

# 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](http://www.local201.org)

Vol. LXXXIII

PERIODICALS POSTAGE PAID AT LYNN, MASS.

OCTOBER 8, 2024

USPS 171-720

Number 10

EDITOR  
Justin Richards

MANAGING-EDITOR  
Jefferson Cruz Ruales

Subscription  
\$1.00 Per Year

Published By  
IUE-CWA Local 201, AFL-CIO  
Tel: (781) 598-2760 Fax: (781) 595-8770



## 2025 GE AEROSPACE BARGAINING

### A Strong Contract Fight Begins Here

As this edition of the paper hits the plant, the gears of our contract campaign are kicking into high gear. The local and national structure of Campaign Chairs and Captains which was stood up in the last campaign is now reignited and kicking off this campaign. Both former and newer Campaign Captains are now hitting the shop floor across GE Conference Board sites to distribute campaign surveys and recruit more help. It is vital for our campaign to gather the input from the membership as this is what will dictate the direction the campaign takes. Our bargaining committee depends on this information to formulate proposals and structure the next steps of the campaign as we get closer and closer to the table.

The goal is always to get an answer from every single one of our members, so we are flooding the shopfloor with surveys. Fill these out and return them promptly to a Captain or Steward. Although we want everyone's input on all of the questions, some members may not have an answer for some. At a minimum, we require you fill you your first and last name, and SSO to verify you are a dues paying union member. You can also scan the QR code on this page, or the one on the survey.

This is also a great time to step up and lead the charge. The brunt of the work needed for this campaign to be successful

will happen day to day on the shop floor. We need our rank-and-file members to be active and assist in any way they can. It can all be as simple as having conversations during break about what is happening or asking questions to one another. If you are interested in taking this one step further, ask a Campaign Captain directly how you can get more involved or fill out question 15 of the survey accordingly.



Fill Out Your  
Survey Today!

Since the contract extension of 2023, the gears of our contract campaign machine never stopped turning. There was much to learn from the last campaign and leadership of our local and across the rest of the GE IUE-CWA locals have been hard at work preparing for this next round. Over the past couple of months our more seasoned organizers picked up the mantle of Campaign Chairs and prepared with meetings and extensive communication, this all

culminated with a three-day training at IUE-CWA HQ in Dayton Ohio last month. This was done to continue building unity across all the GE IUE-CWA locals and so that the rank-and-file at each site can take even greater ownership and responsibility at a local level than last time. Our Chairs are now overseeing our Captains, and coordinating with leadership locally and nationally on a daily basis.

The current contract expires at the end of June 2025 and covers the following GE Aerospace sites: Madisonville, KY, Lynn, MA, Strother Field, KS, Niskayuna, NY. With roughly 8 months left before the end of the current contract it's time for the membership to show their full strength.

The wait is over, 2025 GE Contract Campaign is kicking off!

### 2025 GE Aerospace Annual Enrollment

Monday, October 14 – Friday, October 25

- Update your medical, vision, dental plan elections.
- Update your Flexible Spending Account (FSA) or Health Savings Account (HSA). FYI: FSA can be applied towards some childcare expenses.
- Review other benefit choices and update if necessary for 2025.

If you do not make any changes during Annual Enrollment your current selections will carry, however any FSA or HSA amounts will not carry over to next year.

Next Local 201 Membership Meeting October 22, 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.



Printed by The Golden Manet Press Quincy



### 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 Plant.

# 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



SCAN ME

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

## CHIROPRACTOR

**Dr. Joseph J. Dowling**

341 Western Ave., Lynn, MA 01904

(781) 596-0700

www.drddowling.com

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



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

Print your ad on this form.

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

Enclose Payment:

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

TITLE \_\_\_\_\_  
 25 \_\_\_\_\_  
 WORD \_\_\_\_\_  
 LIMIT \_\_\_\_\_  
 PHONE # \_\_\_\_\_

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

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

"Published monthly." \$1.00 a Year

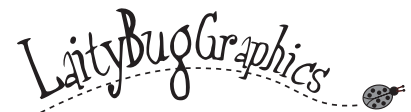


Published by: Local 201 IUE-CWA (AFL-CIO)  
112 Exchange Street, Lynn, MA 01901

Periodicals Postage Paid at Lynn, MA  
POSTMASTER: Send address changes  
to "IUE-CWA Local 201 News," 112 Exchange Street, Lynn, MA 01901



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.

**United States Postal Service®  
Statement of Ownership, Management, and Circulation**

1. Publication Title IUE-CWA LOCAL 201 NEWS  
 2. Publication Number 171-720  
 3. Filing Date 9-20-24  
 4. Issue Frequency Monthly  
 5. No. of Issues Published Annually 12  
 6. Annual Subscription Price \$1.00  
 7. Complete Mailing Address of Known Office of Publisher (Not printer)  
 Local 201 IUE-CWA (AFL-CIO)  
 112 Exchange St., Lynn, Essex County, MA 01901-1435  
 Contact Person Josephina Quintana Telephone (781) 598-2760

8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer)  
 Local 201 IUE-CWA (AFL-CIO), 112 Exchange St., Lynn, MA 01901-1435

9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor  
 (Do not leave blank)  
 Publisher IUE-CWA LOCAL 201 (AFL-CIO)  
 (Name and Complete Mailing Address) 112 Exchange St. Lynn, MA 01901-1435  
 (International Union of Electronic, Electrical, Salaried, Machine & Furniture Workers & Communication Workers of America, AFL-CIO)  
 Editor Justin Richards  
 (Name and Complete Mailing Address) 112 Exchange St., Lynn, MA 01901-1435  
 Managing Editor Jeff Cruz  
 (Name and complete mailing address) 112 Exchange St., Lynn, MA 01901-1435

10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.)  
 Full Name Complete Mailing Address  
 International Union of Electronic Electrical, Salaried, Machine & Furniture Workers of America (AFL-CIO) 112 Exchange St., Lynn, MA 01901-1435  
 IUE-CWA (Local 201)  
 Justin Richards, Business Agent 112 Exchange St., Lynn, MA 01901-1435  
 Adam Kaszynski, President 112 Exchange St., Lynn, MA 01901-1435  
 Jeff Cruz, Vice President/Rec. Secretary 112 Exchange St., Lynn, MA 01901-1435

11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box  None  
 Full Name Complete Mailing Address  
 N/A

12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one)  
 Has Not Changed During Preceding 12 Months  
 Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)

13. Publication Title IUE-CWA LOCAL 201 NEWS  
 14. Issue Date for Circulation Data Below 9/17/24

15. Extent and Nature of Circulation	Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Total Number of Copies (Net press run)	4200	4200
b. Paid Circulation (By Mail and Outside the Mail)		
(1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (Include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	904	904
(2) Mailed In-County Paid Subscriptions Stated on Form 3541 (include paid distribution above nominal rate, advertiser's proof copies and exchange copies)	1002	1087
Paid and/or Requested Circulation		
(3) Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®	1906	1991
(4) Paid Distribution by Other Classes of Mail Through the USPS (e.g. First-Class Mail®)	0	0
c. Total Paid Distribution (Sum of 15b. (1), (2), (3), and (4))	3812	3982
d. Free or Nominal Rate Distribution (By Mail and Outside the Mail)		
(1) Free or Nominal Rate Outside-County Copies included on PS Form 3541	0	0
(2) Free or Nominal Rate In-County Copies Included on PS Form 3541	85	85
(3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g. First-Class Mail)	0	0
(4) Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)	0	0
e. Total Free or Nominal Rate Distribution (Sum of 15d. (1), (2), (3), and (4))	85	85
f. Total Distribution (Sum of 15c. and 15e)	3897	4067
g. Copies not Distributed (See Instructions to Publishers #4 (page #3))	303	133
h. Total (Sum of 15f. and g)	4200	4200
i. Percent Paid (15c. divided by 15f times 100)	97.82%	97.91%

16. \* If you are not claiming electronic copies, skip to line 17 on page 3.

17. Publication of Statement of Ownership  
 If the publication is a general publication, publication of this statement is required.  Publication not required.  
 Will be printed in the 10-10-23 issue of this publication.

18. Signature and Title of Editor, Publisher, Business Manager, or Owner Date  
 Justin Richards, Business Agent 9-20-24



**Letter to the Editor**

Dear Local 201,  
 It's a Thursday afternoon, and a third-grade student walks through the Museum galleries; followed closely by her cousin and mother. Her eyes shine with knowledge and pride as she winds through the second floor of the Museum, pausing at different items to share the facts that she learned during her recent field trip. Finally, she stops at the display with a cross-stitch sampler and excitedly reveals that it's her favorite artifact from the Museum's History Detectives program.  
 Thanks to your support, she and other young visitors can bring their families to the Museum and share their enthusiasm for the exhibits that sparked their curiosity and imagination. Your contributions not only enable the Museum to offer family memberships to youth who participate in History Detectives but also ensure that the Museum remains accessible to all Lynn residents.  
 Your generosity helps us provide free entry to the Museum on Wednesdays and the second and fourth Saturdays of every month, host events like the Lynn PRIDE gallery opening, and offer residents access to local history, dynamic cultural programming, and unique community-based experiences.  
 Thank you for helping us collect, conserve, and tell Lynn's compelling history. Together, we will honor Lynn's past, celebrate its present, and inform its future.

On behalf of our community, thank you for supporting the history, arts, and culture of Lynn.  
 With gratitude,  
 Doneeca Thurston-Chavez  
*Executive Director and*  
 Joanna Cacciola  
*Development & Membership Manager*  
 Lynn Museum & Arts Center



**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](http://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.

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

# GE Aerospace Takeoff Grant

The deadline to accept the award is November 1, 2024.

To receive your Takeoff Grant award, please follow these instructions

- Create a UBS account by visiting [ubs.com/onesource/ge](https://ubs.com/onesource/ge). If you already have an account, you can login using your existing credentials.
- To create a UBS account, you will need your SSO ID and also have access to the email address and phone # that you

currently have on file in Workday in order to receive a temporary PIN.

- It is possible that you may not have access to the email or phone number associated with your SSO in UBS's files. If you are unable to complete this step, please reach out to your HR Representative.
- Once you have completed your account setup, accept your award.

## 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 John O'Shea. Kevin retired as an Inspector in October 2012 after 40 years of service.

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Roger A. Sharpe. Roger worked as a Machinist

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Ruth Roth. Ruth worked in the Wilmington Plan later Ametek.

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Robert Mackeil. Robert worked in Building 42.

## GE Stewards Council

November 12

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.

## "Shoptalk" Coffee with GE Union E-Board

November 21

Building 66 Breakroom  
3rd Shift: 5:00 am  
1st Shift: 11:42 am  
2nd Shift: 5:00 pm

## OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

## COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

OCTOBER 22, 2024

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



OR VIA ZOOM

<https://tinyurl.com/2rjahy4r>

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

Signed,

ADAM KASZYNSKI, President  
JUSTIN RICHARDS, Business Agent



**Sevenwood Financial Services, LLC.**

## Offering SAFETY, GROWTH and GUARANTEES

The retirement growth and income solutions we work with are offered by the 7<sup>th</sup> 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](http://www.sevenwoodfinancialservices.com)

**Eric VanOstrand 860-913-4563**

**Debbie Marti 203-376-7947**



# 201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Local 201 Retirees Council hosted State Rep Peter Capano at our September meeting to talk about strategies to protect retirees from pension stripping. One idea is a bill for Massachusetts to give retirees whose pensions have been sold off to an insurance company the same protections that pensioners have under the federal ERISA law. We will be talking with State Rep Elect Sean Reid, and Pete said he will continue to help us.

Pete talked about how GE selling our pensions to insurers to get away from protections for retirees is just another example of corporate greed. I appreciated hearing Pete who has fought for us for years. First as a steward for Local 201, to President, to State Rep. Thank you for all you've done. We'll miss you.

Join us at our next meeting in October where we will also elect our Retiree Council leaders to serve for two years.

### Retirees over 65: Annual Enrollment is October 15 to December 7

The annual enrollment period for post 65 allows retirees to change their health or prescription drug plans for 2025. It's a good idea to check out what's happening to your plans. New this year is a \$2000 annual out of pocket limit on prescription costs. Last year the limit was \$8000.

Some prescription plans are changing a lot. For instance, I received notice that the premium for my WellCare Value Script plan is increasing from \$.50 a month to \$12.40 a month while the annual deductible is increasing from \$545 to \$590 a month before the plan will pay for Tier 3 + drugs. The Silverscript plan is going up from \$15.70 to \$50.70. That's the maximum increase allowed. A New Hampshire retiree told me his WellCare Value Script plan premium is decreasing to \$0.

The plan might also change what it pays for your scripts which could change your co-pay. If the rates go up, it's time to see if there's a better plan for you. If you don't

take action before the Dec. 7 deadline you could be stuck with the plan for the year.

Everyone should have gotten a 2025 Annual Notice of Changes from your insurer. Or you can go online at [my.viabenefits.com](http://my.viabenefits.com) or [Medicare.gov](http://Medicare.gov) or call VIA at 1-855-873-0103 to look at which plan is best for you. Be sure to factor in both the cost of premiums and what the plan pays for **your** prescriptions.

I recommend that retirees write down all their medications with the strength and the frequency that you take them in order to comparison shop the plans. If you need to make a change, December 7 is the deadline. And it makes sense to call or go on line sooner.

Some other reasons to change plans are that you moved, your doctors no longer accept the insurance, your prescriptions changed, or changes to your family. Some Medicare Advantage insurers are discontinuing their plans. **If you are happy with your plans, you don't have to do anything.**

If you are eligible for the GE Retiree Reimbursement Account that pays \$1000 a year towards your expenses and premiums you have to enroll in **one** plan (either prescription drug plan, supplemental or Medicare Advantage plan) through VIA.

Another resource especially for those of you who are not eligible for the \$1000 RRA are the State Health Insurance Assistance programs (SHIP). 1-877-839-2675 or [shiphelp.org](http://shiphelp.org). They are located in every state and help people with coverage. The Massachusetts program is SHINE and I've been training with them to better help retirees.

At present time the rates for Medicare Part A and B have not been announced so I will cover that in my article next time.

Questions? You can call me at 617-922-5573 for help.

<p>Listed Below are Open Positions as of October 1, 2024 at Lynn Wastewater Treatment plant. You can apply for these jobs at <a href="http://veolianorthamerica.jobs.net/">veolianorthamerica.jobs.net/</a></p> <p><b>1 Electrician</b> <b>1 O&amp;M Technician</b></p>	<p>Listed Below are Open Positions as of October 1, 2024 at Lynn GE. You can apply for these jobs at <a href="http://Gecareers.com">Gecareers.com</a></p> <p><b>2 Power Plant Operators</b> <b>1 HVAC Refrigeration Technician</b> <b>1 Plumber</b></p>
<p>Listed Below are Open Positions as of October 1, 2024 at Ametek SFMS. You can apply for these jobs at <a href="https://jobs.ametek.com/job/Manufacturing%20Technician">https://jobs.ametek.com/job/Manufacturing Technician</a></p>	

## IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday October 23

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  
Gregg Johnson, Financial Secretary

## 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

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Virginia McGill.



Visit our website @ [www.baystateeyeoflynn.com](http://www.baystateeyeoflynn.com)

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

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

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

Dr. Petya Damyanova, Optometrist

427 Lynnway  
Lynn, MA 01905  
(781) 599-2773

FREE PARKING

EVENING AND SATURDAY HOURS

# Can the Machinists Save Boeing from Its Management?

By Jenny Brown / Labor Notes, September 23, 2024

Boeing has increased its offer to striking Machinists, hoping to end a work stoppage that entered its eleventh day today. According to the Seattle Times (<https://www.seattletimes.com/business/boeing-aerospace/boeing-raises-its-offer-to-the-machinists-to-try-to-end-the-strike/>), the new proposal would raise wages 30 percent over four years, as opposed to 25 percent in the offer that workers rejected by 94.6 percent.

Mediated talks with Boeing broke off September 18, the union said, with nothing more scheduled. Then on Monday morning, the company announced a new offer in the press. Twelve hours later, the union responded that Boeing “has missed the mark with this proposal.”

In a scathing statement (<https://x.com/IAM751/status/1838379051221946715>), the negotiating team noted that the company misled the press “by wrongfully stating that the union membership is required to vote on the their latest offer... They are trying to drive a wedge between members with this divisive strategy.”

According to news reports, the offer would restore the annual bonus and slightly increase the 401(k) match, but it does not restore the defined-benefit pension the company froze in 2016, dumping everyone into a401(k). The signing bonus would be hiked from \$3,000 per worker to \$6,000.

Meanwhile, picket lines have settled into a routine at the massive assembly plants in Renton and Everett, Washington, the smaller Auburn fabrication plant and the Gresham, Oregon facility. The 32,000 striking Machinists are members of IAM Districts 751 in Washington and W24 in Oregon. The strike is costing the company \$100 million a day, Bloomberg estimated.

Workers are taking side gigs

and living on savings. Strikers will receive \$250 a week from the union starting the third week on the strike, but will lose health coverage September 30 if they don't pay for a COBRA extension.

Boeing's 16,000 engineering staff, members of the Society of Professional Engineering Employees in Aerospace (SPEEA), are contractually required to continue work during the strike, but they do not have to do Machinists' work unless directly ordered to, their union has advised. Members said there is little sign of that happening.

Some SPEEA members have been joining Machinists on the picket lines before and after work, and are posting workplace signs in support of the strike. When the company suggested it could furlough some engineers to save cash, SPEEA responded with a firm no, citing their contract.

## CROCODILE TEARS

Boeing management had pleaded with union members to consider the company's frail position and huge backlog of plane orders. But workers dismissed the company's scare-mongering, voting 96 percent to strike, and walked out at midnight September 12.

While Boeing wailed that the strike may cause mortal wounds to the company, the Machinists union has for decades been fighting against the company's self-wounding practices: rampant outsourcing, undermining of quality inspections, moving work to non-union shops, and hollowing out what used to be a coveted family-sustaining job.

Company policies have resulted in the loss of experienced workers, production delays, mismatched and shoddy parts, and the disastrous quality lapses that led to an Alaska Airlines door plug blowout in January.

## QUALITY INSPECTIONS CUT



Boeing mechanics picketed in Everett, Washington, after union members voted 96 percent to strike September 12. The company announced a new offer today, and the union says it is reviewing it. Photo: Lindsey Wasson/AP.

It was the union that was originally responsible for pushing the separation of quality inspection from production pressures, said Steve Cabana, a quality assurance inspector for 13 years. “Having quality separate in the supervisory chain is the only way quality can have any teeth,” he said. “I can look at a process and stop it.”

This is not true at vendors the company buys parts from, Cabana said, where they have “the same management system for manufacturing and quality.”

“That’s how the company figured it could save money by outsourcing, because other people didn’t have the same rigorous standards,” Cabana said.

“It’s a fragile network of suppliers who honestly aren’t compensated all that well for the work that they do,” said Mylo Lang, an apprentice machinist at Auburn with six years at the company. “They’ve really been squeezing them, in fact, over the years.”

In Boeing’s own plants, the company has tried to slash inspections, too.

The Federal Aviation Administration (FAA) requires in-person inspections by qualified workers, but in 2017 Boeing tried to speed up production by having mechanics sign off on their own work.

At the company’s assembly plant in North Charleston,

South Carolina, which currently has no union, the lack of worker power and input meant the company tested out cuts to quality inspections there first, around 2017, then expanded into the Puget Sound plants, where union members rallied to stop the cuts, flooding meetings and making the question a shop floor issue.

## ‘IT’S NOT OK TO CUT QA’

“We still see yellow ‘It’s Not OK to Cut QA’ (Quality Assurance) stickers around the plant,” said one six-year Everett worker who recalled that in 2018 the company tried to cut 900 inspectors, out of 3,000, “with the intention of pushing that work onto the production mechanic using automated technology sensors.” At Everett they build 767, 777, and 787s.

Tests of function, inspections of shimming (slender shims make the plane’s airframe durable over a lifetime of stress), and tests of riveting were all on the chopping block. The union calculated that Boeing removed 3,200 inspections on each 737 Max, from a total of 11,000.

But the company didn’t listen, so the union went to the FAA with official complaints. In 2021, the FAA found that Boeing was violating federal regulations and defective systems and parts were getting through as a result.

*Can the Machinists Save Boeing from Its Management? continued from page 6*

The union wants more power to stop corner-cutting. District 751 President Jon Holden told *Fortune* (<https://fortune.com/2024/06/26/inside-boeing-union-strike-contractoutlook/>) in June: “We’re proposing that we have the right to negotiate provisions that go into the safety and quality of the planes.”

**STOCK PRICE OVER EVERYTHING**

Boeing’s troubles, workers say, started when the company merged in 1997 with McDonnell Douglas, a failing military contractor which also made some civilian aircraft.

“McDonnell Douglas went south, latched onto Boeing, and somehow got on the board,” said Edwin Haala, who worked at Boeing for 25 years. McDonnell Douglas management team—disciples of General Electric’s “Neutron Jack” Welch—ended up taking over.

As at GE, the price of corporate shares became the only test of success—and corporate leaders’ attention to stock price was sharpened by their own compensation in stock options.

Boeing slashed costs, outsourced work, and refused to invest the large chunks of money required to develop new aircraft. This led to the cheaper (and, it turned out, disastrous) reworking of the company’s workhorse 737 into the 737 MAX.

Awkward design work arounds on the already FAA-approved plane led to the 737 MAX 8 crashes in 2018 and 2019 that killed 346 people.

“That’s what happens when you have people making decisions whose absolute bottom line and final and complete vision is profit,” said Lang.

While Boeing complains that it’s short of cash, and now is paying a premium to borrow money (its rating is just above junk), Voss pointed out that the company spent \$38 billion on stock buybacks from 2014 to 2018, juicing the stock price and advantaging corporate leaders who receive compensation in stock.

Buybacks, which were largely regarded as stock manipulation until 1982, reward shareholders in a way that avoids taxes on their gains. “It’s not worker appreciation,” said Voss. “It’s not updating facilities. It’s just toeing the line for Wall Street.”

**HIGH TURNOVER**

The unions demands on pay, pensions, health care, and mandatory overtime would reduce turnover, workers say.

Hearings on the door-plug episode revealed dizzying turnover numbers. Machinists Business Agent Lloyd Catlin testified at a National Transportation Safety Board hearing (<https://www.ramoslaw.com/transcript-of-ntsb-hearing/>)

August 6 that the company told him that in the Renton facility, “60 percent of the Boeing workforce, including management, had less than two years at the Boeing Company.”

Many don’t make it past the first year. “You talk to any Boeing worker about their first year, and everyone knows that it is the worst thing in the world,” said Lang.

The rejected contract would have at least allowed first-year workers touse their paltry vacation hours as they accumulate them, rather than waiting to the end of their first year. But aside from allowing one more floating holiday day, the tentative agreement didn’t address the stingy vacation policies. Lang, with six years in, gets two weeks.

“Boeing wants to talk about, like, keeping workers on and getting them trained, right? Like, let people be sick. Let people have a f\*cking life,” he said.

**OVERTIME WOES**

Paltry leave is on top of massive mandatory overtime. Previous bargaining already limited mandatory overtime to 112 hours every three months. But that still left people exhausted and broken, said Voss.

Speaking before the strike, Voss said that in his shop six people had resigned in the previous week. He listed their reasons: “I don’t like it, ‘It’s not



Tuesday September 17, 2024. Andover, MA. Local 201 and North Shore Labor Council present and supporting IBEW Local 1505’s Solidarity and Information Picket outside Raytheon in preparation for contract bargaining.

what I thought it was,’ ‘It’s not worth it,’ ‘I have a better job.’”

He said this level of turnover is not uncommon for his shop, which is particularly stressful: “We’re installing systems, electrical and plumbing and fuel and hydraulics, and the way it is laid out is very complex and confusing if you haven’t been there for a while. So people are kind of just thrown into this mess.”

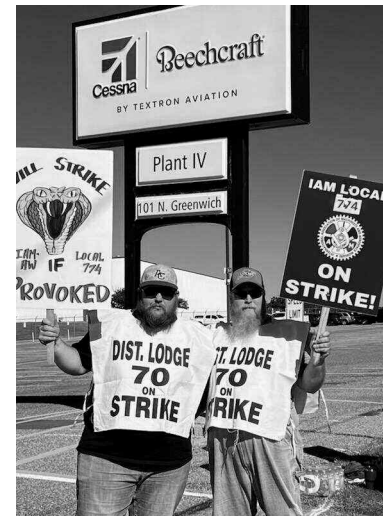
When Lang started at Boeing he worked on the 737 MAX in Renton and had a lot of 70-hour weeks mandated. “Like, you either show up to this place for 70 hours in a week or you lose your job. And that is not the way that we should operate in a free society.

“I would rather that we don’t have mandatory overtime in the contract. Like, that doesn’t seem like something that we ought to be okay with having,” said Lang.

Voss said the low pay and forced overtime are decisive in driving workers away, “because of the absolute pressure that is put on people for such little return. We’re barely valued as human beings; we’re effectively just a number. People want a sense of respect, and part of that sense of respect comes with a living wage.”

The rejected tentative agreement would have banned two mandated weekends in a row. But Lang, in Auburn, said he worried that the company would just end up moving the mandated overtime into 10-hour days rather than weekend work.

And many workers said they were working excessive



Wichita, KS. GE workers from IUE-CWA Local 1004 supporting the 5000 IAM Textron workers on strike.

overtime that wasn’t mandatory—but it might as well have been, because the low base wages made premium hours impossible to pass up. “I will forever regret the amount of overtime I’ve had to do to provide for my family,” said Jeff Simons, a lead rework mechanic on his fifth strike. “That’s everybody in America. But this company needs to fix our problems.”

*This article was updated to reflect the union’s response to the company’s offer.*

**SYMPATHY**

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Florence Mullen.



# LPS/M&E Report

By ARTIE AMIRAULT  
*Crafts Executive Board*

Hello Everyone,

Well, we are three quarters of the way through the year. Everyone needs to continue to push the Maximos. This is the driving force to show the Company what we do. It also is the way we can show we need heads in certain classifications as well as a driving force for O.T. I was told by the Company that they were going to push Maximo to their team and start using it the same way they use Gensuite in EH&S for safety. I hope this is the case and they follow through with this as this will be a huge task. As we know most of the problem isn't with the Maintenance Cell leader but with the shop floor Cell Leaders and Business Leaders always telling us they will enter it into Maximo but then never do.

Next up is the update on the Crafts Centralization. The Company has denied all the grievances filed tied to the consolidation. So they will be sent to step 3 sometime this month. Hopefully we can get some resolution there.

Finally, I'll say this again. **STAY IN YOUR LANE!** Don't be bought off by O.T. There are classifications for a reason. Being a hero gets you nothing. You could be a hero 100 times and the first time you do something wrong the Company will turn on you and forget about all the times you helped them out. Also, the Company is not going to hire in the classifications needed if you continue to work out of classification. Lastly, you're screwing your Union Brothers and Sisters. So again, stay in your lane.

See you around the plant



# Health & Safety Notes

By CARMEN DEANGELIS  
*Local 201  
Health & Safety Director*

This month our Joint Health and Safety Team recognized Don Doucette for over twenty years of commitment to our members as an Elected Safety Representative in Plant 1-74. For over two decades Don has taken part in most every safety related challenge faced by our team from injuries to hazard elimination and everything in between. The strength of our program hinges on our ability to learn from our past successes and failures as well as our ability to listen to those who have firsthand shop floor hazard experiences that can be shared. Don has always been willing to offer us valuable insight creating the opportunity to avoid past mistakes and harness best practices we may have forgotten about. When speaking with Don about what the Safety Representative role meant to him, he said, "We always need to remember that a safety concern no matter how big or small, is important to the member. The membership drives our actions, and the improvements we've seen are most often initiated by members putting their trust in the Joint Health and Safety group to work as a team to get it right". Thanks Don.


## Ambulance Coverage

If you or someone close to you has refused an ambulance opting for other transportation because of the huge costs involved, you are not alone. I've been getting calls about this and it doesn't need to be that way in an emergency.


**Work-Related Injury:** If you get hurt at work and need an ambulance it will all happen relatively quickly, this means a Workers Comp Claim number may not be generated yet resulting in a bill sent to you through your personal insurance. Getting a bill for a work-related injury may stress you out at first, however the right move here is to bring the bill to the Medical Center. Depending on investigation and diagnosis, the bill could be denied and transferred back to your personal insurance. If the bill is denied for a member injured at work, we can still work through it with facts and likely get you covered through personal medical coverage.

**Personal Condition:** If a member is transported off site by an ambulance for a personal condition it is covered under Options 1 and Option 2 at 100% by GE insurance. If you are enrolled under Option 3 you will have to satisfy the deductible first. If the ambulance company is not part of the carriers' (Currently Aetna's) network the bill will always be processed at an allowed amount, meaning you will be billed for the remainder. For instance, the Ambulance bill is \$2000, Aetna allowance and payment to ambulance company \$400, the ambulance company now bills the member for \$1600. Too many members just go ahead and pay this remainder seemingly not covered by insurance. What to do here is call Aetna and tell them you are being "balance billed"; at which time, the bill will be paid at 100%. If you don't have GE insurance the above statements may not apply.

If all this sounds like a big hassle you would be correct, this information will hopefully help some of us to avoid overpayment and a situation where we drive when we shouldn't or even worse don't get help - when needed.



# INFORMATIONAL PICKET



## SUPPORT SALEM HOSPITAL NURSES, PATIENTS AND COMMUNITY

**Date:** Tuesday, October 15, 2024  
**Time:** 3 to 4:30 p.m.  
**Location:** The sidewalk in front of North Shore Medical Center at 81 Highland Ave. in Salem, MA.

Nurses at North Shore Medical Center/Salem Hospital are advocating for a fair union contract that protects patients and respects staff. The picket will demonstrate the nurses' commitment to their patients and the need for the hospital to recruit and retain the nurses needed for quality community care.

- ✓ Ensure Patient Safety
- ✓ Provide Adequate Staffing
- ✓ Protect Nurse Health Insurance

The healthcare system and Salem Hospital are desperate for nurses. Patient care is at risk with the inadequate staffing levels present right now at Salem Hospital. Yet owner Mass General Brigham (MGB) has offered non-competitive wages and threatens to take away longstanding health insurance benefits. *Nurses are standing up for themselves and their patients.*

### Join us on the picket line October 15!





## AS THE ROTOR TURNS

By BOBBY ELDRIDGE  
LAT&O/Logistics Executive Board



## VP's Corner

By JEFFERSON CRUZ RUALES  
Vice-President/Recording Secretary

1. Pension Qualification Service (PQS) is used to determine eligibility for pension benefits. Each year that you are credited with 1000 hours worked, you will be credited one-year PQS
  - o PQS continues during periods you are absent due sick leave and lack of work if you don't break service (usually after one year but prior to 1991, workers without continuity of service also lost service for periods of absence over two weeks.)
  - o PQS is credited for military time.
  - o Working overtime may help you reach the 1000 hours quicker, but in no case will you be credited with any more than one-year PQS in given calendar year
2. Pension Benefit Service (PBS) is used to calculate the amount of some of your pension benefits. In simplified terms, it is equivalent to your full and partial years of service while you participate in the GE Pension plan.
  - o PBS continues during periods you are absent due to sick leave and lack of work if you do not break service.
  - o PBS is credited for military time.
3. When won't you receive PQS or PBS service?
  - o Some strikes
  - o Individual did not participate in plan or didn't sign up or dropped out.
  - o Less than 35 scheduled work hours per week.
  - o Employees did not buy back PBS when offered.
  - o As stated above, workers without continuity of service, prior to 1991, lost service credits for periods of over two weeks.

For members that are thinking about retirement you can call the hall and make an appointment to get your numbers. The hall can do the same thing the Company can do just faster. So, if your like "I'll wait to talk to this person from the Company" they are probably not even going to answer the phone or are just to busy. Retirement is a big decision so don't rush it if you're not ready. If you have any questions, just ask.

Hope to see you in 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 Scott M Thibeau. Scott worked in Building 40.

Labor unrest is here. There has been a wave of high profile strikes across the US over the past few months. Last month 33,000 Boeing Workers members of IAM turned down a contract after the company neglected its workforce for decades, mismanaged itself, and sacrificed its quality to a point of multiple dangerous failures. Last week, 47,000 dockworkers belonging to ILA walked off the job at every major port in the east and gulf coast after negotiations collapsed with USMX regarding pay and automation protections. And let's not forget the 46,000 UAW members who took on major automobile manufacturers last year. This is now the reality of the working class. Faced with historic inflation, financial disparity, and the threat to their job security, union members are forced to employ their right to strike so that the employer can recognize that without the workers, there is nothing.

Let me be clear, going on strike is not what anyone wants, but if it's the only thing that will open a company's eyes, then it's a sacrifice that is well worth it; union members should recognize that long term gains may require short-term sacrifices. In the coming months we will continue to prepare to take on GE Aerospace, and part of that will be to prepare for this scenario. It is recommended to not take on any new financial burdens in the coming

months, and to put away some savings to carry you for at least a month or two. However, there are mechanisms in place to provide relief both at the Union's national and local level.

Following an authorized strike, the CWA's Member's Relief Fund will provide \$300, and Local 201 Strike Fund with \$100 per week to striking members totaling \$400 (beginning on the 15th day of the strike). CWA's contribution will increase to 400\$ per week, totaling \$500 following the 20th day of the strike. Following the 57th day of the strike, Local 201's strike fund contribution will increase to \$200 totaling \$600 per week.

There is also the healthcare aspect. In strike situations where the employer cuts off healthcare benefits, CWA will pay for **necessary** medical/hospital expenses. This procedure will be well regulated and require the necessary paperwork to be submitted to the Union.

To collect any of these funds, members are expected to do their fair share of strike duty. This will be in the form a regulated picket schedule or other duties related to the strike. The details of these benefits are important so expect a more comprehensive description in future editions as we get closer to bargaining. It is strength and unity that will carry us through this possibility, but it is also strength and unity that can help us avoid it.



Local 201 Campaign Chairs attending the 2025 IUE-CWA GE Contract Preparation training in Dayton, Ohio.



Local 201 Tent at GE Family Day



Local 201 members Derek White, Cohlette Carlino, Justin Richards, and Fred Hogan recently participated in the Clock to the Rock 5k in Lynn.



## And on the 8th day, God Created The Union

By CHRIS MOODY  
LCM Executive Board

Hello Brothers and Sisters!!!

The holidays are inching closer, the good weather is beginning to fade, and the school year is in full force. Life can be busy sometimes, to the point of being overwhelmed. However, as Union members we are now going into the stage where we will be asked to make even more sacrifices. We are and have been in our contract year since June and things are only going to heat up from here. Surveys are live and you should be seeing the mobilization committee making their rounds trying to hit everybody. It is important that we all fill one out as it gives the bargaining team a clear understanding as to what is most important to the members of Local 201. Make sure you read your Union Newsletter, attend the membership meetings, wear your Union shirts on Thursdays and most of all make sure you all practice solidarity on the shop floor. We are capable of making great improvements to our contract, so long as the necessary sacrifices are made. When it comes YOUR Union, you will get out of it any and everything that you put into it! One thing to remember is that all the small actions lay the groundwork and foundation for the big ones. In light of time between newsletters being shortened this time around, Plant reports will likewise be short.

### Plant 1

If you haven't heard it already, Plant 1 will be naming a new Plant Leader sometime in November. I am told the search will begin internally and has the possibility to go external if the Company so chooses to go that route. I've been told TC64 now has approved programs for all operations. TPCE's output in Q3 was \$16.5 million with \$1 million of that being aged WIP. Progress for sure, albeit slow. I'm sure everyone has seen the big banner in Building 74 stating the second floor will be cleared by the end of 2024. However, that does not apply to the entire second floor. LCM operations in MPO will be the last to move, which is the right way to go about it. I'm told by mid-2025 they would like to see the operations being done on the first floor. The hold up is making sure they have approved programs on more modern machines before the actual hardware makes the move.

### Plant 2

This last month a group of members chosen by the Company were asked to attend a "Round Table" meeting. This was in light of receiving the responses given

on the yearly GE Employee Survey. I think the easy thing to do is have management pick their favorite people in hopes of getting the answers they want, but that was not the case. To my delight every Plant 2 and Plant 4 Steward was offered an invitation to the meeting. That showed me and should show all of us that the Plant Leaders attending the meeting weren't just looking for soft and comfortable answers. They wanted honesty. The Stewards of Local 201 are the first line of defense when it comes to representation and are the first to know of any and all issues taking place on the shop floor so they will know better than anyone the issues we are facing. With that said, the other members that attended did an excellent job of not holding back as well. It didn't get contentious; it was again an open and honest conversation. One big question being asked was "where is the material? Where is all this work that's been promised to us?" An excellent question indeed! That question was able to shine a light on just a GE problem, but an industry problem of slow-moving supply chains that are restraining companies from hitting fast growing orders. Give us the parts, and we'll give you conforming hardware.

### Plant 4

Plant 4 has been extremely slow for any big news this last month. Besides Stewards and members participation in the "Round Table" meeting, one big focus is base labor hours. They are looking to make a major push throughout Q4 to get as many as they can. This will allow corporate to view our site favorably if successful at hitting the goal. I think the response is simple enough right? We are here to make high quality hardware, if we don't have castings and forgings, then we don't have the opportunity to provide the base labor hours that I think we all so desperately want to see. I say it all the time, Plant 4 has had an amazing year as far as shipping and base labor hours. However, it clearly hasn't been good enough. One thing I don't want to do though is take any credit away from our members in Plant 4. You've all been doing a great job. One thing you can't do though is produce raw materials. That is The Company's job. So I'll say it one more time, Give us the parts and we'll give you conforming hardware!

That's all for this month, and as always if you are having any issues feel free to reach out to me at the hall or directly!

### Union Office/Board Member Pay

Per IUE-CWA Local 201 Constitution and By-Laws, Article XI, Section D: "...The current salary structure and pay practices for Union officials should be publicized in the Union newspaper at least once a year."

Listed here is the pay method for the positions of Local 201 President, Vice-President/Recording Secretary, Business Agent/Financial Secretary, Executive Board, Health & Safety Director and Employee Assistance Director. These positions are paid the shop rate of the job the member currently holds in the plant or the "minimum Union Hall Rate" of R-25 plus 10%, whichever is higher, for all time spent on union business (for these positions), or contractually paid days that they would normally be on union business, up to 40 hours per week. The President and Business Agent positions receive an additional \$25.00 weekly "stipend".

Full time officers and Board members are not allowed to work overtime in the shop and are not paid more than 40 hours/week by the Union. This currently includes Local 201 President, Vice-President/Recording Secretary, Business Agent/Financial Secretary, LCM Executive Board, and Health & Safety Director.

### Rules for Attending Hybrid Membership Meeting

If you cannot attend a membership meeting in person, you can pre-register for a zoom link to the meeting. In order to receive the link you will need to provide a Name, email address and an SSO (GE) or Worksite (Non GE). Download the zoom app on your smart phone, computer, or tablet. If there is any issue verifying membership, you may be pulled aside into a "breakout room" by the admin or Sgt. At Arms to verify membership.

You must pre-register to attend the meeting on Zoom. Once you register a meeting link will be sent immediately to your email. You will access the zoom meeting link from your personal email inbox.

Voting in a Hybrid Meeting: Voice Vote: Yea or Nay (zoom "raise hand" button or dial \*9, in person raise hand). Most votes are done by "Voice Vote". Poll Vote: If the vote of the body is unclear or to close to call by voice vote, a motion may be made to call a poll vote (zoom votes on poll, in person raises hands).

### CLARIFICATIONS

It goes without saying, however, **members should not be attending the membership meeting on company time.**

To uphold the integrity of the membership meeting, and to facilitate voting procedure, the **one device one member** policy will strictly be enforced.

### September 24, 2024 Membership Meeting Voting Results

Item 1: PETITION TO CHANGE THE STRUCTURE OF THE BUSINESS AGENT'S PAY.

**Membership votes against.**

Item 2. UPDATED STIPEND FOR ALL FULL-TIME OFFICERS AND BOARD MEMBERS PROPOSAL

**Membership votes against.**

**No updates to Local Pay Practices takes place.**

## FleetLogix 6th and 7th Bargaining Session (9/27 & 9/30) Update

Dear FleetLogix Local 201 Members,

As the Bargaining Committee and the Company continue to meet regularly and narrow down the contract articles and topics of discussion, more time will be dedicated to the remaining topics. **The language is vital, and closer scrutiny is required of the remaining items to make sure that it accurately reflects the interests of FleetLogix workers.**

The Bargaining Committee and the Company met for a half-day session on 9/27 and a full day on 9/30. **Some of the topics covered were Vacations, Holiday Pay, Personal Days, and Working Hours.** Although there is much work to be done in all of these topics, **the fact that the Company is putting these topics on the table and discussing their merit is a good sign that progress will be made.** One point to highlight is Working Hours language, although **there is still fundamental disagreement between the Committee and the Company on the meaning of a "full day of work" there is emerging consensus on key language on how and who is sent home early.** We have heard time and time again that our membership depends on the hours of work they are scheduled for, and constantly being sent home at a moment's notice puts incredible strain on their lives and their families. **Consensus on language that will prevent these issues is a great step in the right direction.**

During this session the Company informed the Bargaining Committee **they will be unable to meet on the previously scheduled half day sessions on October 15 and 16 and we rescheduled for a full day session on October 29.** In the next session we will present more of the proposals we prepared for this session and we hope to hear more back from the company on Paid Time Off. 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 sexta y séptima sesión de negociación de FleetLogix (27 y 30 de septiembre)

Estimados miembros de FleetLogix Local 201:

A medida que el Comité de Negociación y la Compañía continúan reuniéndose periódicamente y reduciendo los artículos del contrato y los temas de discusión, se dedicará más tiempo a los temas restantes. **El lenguaje es vital y se requiere un examen más detenido de los elementos restantes para garantizar que refleje con precisión los intereses de los trabajadores de FleetLogix.**

El Comité de Negociación y la Compañía se reunieron durante media sesión el 27/9 y un día completo el 30/9. **Algunos de los temas tratados fueron Vacaciones, Pago de Días Festivos, Días Personales y Horarios Laborales.** Si bien hay mucho trabajo por hacer en todos estos temas, **el hecho de que la Compañía los esté poniendo sobre la mesa y discutiendo sus méritos es una buena señal de que se lograrán avances.** Un punto que destacar es el lenguaje sobre horas de trabajo, **aunque todavía existe un desacuerdo fundamental entre el Comité y la Compañía sobre el significado de un "día completo de trabajo", está surgiendo un consenso sobre el lenguaje clave sobre cómo y quién es enviado a casa temprano.** Hemos escuchado una y otra vez que nuestra membresía depende de las horas de trabajo que tienen programadas, y que los envíen a casa constantemente en cualquier momento crea una estrés increíble para sus vidas y sus familias. **El consenso sobre un lenguaje que prevenga estos problemas es un gran paso en la dirección correcta.**

Durante esta sesión, la Compañía informó al Comité de Negociación que **no podrán reunirse en las dos medias sesiones previamente programadas para los días 15 y 16 de octubre y reprogramamos para una sesión de día completo el 29 de octubre.** En la próxima sesión presentaremos más propuestas. Nos preparamos para esta sesión y esperamos recibir más información de la empresa sobre el tiempo libre remunerado. Si tiene alguna pregunta, inquietud o idea, comuníquese con un miembro del Comité de Negociación, el administrador de FleetLogix Khalil Saddiq, el organizador del Local 201, Nick Becker, o llame al sindicato al 781-598-2760.

En Solidaridad,  
Comité de negociación  
Fleetlogix Local 201

*President's article continued from page 12*

## GE Executive Pay: What would you do with 50 million?

In 2023 GE Aerospace's Top Six executives earned a total of \$53,239,135 dollars in Salary and other forms of Compensation.

- H. Lawrence Culp, Jr. Chairman & CEO, GE and CEO, GE Aerospace earned \$14,698,285 dollars in 2023, and a cumulative \$45,559,758 in the three years from 2021 to 2023 included.
- Russell Stokes SVP, GE & CEO Commercial Engines & Services, GE Aerospace earned \$8,260,941 dollars in 2023, and a cumulative \$21,638,408 in the three years from 2021 to 2023 included.
- Kevin Cox SVP, Chief Human Resources Officer (CHRO), GE and Chief Administrative Officer (CAO), GE Aerospace earned \$7,714,702 million in 2023.

## Membership Meeting Zoom Rules

We have an in person and zoom hybrid meeting, which made the voting take way too long last month. **We have to strictly enforce one member per device in the meeting from here on out.** No groups sharing one device. That device, once you log into your meeting registration link, is tied to your name and your vote only, no one else's. When we go to take a vote it will be an electronic poll vote, and it will be much faster and secure. If you are calling in by phone you hit \*9 to raise your hand. In no case will multiple members be able to vote from one device. If you want a in person meeting experience you must come to the hall. The 12:30 meeting is for the second shift, the 3:30 meeting is for the first shift. Third shift can attend either meeting.

## Lynn Tech Machine Shop Co-Op Program Scheduled to Return

After a summer of discussions between Union and management, the once endangered co-op program is making a comeback. There will be 2 spots open to Lynn Tech seniors effective this month, and 2 spots for Lynn Tech Juniors around February (still a few months left to increase that number GE!). At the end of their rotation, they will get an interview and hopefully become members of Local 201 right out of high school. We would love to see more co-ops, but considering where we started and where we ended up this was a win for all. I'd like to thank the many people across the site that pushed for this important program and our friends over at Lynn Tech.

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



## Business Agent's Column

By JUSTIN RICHARDS

*Business Agent*

Excerpt From: CONSTITUTION AND BY-LAWS, LOCAL 201 IUE-CWA, September 15, 2020

### ARTICLE V DUES, FEES AND ASSESSMENTS

Section A. Dues and Procedure Effective January 1, 2009, Local 201's current dues shall be increased in accordance with rules of the CWA's national dues structure, as required by the IUE merger agreement with CWA. Local 201 shall adopt the "flat based dues" administrative option provided for by CWA and in accordance, charge all individual members at each specific Company and/or location represented by the Local, the same amount of weekly or bi-weekly dues. (Note: Amounts may vary between Companies and/or locations but not vary by individuals within the specific Company/Location). Dues shall be calculated by regular CWA methods, (minus contributions for the Members' Relief Fund and Defense Funds for public sector workers) but the Local shall require an amount equal to 2.75 hours per member per month (private sector) of the "average" wage at said Company and/or location estimated for the upcoming dues year (every January 1 to December 31). One dollar (\$1.00) of such dues will be considered the annual subscription to the Local newspaper, Electrical Union News.

#### Section J. Other Ways to Increase Dues

The rates of dues other than is provided in Section A of this article and initiation fees may be increased only by a majority of the members in good standing who vote at a general or specific membership meeting of which at least seven (7) days' notice has been given.

### ARTICLE VII MEMBERSHIP MEETINGS

#### Section D.

Proposal's (Next Meeting) 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.

### ARTICLE XII ELECTION OF OFFICERS AND EXECUTIVE POLICY BOARD

Section A. Term of Office The term of office for all elected officials of the Union, including Stewards, shall be three (3) years. .

Note: For term of office for elections of 2004 and 2006 see Art. VIII, Sect. C: Term".] Section B. Candidates - Nomination Candidates shall be nominated by obtaining (on official nomination papers provided by the Union Office) the following signatures from their respective jurisdictions.

Union Wide Office 50 members

Steward or Membership on a Standing Committee 10 members (except in a jurisdiction containing 25 members or less) 5

members Executive Policy Board 50 members All Delegates 50 members

Ametek Negotiating Committee 10 members

Lynn Waste Water Treatment Plant, all elected positions need five (5) members.

### ARTICLE XXVI AMENDMENTS

Section A. Petition Constitution A proposal to amend this Constitution may originate by a petition signed by at least fifty (50) members of the Local in good standing. The petition shall be presented to the Constitution Committee which shall consider the proposed amendment and make its recommendation to the March or September membership meeting, whichever comes first.

Section B. Constitution Committee The Constitution Committee may present amendments on its own motion to any membership meeting, provided, however, that its intention to do so must be advertised two (2) weeks in advance of the membership meeting at which the amendments will be presented.

Section C. Copies Two (2) written copies of any proposed change must be submitted, one of which shall be for the Recording Secretary and one for the Constitution Committee.



## President's Column

By ADAM KASZYNSKI

*President*

### GE Contract Campaign Surveys – Your Participation is Key

Your IUE-GE Aerospace Bargaining Committee needs everyone to fill out a contract campaign survey. Your name and SSO are required. This way we can verify people are not turning in multiple surveys, or management is filling them out. If you turned in a survey without your name, do another one. None of the other questions (besides name and SSO) are mandatory, however are on the survey for a reason so please try to answer all of them. Your personal survey results are private. I know people are hesitant to put down what prescriptions they take that are too expensive (question 24). However, we cannot advocate for the coverage of those drugs if we do not know what they are.

We only have a couple more weeks to get all the surveys done, you can help by asking co-workers to complete the survey as soon as possible, encouraging people to do the digital survey instead of the paper survey which saves some time for your team. If you're serious about helping out check the boxes in question 15 to get a call from our mobilization team to plug in.

### GE Contract Expires June 22, 2025: Be Prepared

As we have seen in Manufacturing, Aerospace, and Logistics industries over the past couple years, some employers are willing to force you to strike (or to the brink of it) to get a contract. Being prepared means taking precautionary steps now to be ready for a possible strike. Avoid large purchases and loans. Try to save money, flyers at another IUE-CWA GE Shop are recommending putting 5% of earnings away between now and contract. It's best to save a couple mortgage payments or rent payments by June.

Boeing workers have been out since Sept. 13th. As of October 1st, Boeing cut off the employee access to health insurance. See VP Cruz article on page 9 to learn about what the CWA and 201 benefits are for striking workers – how we deal with strike pay and how the CWA provides financial assistance or coverage for necessary medical and hospital expenses if a company cuts health insurance.

The company hasn't given any hints as to what to expect this time around, but I'll tell you what I see. I see a leaner, healthier, more profitable company with around 30% unionization in the US. I hear what our members are going through and it's the same types of stories we heard from the UAW workers at the big 3, the IAM workers at Boeing, the longshoreman of the ILA, the list goes on. I hope GE looks at what's happening in the world and makes fair offers at the bargaining table, but that would be a first. We aren't looking for a fight, but we aren't running from one either. And history tells us when dealing with GE you must ALWAYS prepare for a fight.

*continued on page 11*