

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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Accessing Paid Family and Medical Leave (PFML) for Amalgamated Units

By Jefferson Cruz Ruales, Local 201 Vice-President/Recording

Paid family and medical leave (PFML) is a program designed to help people in Massachusetts take paid time off of work for family or medical reasons. While GE manages this system in conjunction with all other types of leaves through a third-party administrator (Sedgwick), the rest of our members have to file for this state benefit themselves. Here is an overview of the process.

The process is simple enough but can be overwhelming considering the circumstances of the application. As always, Stewards, Officers, and the Union Hall are here to help you navigate this process if you need us. Reach out to the Union Hall at (781) 598-2760 to schedule an appointment, or reach out to your Steward or E-Board member.

To begin, you have to create an account in the state portal, use this link or QR code to get there or google "Massachusetts PFMLA"
<https://shorturl.at/Pv318>



To create an account, all you need is an email and a phone number. You will be asked to take some steps to set up a password and verify your email and phone number, and if you are inclined to add an additional layer of security through a Multifactor Authentication App.

Any previous applications linked to the old PFML system associated with that email should be linked to this new account and available to you.

The following information is drawn directly from: <https://paidleave.mass.gov/applications/>

Get ready to apply
Most people can apply online
Apply online

If you are currently employed in Massachusetts, you can apply online or by phone for the

following types of paid leave:

- Medical leave due to your own illness, injury, pregnancy, or recovery from birth
- Family leave to bond with your child after birth, adoption, or foster placement — whether you are applying before or after the child arrives
- Family leave to care for a family member with a serious medical condition

Apply by phone

Apply by calling the Department of Family and Medical Leave Contact Center at (833) 344-7365 if:

- You are unemployed and you are applying for paid leave
- You need paid family leave to care for a service member with a serious health condition related to military service
- You need paid family leave to manage a qualifying family need (or exigency) related to a family member's deployment

1. Tell your employer that you need to take paid leave

If you can, tell your employer at least 30 days before your leave begins. If you need to take leave right away, tell your employer as soon as possible.

Once you tell your employer, you have the right to apply and your job is protected. Make a note of when you notified your employer. You will need to provide this date in your leave application.

2. Get required documents

For all leave types

You will need to prove your identity. The easiest way to do that is to provide a color copy of a Massachusetts driver's license or ID card, but there are other options available.

For medical leave due to your own illness, injury, pregnancy, or recovery from birth

You'll need a completed Certification of

Your Serious Health Condition form. Which can be found in this portal.

For family leave to care for a family member with a serious health condition

You'll need a completed Certification of Your Family Member's Serious Health Condition form. Which can be found in this portal.

If your leave requires a PFML Certification form, complete it before starting your application.

For family leave to bond with a child after birth, foster placement, or adoption

You need a document that confirms your child's date of birth or placement. You can apply before your child is born or arrives in your home. You will need to provide proof of birth or placement for your application to be approved.

3. Apply

Applying takes around 15 minutes. Your information will save as you go, so you can finish your application later if you need to.

If you plan to take medical leave related to pregnancy or during recovery from birth and also family leave to bond with your newborn, apply for medical leave first. Family leave to bond with your child can be added after your medical leave is approved.

You need to create multiple leave applications if you are:

- Taking leave from multiple employers.
- Taking time off in uneven blocks of time (intermittent leave), and taking time off completely or on a reduced schedule. You'll need a separate application for the intermittent leave.

PFML benefits are subject to reporting for tax purposes and may be subject to taxation. Your decision to have taxes withheld from your benefit may affect your personal tax liability. If you're unsure whether you want to withhold taxes, we recommend speaking with a tax professional. Learn more about the possible tax implications of paid leave benefits.

Your benefits payment is based on your individual average weekly wage, the state average weekly wage for Massachusetts workers, your benefit year, and the type of leave you are taking. In 2024, the maximum weekly benefit is \$1,149.90.



Michele "Shelly" DeMeule's Retirement party in Building 40 after 24 years of service.



Sgt. At Arms Cohlette Carlino's Children at GE's "Bring Your Kid To Work Day"

Next Local 201 Membership Meeting September 24, 2024 - See page 4

- * Workers' Compensation
- * Social Security Disability
- * Accidents

Law Offices of James J. Carrigan



Lisa A. Carrigan has joined the firm as Of Counsel.

James J. Carrigan
(Former member Local 201 and Lynn Teachers Union)

Anne Gugino Carrigan
(Former member AFSCME)

15 Johnson St., Lynn, MA 01902
(across from Lynn District Court)

Tel. (781) 596-0100
Fax (781) 592-7555



Free consultation.
*No fee unless successful.
jimcarrigan@jamescarriganlaw.com

Employee Assistance Program Support

For more information please call the Employee Assistance Team Local 201/GE Working Together. Located at the Medical Center and IUE CWA Local 201 Union Hall.

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

All calls are strictly confidential.



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SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree John E. Imperial. John worked in building 40 and retired in 2020 after 40 years of service.

Service Directory

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

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

Mark & Robin's Comics



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- Sciatica • Auto Accidents
- Muscle Strains • Work Accidents
- Leg/Arm Numbness
- Repetitive Stress Injuries • Carpal Tunnel Syndrome



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

Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

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

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"Published monthly." \$1.00 a Year

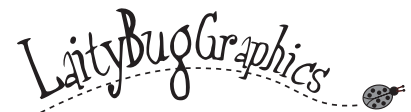


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Singing Out: Pete Seeger and The Ballad of Harry Bridges

By Jackie Miller Chief Steward Saugus Public Library

Songs have long played a role in helping unite workers, spreading the message to people beyond the rank and file, and showing contempt for management's attempts to foil efforts to unionize or break a strike. One of the best-known labor supporters, the late folk singer Pete Seeger, went well beyond singing at union rallies or recording labor songs; Seeger was brought before Congress and blacklisted for his pro-union stance.

Seeger's union activities included his efforts on behalf of Harry Bridges, an Australian native leading the International Longshore and Warehouse Union, Local 10 (ILWU). The US government had tried to deport Bridges four times as a way to break the union. Pete Seeger became a target of anti-labor efforts with his song, The Ballad of Harry Bridges, and other activities. Refusing to acknowledge the House Un-American Activities Committee's, Senator Joe McCarthy's Communist witch hunt, accusations of being a Communist, provide names, or plead the 5th Amendment, Seeger was convicted of contempt of Congress and sentenced to ten one-year sentences. The conviction was later overturned, but not before nearly destroying Seeger's career.

To hear Pete Seeger's labor songs, you can go to YouTube or purchase them at the Smithsonian Folk Ways Recordings <https://folkways.si.edu/>

THE BALLAD OF HARRY BRIDGES

Pete Seeger, Lee Hays, and Millard Lampell

Let me tell you of a sailor, Harry Bridges is his name,
An honest union leader whom the bosses tried to frame,
He left home in Australia to sail the seas around,
He sailed across the ocean to land in Frisco town.

There was only a company union, the bosses had their way.
A worker had to stand in line for a lousy dollar a day.
When up spoke Harry Bridges, "Us workers got to get wise.
Our wives and kids will starve to death if we don't get organized."

CHORUS (AFTER MOST OR ALL VERSES):

Oh, the FBI is worried, the bosses they are scared
They can't deport six million men they know.
And we're not going to let them send Harry over the seas.
We'll fight for Harry Bridges and build the CIO.

They built a big bonfire by the Matson Line that night.
They threw their fink books in it and they said we're going to fight.
You've got to pay a living wage or we're going to take a walk.
They told it to the bosses but the bosses wouldn't talk.

They said there's only one way left to get that contract signed.

And all around the waterfront they threw their picket line.
They called it Bloody Thursday, the fifth day of July,
Four hundred men were wounded and two were left to die.

Now that was seven years ago and in the time since then
Harry's organized thousands more and made them union men.
"We must try to bribe him," the shipping bosses said,
"And if he won't accept the bribe, we'll say that he's a red."

The bosses brought a trial to deport him over the seas,
But the judge said, "He's a honest man, I got to set him free,"
Then they brought another trial to frame him if they can.
But right by Harry Bridges stands every working man.

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 P. Farrel. Joseph worked for over 34 years and retired in 2007 as a Machinist in building 74-1.



Letter to the Editor

Dear Local 201,

I want to thank all the Local 201 members who voted to endorse the "yes on 2" ballot campaign during our last membership meeting.

"Yes on 2" would remove the MCAS, the standardized test that all Massachusetts high school students must take, as a requirement for graduation. If passed, students would still be required to take the MCAS, but it wouldn't act as a make-or-break moment used to deny students their diplomas if they aren't great test takers. If students pass their classes and fulfill all other graduation requirements, then why should one standardized test decide whether they graduate? This is why teachers, and the teacher unions, are overwhelmingly in favor of "yes on 2." They understand a child's education and proficiency can't be measured in a single standardized test, but every year they still see a huge amount of re-

sources going towards preparing kids for this one moment. Without MCAS as a graduation requirement, teachers will be allowed to actually do their jobs and teach our kids to the best of their ability instead of designing lesson plans around a single standardized test.

Over 40 other states in the U.S. have removed standardized tests as a high school graduation requirement. "Yes on 2" would bring Massachusetts in line with what the majority of the country is already doing. It would also provide people whose diplomas were withheld because of MCAS with a pathway to attaining their degree, creating tremendous new job opportunities for low-wage workers. Ultimately, "yes on 2" is a labor issue, and I'm proud to say that our union made the right call.

Jordan Rogers
NSLC Organizer

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

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

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Shirley Donovan. Shirley worked in the Wilmington 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 Marsha F. Boulanger. Marsha worked in Building 63-1 as a Shipping Clerk and retired in 2003 after 25 years of service.

"Shoptalk" Coffee with GE Union E-Board

September 26 *rescheduled* to **October 17**
Building 42 Breakroom
1st Shift: 11:42 am
2nd Shift: 5:00 pm

GE Stewards Council

October 8
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.

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



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

We do recover

re-cov-er-y - a return to a normal state of health, mind, or strength. September is Recovery Month. This annual observance is meant to celebrate the gains made by those in recovery from substance use and mental health disorders as well as recognize those who support them. It also aims to raise awareness about the importance of behavioral health and to encourage people to seek help while dealing with these challenges. Substance use and mental health disorders affect every aspect of one's life. When we are not treating ourselves well, we are not the best sons, daughters, spouses, parents, or employees. Recovery is an ongoing process for the individual as well as their family and friends. Support from those closest to us can make all the difference in the world. Many times, it may take a crisis to get someone on the correct path to recovery. The threat of losing a relationship or employment may be the thing that gets someone to realize their disorder has gotten out of control and they need to seek help. This is where support and understanding are vital in helping someone change their life for the better. Many of us come out on the other side and begin our recovery journey as better individuals. We become better parents, children, and employees than we were even before our problems began. We realize

how grateful we are to have what we have and the support we are given. For me, personally, I feel this has been the case. Recovery is a blessing for the individual and all those who have been affected by it. I recently read a quote that hits you like they sometimes can. "When a flashlight grows dim or stops working you don't throw it away, you change the batteries. When a person messes up and finds themselves in a dark place, do you cast them aside? Of course not, you help them change their batteries."

Promoting the message that recovery is possible, the month of September serves as a reminder that no one is alone in their struggles and that help is available. By sharing stories of hope and resilience, Recovery Month aims to inspire those still struggling and reduce the stigma surrounding these challenges. Recovery Month is signified by a purple awareness ribbon. I have these ribbons available to anyone who would like one.

GE has contracted a new Optum on-site dedicated workplace consultant for EAP services. Her name is Laura O'Neal. She is a Licensed Mental Health Counselor (LMHC) and Certified Clinical Trauma Professional (CCTP). Laura's office is located at the med center and her on-site hours are Monday 6:30am-1:30pm, Tuesday 11:30am-5:30pm, and Friday 6:30am-1:30pm. She can be reached at 763-330-4942.

I am always available to support and help connect anyone with any resources you may need. I can meet with you in person at a time and location of your choice. If anyone would like to speak to me, I can be reached at 339-338-2508. All communication is strictly confidential.

OFFICIAL NOTICE

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

SEPTEMBER 24, 2024

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



OR VIA ZOOM

<https://shorturl.at/nFkj3>

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
3. PRESENTATION ON PROJECT 2025

II. GENERAL BUSINESS:

1. MEETING MINUTES FROM PREVIOUS MEMBERSHIP MEETING
2. POLICY BOARD
3. TREASURER'S MONTHLY FINANCIAL REPORT
4. COMETTE REPORTS
 - a. ACTIVITIES COMMITTEE 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. PETITION TO CHANGE THE STRUCTURE OF THE BUSINESS AGENT'S PAY.
2. UPDATED STIPEND FOR ALL FULL-TIME OFFICERS AND BOARD MEMBERS PROPOSAL

Signed,

ADAM KASZYNSKI, President
JUSTIN RICHARDS, Business Agent



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- 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

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Debbie Marti 203-376-7947

Eric VanOstrand 860-913-4563



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Retiree Council September Meeting

Our retiree meetings resume Wednesday September 25 at 11 at 10 Church Street. (More details in the box on the same page.) Welcome back! Hope everyone had a good summer. State Rep and former Local 201 President **Pete Capano** will be able to join us this time to talk about ideas to protect our pension security. And we hope to finalize our Council By-laws and make nominations for officers to be voted on at our October meeting.

Open Enrollment for Retirees over 65 is coming from October 15 to December 7.

Mark your calendars. This is the time you can change your health and prescription drug plans that supplement Medicare. Changes are effective January 1, 2025. I'll write more in the coming months as information comes out about changing rates. For now, look for and read the **Annual Notice of Change** from either your Medicare Part D prescription drug plan or your Medicare Advantage plan. These tell you what your plan's premiums, deductibles and co-pays will be next year and for Medicare Advantage, whether your doctors and hospitals will remain in the plan's network.

Pension Administrator Change

GE has announced that Fidelity, who already administers the Retiree Savings Program (RSP), will be the new administrator of our pensions effective January 2025. **This is not the effort to transfer the GE pension plan risk to an insurer.** The Union confirmed this at Step 2 that GE maintains liability for the pension plan. It does mean the phone number and website for information about our pension will change: 877-554-3777 and netbenefits.com.

I am concerned there could be some hiccups with the data transferring over so I plan to print out copies of my pension paystub and info on my life insurance from my current account on onehr.ge.com. Additionally, GE is creating a new website (HRCentral.geaerospace.com) and phone number (844-477-2200) for non-pension issues.

Pension Safety:

In June I reported that retirees at AT&T have filed a class action suit against the Company saying the transfer of 56,000 pensions valued up to \$2,200/month for a total of \$5.9 billion to Athene violates rules governing pension fairness. Now, there's been a class action suit filed in the state of NY against GE. (Bueno et al v. General Electric) The suit argues that GE violated their fiduciary duties when transferring 70,000 GE pensions to Athene Annuity and Life in 2021. "Athene is a highly risky private equity-controlled insurance company with a complex and opaque structure," the complaint states. GE offloaded \$1.7 billion in pension obligations. And those retirees lose the government protections afforded by Pension Benefit Guaranty Corporations. The suit is asking that the money being saved by GE be set aside to guarantee retirees' pension safety.

Additionally, Athene is owned by the private equity firm Apollo Global Management. There's a lot in the suit about its relationship with GE, Athene, and the Executive Life Insurance Company that went bankrupt in 1991. The bankruptcy didn't go well for the policy holders.

We'll be talking more about what we can do at the September retiree meeting. Join us.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

**Wednesday September 25
11:00 AM**

In Person at the Lynn Housing Authority Community Room
10 Church Street, Lynn and on Zoom

Join Zoom Meeting
(Limited Zoom Available)
<https://us02web.zoom.us/j/86199516446>

Meeting ID: 861 9951 6446
Passcode: 153283
Call in: + 646 558 8656

**For more info call Alex Brown:
617-922-5573**

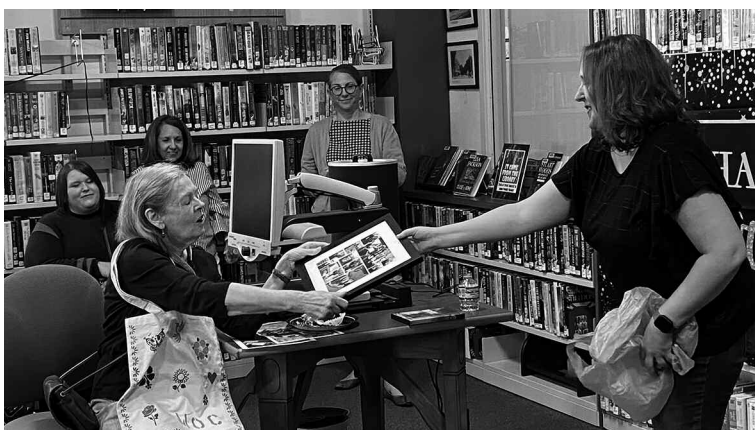
Alex Brown, President
Greg Johnson, Financial Secretary

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Joan LaFond. Joan worked as a parts inspector.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Kathleen M. McCarthy. Kathleen worked as a Key punch Operator.



Mary O'Connell's Retirement Party at the Saugus Public Library after 17 years of service.

Local 201 Executive Policy Board Statement Regarding the BA Pay Petition

The following petition along with 119 signatures was delivered to the President prior to the August membership meeting. Per Local 201 Constitution and Bylaws, the proposal is to be placed on the agenda in the subsequent membership meeting taking place September 24th.

PETITION TO CHANGE THE STRUCTURE OF THE BUSINESS AGENT'S PAY

The 201 Business Agent/Financial Secretary is responsible for overseeing all aspects of Local 201, including but not limited to: writing proposals and negotiating new contracts, attending and arguing at all step 2 meetings across 4 of the 5 units we have, crafting proposals and arguing the Union's position at local negotiations, providing representation at disciplinary hearings for all of our members, preparing for and attending Step 3 conferences and Arbitration hearings, planning and controlling the budget, and so much more. The nature and duties of the B.A. position call for countless more hours per week than she is paid for.

This petition asserts that we the undersigned agree to change the B.A.'s pay rate to R27+10%+average of the group's OT of their classification rate in the shop.

This new method of determining B.A.'s pay will help recover any financial losses suffered by being elected to the position, while still being financially responsible towards the Union's budget.

Per the local bylaws, the salary of all officers shall be set by the Executive Policy Board, subject to the approval of the membership. Being presented with this petition, the Executive Policy Board saw it as its responsibility to review the petition and provide the membership with a decision of whether or not to recommend the membership adopt it.

The Board voted AGAINST the petition and DOES NOT recommend the petition to the membership. The motion to recommend the petition for membership approval was defeated with 8 votes against, and 3 votes in favor. The board delegated Vice-President Jeff Cruz, and Treasurer Nefely Alvarez to pen an explanation on this decision, and is as follows:

The Board's decision and discussion over two sessions was based on three main factors, the financial obligation, the timeliness, and the scope and fairness of the petition.

- First, the board reviewed the financial obligation resulting from this petition as presented by the Treasurer along with the financial condition of the Union:

The petition presented recommends the BA position be paid R27 + 10% + average overtime of group classification. The petition does not speak on the current BA stipend and it is implied to remain in place. The cost of this petition to the local would be as follows:

\$54.01 (R27+10%) x 40 hours = \$2,160.40 weekly

\$2,160.40 x 52 weeks = \$112,340.80 yearly

\$112,340.80 + \$29,889.98 (AVG O.T. For BA's current classification, R23 AAEM, in 2023) = \$142, 230.78

\$25.00 (Weekly BA stipend) x 52 weeks = \$1,300.00 yearly

Total Cost for BA to be projected at \$143,530.78 Yearly Total

Current BA Position (R25 + 10% + weekly stipend) cost is \$111,186.40 Per Year.

This update would take effect immediately and would increase BA yearly salary by \$32,344, an increase of 29%. This amount would be variable year per year depending on the average OT of the BA's classification group.

Documents provided by the Office Manager and reviewed by the Treasurer showed that over the past 3 years the Union has operated in a deficit. However, the current financial stability of post-COVID, and the investment strategy adopted by the Union is projected to result in a surplus for this year. Although the board found these details to be acceptable, it is the responsibility of the Board to make recommendations to the membership on the use of funds. The way this petition is formulated, it would consume roughly 20% of the projected surplus. **It is the Board's stance that this is not the most financially responsible way to address any request to review officer pay.**

- Second, the Board argues that this petition comes at a poor time, it has been less than a year since officer elections, and the next election is not until October 2026. This is seen negatively by the Board because candidacy for this role was based on the current pay practices and not on the prospect of their update. Candidates for office know the pay of the job when they run and this may or may not persuade potential candidates for the role. In any case, **the Board's stance is that changes in Union Officer Pay should not be effectuated during an elected term, changes should always be voted on before an election, and made effective following an election.**

- Finally, the board discussed the scope and fairness of the petition. The board finds it hard to accept that a single officer should receive the kind of compensation outlined by the petition. The board does find merit in the amount of time, care, and effort which the BA's position requires, and that compensation for this work should be fair. However, along with being barred from working overtime in the shop, full-time union representatives accept these sacrifices as part of their responsibilities as elected union representatives. **It is the Board's stance that if pay practices are to be reviewed, they should be reviewed for all full-time union representatives which are barred from working overtime in the shop.**

Although the Board voted against this petition, **it is still up to the membership to vote on its outcome.** While the flaws of this petition led the Board to vote against this petition, the Board acknowledges that the petitioners seek to address the fundamental matter of officer pay. It is the board's responsibility to provide the membership with an alternative that tackles this matter in a more measured and fair way.

September 24 Membership Meeting The proposals at the meeting are as follows:

A. PETITION TO CHANGE THE STRUCTURE OF THE BUSINESS AGENT'S PAY

(Policy Board Recommends AGAINST)

Raise the pay of the Business Agent from

Current: R25 (\$48.03) + 10% (\$4.80) + (\$25 Weekly Stipend)

to

Proposed: R27 (\$49.10) + 10% (\$4.91) + (\$25 Weekly Stipend) + Average OT.

Equaling

A variable increase of \$32,344 to the BA pay effective ASAP to the cost of the Union.

B. PROPOSAL TO UPDATE STIPEND FOR ALL FULL-TIME OFFICERS AND BOARD MEMBERS

(Policy Board Recommended)

Pay a stipend of \$100 a week to full time union reps that are not eligible to earn overtime in the shop. Currently those positions are the President, Vice President, Business Agent, Health and Safety Director, and LCM Board Member.

Equaling

A fixed increase of \$5,200 per eligible full-time officer and board member effective upon next election in October 2026 adding \$23,400 to the cost of the Union.

Local 201 Executive Policy Board Local Pay Recommendation

The pay update proposed and recommended by the Executive Policy Board is as follows:

Updated Stipend for All Full-Time Officers and Board Members.

Proposing 5 Stipends in the amount of \$100.00 dollars a week per Member. Stipend will be distributed to all Full time Officers and Board members beginning next Election Term.

Payment Breakdown is as follows:
 \$100.00 X 5 Officers X 52 Weeks
 For A total of \$26,000.00 per year

The Executive Policy Board voted IN FAVOR of this proposal and RECOMMENDS the membership adopt it. The motion to recommend this proposal passed with 7 votes in favor and 4 votes against. The board delegated Vice-President Jeff Cruz, and Treasurer Neftaly Alvarez to pen an explanation on this decision, and is as follows:

In this recommendation, the Board seeks to address the key issue signaled by the "BA Pay" petitioners of outdated pay practices for all full-time union representatives. The Board's recommendation of this proposal is based on the fundamental standards of financial responsibility, fairness, and democracy which have kept this Local strong and united for over 90 years.

- Current pay practices (established in the 90's) provide for the President and the BA to receive a stipend of \$25.00 per week. The proposed stipend update would increase this amount to \$100.00 and number of stipends to 5 in order to include the three additional full time board members currently not receiving any stipend. The stipend will be applied to each of the current full-time Officers and Board members: President, Vice President/ Recording Secretary, Business Agent/ Financial Secretary, LCM Board Member, and Union Health and Safety Director.

Proposed Stipend update: \$100.00 x 5 officers x 52 weeks = **A total of \$26,000.00 per year**
 Current Stipend practice: \$25.00 x 2 officers x 52 weeks = **A total of \$2,600.00 per year**

The recommended proposal would take effect following the October 2026 officer election and result in a **fixed increase of \$23,400.00** to the union's expenses. **This is a conservative number which the board felt comfortable recommending when considering the recent years of financial instability of the Local and the relatively secure prospects of our investing strategy.**

- It is well known that taking on a union office comes at a great sacrifice to the personal, and financial prospects of many of our members, especially when considering the added workload, the extended hours, and the established overtime ban for full-time union representatives. While each officer carries different duties, the Board recognizes that all are impacted in one way or another by their duties. **For this reason, the Board finds it crucial that any updates to pay practice (if any are deemed appropriate) be addressed across the board while maintaining fairness within our board and with the membership.**

- The clash between the timeline of petition originally presented to the Board and the election timeframe is a clear striking point for the Board. In making this proposal take effect upon the next election, the Board seeks to silence any question about the integrity of our election process, and the undue incentivizing of certain positions. **Officer elections provide a blank slate for this pay structure change to take effect while providing the membership with a clear picture of what any candidate is potentially signing up for.**

A stipend increase to compensate officers and full-time board members for lost time, including other expenses associated with the position, is a flexible option for Local 201. This type of increase can also be easily reviewed based on the forecasted Union's financial health. For example, a review of stipend pay, at the beginning of every term, to ensure the Local is in the right position to absorb the cost. This would be a reasonable way of getting compensation for members working well beyond the hours intended, while still being financially responsible with the membership's money.

Local 201 prides itself on its member engagement and the quality of its leadership. It is the duty of this Board to advise our membership in order to maintain a balance within our organization which secures its longevity, encourages energetic and engaged membership, and provides a strong and principled leadership. **In maintaining these principles, the Executive Policy Board strongly encourages to vote in favor of the Updated Stipend Proposal.**



Letter to the Editor

Ladies and Gentlemen Greetings and Salutations,

Wanted to let you know I have tendered my resignation with Avis Budget for medical reasons.

I also wanted to thank you for all the hard work and effort you put in during the contract negotiations. Thank you also for giving me the best proud papa moment during the strike. I got to see a group of people who had been bowing and scrapping when I met them become warriors willing to stand up, fight, and say we won't lie down and just take it anymore. From what I can see from your group texts you are continuing the justice fight.

I don't have all of the contact information for the others, if you would be so kind has to extend my kindest thanks to one and all.

United We Stand
 Kamau M. Hashim
 kmhashim89@gmail

C. NO CHANGE TO PAY PRACTICES (Implicit) NO VOTE WILL BE TAKEN FOR THIS OPTION

It is understood that the membership may vote down both of the previous suggested changes to Local pay practices. In such an event, the status quo will remain, and no changes to pay practices will take effect.



ABG Steward, Kamau Hashim at 2023 ABG Strike Picket Line



LPS/M&E Report

By ARTIE AMIRAULT
Crafts Executive Board



Health & Safety Notes

By CARMEN DEANGELIS
*Local 201
Health & Safety Director*



Back in January Local 201 was approached by OHIP (Occupational Health Internship Program), an internship program that offers the opportunity for students to learn from union members, broadening and enriching their understanding of workplace safety and the ways unions protect their members.

The program involved interviewing senior/graduate students from around the country for the positions, a difficult process as there were many fine candidates. Local 201 ultimately selected Sunnie Hodge, a graduate student studying Public Health at Boston University, and Maya Van Houten-Armstrong, a graduate student studying Industrial Hygiene at the University of Alabama at Birmingham. With Sunnie's background in community health building and Maya's focus in occupational health, the two were a team better qualified than anyone could have expected given their age and work experience fresh out of college. Local 201 agreed to provide a workspace as well as supervision and mentorship at no cost to our membership.

Leadership from OHIP did a great job at coordinating the initial onboarding process, and now we had to come up with a game plan. Local 201 leadership had always maintained a Workers Compensation guide, but we felt this could be an opportunity to update and reformat this information, including QR code access and input from different outside agencies.

Early on during the Internship selection process we were offered support from Nancy Lessin and Elise Pechter, this turned out to be a big deal. Both Nancy and Elise had strong field experience in Industrial Hygiene, Massachusetts Department of Public Health, United Steelworkers Union, AFL/CIO Environmental Health & Safety, just to name a few titles on their resumes. Both Nancy and Elise were known friends of Local 201 before this project and stayed with us till its completion.

When Maya and Sunnie started working for us I could tell they were good listeners and academic. I let them know they had to be able to work independently and that they couldn't come on site and would have to figure out a way to interview our members to compile data based on member feedback. They figured that out with almost 20 in-depth interviews detailing all aspects of an injured worker's journey through Workers Compensation here in Lynn. I told Maya and Sunnie any information we put out there must be verified and accurate as it related to Massachusetts, Department of Industrial Accidents, State Worker's Compensation, and legal, they figured that out too.

On top of membership the interviews, data collection, formatting a new Worker's Comp Guide, Maya and Sunnie had to create a presentation that would be on a National Stage with other teams across the country. The amount of work they did in about six weeks makes me tired just writing about it. In the end our members ended up with a nice product that we can hopefully use to navigate workplace injuries for years to come. The final version has been reviewed by our Safety Reps and is now in the process of being printed and reproduced for utilization by our Local. I want to give thanks to our Local 201 staff and Leadership for supporting Sunnie and Maya and past Local 201 leadership for creating the original "Injured on the Job" pamphlet, a template they developed the "Injured on the Job" booklet from that was still accurate today.



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

THANK A UNION

- | | |
|---------------------|-------------------------------|
| 1. Weekends | 14. Collective Bargaining |
| 2. Paid Vacation | 15. Breaks |
| 3. FMLA | 16. Wrongful Termination Laws |
| 4. Paid Sick Leave | 17. Age Discrimination Laws |
| 5. Child Labor Laws | 18. Raises |
| 6. Social Security | 19. Sexual Harassment Act |
| 7. Minimum Wage | 20. American Disabilities Act |
| 8. 8-hour Workday | 21. Holiday Pay |
| 9. Overtime Pay | 22. Military Leave |
| 10. Health & Safety | 23. Equal Pay Act |
| 11. Health Care | 24. Civil Rights |
| 12. Dental | 25. Workers Comp |
| 13. Vision | |

So, when you say, "What has the Union done for me"? here you go. The Union just doesn't save the "troublemakers" We secure better conditions for our members.

Bobby

FleetLogix 4th Bargaining Session (9/4 & 9/5) Update

Dear FleetLogix Local 201 Members,
 Before diving into the details of our latest bargaining session with the Company on 9/4 and 9/5, we wanted to share some examples of how members can assess our progress. First, it is important to remember that **non-economic items** — i.e., grievance procedure, just cause, working hours, union rights, and more — are usually negotiated first before moving into **economic items** — wages, time off, health-care, retirement. One reason for this is that both parties need time to carefully calculate the costs and value of economic proposals and counter-proposals. In the meantime, progress made on non-economic items should be seen as a success for our Union, and does not mean we have dropped our focus on economic items.

Second, **the details of specific wording in the contract language matter.** Multiple hours may be spent on one article in the contract to help make sure the wording we end up tentatively agreeing to does not put our members in jeopardy in unforeseen circumstances later on. Lastly, progress made at the bargaining table is a **direct result of the actions we take to demonstrate our membership's unity and strength on the shop-floor.** Given where the last session in July ended, we feel it is unlikely we would have been bargaining back-to-back days in September without the membership demonstrating their willingness to strike to protest the Company's unfair labor practices. We must keep this unity strong to show the Company we are united and serious about reaching a fair contract.

That being said, we acknowledge the Company's approach to bargaining this session was much more productive than in July. In bargaining, we were able to tentatively agree (TA)

(pending full contract ratification by the membership) strong language on **just cause protection, fairer timeline for issuing discipline, language providing relief for unfairly-issued discipline, strong seniority language to prevent favoritism in layoff and recall, and enhanced protection for approved leaves of absences.** These TAs build on previous TAs on other non-economic items reached in our first two bargaining sessions in May and June. Getting these TAs at this stage in bargaining is a very productive step forward to a final settlement, and all FleetLogix Local 201 members should feel proud of their unity that brought us to this point.

Additionally, considerable time was spent bargaining over our **grievance procedure, guaranteed working hours and overtime, and other key non-economic items.** While the discussions with the Company productively clarified some of their stances on these issues, we still ended far apart from TAs. We look forward to trying to close those gaps in our future sessions. Finally, the Union reiterated our stances on all key economic items: **our wage proposal, retirement proposal, and strong counter-proposals on paid holidays and vacation.** We heard from our members loud and clear that this contract needs to significantly upgrade FleetLogix's financial offerings to its employees to reward the value we create for them. **It is now on the Company to respond in good-faith to our economic proposals.**

Before bargaining concluded, we secured our next bargaining dates with the Company for **September 26, 30 and October 15, and 16.** Securing multiple dates in advance is a welcome break from the "one day a month" pattern earlier in the spring and summer. We hope this is a sign that the Company shares our goal of reaching a fair and just contract without unreasonable delays. If you have any questions, concerns, or ideas, please contact a member of the Bargaining Committee, FleetLogix Steward Khalil Saddiq, Local 201 Organizer Nick Becker, or call the union hall at 781-598-2760.

In solidarity,
 FleetLogix Local 201 Bargaining Committee

Actualización de la cuarta sesión de negociación de FleetLogix (4 y 5 de septiembre)

Estimados miembros del sindicato Local 201 de FleetLogix:

Antes de entrar en detalles de nuestra última sesión de negociación con la empresa el 4 y el 5 de septiembre, queremos compartir algunos ejemplos de cómo los miembros pueden evaluar nuestro progreso. En primer lugar, es importante recordar que los **temas no económicos** — es decir, el procedimiento de quejas, la causa justa, las horas de trabajo, los derechos sindicales y más — suelen negociarse primero antes de pasar a los **temas económicos** — salarios, tiempo libre, atención médica, jubilación. Una razón para esto es que ambas partes necesitan tiempo para calcular cuidadosamente los costos y el valor de las propuestas y contrapropuestas económicas. Mientras tanto, el progreso logrado en los temas no económicos debe verse como un éxito para nuestro sindicato, y no significa que hayamos dejado de centrarnos en los temas económicos.

En segundo lugar, **los detalles de la escritura específica del contrato son importantes.** Se pueden dedicar varias horas a un artículo del contrato para ayudar a garantizar que los términos que acordemos provisionalmente no pongan a nuestros miembros en peligro de maneras imprevistas en el futuro. Por último, el progreso logrado en la mesa de negociaciones es un **resultado directo de las acciones que tomamos para demostrar la unidad y la fuerza de nuestros miembros en el trabajo.** Teniendo en cuenta cómo terminó la última sesión en julio, creemos que es poco probable negociar días seguidos en septiembre sin que los miembros demostraran su voluntad de hacer huelga para protestar por las prácticas laborales injustas de la empresa. Debemos mantener esta unidad fuerte para demostrarle a la empresa que estamos unidos y que nos tomamos en serio la meta de un contrato justo.

Dicho esto, reconocemos que el enfoque de la Compañía para negociar en esta sesión fue mucho más productivo que en julio. En la negociación, pudimos acordar tentativamente (TA) (a la espera de la ratificación total del contrato por parte de los miembros) un lenguaje firme sobre la **protección de la causa justa, un cronograma más justo para emitir medidas disciplinarias, un lenguaje que brinde alivio para las medidas disciplinarias emitidas injustamente, un lenguaje firme sobre la antigüedad en el**

empleo para evitar el favoritismo en los despidos y los reincorporaciones, y una mayor protección para las licencias por ausencia aprobadas. Estos acuerdos se basan en acuerdos previos sobre otros temas no económicos alcanzados en nuestras dos primeras sesiones de negociación en mayo y junio. Obtener estos acuerdos en esta etapa de la negociación es un paso muy productivo hacia un acuerdo final, y todos los miembros de FleetLogix Local 201 deben sentirse orgullosos de su unidad que nos llevó a este punto.

Además, se dedicó un tiempo considerable a negociar nuestro **procedimiento de quejas, horas de trabajo garantizadas y horas extra, y otros temas clave no económicos.** Si bien las conversaciones con la Compañía aclararon productivamente algunas de sus posturas sobre estos temas, aún terminamos muy lejos de un acuerdo tentativo. Esperamos tratar de cerrar esas brechas en nuestras sesiones futuras. Finalmente, el Sindicato reiteró nuestras posturas sobre todos los temas económicos clave: **nuestra propuesta salarial, propuesta de jubilación y fuertes contrapropuestas sobre vacaciones y días festivos pagados.** Escuchamos de nuestros miembros alto y claro que este contrato necesita mejorar significativamente las ofertas financieras de FleetLogix a sus empleados para recompensar el valor que creamos para ellos. **Ahora le corresponde a la Compañía responder de buena fe a nuestras propuestas económicas.**

Antes de que concluyera la negociación, aseguramos nuestras próximas fechas de negociación con la Compañía para el **26 y 30 de septiembre y el 15 y 16 de octubre.** Asegurar varias fechas por adelantado es un cambio bienvenido con respecto al patrón de "un día al mes" a principios de la primavera y el verano. Esperamos que esto sea una señal de que la empresa comparte nuestro objetivo de alcanzar un contrato justo y equitativo sin demoras injustificadas. Si tiene alguna pregunta, inquietud o idea, comuníquese con un miembro del Comité de Negociación, el delegado de FleetLogix Khalil Saddiq, el organizador del Local 201 Nick Becker, o llame al centro sindical al 781-598-2760.

En solidaridad,
 Comité de Negociación del Local 201 de FleetLogix





And on the 8th day, God Created The Union

By CHRIS MOODY
LCM Executive Board

Hello Brothers and Sisters!!!!

Well, summer is just about over. It was fun while it lasted and as I previously mentioned, I hope you all enjoyed the warm days and made the most of it. In light of some recent conversations I've had, I felt this month it would be a good idea to remind everyone of their **Weingarten Rights** and what rights it affords all members of a union. The Weingarten rights were established in a 1975 case by the Supreme Court when they had ruled that all members of a union have the right to union representation when a supervisor or boss asks for information that could be used as the basis for discipline. You may have even come across the CWA Weingarten rights cards that we periodically hand out. To be specific, the cards we hand out essentially state the same things but in further detail. They say, **"If a supervisor or other management representative requests an investigatory meeting with you and if you have reasonable cause to believe such a meeting may result in disciplinary action, including a warning, you have the right to request union representation."** It then goes on to tell you what necessary steps you should take if you ever find yourself in such a scenario.

1. Request Union representation
2. Remain silent until the Union representative is present
3. Request the right to consult with the union representative prior to meeting with management

It is important for all of us to exercise our rights as Union members. It's when we sleep on our rights that management gains an upper hand whether it be in a disciplinary conversation or any other forum. I personally have won grievances when I was a Steward due to a member's Weingarten rights being violated. That's the strength and weight that our rights carry. The battle for union members to have a fair workplace will be forever ongoing, but it's vital that we use the tools afforded to us from yesterday's wins. Besides a brush up on some of our rights,

plant reports should be short and sweet this month. Not a ton of major news, but a ton of individual discipline lately. I don't know what was put in the water around July, but disciplinary cases and grievance filing have been rampant.

Plant 1

I stated in a previous article that subcontracting meetings will be starting back up and I was recently able to meet with the Business Leaders for Building 74. A lot of good things were reported during that meeting. For RPMO, there has been zero changes as far as increasing farm-out. It's never an easy feeling having anything farmed out in general, but if it has to happen then the best we could hope for is keeping the volume low. Farm-in on the other hand is always welcomed! For RPMO the Company is currently looking at possibly bringing in turning operations for the T93, coupled with Broach operations for the T03 and the T01. Additionally, we've recently seen the T01 finish turning ops back in GE Lynn! Theres talks of more Shot Peen work along with a new Shot Peen machine making its way to Building 64.

Base Labor Hours, that's the name of the game and any improvement we can make to that will be beneficial for all involved. A lot of vast improvements made as far as shipping in Q3. Through Q1 and Q2 we shipped 28 total 5100T93P03s while in Q3 we will ship a total of 30, far exceeding the totals of first and second quarter combined. In Q1 and Q2 we shipped 20 5100T04G02s total, in Q3 we will ship 20. Lastly, in Q1 and Q2 we shipped 8 total 6049T14G01s, and we will be shipping a minimum of 9 in Q3. It's the work of the members in Building 64 that makes these improvements possible!

Plant 2

Oh boy, Plant 2! I'll get this one out of the way quick and simple. Nothing new on parts coming in or going out, there are however bids going out for new work. I was also able to look at the base labor hours for the month of August, and they were surprisingly very good. I don't know where the disconnect is

coming from because on the shop floor, the eye test says otherwise. EB Weld continues to run into issues with the machinery in there. It's by no means the fault of the operators, it's impossible to produce parts with machines that just simply aren't up to par, or one that just aren't up at all. My hope is we can find a solution sooner than later to ultimately have these machines producing parts for longer than a month at a time. Although, that's been my hope for quite a while now.

One thing that every member of Plant 2 has the right to know is that we recently served a grievance only to get a response that stated, "The Union does everything they can to make this business as inefficient as possible, and it hurts everyone." It's in black and white. That is how some of these managers feel about us. Let me be clear when saying this, YOU are the Union. It is not just the 10 or so people elected into leadership roles. It is not just your Stewards on the floor. There is no leadership without the general membership. When slandering The Union as a whole, it most certainly takes into account all of us. That is why all of us should be infuriated about such a statement. The days of Local 201 being The Company's easy scapegoat are behind us. Best of all, this was a moving parts grievance. The Company just put up signs a few months ago stating that managers cannot move parts. Not The Union, but management's own leadership. That was done so we don't have to keep running into the same issues and we can all find a way to hopefully move forward without the same repeated violations and focus on making this site a success. However, the memo must have not made it to everyone. Theres always going to be the one person that just can't figure it out. On a bright note,

my relationship with upper management for Plant 2 remains a respectable one with an equal focus on, again, the future success of our site. So, to end with some good news, Plant 2 is bidding for new work and I'm hoping to have more details on that next month.

Plant 4

No numbers to report out this month, not sure they could get any better anyways. I pointed out last month that Blue Cell is anticipating hitting zero delinquency by mid-2025. Of course, the obvious next question would be how do we keep everyone busy? Well just as Plant 2 is doing, Plant 4 is bidding for more work. Specifically mentioned were 414 casings and the C-Sump for Green Cell was mentioned again amongst others. Bidding is not a guarantee but it does show a willingness and dedication to making GE Lynn the best site it can be. Punch Press is looking at bringing in work that has been farmed out for quite a while and I was recently in the area to speak with the welders on some of the concerns.

I feel that I walked away with a lot of those concerns addressed and hopefully I'll receive some good news that these bands WILL end up being in house, adding to an already impressive consistency of base labor hours in Café. Work wise, Plant 4 remains a bright point and you should all be proud of yourselves in Plant 4 for being the reason they are successful. Another reason for all members of Plant 4 to be proud is the number of base labor hours you all put out in the month of August. Blue Cell had 4,000, Green Cell had 4,400 hours and Punch Press had 4,800 hours.

As always, if you have any issues or concerns then feel free to reach out to me directly or at the hall. See you all around!

Bay State  Associates

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FREE PARKING

EVENING AND SATURDAY HOURS

Business Agent's article continued from page 12

vious years repeatedly. This is great news for the plant. Although we have worked together to solve inefficiencies to improve delivery and quality, we still end up miles apart from each other on other issues. A more recent example of that is the Crafts Centralization Agreement. The Crafts Board Member along with Crafts stewards informed the Company of the negative impacts of decentralizing the agreement during negotiations, and the Company refused to listen. Guess what? Now those impacts are hitting the plant leaders' budgets, and 21-day notice meetings are a shit show. All for what? Somebody in management did not want to manage.

We are still waiting for answers from our Step III Grievance meeting last month, which was delayed due to the Company requesting an extension. Man, our brothers and sisters at 1004 gave us a run for our money on this Step III agenda. They brought 25 cases to Step III. Since taking office, we've always at the top of the "Who can bring the most cases to Step III" Conference leaderboard, and we couldn't cough up our winning record now. We were lucky, Staff Rep Jerry Carney fought for us to get another emergency case heard and on the agenda. Between 1004, 701, and 201, we really put it to the Company this time around. I speak on this jokingly, but the quantity of cases and quality of the arguments was impressive. This grievance load shows we are all on the same page; all Lo-

cals are holding the Company accountable, enforcing our contract whether the violation be minor or major, as well as exposes the issues we have across the Conference, and the level of activity across the Conference. This is exactly what we want heading into negotiations next year.

ABG Report

By the time this paper hits the floor, we will have already held our Step II Grievance meeting on 9/11/24. We had 8 new grievances heard at this meeting, with violations ranging from overtime distribution, unreasonable/unjust discipline, violations of a previous Side Letter agreement, and unjust terminations. 8 new cases going into this meeting is a big deal! This shows the level of focus, support, and dedication from your group of stewards. Keep in mind, not all cases result in a grievance and this case load does not speak to the true amount of time your stewards spend enforcing the contract and representing members in disciplinary meetings. To get an idea, take that case load and quadruple it.

The Attendance Policy, oh man, the Attendance Policy! First things first, the Company has always had an Attendance Policy; this isn't new, and it's not because of the contract or any other reason besides that the Company can legally and legitimately have an Attendance Policy, all companies do. Secondly, the Union did not agree to the policy, but the Company satisfied their legal obligations, bargained with the Union to impasse, and legally implemented the policy. What has happened and why this might seem new is we were recently contesting the legalities of the policy regarding certain stipulations of the policy violating state law; this was a long fight with the Company, and we negotiated changes to the policy for 8 or 9 months. Those negotiations resulted in an updated policy that is now in place. Now the Company cannot deny members

the use of sick time, they can no longer only allow sick time to be taken in 4- or 8-hour blocks, cannot ding you for no call no show for calling in within 2 hours of your shift (providing you have a reason for the call out in line with the state law).

Veolia Report

As most of you may have heard or even voted, there have been some changes to the Maintenance Lead position. The stewards took a vote in the plant to accept the changes, and it passed. The requirements and pay of this position have changed: the Maintenance Lead position will now be paid the same as the Shift Lead position. You must now hold a Grade 6 license for the role. However, based off the previous practice of the requirement being a Grade 4 license, you can still apply for the role if you only have a Grade 4. Anybody who is accepted will have 6 months to obtain their Grade 6 for the Lead role.

The contract is quickly approaching in May 2025. Keep in mind what leads to a successful outcome in the last round. Solidarity and unity are crucial in showing the Company we are united around the same cause. Contract surveys will be hitting the floor soon, so please take the time to fill them out completely and provide as much feedback as you can.

Ametek Report

Other than the same reoccurring issue with tracking PTO and the time clock, it has been rather quiet at Ametek. I mentioned in the last newsletter that the PTO is possibly going to continue to be inaccurate for the remainder of the year. When I was there last month the Company brought me to the time clock, swiped a punch and it showed the time punched. I notified the Company of the potential issue again and they had told me they were going to talk to the members and see if they were missing something. They and I were under the impression that it was resolved. Other than that, again, if any of you have any issues, concerns, or problems, contact the Hall immediately.

President's article continued from page 12

friend to many of us. From all of Local 201, thank you and enjoy your retirement. We are hoping Kamau will join us at our December Membership Meeting Holiday Party, so we can send him off in style.

Fleet Logix Bargaining Back on Track

Our last 2 sessions with the company were productive, a shift from the pattern of Unfair Labor Practices since winning the Union election. I am cautiously optimistic that we will see more progress in our upcoming sessions due to the unity and perseverance of the bargaining committee and membership. We have made some agreements around some important issues and remain far apart on others. While we continue to negotiate members should keep a couple things in mind.

1. You have the right to a steward to represent you in any investigation or discussion with management that could result in discipline. "If this conversation could result in discipline, I request the presence of a steward before we continue this discussion, or I answer any questions." If you cannot locate a steward, call the union hall at 781-598-2760.

2. It is illegal for management to implement unilateral changes to your working conditions. Things like the introduction of facial recognition software (or any increased surveillance), or introduction of new policies that could lead to discipline need to be brought to the attention of your steward or another union representative. In most cases a grievance needs to be filed, do not sleep on your rights as a union member.

Ametek Contract Now Available at Local201.org

At the end of August, the Company sent over the finalized contract that members ratified on May 31st, for a digital copy of your contract go to Local201.org click "Your Rights & Benefits" and then "Stewards Corner". There, any member can review any Local 201 contract. We are in the process of printing paper copies and will be bringing them into the shop soon.

National GE Contract Campaign Meeting Prepares for a Big Fight

All the GE IUE-CWA Locals are sending members of the National Contract Bargaining committee, officers, and rank and file member leaders to a summit in Dayton, Ohio this month. Jason Daley, Michael Green, Frank Grullon, Justin Richards, Nick Velasquez, and I will be going to represent Local 201. There we will go over things like contract mobilization, strike preparation, GE Contract Captain structure, divide up the contract surveys for distribution, and discuss the steps we need to take to win a fair contract at GE. We need one Contract Captain for every 15-20 members, these are volunteer positions we need to fill to mobilize the membership for this all-important fight. If you'd like to sign up, reach out to me or any of the mobilization chairs.

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

First and foremost, I do not have words to describe how thankful I am to all the members across our multiple bargaining units that have reached out, stood up, and spoken out over the last month. I am truly grateful for the level of support you all have given me. Not only am I thankful for all of the support, but I am equally appreciative of the members that publicly and honestly stated their opposition. I have been adamant in my stance, both prior and post my election, that we are a democratic union, and our members have a voice, are our voice, and need to be vocal whether they support or oppose something; members need to hold the people they elected accountable and the best way to do that is at the membership meetings by participating in conversations. There is always ample opportunity for you, members, to be able to voice your opinions, concerns, and positions.

At the next membership meeting, there will be a couple of proposals to vote on. To avoid confusion, listen to each proposal carefully as it is read, and listen to the follow up arguments and conversations that will revolve around each proposal. It is your right to be able to vote on both, whether for or against. The details of these proposals are in this newsletter.

To clear up any of the rhetoric and misinformation circulating the plant, be advised there is no constitutional change. Per the Local 201 Constitution, Article 7 Section D states that "a member may have any proposal placed on the agenda of the next regular membership meeting by submitting a request signed by at least fifty (50) members to the President".

To address the misconception that policies and procedures of this Local are written in stone, I want to point out at this Local has been through numerous changes and restructuring over the years; this isn't new, maybe new to us, but in no way in any sense new to the Local. The Local at one time had thou-

sands of members, and as time went on and membership levels decreased, changes were made to address the changing landscape of this Local, including restructuring jurisdictions, reducing full-time positions to part-time positions, and more, all in an effort to be responsible towards the membership, keeping the members' interests at the forefront of any decisions made.

GE Report

It has been reported that the November Shingi event has been cancelled. This isn't the best news for us. The Shingi events bring in a lot of higher-level support, resources, and focus to some of the areas that are struggling with issues like non-conformances and are in dire need of improvements. When these Shingi events take place, there are immediate approvals for funds granted that otherwise would normally take months, in some cases years, to be approved.

We have 4 jurisdictions in the plant, and we tend to hone in only on our areas, our work, our jobs, so I ask you to give the whole paper a read to see what's going on around the plant. Furthermore, every area has its ups and downs, and members who work in an area where there is a temporary down-slope are constantly exposed to those associated difficulties and that makes everything seem doom and gloom. The two manufacturing jurisdictions are LCM and LATO. LATO depends on LCM for components to build engines. One area's downtrend does not necessarily paint an accurate picture of the current success we are seeing across the site. So, if your future, and the future of this plant seems questionable, remember the future cannot be predicted, things can change on a dime, and while one area may be suffering, another may be flourishing. The future is unpredictable but analyzing our progress is tangible, so READ THE WHOLE PAPER to get a better picture of what's going on across the site!

Labor hours continue to surpass pre-

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President's Column

By ADAM KASZYNSKI

President

Vote on Petition/Stipend Proposal September 24th

I encourage members to read the 201 Executive Policy Board statement regarding the pay petition on pages 6 and 7 and the explanation of why the board is against it. If you ask me, you don't change the rules of the game halfway through. The members will make the final call on September 24th at the Membership meeting.

India Trade Deal Appears Unfinished – Time for U.S. to Act, Now

In June 2023 GE and Hindustan Aerospace Ltd. signed an MOU to transfer to India the technology and production of F414 jet engines which power advanced military aircrafts. While this likely means some more work for GE Lynn in the short term, in the long term we have seen what happens: As the Company begins making these parts overseas, we make less and less of these parts, or stop making them altogether in-house and we end up losing our work. With some elites chattering about a decreasing need for military jets and attack helicopters in the future, securing legacy work and the next generation is a must.

As currently structured the India deal threatens to weaken our defense manufacturing capacity, endangers the livelihoods of our skilled workforce, and the future viability of the Lynn plant.

We met with White House staff and asked the White House to secure changes in the military tech transfer deal - such that it does not allow for re-export of Indian made GE F414 engines, their parts, or servicing thereof - thus ensuring continued US domestic production for US military needs.

The Indian government and officials on the other hand have been openly talking about establishing domestic Indian production of these engines for local needs and to re-export to third countries, such as Argentina, Nigeria, Philippines and others. India's Minister of Defense Rajnath Singh has visited Washington DC and met with government officials on August 24th, 2024 to discuss "the ongoing defense industrial collaboration projects between India and US, and potential areas where the industries of the two countries could work together." The Minister also met with leading defense firms, including GE, to explore "various emerging co-development & co-production opportunities in the defense sector in India."

With India openly aspiring to re-export 414 we need our government to step in an intervene, for once. We are not asking to kill the entire trade deal; we just need it conditioned to protect US jobs. We also understand the desire for India to manufacture its own military technology, however if GE and the Government allow re-export outside of India it's another slash in the death of thousand cuts to the US industrial base and our plant.

Retirement of a 201 Legend: Brother Kamau Hashim at Avis Budget

Congratulations to Kamau on his retirement. He was part of every contract, and a longtime steward. He served as a Trustee on the E-Board for many years, and made sure the voice of Avis Budget workers was well represented in our monthly meetings. A dedicated unionist, and a great

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