

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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IUE-CWA Local 201 REPRESENTING at CWA Legislative Conference

By Linda Marino, Local 201 FleetLogix Bargaining Committee Member

Dear Local 201 Brothers and Sisters,

My name is Linda Marino, and I'm a Lot Attendant for FleetLogix at Avis-Budget HQ in East Boston. Along with several of my fellow FleetLogix workers, I was a member of our Organizing Committee that led our campaign for union recognition and I'm currently serving on the Local 201 FleetLogix Bargaining Committee where we are negotiating for a strong first Local 201 union contract.

I recently had the opportunity to attend the 2024 CWA Legislative Conference as a representative of Local 201. I was asked to attend to speak on how recent changes at the National Labor Relations Board (NLRB), currently controlled by a Democratic-appointed majority, helped FleetLogix workers win our union with Local 201.

The NLRB is led by an aggressively pro-worker General Counsel, Jennifer Abruzzo, who was previously counsel for CWA. Abruzzo has helped re-implement quicker timelines for union representation elections that had been rolled back under the Trump NLRB. Further, Abruzzo ruled mandatory employer captive audience meetings, which are used to try to terrorize workers seeking to form a union with lies and threats, to be an unfair labor practice. Lastly, in August 2023, the NLRB issued their Cemex decision, which gave the NLRB the option to issue a bargaining order to employers found to have engaged in illegal election conduct.

I can't understate how much these changes helped us win our union at FleetLogix. We are a strong unit willing to stick together and fight, but better NLRB enforcement of unfair labor practices likely restrained the worst union-busting the Company felt like they could get away with (they still tried some dirty tricks,

but our group was prepared and saw through them). Additionally, we were able to secure an election date within about three weeks of filing our cards with the NLRB. This (relatively) short timeline helped us win a landslide victory in our election, which put us on a quick path to first contract bargaining. Before these changes, many workers faced huge obstacles to just getting to a union election, let alone to the bargaining table.

Beyond the report I gave about the NLRB changes, I got a chance to meet many IUE and CWA members from across the country, including our IUE president, Carl Kennebrew, and hear about their fights and victories. Fundamentally, the Legislative Conference helped show me the big impacts political action can have on our ability to win better conditions on the job.

Now, we turn back to our first contract fight at FleetLogix. And I have a message for the Company: we move the cars so you can get to the beach for your nice vacation, your fancy business trips, and everything else. And we expect that first contract to reflect the value we create. We will not settle for less. To my FleetLogix Local 201 brothers and sisters: I look forward to continuing this fight and seeing it through to the finish.

In solidarity,
Linda Marino
FleetLogix Lot Attendant



Local 201 Member Linda Marino and
IUE-CWA President Carl Kennebrew

Market Based Wage Progression Schedules (updated 07-01-24)

Classification	Rate	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Servicer	M14	18.31	24.07	25.86	28.03	31.26	33.05	37.74
Material Handler	M16	20.00	24.15	27.21	29.18	32.23	35.29	38.34
Stockkeeper	M16	20.00	24.15	27.21	29.18	32.23	35.29	38.34
Production Follower	M16	20.00	24.15	27.21	29.18	32.23	35.29	38.34
Packer	M16	20.00	24.15	27.21	29.18	32.23	35.29	38.34
Construction Worker	M16	20.00	24.15	27.21	29.18	32.23	35.29	38.34
Bench	M17	23.50	27.23	29.86	31.37	33.99	36.61	39.23
Punch Press	M17	23.50	27.23	29.86	31.37	33.99	36.61	39.23
Welder Machine Resist (Spot Weld)	M17	23.50	27.23	29.86	31.37	33.99	36.61	39.23
Milling Machine Electro (EDM)	M17	23.50	27.23	29.86	31.37	33.99	36.61	39.23
Tool Crib Keeper	M18	26.00	29.45	31.78	32.97	35.30	37.62	39.94
Welder	M18	26.00	29.45	31.78	32.97	35.30	37.62	39.94
Green Welder	MG18	28.00	32.03	34.80	36.31	39.09	41.86	44.63
Lynn Laboratory Worker	M18	26.00	29.45	31.78	32.97	35.30	37.62	39.94
Braze Inspector	M19	25.50	29.24	31.82	33.24	35.83	38.41	40.98
Milling Machine	M19	25.50	29.24	31.82	33.24	35.83	38.41	40.98
Boring Mill Vertical (VTI.)	M19	25.50	29.24	31.82	33.24	35.83	38.41	40.98
Auto Lathe	M19	25.50	29.24	31.82	33.24	35.83	38.41	40.98
Engine lathe	M19	25.50	29.24	31.82	33.24	35.83	38.41	40.98
Milling Machine Electro Automatic	M19	25.50	29.24	31.82	33.24	35.83	38.41	40.98
Broach Vertical	M19	25.50	29.24	31.82	33.24	35.83	38.41	40.98
Fire Inspector	B19	21.00	25.49	28.82	30.99	34.33	37.66	40.98
Power Plant Operator	W19	30.00	32.99	34.82	36.05	37.33	38.60	40.98
Inspector Non-Destruct (FPI)	M20	25.51	29.48	32.26	33.86	36.64	39.42	42.20
Inspector Mechanical	M20	25.51	29.48	32.26	33.86	36.64	39.42	42.20
Grinder IntCylSurf	B20	26.50	30.31	32.92	34.35	36.97	39.59	42.20
Machinist Dual Purpose	M21	26.00	30.14	33.04	34.72	37.63	40.53	43.43
Machinist Production	M22	28.00	32.03	34.80	36.31	39.09	41.86	44.63
Machine & Assemble	M22	28.00	32.03	34.80	36.31	39.09	41.86	44.63
Lynn Grind Tool & Die	M22	28.00	32.03	34.80	36.31	39.09	41.86	44.63
Lynn Machinist All Around	M22	28.00	32.03	34.80	36.31	39.09	41.86	44.63
Inspector Tool & Gage	B22	27.00	31.20	34.14	35.81	38.75	41.69	44.63
Lynn Instruments Repair	B22	27.00	31.20	34.14	35.81	38.75	41.69	44.63
Machinist Special Programs	M23	32.00	35.60	37.89	39.27	41.18	43.10	45.78
Ironworker - Prj Crft	M23	32.00	35.60	37.89	39.27	41.18	43.10	45.78
Machine Repair - Prj Crft	M23	32.00	35.60	37.89	39.27	41.18	43.10	45.78
Repair Test - Prj Crft	M23	32.00	35.60	37.89	39.27	41.18	43.10	45.78
Project Crafts/Const/Car	M23	32.00	35.60	37.89	39.27	41.18	43.10	45.78
Tinsmith - Prj Crft	M23	32.00	35.60	37.89	39.27	41.18	43.10	45.78
Advanced Aircraft Engine Mechanic	M23	32.00	35.60	37.89	39.27	41.18	43.10	45.78
Lynn Power Plant Repair	M23	32.00	35.60	37.89	39.27	41.18	43.10	45.78
Lynn X-Ray	M23	32.00	35.60	37.89	39.27	41.18	43.10	45.78
Electrician - Prj Crft - MA Lic. Req.	B23	37.00	39.76	41.23	42.60	42.85	43.10	45.78
Plumber-Prj Crft-MA Lic. Req.	B23	37.00	39.76	41.23	42.60	42.85	43.10	45.78
Refrigeration - Prj Crft - MA Lic. Req.	B23	37.00	39.76	41.23	42.60	42.85	43.10	45.78
Power Plant Engineer	M24	37.00	40.08	41.81	43.19	43.94	44.70	47.41
Repair Control	M25	38.00	41.03	42.70	44.08	44.69	45.30	48.03
Tool Maker	B25	34.00	37.70	40.04	40.62	43.36	45.30	48.03
Die Maker	B25	34.00	37.70	40.04	40.62	43.36	45.30	48.03

NO MEETING IN JULY. NEXT MEETING SCHEDULED AUGUST 20

- * 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 Joseph Boudreau on his recent passing. Joseph worked as a General Clerk in the Gear Plant and retired in May of 2009.

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

Clean Outs/Estate Sales/Junk Removal

We remove trash for a fee.
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**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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Local 201 Leads Training Sessions for IUE-CWA Divisional Meeting

By Nick Velasquez, Local 201 Education Committee Chairman

For those I have not met yet, my name is Nick Velasquez. I work in Building 40 second shift VTL small engines. I am the Chairman of Local 201's Education Committee, an LCM steward, I run the "Reversing Runaway Inequality (RRI)" class down at the hall and have taught at other locals as well. I had the opportunity to attend the 2024 IUE Divisional Meeting in Orlando Florida a the end of June, and during this event, along with our Local 201 Sister Natasha Morales, we taught the RRI material to attendees. It was the biggest class I have taught so far; from elected officers to rank and file members, there were 48 attendees from different locals across the IUE-CWA universe. It was such an empowering experience to be among so many different people who are all ready to come together to start a new movement.

Reversing Runaway Inequality really highlights the strategies that corporations use against us. It also brings to light that when we fight, we win. Examples of big wins can be

found in both the 1930's and 1960's where people collectively came together because they were suffering in their working conditions and wanted, needed, a change. This notion is similar to what society is going through right now; we need to break out of our shells and challenge the system to start a new movement.

The RRI class in Orlando went very well, and what I took from the experience was the commonalities that we all share are greater than the issues we disagree on. We are all union brothers and sisters, and with the approaching year being a contract year, it's and essential that we put our differences aside and come together to fight for the changes that we all want and desperately need. Big corporations are afraid of what will happen if we join defenses and stand a united front. Keep fighting the good fight.



Local 201 Members Natasha Morales and Nick Velasquez leading trainings at IUE-CWA Divisional Meeting





INJURED AT WORK... AND UPSET ABOUT THE OUTCOME?

DO YOU WANT TO SEE CHANGES IN WORKERS' COMP AND THE MEDICAL CENTER AT GE? LET'S TALK.

As of 7/10/2024 the Company has agreed to return to the old form. Thank you to all members who took action.

After conferring with Legal Counsel, IUE-CWA Local 201 is calling on members to refuse to sign the NEW "Authorization for Release and Use of Medical Information" form (backside of this flyer). It waives rights you will need if you are injured on the job.

If you are injured at work: Go to the Medical Center (if closed go to Building 40 guard shack), report your injury on the "Employee Occupational Injury and Illness Form" (example form above) and ask for your Worker's Comp claim number. DO NOT fill out the back page "Authorization for Release and Use of Medical Information". When you seek treatment DO NOT go to a company or Medical Center recommended doctor. Go to your own doctor, and if needed, get a referral to see a provider you can trust. When you see your doctor, if the injury happened at work, make sure that is reflected in the doctor's notes. If Worker's Comp refuses to pay for your treatment call IUE-CWA Local 201 and obtain a lawyer that specializes in Worker's Comp. In MA, Worker's Comp lawyers are FREE to injured workers; they are paid through the state's Workers Compensation System, at no cost to you.

ABOUT US

WE ARE OCCUPATIONAL HEALTH INTERNS PARTNERED WITH THE IUE-CWA LOCAL 201. WE WANT TO GET TO KNOW YOU, AND HEAR ABOUT YOUR EXPERIENCES WITH WORKPLACE INJURIES AND WORKERS' COMPENSATION.

MOST IMPORTANTLY, WE'RE HERE TO HELP FIGHT FOR THE CHANGES YOU WANT TO SEE!

REQUIREMENTS:

- ✓ HAD A PREVIOUS WORKPLACE INJURY
- ✓ HAVE EXPERIENCE WITH WORKERS' COMP
- ✓ WANT TO SEE CHANGE IN THE CURRENT SYSTEM
- ✓ PARTICIPATE IN A 30 MIN INTERVIEW

INTERVIEW SIGN-UP :



ALL INFORMATION PROVIDED WILL REMAIN CONFIDENTIAL.



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.

BUILDINGS SELECTED FOR RAFFLE		
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

NO MEMBERSHIP MEETING IN JULY

NEXT MEETING SCHEDULED FOR AUGUST 20, 2024

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree John H. Morris on his recent passing. John worked as an Inspector and retired after 40 years of service in 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 Joseph A. Santoro on his recent passing. Joseph worked in Tool and Die and retired after 28 years of service in 1989.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Steven J. Orłowski "Big O" on his recent passing. Big O served the membership for many years as a steward and retired as an AAEM in Bldg. 29 in December of 2019.



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

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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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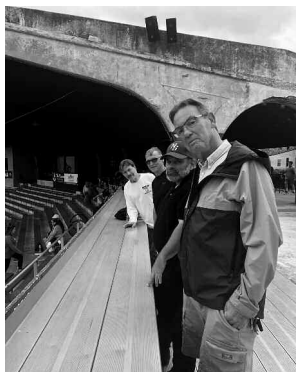
201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Retirees at the Navigators

Check out the pictures from the retirees' night at the Navigators on June 29. Thank you Jossie Quintana for taking the pics and Britney Dunbar for helping with the flyer. Thirty-eight retirees and their families came out and enjoyed the all-you-can-eat buffet and the game. It may be the start of a new Retiree tradition. Thanks to Gregg Johnson and his helpers who put it all together. There's no Retiree Council meeting this month. Enjoy your summer. Our next Council meeting will be on September 25.



Listed Below are Open Positions as of June 1, 2024 at Lynn GE. You can apply for these jobs at [GECareers.com](https://www.gecareers.com)
2 POWER PLANT OPERATORS



Steward Robert (Bob) Reynolds retirement party in Building 29.

**IUE-CWA Local 201
RETIREES COUNCIL
MEETING NOTICE**
NO MEETING IN JULY OR AUGUST
NEXT MEETING SEPTEMBER 25
For more info call Alex Brown:
617-922-5573

Alex Brown, President
Gregg Johnson, Financial Secretary

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Bruce Bettis on his recent passing. Bruce worked as a Project Ironworker in the Gear Plant and retired in March of 2006.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Frances Tombino on her recent passing. Frances retired after 42 years of service in 1986.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Joseph (Guisepp) Sciuto on his recent passing. Joseph worked as an Expediter and retired in 1984.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Walter Crighton on his recent passing. Walter worked in Bldg. 66 as a Machine Welder.

"Shoptalk"

**Coffee with
GE Union E-Board**

August 8
Building 74 Breakroom
3rd Shift: 5:00 am
1st Shift: 11:42 am
2nd Shift: 5:00 pm

GE Stewards Council

August 13
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.

FleetLogix Workers Fighting for their Benefits



Historical Moment! First FleetLogix 201 Steward,
9am Crew Transporter Khalil Saddiq

June 5th, Local 201 Education Committee leads Stewards Training

Health & Safety Notes

By STEPHANIE MURRAY

Local 201 Safety Rep

The heat is hitting us hard this summer. As good as it feels when we are at the beach, it can be a killer when we aren't taking the right precautions.

As of now there are no heat related workplace standards implemented by OSHA, although there have been proposals in hopes to change this. If these new regulations are taken into effect, then the rule would establish a heat index of 80 degrees Fahrenheit as an initial heat trigger that would enforce employers to provide new work standards. Should the workplace temperature reach 90 degrees Fahrenheit, employers would have to give workers a minimum of 15-minute paid rest breaks at least every 2 hours, as well as continuous water breaks.

We all know how hot these shops can get and that new regulations take time to be established. In the meantime, we are responsible for our own health. Things to be aware of include dizziness, nausea, rapid heartbeat, quick, shallow breathing, confusion, and cramps. If you experience any signs of heat exhaustion, be sure to seek medical attention. It is extremely important to keep hydrated, sipping water throughout the day, preventing thirst. Avoid drinks that contain caffeine, alcohol and carbonation that can cause dehydration. Eat foods that contain salt and potassium, as well as fruits and vegetables that contain water and important nutrients.

Some operators work in warmer environments than others or may not have accessibility to fans or shade. If you are starting to feel overheated, you have the option of notifying your cell leader that you need to sit in the break room for a few minutes to cool down. Also know that The Medical Center is now open 6am-11:30pm if you feel you need any medical intervention.

Last year over 2,300 people died due to heat related illnesses. Be sure to protect yourself and to look out for our brothers and sisters for any signs of heat exhaustion.

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 Emspak on his recent passing. Frank worked as a Machinist in the Wilmington Plant. In his time as a 201 member, Frank served the membership as a Health and Safety Representative, Shop Steward, and Executive Board Member.

Excerpts from: Frank Emspak Was An Advocate For Workers – And For Labor Media, Originally Co-Published by WORT 89.9 and Tone Madison. June 27, 2024
<https://www.wortfm.org/frank-emspak-was-an-advocate-for-workers-and-for-labor-media/>

The labor community in Madison and beyond is mourning the passing of Frank Emspak, a labor leader, organizer, advocate, mentor, and troublemaker.

Emspak had a profound impact on Madison's labor movement and on the U.S. labor movement, playing a leading role in the student peace movement during the Vietnam War, organizing student workers at UW-Madison and machinists in Massachusetts, and, years later, building a labor media network across the country. Emspak was compassionate, resolute, pragmatic, and funny.

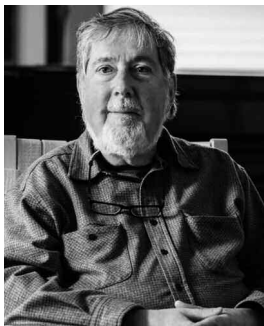
Emspak was a leftist from an important family of leftists. His father, Julius Emspak, founded United Electrical and Machine Workers (UE) and faced steep repression as a labor leader at the peak of McCarthyism.

From 1972 until 1987, Emspak worked as a machinist – first at United Shoe Machine Corp., in Beverly, Massachusetts, and beginning in 1976, at a General Electric plant in Wilmington. At GE, he and his union brothers and sisters fought the company over sexist policies that suppressed women's wages and re-energized their union, IUE Local 201, in the process.

He was a generous mentor, offering younger workers support and counsel – including to nurses at the oncology ward at UW Health in the weeks before he died, on June 14, at the age of 80.

Excerpt from Frank's Memoir, Troublemaker: Saying No to Power.

"There were several factors that pushed a significant portion of the IUE Local 201 membership to challenge GE and our national union on such a fundamental issue as investment in the Lynn operation. Fundamental to the effort was the rebuilding of a militant, union-conscious organization within Local 201. This was aided by the effective use of union committees by progressive people to serve as organizing centers within each local."



LPS/M&E Report

By ARTIE AMIRAULT

Crafts Executive Board

JCGC Proposals

Here is an overview of the LPS/M&E Proposal to the Company to overcome some the Company's greatest challenges when it comes to the Riverworks Crafts & Maintenance Department.

Proposal: Introduce A Co-op/Apprentice Program

- RC & Machine Repair Proposal: Develop a machine repair training program and a back-fill/hiring plan to replace outgoing RCs.
- MA. Lic. Crafts Co-Op Proposal: Establish a co-op program for all Licensed Crafts: Electrician, Plumber, Refrigeration.

A co-op/apprenticeship program would be an investment for the future of Lynn, leading to a long-term, sustainable workforce.

- Provide early career training on machinery and infrastructure for potential long-term employees
- Serve as a cost-effective and low risk way to evaluate potential future hires.
- The workforce would be cheaper while these employees are training.
- Expanded talent pool to hire from when struggling to find potential candidates from the street.
- Develop a talent pipeline with area Tech Schools to have first choice of higher potential talent in trades
- Utilize training that comes with purchase of new machines maintain skills on new technology
- Reduction in future IME due to less machine down time

Examples of Co-ops Reducing Costs

- Carpenter co-ops can be used effectively for demolition work on various projects with minimal to no oversight needed at a fraction of the price of vendors using the same co-ops
- Electrical co-ops will work under a licensed electrician at a fraction of the costs of vendors using the same co-ops as electrician helpers

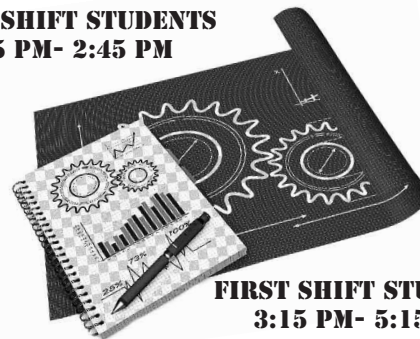
Proposal: Reduce the reliance on outside contractors for work we can perform in-house (trades)

- This would provide:
- Better quality workmanship
- Higher sitewide project safety
- Cost reductions on projects
- Better site overview and control of projects' timeliness and cleanliness
- Drive down and lower the shop rate
- Elimination of the Career Site Contractors who have become too comfortable

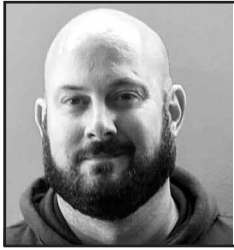
BLUEPRINT READING/SHOP MATH CLASS

7/30/24- 10/3/24

**SECOND SHIFT STUDENTS
12:45 PM- 2:45 PM**



**FIRST SHIFT STUDENTS
3:15 PM- 5:15 PM**



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

Ridiculous. We had a member go to the medical center to report an injury, they told the member that they needed to be seen by a specialist before they return to work. The member was scheduled to work overtime Friday, Saturday and Sunday and was told to stay home until they were cleared to return to work. The member went to an urgent care and got an appointment the same day as they reported it. Now it has become a recordable and the Member gets a call at home after hours on Sunday telling them it's ok to come back to work on Monday. The person at the medical center does not leave a name so the member has no idea who they are talking to. So, the member gets screwed out of 3 days of premium overtime pay because they did what the medical center told them to do and now that it's potentially worker's comp, they are ok to return to work. How shady does that sound! Just like when we lost VPP as a site, the medical center was fudging numbers in the Company's favor; and they got caught. When the Company was confronted about this, two high level EHS leaders admitted that they sewed up. Don't get hurt at work because the medical center is not here for your well-being, it's here to drive down recordables for the Company so someone can get a bigger bonus.

LATO

It's been a tough year out of LATO so far. Part shortages, QEM'S, if it could have gone wrong it's gone wrong. Q1, we were scheduled for 165 engines we got out 114. Q2, we were scheduled for 202 engines we got out 86. It looks like Q3 the business has already thrown in the towel because of lack of oil nozzles from PCC for T700 and oil tanks for the F414. I'm being told that PCC can only get us 3 nozzles a week until the end of the month when it goes up to 12 and F414 isn't going to see an oil tank until September but this is subject to change and hopefully it does. The business plans to rely on steady work from CF34 and an increase in T408 as well as cold sections to get through the quarter. So, hold your breath, buckle down and cross your fingers it's going to be a rocky quarter.

LOGISTICS

I have been discussing a potential Medical Temp for a clerk in Logistics. The business was in favor of it until I told them they had to follow the process for posting the job plant wide and not just in logistics. A medical temp position is not a permanent position so if you accept the upgrade and pass the written and typing test you take the job until the member that is out returns and then you go to an open job which could be the job you came from or a completely different one. That is what the business doesn't like, they want to pick the person who they want, then to put them right back to their old position, which they won't be able to do because it must be posted plant wide. Another idea HR came up with was to post the job plant wide and cancel it if they don't like the person they get. ARE YOU FROR REAL!! They never cease to amaze me at how low they can go to circumvent the Job posting and upgrade supplement which is a signed negotiated agreement between the Company and the Union to get who they want. Seniority is everything in this plant, I will never allow the Company to stomp on members' rights. Hope to see you around the shop.

Bobby



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

Mindfulness and Meditation

The ancient practices of mindfulness and meditation can offer a refuge of calm and clarity. Though rooted in centuries-old traditions, these practices are still relevant today as essential tools for enhancing mental, emotional, and physical well-being. Although mindfulness and meditation are frequently used interchangeably, there are differences. Mindfulness is the practice of being fully present and engaged in the current moment, aware of your thoughts, feelings, and sensations without judgment. It requires a conscious direction of your awareness, allowing you to experience life fully. This practice can be incorporated into everyday activities, such as eating, walking, or even washing dishes, by focusing on the present experience rather than dwelling on the past or worrying about the future. Meditation, on the other hand, is a more structured practice that involves sitting quietly and focusing the mind, often on a single point of reference such as the breath, a mantra, or a visualization. There are different forms of meditation, including mindfulness meditation, transcendental meditation, and loving-kindness meditation, each with its own techniques and goals. Still, they all help develop a state of heightened awareness and inner peace. Studies show there are a variety of health benefits that can come with mindfulness and meditation practices.

Reduced Stress and Anxiety- Both mindfulness and meditation have been shown to reduce stress and anxiety significantly. By adopting a state of relaxation and promoting awareness of the present moment, these practices help break the cycle of chronic stress and ease anxiety disorders.

Emotional Regulation- Mindfulness and meditation improve emotional regulation by helping individuals recognize and manage their emotions more effectively. This increased awareness can lead to a more balanced emotional state, reducing the intensity and frequency of negative emotions such as anger, frustration, and sadness.

Improved Focus and Concentration - Regular practice of mindfulness and meditation has been linked to better focus and concentration. These practices train the mind to maintain attention on a single task, reducing the tendency for distraction. This heightened concentration can improve productivity and performance in both personal and professional settings.

Increased Self-Awareness and Compassion - Mindfulness and meditation cultivate self-awareness and compassion for oneself and others. This heightened self-awareness promotes a deeper understanding of one's thoughts and behaviors, while the practice of loving-kindness meditation encourages feelings of empathy and compassion towards others.

Better Relationships - Better emotional regulation and increased empathy can improve relationships. By being more present and attentive, individuals can communicate more effectively and respond more thoughtfully to the needs and emotions of others, strengthening personal connections.

Starting a mindfulness or meditation practice can be done without significant time or effort. Simple actions such as mindful breathing, body scans, or guided meditations can be easily integrated into daily routines. Apps such as Calm, Ten Percent Happier, Headspace, and Insight Timer offer guided sessions and support for beginners. Mindfulness and meditation practices provide many benefits that improve mental, emotional, and physical well-being. By cultivating present moment awareness and fostering a state of relaxation, these practices offer a powerful antidote to the stress and distractions of modern life. Embracing mindfulness and meditation can lead to a more balanced, peaceful, and fulfilling life.

If something is preventing you from being your best self, please reach out. 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.



July 11, FleetLogix Bargaining Session 3.



VP's Corner

By JEFFERSON CRUZ RUALES

Vice-President/Recording Secretary

Steward's Class

On June 5, Local 201 had the pleasure of once again welcoming stewards new and old to another iteration of our Steward's Training. It's vital for our Union to remain vigilant by preparing our stewards to face the Company's belligerence. While OJT is the best way to learn, we believe it's also important to gather and discuss the ins and outs of all things concerning union representation and bargaining more in depth. We are always happy to see the newer members step up and become stewards, and we hope they walked out of the training session more prepared and confident in their new role. We would also like to thank the long-time stewards who attended and were able to pass on their wisdom and experience to the newer generation. The Education Committee did a phenomenal job at presenting the information and keeping the room lively – thank you Kate DeSisto, Derek White and Nick Velasquez – and the guest appearances of our board members also served to continue informing the crowd on the most resent issues impacting the shop.

A special shout out to Khalill Saddiq, a Transporter from FleetLogix who took the extremely significant step to become the first steward at FleetLogix, and who is already going toe to toe with the Company. We want every member to know they have the ability to stand up for their rights in the face of management, but it takes a special kind of person to willingly make it part of their day to day. Way to go Khalill!

The Education Committee will continue to hold Steward's trainings in order to reach all of our representatives, if you are interested in serving your union brothers and sisters in the thankless yet incredibly rewarding role of shop steward don't hesitate to reach out to another steward or the union hall.

MBW update

It's important to remain informed about all aspects of our local and national agreements, however, we understand it can get a little convoluted sometimes. Lynn's Market Based Wage Agreement for example has gone through several contract updates and rounds of negotiation making it a little confusing to explain. So, I'll go over a few of the major questions we have been addressing on the floor.

Will reach Step 6 after July 1, 2024	Reached Step 6 on or before July 1, 2024
You are in progression	You have reached the end of progression
You will not receive a 6% increase to your hourly wage rate. Both 6% wage increases were already calculated and distributed through each step of progression.	You will receive a 6% increase to your hourly wage rate on July 1, 2024
You will continue to progress through each step on your anniversary with the Company. Your hourly wage rate will increase and reflect the progression chart. (see page 1)	You have reached the end of progression and will now see any contractual wage increases as outlined by the national contract
You will receive a Lump Sum* after July 1, 2024, based on all hours worked the previous year, or a minimum of 2080 hours.**	You are not eligible to receive a MBW Lump Sum because of a contractual wage rate increase.

* The Union disagrees with the Company's current calculation methods, which deviate from practices established under previous contracts. The Union is actively working to rectify the Company's interpretation.

**Amount is also prorated if hired less than a year ago.

Frank Emspak, you will be missed.

My condolences to the friends, family, and all those whose lives were touched by Frank Emspak. Much of Frank's activism while he worked for GE and was an IUE member revolved around activating, energizing, and organizing members to more effectively hold the line against corporate America. While many of us did not get the chance to personally meet The Troublemaker, it is our duty to learn from his struggle advocating for the working class, and to continue to build on his legacy. The passing of one of 201's most illustrious Members is truly felt at our humble Union Hall.

Rest in Power Brother.

President's article continued from page 12

pany and our government to ensure offset agreements and trade policy do not continue to increase competition from overseas that inevitably leads to job loss and the destruction of the US industrial base.

Offsets Lead to Job Loss in Current Trade System

Decades of bad trade policy exacerbates offsets, leading to permanent transfers of production overseas a few years after an offset. The World Trade Organization Government Procurement Agreement and the Trade Agreements Act continue to entirely undermine U.S. policy of maximizing products manufactured in the US. GPA and TAA Waivers have more holes than Swiss cheese which increase the damage done by offset agreements. For example: even a product that consists of 100% content from a non-ally country like China or Russia that undergoes final processing in any of the 60 TAA waiver countries would have equal footing with American-made products when the government goes to buy it, even if it's defense technology for the U.S. military. That is the extent of our actually existing "buy America" federal procurement rules. That's dangerous for our members, and it's dangerous for our whole country. Work we can do, and work we used to do is being produced all over the world, including non-waiver/non-ally countries and being sold to the U.S. government. Juxtapose that to a country like India that prioritizes domestic production with their tax dollars.

Local 201 and local plant management have made real progress this year at slowing down the farmout, local management is correct to be focused on increasing base labor hours. When management acknowledges farmout hurts the bottom line it gives management incentive to work better with the union to keep work in the plant. When production management listens to the floor, they do better – "don't farm those out, there is another machine that can run those parts over here". However, there are forces outside our plant that play a huge role in our sustainability and future. We need corporate and government support to keep good jobs in Lynn – like a commitment to make T-901 in Lynn. It's a contract year, it's also an election year. Let's get to work!

Occupational Health and Safety Interns Start Work at Local 201

The Union applied and was accepted to be part of the Occupational Health and Safety Internship Program. With our ongoing issues with Sedgwick, the GE Medical Center, and GE contract negotiations a year out, our 2 interns Sunnie and Maya could not have arrived at a better time. They are here for the next 6 weeks to interview member volunteers and prepare an internal report that will inform our local and national bargaining proposals. We know GE can do better for workers injured on the job, and we need to hear about your experience to tell our story and make our demands clear. We are asking members at GE who have been injured on the job to answer a series of questions in person or over the phone. Your information will be kept private. To schedule your interview please call me at 404-376-3922 or our Health and Safety Director Carmen DeAngelis.

Remembering Frank Emspak

Former Local 201 Board Member Frank Emspak passed away on June 15, 2024, at the age of 80, after 65 years as a labor leader and activist. Though he left GE and Local 201 in 1987, a bunch of us got to know him through the Local 201 History project. When Frank and I first discussed launching a 201-history project his comment was "we have to get these stories written down before everyone is gone." He was right, and thanks to his leadership on the project (and the rest of the team) Frank and other members' stories will continue to live on. You can write on Frank's memorial page here: <https://www.cress-funeralservice.com/obituaries/frank-emspak>

"Emspak lived by the principle that working-class people must be central in any discussion of organizing society and our lives; there could be no compromise on that." Frank's obituaries read, and reported he was encouraging the nurses from his hospital bed to organize and fight in his final days. Our condolences to Brother Emspak's family, we will all miss the troublemaker.

FleetLogix Strike Authorization Vote "YES"!

The FleetLogix bargaining committee is calling for a strike authorization vote on July 15th and 16th. Voting yes for strike authorization means members are giving the fleet members that make up your bargaining committee the authority to call the strike. With the games played by the company during July 11th session, we need to be able to have the authority to call a strike right from the negotiating table if the company doesn't change their hostile attitude. Vote "YES" for Strike Authorization.



And on the 8th day, God Created The Union

By CHRIS MOODY
LCM Executive Board

Hello Brothers and Sisters!!!

Let me start by saying I hope that everyone enjoyed their Fourth of July! I know the weather wasn't the greatest but it's always nice getting an extra day off to spend as you please. The week of the fourth had been fairly slow but come the following Monday, my schedule had filled up pretty quick. Long story short, it's back to business. This previous month we met with site leadership for our quarterly JCGC meeting. I'll deep dive into each respective plant's numbers, but there are a few things to touch on that affect LCM as a whole. As for open roles across the plant, the Company had reported that there were 13 open roles in LCM at the time of the meeting. However, 10 of those have essentially been filled as we have 10 members actively waiting to be released to their new roles. There were 0 open roles to the street reported, which should cause some concerns. There is an issue in GE Lynn when it comes to properly staffing and how the Company goes about it. Let's just say there's a substantial number of retirement eligible employees at contract time, this means there's a possibility of losing labor and knowledge in numerous roles. In my opinion, a smart business would get ahead of things and post upgrades into those roles so we're not singing the same tune of "you let knowledge and experience walk out the door with zero plan of transferring that knowledge to other members so that we can continue operations without skipping a beat." Which will fall on deaf ears as it usually does. What does 201 know though, we've only been here for the last 90 years. The Weld Pilot Program continues, keeping a max of 2 people in the Weld School at a time. The Blueprint and Shop Math just got announced starting at the end of September, more details on page 7. Lastly, one of the Company's big focuses for Q3 is going to be voucher training. I'm hoping that is regarding Cell Leaders, since they seem to be more confused than members when it comes to vouchering.

Plant 1

For Plant 1 I'll start with Quality. As of right now we have fewer open QEMs than we did to start the year, but the ones that are still active are mainly from development and are highly impactful. More work to

be done there. We are under our scrap target; I would consider that great news. I say it every month, but I will again highlight that our members of Local 201 play an unbelievably significant role in all the improvements we've been seeing lately. Since we are under our expected scrap rate, the business feels it's good to use this time to scrap some of the aged WIP that we cannot save. I'd agree with that approach, just take a look at the callout area in RPMO. One of the things mentioned was that we had a visit from our Senior Aerospace Leadership Team and received some negative feedback on the state of housekeeping in Building 74. I can say that I was impressed when a couple weeks ago I went over to the Rock Quarry area and noticed just how much cleaning up and straightening out had happened in such a short period of time. They also held a cleaning event on 7/3. I haven't made my way back over to the building to see the results but I'm hopeful. The best news coming out of Plant 1 is the fact that we are up 20% YOY in output. What once looked like an impending death has taken a turn for the better in the last year or so. For the bad news, we are pacing the CF34-3 as well as the F404/F414 engine lines. I don't think we're at jeopardy of crumbling, but it is something we need to address with some urgency. Building 64 will continue their move to Okumas and there's a hope to unleash some hours in TC64 and rough PT Shafts in house. Last thing is that the focus for the rest of 2024 is going to be inventory reduction, TC64 development and farming in more work. The farm in is bitter-sweet because it's coupled with finding backup sources for finishing ops where we have single points of failure.

Plant 2

Well, let's initially touch base on just how quietly a new Braze machine had made its way into the Braze room. Discussion with the Company is going to take place soon after writing this, but the failure to notify isn't sitting well with me. I don't know all the details yet of how it got in here. Is it for Plant 2? Is it for Plant 4? Did somebody royally mess up by not notifying the Union that it was being brought in? I don't have the answer to the first 2 questions but the answer to the

last question is a resounding yes. It's when these things happen that communication breaks down and relationships turn sour. We're fighting for the future of this site, and regardless of anyone's personal feelings, the Union most certainly has a say as to what that future looks like. On to reports from the JCGC meeting. As for safety Plant 2 has seen a 45% reduction in injuries YOY and are on track for their target of a 15% reduction in injuries. There will be a focus on ERGO projects, engagement and compliance with PPE by the safety team. As for quality, there were 17 QEMs launched in 2024, with there being an average of 278 eNC callouts per week with a goal in place of 240. Delinquency currently sits at \$78 million, down from the \$85 million that we had started the year with. Plant 2s aged WIP is at \$1.8 million which is down \$300k from the number we were sitting at to start the year. Finally, the focus for Plant 2 is to see a reduction in defects, lowering IME which sits at 28% right now with a goal of 20%. An improvement to base labor hours was needed this year and Plant 2 is currently on track for the goal. DLP continues to sit at -4% with a goal of -5%, one of our greatest improvements year over year. One tricky focus of the Company is reduction of unused assets. I say tricky because how many of us have looked around for a fixture that was previously red tagged?

Plant 4

Lastly, I've been told Blue Cell is still hitting their shipping targets at the time I'm writing this. Green Cell

is still pumping out great base labor hours and Punch Press continues to do the same. As for JCGC, for safety there was a target of a 15% reduction in injuries. Plant 4 is on target, as they've seen a reduction of 25% year over year. They've also mirrored Plant 2's goal of improved PPE compliance, EHS engagement and more ERGO projects. For quality, there were 13 QEMs launched in 2023. Up to this point in 2024 though? There has been ZERO QEMs launched, and the goal is to keep it at zero for the rest of the year. The average eNC callout goal is 280 per week, but through FW 24 there has been an average of 447. Last year's losses sat at 10.4% with the goal this year being 7.2%. Year to date that number sits at 4.3% losses. I know our members are skilled enough to meet the goal and if we fail to do so I don't believe it will be due to the members of Local 201 in Plant 4. The target output this year is \$160 million, YTD we are sitting at \$64 million with delinquency for Plant 4 currently sitting at \$82 million. Shipping goals in Plant 4 is 15 mid-frames per week in Green Cell, along with 5 AB cases and 12 AB liners per week in Blue Cell. To start the year, we had \$6.1 million in aged WIP, but that number has since dropped down to \$4.8 million. The focus for Plant 4 through the rest of the year is to get to 3,320 base labor hours per week amongst the 3 businesses, and through FW 24 we are averaging 2,905. Extremely close to hitting that goal, especially when you consider where Plant 4 was in the past few years. There is an IME goal of being at 15%, we currently sit around 23%.

As a reminder we will not have a membership meeting in July as has been the same in years past. As always, if there are any issues then feel free to reach out to me at the hall or directly. I hope you all enjoy the warm weather!

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FREE PARKING

EVENING AND SATURDAY HOURS

Business Agent's article continued from page 12

you'll find the LATO Board Member's cross training proposal, a training plan that he has hounded the business to embark on, as cross-training would lead to an effective and efficient business. We could mitigate problems like we faced last quarter, where we had a major hangup and we almost missed engines because of inadequate and insufficient training. I really hope somewhere up top, our newsletter makes it across the desk of GE's senior leadership. If anyone wants the 39-slide presentation detailing our major problems and the Union's solutions to them, let me know, maybe you'll get us some faster responses.

Here lies the root cause of how the plant got to the state that it is in: one of the Union's proposals was getting the training committee together to nail down cell-specific training matrixes to promote cross training in every area, something that would reduce IME and manpower single points of failures, and in return, this would undoubtedly improve delivery and lower the shop rate.

I swear that some of GE's management leadership are more concerned with disciplining hourly employees than they are with running the business correctly, or at least somewhat correctly. Over the years, the Company has shown a pattern of pointing the finger at the Union, citing us as the reason why Lynn is difficult to manage, but this is the furthest thing from the truth, and this past year has proven against that notion. Managers using the Union as a scapegoat to excuse their ineptitude in performing their jobs is a tale as old as time, all the while, the Company will go after the hourly employees with minimal to no factual information but look the other way when it comes to examining salary employees when they have all the glaring facts and numbers staring them right in the face!

The Union's frustrations boiled over during this last JCGC meeting as we listened to the Company haphazardly propose some loose solutions and give no feedback or response to our 39-slide presentation that contained tangible and achievable solutions, asking Company representatives in the room:

"What happened last quarter when it was apparent that you needed to train? What happened when the LATO Board Member proposed getting together to nail down a cross-training plan/matrix? Now, as we are on the verge of having an underperforming quarter, this is your idea to avoid mishaps and get the business on the right footing? We don't want to hear you regurgitating action plans that we previously proposed. We demand you do your job and come up with a way to sustain these action items."

This isn't just a LATO problem. In Plant 2, the Company brought in some vendors to write OJT instructions, why? Not too long ago, the Company called a meeting with us on a new policy

that would replace the current OCP policy. They came to this CVP meeting "very prepared". This policy has some OJT recording requirements that identify what an operator is actually trained on and would address the lack of training in the plant. The Company stated they had completed the OJT manuals already, however didn't have any to show us at that meeting, why? Because they didn't draft any up, they only talked about it. The worst part, and I say worst because the people in that room were the ones initially tasked with drafting these policies and arguing their effectiveness in their changes, but yet a member of management that used to be in Large Engine had nothing concrete to share with us. We are supposed to feel confident and comfortable that they were managing Large Engine, an area for which we designed skill set training matrixes for the Bench Hands, when they dishonestly tell us they have written OJT plans? They say the definition of insanity is doing the same thing over and over again and expecting a different result, and the difference between insanity and genius is measured only by success. If you are reading this and the shoe fits, lace it up and exit the Western Ave gate and take a walk.

ABG Report

Quite the opposite from this month's GE report. At Avis, you have local leadership advocating to senior leadership for more hiring and more overtime to deal with the current and expected influx of volume. These managers have learned from their previous mistakes and decisions and are looking to make improvements. I am only referring to managers that the Union has dealt with in grievance meetings and negotiations.

With that being said, the Company is hoping to get approval to recall the last few part-time RSAs, and the Company is actively hiring and advocating for the creation of more roles in the SA, Shuttler, and CSR positions.

There have been numerous discussions among members on how the Company handles different issues, and how the handling of certain issues differs now from the past. To a certain extent, the handling of some situations is grievable, and some are not. If the Company looked the other way in the past and is no longer looking the other way, they still have the right to enforce a policy, and in some cases or circumstances although they have the right to, this does not mean they can drop the hammer and enforce certain policies without any notice.

Boston is one of their biggest locations and really puts a bright spot on the Company's reputation. I have rented cars from many Avis locations across the country, and in my experience, Boston is by far the best performing when it comes to quality and customer satisfaction. The Company has had a few underperforming quarters on the stock market. When this happens the Company's knee jerk reaction is to micromanage and they force this from the top down, and in some cases handcuff local management to not look the other way. As we said after contract negotiations, expect the Company to enforce all policies to the "T". We can expect the same when the Company's stocks are taking a hit.

During last year's negotiations, we moved up the service date on the holiday buckets, securing more members more paid holidays; understand that if a contractual holiday falls on your scheduled workday, this is overtime, and the Company has to approve it. The Company does have the right to not schedule members on these holidays as long as the holiday is listed in the contract. If the Company needs coverage, they have to follow the contract and offer overtime in order of seniority. Think of these paid holidays as one of your regular days off.

Veolia Report

Everything seems to be status quo, not much to report out. We had to reschedule June's Step 2 meeting twice. One was a schedule conflict on my end, the other was an unforeseen circumstance on the Company's end. Rather than going back and forth on dates, we decided to skip June's meeting and will be meeting on July 27th.

Ametek Report

*Just like Veolia, it seems to be pretty status quo in Wilmington. Unfortunately, we find ourselves without a Chief Steward as Steve resigned from the Company. There is one member in particular who was on the bargaining committee, who spoke numerous times throughout negotiations, and played a pivotal role in the success of those negotiations, who I would love to see step up and step into the Chief Steward role. When you see this guy around the shop, don't be shy, tell him how good of a steward he is going to be.

FleetLogix Report

Not so quiet at Fleet. First off, a big thank you to Khalil for stepping up and becoming a steward to represent the group. In their first disciplinary meeting – mind you after one steward's class – they did an amazing job facing off with the Company's head HR rep in a disciplinary meeting. I am truly impressed! Everybody needs to keep in mind that the Company is required to maintain the status quo; they are to run the business and handle situations the same exact way prior to union election. In this case, the Company decided to enforce a uniform policy on one member and one member only. This uniform policy applies to both hourly members and management, yet management is all over the place violating the policy. What does the Company decide is the appropriate level of discipline for this policy violation that is disparity enforced? They terminated this member. Get ready, for every action there is a reaction, and we are not the silent type of Union.

It was clear that the manager was going after this one member, who is a strong supporter of the Union, so in response we have filed additional ULP charges against the Company, and they will have to answer to those charges. This is why it is crucial that when you see the Company doing something different, or enforcing policies they did not enforce prior to unionization, say something.

By the time this paper comes out, we will have had our third bargaining session on July 11th. I do not like the amount of time in between negotiations but, for only having 2 bargaining sessions, we are heading in the right direction. There is still a lot of ground to make up. We will be sending an update after this session via email/text. If you are not signed up for updates from Local 201, sign up here: <http://eepurl.com/goiLMz>. It is how everybody stays informed on what's happening in negotiations.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Antonio N. Casale on his recent passing. Antonio worked as a Machinist and retired in 1977.

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 L. Sweet on his recent passing. Robert worked as an Assembler in Bldg. 29 and retired in 1992.

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 Column

By JUSTIN RICHARDS

Business Agent

IUE-CWA 2024 Division Meeting

The IUE-CWA held its annual Division Meeting the second to last week of June, and this year was special as it marked the IUE-CWA's 75th anniversary. The Meeting's first day kicked off with a report out from IUE President Carl Kennebrew followed by several others in the international's top leadership. As they were reporting out it dawned on me: *it is clear we provide a high level of representation to our members and this indirectly causes us to be confined to our Local 201 bubble, and almost shut off to what's going on in the rest of the labor world, outside of our bubble.* These meetings bring a larger light and personal assurance that we as a local and the leadership of this local are performing at a high level. As the international President is reporting out on the wins within the IUE, Local 201 is mentioned not once, not twice, but multiple times, for our organizing victories (FleetLogix), successful contract negotiations, PAF drives, leadership development, and more.

Speaking of leadership development, in addition to 201 President Kaszynski and myself, our Local had three other members attend this Division Meeting. Two of them led the Worker Power training, and one member is currently enrolled in the mentorship program. Local 201 was mentioned among other locals multiple times for our achievements and successes.

I attended the Lean Training for Local Officers and Worker Power classes. The Worker Power was especially great because it was led by two of our own Local 201 members, and to be sitting in the audience and learning from two of our own was nothing short of a powerful and gratifying experience. I would estimate that there were union brothers and sisters from 25 different locals sitting in that room, and yet it was two of our own Local 201 members who were qualified enough to lead the class. Definitely something to be extremely proud of! The Lean Training class was beneficial as well, and it is important to understand and become familiar with everything we possibly can on all aspects of manufacturing, so that we may garner an in-depth knowledge of the things GE Aerospace is most crucially focused on.

One of the biggest key takeaways from the Worker Power class was the importance of politics and their involvement in the success (or derailment) of unions. Politics is a heated topic, and while I have a deep dislike for the subject considering the state of affairs concerning our country's democratic structure, we all have to pay attention to our local, state, and federal elections, as it is pivotal we put every effort forth to get the right candidates elected. Could this be the worst shape our government has ever been in in the history of this great nation? That depends on what lens you want to examine your answer through, but it is more important now than ever that we all start being more involved in politics. Not just the Presidential Election, but local and state politics are vital to the success of the working class. When you hit the polls this year, do think critically on the person getting your vote. Have they ever demonstrated or vocalized their support for the working class, directly influencing your ability to provide for your family? Do they intend to support or pass legislature that will protect the working class? Keep these things in mind when casting your vote.

GE Report

On June 26th, we had our Q2 Jobs Competitiveness and Growth Committee (JCGC) meeting. To sum it up for those of you who are not familiar with JCGC, Union and the top local management meet four times a year, and the Company reports out the state of the business from each jurisdiction along with ideas of how to address a couple (of the many) issues the Union continuously sheds light on. In our first quarter meeting, the Union came prepared with a robust and meticulously detailed presentation identifying some of the most pressing and glaring issues plaguing our plant, and we provided solutions for each of those issues. We listened to members in the plant who returned to us their own proposals and solutions and we packaged it in a digestible and visual way in hopes the Company would make some much-needed changes, however, over four months later, we are still waiting for responses from the Company to those proposals. Quarter two's "Critical Thinking" award goes to none other than LATO leadership! A LATO manager posed an incredible and never-before-heard solution to one of efficiency problems, drumroll...cross training. The opening slide of our Q1 JCGC presentation states "What are some of the factors that are leading to an increased shop rate and affecting delivery?" followed by the bullet point "inadequate and insufficient training". Scroll through the slides and

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President's Column

By ADAM KASZYNSKI

President

GE Workers: IT'S A CONTRACT YEAR

We are a year away from the expiration of our IUE-GE National Contract. That means it's time to start putting money away, and to begin our contract mobilization campaign. GE Contract Captains will be selected, the IUE-CWA will eventually put out a national contract survey, following the survey we will popularize our demands to let GE know what members expectations are for a fair agreement. More senior members please take the opportunity to fill in newer members over what to expect over the coming year. With many members retirement eligible, now is also a time for local management to focus on internal training programs and starting new ones. We should be cross-training under training matrices. GE should bring back the apprentice program. With so many high skilled, high service members eyeing retirement, we need to be passing that knowledge and skills along.

Meeting at the White House: Bring the Work Home to Lynn



The IUE-CWA had a meeting last month with high-ranking members of the Biden administration on outsourcing and US trade policies. I was invited to join the delegation to talk about the way U.S. trade policies, offset agreements, and outsourcing have affected our members, our jobs, and our community. The meeting was a welcome first step, a step we tried, and did not get, during transfers of work under the last administration. We are continuing to gain momentum. **We never would have made it through the White House gate without the IUE-CWA petition GE workers signed across the country last year, and the protests, phone calls, and letters targeting elected leaders to escalate our concerns to the highest authorities.** Great work everyone that helped get a supermajority of GE workers signed onto the petition and the jobs campaign. We remain in communication with the White House to seek an adjustment to the negative job impacts to Lynn of the US India GE engine offset deal.

Since the mid 1980's our plant has experienced disinvestment, offshoring, and death by attrition. Lynn's Union workforce has been reduced from 13,000 in 1985 to 1180 today.

In 1999, Local 201 lost 74 jobs at AMETEK Aerospace, most of the last we had following NAFTA, after GE threatened to drop them as a supplier if they didn't move to a supplier park in Reynoso Mexico. We now have only 15 jobs left, where we prototype parts that are ultimately made in Mexico.

GE announces big contracts with the Federal Government out of Lynn MA, as we watch work leave out the back door. We have had offset agreements with Turkey, Sweden, Korea, Romania, and others. The offset agreement with Romania started as a 60% split twenty years ago and was hailed as an opportunity for more work, only to see the Romania plant get the rest of the work in 2021.

In 2000, we lost 12 jobs over a small offset deal on the 414 engines to Sweden, now GE has added India to the mix. In 1998, we suffered through an offset agreement that moved work to South Korea, which still happens to this day. In 2020 we lost 30 jobs, when the Company sent the T-36 part to Hanwha in Korea. The T-36 goes into the T-700, not just for Korean aircraft but U.S. military aircraft as well.

These offsets have been a death of a thousand cuts, and we demand our legacy work is protected and new product lines like the T-901 are committed to Lynn. GE keeps building new plants, while saying Lynn's footprint is too big – build them here! Lynn is the best at what we do. We need the Com-

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