

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), FleetLogix (East Boston), the Saugus Public Library (Saugus), the NSLC (Lynn) and thousands of lifetime Retiree members across the country. www.local201.org

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May First, International Workers Day FleetLogix Workers Start Bargaining

By Justin Richards

FleetLogix Report

I can't say this enough: I love working with this group! We had our first session on 5/1 at the Company's legal office in downtown Boston, in a building that touches the clouds occupied by corporate elitists. What a feeling it is and what a powerful presence is made when 14 FleetLogix Bargaining Committee members took over the main lobby. Deflecting all the awkward stares from all the suits walking through security to get into these beautiful shiny elevators and head on up into their private, glass-walled, pristine offices overlooking the city, knowing their main lobby is filled with an overabundance of worker power exercising their rights to collectively bargain for their fair share and better worker conditions. Knowing that some client in that building is going to have their bottom line impacted by being forced to respect the workers, and are going to have to dig into their pockets and pony up. However, I can now say this actually isn't my first rodeo, so we're ready to buck up and stand strong.

with a unified Union workforce, they can take their own advice and go work at McDonald's. To say the least, these stances can get uncomfortable, but your Bargaining Committee was more than eager to wear the proper attire during this meeting and clearly sent that message to the Company. We opened strong, with an initial step on contract language. We pretty much proposed a whole contract aside from anything economic. Our proposals are based on some of the group's top priorities, like overtime after 8 hours, paid holidays, vacation accrual, grievance and arbitration procedures, and the list goes on. Once the Company satisfies our information request, we can establish economic proposals.

Your Bargaining Committee will be having some conversations with the group on upcoming actions. Be sure to participate and show the Company again, just how unified you all are and that you have no intent to ditch your Union job for the fast-food industry, just in case they forget.

We are working on settling the Unfair Labor Practice (ULP) charge with the Company, and this will tentatively incorporate a notice to be published by the Company. More to come on that.



FleetLogix Workers at May Day Parade



FleetLogix Bargaining Committee in Downtown Boston after a powerful first day of negotiations



Our Local 201 Office Administrator designed these nice stickers for us to wear to open up negotiations. The design referenced some despicable comments made during the Company's anti-union captive audience meetings, and we wore these stickers proudly to put the Company on notice that this treatment is not going to be tolerated or go unchecked. Now, if those executives don't like that they have to bargain



Ledaber De Sosa, FleetLogix Worker, Local 201 Member, and Bargaining Committee member speaking on her experience working to organize her workplace at May Day Rally



Jose Surriel, FleetLogix Worker and Local 201 Member speaking on his experience working to organize his workplace at May Day Rally

Next Local 201 Membership Meeting May 21, 2024 - 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

Employee Assistance Program 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.

Local 201: Derek White 781-584-7641
Optum EAP: Laura O'Neal 763-330-4942

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 member Bob Reynolds on the recent passing of his mother Mary Reynolds. Bob works as an AAEM in Bldg. 29 and serves the membership as a Steward.

Service Directory

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

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

Mark & Robin's Comics



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

CHIROPRACTOR

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



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

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

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

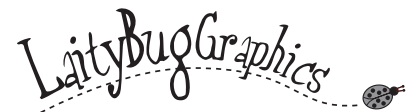


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Letter to the Editor

To the members of local 201,

Local 201 is very fortunate to have Alex Brown as the president of the 201 Retirees Council. Alex really knows what she is doing on tricky topics such as insurance and benefits and knows how to get the best results. She generously makes her time available to help members and she is kind, understanding, friendly and patient.

I am approaching 65 and sought Alex's help recently. I had a brain aneurysm 9 years ago and can no longer grasp complex ideas. Insurance is complex! Alex guided me through the pluses and minuses of different approaches and helped me land on a good plan. Then she entered everything, including all my medications, into the computer. On two occasions the computer did not cooperate and we needed tech support. Boy, does that take patience! I would have been lost on my own.

The 201 has so many good people, but I think Alex is one of the best! I am grateful to Alex and the 201 for providing such excellent support.

Sincerely,
Ray Bland
Local 201 Retiree

Via AFL-CIO Daily Brief

Biden Vetoes Bill Against NLRB Joint Employer Rule, Protecting Workers

President Biden vetoed a Congressional Review Act measure late last week that sought to overturn the National Labor Relations Board (NLRB) rule preventing corporations from hiding behind a subcontractor or staffing agency when workers want to collectively bargain.

Why It Matters:

The NLRB's joint employer rule expands bargaining obligations and liability for labor violations for employers that have power over working conditions, even if workers are hired through a third party or by franchisees of a larger franchise. This regulation ensures that union members can bargain with each company that has the power to make changes in the workplace. A two-thirds majority in the House and Senate would be required to overturn the veto, an unlikely scenario as an overwhelming majority of congressional Democrats endorse the rule.

"Without the NLRB's rule, companies could more easily avoid liability simply by manipulating their corporate structure, like hiding behind subcontractors or staffing agencies. By hampering the NLRB's efforts to promote the practice and procedure of collective bargaining, Republicans are siding with union-busting corporations over the needs of workers and their unions," Biden said in a statement.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of member Daniel Akira Tesler on his recent passing. Dan worked in Building 66, Blue Cell as a Spot Welder.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of member Charles J. "Chuck" Florence on the recent passing of his wife Brigid Marian (McManus) Florence. Chuck works in Building 74 as Repair Control.

Good Neighbor Fund

OF THE RIVER WORKS

Reinvigorating the Good Neighbor Fund (GNF)

Since 1955, GE Aerospace employees have supported our community through the GNF of the River Works. Your donations will help us maintain the support needed for public health, food security, social welfare, education, and the veterans community across the North Shore!

IN 2024, OUR GOAL IS TO INCREASE LYNN EMPLOYEE MEMBERSHIP BY 10X!



Volunteer Opportunity

June 12, 5-7PM

Habitat PLUS is a non-profit organization in downtown Lynn that houses handicapped Veterans, and has been supported by the Good Neighbor Fund and GE Aerospace. Please consider sharing your service of time and compassion by joining GE Veteran's Network for an evening of fellowship with the residents and staff of Habitat PLUS. GE Volunteers Council and GE Veteran's Network will be sponsoring a catered dinner from Alfredo's Italian Kitchen as well as flowers and yard statues for volunteers to decorate a garden at this Veterans Home. Sign-up information to follow.

When contributing via reoccurring payroll deduction, you become a voting member of the Good Neighbor Fund.

As a member you are entitled to:

- Nominate yourself or others for a position on the GNF board of directors
- Vote in annual board elections
- Add your voice to where your monies will support our community.

Initiate recurring donations at ge.yourcause.com

See reverse side for instructions

Quotes from GNF Recipients:

The Kennek Foundation

"Trouble the Dog is a source of comfort for children in our community when they experience a traumatic incident. We are grateful to The Kennek Foundation and GE's Good Neighbor's Fund for their generosity and continued support of this program."
- Christopher P. Reddy, Chief of Police - Lynn, MA.



Haven Project

"The Haven Project is deeply grateful for the unwavering support from GE's Good Neighbor Fund. Your contributions have enabled us to expand our services and reach more homeless youth, providing them with the tools and resources they need to break the cycle of homelessness and thrive. Together, we're making a real difference in the lives of those who need it most."
- Jamie, Haven Project



How to initiate recurring payment deductions

1 Scan the QR code below:



2 Select "Make a new donation", then "Recurring Payroll" (credit card and one-time payroll deductions do not grant GNF membership):

How would you like to donate? *

Credit Card Recurring Payroll One Time Payroll

3 Fill out the remaining questions including the amount you would like to be deducted from each pay period, and click "Checkout Now"!

THANK YOU!

BY ENROLLING IN RECURRING PAYROLL DEDUCTIONS, YOU ARE MAKING A DIFFERENCE IN OUR COMMUNITY.



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board

First off, I'd like to start by congratulating Jimmy Sullivan, Frank Raimo, Danny Natola, and Jim Suleski on their retirements at the beginning of this month. It was a pleasure working with you all and you will be missed by all more than you know. Enjoy and good luck with all your future endeavors. You deserve it.

That said, that's 4 more RCs retired with no backfill and still no plan or action by the Company to remedy the future and current problem we face in this classification going forward. That leaves 26 of us left with 6 able to retire tomorrow. Only 18 of the 26 work on machines. What a complete failure by the Company and its management team. So much knowledge has left the plant in the last few years with zero training for the newer and future RCs.

Next up! LCM Maintenance is crumbling at the seams at no fault of Business Leader Mike Napiorkowski. How do you expect someone to successfully manage a business if there is no support from above and he is not able to build the team he needs around him. Constantly being handcuffed by upper management makes the situation worst

since we are not prepared for unexpected personnel needs from both management and 201. It's too bad because we finally feel like we have someone in the position who we feel actually has a plan, wants what's best for the plant, and could be successful if given the tools he needs. Hopefully he sticks around for a while, but I don't think anyone could blame him if he didn't.

Finally, as of late, there does seem to be movement in the right direction of trying to keep more work in house that we can do. I know it's early but hopefully the trend will continue, time will tell. In the meantime, continue to monitor the plant for contractors with no notices and continue to push Maximo and get credit for all work we are performing around the plant. Take the time to walk around your building and enter anything you see that needs repair. Just because a machine is running doesn't mean that there isn't something broken or needs repair on the machine. Also make sure PMs are not being closed out as "completed" in the Maximo system; this is a huge Compliance issue and in some machine cases a huge safety issue and should not be happening. This is also falsification, and shows that work is being completed that isn't, thus contradicting the need for more heads or O.T. The Company is running on metrics and this is the only way we are going to prove we need increased headcount and increased O.T. That's it for now.

See you around the plant.

OFFICIAL NOTICE LOCAL 201 IUE-CWA (AFL-CIO) COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

MAY 21, 2024

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



OR VIA ZOOM

<https://shorturl.at/ensAO>

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
 - a. EDUCATION COMMITTEE
- III. **GE REPORT**
- IV. **AVIS/BUDGET GROUP REPORT**
- V. **AMETEK REPORT**
- VI. **VEOLIA WATER REPORT**
- VII. **SAUGUS LIBRARIANS REPORT**
- VIII. **FLEETLOGIX REPORT**
- IX. **NEW BUSINESS**
 - 1. REPORT ON BI-ANNUAL TRUSTEE AUDIT

Signed,

ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent



In our 20 years in business, these are the two most frequent compliments:

"IT SOUNDS TOO GOOD TO BE TRUE"
"I WISH I MET WITH YOU SOONER"

It's important to take the time to learn about ALL your choices. How we're different is we give you all scenarios right up front, to make sure you are fully educated, prior to making such an important decision about your financial future.

Don't settle for what you have now, just because you feel comfortable with who you are working with.

RETIREEES: If your RSP/401K is still in the market, now is the time to consider this alternative. The volatility of the market makes it very hard to plan for the future. Our clients sleep well at night, because they know that their retirement savings are not only protected, but have also grown significantly. These safe accounts are providing them with a guaranteed lifetime income, an income they can never outlive. Also, future gains/returns result in raises. And when their paycheck goes up, it stays up!

CURRENTLY WORKING: Your RSP/401K may have a feature that allows you to protect all or part of it. Prior to age 59 1/2 you may be allowed to protect and grow a portion of your 401K. After age 59 1/2 you may be allowed to protect and grow all of it, still continue to work and still continue to participate in your RSP/401K. It changes nothing.

ALL ROLLOVERS ARE TAX FREE AND PENALTY FREE

Below is a list of other scenarios where this might be a fit:

- **Cash sitting stagnant in the bank** (cash actually loses value due to inflation)
- **Penalty free, tax free, rollover of an existing IRA or Annuity** (that you would like to protect and grow)
- **Brokerage accounts** (stocks, bonds and mutual funds – protect those current gains or protect from future losses)

Call us today!! Debbie Marti 203-376-7947 Eric VanOstrand 860-913-4563

www.sevenwoodfinancialservices.com



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Retiree Council Plans: Check out the flier about an outing at the Northshore Navigators ballgame next month with an all you can eat buffet. Bring your family! And the next retiree meeting in May we'll include an update on protecting our pension. State Rep Pete Capano won't be able to join us after all but we hope to report on an informal strategy session and invite him again for the September meeting.

High prescription drug costs? I frequently get calls from retirees about the high costs of prescription drugs. This last week it was for a drug called Stelara which would cost the retiree \$3000 every two months or \$18,000 a year co-pay with an insurance plan. And that price was better than many other plans I checked. Maybe his doctor can come up with a different drug or fight with the insurance company over the cost. Maybe there is a coupon from the drug manufacturer. Sometimes in the fall during Open Enrollment we might find a better insurance plan that covers the drug better. Sometimes a retiree might qualify for some of the public benefit programs if their income is low enough. Maybe the volunteers at the MA College of Pharmacy can come up with an alternative to discuss with his doctor. Sometimes none of these ideas works. This is one of the

most frustrating conversations I have with retirees.

This drug is on a list of 10 expensive drugs for Medicare to negotiate with the drug companies over the costs. If Medicare is successful, a lower cost could take effect in January 2026. That's still a long way off. Drug companies are suing the government saying they shouldn't have to negotiate with Medicare. (They already have to do so with the Veteran's Administration.) This is so nuts that retirees on a fixed income go through this. Many seniors on drugs like Jardiance, Eliquis and others just tell me they tell their doctors they can't afford the medicine and don't take it. This is why Medicare should be able to negotiate with drug companies sooner rather than later. Our health depends on it.

This is also why GE should continue to fund the \$1000 Retiree Reimbursement Account for health care costs and expand it to those who are not included. A big excluded group are those that retired after June 2019, as well as those who retired early and didn't reach age 65 by January 2018.

Directions to 10 Church Street from GE plant on Western Ave

From the GE on Western Avenue, head down Western Avenue towards Market Basket. Take the second turn at the rotary to merge onto S Common Street and continue towards the Common. Take the right at Walgreen's on Commercial Street, at the second set of lights take a left on Neptune Blvd. Go past Lynn Voke Tech School on your right. Go through the lights at the YMCA and your next left is Church Street. The first building on your right is 10 Church Street.

Listed Below are Open Positions as of May 1, 2024 at Lynn GE. You can apply for these jobs at GEcareers.com
2 AAEMs 2 Power Plant Operators

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday May 22

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

Ametek Contract Preparation Lunch Meeting

All members are encouraged to attend

May 16

12:00 – 12:30

Black Hawk Meeting Room @ Ametek

"Shoptalk"

Coffee with GE Union E-Board

June 6

Building 40

3rd Shift: 5:00 am

1st Shift: 11:42 am

2nd Shift: 5:00 pm

GE Stewards Council

June 11

Building 40 Break Room 8am-9am and 4pm-5pm

Please let your boss know you'll be on union business for the hour.

This meeting is open to all Stewards at GE.

BUFFET STARTS @ 4:35 PM



FIRST PITCH @ 5:05 PM

Join Local 201 Retirees for a baseball game!

SATURDAY JUNE 29, 2024

NORTH SHORE NAVIGATORS GAME

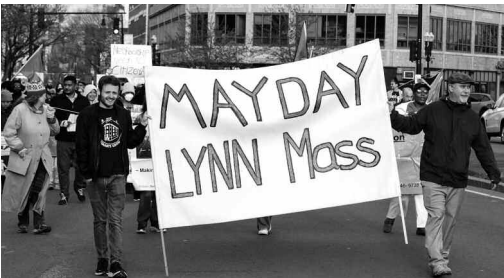
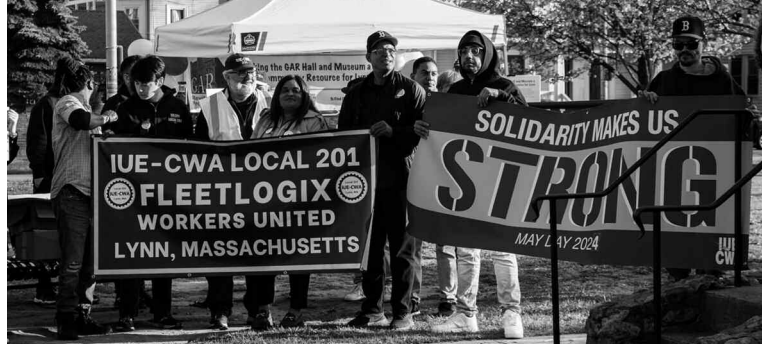
FRASER FIELD, 365 WESTERN AVENUE, LYNN 01604 (PARKING LOTS ON FORD ST. AND LOCUST ST.)

\$10 DONATION, GIVE TO JOSSIE AT THE HALL OR SIGN UP AT THE MAY 22 RETIREE MEETING

FRIENDS AND FAMILY WELCOME

ALL YOU CAN EAT BUFFET UNTIL END OF 2ND INNING

MAY DAY 2024





Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

On April 28th Local 201 Safety Representatives went to Boston to observe Workers Memorial Day, when those workers killed, made ill, or injured on the job are honored and remembered. Speakers at this event reflected on the many preventable tragedies of the past year while renewing their commitment to fight for safer workplaces in the future. The Massachusetts Coalition for Occupational Safety and Health (Mass-COSH) and the Massachusetts AFL-CIO work together with unions, district councils, community advocates and many others committed to worker safety. A detailed magazine is produced and distributed at this event and online with data collected throughout the year detailing fatalities and causes which change throughout the years related to new businesses without updated safety protocols as we saw last year in the marijuana industry.

Fifty-seven workers in Massachusetts lost their lives from traumatic injuries and illnesses on the job with almost one

third of them being immigrants. The construction industry had twenty-two fatalities, four times higher than any other industry, along with five fire fighters from work related diseases. High fatality rates are related to transportation, falls, contact with objects, exposure to harmful substances or environments, violence, and two from explosions.

Fatal overdoses and suicides on the job claimed 43 lives in 2023, a number which may increase as data is identified, this number doesn't account for those who die from suicide or overdose that may be linked to previous workplace injuries, pain medications, or stressful working conditions.

Some recent gains for workers this year include a final ruling from OSHA on Walkaround rules allowing workers to have a designated representative (in our case a Union Representative) accompany OSHA officials during an inspection walkaround.

MassCOSH and labor groups gained support for new heat-related initiatives.

OSHA has been directed to prioritize heat-related complaints, referrals and reported illnesses. Future inspections will be expanded to address heat-related hazards where conditions or other evidence indicates these hazards may be present.

As in years past, Workers Memorial Day leaves those that attended with a renewed sense of purpose and commitment in our fight for a safer workplace.



Machinist Training Opportunity

The E-Team machinist training program is currently recruiting and accepting applications for its next class. We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits, and a career with opportunities for growth. Students are enrolled tuition free in our demanding 5.5-month training program. Classes are Tuesday, Wednesday, and Thursday nights 6pm-9pm and Saturdays 7am-3pm. Applications may be submitted on our website: www.eteamhome.net

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

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



May 1, Lynnway, Lynn. Local 201 standing in solidarity with the North Shore Building Trades Council as they fight for union jobs in Lynn.

Bay State **eye** Associates

Visit our website @ www.baystateeyeoflynn.com

Use your Davis Vision benefits every year!
Versace, Gucci, Coach, Rayban and many more!

Comprehensive Eye Examinations including computerized testing equipment such as Auto-Refraction, Visual Field Analysis, Fundus and External Cameras that assist us in testing for Glaucoma, Cataracts and Diabetes.

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

Dr. Petya Damyanova, Optometrist
247 Lynnway
Lynn, MA 01905
(781) 599-2773

FREE PARKING

EVENING AND SATURDAY HOURS

LOCAL 201 2024 SCHOLARSHIP WINNERS



Herbert E. Hayward Memorial Scholarship winner:
Ernest Panias from St. Mary's Jr./Sr. High School, Lynn

Charles E. Ruiter, Jr. Memorial Scholarship winner:
Joseph Isidro from St. Johns Prep High School, Danvers



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

WEINGARTEN RIGHTS:

When an investigatory interview occurs, (Day in Court) the following rules apply:

Rule 1- The employee must make a clear request for union representation before or during the interview. The Member can't be punished for making this request.

Rule 2- After the Member makes the request, the supervisor has 3 options. They must either:

- Grant the request and delay the interview until the Union representative arrives and has the chance to consult privately with the employee.
- Deny the request and end the interview immediately
- Give the Member a choice of having the interview without representation or ending the interview.

Rule 3- If the supervisor denies the request and continues to ask questions, this is an unfair labor practice, and the Member has the right to refuse to answer. The Member cannot be disciplined for such refusal but is required to sit there until the supervisor terminates the interview. Leaving before this happens you could be subjected to further discipline.

The Union always recommends bringing Union representation to any meeting where discipline is going to be discussed.

LATO

Building 29: There is a rumor that there is going to be a shift poll just for Building 29. That is not true management said no because they didn't want to disrupt the other value streams head count. The reason why there can't be a poll just for Building 29 is that all AAEMs are one group under layoff and transfer so if a job opens in Building 29 the entire AAEM classification must be polled not just the value stream.

Building 42: There is a group of young engineers that the Members on the floor are calling the "frat boys". They have no respect for the contract or our rules and when approached from the area Stewards and other Members about doing bargaining unit work, they give push back or an attitude back. It's our work if they need something done just ask and the AAEMs, they will have no problem doing their job.

TEST: We are one month away from the end of the 2nd quarter and due to parts shortages from a vendor, it is scheduled that all the engines are going to come in at once. Not the first time this has happened in Test, so when the Company starts to panic about missing engines, we just have to remind them that Test always gets it done.

LOGISTICS

There is a lot of rearranging and areas being moved in Building 63 right now. The structure still stays the same as who you report to and how overtime will be given out. With all this rearranging there have been a lot of complaints about management doing bargaining unit work and I want to thank everyone from the Stewards to the Members on the floor that have stood up and said something to protect our work. There are grievances that have been filed and are being discussed in step 2.

SECOND SHIFT: With the recent retirement of the second shift Steward the Union needs someone to step up and fill that opening if anyone is interested, contact me. If you don't have my number my contact information is posted on the Union bulletin board. Hope to see you around the shop.

Bobby



EMPLOYEE ASSISTANT PROGRAM

By DEREK WHITE
EAP Director

Mental Health Awareness Month

May brings more than just flowers and warmer weather. It's also a time to highlight an issue that affects millions worldwide: mental health. May is recognized as Mental Health Awareness Month, serving as a reminder of the importance of mental well-being and reducing the stigma surrounding mental health and its challenges. Mental Health Awareness Month began in the United States in 1949 and was led by Mental Health America (MHA) and other organizations. Since then, it has grown into a global movement, with countries around the world recognizing May as a time to focus on mental health issues. The significance of Mental Health Awareness Month goes beyond just raising awareness. It's about encouraging individuals to prioritize their mental well-being, seek help when needed, and support those around them who may be struggling. It's a reminder that mental health is just as important as physical health and that caring for our minds is essential for overall well-being.

As we navigate the complexities of life, let us use this month as an opportunity to prioritize mental health, break the silence, stop the stigma, and show compassion to ourselves and others. Together, we can create a world where mental health is understood, supported, and valued. Mental Health Awareness Month is signified by a green awareness ribbon, which I have available if you would like one.

Members covered under the GE health insurance plan have access to five no-cost counseling visits. If you would like to use this benefit, go to liveandworkwell.com and register or by calling 1-866-272-6007. You can also browse the site for wellbeing benefits and other resources using the access code: GE. I am always available to support and help connect anyone with any resources you may need. I can meet with you in person at a time and location of your choice. I can be reached at 339-338-2508. All communication is strictly confidential.

GE has contracted a new Optum on-site dedicated workplace consultant for EAP services. Her name is Laura O'Neal. She is a Licensed Mental Health Counselor (LMHC) and Certified Clinical Trauma Professional (CCTP). Laura's office is located at the med center and her on-site hours are Monday 7am-2:30pm, Tuesday 11:30am-6:00pm, and Friday 7am-2:30pm. She can be reached at 763-330-4942.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Howard "Stretch" Storey on his recent passing. Stretch Retired from Building 29 in 2004.

VET-TO-VET SUPPORT CONNECTION



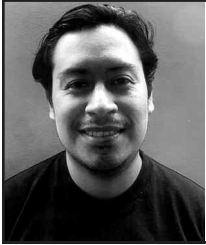
Veteran run support network.

-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



VP's Corner

By JEFFERSON CRUZ RUALES
Vice-President/Recording Secretary

May Day, Standing Side by Side

In my first few months as 201's VP, I have had the pleasure to meet countless people, coalitions, and organizations from the spectrum of the labor and community advocacy field. I have also had the opportunity to meet many who do not see eye to eye with what Local 201 or our allies and community partners do. There is this specific talking point that seems to come up time and time again: "I'm not a sheep, I'm not a follower". This argument comes up quite often when someone who is a skeptic of the union wants to quickly dismiss us. I often wonder what that means to them. At a workplace, if you are not a follower, then why do you follow your boss' orders? Some of the individuals who bring this up are usually hard workers who never complain. We all understand that it's a job, and that you have a responsibility to the boss and the company, but why wouldn't you want your employer to listen to you. I think it's because from a young age we have been taught that freedom should not be sacrificed at any cost and, quite unfortunately, many people see joining a union as giving up your freedom at work. However, I also think that freedom was sacrificed a long time ago when it became the norm that punching in at work was the only way to survive, and when they tried to convince us that we should be happy to simply have a job.

The truth is we are not asking anyone to be a sheep, we are not asking you to close your eyes and agree with the group. We are asking you to open your eyes and see how these corporations want to take advantage of all of us, we want you to raise your voice and demand what is rightfully yours, we want you to lift your head and look at your boss in the eye as an equal. We do not want you to follow us, we want you to stand next to us side by side. A union only works when its members are involved. Yes, we need leaders, but they are not dictators, they do not rule by right, they answer to the membership. A true democracy.

On May First, International worker's day, I was once again excited to join Lynn's May Day celebrations organized by local community organizations. Standing side by side with the every-day-workers and members of this great community, and demonstrating that our voices are stronger when we stand together. On this May Day, our newest union members from FleetLogix joined the parade and gave speeches on their recent victories at the workplace, it felt great to have them up there especially as they had just finished their first round of bargaining with the company. Our Local 201 crew looked great as always, thank you all that attended.

Memorial Day

"Our flag does not fly because the wind moves it. It flies with the last breath of each soldier who died protecting it" - Unknown

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Samuel Thomas on the recent passing of his brother Roy Lee Thomas. Samy retired out of Building 42 Canning.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Emily G. (Heath) Dolan on her recent passing. Emily worked in the Aircraft Engine Group and retired in April 1995



IUE-CWA Hosts National Diversity Training

Via: <https://cwa-union.org/news>

At the beginning of April, IUE-CWA members from all over the country traveled to Washington, D.C., to learn about diversity, inclusion, and how to build a stronger union. The group of about 70 participants meets twice a year for intensive trainings, including how to spot unintentional biases, how to identify stereotypes, and the role of government policy and law on non-majority populations. Running for more than a decade, this program was created in response to the sense of alienation many members felt due to factors like age, gender, or language differences. These divisions were, and continue to be, exploited by corporations to sow division and weaken our union.

Program participants, once trained, return to their respective locals as "Diversity Ambassadors," capable of training others, including Board members and shop stewards. They are also tasked with critical outreach to marginalized members and creating a welcoming environment for them to participate in union activities.

IUE-CWA Local 201 Steward Matt Griffin attended his 2nd diversity training on behalf of Local 201. If you are interested in being Local 201's next Diversity Ambassador please reach out to Adam Kaszynski @ akaz@local201iuecwa.org.

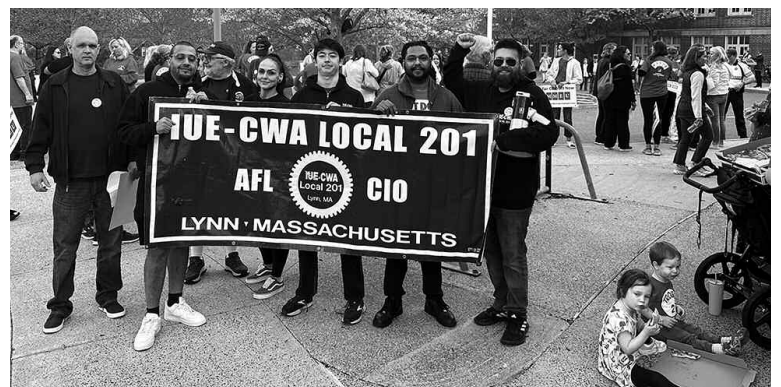
Local 201 2024 Steward's Class

June 5. 1:30pm – 4:00pm.

All Stewards Are Encouraged to Attend

Ask your E-Board member or call the Union Hall For details

Local 201 Joins Picket for Marblehead Municipal Workers



May 6, Marblehead. Local 201 Standing in Solidarity with Marblehead Municipal Employees at a picket line in their fight for a fair contract.



And on the 8th day, God Created The Union

By CHRIS MOODY
LCM Executive Board

Hello Brothers and Sisters!!!

I failed to do so last month, so I want to take a minute this month to congratulate the workers at Fleet-Logix and welcome them into our Union family. It was a quick and swift victory, and it won't take long before they feel the benefits of being a unionized workforce. It has been a slow month in LCM as far as big news is concerned. So I'll keep my report out short.

Plant 1

At my most recent Plant Leader meeting I received some good news, we've recently begun Turning, Milling and shipping T14s for the first time in over a year! T93s are also being finished and making their way over to LATO. I know at times things may look bleak on the shop floor, but the fact remains that Plant 1 is continuing to report out good news with consistency. We have been able to begin clearing some aged WIP in RPMO, which is well needed as that aged WIP staging area was getting pretty crowded. It's nice to be able to clear the pile as opposed to add to it. I had recently gotten my wits about me in regard to the TC64 cell concept. Recently some guys were bounced between cells in TC64 without any Union notification, that has since been handled between me, the area stewards and, the Business Leader and should no longer be an issue moving forward. Base labor hours are up, we haven't quite hit the goal, but positive strides are being made.

Plant 2

Plant 2 has kept me busy, but not with farm in. disciplinary conversation after disciplinary conversation. Take that however you want. Just like plant 1 though, it may seem bleak on the floor, but the numbers tell a different story. Plant 2 in total isn't crumbling. I was able to go over a few numbers with the Plant Leader a few weeks ago and am glad to report out what was discussed. YTD base labor hours were at 45,000, this time last year we were at 38,000. That's an improvement to be proud of. DLP is at 4.3%, exceeding the goal of 5%. IME is sitting at 24%, another major improvement as this time last year we were sitting at 34.3%. There's never going to be zero issues, and some days are

worse than others. Change can be painful at times but whatever we are doing is working. Like I said, those improvements across the board are something to be proud of. You give us the material, we'll give you the parts.

Plant 4

Business as usual in Plant 4. Despite facing some material issues, you are all still chugging along and producing conforming parts. Punch Press and Blue Cell had both missed their target over a few weeks, but not due to anyone on the floor. Material delivery, while improved, is still playing too large a role in hitting or missing our shipping numbers. Some good news is that there's conversations about bringing back C-Sumps in Green Cell. While its not a definite, its not something that would have been entertained a year ago. Speaking of Green cell, it looks like making the move over to the old Platinum Cell area is gaining momentum. Made evident by the fact that there was an event held by management to begin working on the layout. Sounds like maybe operator input would've been helpful but we'll see how it goes. As for the numbers in Plant 4, what I've been told most recently is that IME is sitting around 22%. While it's not the goal number, it's inching closer and closer. DLP was at 3%, just like in Plant 2, a number to be proud of. That's all I have for Plant 4 this month.

Due to having not much news this month, and since I've been being contacted about management wanting to speak about operator times. I figured now would be a good time to set a reminder as to what the 20.10 policy entails.

Written by LCM E-Board Bill Holm and published February 2020 in Local 201 News

Message to new employees, introduce yourself to your area steward. We are here to assist and answer any questions you have.

Vouchering: Production must be vouchered accurately. It may vary day to day due to work conditions. It may not be the same

as your co-workers or your cell leader's expectations. Mischarging is illegal and a termination offense. Do your best and charge accurately.

Routing Sheet: Identifying and authorizing document

Production Time: Time spent working on a specific job

Non-Production Time: All time spent during working hours in tasks unrelated to production.

IME: Indirect Manufacturing Expense. Account to which non-production time is charged.

Policy 20:10: Required standards of conduct with respect to transactions with the U.S. Government.

Always Production: charged to the job regardless of time spent.

Tape tryout time: resulting in production worthy hardware

Training: routing sheet signer only (trainer)

Running Multiple machines: (1 man 2 and so on) charged accordingly per agreed upon jobs only.

Waiting while Inspector or engineer: Inspecting or performing investigation

Always Non-Production: charged to non-production account

IME

Medical Center

Blood Donations

Personnel/Payroll: Inquiries on employment, pay and benefits

Training: Non-routing sheet signer (trainee IME)

Tape Tryout Time: Time up until tape is capable of manufacturing a part to drawing specifications and limits.

Union Time

Welding School

Informative Meetings

Subject to the 18 Minute Rule:

Items lasting 18 minutes or less are charged to the job being done prior to the interruption.

Tool Crib and Gage Room

Instructions from Cell Leader
Interruptions from others

Opening and putting away tools
Paid Lunch

Personal Time: bathroom/water cooler etc.

Power failure

Work Station house keeping
Voucher Preparation/transaction

Waiting for: Inspector, Planner or Engineer to arrive.

Maintenance/Repair, Cell Leader, Reassignment, Material, Tools or Fixtures.

Interruptions exceeding 18 minutes should be charged to the appropriate non-production account (IME).

Policy 20:10 Examples

NO: Your cell leader cannot direct you to change time you already vouchered. (unless to correct a mistake).

NO: Your cell leader cannot tell you in advance how much time to claim for a part.

NO: Your cell leader cannot tell you to swap more IME for less production time.

NO: Your cell leader cannot require you to "make up time".

NO: Your cell leader cannot direct you to skip or charge set-up time for IME.

NO: Your cell leader cannot deny you overtime because you voucher accurately.

YES: Your cell leader can ask why the same job you did yesterday took longer today.

YES: Your cell leader can review with you proper rules for IME, rework, extra cost and help you correct any mistakes.

YES: Your cell leader can communicate their expectation of your performance.

YES: Your cell leader can discuss with you tooling or gages that are missing.

YES: Your cell leader can direct you to do housekeeping at your workstation to prepare for a tour.

Bottom Line: Especially for new members. The Union believes in a fair day's work for a fair day's pay.

All you have to do is be here, be on time, do your best to produce quality parts to procedure and voucher with accuracy and integrity and the Union can defend you.

Business Agent's article continued from page 12

Those are earning opportunities for our members. A frustrated customer who might've made purchases that would've increased a member's tier in the Company's Counter Sales Incentive ("CSI") Plan now might stomp away angrily, eliminating any chance for an increased earning opportunity. These unmanageable counter lines not only put stress on both the customer and our members but also create a situation where our members are subject to hostility and aggressive customer behaviors. Understaffed counters result in unhappy customers, and all of that is to save a penny! At some point, these companies need to stop stepping over dollars to pick up quarters. As I am writing this article on 5/6, it is anticipated that we will have at least 3 members recalled to work next week.

The amount of communication that has been flowing from the members has been incredible. Although a lot of these conversations have ended with findings of no contract violation, some of you have discovered some contract violations, so continue being vigilant and keep up the good work.

Quick update on the Absence Policy: nothing new to report. We are still waiting for the Company's counter proposal and as soon as we narrow it

down, we will get information out there for you all.

Veolia Report

Congratulations to everybody that has completed their courses to get their next license, and to everybody that is actively working and studying towards their next license. We never want to leave any money on the table, and this is all money on the table, so go get it.

Ametek Report

Great meeting with you all again; our next group meeting will be on May 16th. The last meeting was a rare opportunity that we never get, we were able to meet with the whole group to walk through initial proposals. We still have some work to do. We anticipate getting to a final group consensus on one outstanding item and then we will be ready to go, well, almost ready to go. We are still waiting for the Company to satisfy our information request to button up all our proposals. But for now, we are in a great position. Keep in mind what we have discussed during these meetings as you all are showing up for work and why we are doing this, to make our lives and the lives of our families better, for a dignified retirement, for your fair share of the earnings. See y'all soon.

President's article continued from page 12

(Adopted January 26, 2024)

The Communications Workers of America (CWA) Executive Board released the following statement:

We unequivocally condemn the horrifying and inexcusable attacks by Hamas on October 7.

We urgently call for a stop to the ongoing siege of Gaza and strongly support a ceasefire, the release of all hostages, and the opportunity to deliver humanitarian aid.

The loss of life in Israel and Palestine over the past three months has been staggering - over 25,000 people have been killed, many of them children. Thousands of others are missing or injured.

More than 100 Israeli hostages remain in captivity and nearly all Palestinians living in Gaza have been driven from their homes, facing starvation and disease in addition to the constant risk of death or injury due to the ongoing bombardment of residential areas by the Israeli military. As always, it is working people who are most unable to escape the violence of war and who are bearing the brunt of the suffering.

Those who wish to divide us have taken advantage of heightened tensions to fan the flame of hatred, putting CWA members, retirees, and members of our families and communities at risk from antisemitic and Islamophobic attacks.

Though it has been elusive, we must keep hoping and striving for peace. The global movement for economic justice requires solidarity, and solidarity is impossible in the face of war, terrorism, occupation, and repression. We urge elected leaders to come together to bring an end to the violence and set the stage for long-term solutions that bring safety, security, and democracy to the region.



April 26, Wilmington. Ametek workers standing united in preparation for contract negotiations kicking off at the end of May.



April 27, Lynn. FleetLogix Bargaining Committee attend training session in preparation for bargaining.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Stanley Ostrowski on the recent passing of his wife Mary C. Ostrowski. Stanley worked in Building 32 as a Tool Die Maker and retired in January 1980.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Daniel T. Wiener on his recent passing. Daniel worked in the Gear Plant and retired in January 2011.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Mark Whelton on his recent passing. Mark worked in building 64 as a Gauge Calibrator. Mark served the membership of Local 201 as a Steward and member of the Organizing Committee.

ABG Leave Procedure

Step 1 – Alert Manager of dates to be missed.

Step 2 – Call UNUM (866-779-1054) Follow any directions / provide requested paperwork. UNUM will alert you of approved dates.

Step 3 – Apply for paid leave from the state – www.paidleave.mass.gov

Local 201 Merch

Shirts and Hoodies Available.

Pricing:

- T-shirts: \$10
- Old Hoodies: \$40
- New Hoodies: \$50
- Old Jackets (Only S Available): \$10



Left sleeve on hoodies and shirts



Back of shirt



Left breast pocket on shift and left breast on hoodie



Business Agent's Column

By JUSTIN RICHARDS

Business Agent

GE Report

Firstly, the Company is not showing any leniency and is enforcing the Code of Conduct across the plant, not just one portion but the entire Code of Conduct. Discipline is based on a progressive policy, and in the Code of Conduct 3 contacts warrant a warning notice, 3 warning notices warrant a suspension, and 2 suspensions in a year or 4 active warning notices warrants termination. This can all stack up relatively quickly throughout the year and a lot of members are unaware of which step they are hitting when these disciplines come down the never-ending pipeline of disciplinary action. Attendance and Quality have been the areas where most disciplines are stacking up; runner up to those is Vouchering. The Executive Board has argued in all kinds of meetings that the Company needs to do a better job running the business and making sure that members have the correct job assignments and work in front of them. Cell leaders are going to be, and need to be, on the floor more. Read between the lines!

Plant 2, in the middle of the building, is run by somebody that should be putting more effort into getting their former clown career back on track and rebuilding the Ringling Bros Circus brand, considering how they have struggled in the aviation Industry. Instead, this person instigates, harasses, and passionately stares at hourly workers. You wonder why there was such a big effort made by Plant 2 – instead of making sure parts were getting shipped – to get all the dark safety glasses that are approved per GE's policy off the floor and then threaten discipline to Union members that are wearing them. I think I figured out why: dark safety glasses make staring a difficult task, so this manager will not have his success impeded on the only thing he is successful at; after all, he did win the "World's Best Starer" award in 2023.

A message to all 201 members regarding management doing bargaining unit work: REMEMBER, IT IS ALL OF OUR WORK! Always keep that in mind. Letting it slide when you see an ME/QE measuring parts because we are shorthanded is not going to help force the Company to hire. Similarly, turning a blind eye to your manager moving a part because there is only one production follower in the area or permitting an ME/QE to fill out a pad form is only setting a precedent and making things worse. This is all of our work, and we all have to fight for our work together, so DON'T WILLINGLY GIVE IT UP. Letting any instances of management doing bargaining unit work slide is giving up our leverage to force hiring. The Company put us all in this position by running the business short staffed and we have to do our part to keep what work we do have in front of our members and not in the hands of management.

In other news, the plant is still trending in the right direction; keep up the good work. The Company reached out to the Union a few weeks ago for a meeting on transferring from the OCP process/policy and introduce a new CVP policy. Apparently CVP is already rolled out through the supply chain and Lynn will be one of the last sites to make this transition. Unfortunately, Quality did not have their ducks in a row, so we have not met again on the matter since its initial introduction.

ABG Report

Better late than never? That's always an excuse for somebody that didn't feel like doing something and in the case of recalling workers, it is not local management that is holding this up from happening. Everything with these companies must go through an approval process. The unfortunate part about this is that the people from the Company make decisions based on reducing costs, but forget it takes money to make money. How many repeat customers do you think Avis has lost due to a congested line where they're waiting long enough to get to the counter that they could actually watch an entire movie as they stand there?

continued on page 11



President's Column

By ADAM KASZYNSKI

President

Good Neighbor Fund Membership Drive

The River Works Employees Good Neighbor Fund is a joint union-company charitable initiative set up to support charitable projects in Lynn and our surrounding community for 70 years. The GNF supports causes for improving public health, food security, social welfare, education, and the veterans' community. GE Aerospace automatically matches all employee contributions towards the United Way of Boston. Like a lot of things here at the Riverworks, it has been lost in the shuffle and is down to only 50 members that give recurring donations. However, the Good Neighbor Fund has launched a membership drive to increase membership in the fund so we can do more good in our community. As hourly employees, you have 3 representatives currently on the GNF Board: Janet Melanson, Tom O'Shea, and I. Please consider signing up for recurring donations to the GNF. You can sign up at intervals of \$0.50. I give 2 dollars a week. If we all get involved, even if it's a dollar or two, the combined effect is huge. I encourage everyone to chip in.

Local 201 Joins Picket for Marblehead Municipal Workers

Last Monday members of Local 201 joined the picket line at Marblehead town meeting to support Marblehead Municipal Employees Union (MMEU) IUE-CWA 81776 in their fight for a fair contract. MMEU along with unions for teachers, public safety responders, and town employees called for the demonstration after Marblehead "leadership" failed to respond to Union proposals. Workers were told "take it or leave it" on an unacceptable offer. Town Management has offered one single proposal throughout the negotiation process and have refused to budge and engage the Union in good faith bargaining. The action got a great response from the community and local press. IUE-CWA Local 201 stands in solidarity with IUE-CWA 81776 and the other municipal unions.

International Workers' Day (May 1) Recap:

Local 201 kicked off May Day by showing support for the North Shore Building Trades unions who are fighting for union jobs in Lynn.

Then our FleetLogix bargaining committee had their first negotiation session with the Company. We all wore stickers poking fun at management's comment that if we didn't like working at FleetLogix we should get a job at McDonald's. We put about 26 proposals on the table and scheduled our next session for June 3rd.

We ended the day marching with our labor and community allies to celebrate International Workers Day. Leaders from FleetLogix told the crowd about our campaign and victory winning a union and built up community support for our fight for a first contract.

Communications Workers of America Executive Board Statement on the War in Gaza

With the escalation of the war in Gaza I wanted to re-share the CWA statement on the issue. I am sick of sending so much money overseas to conflicts that have little or nothing to do with us when the needs of working class people at home are ignored.

continued on page 11

Thursdays are Union T-Shirt Days. Show your Solidarity and wear your Union T-Shirts