

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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EDITOR
Justin Richards

MANAGING-EDITOR
Jefferson Cruz Ruales

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FleetLogix/Local 201 Strike Authorization Vote/Bargaining Dates Announcement

Dear FleetLogix/Local 201 members,

The Company has finally responded to our demand to return to the bargaining table by proposing dates to meet in the first week of September. Interestingly enough, they reached out immediately after we informed them of the results of our STRIKE AUTHORIZATION VOTE, *which was approved with 98% support*.

What does this mean? This means our overwhelming unity demonstrated by our Strike Vote had an *immediate impact*. Our message to the Company was: *if you break the Law, we will hold you accountable. If provoked, we will act*. For now, it seems like the Company heard this message, and responded accordingly.

However, our work is not done. We won't know if the Company is ready to bargain in good-faith again until we see their behavior at the table. What we do know is that we, the Union, have our sleeves rolled up, ready to get to work to negotiate a *fair* contract that rewards the value we create for this Company, and its clients. And now, the Company knows the consequences if it again denies us our right to bargain with them in good faith. *FleetLogix workers have just said, in one united voice, "we will not take that lying down."*

Stay tuned for further updates about how we can keep the pressure up on the Company to stop their unfair labor practices and stay accountable to the bargaining process. If you have any questions, as always, reach out to your Bargaining Committee representative, FleetLogix Steward Khalil Saddiq, or Local 201 Organizer Nick Becker (412-596-7166).

In solidarity,
FleetLogix/Local 201
Bargaining Committee

Anuncio De Voto De Autoriza- ción De Huelga/Fechas De Nego- ciación De Fleetlogix/Local 201

Estimados miembros de FleetLogix/Local 201,

La Compañía finalmente ha respondido a nuestra demanda de volver a la mesa de negociaciones, y a propuesto fechas para reunirse en la primera semana de septiembre. Curiosamente, se acercaron con estas fechas inmediatamente después de que les informamos de los resultados de nuestro VOTO DE AUTORIZACIÓN DE HUELGA, **que fue aprobado con un 98% de apoyo de los trabajadores**.

¿Qué quiere decir esto? Esto significa que la contundente unidad demostrada por nuestro Voto de Huelga tuvo un impacto inmediato. Nuestro mensaje a la Compañía fue: **si infringen la ley, serán responsables. Si nos provocan, actuaremos**. Por ahora, parece que la Compañía escuchó este mensaje y respondió en consecuencia.

Sin embargo, nuestro trabajo no ha terminado. No sabremos si la Compañía está lista para negociar en buena fe hasta que veamos su comportamiento en la mesa en septiembre. Lo que sí sabemos es que nosotros, el Sindicato, estamos listos y dispuestos para negociar un contrato **justo**, y que recompense a sus trabajadores por el valor que creamos para esta Compañía y sus clientes. Y ahora, la Compañía conoce las consecuencias si nos vuelve a negar nuestro legítimo derecho a negociar con ellos en buena fe. **Los trabajadores de FleetLogix acaban de decir, con una sola voz, "no lo aceptaremos de brazos cruzados"**.

Estén atentos para obtener más actualizaciones sobre cómo podemos mantener la presión sobre la Compañía para que detenga sus prácticas laborales injustas y sea responsable ante el proceso de negociación. Si tiene alguna pregunta, como siempre, comuníquese con su representante del Comité de Negociación, FleetLogix Steward Khalil Saddiq, o con el organizador del Local 201, Nick Becker (412-596-7166).

En solidaridad,
Comité de negociación
FleetLogix/Local 201

Congratulations
Local 201
GE Retirees
January 1, 2024 –
July 1, 2024

Lynn Component
Manufacturing
Maintenance
James Suleski
James Sullivan
Daniel Natola
Robert Reynolds

Lynn Assembly Test
and Operations
Mark Grunst
Vincent Ameral
Robert Neal

Lynn Component
Manufacturing
Denice Greski
Richard White
Frank Raimo
Anthony Walker

This list covers January 1, 2024
– July 1, 2024.

*Hoping you enjoy a long
healthy retirement and thank
you for your years of service as
members of Local 201. If we
missed anyone, please let us
know. All retirees should be
receiving the union newspaper.
If you are not, call 781-598-
2760 or send an email to
info@local201iuecwa.org*

Next Local 201 Membership Meeting August 20, 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

Service Directory

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

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

Mark & Robin's Comics



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

CHIROPRACTOR

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



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

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

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.



Print your ad on this form.

Mail to: Service Directory, IUE-CWA Local 201, 112 Exchange St., Lynn, MA 01901.

Enclose Payment:

For active members & retirees: \$5 per issue or \$50 per year

TITLE _____

 25 _____
 WORD _____
 LIMIT _____

 PHONE # _____

Your Name Amt. Enclosed
 Your phone # Circle: active or retired Date mailed

"IUE-CWA Local 201 News" (USPS 171720)

"Published monthly." \$1.00 a Year



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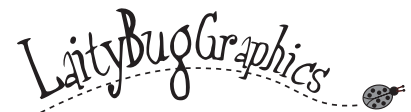
Published By Camera Graphics



SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Willson L. White on his recent passing. Willson was a Machinist in Building 74 and retired in 2008.

Layout Design by



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

Job Posting

Town of Saugus
Human Resources
298 Central Street • Saugus, Massachusetts 01906
Telephone: (781) 231-4126 Fax: (781) 231-5666

Job Title: Young Adult/Reference Librarian
Location: Town of Saugus
Schedule: 36.5 hours per week (includes two evenings and a Friday/Saturday rotation)
Pay Rate: (Union Scale): \$26.82 to \$30.48 per hour (Five steps)

Job Summary: Under the direction of the Head of Reference and the Library Director, this position provides direct service to all patrons of the Reference Department and complete responsibility for programming and collection development for Young Adults. Reference functions range from patron instruction on the use of online databases and the automated systems to providing readers' advisory service as well as dealing with a wide variety of reference questions.

Qualifications: Minimum requirement of a Master's Degree in Library Science from an ALA accredited institution. Previous successful experience with young adults in a public library is preferred.

Closing Date: July 22, 2024 or until filled

Application: Please e-mail all cover letters/resumes to Human Resources Manager, Gabriela Christina at gchristina@saugus-ma.gov.



Letter to the Editor

Hi Friends,

We are so grateful for your Board Sponsorship of \$250 towards our Lucky Sweepstakes Event. It is a deep passion and commitment for us to provide our members with the tools and guidance that will help them improve their work and attitude towards school as well as prepare them for adulthood.

Currently, we are seeing 400 members a day and with the friendships and memories being made is inspiring. I am excited to see this increase demand of our programs and with this comes a new focal point of always improving the programs that we offer. With this opportunity of positively impacting lives, I truly appreciate your generosity and continual interest in our Club.

You are also an important partner in helping the kids of Boys & Girls Club of Lynn become productive, responsible, and caring adults. Club members work hard at succeeding in school by participating in our Homework Help and Tutoring programs; in addition, they set their goals for the future and prepare for college in our College Prep Program. You understand the need within our community and we appreciate you for taking that need to heart.

Encouraging kids to become more confident and sure of themselves is both a responsibility and a privilege. Thank you for helping us make the Boys and Girls Club of Lynn a Positive Place for Kids.

Sincerely,
Brian Theirrien, Executive Director

Listed Below are Open Positions as of August 1, 2024 at Lynn GE. You can apply for these jobs at Gecareers.com
2 Power Plant Operators
1 HVAC Refrigeration Technician
1 Auto Lathe Operator

Listed Below are Open Positions as of August 1, 2024 at Lynn Wastewater Treatment plant. You can apply for these jobs at veolianorthamerica.jobs.net/
1 Electrician
1 O&M

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



Letter to the Editor

To set the record straight:

Justin Richards is great at handling the labor relations and financial side of our unions work and is a highly skilled negotiator and advocate. Recently he was accused of holding the union hostage for more money. He did no such thing. I was there. Anyone who says otherwise is full of shit. Disagreements are no reason to let lies spread.

We all disagree from time to time, sometimes fiercely, and that's what union democracy is all about. That's healthy, and we need it. The members make the decision at the end of the day about the direction of our local and I'm proud of the work our board, officers, staff, safety reps, stewards, activists, and especially the super majority of rank and file members that show up to fight have accomplished together. Don't listen to rumors, show up to meetings and ask questions, you'll get answers. Thanks to Justin and everyone else that contributes to make us a strong fighting union.

In Solidarity,
Kaz

BLUEPRINT READING/SHOP MATH CLASS

8/27/24- 10/31/24

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



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

Apply through the upgrade system, under Job Code "T.S.2 Class- Blueprint Reading & Shop Class"
Registration closes Friday August 16th at 5pm



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

AUGUST 20, 2024

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



OR VIA ZOOM

<https://shorturl.at/oj1tw>

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
- III. **GE REPORT**
- IV. **AVIS/BUDGET GROUP REPORT**
- V. **AMETEK REPORT**
- VI. **VEOLIA WATER REPORT**
- VII. **SAUGUS LIBRARIANS REPORT**
- VIII. **FLEETLOGIX REPORT**
- IX. **NEW BUSINESS**
 1. MATTER OF FISHING TRIP PETITION
 2. MATTER OF ENDORSEMENT OF LYDIA EDWARDS FOR STATE SENATE
 3. MATTER OF FUNDING FOR GE FAMILY DAY UNION TENT/GNF DONATION

Signed,

ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent



Sevenwood Financial Services, LLC.

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The retirement growth and income solutions we work with are offered by the 7th largest asset manager – in the world.

Many of your co-workers are enjoying guaranteed lifetime income in retirement, and getting raises while taking that income, because they chose to protect (and grow) what they have worked so hard to earn.

Regardless of your age, there is no need to risk what you have accumulated to try to get "a little bit more". Our clients are realizing market like returns, with no possibility of loss if the market drops.

By moving out of the market, you will be capturing the gain of the highest market ever and securing what you have for the future. You will actually be able to plan for the future and never have to worry if it will still be there when you want or need it.

- If you have cash sitting stagnant in the bank, or a CD, it is losing value due to inflation.
- Over 59 ½ - you may be allowed to move and protect your entire 401K
- Under 59 ½ - you may be allowed to move and protect a portion of it
- Substantial up-front bonus added the day account is opened
- Future gains are applied to what you put in, and the bonus, combined
- Guaranteed lifetime income available immediately, and it includes the bonus
- Rate lock feature – you like the gain/return you're seeing – lock it in!

You can use Cash or CD's sitting stagnant in the bank or tax free and penalty free 401K, 403B, IRA and Annuity rollovers

CALL US TODAY and learn what "you didn't know, you didn't know".

www.sevenwoodfinancialservices.com

Debbie Marti 203-376-7947

Eric VanOstrand 860-913-4563



201 Retiree's Column

By ALEX BROWN
President of the 201 Retirees Council

GE 401(k) Plan Settlement

I get a lot of questions about this suit. A group of participants in the GE Retiree Savings Plan/ GE Savings & Security Program brought a class action suit saying GE breached its "fiduciary" duties in how they managed the plan. They argued that the plan underperformed compared to similar plans. This March, there was a settlement. GE said it did nothing wrong but agreed to a \$61 million settlement. Payments to those affected have not gone out and the administrator has not announced a payment date.

There is a lot of information on a settlement website

<https://www.ge401ksettlement.com/>

It gives details about which plans are covered if you were a plan participant between September 26, 2011 and August 3, 2023. Some people have gotten legal notices in the mail with the same information.

You can contact the administrators by email at: admin@ge401ksettlement.com
 Or by phone: (866) 886-6884

Thank you to retiree and former steward Wayne Murray who has kept me up to date on this story.

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

"Shoptalk" Coffee with GE Union E-Board

September 26
 Building 42 Breakroom
 1st Shift: 11:42 am
 2nd Shift: 5:00 pm

GE Stewards Council

September 10
 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.



Letter to the Editor

Dear Local 201 membership,

I am not a new union member. In fact, I've been with my company and been a dues paying member of Local 201 for nearly 10 years. The pride I feel for my union is actually fairly new. Until about 2.5 years ago, the union was just an idea, a shadow almost. It was an invisible, unreachable, non-useful part of my job. I knew its purpose, sure, and I felt good knowing I was protected by it, but I had no face to put to it. I had no idea of its true value. There were stewards at our job site, but they were scarce, few and far in between. They remained in the shadows and silent, until someone needed a rep for disciplinary purposes, and even then, there was evident favoritism and a constant feeling of being a burden. For years.

As I said, all of that changed however, about 2.5 years ago. All of sudden there were real people coming down from union hall to talk to us. To relate to us. To motivate and empower us. I began to feel as if I actually mattered. The union showed up and rallied myself and my coworkers together providing guidance and encouragement. We were brought together and told "Yes, you are worth the fight, and you can actually make a difference!"

There is one person who always showed up, who still does. Who made his presence and support available consistently, and who raised his voice for us. In fact, this man guided so many of us to actually become stewards ourselves. We have a team of new stewards now. He showed us the value of standing together for what's right. He still shows up. Every day.

I personally can't thank Justin, the BA of 201, enough. He is the embodiment of the

union to me and to so many others at my company. In fact, upon speaking to a majority of the members here, many people ONLY know him. Justin is not only the person who fought tirelessly and argued incredibly in contract negotiations for our groundbreaking and historic new contract (membership action helped secure that victory too) but he quite literally never shuts his phone off. He is never off duty! He responds to EVERYONE who reaches out to him, no matter the time or the topic. He is there with an answer and with support and guidance for all of us stewards and union members alike. Justin makes a person want to be better. To fight harder. To stand up straighter. He makes you feel like you're a part of a family, not just part of a union.

To hear that he could be leaving, or that he is not being given the credit he deserves is truly like a punch to the gut. WE CAN NOT LOSE HIM. He is on site, in every single Step 2 meeting with the company, fighting for us daily. And now, this membership needs to be reminded just how important his role is and we need to stand behind him as he has done for us time and time again. We need to fight for him the same way he always fights for us.

I think it's time that someone speaks up. To say loud and clear THANK YOU FOR ALL YOU DO, JUSTIN. Sincerely, thank you.

Just thought I'd share my personal journey and feelings in this letter. I know many of my coworkers share the same experience and opinions. We are all screaming THANK YOU JUSTIN.

Sam Sanchez,
 Avis Budget Steward



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.



AS THE ROTOR TURNS

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

LATO

The Company is searching the globe to bring work into LATO for base hours because it is going to be slow this month. Never thought I would have heard that before, GE looking to bring work in? They usually send our work out. More bad parts and more bad parts, it never ends but I guess that's what happens when you don't inspect your vendors' parts and bring them right to LATO and right into production. There was once an incoming inspector in the plant and their role was to inspect all hardware from vendors coming into the plant, and if the parts were bad, they got sent right back to the vendor. The Company has not filled that position in quite a few years and doesn't ever plan on it again. I brought it up to a member of senior leadership and their response was "why would I pay you to inspect work I'm paying the vendor to inspect" well there

it is down to the almighty dollar. It's simple business, spend a few pennies to make a few billion. **LOGISTICS**

I just want to clear the air with my article from last month regarding the medical temp position. It wasn't directed at any member on the floor, it was directed at the business and HR for not wanting to follow a long-standing agreement and process. The Company cannot just offer the position to anyone they want. The job didn't get posted because they couldn't give it to who they wanted, the job didn't get posted because the Company didn't want to follow the agreement. So, if some members are getting a hard time over this, it is unjust and needs to stop. If anyone wants to talk about it my number is posted on the union board in Logistics and I'm available 24 hours a day.

Hope to see you are the shop.
Bobby

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Kevin Ryan on his recent passing. Kevin was a Grinder in the Tool Crib and served the membership as a Union Steward.



Celebration for Ronald Giunta, Building 66 Plumber. Congratulations on 40 years of service.

GE Family Day
SATURDAY, SEPTEMBER 14
STOP BY THE IUE-CWA LOCAL 201 TENT
HISTORY FUN & PRIZES.

Take the First Step

Save today for your child's tomorrow



BabySteps Savings Plan is a program of Deborah B. Goldberg Massachusetts State Treasurer and Receiver General

Enroll today and receive a \$50 deposit

BabySteps Savings Plan



How BabySteps works:

- Start a free U.Fund 529 college savings account with MEFA to invest in your child's future education and training.
- Receive an initial \$50 deposit from the State Treasurer's Office into your U.Fund account.
- Take advantage of free financial education to help you save.
- Use funds to pay for your child's tuition, vocational training, books, and computer equipment.

BabySteps is open to any Massachusetts child within one year of their birth or adoption.



SIGN UP NOW AT
mass.gov/BabySteps
(800) 449-6332 05/2022 EE6600

Dé el primer paso

Ahorre hoy para el futuro de su hijo(a)



El Plan de ahorro BabySteps es un programa de Deborah B. Goldberg tesorera y síndica general del estado de Massachusetts

Inscríbese hoy y reciba un depósito de \$50

BabySteps Savings Plan



Cómo funciona BabySteps:

- Abra una cuenta de ahorro gratuita para la universidad U.Fund 529 con MEFA para invertir en la educación y capacitación futuras de su hijo(a).
- Reciba un depósito inicial de \$50 en su cuenta U.Fund de la Oficina del Tesorero del Estado.
- Aproveche la educación financiera gratuita, que le ayudará a ahorrar.
- Utilice los fondos para pagar la matrícula, la formación profesional, los libros y el equipo informático de su hijo(a).

BabySteps está disponible para cualquier niño(a) de Massachusetts dentro de un año de su nacimiento o adopción.



REGÍSTRESE AHORA EN
mass.gov/BabySteps
(800) 449-6332

Quotes from GNF Recipients:

The Kennek Foundation

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

Haven Project

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



How to initiate recurring payment deductions

1 Scan the QR code below:



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

How would you like to donate? *

Credit Card Recurring Payroll One Time Payroll

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

THANK YOU!

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

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of member Keith Reymonds on the recent passing of his aunt. Keith works in building 66.



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board



Health & Safety Notes
By
CARMEN DEANGELIS
Local 201 Health & Safety Director

Hello everyone. I hope everyone is enjoying their summer so far. Any day out of the plant is a good day.

Enough with the pleasantries, as a lot of you know the Company has decided to put the members under LCM Maintenance back under the buildings. People keep asking questions about what is going on so I figured this would be a good way to let you all know. If you ask me the decision was clearly made long before there was any communication with the Union. If you also ask me this was the biggest cop out from people who did not want to handle their job or was maybe over their head and they knew it, so they wanted to get it off their plate.

The Union requested bargaining over the decentralization and the Company agreed, however, in my opinion the Company was just posturing and had already made the decision and came to the table in bad faith. This is evident by the way the negotiations started and by how fast they ended. The Company claims that nothing is changing and that we are all still one bargaining unit so to them the agreement does not need to be negotiated. To try and get around this the Company refuses to name one or multiple business leaders because they know if they do then they would have to follow the layoff and transfer supplement which in my opinion they are also violating by not naming a business leader. There is no other business in the entire plant that does not have a business leader. The Company is playing word games.

The Company keeps saying that the Crafts Agreement was not meant to handcuff the Company on how to run the business. I agree, however section number 11 of the Crafts agreement does state that the agreement cannot be changed unless mutually agreed upon, and again this is where the Company is trying to play word games. My question to them is if there had to be a negotiation in 2010 to consolidate us and then again had to be a negotiation in 2019 to separate LATO Crafts, then why in 2024 does the Company believe that they don't have to negotiate to put us all back under the buildings.

We are not trying to handcuff the Company, we are just asking them to abide by the agreement and actually come to the table in good faith and actually bargain to mutual agreement. They don't want to do that for some reason they want to just try and shove this down our throats because negotiating does not meet their timeline. This is where we stand at this point.

The Company has put out an email with an organizational change on August 1 stating that as of July 22 the crafts have been realigned to be back under the buildings. By the time this paper comes out we will have filed 4 grievances and

are looking at a possible board charge for failure to bargain in good faith. The 1st grievance is for violation of the Crafts Agreement, the 2nd, is for violating the Layoff and Transfer Supplement, the 3rd is for violating the 21-day notice procedure as there is no business leader to serve the notice and the Company refuses to make the 2 plant leader serve the notice as they are the only ones with bargaining power. The 4th grievance is for Failure to bargain as the Company never truly came to the table. This I'm sure will be a slow process but we will see it to the end.

Finally, I just wanted to throw a few things out there seeing as we know management reads our paper and as the Company refused to bring the Plant Leaders to the table other than to let me voice my concerns in 1 maybe 45 minute long meeting.

1. Plant 1 is now paying for all the LCM Carpentry around the whole plant. This includes all labor and materials needed for plants 1, 2, and 4.
2. Plant 1 also now owns the LCM Maintenance stockroom in building 70 which I'm sure they didn't even know existed. This means that any time any of the plants 1,2, or 4 get stock from that area and triggers a minimum re-order plant 1 will be paying.
3. Plant 1 is also now paying for all the LCM Machine cooling maintenance. This includes all Labor and Materials again for Plants 1, 2, and 4
4. Also contrary to belief, the Company has lost some of its flexibility and moving people around to help on projects in the plant has become harder in a plant that we believe is already understaffed. If they don't believe it now, they sure will before the contract ends.



This is just a few of the issues with the decentralization and a few more have already reared their head. I'm sure there will be more to come. See you around the plant.

I'd like to start by recognizing the Joint Health and Safety Team in Logistics, as well as the Safety Planner, and Management for performing what I call a "true safety" approach to a potential hazard. In early August, Material Handler and Local 201 member, Armand Conti, noticed something questionable in the water cooler bottle on the shop floor and raised a safety concern. The building manager documented the concern notifying the Safety Team. The Safety Team did a complete inventory sweep across the business identifying what turned out to be isolated to building 63. All suspected water bottles were isolated and clearly labeled to not be used, and all affected bottled storage areas were taped off and labeled as well. The membership was notified by our Joint Safety/Management through morning CCC's and by getting boots on the ground and speaking with members as well as communicating updates through the weekly Safety Meeting. The Safety Planner responsible for the vendor acted quickly and new water and water dispensers arrived within 24 hours to replace existing ones. The affected water that was identified will be tested by a water testing company and results if any will be communicated to membership. Although to date no one has reported any illness related to the water in this instance, the quick response that occurred would have protected many others if there had been a situation that created illness. Our Joint Health & Safety Team was notified and instructed to do a site wide inspection related to this potential hazard, fortunately this appears to have been an isolated incident. This Company/Union response in Logistics to a shop floor safety concern is a culmination of cooperative engagement that has taken place and appears to get better every day.



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

Domestic violence and your rights as an employee

I want to use this month's article to write about a sensitive subject, domestic violence, and to let everyone know about their rights on the job if you become a victim. Domestic violence can affect anyone regardless of gender. When we think about the subject we tend to only think about physical harm. In fact, actions that fall under domestic violence can incorporate many things that do not involve physical harm. Abusive behavior includes, threats, coercion, isolation, forcing sexual contact, destroying property, withholding money or food, and insulting or blaming. We are lucky to have a program in the area that provides help for people who find themselves victims of domestic abuse. Healing Abuse, Working for Change (HAWC) offers free and confidential services for those who are, or believe they are, victims of domestic violence. HAWC services include emergency shelter, legal services, children's services, support groups, and personal support. HAWC also provides a 24-hour hotline. If you feel as though you or someone you know may be a victim of abuse a support specialist can be reached at (800) 547-1649. More information can also be found on their website at HAWCDV.org

You also have rights under the Massachusetts Domestic Violence and Abusive Situation Leave Act. Under M.G.L. c. 149, s.52E if you work for an employer with 50 or more employees you are entitled to 15 days of leave during any 12-month period that you:

- Are a victim of abusive behavior
- Have a family member who is a victim of abusive behavior
- Are using the leave for a qualifying purpose
- You **are not** the perpetrator of the abusive behavior

Qualifying purposes for using the leave act from work are to: seek or obtain medical attention, counseling, victim services or legal assistance; secure housing; obtain a protective order from a court; appear in court or before a grand jury; meet with a district attorney or other law enforcement official; attend child custody proceedings or address other issues directly related to the

abusive behavior against you or your family member.

Employer and employee responsibilities: Employers must notify you of your rights and responsibilities under the law. You must provide advance notice to your employer in accordance with the employer's leave policy that you are requesting or taking leave under the law. In cases of imminent danger to you and/or your family member you do not need to give advance notice of your need to leave, but you must notify your employer within three workdays. If required by your employer's policy, you must provide documentation evidencing that you are a qualifying employee under the law and that you are using the leave from work for a qualifying purpose.

You have a right to confidentiality. Employers are required to keep all information relating to your leave confidential, unless requested by you, requested for an appropriate law enforcement or investigatory purpose, or if disclosure is necessary to protect your safety or the safety of the employee or others employed at the workplace.

Employers may not take any negative action against you for taking an unscheduled absence if you, within 30 days of the last day of absence, provide your employer with qualifying documentation that you took leave under this law. If you do take leave, you are entitled to all benefits accrued prior to the date on which your leave began. Upon returning to work, your employer must restore you to your original job or to an equivalent position.

Employers have the right to determine whether leave is paid or unpaid. The law allows an employer to require that employees exhaust all available leave (sick, personal, vacation, etc.) before he/she may take advantage of this leave.

If anyone would like more information on this topic or if I can be of assistance in any way, please reach out. I can be reached at 339-338-2508. **All communication is strictly confidential.**

President's article continued from page 12

through comp would delay treatment or pay. **Always immediately report workplace injury to the boss and medical center and then always see your own doctor.** We heard people feeling like their treatment was delayed with recommendations from the medical center for PT, dry needling, and being "massaged to death" instead of imaging or other services people wanted and ended up needing. Further delay was reported by Utilization Review of the insurer – taking way too long and slowing down a doctors' treatment referral which is made so much worse if you are in chronic pain. People reported feeling like they were being treated like a "criminal", being followed by private eyes, tricky questions from company adjacent doctors or Sedgwick agents, terrible experiences with Independent Medical Examiner (IME) including one with a multi-level marketing schemes run from their office that twisted a member's words beyond recognition. We heard complaints about company referred doctors, and better reviews of doctors referred by trusted friends or your own primary care doctor. We even had one report about someone from the medical center helping a member get treatment faster, but only one – many more about delays in treatment thought to be caused by the medical center. We also heard about a company referred IME that was so shocked by the insurers delay in treatment, that the report sped up the needed treatment – but only one.

Dealing with and communicating with Sedgwick was one of the biggest complaints, with people feeling like they could never reach the right person, disappearing case managers, and being slammed with so much paperwork it led to confusion about next steps for treatment or pay, and inability to find medical files and important documents in the online Sedgwick portal. We also heard about breaches of confidentiality where a member received Sedgwick paperwork with the name of another member. We heard about members feeling pressure to return to work too soon, and noticed a correlation if they were the only one trained on specific jobs. People have better experiences when they involve a union rep early in the process.

Remember, if you are injured on the job you are not alone and Union reps can help you navigate the process. The Union is working on an updated pamphlet with best practices and guidance for members dealing with workplace injury in the near future. Thank you to the many members who chose to share their stories for this project. I'd like to continue hearing about members' experiences with being injured on the job, the good and the bad. Our goal is to have these experiences inform contract proposals to make members injured on the job have better experiences. **Next Membership Meeting August 20th**

Membership Petition for a Fishing Trip: Last meeting a petition was delivered to fund a fishing trip like the one we did last year. We rented the boat out of Lynn Harbor which fits around 50 people and sold tickets. The vote will determine whether we do the trip again or not.

Endorsement: Lydia Edwards for State Senate: Lydia Edwards is a fierce advocate for unions and working people. She helped us in our FleetLogix campaign and has an impeccable labor record in the State Senate.

Show up and Vote!



VP's Corner

By JEFFERSON CRUZ RUALES
Vice-President/Recording Secretary

GE Aerospace Retirements

For several reasons, the beginning of the year is when we see many of our brothers and sisters in GE take the leap into their well-deserved retirement. So as summer starts to wind down and the gears of GE 2025 contract prep begin to turn, the prospect of retirement becomes present in the minds of some of our members and with it the question of how it all plays out. Here is a short (as short as I can try to make it) overview of some of the benefits and decisions that are part of the retirement process, this is a broad description and some of these may or may not apply to you. The following information is relevant to legacy employees who are eligible for the pension.

Successor GE Pension Plan

With the split and reorganization of old GE, the GE pension plan was also reorganized into several "successor" plans. This has no impact as far as access to benefits, it's just the new name for the pension.

Personal and Voluntary Pension Account (PPA/VPA)

Part of your pension may come from PPA/VPA, these two accounts are combined into a single pot. They are in a separate pot from the pension plan, and you may or may not have elected to contribute to it.

Early Retirement Supplements

If you retire prior to being able to collect at least 80% of Social Security, then you may have access to the pension supplement until you are able to reach that 80%.

Pension Plan Options

When it comes to the Pension Plan, and the PPA/VPA, you have several options to choose on how to be paid depending on how much you want to leave to your spouse once you pass. Here is a breakdown of them.

Payment Option	How it Works
Five-Year Certain Benefit (only option available if you are single)	If you die before receiving 60 payments, your beneficiary will receive a lump-sum payment of the remaining benefit. If you die after receiving 60 payments, no further payments will be made.
50% Survivor Benefit	If you die first, your spouse will receive 50% of your reduced benefit for his or her life.
75% Survivor Benefit	If you die first, your spouse will receive 75% of your further reduced benefit for his or her life.
100% Survivor Benefit	If you die first, your spouse will receive 100% of your even further reduced benefit for his or her life.

Depending on the option you chose, your monthly pension benefit will decrease, and your survivor will receive the chosen percentage of the decreased number. The higher the percentage you leave for the survivor upon your passing, the less you take monthly while you collect. These are the only options for the Pension Plan.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Agnes "Rita" Legere on her recent passing. Rita worked in GE Wilmington, later Ametek and retired in January of 1998.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Donna M. "Dee" Whitemore-Farris on her recent passing. Dee worked as a machinist and retired in 2015 after 20 years of service.

PPA/VPA Annuity/withdrawal/rollover

Besides the options listed above, the PPA/VPA pot can also be taken in different ways, or a combination of them.

Annuity	The amount contained in the pot is turned into a lifetime annuity. This means that it turns into a monthly payment and added to the Pension. The same options as above apply, and you do not have to choose the same option as the one you chose for the Pension Plan
Lump Sum	The full amount in the pot is liquidated and a check is sent to you after your retirement. The asset manager is legally obligated to withhold 10% of the lump sum for federal tax purposes
Rollover	The full amount in the pot is liquidated, this amount can then be rolled into another Roth/Traditional IRA with the financial institution of your choosing. No taxes are withheld at that time.

Spouse

Your spouse is the only person who can be designated as a survivor beneficiary.

If you are married, and you want to pick any other option besides 50% survivor benefit for both Pension Plan and PPA/VPA, then spousal consent is required.

If you have been married for less than 12 months on your retirement date, you will receive a five-year certain benefit until you have been married for one year, at which time your election will become effective.

If your spouse dies before you and you elected one of the survivor options, then part or all of the reduction in your pension for the survivor benefit option is removed if you have been retired for five years or less.

Pre-65 Retiree Health and other insurance Benefits

At the time of retirement, you are able to carry over your and your dependents' health insurance coverage until the age of 65. There are also options to convert life insurance policies to retiree policies.

All retiree benefits which require payment from the retiree are automatically withheld from the retiree's monthly pension benefit payments.

Post-65 medical benefits

Post-65 medical benefits are extremely limited/none, our Local 201 Retiree Council President, Alex Brown, works with retiring members and retirees to help them navigate this transition, feel free to reach out to Alex at 617 922 5577 or to the union hall at 781 589 2760 to set up an appointment.

Social Security & Medicare

Prior to completing your retirement application, it is imperative that you reach out to the offices of Social Security and Medicare in order to start your Social Security payments, and to enroll in Medicare.

Payments

Payments are made monthly either to the direct deposit you already have set with the Company, or via check to your address on file. You may change this at any time.

Taxes

Your pension payments will carry over the tax withholding choices you have while employed with GE. You may elect to change your tax withholding elections at the time of retirement. We recommend you speak to a tax advisor and prepare a W4 form ahead of time.

Retirement Application

The retirement application process is extremely straightforward, and if you are comfortable taking the dive on your own there is very little that should hold you back. However, if you would like that extra bit of reassurance or if you just want someone to clarify things for you in the process, Local 201 will be there for you, just reach out to the union hall at 781 589 2760, or directly to me at 908 420 3021, and make an appointment. GE's HR Representatives can assist you in this matter as well.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Herman A. "Sandy" Patrican Jr. on his recent passing.



And on the 8th day, God Created The Union

By CHRIS MOODY
LCM Executive Board

Hello brothers and sisters!!!!

I hope you all have found a way to enjoy your summer despite the brutal humid 90+ degree days and major rainfall that has plagued us for the last 45 days or so.

This month I want to start off by congratulating the X-Ray operators in Building 66 for securing a rate increase! The X-Ray room is making a full transition to digital processing, a significant change in working conditions. These negotiations were long and drawn out as they started months before I was in the Executive Board Member role. With that said there's a lot of credit to go around. Justin Richards did an excellent job setting the stage for Local 201 in these negotiations, and the X-Ray operators themselves were vital.

When I had stepped in to take part in the negotiations, it was the knowledge of the operators that I leaned on along with an already established direction to negotiate and it made all the difference. Initially, the Company did not want to entertain a rate change at all. They did acknowledge the change in working conditions but did not believe the change was compensatory. So, they had come to the table with an offer of \$1.00/hr for 12 weeks through the training process and then that dollar would go away. Unacceptable. The final agreement moves X-Ray Operators up from R-23 to R-24 while keeping the qualifications to get the job the same.

Another thing mentioned during negotiations is when will each operator's rate change, will it be tied to them passing the training and receiving their stamp? Our answer to that was no. We don't work next to someone doing the same job as us for a different wage. This is a union, it's one for all not all for one. The next logical thing would be to have it start as soon as the training digital starts. Just to reiterate, the rate change is tied completely to going digital.

All in all, I think the results are something we should be happy with. There is also continued negotiations happening for Ultrasonic and their introduction to "Phased array" method of inspecting. I am still waiting to get my next date to negotiate and hopefully in the future I'll be writing about another victory

Plant 1

While news on work coming in or going out remains slow there is something important to touch on. I was recently notified that HR and the management team for Plant 1 will be "auditing" FMLA claims. This does not mean that they will be calling Sedgwick about approved claims and trying to throw a wrench in things. It does mean that if you have a claim that has been pending for an unreasonable amount of time that they will reach out to Sedgwick to check on the actual status of the claim; if you've ever dealt with Sedgwick then you would know that "they're not perfect" would be a vast understatement. My advice would be to keep a close eye your own claims if you had recently opened one and make sure everything is progressing as it is supposed to and so you can ultimately be approved on a claim that you have every right to have.

One thing that I believe will happen is The Company will be even more in tune with just how bad Sedgwick is. To the members that have had to deal with Sedgwick, how many times have you tried to get in touch with your case manager to no avail? How many times have you had to jump through burning hoops to get a question answered? Then ultimately have the answer you received actually be the wrong answer? Or just recently maybe you found out that your case manager is out on an indefinite leave but never notified anyone who's claim they oversaw? Our complaints about Sedgwick are not unfounded and we quite frequently have to ask the Company to go and correct an error they made.

I was glad to see 64 put 3 jobs into the upgrade system! All 3 upgrades will be for TC64 and needing more bodies in any given area is an excellent problem to have. I'm glad to report that James Florence has come back on as the area Steward so if any issues arise on the floor, please reach out to him.

Plant 2

I don't have a ton of news for Plant 2, but I did get a concerning call this morning. I want to clarify that under no circumstance can an ME or any other member of management train an operator. Training is in every Local 201 members job

description; it is bargaining unit work. You have a question about something, and the ME has the answer, then go right ahead and ask. When it comes to actually training on the machining of any given part, then you should be training, or being trained by another member.

If you have any familiarity with the 2 spot welders by the Small Cell inspection area, then you would know that they've been outdated and in rough shape for quite some time. Or maybe you've seen them being removed recently. The good news is we're not losing those machines altogether, the Company has chosen to send them out for refurbishing. I believe one of them, if not both, will be making their way over to Plant 4 post refurbishing.

Another complaint that's been brought to my attention is that MEs are moving parts unreasonable distances under the guise that they're in the middle of a "part investigation." I'm not too concerned about the investigation, I'm concerned about using that as an excuse to do as you please. If the part needs to go to another building for an "investigation" then grab a move person. If a measurement needs to be taken to confirm a callout, then grab a member to perform that measurement for you.

The last thing I want to touch on is that a Cell Leader can **absolutely not** force you to change your voucher time on a part. If you claimed with integrity then it took as long as it took, bottom line. If you run into an issue where you feel you are unreasonably being forced to change your voucher, then please reach out to myself or your area Steward immediately. Subcontracting meetings have recently started back up. My last meeting was with HIRSS and Large cell. If there is any question as to what's on the farmout list in your area then please see your Steward. As I get updated farmout

lists I will provide them to the area Stewards.

Plant 4

I want to start by giving a big shoutout to the 2 new Plant 4 Stewards Shane Lopresti and Jason Spanks. Jason came on a little over a month ago and Shane is about two weeks in. I highly appreciate you guys for stepping up and know you'll do a great job. The members have always been and always will be the backbone of our union, but the Stewards are your first line of defense. They're the first people called when there is an issue on the floor. Always show them some appreciation because they're the ones willing to do the dirty work.

Base labor hours continue to be excellent throughout all of Plant 4. DLP continues to exceed the goal and IME, while not perfect, is not the issue that it once was. One major piece of good news is that it was mentioned at my last Plant Leader meeting that Blue Cell has a possibility of not having any more delinquency by mid-2025!! For context, 2 years ago Blue Cell sat at \$80 million delinquent. I myself started in Blue Cell and all I ever heard about was delinquency, and how it's a major concern and issue for the business. Just look at them now. I asked what Blue Cell was doing differently than everyone else that caused them to be able to accomplish such a feat and was told that base hours was the key. That tells me that our argument of "give us material and we'll give you parts" remains as true as ever. I understand that the entire industry is facing issues, but Blue Cell figured it out.

That's all I have for this month. Any issues or concerns then as always feel free to reach out to me directly or at the hall and make sure you all continue to enjoy the summer. See you all around!

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FREE PARKING

EVENING AND SATURDAY HOURS

Business Agent's article continued from page 12

shall devote her/his time to labor relations and the business of the Local. She/he shall hire and set salaries of all office personnel necessary to carry on the business of the Local, subject to the approval of the membership. He/she shall be responsible for the correspondence of the Local and shall keep records of the 21 same. She/he shall also act as Financial Secretary of the Local and shall keep records of the same.

(2) He/she shall be present at all meetings of the Membership, Stewards Council, Executive Policy Board, and Grievance Committee meetings for the purpose of making reports and giving guidance on business at hand.

(3) She/he shall send notices, through the Office Manager, to those members one- or two months delinquent in dues. He/she shall notify the President, through the Office Manager, of those members three months delinquent in dues.

(4) She/he shall be editor of the official news organ of the Local.

(5) In the performance of her/his duty as Financial-Secretary of the Local, he/she shall receive, receipt and account for all money paid to the Local; furnish all supplies pertaining to the Local; pay all bills authorized by the Local; give account of Local expenditures; Turn over all money to the Treasurer within five (5) business days of receipt; furnish a monthly financial report of the Local; furnish a report on payment for per capita to the National Office of the International Union not later than the 20th day of the month following the month in which dues are collected; furnish a semi-annual report to the membership, perform all such other duties as may be necessary for the proper and effective administration of the financial affairs of the Local.

(6) In the unavoidable absence of the Business Agent, the Business Agent shall appoint a member of the Grievance Committee to perform his/her duties.

(7) If a vacancy occurs in the office of the Business Agent after two-thirds (2/3) of the term has expired, the Executive Policy Board shall appoint a successor to fill the unexpired term, subject to the approval of the following membership meeting.

(8) If the vacancy occurs before that two-thirds (2/3) of the term has expired, the Executive Policy Board must order a special election for Business Agent to fill the unexpired term within sixty (60) days and to be conducted under the same rules and regulations as the General Election. The Executive Policy Board may appoint a member of the Grievance Committee to temporarily fill the vacancy pending the election.

GE Report

Shinning a light on Lynn's ability to get-er-done. In June the CEO toured the plant and

was not happy, specifically with the dungeon we call the rock quarry in 74. He told upper management he will be back in two weeks and wants the place cleaned up. Upper management reached out to me and communicated this assignment that they were tasked with and asked for some input and suggestions. What needs to be done, what are we capable of doing. They needed to clean the area, machines, establish PMs, address a quality issue, they wanted to epoxy the floor but wouldn't be able to get the vendor in the plant in time. I pulled in the Crafts and LCM board members, and we hit the area, met with upper management to establish a game plan.

We informed the Company we had the equipment and ability to epoxy the floors ourselves, pulled in Steward/Carpenter Dan Dinan to look at the job and give a timeline. Harporizers in RPMO quality issue, the board members and I pulled in our resources, RPMO bench hands, crafts members Fred Jones, Jay Brown, Mike Suggs, and Fred Jones Jr; what was impressive was the input from the crafts members on ideas to address a quality issue on a production part. This project was expected to be completed within one week.

Management was concerned with the amount of work that had to be done in a short period of time. A week? You all have no idea how much our guys can get done in a week and what do you know, Job complete. CEO comes back in and was absolutely impressed, upper management informed him that this project was not possible without the Union stepping in and advising us. Now this wasn't all Union, we couldn't have had this level of interaction and commitment to get a project done without management's commitment. The site leader, plant leaders, business leaders were crucial in assigning and pulling resources we are not capable of. Most importantly, our members that work in that area are no longer working in a dungeon plastered with abrasive media all over the place, have a safer, cleaner, more efficient work area all within a week.

Once again, we prove to the Company; you want improvements? We do too! We will get the job done and we can do it in-house. This is why I took the position, there can be no more telling management, you broke it, you fix it, it's your problem. Why? Read Section 1 of the responsibilities of the Business Agent, "He/She shall devote their time to labor relations and the business of the local." The business of the local is no secret, no GE, no future for our current 1500+ members. So, if the three of us have to continuously go into the plant, round up our members, and come up with effective solutions FOR the company that benefit us and them, we will do just that.

AVBG Report

Just had our monthly step 2 meeting on 7/31. The Company is on a mission to settle the absence policy and roll it back out. I have sent

them our proposed changes to the policy. Just so everybody understands, the Company is obligated to negotiate with us over the policy but is not required to accept the Union's proposed changes. At some point we reach what is called an *impasse*. Basically, neither party is going to agree to each other's proposals and at the point negotiations stop, and the Company can force implementation. The Company will be going around and providing the policy to all members and have members sign a receipt that they have received the policy. While this is happening make sure if you have questions, grab a steward and ask your questions. Expect the company to strictly enforce the policy. Be aware of your rights and the policy.

The company's hiring initiative is going to come to an end. Although at times it might seem short staffed, the Company is trying to forecast and consider the slower season months to hopefully avoid any potential temporary layoffs. As of right now we still have a few part time RSA's on recall. The company has offered just about all of them some hours.

Ametek Report

Had to be at the plant for unfortunate reasons. Quick update on the ability to see your time accrual on your paystub. The Company has been going back and forth with payroll and payroll botched it up. Apparently, there are additional charges for payroll to keep track of the accrual, so the Company must continuously send the accrual over to payroll. For the rest of this year this is going to be hit or miss. The Company has said, once everybody resets in January it will be all set. Everybody keep in mind, I said it when we had our contract ratification meeting, the Company brought up attendance issues numerous times in negotiations, after negotiations expect the company to crack down on attendance.

FleetLogix Report

I commend their group for their perseverance, commitment, and all acts of solidarity. The turnout for the strike authorization vote was impressive. I have notified the Company that we have taken a strike authorization vote and requested again, provide bargaining dates. They have done that, and we are scheduled to resume negotiations 9/4 and 9/5. As a reminder, though we do not have a contract, everybody is entitled to their Weingarten rights, right to representation. If your boss conducts an interview, it is on you to request representation so either contact the steward or call the hall at 781-598-2760.

Veolia Report

Fred Hogan reported out on the impacts of the water main issue on South St, on the plant. You all just can't catch a break! We have had some newer members over there that have come and gone relatively quickly, the company has had a hard time hiring and retaining. The company took a quite position on the plant, being paid very well during our last negotiations. When companies are having a difficult time hiring, they need to understand what you all are doing over their and whatever they might be assuming as far as wages being good/fair, if people are not staying at the job its because the risk outweighs the compensation, or the working environment is not worth the compensation. The company needs to keep that in mind next year when we get to the table again.

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

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of member Anthony Peters on his recent passing. Anthony worked at Avis Budget Group at the airport for over 20 years.



Business Agent's Column

By JUSTIN RICHARDS

Business Agent

Excerpt From: CONSTITUTION AND BY-LAWS INTERNATIONAL UNION OF ELECTRONIC, ELECTRICAL, SALARIED, MACHINE AND FURNITURE WORKERS, AND COMMUNICATION WORKERS OF AMERICA LOCAL 201 IUE-CWA (AFL-CIO), September 15, 2020
ARTICLE X DUTIES OF ELECTED OFFICERS

Section A. Duties of the President

(1) The President shall preside at all Membership, Stewards Council, Executive Policy Board meetings, and Grievance Committee meetings. He/she shall enforce order and the Constitution and By-Laws. His/her signature shall be required on all checks and orders for the expenditure of money. Subject to the approval of the membership, she/he shall appoint all committees and delegates not otherwise provided for. The President is responsible for organizing new members into Local 201 and aiding the District and International in organizing efforts.

(2) In presiding at meetings called under the auspices of this Local, he/she shall be governed by Robert's Rules of Order unless the Local's Rules of Order and Procedure provide otherwise.

(3) He/she shall be a member of all committees.

(4) He/she shall send official notices, in conjunction with the Secretary, to the Secretary Treasurer of the International Union informing him that the Local's books and records have been audited and stating the condition of the books and records.

(5) The President and Vice President/Recording Secretary shall not be absent from the Local union simultaneously.

(6) In the event that the office of the President becomes vacant at any time before the elected term expires, the Executive Policy Board and Officers shall immediately appoint the Vice President/Recording Secretary to fill the unexpired term.

Section B. Duties of the Vice President/Recording Secretary

(1) The Vice President/Recording Secretary shall in the unavoidable absence of the President, or the Vice President/Recording Secretary shall preside and perform the essential duties of the President.

(2) The Vice President/Recording Secretary shall keep a fair and impartial record of the proceedings of all Membership, Stewards' Council, Executive Policy Board meetings, and Grievance Committee meetings. These records shall be kept in the office of the Local, under her/his control, in a place so designated for such a purpose. She/he shall be furnished with books by the Local.

(3) She/he shall send official notice in conjunction with the President to the Secretary-Treasurer of the International Union informing him/her that the Local's books and records have been audited and stating the condition of the books and records.

(4) In the event that a vacancy exists in the office of Vice President/Recording Secretary before two-thirds (2/3) of the term has expired, the Executive Policy Board must order an election for Vice President/Recording Secretary to fill the unexpired term.

(5) If the vacancy occurs after two-thirds (2/3) of the term has expired, the Executive Policy Board shall appoint a successor to fill the unexpired term, subject to the approval of the membership at the following membership meeting.

(6) In the event that a temporary vacancy exists in the office of the Vice President/Recording Secretary, the Local Executive Policy Board, if they deem necessary, may appoint either a Board Member, Officer, or another member of the Local to fill the temporary vacancy. Any temporary appointment will be terminated when the elected officeholder resumes his/her duties.

Section C. Duties of the Business Agent

(1) The Business Agent shall prepare all grievances for submission to management and shall keep an active record of the proceedings in each case. He/she

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



President's Column

By ADAM KASZYNSKI

President

Let's Bring Back the GE Apprenticeship Program

With our contract expiring in July, GE needs a plan to backfill oncoming retirements. Our current members would like access to internal job training to qualify for higher paying jobs. There are plenty of people in the surrounding community that would jump at an opportunity to learn a skill and have a good union job at GE, like the 25 recent graduates of the E-team machinist training program, or the machine shop and welding students over at Lynn Tech. GE also has trouble hiring licensed crafts, GE needs a healthy pool of machinists, welders, plumbers, RC's/Electricians, machine repair, just to name a few and GE has an opportunity to home grow them.

Our plant has a huge diversity of skillsets that can be extremely specialized and may require hundreds of hours of on-the-job training, an apprenticeship program is just what we need to increase internal upgrade and attract the best talent off the street when there aren't internal candidates. We are advocating to continue and improve the co-op program with Lynn Tech. There is still not a scheduled internal CNC Training class, and the Company blames the lack of job postings for potential graduates to go to. There will be major internal movement due to retirements around contract time, let's build a bench of internal candidates and keep upskilling and upgrading.

E-team Enrollment Open

Congratulations to the most recent class of e-team graduates. Interviews are already taking place for the next class. Details can be found at <https://eteamhome.net/>. I'd like to thank Rep. Pete Capano (former Local 201 President), Rep. Dan Cahill, and Sen. Brendan Crighton for securing e-team funding from the state budget last session.

Adding Insult to Injury: Analysis of Workers Comp Experiences at GE Lynn

Carmen DeAngelis, Jeff Cruz, and I had the privilege of spending the last 5 weeks working with 2 incredible grad students from the Occupational Health Internship Program (OHIP), Sunnie and Maya. They interviewed GE workers who had been injured on the job and their experiences dealing with the boss, the medical center, Sedgwick, and the MA Workers Comp System itself. Each member participant went through a 45-minute interview and the OHIP interns wrote an anonymized report on the experiences and lessons from members with injuries on the job.

We heard many reports of people feeling uneasy about reporting workplace injury, mostly out of fear that going

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Congratulations E-Team Graduates

