

IUE-CWA Local 201 News

Celebrating 91 Years
as a Chartered Local
1933 – 2024

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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Large Victory Secured At Ametek

Contract negotiations kicked off at the Hilton in Woburn on 5/20. The Ametek bargaining committee consisted of Chief Steward Steve Del Bosque, Antonio Rodrigues, and back for the third time the very special Julia Yagual, as well as the bargaining chairman Local 201 President Adam "Kaz" Kaszynski and Chief Negotiator Local 201 Business Agent Justin Richards. Prior to these negotiations Richards requested to start bargaining early, but the Company responded with, "why? This won't take long, maybe 2 days" Richards got the Company to agree to two full weeks starting 5/20.

Kicking off negotiations, Richards opened with initial statements highlighting the Company's growth and success that has been achieved off our members' backs, the broken merit-based wage increase system, and the rising costs of healthcare. As always, Local 201 comes in prepared and heavy on the first pass with multiple proposals and in this case, around 33. Our proposals ranged from recognition improvement proposals, strike language, vacation, benefits, and the all mighty – most important (this round) – wages.

Negotiations are always comprised of the memberships' most crucial issues, demands, and then

a slew of proposals drafted up by the bargaining committee that benefit the membership and this great Union. For instance, the Union as a whole won improvements to Union Recognition. Your Union won an improvement to, "No strikes no lock-out" where members will not be disciplined for not crossing another union's picket line. This is a victory for the labor movement! To win any language that gives a union the right to strike, or any language other than, "the Union will not strike, the Company will not lock-out" is a monumental victory in itself!

Now, for the demands of the members. The committee stayed crafty and creative throughout the whole 2 weeks. Every single demand for the membership has been addressed in some way or another. Although the committee was unsuccessful in ridding the unit of the merit-based system, they were able to achieve significant improvements that better the membership. Under this agreement, members will receive 23% in wage increases on the high end, and 14% on the low end, an average of 20%. Getting there was no easy task nor for the faint of heart. Everybody on the committee has a different opinion or strategy. The only strategy at hand was to back the Company off

from their opening proposal of a merit system far worse than what is currently in place and to avoid that from being in their, "Last best and final offer." Every committee member put multiple proposals up for discussion in caucus, the committee always held to their democratic principles and subsequently voted to go with committee member Antonio Rodrigues's idea and formed a counter proposal that carved the pathway to success.

Give credit where credit is due. We have a job to do and that is to represent the interests of our members. The Company has a job to do, and the bulk of that job is to represent the interests of the Company. Both sides had strong committees. The Company's committee had 2 corporate labor attorneys on their side, an employee from finance, two very strong women, the Company's Vice President of the Division, and the head HR/UR on site, who gave the Union a run for their money every single step of the way, a formidable challenge for the Union.

The Union's Committee, Steve, Julia, and Antonio were strong and committed. Antonio Rodrigues had the least bargaining experience when he was elected to the committee but was a natural negotiator, fearless leader, and the backbone of

the committee in caucus. Chief Steward Steve Del Bosque stepped up to become steward and organized group meetings, bargaining surveys, and ran a contract campaign in the shop that increased leverage dramatically, amazing work. Julia Yagual, back for the third time, the voice of reason and most senior member knew the shop and the work in and out and was a huge asset and subject matter expert. The Union had intelligence, dedication, commitment, transparency, work ethic, and endless fight. Both sides did a great job digging in and intelligently arguing their proposals and positions.

At one point in negotiations the Company's lead negotiator (attorney) asks the Union's lead negotiator (B.A), "what time can you guys go tonight, do you have a hard stop, we have been going late." The Union's lead negotiator responds, "outwork us, that's when we stop." The Company looks at your committee, puzzled and confused and their lead says, "never mind I understand". If there is any confusion on the meaning behind that, the bargaining committee took a position, we go until they tap out and need to go home.

The Union prevailed in this round, but how? Once again, the determination, strength, solidarity, engagement and organized membership transitions into the bargaining committee. The support of the membership to fight for a better contract with zero concessions only improvements, gives the bargaining committee the strength to hold strong across the table from the Company and their attorneys. In this battle of David (the Union) vs. Goliath (Corporate) the little guy wins through sheer determination, will, unity, and perseverance.



Ametek 201 Bargaining Committee in Negotiations with the Company, Chief Steward Steve Del Bosque, Antonio Rodrigues, and Julia Yagual.

Next Local 201 Membership Meeting June 18, 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 retiree James "Jim" Hyde on his recent passing. Jim worked as a Vertical Broach Operator in Bldg. 74 and retired in February of 2008.

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



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Clean Outs/Estate Sales/Junk Removal
We remove trash for a fee.
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- 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

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"Published monthly." \$1.00 a Year

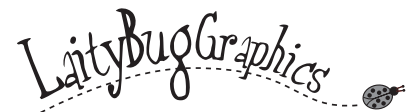


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Organizing Report

By NICK BECKER
Local 201 Organizer

Dear 201 brothers and sisters,

I can happily report that IUE-CWA has just successfully completed a multi-year organizing campaign at New Flyer, an industry-leading manufacturer of battery electric, hybrid, and hydrogen buses (including those recently purchased by the MBTA). This campaign has brought around **1,200 new workers under strong IUE-CWA union contracts.**

These workers, located at New Flyer plants in Jamestown, New York (Local 500), Shepherdsville, Kentucky (Local 600), and most recently Anniston, Alabama (Local 700) now join around 800 other New Flyer workers who have long been proud members of CWA Local 7304 in St. Cloud and Crookston, MN. This means the main core of New Flyer's manufacturing operations is now 100% union strong, with organizing also underway at New Flyer's other subsidiaries.

I was assigned to the final stages of the Alabama drive from September through January, and I wanted to share the highlights of their recently ratified first union contract:

- New wage scale with 14%-38% wage increases over the 2.5-year contract (3.5% immediate bump, retroactive to April 1, 2024), with a majority of workers earning over 25% increases over the life of the contract;
- COLA up to 3.5% on top of GWIs;
- Juneteenth as an additional paid holiday, increasing total to 12 holidays;
- Increased PTO and accelerated vacation schedule, giving workers 3 weeks vacation after 3 years of service;
- Double-time OT after four hours on Saturdays or Sundays, mandatory OT

capped at one hour/day, other protections against mandatory OT;

- Expanded parental and bereavement leave;
- Strong grievance procedure & just cause protections;
- Automatic 1% no-match company contribution to 401(k) retirement;
- Protection against unilateral healthcare premium increases without union negotiation.

The Anniston workers' victory is especially important as it was one the largest manufacturing organizing wins in Alabama in decades. Before their organizing campaign and first contract, Anniston workers made significantly less money, had worse benefits, and no job protections compared to their union brothers and sisters in Minnesota — making the same exact bus for the same company. They are proud to report many aspects of this "Southern differential" or "Alabama discount" were substantially eliminated in their first contract.

In my view, here are some key takeaways from this campaign Local 201 can consider for our future organizing efforts:

- Workers can organize and win in manufacturing, even in historically difficult conditions like Alabama, if given the necessary support;
- Having a strong Union Difference in wages, benefits, and working conditions/rights on the job to point to and inspire unorganized workers was critical;
- **Member-to-worker organizing carried the day.** While staff played an impor-

tant role, union members from New Flyer's already-organized plants coming down to speak directly to Alabama New Flyer workers made a huge difference, and cemented their ability to build majority support and negotiate a strong first contract.

Through campaigns like this, IUE-CWA is helping make the slogan "Organized the Unorganized" a reality. Local 201 wants to build on these successes to do our own member-to-worker organizing at shops in our communities. If you are interested in getting involved in that or have a friend/family member in a non-union shop you think should reach out to us, please let me know!

In solidarity,
Nick Becker
412-596-7166,
nbecker@local201iuecwa.org

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 shirt and left breast on hoodie

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

Letter to the Editor

All I can say is "Wow" and "Thank you" to the volunteer team that is working to reinvigorate the GE River Works Good Neighbor Fund. They kicked off with a "pie in the face" event held on June 4 outside the cafeteria. I am on the board of the GNF and have been slightly involved (mostly listening) to the many meetings leading up to this kickoff event. Great job. Next up is wiffle ball on June 12.

The GE GNF is a charity with an elected and appointed board of directors that involves both union and non-union workers at the plant. The group meets weekly to discuss how the donated money is allocated. If you sign up to donate the money comes directly out of your paycheck. You can also do a one-time donation. The emphasis is to give back to local organizations in need. Preferably in Lynn but also on the North Shore.

I got to throw a couple pies myself. Well worth it.

Thanks again.
Tom O'Shea



LOCAL 201 RED SOX RAFFLE



THE LOCAL WAS GIFTED TICKETS FOR A BOX SUITE TO 5 DIFFERENT RED SOX GAMES.

HOW IT WILL WORK:

- THE LOCAL HAS A LIST OF ALL MEMBERS AND THE BUILDING/AREA THEY WORK IN. IN AN EFFORT TO MAKE IT FAIR FOR ALL MEMBERS, TICKETS WILL BE DESIGNATED PER BUILDING/AREA BASED ON NUMBER OF MEMBERS IN THAT AREA. NAMES WILL RANDOMLY GENERATED USING A RANDOMIZER IN EXCEL.
- THE BOX CAN HOLD 22 PEOPLE, AND 2 TICKETS PER GAME ARE REQUIRED TO BE FILLED BY THE BOARD OR THEIR DESIGNEE, TO BE RESPONSIBLE FOR THE MEMBERS IN ATTENDANCE SHOULD ANY ISSUES ARISE.
- IF YOUR NAME IS PULLED, YOU WILL BE CONTACTED VIA PHONE AND IF YOU DON'T ANSWER, A VOICEMAIL DETAILING A DEADLINE FOR YOU TO RESPOND WILL BE LEFT. IF YOU DON'T RESPOND IN TIME, WE WILL MOVE ONTO THE NEXT PERSON. IF THE LOCAL DOES NOT HAVE YOUR PHONE NUMBER ON FILE, A BOARD MEMBER WILL ATTEMPT TO FIND YOU. IF YOU ARE ON LEAVE, YOU ARE NOT ELIGIBLE FOR A TICKET.
- NAMES WILL BE PULLED THE WEEK OF THE GAME.
- RAFFLE IS FOR ONE SINGLE TICKET, TO THAT GAME ONLY. NO SWAPS.

		<i>BUILDINGS SELECTED FOR RAFFLE</i>	
Jun 12 Wed	vs. Phillies	40: 10 TIX, 63 LOG: 6 TIX, 63 T&D: 4 TIX	
Jun 24 Mon	vs. Blue Jays	32: 4 TIX, 64 LPS: 8 TIX, 42, 29 LATO, 29 TEST, 99, AND 66: 8 TIX	
Aug 10 Sat	vs. Astros	74: 10 TIX, 64 LCM: 10 TIX	
Sep 7 Sat	vs. White Sox	PLANT-WIDE, RANDOM: 20 TIX	



****FOR THE 5/26 GAME, WE INVITED MEMBERS FROM 42, 29 LATO, 29 TEST, 99, AND 66. OVER 200 MEMBERS FROM THESE BUILDINGS WERE CONTACTED AND OFFERED A TICKET FOR THIS GAME. THERE IS A DOCUMENTED RECORD OF ALL PEOPLE OFFERED A TICKET. SINCE THIS WAS MEMORIAL DAY WEEKEND, WE ARE ALLOTING 8 TICKETS TO THE 6/24 GAME FOR THESE AREAS.**

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

JUNE 18, 2024

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



OR VIA ZOOM

<https://shorturl.at/TciMN>

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
 - b. WOMEN'S 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**

Signed,

ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent



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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 ½ you may be allowed to protect and grow a portion of your 401K. After age 59 ½ 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

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201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Retiree Council Plans: Check out the flier on the Retirees outing to the Northshore Navigators ballgame in Lynn Saturday June 29 with an all you can eat buffet. Bring your family and friends! It's important to get tickets at the Hall by the end of the day Thursday June 27. This will be our last event for the summer. Our next meeting will be September 25.

Pension Safety: Since I last wrote about this issue the retirees have been learning as much as we can. Turns out that 20 years ago an insurance company Executive Life took over pensions from companies such as RJ Reynolds and Pacific Lumber and then collapsed. The retirees suffered significant cuts in pension. How is Athene, the company GE contracted with in 2021 for pensions valued at under \$360, different?

We talked to some reps from state and national legislators about need for legislation to protect retirees. There is a lot more to do.

We've reached out to other unions. Our parent union, Communications Workers of America (CWA) is helping retirees from AT&T sue the company. AT&T last year transferred 56,000 pensions worth up to

\$2,200/month for a total of \$5.9 billion to Athene. The retirees say the Company did not act in the best interest of the retirees when picking the company to sell the pensions to. Some financial analysts have called into question Athene Annuity and Life's risky assets. The retirees say AT&T is saving over one half billion in administrative costs and PBGC premiums plus profits tied to the deal. That's money that should go into protecting retirees' pensions, not putting their financial security at risk. For those who want to read more, here's an article in Forbes.

<https://www.forbes.com/sites/teresaghilarducci/2024/04/13/cwa-union-fights-back-against-so-called-pension-de-risking/?sh=25eeb0935335>

We have a lot more to do. Let me know if you want to be involved. Stay tuned.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Raymond R. Russell on his recent passing. Raymond worked in Grind Tool and Die in Bldg. 63 and retired in October of 1997.

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 J. O'Neill on his recent passing. Daniel worked as a Bench Processor in Bldg. 66 and retired in December of 2011

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

Listed Below are Open Positions as of June 1, 2024 at Lynn Wastewater Treatment plant. You can apply for these jobs at veolionorthamerica.jobs.net/
1 Electrician

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

Alex Brown, President
 Gregg Johnson, Financial Secretary

Lynn Hourly Rates Effective 07.01.2024

R02	35.76	R15	38.10
R03	35.93	R16	38.34
R04	36.03	R17	39.23
R05	36.15	R18	39.94
R06	36.26	R19	40.98
R07	36.42	R20	42.20
R08	36.58	R21	43.43
R09	36.73	R22	44.63
R10	36.88	R23	45.78
R11	37.12	R24	47.41
R12	37.26	R25	48.03
R13	37.52	R26	48.55
R14	37.74	R27	49.10

"Shoptalk"


**Coffee with
 GE Union E-Board**

July 18
 Building 63/32 Logistics
 Breakroom
 3rd Shift: 5:00 am
 1st Shift: 11:42 am
 2nd Shift: 5:00 pm

GE Stewards Council

July 16
 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

FleetLogix Bargaining Session 2 Update

Dear FleetLogix 201 members,

On Monday, June 3, 2024, your Bargaining Committee of elected FleetLogix members and Local 201 leadership met with the Company for the second time at 201's union hall in Lynn. Here are the highlights of the 2nd session:

- **Counter-offer:** To their credit, since the last bargaining session on May 1st, the Company has worked on and provided a comprehensive counter-offer on most (but not all) of the Bargaining Committee's initial proposals. This action has kept negotiations operating on a good-faith basis and could lead to a quicker settlement than expected — *but only IF the Company makes significant movement on our members' core issues* (more on that below).
- **Progress on some issues (vacation and personal days):** The Bargaining Committee and the Company were able to come to *tentative agreement* (meaning it's not final until ratification of full contract by a unit-wide vote) on some key contract language. Additionally, the Bargaining Committee *felt like the Company made some movement on vacation benefits and personal days*. However, we believe much more work needs to be done in those areas, so tentative agreements on those issues have NOT been reached yet.
- **Big gaps on core issues (holidays and wages):** Despite some progress elsewhere, the Company's counter-proposal on *paid holidays* and initial proposal on *wages* are, respectfully, *nowhere near the standard that FleetLogix 201 members deserve and need*. Paid holidays and real wage increases were consistently the top issues in our Contract Surveys. As such, our Bargaining Committee will not rest until the Company makes meaningful movement to satisfy our reasonable demands on these issues.
- **Moving forward:** The Company ended the session by saying they are interested in reaching a fair settlement, quickly. We share that interest. But we are putting the Company on notice: *we need to see significant movement in our next session on all of our core issues, including paid holidays and wages*.

The next bargaining session is tentatively scheduled for **Thursday, July 11th**. In the meantime, we need to demonstrate on the ground that *FleetLogix 201 members are in 100% unity with the proposals our Bargaining Committee will present that day, especially on paid holidays and wages*. We will be communicating soon how we can best demonstrate that together.

As always, feel free to reach out to your Bargaining Committee or Organizer Nick Becker (phone: 412-596-7166) if you have any questions.

In solidarity,

FleetLogix Local 201 Bargaining Committee

Queridos trabajadores de FleetLogix y Miembros de Local 201,

El lunes, 3 de junio de 2024, su Comité De Negociación, compuesto de miembros de FleetLogix y el liderazgo de Local 201, se reunió con la compañía por segunda vez; esta vez en la oficina del sindicato en Lynn. Aquí están los aspectos más destacados de la segunda sesión:

- **Contraoferta:** Para el crédito de la compañía, desde la última sesión de negociación el primero de mayo, han trabajado y proporcionado una contraoferta integral a las propuestas iniciales (pero no todas) del comité. Esta acción mantiene estas negociaciones bajo buena fe, y podría llevar a un acuerdo más rápido de lo esperado — *pero solo si la compañía realiza avances significativos en las demandas centrales de nuestros miembros* (más de eso por seguir)
- **Progreso en algunas demandas (vacaciones y días personales):** El comité de negociación y la compañía pudieron llegar a un *acuerdo tentativo* (significa que no es el acuerdo final hasta que el contrato completo no haya sido ratificado por un voto de todos los trabajadores) en cierto lenguaje clave del contrato. Adicionalmente, el comité de negociación consideró que la compañía comenzó a moverse en materia de beneficios de vacaciones y días personales. Sin embargo, creemos que mucho más trabajo se va a necesitar en estas áreas así que aún no se llega a acuerdos tentativos en ellas.
- **Grandes brechas en temas centrales (feriados y salarios):** A pesar de algunos avances en otros aspectos, la contrapropuesta de la compañía en *feriados pagados* y su propuesta inicial de *salarios* fueron — respetuosamente — *ni cerca del estándar que los miembros de FleetLogix 201 se merecen y necesitan*. Feriados pagados y un aumento de salario verdadero fueron los temas de más alta importancia en las encuestas del contrato. Como tal, nuestro comité de negociación no descansará hasta que la compañía se mueva significativamente para satisfacer nuestras demandas razonables en estos temas.
- **Siguiendo adelante:** La compañía terminó la sesión anunciando que estaban interesados a llegar a un acuerdo justo, rápidamente. Nosotros compartimos ese interés. Pero ponemos en claro a la compañía: *nosotros necesitamos ver movimiento significativo en nuestra siguiente sesión en todos temas centrales, incluyendo feriados pagados y salarios*.

La siguiente sesión está tentativamente agendada el **jueves, once de julio**. Mientras tanto, tenemos que demostrar que los *miembros de FleetLogix 201 están 100% unidos en las propuestas que el comité de negociación presenta ese día, especialmente en feriados pagados y salarios*. Pronto comunicaremos cómo vamos a demostrar eso juntos.

Como siempre, no duden en hablar con sus miembros del comité de negociación o conmigo si tienen alguna pregunta.

En solidaridad

FleetLogix Local 201 Comité de Negociación

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of member Antonio D'Alfonso on the recent passing of his wife, Mrs. Marisa (D'Angelo) D'Alfonso. Tony works in Bldg. 64.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Robert Crowell on his recent passing. Bobby worked as a Truck Operator and retired in January of 2011

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Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

River Works Safety Understanding Stop Work Authority

On several occasions this year our Local 201 members have correctly enacted the River Works Safety Understanding in order to stop an unsafe act on the shop floor. Often a Shop Steward or Safety Representative upon being contacted, will initiate this important safety tool but that does not have to be the case; **any member can enact the River Works Safety Understanding** if an unsafe condition posing an immediate hazard to a member, or an area is present. It's important to remember that you do not need a deep understanding of OSHA, State, and Local standards/regulations, rather the sense of your own personal safety and that of your co-workers is all that is required. When the hazards that were identified are not addressed properly by Area Management to your satisfaction it is up to me and your fellow Safety (Committee) Representatives to follow up on your concern citing related standards and regulatory requirements surrounding a safety concern on your behalf. Your Local 201 Safety Representatives and EHS leaders will work with the Company to eliminate the hazard in question using all means necessary. A review with the Union Member will be followed up with by the Safety Representative/EHS leader or myself. This River Works Safety Understanding falls in line with the Company's "Stop Work Authority" and gives anyone no matter who they are or what they do the power to protect themselves and others if things don't seem as safe as they should be. Below is the original wording written at a time when the term foreman was used, and he/she had not

fully found its place in the workplace.

River Works Safety Understanding Negotiated April 16, 1970

UNION: The so-called AEG procedure was negotiated by the plant, but it hasn't been followed in the Turbine Division. We want to outline step by step our understanding, so that both parties have the same understanding. We expect that the Company will communicate with their foremen, and we, in turn will communicate with our Stewards.

When a Steward is contacted by an employee who raises a safety complaint, the Steward will contact the employee's foreman.

The foreman – if his answer is negative – will, upon request, contact the Company safety representative.

The safety representative, the Steward and the complainant will discuss the problem if there is a need.

If the decision of the safety representative is that a safety hazard exists, the condition will be corrected. If the decision is that there is no unsafe condition, the employee will proceed to do his work assignment and grieve as is contractually right. It should be completely understood the employee does not have to work on an assignment that he considers unsafe until a decision is made by the safety representative.

COMPANY: We will notify our people, and we want to have it understood that the procedure cannot be used as a means to escape a work assignment. We would expect that complaints will be reasonable and not petty.

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
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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.



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

Important! Every employee is going to be issued a new badge from security. The badges are already printed so all you must do is go over to the badging office and turn your old one in and get your new one. The badging office is going to be open 5 days a week at regular times. Security told me that everyone must get their new badge by the end of June. To make this easy for everyone just go to the office and turn it in, you don't want to be stopped at the gate and cause a traffic jam when security tells you to go get a new badge.

LATO

What a crazy week in LATO, the business went from offering TLOWs (Temporary Lack of Work,) to wanting to realign the shifts to move people from 2nd shift to days in building 29. Both moves got canceled because it would have a major effect on the business. There was no Union input on either moves and there were a lot of rumors spreading fast. The reason the Union was given was there wasn't enough management support on second and that they were 15 people too heavy on second shift. I don't understand how you can be too heavy on a shift when they're still hiring from the street. It almost as though Wile E Coyote is a business leader in 29, he goes into his office like it's the ACME vault and comes up with the next grand plan to get the Roadrunner only to be surprised it fails once again. What is the definition of insanity?

LOGISTICS

I'm still looking for a 2nd shift steward in 63. I have been getting a lot of calls from members on the floor about management trying to train members on workstations, that is a big NO. That is bargaining unit work and should never happen. Also there have been a lot of random people walking through and just taking parts and boxes and not telling anyone. This should not be happening. If someone you don't recognize is asking to take anything out of the building, go see a steward or even your cell leader and asks a question. That could be your job they are doing. Hope to see you around the shop.

Bobby

Health Benefits of Spending Time Outdoors

In today's world, our jobs and technology often keep us indoors. Many of us work inside all day, and when we are home, we become tethered to our screens and stay confined within four walls. However, the simple act of stepping outside can have a positive effect on our health and wellness. Outdoor environments naturally encourage physical activity. Whether it's a brisk walk in the park, a hike through the woods, or a game of catch, being outside often leads to movement. Walking in natural settings, such as a wooded area, has added benefits. Nature has a calming effect on the mind. Studies have shown that spending time in green spaces can lower cortisol levels, the body's primary stress hormone. The tranquility of natural surroundings can reduce anxiety, improve mood, and enhance overall mental well-being. Nature's sights and sounds can help the brain rest and recover from the constant attention demands of urban environments and digital devices. Regular physical activity is crucial for maintaining a healthy weight, improving cardiovascular health, and strengthening muscles and bones. Sunlight is a primary source of Vitamin D, a nutrient vital for bone health and our immune system. Spending time outdoors allows our skin to produce Vitamin D, which can help prevent deficiencies that could lead to depression. Getting some sunlight is even more critical for those who work overnight shifts because sleeping occurs during daylight hours. Exposure to natural light helps regulate our circadian rhythms, the body's internal clock that controls sleep-wake cycles. Spending time outside during the day, especially in the morning, can improve sleep quality and duration, making us feel more rested and alert.

Find ways to make outdoor activities a regular part of your life, such as weekend hikes, morning runs, or gardening. Variety can help keep outdoor activities exciting. Visit local parks, nature reserves, or beaches to discover new environments. Even short periods of time spent outside can be beneficial. Try taking a 10-minute walk during your lunch break or sitting in a park to read a book.

The positive benefits of spending time outdoors are numerous and wide-ranging, contributing to physical, mental, emotional, and spiritual health. By making a conscious effort to embrace the natural world, we can enhance our well-being and lead healthier, happier lives. So, take a step outside and let nature work its magic.

I am always available to support and help connect you with any resources you may need. Please reach out with any questions. I can be reached at 339-338-2508. Laura O'Neal, the Optum on-site dedicated workplace consultant for EAP services can be reached at 763-330-4942. **All communication is strictly confidential.**



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.

VET-TO-VET SUPPORT CONNECTION



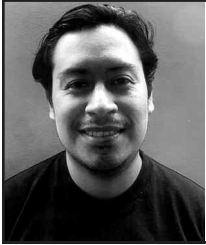
Veteran run support network.

- 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

Ametek

Congratulations to our brothers and sisters of Ametek on the bargaining of another contract with the Company. For many of you this was your first-time taking part in collective bargaining at your workplace with a union in your corner and I hope you learned a lot from it. I expect you all to reflect on the experience and provide your feedback to your Stewards, and the rest of the Union leadership. While the TA was satisfactory enough to pass the vote, it doesn't mean that the improvement stops there. Each one of you should see through this process the power and ability to influence your working conditions and should put that to practice on the day to day. The union is not just your steward, it's not just your bargaining committee, and it is definitely not just the BA, and President, the Union is YOU, all of you, together.

Thank you to the elected bargaining committee members for your hours of tireless work, engagement, and support during this process.

Contractual Wage Increases

July of 2024 brings with it battle-won wage increases for two of our bargaining units Avis/Budget and GE (Veolia members received their most recent increase in May too!). There is no doubt about it, wages often take center stage during any contract negotiations. It is often the shiniest item on anyone's agenda, and most often, the issue that most immediately impacts the life of the everyday worker.

As a worker, better wages can be seen as the ultimate goal of joining a union and negotiating collectively; through numbers comes strength, and the leverage to improve our working conditions and pay. However, I see wages not as the goal, but as a result, I think the ultimate goal is dignity. Dignity is that innate sense of worth that is held by every human being, and that the time we spend on this earth is invaluable to ourselves. For the everyday worker, this can be forgotten as we strive to thrive – and most recently simply survive – day to day by going to work and making a living.

We trade hours of our lives in exchange for payment, and if we are not careful, can begin to lose ourselves in this daily grind. That is why wages are so important, and so meaningful. Wages are just another representation of the respect we have for ourselves and for our families, that we value the time we spend away from them and away from what we love, and **any time away from this should be compensated fairly**. So, when we stand up together and fight for every bit of that wage increase, we are fighting for respect, we are fighting to be recognized by faceless corporations as more than numbers on a spreadsheet, and we are fighting for all we hold dear. So, enjoy those raises, and let's keep them coming.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Frank J. Zipper Jr. on his recent passing. Frank worked in AEG and retired in December of 1994.



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board

Spirit and The Letter

Posted in this article are excerpts from the first 6 pages of the Spirit and Letter. It clearly states that ALL employees, (Management and Union) will be held to the same standards when it comes to integrity and conduct. This seems to have been forgotten when it comes to holding Management accountable for their actions and to the same standards of discipline as Union Members.

GE leaders are also responsible not only for their own actions but for fostering a culture in which compliance with GE policy and applicable law is at the core of business-specific activities. Leaders must address employees' concerns about appropriate conduct promptly and with care and respect.

The Spirit & The Letter: guiding the way we do business

Every day, everyone at GE has the power to influence our company's reputation—everywhere we do business. The Spirit & The Letter help to ensure that, after more than 125 years, we still conduct our affairs with unyielding integrity.

For well over a century, GE employees have worked hard to uphold the highest standards of ethical business conduct. We seek to go beyond simply obeying the law—we embrace the spirit of integrity.

GE's Code of Conduct articulates that spirit by setting out general principles of conduct everywhere, every day and by every GE employee.

We can count numerous times when the hammer has been dropped on a Union member for a violation of policies and the Code of Conduct, however, when a Management person is proven to have committed these same violations the Company's response as far as discipline has not been the same. It clearly states that we are ALL held to the same standard.

GE Code of Conduct

Obey the applicable laws and regulations governing our business conduct worldwide.

Be honest, fair and trustworthy in all your GE activities and relationships.

Avoid all conflicts of interest between work and personal affairs.

Foster an atmosphere in which fair employment practices extend to every member of the diverse GE community.

Strive to create a safe workplace and to protect the environment.

Through leadership at all levels, sustain a culture where ethical conduct is recognized, valued and exemplified by all employees

If this document truly means anything and is supposed to be valued as something that is meaningful and shows unyielding integrity as it states, then one can only hope that this will change going forward and All employees will be held to the same standard going forward.

See you around the plant.



And on the 8th day, God Created The Union

By CHRIS MOODY

LCM Executive Board

Hello Brothers and Sisters!!!

I hope everyone has been enjoying the warm weather lately as we creep up on the start of Summer. Remember to use your PTO for the important things, such as time well spent with family and friends.

I'd like to quickly touch on the flyers that were put up recently about the Red Sox box seats. There's been some minor controversy about members going and I feel it's important to give a quick background as to how it came to be. The Union was approached by site leadership with an idea of letting Local 201 members go to the games in the GE purchased box seats, the initial offer was a split of 11 managers and 11 members. That was immediately shut down by the Union and we told the Company that we would not attend with any members of management. That was countered with an idea of just sending 2 higher up managers with the members to make sure they could "keep the peace," that also was shut down. It was then suggested that if nobody from management could be there, then at least 2 members of the Union's Executive Policy Boards go; we felt this was far more digestible and ultimately kept management out of it. We then had to decide how to distribute the tickets, after some lengthy discussion we decided a raffle by area, with every member automatically entered, made the most sense. One thing I want to be clear about is that this in no way is a "favor" or an attempt to weaken us at the bargaining table. I am open to hearing out any member with questions or concerns about the tickets but just know that this was done with the membership in mind.

For years we've seen the Company take away everything that made this not just a good place to work, but a great place to work. This year alone we saw the return of "bring your kids to work day" as well as an upcoming "family day." As a union we will continue to collectively fight for what is rightfully ours, such as better benefits, increased wages, etc. However, that doesn't mean that the Company can't show their appreciation for all of you from time to time. There is no business to run and no money to be made by simply having a blueprint. You need the workers on the floor to bring that blueprint to life and produce actual parts and fully assemble jet engines. Upper management does not exist without production and for that reason I think our members deserve any and everything The Company wants to give them and at contract time we will fight for everything they don't want to give us.

Plant 1

Plant 1 is continuing to build on the momentum they've recently established. It's been an eye sore and a painful process but I'm glad to report that we have recently shipped an M91 out of RPMO. It's only one, but we have to start somewhere. Likewise, we've got some good news coming out of building 64. The programming for the T03, T04 and T13 has been fully approved. With that said, we are also shooting to have the programming for T62, T93 and T02 fully approved by the end of Q2. Nothing here moves as quickly as we'd like, and we're never going to see the day where we have zero issues, but the continuous positive movement is going to get us to a

place where we all want to be. I'm hoping to have some end of the quarter numbers to report next month for the members in Plant 1.

Plant 2

I've heard concerns on the floor as far as workload and forecast goes, and while every concern is valid, the numbers are telling a story of major improvements. IME in Building 40 has continued to hover around 23% to 24% with the goal continuing to be 15%. That's not a major improvement month to month but remains a major improvement in general as we were well over 30% this time last year. Last month my report out on plant 2 did have a hiccup in it. I stated we were exceeding the DLP goal as Plant 2 was at 4% exceeding a goal of 5%. The actual numbers are -4% with a goal of -5%, leaving us 1 percentage point away from the goal. Again. That's due to the continued dedication and great work being done by the members on the floor.

There are talks of 007 outer liners being split between us and a vendor, the part is done 100% by the vendor as of right now. The way it was said to me is that if we can prove that we can produce conforming parts then the split with the vendor is all but guaranteed. We had 25 to 30 on hand at the end of May that I was told will not be getting shipped out to the vendor and that those will be our pieces we use to prove we can make them conform. If there are any issues you have not addressed in here then as always, feel free to reach out.

Plant 4

Plant 4 may be taking the lead for biggest success story. If you've been in Plant 4 for some time, then you know just how

harrowing things seemed, especially in Green Cell. Well, Green cell last week hit their goal on base labor hours hitting 1,307. Green Cell had faced major issues since the day I started at GE and to see them turn it around in this way should inject hope into all of us as far as this site having a future. No matter how bad it gets, our members are capable of turning it around. The 732 Sump is expected back on site in about a week, this is going to bring 10 base labor hours per week with an eye on 150 total for the year.

Blue Cell as well has been a major success. I think I've mentioned material issues in every article since being a Board Member, it almost seemed like Blue Cell and a material shortage were mutually exclusive. While the issue is not eradicated, Blue Cell has been moving like a well-oiled machine. Despite facing a minor material shortage last week, they were still able to hit their shipping goals as they've previously exceeded them and were ahead of schedule. Never did I think I would see the day that we were ahead of where we needed to be, but Blue Cell has accomplished that.

Punch Press may be the group I hear from the least, but I want to give them a huge shout out. They have not missed the goal of 1,000 base labor hours per week throughout the entire year. If you're consistently hitting that goal, then the members are consistently pumping out parts. Great work to our members over there!

That's all for this month, I hope to see you all around!

President's article continued from page 12

everyone's dedication to 201. Appreciate the entire membership's patience and support while we put everything we had into these negotiations. And most importantly I want to shout out every member at Ametek Aerospace who ALL participated in the contract campaign, the member meetings, and the vote. When we fight, we win.

FleetLogix Bargaining Update

Following ratification of the Ametek contract on Friday, we had our 2nd bargaining session with FleetLogix on Monday June 3rd. Due to the aggressive organizing campaign of the membership, decisive win of the union election, and our large committee (every shift, every job classification), we had a productive second session with the Company. So far, the Company is taking their duty to bargain in good faith seriously because the above factors mean the workers are clearly coming to the table from a place of POWER. The next negotiation is scheduled for July

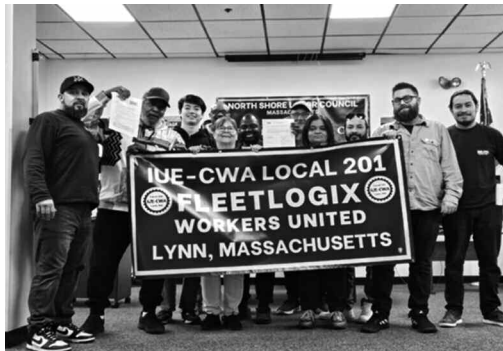
11th. See page 6 for detailed update. **New Lynn Coalition Honors Attorney Jim Carrigan, Frank Grullon, and Lynn's "Unsung Hero's"**

The New Lynn Coalition honored Jim Carrigan for his many years of service to workers, unions, and our community. Jim started out as a 201 member in the West Lynn GE Plant and later went on to get his law degree. He never forgot where he came from because he never left! He set up shop in Lynn to represent injured workers and continues to help 201 to this day. For decades Jim has helped us with parliamentary procedure, writing bylaws, assisting the 201 Building Association (including handling the sale of the old Union Hall). He has advised the Union on state laws, legislative issues, and workers comp. He has trained large numbers of Local 201 members on how to Get Out The Vote, to get members and allies elected in MA. He is always willing to intervene with elected officials in the interest of our members and has been an amazing resource to the

Local. On behalf of Local 201, congratulations Jim on the well-deserved recognition as a champion of workers' rights.

A little free advice from Jim Carrigan for injured workers: When someone gets injured on the job, they should report it to medical center/company for recording purposes, BUT find their own doctor. You should not take recommendations on doctors from the company or a company medical center. **Find your own doctor.**

The ceremony also honored unsung heroes of Lynn, including Local 201 activist Frank Grullon. Frank is an unsung hero of Local 201. Frank steps up for nearly every campaign, activity, and event that the Union takes on. His tireless dedication to our Union is exemplified by his willingness to go above and beyond for his fellow worker, neighbor, and people he doesn't even know. Frank is the embodiment of solidarity and leadership. Congratulations on the recognition Frank!



IUE-CWA Local 201 FleetLogix Bargaining Committee



Pictures by Derek White, Local 201

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

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

Business Agent's article continued from page 12

sues locally and out of the eyes of corporate. Once corporate starts digging into our business, they can be relentless. We have had a good working relationship with some of the managers and union relations over there and when corporate gets involved in these lower-level issues or disputes, it can ruin it all.

There are some members of management that will try to rule with an iron fist, speak to employees in a condescending tone, even at times be disrespectful. Do not engage in these interactions. If a member of management is acting in an aggressive way get a steward immediately and do not engage in any dialogue with the manager. If you cannot get a steward request the manager call a higher level manager, if that can not be done, simply ask for your job assignment, complete the task and as soon as possible report it to a higher manager.

FleetLogix Report

We have a fleet bargaining update from

the FleetLogix Bargaining Update on page 6. Once again, I am extremely grateful for the effort and passion our newest members at FleetLogix put in, that is what got us to this point. The average first contract negotiation in America is over 400 days. At the time I am writing this article, we have only had two bargaining sessions and already proposing and counter proposing a full contract.

Avis/Budget
INCREASE IN BASE WAGE RATE
Effective 07.01.2024: \$0.50*

*For new hires, and employees with less than one (1) year of service, shall be eligible to receive the contractual increase prospectively (in the future) on the nearest effective date, only after the employee has completed six (6) months of service (inclusive of their probationary period).



Business Agent's Column

By JUSTIN RICHARDS

Business Agent

GE Report

Last July we received our first 6% increase and the Company improperly paid the look-back for any member on progression. The look back payment was calculated by using 6% of the step the member was in at that time. By the Company not distributing the look-back payment based on the negotiated top or rate increase, they violated our MBW agreement as well as our national agreement. The local agreement is covered under article 21. We filed a grievance immediately and exhausted the 3 steps in our grievance procedure. The Union requested arbitration. In the National contract there are two different stipulations to arbitration. One is arbitration as a matter of right, then voluntary arbitration. Discipline, terminations, claimed violation of a local agreement covered under article 21, is a matter of right. The language the Company is trying to use to justify this case as a voluntary arbitrable case is, a rule on hourly, salary rate an employee shall be paid or the method of that payment. **That is not the case.**

In order to go to arbitration on anything that is not a matter of right, so voluntary arbitration, both parties must agree for the dispute to be arbitrated. Currently, the Company is claiming that this is a voluntary arbitration case and they do not agree to arbitrate it. We have met with the Company per the contract to argue our positions and are awaiting the Company's response. What I don't get, we have spent hours on end on this case, if the Company is so confident that they will prevail, why not arbitrate it?

Bring your kid to work day.... Piss poor planning and in hindsight great effort on the Company to put this together last minute. When you put too many chefs in the kitchen this is what you get, lack of details, information, and communication. The Union did not receive any of the details until it was just too late. The Company worked with the board members to get the members who missed the signups, signed up.

There are talks on having a family day in September. Another past time coming back. Initial discussions have been around ideas on what to have for activities. September is around the corner, let's not wait till the last minute to throw this together, this one is going to take a lot more planning than BYKTWD.

Veolia Report

Fred Hogan and I had a meeting with the Company on 6/4 to discuss the Company's intent on enforcing the attendance policy. The Company has agreed to post the policy, have a stand down meeting with all shifts to make all aware that the policy is going to be enforced going forward. Keep this in mind, HR's position is, a doctor's note does not excuse an unpaid absence and that absence is subject to discipline. If anybody has a medical condition, or a family member they are caring for, file for PFMLA immediately. If anybody needs assistance with this, call the hall and set up an appointment, we can help with this.

Ametek Report

See page 1

AVBG Report

There have been a lot of inquiries from members about the rise in discipline, or the feeling that the Company is disciplining to an egregious standard. Unfortunately, the Company has work rules and policies everybody should be aware of, and they have been and communicated they will continue to enforce them. Locally, they are getting pressure from corporate to address some issues that they would have addressed previously through a conversation with the member or the employee. This is why the Union tries to keep local is-

continued on page 11



President's Column

By ADAM KASZYNSKI

President

Contract Ratified at Ametek Aerospace

On May 31st Local 201 members at Ametek voted to ratify a new 4-year contract. No concessions, and important gains on every top bargaining priority and every single important issue identified in our pre-contract all member meetings. Over 100 hours of tough bargaining over 8 days with months of preparation. While not a life-changing contract (you must WIN a strike for those...), this contract is a victory for members and the local. Local 201 won improvements, gave back nothing we already had, and prepared for a strike should it be necessary – the Local 201 Standard.

Ametek members elected to the Bargaining Committee, Steve, Julia, and Antonio were strong and committed. Chief Steward Steve DelBosque stepped up to become steward and organized group meetings, bargaining surveys, and ran a contract campaign in the shop that increased leverage dramatically, amazing work. This was Julia Yagul's 3rd time on the 201 Ametek Bargaining Committee. Julia was a voice of experience as the most senior member. She knew the shop and the work in and out and was a huge asset and subject matter expert. Antonio Rodrigues did not have bargaining or steward experience when he was elected to the committee, but you would never have known it. Antonio is a natural negotiator and fearless facing down the Company and was a backbone in caucus. He would make for an incredible steward. With these 3 on the team there wasn't anything management could slide by us. These 3 put their lives and families on hold to put in long hours to get this agreement. BA Justin Richards skillfully carried out the democratic decisions of the committee made in caucus, was transparent, and focused on the membership bargaining demands. His ability to break down complex issues when presenting the TA, which was handed out to every member in its entirety, was crucial so the membership knew the full terms of the agreement. Without fail in every contract someone on the committee utters, "damn, I'm glad he is on OUR side" – I am too. One of the Company negotiators said, some unions just give a speech, ask for a raise, and take whatever is on offer and the Company negotiator said, "that DEFINITELY isn't you guys". VP Jeff Cruz held down the fort at the hall so we could keep all our attention on these negotiations. Jeff did high level number crunching for the Committee, supported the contract campaign, assisted in preparation, provided thorough research, which proved crucial, and along with our Office Administrator, Brit, made sure the ratification process met 201's standards. Appreciate the board and staff for keeping everything together, supporting the process, and



*BA Richards re-caffeinates after 14 hours of bargaining,
"We'll stay here as long as it takes"*

continued on page 11