REPORT
4. COMMITTEE REPORTS
III. GE REPORT
IV. AVIS/BUDGET GROUP REPORT
V. AMETEK REPORT
VI. VEOLIA WATER REPORT
VII. SAUGUS LIBRARIANS REPORT
VIII. NEW BUSINESS
1. MASSCARE: LABOR'S STAKE IN MEDICARE FOR ALL IN MA SPECIAL PRESENTATION

Signed,

ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent

Sign the petition to Bring our Jobs Home:



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

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

# 201 Retiree's Column

By ALEX BROWN  
Local 201 Retirees Council President

**Upcoming Local 201 Retirees Council Activities:**  
**Saturday October 14, 10am to 3pm: Local 201 Celebration/ Digitization Event.**  
**Wednesday October 25, 11am Retiree Council Meeting In Person!**

We've secured the Lynn Housing Authority Community Room at 10 Church Street. No steps. This month Gary Poland, former Plant 4 Board member will tell us about GE's and other Company's strategies to "de-risk" their pension obligations. It's important to understand what this is and how it affects our pensions. We'll talk about proposed by-laws for the Retirees' Council and preparations to help out with the Plant Gate Collection November 3. Join us and maybe afterwards we can go to lunch.

**Retirees over 65: Annual Enrollment is October 15 to December 7**

The annual enrollment period for post 65 allows retirees to change their health or prescription drug plans for 2024.

**This is especially important for prescription drug plans.** For instance, I received notice that the premium for my Well-care plan is decreasing per month to \$.50 a month while the annual deductible is in-

creasing to \$545 before the plan will pay for Tier 3 + drugs. Sometimes the increases can be very large. A New Hampshire retiree told me his plan is increasing from \$72 to \$111 a month!

The plan might also change what it pays for your scripts which could change your co-pay. If the rates go up, time to see if there's a better plan for you. If you don't take action, you could be stuck with the plan for the year.

These outrageous costs are one reason it's good that Medicare will now be able to negotiate with the drug companies, if they don't win their suit to stop it. But these negotiations for some very expensive drugs won't take affect until January 2026.

Everyone should have gotten a 2024 Annual Notice of Changes. Or you can go online at [Viabenefits.com/ge](http://Viabenefits.com/ge) or [Medicare.gov](http://Medicare.gov) or call VIA at 1-855-873-0103 to look at which plan is best for you. Be sure to factor in both the cost of premiums and what the plan pays for your prescriptions.

I recommend that retirees write down all their medications with the strength and the frequency that you take them in order to shop comparable plans.

If you need to make a change, December 7 is the deadline. And it makes sense to call or go on line sooner.

Some other reasons to change plans are that you moved, your doctors no longer accept the insurance, your prescriptions changed, or changes to your family. **If you are happy with your plans, you don't have to do anything.**

If you are eligible for the GE Retiree Reimbursement Account that pays \$1000 a year towards your expenses and premiums you have to enroll in **one** plan (either prescription drug plan, supplemental or Medicare Advantage plan) through VIA.

Another resource especially for those of you who are not eligible for the \$1000 RRA are the State Health Insurance Assistance programs (SHIP). 1-877-839-2675 or [shiphelp.org](http://shiphelp.org). They are located in every state and help people with coverage. The Massachusetts program is SHINE and I've been training with them to better help retirees.

At press time the rates for Medicare Part A and B have not been announced so I will cover that in my article next time.

Questions? you can call me at 617-922-5573 for help.

## November 3, 2023 In-Plant Collection for Retirees Council

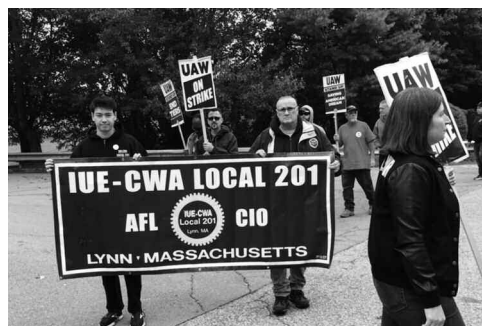
The Local 201 Retirees Council has been in existence for well over 50 years. Its purpose is to help retirees get the benefits they have earned as well as navigating health care issues and maintaining solidarity with union members. The council has been responsible for getting increases to retirees pensions too. They are a volunteer organization that needs funding for union activism and union building outreach. (A large contingent attended our Practice Picket on May 1, 2023). In the past the members of local 201 have generously donated money to help their/our cause. We have not held a plant gate collection since well before Covid-19. We are holding a collection on November 3, 2023 at the River Works plant. Please donate if you can. All monies will go to the IUE CWA Local 201 Retirees Council.

**Open Jobs Lynn Waste Water Treatment Plant  
2 Electricians**

*Thank You*

to Dorothy and Richard Logan for Your Donation to the IUE CWA Local 201 Scholarship Fund in Honor of "Big Jim Logan".

## UAW On Strike



### IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

**Wednesday, October 25, 2023  
11:00 AM**

In Person at the Lynn Housing Authority Community Room  
10 Church Street, Lynn

**Join Zoom Meeting**  
(Limited Zoom Available)

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

Meeting ID: 861 9951 6446  
Passcode: 153283  
Call in: + 646 558 8656

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

Alex Brown, President  
Greg Johnson, Financial Secretary

# Local 201 90th Anniversary Celebration/Digitization Event

When: October 14th from 10 AM - 3 PM

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

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

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

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

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

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

*See you there!*

# LOCAL 201 90TH ANNIVERSARY CELEBRATION/DIGITIZATION EVENT



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

LYNN MUSEUM - 590 Washington St, Lynn, MA 01901

**10 AM - 3 PM**

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

IUE CWA Local 201 Election 2023

P 01

01



Ballot One

307-23-01

Business Agent (Vote for 1)

Mark Your Ballot Like This ■

- Joseph Caloggero
- Justin Richards

Sergeant At Arms (Vote for 1)

- Stephen Allen
- Cohlette Carlino

DO NOT FOLD

Mark Your Ballot Like This ■

IUE CWA Local 201 Election 2023

P 01

02



Ballot Two

307-23-01

Business Agent (Vote for 1)

Mark Your Ballot Like This ■

- Joseph Caloggero
- Justin Richards

Sergeant At Arms (Vote for 1)

- Stephen Allen
- Cohlette Carlino

LATO/Logistics/Medical Center Executive Board (Vote for 1)

- Robert Eldridge
- Michael Lee

DO NOT FOLD

Mark Your Ballot Like This ■

IUE CWA Local 201 Election 2023

P 01

03



Ballot Three

307-23-01

Business Agent (Vote for 1)

Mark Your Ballot Like This ■

- Joseph Caloggero
- Justin Richards

Sergeant At Arms (Vote for 1)

- Stephen Allen
- Cohlette Carlino

Union Elected Health and Safety Representative LPS (Vote for 1)

- Michael O'Connor
- Adam O'Neill

DO NOT FOLD

Mark Your Ballot Like This ■



## LPS/M&E Report

By ARTIE AMIRAULT  
*Crafts Executive Board*

### THE FREEZE

The Company's hiring pause, no wait let's just all be honest and call it what it really is a FREEZE. The freeze on all indirect positions is and will continue to hurt not only the plant infrastructure but Production as well. In maintenance the freeze has only compounded the issue of having the proper staffing and hiring the licensed crafts that are needed throughout the plant, especially in LPS. We are down Fire Inspectors, Power Plant Operators, RC's, Electricians, Plumbers, and HVAC Techs. MBW had already crippled the Crafts with its low wages and starting rates compared to other businesses around the area. The 6% raise was possibly going to help the situation with hiring in these classifications but at this point we will never know because there is a hiring freeze. When questioning the Company about the freeze their answer is "We will review each and every position and post jobs accordingly". This has led to zero postings to the street and all GE Careers positions in these classifications removed. This is a foolish move by the Company and is really only costing them more money in the long run.

### Example!!!

I was approached early in the year with a 1-year proposal. The way it was presented to me was this. The Company was going into the hotter seasons and wanted to bring in an outside company to help with the HVAC maintenance for the management offices because while we had postings to the street for HVAC Techs for 2 years there were zero applicants. One can only assume wages are the issue. That left us 3 HVAC Techs in LPS to handle all the offices in the buildings. That said it was either agree to the 1 year 21-day notice for HVAC maintenance or the Company was going to possibly have to serve the Union a Transfer of Work and we would no longer perform this work. So, I made the agreement. The Company went out to bid and this is what they got. 2 guys from an outside company labor only, no materials, for the year at the cost of....

### 1.2 Million Dollars!

That's right, That's not a typo! \$1.2 Million for 2 guys labor for a year. The Company could have hired 2 guys from the street at full rate including all benefits for a third of the cost. However, still no postings to the street and the new year is right around the corner. These are the types of decisions the Company is making all while crying about the hiring of indirect positions.

Fast forward to just recently. We no longer generate our own power and have had numerous power outages. The Company, again because of the Freeze and the MBW wages, is still short RC's in the Powerhouse and no postings to the street. Luckily the outages have been during the day. However, just recently it has been brought up that the Company is now looking to possibly have an outside electrical contractor be on call or standby in case the plant has an outage on an off shift, when we are not properly staffed to handle the job safely. One can only imagine what the cost to the Company will possibly be for this to happen.

This is a complete mismanagement of the business and again is hurting the business and production. I say let the execs sit in their offices on 90-degree days without AC like we have to on the shop floor. Then and maybe then they will staff the plant correctly. The Company still doesn't realize the services the Crafts provide them on a daily basis. We play a key role in keeping production up and running and are not just overhead that they can do without even though this is what they think. The prices the Company pays for these contractors are unbelievable and unjustifiable. You can constantly complain about overhead and indirect labor and then turn around and pay these prices and still be expected to be taken seriously?

Finally, I'll end with this. As GE employees we are held to safety standards and go through numerous trainings a year to ensure they are followed, and if these procedures and standards are not followed, we are disciplined. Outside contractors are supposedly required to follow these same safety standards as well and it is management's job to make sure they are following these standards, or they should be removed from the plant.

### CLEARLY THIS IS NOT HAPPENING!

Clearly by recent events and many others from the past where we have notified the management team responsible for these contractors when not following these standards only to have it swept under the rug so they can get the job done. Maybe it's time for upper management to call these people out, tell them to do their job, stop worrying about being their friend and not wanting to step on their toes and do their job as well.

I mean that is if safety really matters?

## AS THE ROTOR TURNS

By BOBBY ELDRIDGE  
*LAT&O/Logistics Executive Board*

**Attention:** Open Enrollment is October 9th through the 27th so any benefit changes need to be made in that window or you will have to wait until next year to make them. GE Benefits Center number is 1-800-252-5259, [benefits.ge.com](http://benefits.ge.com) or log onto to **OneHr.GE.Com**.

Speaking of benefits, Lynn no longer has an Onsite Benefits Specialist that supports the plant. Everything benefits-related now goes through Human Resources. It's hard enough to get in touch with Human Resources with them not sitting in their building most of the time and almost always being in a meeting or unavailable because they are on a call or in some training. There is also the fact that some members don't even know who their Human Resource person is. The Company needs to do a better job of making Human Resource or a Benefits Specialist available to the membership. If you need help with benefits, please call the Union Hall and we can help.

### LATO

No communication with members on the floor, again. As everyone knows I'm not the biggest fan of LEAN but I go along with it because it brings in investment money and it's a good thing if the process gets improved and makes the job safer and easier. The Company tasked a retired pensioner, not even a GE employee, to move a machine out of the grind area. This pensioner never talked to the members in the area and just went ahead and moved the machine where he wanted to. Doing so, he made the area unsafe to work in. The Union got involved and shut the area down for safety violations. One of the violations was that they removed the members' work bench and when asked where they planned on putting it the acting LATO plant leader said "Well, why does he need a work bench?" Is he for real? Let me go to your office and take your desk and computer away and see if you can do your job. Communication is a pillar of LEAN and if that doesn't happen it's fake LEAN. There is a LEAN event coming up in 29 I can't wait to talk to the Sensei... P.S The pensioner who caused this is still nowhere to be found.

### LOGISTICS

It's good to hear that members read my article. It's been brought to my attention that a member in building 63 caught the business trying to assign some of his work to another area so he went to the steward, said something, and it was stopped. I'm currently looking into other work that might be reassigned to Material Handlers in other areas. Thank you to that member who said something. Remember, it's your work if you see something that doesn't smell right, say something.

Update on a Blueprint and Shop Math class for 14's and 16's: I have an active Matter in Step 2 and the Company has said that there is interest in having one, it's just a matter of when. I'll keep everyone posted on when the class will be. There is no official date, more to come on this. Keep in mind that successfully completing this course gives members min quals to upgrade to any 17 role as well as upgrading into the CNC training class.

Hope to see you around the shop.  
Bobby





# VP's Column

By TOM O'SHEA  
Vice-President/Recording Secretary

## UAW

On September 22 I spent time on the Stellantis picket line in Mansfield MA. Stellantis is the new Chrysler and makes Jeep along with Fiat, Dodge, Chrysler and Alfa Romeo auto lines and is one of the big three automakers in the UAW. Workers in Mansfield run a parts distribution center. I went down with the 201 Sgt. At Arms Steve Allen and the Local 201 Organizer Nick Becker to support the strike. We arrived, joined in the picket, and chatted with those assembled. After listening to the strikers and following the UAW strike in general, the same message keeps coming out like a broken record. CEO pay is way too high and the workers, the workers both union and nonunion, have all taken a hit over the past thirty years. If this strike has done anything at all, and I believe it is going to have a great impact on the labor movement, it has brought out what we as labor leaders have been talking about for the past three decades: income inequality

is rampant, tier systems don't work, corporate greed is just that, (people at the top keep all the money for themselves), and the decline of the middle class is tied directly to this attack on all workers.

Companies decided long ago to follow the same playbook, get rid of pensions, dump the cost of healthcare onto the workers and pay them as little as they possibly could. This, along with outsourcing jobs all over the globe (and getting plenty of help from our elected officials to do that, thank you very much) has made for a recipe for disaster for the middle class. President of the UAW Shawn Fain summed it up very well and echoed what the labor movement has been saying "when you pay your employees well the economy does well because the workers will spend that money and fuel the middle class". Finally, we have a bull horn and people are listening. Senator Elizabeth Warren joined the Mansfield picket line on the first day of the strike. President

Biden was on a UAW picket in Michigan in September and told the workers to stay on strike until you get a fair deal. All of this added to what Starbucks and Amazon workers are trying to do gives a breath of fresh air and hope for the labor movement.

## Sign Off

As I mentioned in my September article I am stepping down as VP effective the end of this month. Couple things: Don't forget to vote in the 2023 Local 201 Officer Election October 24, 2023. In plant voting will be at the "BUILDING 74A VISITORS CENTER". We could not secure the bldg. 96 Auditorium for voting so please, please make sure you vote. Voting will also be available at the Local 201 Union Hall 112 Exchange Street in Lynn from 8am - 5pm. See more on page 3.

In my final paragraph as VP, I want to say a special "thank you" to Jeff Crosby and Alex Brown without whose inspiration I doubt I would have gotten interested in Local 201 and the Union movement in general. And to Adam "Kaz" Kaszynski for the few years I

got to spend as his VP. I like to think we made a good pair and that I was able to support all the heavy lifting he has done in the past five years. Thank you, Bro! Justin, as BA you have set the bar at a level that will be hard to match, I learned a lot working with you. And I truly have appreciated working with all the team here at 201, Bobby, Artie, Joe, Steve, Chris, Nefty, Bill Maher, Bill Holm, Jossie and Britani you all have made this a special place to be. I could not have worked with a better crew. And to the members who made it possible. Thank you!

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of David Corneau on the recent death of his brother GE retiree Albert Corneau. Dave works in bldg. 63 Logistics. Al was a Machinist until his retirement in 2012.

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, and Staff is extended to the family and friends of Derek Curiale on his recent death. Derek worked 2nd shift Logistics.



**VETERANS DAY WILL BE OBSERVED ON NOVEMBER 10, 2023.**  
**LOOK FOR DATE AND TIME FOR THE ANNUAL GE VETERANS DAY CEREMONY.**

### Retirement Information

#### Session Hourly/Production Employees

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

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



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## Letter to the Editor

### Comments: Defending Democracy Event Oct 4, 2023

by Jeff Crosby

I had an 8th grade Social Studies class in 1964, Miss Fogg, who started a class by jumping on a chair, raising her arms and shouting, "Westward Ho!" It was our introduction to chapters on Manifest Destiny, the notion that white US settlers were chosen by God to "conquer" and settle the Western US, all the way to the Pacific.

It was much later that I realized that this ignored the fact that there were people already there, native peoples, who would have to be displaced or killed. And it was much later that I realized my grandfather had the opportunity to try to prove a homestead as a farmer in North Dakota, on free land provided by the government and taken from the Indians. White Europeans were recruited in the US and as far away as Europe to settle there, to hold territory against the natives and protect the railroads. Black Americans, just starting to flee the Jim Crow South in the early stages of the Great Migration, were not invited or even legally barred.

That class was a long time ago. But in 1994 my son Joel came home from PEABODY High School to tell me that the Civil War was not fought over slavery, since "most white people did not own slaves". This is of course a lie – the slaveholders were the power in the South and their secessionist governments and leaders made it very clear they were breaking up the Union to protect slavery.

Fighting for truth in our history is an important part of Defending Democracy, since as the brilliant black historian Carter Woodson put it, "**When you determine what a man shall think you do not**

**have to concern yourself about what he will do."**

Our challenge today is not only to **Defend** the imperfect democracy that we enjoy, but to **Expand and Transform** it!

- We do not have a Democracy when a dozen people can sit around a GE board room in Connecticut and destroy the jobs of thousands of people in Lynn. **This is minority rule.**
- We don't have a Democracy when the 50 Democratic US Senators represent 41 million more people than the 50 Republican Senators, or when Wyoming gets 2 votes in the Senate and California with 65 times as many people than Wyoming, also gets 2 votes. **This is minority rule.**
- We don't have a Democracy when in Wisconsin Republicans get 45% to 50% of the state legislative popular vote, but get 22 out of 33 state Senate seats, and 64 of 99 Assembly seats. (Democrats have done this as well when they could.) **This is minority rule.**
- We don't have a Democracy when the presidential candidate **who wins the vote** actually **loses the election**. Trump became President in 2016 even though he lost by 2.9 million votes. **Minority rule** is backed into the Electoral College which was set up as protection for the interests of slave states – there's that history again! So we have a ways to go to **Defend, Expand and Transform Democracy!**
- This is still our country – at least for now. Whether it stays that way and gets better for the majority

of our peoples – that's up to us.

**"We must make our choice. We may have democracy, or we may have wealth concentrated in the hands of a few, but we can't have both."** Supreme Court Justice Louis Brandeis

- Democracy is a workplace issue too.
- Economic Inequality is why a company can fire a worker for exercising their democratic right to join a union and just dismiss it as a cost of doing business.
- Economic inequality is why the percentage of tax revenue in the US has shifted over the years more and more away from corporations and on working class and middle-class people.
- Economic inequality is the reason the schools in places like Lynn are in much worse shape than in Weston or Newton.
- Economic inequality is why the next generation is facing tens of thousands of dollars in college debt that my generation did not have to worry about. We had a phrase that sounds quaint and impossible now: "Working your way through college." You could actually do that and graduate debt-free!
- **Economic inequality, in other words, creates political and racial inequality, and is the enemy of democracy.** Economic Inequality is a democratic issue also. That's why I am a union man.
- As Justice Brandeis made clear, you can't have democracy when wealth is concentrated in the hands of a few – and that's what we have today.

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## Health & Safety Notes

By CARMEN DEANGELIS  
Local 201 Health & Safety Director

### Injury Representation

Our goal as a Joint Health and Safety Committee is to eliminate shop floor hazards. The science behind eliminating shop floor hazards has proven to reduce workplace injuries. Recently our group has had to look at improvements that need to be made involving post injury interactions with membership. **First and foremost a Local 201 Joint Health and Safety member needs to be present during any company discussion with a member about an injury.**

The reality is if you are injured you can fill out an Employee Occupational Injury and Illness Form and seek treatment from any medical provider you want to. Inform any provider you go to that the injury is work related. A workers' compensation number will be assigned to you that you need to give medical providers that will make billing easier.

Seeking treatment at the Medical Center is a choice you can make based on the severity of your injury.

When you fill out the description of your injury on the Employee Occupational Injury Form – also known as a first report – that description can be the only thing you need to say. If anyone wants to talk to you about your injury and you don't want to discuss it, you can simply reply "refer to my first report".

If there is a known hazard that led to your injury, be sure to outline that in your first report. If you want to protect your fellow members from any hazard that may have led to your injury you can also contact anyone from the Joint Health and Safety Team or your cell leader. Our Local 201 Stewards will also know how to reach the right people if needed.

This article doesn't include everything you need to know about workers compensation, but many of my past articles do a decent job of that and can be read on Local 201's website, or I can share them with you.

Longtime Machine Services Maintenance Local 201 Elected Safety Representative William "Bill" Leonard has taken a position outside of maintenance. For many years Bill has been a strong voice for our members, while also trying to support the shop floor with expert machinist skills. His ability to understand the technical challenges related to things like machine guarding and how it would relate to actual machine operation is something that can only be learned during a lifetime of machinery experience. Bill's only concern throughout his term has been solely focused on our members safety.

Thank you!

*President's article continued from page 12*

rights under the law." More information on SNLA is available at local201.org, click "Your Rights, Your Benefits", then click "Stewards Corner".

### UAW Strike the Big 3 Auto Makers

Local 201 has been out on the picket lines to support the UAW workers strike the Big 3. UAW President Shawn Fain has said this struggle is not just about autoworkers, its about standing up for the whole working class. UAW Workers have been dealing with concessions for decades, and now that the Big 3 are extremely profitable they are demanding rights and benefits that they deserve, that everyone deserves. The strategy the UAW is deploying in their contract campaign and "Stand Up Strike" is something that deserves serious study. In order to maximize leverage at the bargaining table they have been walking

out more and more plants as negotiations continue under an expired contract. There is an incredible degree of strategy and nuance to the stand up strike, that has been covered well at LaborNotes.org, and by the UAW and is worth reading. An important similarity in the UAW negotiations and upcoming negotiations with GE is the issue of government funding of our work. Through the Inflation Reduction Act, the government is heavily invested in Electric Vehicles, just as the government spends a lot of money to develop and purchase GE engines. The asks of the UAW have been to share on social media, make a contribution to their strike fund, and attend the local picket lines in Mansfield MA, actions we have proudly taken. Solidarity with the UAW in their campaign for a fair contract!



## LCM Executive Board

By CHRIS MOODY  
LCM Executive Board

## And On The 8th Day, God Created The Union

Hello Brothers and Sisters!!

2 months in, and finally starting to get a grasp on things. This may seem out of the ordinary, but a lot of good things happening lately. Work is making its way back to the plant.

### Plant 1

Building 64 has a Management Doing Bargaining Unit Work issue. I'll play nice and leave names out of it, but if you think this refers to the prod spec, then it probably does. If you see management doing our work, then please grab a steward immediately.

The LEAN event will start before you know it. In 64 the Company's focus will be around the robotic line postproduction. Building 74 will be focusing on the PT shafts. Seems we've been down this road before and with great results, so what happened? The 2019 LEAN event in TPMO got us on track and we were hitting our shipping numbers every single week. Not sure what happened in the 4 years following. 74 Broach area has received 2 scrap parts from Asheville so we can start developing in house and make these parts a permanent mainstay here in GE Lynn. New to 74 is an inspection machine that will be inspecting edge breaks, and the Company can't figure out how to classify it. Inspection? Machinery? Sounds like a CMM job to me. With the flavor of the week being reduction in indirect roles, the Company is only going to hurt itself. Why spend thousands of dollars on new equipment if you're only going to fight back on classifying it correctly? Not to mention, apparently somebody **tripped** over themselves again and ran around 30 PT Shafts prior to the pad form being signed off and approved. Now that's potentially 30 shafts that may have to be scrap.

### Plant 2

The bosses over there seem to think that we're living in the age of management. They've done everything they can to ensure that if there is going to be any kind of culture in Building 40, its going to be a disciplinary culture. Is excessive discipline really a "corrective action?" depends on who you ask, because if you ask management in Plant 2 then their answer will be that discipline is the ONLY corrective action. There's a constant ask for us to be able to work together on things, so it's a shame that it's never practiced on the shop floor. Besides that, 1000 base labor hours have been farmed in as part of the 27,500 hours agreed to in the TOW agreement. EB Weld should be in development for T79, which will be followed by T07 and then T81. However, were having so much trouble getting these machines up and running for longer than a month that now all of EB Weld is going to get a backup source.

I would like to welcome our 2 new stewards in Building 40 1st shift, Ivan Marquez and Brandon Sinclair. They're a welcome addition and I appreciate them for stepping up!

### Plant 4

One of our bright spots right now is Plant 4. And no, I'm not being biased. Plans to create the "model line" in Green Cell are underway as they have been for some time. Recently Green Cell welders have had a new part introduced into the cell. Blue Cell is taking their first crack on the recently farmed-in sub-assemblies for the AB Liner this week. The sub-assemblies are the 296, 297 and 316 bands. I have the utmost confidence that our members in Blue Cell can perform these operations without a problem. Café is producing over 1000 base labor hours week over week for the past month or so. This does nothing but embolden our argument that "If you get us the material, then we'll get you the parts." All in all, Plant 4 seems to be moving in the right direction.

## Business Agent's Column

By JUSTIN RICHARDS  
*Business Agent*

I want to remind members that the election is coming up on Tuesday, October 24th. Good luck to all the candidates. The most important thing is to get out and vote!

### GE Report

We had our quarterly Step 3 meeting on 9/26. We submitted 12 cases to go to Step 3; so far, we have settled 2, and we are waiting on the Company to respond with a decision on the other 10. I am still waiting for answers on the "look back" payment grievances. I anticipate the Company denying those grievances at Step 3, so we will have to take them to, and win them at, arbitration.

The GE Conference Board met and discussed the organizing structure and what it should look like leading up to full contract negotiations in 2025. The organizing structure is crucial to a successful outcome. If anybody has questions or doubts, I urge you to look at the outcome of some of the contract negotiations of other unions across the country and compare those to the outcomes of our negotiations locally. Each contract that we have negotiated these past few years has been non-concessionary, coupled with historic wage increases. The common and most important success factor in all of them is organizing the membership at each location. This type of organizing also applies to local negotiations, grievances, and other issues I won't go into details on. We all have to anticipate that we are in for a fight in 2025, and we have to be ready for it.

I would like to give a warm welcome to John McCarron. He is the new Executive Director for Lynn Supply Chain. John's sole responsibility lies with Lynn, which is different than we have seen previously, as the person sitting in that seat was always responsible for many plants, not just Lynn. In my opinion, having an Executive Director who is solely focused on Lynn could potentially lead to improvement for our plant.

What is in the water? Usually at this point in my article, I start informing everybody on all the issues we are dealing with. This month, there are some good things to report on! Cold sections are coming back to LATO, work is coming back into Plants 1, 2, and 4, and we should be looking at some T901 development work soon. Coincidental? Or is everything we have been screaming about finally making sense to the Company? Doesn't matter, at the end of the day we are starting to see work coming back in and not leaving. Everybody in Lynn give yourself a pat on the back. Keep in mind this is a baby step in the right direction, but we need some big moves, and we need them quick. For Local 201 members, it is crucial we make improvements to Article 22 language during the next negotiations. The current language is really loose and still gives the Company the ability to send work out fairly easily.

### Veolia Report

We had our monthly Step 2 meeting on Friday 9/29/23. The only case we have in discussion right now concerns the COBRA issue that we are still actively trying to resolve. It is looking like these cases might very well end up in arbitration. The Company is in a position to easily resolve these matters and make our members whole, but they have stated they are currently at the mercy of their fiduciary committee. Aside from that, the Company is still having problems filling the Instrument Tech role, which requires a low voltage license. Because of this, they are going to look into possibly posting that job under the title of Electrician and pay the negotiated Electrician hourly rate to incentivize and fill that job. Some major renovations are happening, be mindful of your surroundings. If there is any change to your daily duties make sure you grab a steward and have a discussion. If there is a change or potentially going to be a change in working conditions, it's best we have these discussions with the Company before these changes are made.



## President's Column

By ADAM KASZYNSKI  
*President*

Our Vice President Tom O'Shea has chosen not to seek reelection for another term as he eyes retirement. Tom and I were elected in the same special election in 2019, when the former President and Vice President retired between elections. I couldn't have asked for a better partner over these last 5 years. Tom has spent 37 years in the Union and as an employee at General Electric. He got active in the Union many years ago, helping out with the newspaper, as a steward, and as a Treasurer. One of Tom's many roles is the historian on the board, which has proven invaluable many times. He keeps a cool head when tensions rise and speaks directly and succinctly as an advocate on the board for fairness and consistency. When Tom is moved to speak, you know what he has to say is going to be important, and people listen. It seems like Tom gets to work every day and asks himself, "what do I need to do today to serve our union and its members?". Whatever the answer to that question is, is what Tom does that day. When you get the Union newspaper as a finished product in your hand on time every month that's Tom. When you go to retire and want a union rep to run your numbers, that's been Tom. When you first join our union, the face you most often see at Union orientation is Tom. Tom has made this Union better by practicing what he preaches and stepping up to be involved. On a personal note, Tom has always been there for me and my family. He is a dear friend and brother and I will miss working with him so closely. I also know he won't be far away. Please make sure to thank Vice President Tom O'Shea for his service next time you see him.

### Local 201 History and Digitization Event October 14th at the Lynn Museum 10am-3pm

On October 14th we will hold an exciting event at the museum, open to the public. It will be one part celebration, one part archiving your union/work artifacts, and one part museum exhibit. Bring 1-3 photographs, artifacts, or pieces of 201 history. We will have professional archivists on hand to digitize your items with scanners or cameras to help us preserve and celebrate the history and work of our members. The archive we build that day will later be published and hosted by UMass, for members, scholars, and future generations to access, study, and celebrate. The archive will also include transcripts of the oral histories we have been collecting, up to about 60 interviews with former union leaders and activists have been completed so far and help inform the exhibit at the Lynn Museum. Light refreshments will be served, and it will be a great opportunity to bring together active members, retirees, and our community to celebrate each other – the many generations and families of Local 201. Happy 90th anniversary Brothers and Sisters.

### SNLA Snafu @ GE

GE HR has been asking people to notify leave administrator Sedgewick by calling 1-800-392-0789 when using the Small Necessities Leave Act (SNLA). SNLA provides up to 24 hours a year of unpaid excused absence for things like parent teacher meetings, accompanying family to medical appointments, etc. We have reports, and I have personally witnessed talking to multiple people at that number who have no an idea what SNLA is. If you find yourself in this position, notify your supervisor or HR and let them straighten it out. Do not let it deter you from using the leave. The law requires notification, it does not require you to educate ignorant 3rd parties on the rights provided under the law. In fact the state guidance explicitly states, "Employees need not make reference to the Act in order to assert their

*continued on page 11*