

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn), Ametek Aerospace (Wilmington), Veolia Wastewater (Lynn), Avis-Budget Group (East Boston), Avis (Boston/Cambridge), and the Saugus Library (Saugus) and thousands of lifetime Retiree members across the country. www.local201iuecwa.org

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MANAGING-EDITOR
Tom O'Shea

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Contract Negotiating Committee Meets in Madisonville and Evandale

The GE unions' Coordinated Bargaining Committee (CBC) has begun touring union represented GE Plants. The CBC is made up of all the Unions that represent GE workers that fall under our National Agreement. The tours are designed to give our negotiating committee a complete picture of every plants specific needs and demands, and a chance for union members to speak with their Negotiating Committee. In December the weather interfered with the official 1st stop in Salem, Virginia (IUE-CWA 161). In January, Business Agent Bill Maher went to Madisonville, KY (IUE-CWA 701), the 2nd stop on the tour schedule. The presence of the Negotiating Committee on the shop floor was a welcome development. A member of Madisonville E-Board said "I had always heard about the negotiating

team, but I never have seen them". The CBC's tours are helping to demystify the negotiating process and encourage member input and involvement from the shop floor. In February, Union Representatives from around the country toured the GE Aviation Plant in Evandale, Ohio (UAW Local 647). Pictured below are members of the Union Negotiating team in Evandale and Madisonville. This fresh approach to negotiating a contract should lead to a more transparent finish. Next stop on the tour is Lynn, MA. Local 201 members at the River Works make up a large percentage of the union workers in the CBC. The CBC team will be spending several days in Lynn that will include a tour of the River Works plant. Local 201 surveys went out to the shops, results will be tabulated and presented to the

negotiating team in March. If you have not filled out a survey please do and get it back to your steward or bring it to the union hall.

Pictured in front of the GE90 engine from left to right; IUE-CWA President Carl Kennebrew, Acting GE & Aerospace Conference Board Chairman Jerry Carney, Exec Assistant to the President Laura Hagan, Local 161 President Vicky Hurley (GE POWER- Salem, VA), Local 704 President Bill Collins (GE LIGHTING - Bucyrus, OH), Local 301 Business Agent Rob Macherone (GE POWER - Schenectady, NY) Local 201 Business Agent Bill Maher (GE AVIATION - Lynn, MA) Local 761 President Andy Blades (Madisonville, KY) IUE-CWA Staff Representative Lance Bergmann, and local 1004 President Jake Aguinaga (Arkansas City, KS)



The Negotiating Team in Evandale, OH.....and.....With Board Members in Madisonville KY

Next Local 201 Membership Meeting February 26, 2019 - See page 4



Letter to the Editor

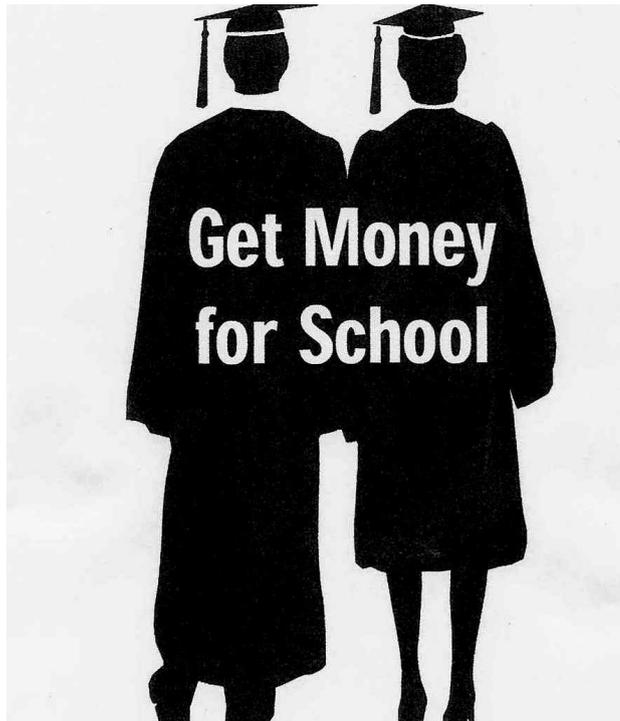
Dear Kevin,

Steve and I want to express our sincere gratitude to you for your help in getting us enrolled in the VIA supplement insurance. You went above and beyond to support us during the greater than 2 hour phone conversation we had with VIA. Without your knowledge of the system we would not be enrolled in this very complicated, confusing process.

We also want to congratulate you on your presentation of "The American Dream" award (see photo.)

Thank you for your continued support of all the GE retiree's. It is so needed and appreciated.

Sincerely,
Sue and Steve



IUE-CWA has 18 scholarships worth between \$1,000 and \$5,000 available for the 2019-2020 school year. The scholarships are available to IUE-CWA members and their families. For details on eligibility and an application, go online at www.iue-cwa.org beginning October 15, 2018. Applications will only be accepted over the Internet. The **deadline** for applying is **February 28, 2019.**

Layout Design by

LityBugGraphics

Publication of an advertisement does not constitute endorsement or approval of any product or service advertised, or any point of view, standard, or opinion presented therein. IUE-CWA Local 201 is not responsible for any claims made in an advertisement appearing in its publications.

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.

<p>Real Estate Needs. Paul Kotkowski Century 21 North East. 35 years experience. Full time Realtor. Listing and Selling. GE Retiree. Call 978-828-1604</p>	<p>Yani's & Jossie's Platter Creations Catering Specialists For more information: Yani 781-244-5626 Yanitzathomas@icloud.com Jossie 781-346-3881 JQTSmiles@aol.com</p>	<p>Small Engine Service: 35 plus yrs experience repairing small engines, Lawn Mowers, Snow Blowers, Chain Saws, etc. Reasonable prices. (10% Discount on Parts for GE employees) Call 978-758-9527</p>
<p>Solar Powered House for Sale Snowflake Arizona 27 Miles S. of Holbrook 2 story, 2 bedrooms, 2 bathrooms. 1500 sq ft. Custom wood + Masonry. Gas Heat. 300' deep well. 6 acres. Taxes \$600.00 per year \$169,000.00 Call 775-537-7870 View at adventurerealtyaz.com</p>	<p>Real Estate Ellsworth Maine 3 Bdrm, 2.5 Bath, Laundry-Main Level, Full Attic, Full Basement 2-Story, 2-Car Barn. Low Taxes 2 Acres. \$279,000 207-667-0283</p>	<p>Linda Laughlin Certified MA Real Estate Agent Thinking of buying, selling or investing in real estate? Please give me a call. Linda Laughlin, Atlantic Coast Homes, Salem, MA 978 828 4193 linda@atlanticcoasthome.com</p>
<p>GJM – Removals, Cleanouts, Residential and Commercial Trash Collection, Recycling gmanos@comcast.net Call George 781-910-0853</p>	<p>Looking to Buy or Sell your N.H. Vacation Home? Don Cormier - Realtor (GE Retiree) Assets Realty Group, Wakefield N.H. Please call. Phone Office 603-522-9000 Cell 603-781-4952</p>	<p>NEED PART TIME HELP? I am looking to do light housekeeping, errands, shopping, laundry, shopping, companion will help with the elderly and or children. Call Trish 617-791-9057</p>
<p>Trailer Utility 4'X 8' \$100.00 Fire Wood \$100.00 Cord Ford Focus 2006 \$3200 Ford Focus 2012 558 miles BO Call 978 462 7877</p>	<p>Condo For Rent Seaport Landing 150 Lynnway Lynn MA 2 bdrm, 1.5 bath Furnished \$2,300 per month Unfurnished \$2,000 per month Million Dollar Views. 1 Year Lease Required 781-367-7822</p>	<p>Fix A Brick – No job too small, really! Stairs, Foundations, Walkways, Chimneys, etc., etc. Call 978-239-9801</p> <p>Handyman Wanted Call Tina for Details 617-293-3032</p>

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A FORCE FOR WORKING FAMILIES AFL-CIO



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Enclose Payment:

For laid off members & retirees: \$1 per issue / \$12 per year
For active members: \$2 per issue / \$24 per year

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Your phone # Circle: active or retired Date mailed

Steel Workers Lock Out is Over

The lock out at National Grid is over. United Steel Workers local's 12012 and 12003 ratified a new contract on January 7 and staved off the worst of National Grids contract proposals. The union workers made great sacrifices to protect future generations of National Grid workers. National Grid raked in 4.8 billion in after tax profit in 2018 and came to the bargaining table with the intention of drastically reducing the benefits of newly hired workers and other major concessions. The company locked out the union workers at the expiration of the contract, so the company could terminate health care coverage, holding union members and their family's health hostage. The union workers offered to return to work under the terms of their expired contract, but National Grid's greed drove them to the street. They were locked out for 26 weeks, receiving half their pay from unemployment and without their healthcare. Many of the cutbacks in the contract would have only affected new hires, people that hadn't even punched in yet. John Buonopane, the president of Local 12012, one of the two United Steelworkers locals involved in the lockout said, "We did something that we think was unprecedented. We stood up to a multinational, multibillion-dollar corporation that has more money than a lot of countries in the world. . . . We had to compromise, but we compromised on our terms (Boston Globe 1/7/19)." One of the compromises of the new contract was the loss of pensions for new hires. However, through union members sacrifice and determination, the transition out of Defined Benefit Pensions for new hires came with 18-22 percent raises for all and none of the other company proposed benefit reductions for new hires. Barry Johns, a union technician with 32 years on the job explained, "It was never really about us. It addressed the needs of the generation coming in, which is what this is all about." (Boston Globe 1/7/19)

At the hall we've noticed some GE contract surveys that show this spirit of solidarity at work in 201. We've seen retirement eligible legacy employees, circling market-based wages and general wage increases as their top negotiating priority, and low service Market Based Wage members identifying pension improvements for legacy employees as top bargaining priorities. We will not be divided. Solidarity forever!

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, and Members is extended to the family and friends of Moneyrot Pola, VTL Operator in Bldg. 66 first shift on the recent death of his father.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Retirees Association is extended to the family and friends of Jim Duda and his daughter Rebecca, on the recent death of Jim's wife Patricia. Jim is a retired long service Local 201 member who was an Auto Lathe Operator in Building 74 and an Inspector in Building 32 prior to his retirement in January 2012.

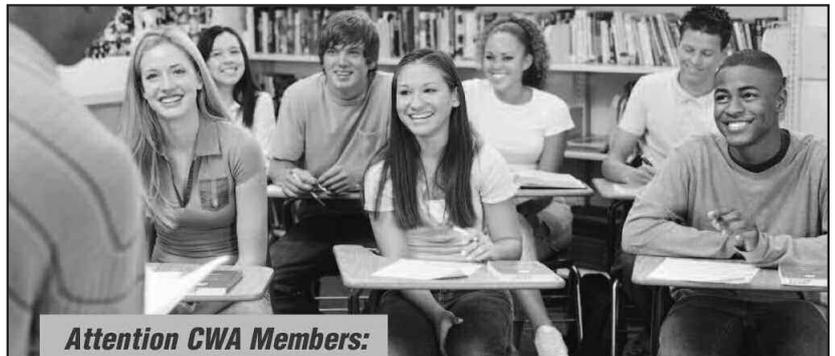
2018 Local 201 Union Dues for Tax Purposes

If you need the dues you paid for tax purposes for 2018, the most reliable source is **your last pay statement of the year**. Below is listed the union dues you would have paid for the year IF YOU WERE EMPLOYED IN A LOCAL 201 JOB FOR 52 WEEKS.

If you were out of work for a disability or off payroll for any reason, you may have paid less in union dues than the amounts listed below. Again, you should look at your last payroll check stub for 2018 and it will list the total dues paid for the year.

If on payroll all of 2018, you would have paid the following:

- General Electric - \$1,131.52
- A/B Group / Downtown - \$539.24
- Veolia - \$1,024.40
- Ametek - \$893.36
- A/B Group / Airport - \$499.72
- Saugus Library – Check with Town payroll office or your pay stub.



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$3,000 each for the 2019-2020 school year, and another \$3,000 for 2020-2021. (2nd year award based on satisfactory academic record.)

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

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

Final deadline for applications is April 30, 2019 at 11:59 p.m. EDT.

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

Winners will be chosen in a lottery drawing.

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

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

<http://cwa-union.org/pages/beirne/>

Dear Brothers and Sisters:

Let me start off by first congratulating our newly elected President, Adam "Kaz" Kaszynski and Vice-President Tom O'Shea. I have worked with these gentlemen on many issues, and I'm confident they will do an outstanding job in their newly elected positions. Also, I want to thank Pete Capano along with Jay Walsh for their service to local 201. Best wishes to them in their new ventures. The International Union always spoke of creating political leaders out of union leaders in order to help working people have a greater influence on policies affecting every day workers. Pete and Jay took on this task and were successful. Having allies on the political stage is important for the labor movement, because big business has done a tremendous job influencing Washington in their best interest and not that of working people.



Today I write to you as your newly appointed Union Treasurer. It is my privilege to serve as Local 201 Treasurer and I'm here

to help out in any way possible. Employed with the company 11 years, I have been active with the local nine of them. Representing workers as a Shop Steward in buildings 64 & 66 for 6 years. I am a proud E-team Grad and very thankful to Local 201 and Tony Dunn for working so hard to create this free training program for the community. Past president Jeff Crosby introduced me to the Labor Studies Program available at UMass Boston. I completed the Program receiving my Associates from UMass Boston, but that was just the beginning. What I learned from the program was far more valuable than I would have ever thought. The program shed light on how Organized workers have been under attack for a significant amount of time, while corporations organize themselves in order to carry out vicious agendas against all working people in this country. Some examples of that can be seen in policies such as "Right to Work" States, Wage Theft practices, and the dismantling of the middle class. Issues like this drove me to get more involved in the local, particularly in the

Legislative committee, which I am chair of. As union members we must hold the line for benefits and wages, in hopes of helping all workers maintain a decent standard of living. Everyone deserves an opportunity. Last, but not least, serving on the Election Committee is an honor. If you think this process is simple, I recommend you volunteer one day if you can. This process will show you how professional our local conducts itself, and the hard work every member on the committee puts in to deliver an efficient/transparent election.

I look forward to serving our members as Treasurer. We should all be proud to be Local 201 members. We have a great history and should strive to keep it going. We should never stop Organizing within, while also creating other allies for support. Avis/Budget, Veolia, Saugus Librarians, and Ametek workers, are examples of how the local's reach has helped folks become Local 201 Members. Every day is a battle, together along with good communication, we can overcome any obstacle. Stay active, if you can, we appreciate all member involvement, don't be a stranger, join a committee, come to the monthly membership meeting, we look forward to hearing from you.

In Solidarity,
Neftaly "Nefty" Alvarez

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

TUESDAY, FEBRUARY 26, 2019

112 EXCHANGE STREET
LYNN, MA 01901

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

II. GENERAL BUSINESS:

- 1. POLICY BOARD
- 2. TREASURER'S AND MONTHLY FINANCIAL REPORTS:
- 3. COMMITTEE REPORTS:
- 4. GOOD AND WELFARE:
- 5. NEW BUSINESS:

III. GE REPORT

IV. AVIS & BUDGET CAR RENTAL REPORT:

V. AMETEK REPORT:

VI. VEOLIA WATER REPORT:

VII. SAUGUS LIBRARIANS REPORT:

Signed,

ADAM KASZYNSKI, President
WILLIAM MAHER, Business Agent

UNIONS FIGHT BACK

As reported in the Boston Globe back in December, IBEW Local 103 suspended donations to elected officials on Beacon Hill. Their reason for this was cited as "inaction by our elected officials". Local 103, which represents 8,500 workers, was disappointed that the elected officials at the State house ignored bills on Wage Theft, a new formula for school funding, a proposal to make it harder to outsource MBTA work and ignoring the public sector in the US Supreme court Janus decision. President Lou Antonellis is quoted: "Our members are not going to continue spending their hard-earned dollars supporting politicians who fail to prioritize basic legislation aiding working people." The union voted to hold back up to \$200,000 to the elected officials. Local 103 will continue to support pro labor/working family candidates in the future and hopes that our elected officials are taking notice.

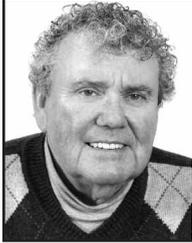
New Faces

The election of a new President and a new VP and the retirement of a Trustee has triggered a domino effect at 201. We now have a new Treasurer, Neftaly Alvarez, a new Trustee



New Trustee
Billy Stephanides

Billy Stephanides a new Delegate to the International Convention Joe Tirone. Along with several new committee members. Adam O'Neill Constitution and Strike comm, Clint Brewster Veterans Comm and Yanitza Thomas Women's Committee and Activities Committee. There are still openings to be filled in some of our other committees too. Check with your steward or come down the union hall and ask.



201 Retiree's Column

By KEVIN D. MAHAR
President Local 201 Retirees Council

OCTOBER 1969 YOU ARE THERE

A few years ago, Jeff Francis did a wonderful presentation on the history of the 1969 strike on GE, of the hard-fought lessons learned during the bitter 101-day walk-out. It is hard to believe it has been 50 years since we had to walk in front of barrels full of fire and wood to keep warm.

Let me know if you would like to come to a meeting at St. Michaels Hall to talk about your experiences during the 101-day strike. Call me at 781-367-7822. Any stories about how you survived the 101-day strike would be great to hear. Do you remember how St. Mikes had lunches everyday with the crew headed up by Ed

Walczak and his kitchen crew? I do.

Very important information. Recently I have been able to help many members receive money owed to them from VIA. If you have received a letter from VIA that states, you have money from RRA please call me and I may be able to help 781-367-7822. Do not throw away this letter. Let me give you a real-life example, John M. and his wife Kathy received a letter stating he had over seven thousand dollars in his RRA account. He came to me and we made arrangements to put in place the forms to obtain the funds. If you get a letter stating, you have funds in your RRA account PLEASE CALL ME.



The Negotiating Team in Evandale, OH

IUE-CWA Local 201
RETIREES COUNCIL MEETING NOTICE
Tuesday, March 12, 2019 at 2 PM
Note: Meetings are the 2nd Tuesday of the month unless notified otherwise.

If the Schools are closed for a snow day our meeting will be cancelled too.

St. Michaels Hall,
Elmwood Ave., Lynn, MA

Agenda:
I. Financial Report
II. Report on Post 65 Health Insurance Lawsuits
III. Any New Business

Kevin D. Mahar, President
Edward Walczak, Financial Secretary



Advice from the Ophthalmologist

Do You Have Diabetes?



- Diabetes is the leading cause of blindness in persons between the ages of 20-64. Every diabetic needs a thorough, dilated eye exam every year by an ophthalmologist (Eye-MD).
- Blood sugar control minimizes the risk of diabetic eye disease. Diabetics should test their blood sugar regularly and keep it below "150."

Dr. Gross is a Board Certified Ophthalmologist (Eye-MD) and a graduate of Harvard College and Yale Medical School. His services range from routine eye care to the treatment of complex eye disorders.

The office is located on the Lynnway in a modern office complex on the ocean. Parking is free and most insurance plans are accepted.

Visit us on the web at www.neilgrossmd.com.



Your 401(k) may need a scenery change, too

Changing jobs or retiring? We can help you explore options for putting your retirement planning picture into focus.

Call when you're ready to talk.

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130 Turner St Bldg 3
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Updates at Saugus Public Library

by J. Miller

The patience of Job is a mandatory requirement when dealing with management: Bill Maher, the business agent and I, the chief steward for the Saugus Public Library, are about to come up on the third anniversary of negotiating our union's contract. It was signed in October, 2016. It expires in June, 2019. Let the wrangling begin. Again.

Next month, Adam Kaszynski and I will be going before the Department of Labor Relations (DLR) for a hearing on how the Town of Saugus changed a ratified contract in September, 2017.

A little background: A simple contract with few changes took over three years to finalize and ratify by the Town of Saugus as management dragged its feet and made several attempts to change agreed upon terms. Local 201 has filed

unfair labor practice charges against the town. The BA and a representative of the Saugus Public Library staff have gone before the DLR several times to first, get the contract settled and now for a hearing on the town's changing a ratified contract in their favor, (of course). This type of behavior is not limited to the library's contract or negotiations; other town employee unions in Saugus have been treated in a similar way.

We will fight to get the best contract we can. The opportunity to be an icon for the other town unions is what our trips to the Department of Labor are truly about.

**Please Return
Local 201
Contract Surveys
to your Steward
or Bring them to
the Union Hall
by February 25**



Substance Use Disorder (Addiction) Support Group at GE Lynn

In coordination with the Employee Assistance Program (EAP) this group is to

- Support our colleagues who are impacted
- Continue to raise awareness and reduce the stigma associated with substance use disorder

45 minute sessions will be held in the Medical Center on **Wednesdays** starting

December 6th at:

- 7:15 am (3rd shift hourly & all salaried)
- 2:15 pm (2nd shift hourly & all salaried)
- 3:15 pm (1st shift hourly & all salaried)

In the Building 32-Classroom 2 (Training Center)

If you have questions, please contact:
Bob Cummings (EAP) 617-275-1527
Jeff Zeisel (EAP) 617-733-2842
Greg Kelly 781-838-1168
greg.kelly@ge.com
Jacqui Jones x4256
jacqueline.a.jones@ge.com



Local 201 EAP Representative Bob Cummings honored by the Lynn Policemans Relief Association. Bob recently saved a woman who was choking at Brother's Deli and was honored by the LPRA.

Failure to Release at GE: Upgrade and/or Recall

The Local Agreement on Upgrading states that when an employee accepts an upgrade, or is recalled to a position, reasonable effort will be made to transfer employees within the timeframes below:

- R-18+ Four (4) weeks from the Monday following acceptance.
- R-15 – R-17 One (1) week from the Monday following acceptance.
- R-14 + below Monday following acceptance.

The Company generally assumes liability for failure to release when the release date fails to occur within the time-frames cited above. The Company's liability is for the **difference** in hourly rate from the time the employee should have been released to the time the employee is released (**eight (8) hours per day or forty (40) hours per week**). If an employee is moving from first shift to the off-

shift, night shift differential is added to the calculation. There is no liability for any overtime that an employee "missed".

Example: R-18 on recall to an R-23 is called to Employment Office on Tuesday, February 12th. Employee accepts the recall the same day. Based on the time-frames cited above, reasonable effort should be made to transfer the employee by Monday, March 18th (four weeks from the Monday following the acceptance – February 18th).

The Company assumes liability, beginning on March 18th, if the employee has not been released. If the employee is released and starts their new position on March 25th, the liability would be for one week at the difference between the R-18 rate (\$32.55) and the R-23 (\$37.74) rate. The difference of \$5.19 would be multiplied by forty (40) hours for the week of liability (\$207.60) and if moving to the off-shift the night shift differential would be added.

MBW follow the same steps to calculate and apply for Failure to Release.

continued from page 12

47%. Deductions increased by 68% over the previous contract. On average 2/3's of raises we received 2011-2015 go to pay our rising medical costs. In the 2015-2019 contract, we had no raise. We need a general wage increase, COLAs, AND major cost containment to our medical plan.

The 201 Executive Policy Board has released another survey, written by Local 201. Please fill it out and return it to a steward. Our goal is to reach EVERY MEMBER with this survey. Ask your steward for a copy. We need all of them returned to the hall by February 25th. What ingredients need to be in any contract package to be acceptable, and which ingredients can we not accept?

Every contract year, we have a contract mobilization campaign. The purpose of which is 3 fold 1. Streamline Communication: Rumors are used to scare us into a bad contracts. Free and accurate flow of information is power. We send bargaining priorities from the floor to the negotiating committee. 2. Prepare for any and all possible outcomes. Bargain for the best and prepare for the worst so we are ready for anything. 3. Build shop floor unity, strengthen our union.

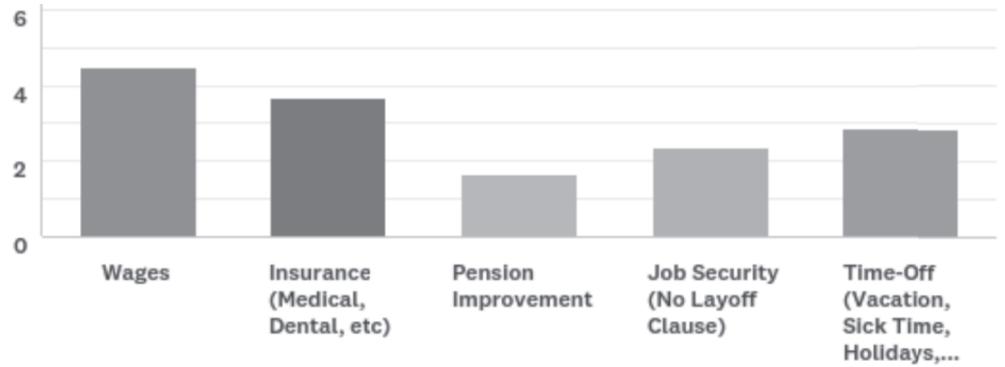
We are asking stewards to be contract campaign "building captains", to help the flow of information and strategy. We are seeking volunteers for "canvassing", to assist the stewards in this campaign. The shop floor canvassers are tasked with talking to 20 coworkers about the contract, be a reliable source of information on contract developments, and encourage coworkers to get involved. Ask your steward or call the hall if you are willing to canvass or otherwise volunteer your time. It's a big help.

Wear your union shirt every Thursday. Do your best to attend all meetings and actions called by the union. You can organize group meetings to discuss the contract. If your area would like me to come meet about contract issues during a break time, call the hall. I'll be there.

Beware: "GE Union Negotiation" Website

GE has announced a website for contract updates. I respectfully recommend ignoring ALL rumors about the contract, including GE's new digital rumor mill. The company will tell you what they want you to hear, and conveniently leave out the rest. The unions contract updates are transparent and reliable. They come in the form of the newspaper, union flyers, the monthly membership meeting, your

Veolia Contract 2019 Bargaining Priorities



elected union officers, stewards, and contract mobilization team. They want us distracted, misdirected, and scared. We must be knowledgeable, unified, and focused on OUR goals. GE is bound to maximize the returns of their shareholders, NOT to look out for our best interest. Don't let you and your family's standard of living be compromised by profit driven rumors guised as information.

Saugus Library

The Saugus Librarians are standing up for all public sector union workers in the town of Saugus. The town manager and lawyer's unfair bargaining practices extend to more than just the library. Charges are being brought to a hearing at the Department of Labor by Chief Steward Jackie Miller and myself in April. Unions fight for the rights of all working people.

Avis Budget

Chief Steward Jorge Rivera and I have been making the rounds at represented Avis Budget Group locations and will continue to do so. There are a couple openings for new shop stewards. If you or a coworker is thinking about stepping up, make sure to call the hall and sign up for the upcoming class for union stewards. Our goal is a steward in every classification on every shift. Meeting that goal will drastically improve communication and the power of the union. Last Tuesday, the Policy Board unanimously approved an ABG Stewards Council quarterly meeting at the union hall to process grievances and work on other matters critical to representing ABG members. ABG Stewards will be called out of work and paid for lost time to attend Stewards Council Meetings.

Veolia Water

Thank you for filling out your bargaining priority survey for the upcoming contract. Comments and results have been filed for review by your negotiating com-

mittee. Participation was excellent, thanks to Chief Steward Joe Grant. The 2 biggest concerns were wages and insurance. Here are the tabulated results of bargaining priorities. 5 is the highest possible score, 0 the lowest.

My phone number is posted on the union bulletin board, for your ideas about building a successful contract campaign.

Ametek Aerospace

We are seeking out a steward to represent the Ametek bargaining unit and attend the upcoming stewards' class. We have added home addresses to the 201 News mailing list to ensure the newspaper is consistently received in a timely fashion. Contact the hall if you do not receive this newspaper in the mail. I will be coming into the shop this month to introduce myself, listen and talk with the group, and provide any updates from the hall.

Steward Class

On March 6th we have an important class/meeting for union stewards at the Hall from 8:00-3:00pm. All stewards from every bargaining unit will be called out for the day. This is a big investment in the backbone of our union, please make every effort to be there and RSVP to the Hall.

A Reminder

The next membership meeting is February 26th. The members that show up run this union!

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, and Members is extended to the family and friends of Michael White upon his recent death. Michael is the son of Kim and the late Doug White who, for many years, served as steward and Chairman of the 201 Election Committee prior to his retirement in 2003.



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Personal Protective Equipment (PPE) Footwear

The Occupational Safety and Health Administration (OSHA) requires that employers protect us from workplace hazards that can cause injury and illness. Eliminating or controlling a hazard at its source is the best way to protect members. However, when engineering, work practice and administrative controls are not feasible or do not provide sufficient protection, employers must provide PPE and ensure it's use.

On May 15, 2008, a new OSHA rule about employer payment went into effect. (Members were already receiving a footwear voucher long before it became required by OSHA.) With few exceptions, OSHA requires employers to pay for PPE used to comply with OSHA standards. There are obligations for the company including assessing hazards on site to eliminate or control them, as well as identifying, training, maintaining and periodically reviewing PPE on sight. As employee's we need to attend training, care for and wear PPE.

Recently changes were made to the Safety Shoes Voucher Program at Lynn.

Some members benefit as they will receive \$100 towards safety shoes instead of the \$65 allowance, they had in years past. Some are unaffected because the job they have currently allows them \$100. Members with medical shoe vouchers for \$175 are required to produce a note from their doctor dated within the last 6 months to their EHS leader stating need for medically enhanced footwear.

The company wants to re-establish need for those who will benefit from enhanced footwear. Some may have only needed enhanced footwear for a temporary condition. I feel most of us who benefit from medical shoe vouchers will still need it. Medical prescriptions are not needed to qualify for medical shoes vouchers. An office visit may not even be necessary, rather a phone call to your PCP asking for a doctor's note, signed and dated. The doctors note does not need to include a diagnosis or any other medical information.

Example: To whom this may concern (employee) is a patient under my care and

would benefit from enhanced footwear due to his/her underlying orthopedic issues. (signed, dated)

With many new members, my hope is this information will add some clarity assisting those members that may have medical need for footwear. There are many potential contributing factors that may cause someone to need medically enhanced PPE footwear. It's important that those with current necessary medical vouchers do not put themselves at risk by using shoes that don't meet their medical needs.

The shoe trucks will be in Lynn on March 19th (8am-4pm) located South of Bldg. 40. You can reach out to an Elected Safety Representative or call me (617-462-7310) as we can help you get information to an EHS leader and help you with any safety concern.

New Site Optician Joseph Sullivan will be available Tuesday 6am-12pm/3pm-5pm and Friday 7am-9am.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, and Members is extended to the family and friends of Tina Johnson, Material Handler in Building 63, on the recent death of her sister-in-law.

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VP's Column

By TOM O'SHEA
*Vice-President/
 Recording Secretary*

It has been a busy month. My duties have varied from meeting to meeting but engaging with all the people involved has been great. I have been attending the weekly Step II meetings and have been a part of the new hire interview process at GE. I want to thank out going VP Jay Walsh for sticking around to show us some of the ins and outs of the job. I pretty much knew what the VP job was about, but you don't really understand until you step in. Thank you, Jay. I also want to thank Peter Capano for his many years of service to local 201. Peter went through the ranks of 201, steward, committee person, E Board member, VP and President. Seeing him operate and negotiate from Step 1 on has been an educa-

tion. Peter has also stopped by to "check-in". We appreciate that. I know he is just a phone call away.

Kaz and I met with the GE Benefits person, Patty Westervelt. Patty is an incredible resource, she gave us information regarding navigating the health insurance processes and recommendations on investing in your 401K. She is on site Tuesdays and Wednesdays. Patty mentioned she is scheduling a Fidelity representative to come to Lynn to meet with workers looking to sit down with a financial professional. Keep an eye on the electronic bulletin board to see when and how to sign up for a slot. Patty is also the person you want to talk to if you are thinking about retiring and want to get an estimate on your

pension. You can also come down to the union hall for pension information. E. Board member B. Holm and I are being schooled on pensions by retiree Jeff Francis. Make an appointment before you show up.

Another part of our job is to meet the incoming new hires and give them the 201 orientation. Either the president or I do this.

Couple things to remember to the New Hires. Always voucher your time and use the Pre-Flight Checklist. Make sure you activate your SSO number and go to the GE Benefits page to sign up for healthcare. Read over the New Hire packet we

gave you. Come to the Local 201 Monthly Membership Meeting and read the 201 Newspaper. Also, never leave the property without punching out first, we cannot stress this enough. Meet the stewards in your area and don't be afraid to come to the union hall if you have any questions.

Couple things going on: March 6th we are holding an all-day Stewards Training class help by the Labor Guild. Talk to your E Board member if you would like to go.

Week of March 11-15 we are hosting the GE National Negotiating committee on their stop in Lynn.

Alcohol & Drug Abuse Affects Everyone – Recovery Does Too.

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

All calls are strictly confidential
Bob Cummings LADC1,MA-PGS
598-2760 or 781-584-7641 ext. 124



It Starts With Me SAFETY



GE Aviation Lynn 2019 Shoemobile Schedule

March 19th	8:00 AM-4:00 PM	South of 40
April 16th	6:00 AM-4:00 PM	South of 40
April 23rd	6:00 AM-4:00 PM	South of 40
April 25th	6:00 AM-4:00 PM	North of 42
April 30th	6:00 AM-4:00 PM	South of 40
May 7th	6:00 AM-4:00 PM	South of 40
May 9th	6:00 AM-4:00 PM	South of 40
June 13th	6:00 AM-4:00 PM	South of 40
June 27th	6:00 AM-4:00 PM	South of 40
August 15th	6:00 AM-4:00 PM	South of 40
September 12th	6:00 AM-4:00 PM	South of 40
October 17th	6:00 AM-4:00 PM	South of 40
November 14th	6:00 AM-4:00 PM	South of 40

Please notify your EHS Leader to get approval to purchase at one of the participating offsite vendor stores. You can also purchase shoes online at Lehigh safety shoes. Please inquire with your area EHS Leader or Suzie Dozier at extension x7705

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LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

As the Rotor Turns

Well its official, GE was awarded the ITEP. If you don't know what that is, it's the next generation of the T700 engine. This is a huge deal for GE as a company and the River Works as a whole. There is still a lot of work to be done but this is a great start to get people motivated and morale up across the plant. There's a lot of excitement over this. Let's keep it up.

LATO

A lot of news came out of the LATO all hands meeting a couple of weeks ago and for once it wasn't all doom and gloom. It was nice to see the business give the workers a little credit. But it's a new year and with that brings new work. ITEP development, T64 component work, TX trainer (which uses the F114 engine) orders could be up to 500 more engines down the road. Get ready for another big year in LATO.

Logistics

The company is still not letting the union see the AAEM class assessment test. They keep telling me it's proprietary information and they don't have to show the union. But it is the unions right to see the test that affected our members and I will take this as far as I can go with it. So please feel free to contact me down the Union Hall if you have any questions regarding the test. I would love to get peoples input and feelings. There is another blueprint reading and shop math class going on right now. The last one was a huge success and a lot of people in logistics have gotten upgrades. With that they are backfilling those

jobs so you will see more new faces in 63 soon. Hope to see you around the shop.

Bobby

STEWARDS TRAINING CLASS

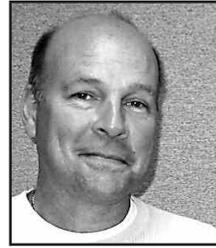
MARCH 6TH
8AM-3PM

TAUGHT BY
THE LABOR GUILD

SIGN UP IN ADVANCE.
TALK TO YOUR E BOARD
MEMBER ABOUT
ATTENDING.

STEWARDS WILL
BE PAID LOST TIME
FOR THIS EVENT.

CLASS HELD AT THE
IUE CWA LOCAL 201
UNION HALL.



LPS/M&E Report

By FRED RUSSELL
Executive Board Member

Dear Brothers and Sisters,

Good news - we have the ITEP and the Patriots won. The bad news is the company continues to fight us over contractual agreements. Article 22 section (d) (1) states "The company will give notice to the Local of its intent to subcontract trades work." Section (d) (2) requires 21 day notice for subcontracting our work. A contractor was called into building 74 to "diagnose and evaluate" a machine with no notice. Local management asked Jeff Hughes if they needed to give notice, and he said no. Yet Jeff Hughes agreed at step 2 that any work that we do has to be 21 day noticed before being subcontracted out. It is not clear how the company can uphold Union Relations position, that this was not work that we do. Our job descriptions clearly state we diagnose and troubleshoot. Maybe because it's a contract year the company feels they can stonewall us and ignore long held agreements with the union. But wouldn't you think with a new engine coming online and all the work to be done around the plant the company would want collaboration? IS THIS COLLABORATION?

EAP OPENING

Local 201 Is Seeking To Hire a Member to Work Towards Filling an Opening as the New EAP Representative. Members interested should come to the union hall to apply. Resume and relevant work experience required.



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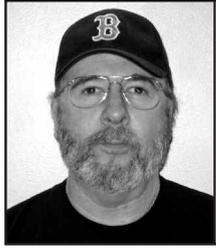
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“Down By The River”

By BILL HOLM
LCM Executive Board

Workers Rights and the Collective Bargaining Agreement

Where do your rights in the work place come from? If your answer is the from the Constitution you are incorrect. The Constitution only protects us from action by the state. It does not protect us from private employers. If you work for the city, state or Federal Government, your employer is the state and you can claim constitutional rights to free speech, to freedom from unreasonable search and seizure, to due process and to equality before the law. If you work for a private sector employer, the minute you punch in the employer has no legal obligation to respect your constitutional rights.

Another avenue of protection for the private sector worker is Federal Law. A partial list of rights recognized by Federal law includes:

1. The right to engage in concerted activity for mutual aid and protection (National Labor Relations Act).
2. The right not to be enjoined by federal courts when engaging in such concerted activity (Norris-LaGuardia Act).
3. The right to refuse to perform abnormally dangerous work (N.L.R.A. and the Occupation Safety and Health Act (O.S.H.A.).
4. The right to go into state or Federal court to enforce a contract with the employer (N.R.L.A.)

5. The right to equal pay for equal work (the Equal Pay Act).
6. The right to overtime pay (the Fair Labor Standards Act).
7. The right not to be discriminated against because of race, sex, religion or national origin in hiring, promotion or discharge (the Civil Rights Act).
8. The right to free speech about union affairs such as elections, funds and assets (Landrum-Griffith Act).
9. The right to pension security (Employment Retirement Income Security Act. (E.R.I.S.A).

The Collective Bargaining Agreement (National Contract) makes it possible for working people to enforce their rights through the Union. Anyone who thinks they would be better off without the union, think again. The C.B.A. has 33 Articles, a lot of which contain strong language to protect your rights such as safe working conditions, pay, shift, working hours, overtime, holidays, vacations, job and income security, layoff and transfer, upgrades, pensions and benefits. The Union also provides structure here at the River works. If you look around and think there’s chaos, how would it go without classifications and designated work areas. Without the C.B.A the Company could do or change what they want when they want. If you think the grievance procedure takes a long time, how do you think it

would go if you weren’t in a union, had no C.B.A. and had to go through the court system while paying for your own lawyer and again no legal obligation by the company to respect your Constitutional rights?

Contract Mobilization:

Get involved, come to the Membership Meeting, fill out a survey, sign up for the Mobilization Campaign. It’s your Union.

I.T.E.P:

GE wins U.S. Army’s Im-

proved Turbine Engine Program. The \$517 -million award covers the engineering, manufacturing and development stage of the program which is the next generation of the T700 that powers the Apache and Blackhawk Helicopters.

Blood, Sweat, History:

“All that harms labor is treason to America. No line can be drawn between the two. If any man tells you he loves America, yet he hates labor, he is a liar. If a man tells you he trusts America, yet he fears labor, he is a fool”. **Abraham Lincoln**

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Business Agent's Column

By BILL MAHER
Business Agent

COMPANY PROPOSES ELECTRONIC DEVICE POLICY

On January 24th the Company met with the Local 201 Grievance Board to discuss the Company's desire to discuss an electronic device policy covering laptops, cell phones, or any other electronic device utilized by IUE-CWA Local 201 members. The Local 201 Grievance Board asked some situational questions and presented real life / real time scenarios. The Company stated that reasonableness and judgement would be used in reaching decisions.

During the Union's Step II meeting, on February 7th, the Union notified the Company that Local 201 would not negotiate, nor agree to, any policy so broad and ripe for abuse by members of management. Management has repeatedly ignored reasonableness and sound judgement in issuing discipline, disregarded the Step 1 process with stewards, and has been supported by Human Resources and Union Relations. The Company's position at Step 2 and Step 3 of the Grievance Process reinforces and supports the actions of management on the floor, even when the Union's position has merit.

How many employees are in daily contact with their supervisors via text and/or call? What will happen when employees no longer communicate via call/text with supervisors? Will a 30 year employee who calls his sick wife without a supervisors permission be disciplined because he did not follow the policy? What happens when a supervisor who dislikes a bargaining unit member uses the policy as a means to an end, ignoring both judgement and reasonableness? The Company and the Union have reached impasse on this topic. We will keep our members updated.

CONTRACT T-SHIRTS

The IUE-CWA Negotiating Committee is in the process of designing new CBC Contract t-shirts. The Local 201 Grievance Board was able to view what has been designed. I believe all our members will be pleasantly surprised. We will keep the Local 201 membership updated on the date of delivery.

IUE-CWA LOCAL 201 MARCH 11-15

The Coordinated Bargaining Committee (CBC) will be at the IUE-CWA Local 201 hall in March. Additionally, the committee will tour the GE-Lynn Aviation plant during that week. We will be touring Lynn Component Manufacturing, Lynn Assembly & Test, Crafts, and Logistics.

**Thursdays are Union Tee Shirt Days.
Show your Solidarity and
wear your Union Tee Shirts**



President's Column

By ADAM KASZYNSKI
President

Future of the Riverworks

Last Friday Night, during a contract mobilization break time meeting with 2nd shift in Building 63, Congressman Seth Moulton's office called with the good news. GE - Lynn was awarded the contract for the ITEP, the next generation of the T-700. I want to thank 201 members at GE, past and present, for working hard to put out the high-quality products that attract these kinds of opportunities and Congressman Seth Moulton for working hard with us to bring the ITEP to the Riverworks. Union members efforts to constantly improve quality is one of Lynn's key strengths. Keep up the great work.

Market Based Wage Agreement (MBW) Update

The union and company came to a standstill in our Market Based Wage re-negotiations last year. The Company ran out the clock, refusing to stay on topic and bargain in good faith. We will keep pushing. The MBW Agreement, as it stands, could jeopardize production goals. GE is having a hard time finding more skilled workers willing to work for unequal wages on a decade long progression. They need one hundred fifty more workers ASAP to get the work out. A proposed GE machinist training program with a class size of 6 is positive, but not going to get them caught up fast enough. GE needs to address the real issue of the MBWA. 10 years is too long for equal wages! As one steward in 42 put it, "They are going around the dollar to get the dime".

The union intends to re-enter MBW negotiations with the company before the national contract. Equal pay for equal work is a long-fought goal of the union movement. We will not drop this demand. MBW was a tactical retreat the union membership approved to get work into the plant, "live to fight another day". Now MBW stands to undermine production. If the company offered higher wages and invested in larger scale job training programs like the E-Team there would be no shortage of skilled machinist applicants. When GE corporate moved headquarters to Boston they promised \$10 million in funds for job training in exchange for the massive tax breaks they received. GE should make good on their promise. As usual the union is presenting a common-sense solution to the hiring crisis, let's hope the company is listening.

GE Contract Campaign

Thank you to everyone who filled out and turned in the IUE-CWA GE National Bargaining Survey. According to results 201's 2 top issues going into bargaining are wage increase's and cost containment of healthcare. The BA, VP, and myself read every single written comment, and hear you loud and clear. GE Healthcare is sick, and we are overdue for a raise.

Since 2011 our healthcare plan has does nothing to "control costs", it shifted the costs to us. Our out of pocket expenses, and deductible are outrageous. Those hired before 2011 remember what it was like to have a reasonably priced healthcare plan. Over the past contract Option 1 healthcare deductions increased

continued on page 7