

IUE-CWA Local 201 News

Celebrating 91 Years
as a Chartered Local
1933 – 2024

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn), Ametek Aerospace (Wilmington), LWWTP (Lynn), Avis-Budget Group (East Boston), Avis (Boston/Cambridge), FleetLogix (East Boston), the Saugus Public Library (Saugus), the NSLC (Lynn) and thousands of lifetime Retiree members across the country. www.local201.org

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Jefferson Cruz Ruales

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2024 Year End Review

- Supported IUE-CWA Unionization Victory At New Flyer in Anniston Alabama
- New Local 201 FleetLogix members speaking on their unionization victory at the CWA Legislative Conference
- Local 201 Members leading training sessions during IUE-CWA Division Meeting
- Solidarity pickets across the North Shore and Beyond
- Retiree event at the Navigators Baseball Game
- Continued Success of E-Team Machinist Training Program
- Kicked-off FleetLogix First Contract Negotiations with a strong Negotiating committee
- Kicked-off 2025 GE Contract Campaign Mobilization
- Kicked-off 2025 Veolia Contract Preparation
- First FleetLogix Steward Elected
- Protect American Jobs and National Security by campaigning across the country to suspend the fast-tracked U.S.-India Military Tech Transfer Deal
- Retiree Council leadership growing and strengthening
- Ratified an Improved Contract at Ametek with No concessions, No give backs and No take aways
- FleetLogix Workers Overwhelmingly Vote to Join 201
- Meeting at the White House: Bring the Work Home to GE Lynn
- Monthly Shoptalk and Steward's council in plant at GE
- Jose Stepped up as Steward at Ametek
- 201 Holds GE Accountable to Wage Theft Violations



Local 201 Annual Children's Christmas Party

December 14th, 11am - 3pm
New Location - Lynn YMCA

Indoor moonbounce, kids activities, face painting, dancing DJ, gift for every kid, pizza, raffles, (PS5, Beats Headphones, 50" Smart TV) and Santa



Next Local 201 Membership Meeting December 17, 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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Quincy



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SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Joseph F. St. Claire on his recent passing. Joseph worked as a Special Machinist in Bldg. 64-1 and retired in 1998.

Service Directory

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

Fix-A-Brick

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

Clean Outs/Estate Sales/Junk Removal

We remove trash for a fee.
Also will consult to liquidate your estate.
781-215-3974 Text Preferred

Joe Foley - Handyman Services

Interior, Exterior, Full Remodeling, Windows,
Doors, Decks, Painting, Kitchens, Bathrooms, Tile...

We do it all!

978-210-0700 • ilandpro@yahoo.com

Mark & Robin's Comics



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)

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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.

MASSACHUSETTS AFL-CIO 67th ANNUAL SCHOLARSHIP PROGRAM

We are pleased to announce the 67th Annual Massachusetts AFL-CIO Scholarship Awards Program. All graduating seniors in the Commonwealth of Massachusetts who are seeking a college degree or job training are eligible to compete.

Once again, exams will be online and will be available starting Monday, February 3, 2025, and Friday, February 7, 2025. All students will be taking the test at their high school. The exam proctor at each school will determine the testing date/time that is within the timeframe provided. Students can get further information by speaking with their school counselor or college and career counselor.

All applicants must register online by visiting www.massafclcio.org/scholarships and submitting their application no later than Friday, December 20, 2024. All study materials including the study guide, flash cards, and quizzes are available at www.learnlaborhistory.com.

Please email a list of available scholarships you would like to offer through the labor history exam as well as their criteria to cconnolly@massafclcio.org. Please do not hesitate to reach out with any questions you may have regarding this program.

Carla Connolly,
Office, Events, & Scholarship Coordinator
Massachusetts AFL-CIO

I DESIRE TO COMPETE FOR: IUE-CWA LOCAL 201 SCHOLARSHIP AWARDS

- | | |
|---|---------|
| (1) JAMES J. DONAHUE MEMORIAL AWARD | \$2,000 |
| (2) CHARLES E. RUITER, JR. MEMORIAL AWARD | \$2,000 |
| (3) JEFF CROSBY AWARD | \$2,000 |
| (4) "BIG" JIM LOGAN AWARD | \$2,000 |

UNION PLUS SCHOLARSHIP AWARDS HONOR ACHEVEMENT AND UNION VALUES

Application Deadline: January 31, 2025.

Visit: <https://www.unionplus.org/benefits/education/union-plus-scholarships>

In 2024, 209 union members and union family members have been awarded \$200,000 in scholarships, ranging from \$500 to \$4,000. Since 1991, the Union Plus Scholarship Program has awarded more than \$5.6 million to students of working families who want to begin or continue their post-secondary education. More than 4,000 families have benefited from our commitment to higher education.

The Union Plus Scholarship Program is offered through the Union Plus Education Foundation, supported in part by contributions from the provider of the Union Plus Credit Card. (You do not need to be a Union Plus Credit Card holder to apply for this scholarship.)

Eligibility

Current and retired members of participating unions, their spouses and their dependent children (as defined by IRS regulations). At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one-year membership minimum must be satisfied by May 31 of the scholarship year. See more details on eligibility in the tab below.

Evaluation Criteria

This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor. A GPA of 3.0 or higher is recommended. The required essays can account for up to half your total score. Scholarship applicants are judged by a committee of impartial post-secondary educators.

Application Timeline

Applications are available starting in mid-June, and a complete application must be received on or before 12:00 p.m. (Noon) Eastern Standard Time on January 31st of the scholarship year. Applications received after this deadline will not be considered.

Scholarship Award Amounts

Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall of 2025. Students may re-apply each year.

Isaiah's Award

Isaiah's Award was created to honor the exceptional life of Isaiah C., a beloved child, fostered and adopted by a current, long-time employee of Union Plus. Isaiah was a smart, talented, spiritual, generous and kind young man. It is our wish that his gentle spirit live on, in part, through this namesake scholarship.

Applicants for Isaiah's Award must have a special connection to the foster care system, and will be asked in their application to describe their personal, employment, volunteer experiences, or career goals related to the foster care system.

Award Date

The Scholarship Committee will determine recipients of scholarship awards by May 31 each year. During the first week of June award recipients will be individually notified by mail, and all applicants will be sent an email with notification that the award list is posted. Please note that due to the volume of applications we cannot provide any information on the status of an application before award announcements are made.

Outstanding Scholarship Recipients

The students selected for university, college, trade or technical school scholarships represent a wide sampling of backgrounds, union affiliations, goals and accomplishments. The selection process is very competitive since we receive over thousands of applications each year.

The Union Plus Education Foundation

The Union Plus Education Foundation has awarded more than \$5.6 million in scholarships to students of union families. Over 4,000 union families have benefited from our commitment to higher education.

With the help of donations from union supporters, the Foundation can help even more union families attain their education goals. Learn more about the Union Plus Education Foundation

<https://www.unionplus.org/page/union-plus-education-foundation>.



**Get Money
for School**

IUE-CWA Has several scholarships available for the 2025-2026 school year

The scholarships are available ONLY to IUE-CWA members and their families.

For eligibility and application, go on-line to IUE-CWA.org.

You will find scholarships by clicking on the scholarship slide on the top of the main IUE-CWA web page. Please note: eligibility requirements vary for individual scholarships. Essays are required.

Applications will **ONLY** be accepted on-line!

Application deadline TBD

OPEN POSITIONS

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

1 O&M Technician

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

**2 AAEMS • 1 Control Repair Technician
1 HVAC Technician • 2 Material Handlers • 1 Plumber
2 Power Plant • 1 Punch Press • 1 Servicer**



Saugus Public Library

By JACKIE MILLER
Chief Steward Saugus Public Library

How GE Workers Brought You Rudolph

Generations of children have General Electric workers to thank for the annual airing (and endless viewings, thanks to DVDs) of the TV holiday special of Rudolph the Red-Nosed Reindeer. On December 6, 1964, GE, which helped the Rankin-Bass production fund the tale of the misfit reindeer who saves Christmas because of his unique nose that glows, aired the stop-motion animation show on the General Electric Fantasy Hour for the first time. The special has aired on TV for six decades making it the longest continuously running Christmas TV special; it celebrates its 60th anniversary this year.

Thanks to the efforts of GE employees, GE had a wide variety of housewares products to promote including hairdryers and electric knives. Watch the commercials on YouTube for a trip down nostalgia lane. (Apparently, Santa didn't pay his elves well, so they got side gigs hawking toaster ovens to pay their North Pole heating bills. Let's hope the Head Elf organized the workshop for better wages and dental insurance because Hermey wasn't going to work for free after he opened his dental practice.) Note that the TV special has lasted longer than the Housewares division; it was sold to Electrolux in 2014. GE management deserved coal in their stockings for that move.

Rudolph's nose, the one that glowed so bright it cut through fog as Rudolph lead Santa's sleigh, was a red-light laser diode created by GE engineer Nick Holonyak, Jr. A GE employee made it possible for Rudolph to save Christmas. Thank you!

A noteworthy point is the only voice actor to receive residuals from the annual airing was Burl Ives; now his estate gets the payments. "This business of residuals was new to our union, which was not quite as strong as SAG or others in the States", Soles recalled in 2014." Other cast voices, Canadian citizens, received only a thousand dollars over the three years after the special's original airing; it has in some years since made \$100 million. While Billie Mae Richards, the voice of Rudolph, said her compensation was a sore subject for her, she enjoyed creating a Christmas classic. No doubt, Ms. Richards would have fonder memories of her work on Rudolph if she had had a strong union protecting all the voice actors' efforts.

And that's the story of how GE workers helped make Rudolph go down in history! Merry Whatever You Celebrate!



Researchers at Harvard's Ash Center want to hear from IUE-CWA Local 201 members about how union membership affects your views on voting and democracy. They're running confidential interviews, on Zoom, that take less than an hour and are scheduled at your convenience.



Interested?

Email Eli Melendrez at
emelendrez@hks.harvard.edu

All participants
receive a \$50
Visa gift card



OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING AND HOLIDAY PARTY

DECEMBER 17, 2024

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



OR VIA ZOOM

<https://shorturl.at/4JZeE>

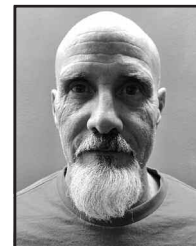
FIRST SHIFT 3:30 P.M.
SECOND SHIFT 12:30 P.M.
THIRD SHIFT MAY ATTEND EITHER MEETING.

AGENDA:

- I. **FEATURED PRESENTATIONS:**
 1. 30+ YEAR PIN AWARDS
 2. SWEARING IN OF NEW MEMBERS
 3. GOOD TROUBLE AWARDS
 4. MEMBERSHIP ATTENDANCE AWARDS
- II. **GENERAL BUSINESS:**
 1. MEETING MINUTES FROM PREVIOUS MEMBERSHIP MEETING
 2. POLICY BOARD
 3. TREASURER'S MONTHLY FINANCIAL REPORT
- III. **GE REPORT**
- IV. **AVIS/BUDGET GROUP REPORT**
- V. **AMETEK REPORT**
- VI. **VEOLIA WATER REPORT**
- VII. **SAUGUS LIBRARIANS REPORT**
- VIII. **FLEETLOGIX REPORT**
- IX. **NEW BUSINESS**

Signed,

ADAM KASZYNSKI, President
JEFFERSON CRUZ RUALES, Business Agent



LPS/M&E Report

By JOHN LEIGHTON
Crafts Executive Board

Due to our previous E-Board member moving on to a new position, I have been appointed to fulfill the remainder of his term. I would like to thank the Crafts Stewards, our President and the Policy Board for their support in making this happen. I look forward to representing the Crafts group as we move into the new year and begin to prepare for contract negotiations.

At the time of this article, I have only been on the job for a few days and I am still working at getting up to speed. I ask all the Crafts to keep an eye out for anything that needs attention and to reach out to me or your stewards so we can deal with it appropriately.

In solidarity,
John Leighton



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Join us at our New Year's holiday party January 22 in person at the Lynn Housing Authority and on zoom. Hope to see you there! Below I've included a list of many of the phone numbers/websites retirees use a lot. This year GE Aerospace has gone from one central number for retiree issues to two different ones starting in January 2025. Let me know if there are some others I should have included. For instance, if your pension comes under GE Vernova or Healthcare the numbers are different. As always call with questions and issues and we can work together. Call Alex at 617-922-5573.

Important Phone Numbers and Websites for Retirees

GE Pension Benefit Inquiry Center	800-432-3450	Pension, Benefits (Until 12/31/2024)
GE Fidelity for RSP	877-554-3777	Retirement Savings Service Center
GE Pension Benefits (Fidelity)	877-554-3777	Pension (Starting 01/01/2025)
	Netbenefits.com	
GE HR Central	844-477-2200	HR, Survivorship, Life insurance
	HRCentral.geaerospace.com	(Starting 01/01/2025)
GE Pre 65 Medical Benefits	Call number on back of medical ID card	
Social Security	800-772-1213	www.ssa.gov
Lynn Social Security office	866-366-7792	
GE COBRA (Health Equity)	866-924-6931	
GE Quadro	844-208-1754	Domestic relations orders
Ametek Benefits	888-263-8351	Pension, health, life
IUE Pension Fund	800-521-5822	Administrator for Veolia pension
Post 65 Medical:		
Medicare	800-633-4227	Post 65 Medical insurance
	Medicare.gov	
VIA benefits	855-873-0103	Admin for GE post 65 benefits
	My.viabenefits.com/ge	(Until 12/31/2024)
VIA benefits	844-876-6370	Admin for GE post 65 benefits
	My.viabenefits.com/geaerospace	(Starting 01/01/2025)
SHIP	877-839-2675	State Health Insurance Assistance
	www.shiphelp.org	
MA SHINE	800-243-4643	MA state health insurance assistance
	www.mass.gov/health-insurance-counseling	
FL SHINE	800-963-5337	FL state health insurance assistance
	www.floridashine.org	
NH Service Link	866-634-9412	NH state health insurance assistance
	www.servicelink.nh.gov	
Maine SHIP	800-262-2232	ME state health insurance assistance

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Jean E. (Wood) Dowling on her recent passing. Jean worked in GE for many years and retired in September of 1994.

GE Stewards Council

January 14
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

January 23
Building 29 Breakroom
1st Shift: 11:42 am
2nd Shift: 5:00 pm

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

**NO MEETING IN DECEMBER
NEXT MEETING JANUARY 22**

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

Alex Brown, President
Gregg Johnson, Financial Secretary

You are invited to Local 201's Holiday Open House

Tuesday, December 17, 2024
at 12:30 and 3:30 PM

112 EXCHANGE ST., LYNN, MA 01901

Brief membership meeting, followed by:

Italian Dinner and Desserts

Membership Meeting Attendance Awards

"Good Trouble Award" Presentations



IF YOU CAN'T
MAKE IT IN
PERSON, JOIN
ON ZOOM



[HTTPS://SHORTURL.AT/CFQ8M](https://shorturl.at/cfq8m)

Solidarity and Happy Holidays

Open to all Members and Retirees



JOIN RETIREES FOR A
New Year's
LUNCHEON

JANUARY 22 AT 11:00 AM

\$5 PER PERSON
LYNN HOUSING AUTHORITY
10 CHURCH ST. LYNN, MA

*
Rsvp by January 15
to Dave Bjorkman
781-334-3327
*

LOCAL 201 RETIREE COUNCIL



Union News

By FRED HOGAN

Chief Steward Lynn Wastewater Treatment Plant

New Beginnings at Lynn Regional Wastewater Treatment Facility

As the newly appointed Chief Steward of the Lynn Regional Wastewater Treatment Facility, I am excited to share some updates and plans with our team and coworkers. Stepping into this role is a privilege, and I am eager to work alongside our talented and dedicated staff to ensure a productive and successful future.

Preparing for 2025 Negotiations

Myself, along with Cory Scott, O&M Shop Steward, are gearing up for the upcoming contract negotiations with Veolia in 2025. We've already made significant progress, with contact surveys completed and data charted. This groundwork will help us address the needs and concerns of our members as we head into discussions. As part of our preparation, we're seeking to strengthen our team by adding a third Steward from Operations. If you are interested in joining us in this critical role, please don't hesitate to reach out to either me or Cory. Your involvement will be instrumental in representing all voices as we work toward a fair and equitable agreement.

Construction Progress and Challenges

The facility remains under heavy construction, with steady progress being made every

day. While we know that better days are ahead, we also recognize the strain on our team, particularly with the ongoing demands of the Manual Bar Screen process and frequent raking on the Grit chamber. We look forward to the Bar Screen project to be completed to provide much-needed relief to our hardworking staff.

Celebrating Promotions and Opportunities

Congratulations to Joe Grant and Ryan Shipley on their promotions to Shift Leaders. Additionally, I have transitioned into the Lab Tech position, filling the role left open by Ryan's move to Shift Leader. If you know anyone looking to join our team, we currently have an opening for an O&M position. If someone you know is interested. They can apply on the Veolia Website.

As the holiday season approaches, we want to take a moment to wish everyone a Merry Christmas and Happy Holidays. We are proud members of IUE CWA Local 201 Lynn, and together, we look forward to continuing our mission of excellence in the year ahead. Here's to progress, teamwork, and a bright future for all at the Lynn Regional Wastewater Treatment Facility.

In solidarity,
Fred



Machinist Training Opportunity

The E-Team machinist training program is currently recruiting and accepting applications for its next class. We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits, and a career with opportunities for growth. Students are enrolled tuition free in our demanding 5.5-month training program. Classes are Tuesday, Wednesday, and Thursday nights 6pm-9pm and Saturdays 7am-3pm. Applications may be submitted on our website: www.eteamhome.net

Facebook.com/ETeammachinisttraining
Call us at 617-699-1071

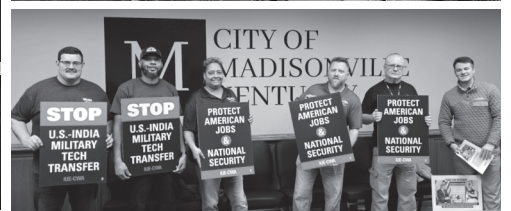
The E-Team is associated with the Essex County Community Organizations, IUE-CWA Local 201, and the Boston Tooling and Machinist Association.

SYMPATHY

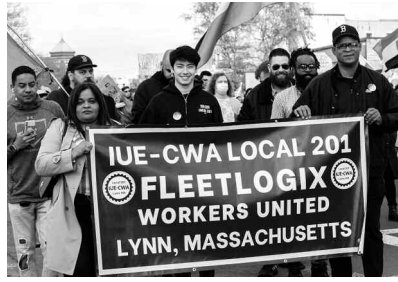
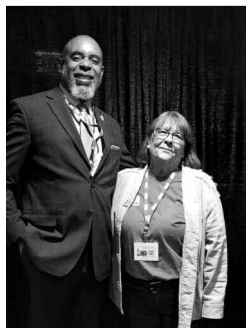
The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree William Cross on his recent passing. William worked in GE Wilmington, later Ametek and retired from there in August of 2008.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Patrick Smith on his recent passing.



A Year in Review 2024



FLEETLOGIX: WE'RE VOTING UNION YES!

As FleetLogix Boston workers, we are united to win a real voice at work. For higher pay, better benefits, job security, and respect on the job, a majority of us are voting **UNION YES** for ourselves and our families!



Together Stronger

By Michael Greene, Local 201 Mobilization Chair

Back in January a group of us from our Local 201 rallied outside of Congressman Seth Moulton's office in Salem, MA to express the importance of keeping our jobs here at the Lynn plant and not transferring our work to India. We were able to speak with the office reps and made phone calls to The Whitehouse/Capitol Hill to prevent this transfer. Fast forward months later I am now currently a Mentee of this year's IUE-CWA's mentorship program. I have had the opportunity to travel from state-to-state with the internationals current president Carl Kennebrew and the other members in my program. During this time, I was able to indulge deeply in our union's history to gain overall better knowledge and how to navigate throughout the current issues that we face as union workers. Most recently I visited Capitol Hill, Washington DC as part of my course agenda to lobby our union rights (The No Tax Break/Outsourcing job act).

Among the group I met with were Senator Elizabeth Warren, Senator Edward Markey, Congressman Seth Moulton and the Senator of Nevada Catherine Cortez Masto. Just to reiterate, for those that don't know GE is currently in the process of trying to transfer out our F414 & F404 Jet Engines production and assembly jobs to India. This bill allowed and motivated giant corporations to offshore manufacturing jobs overseas due to receiving tax incentives in exchange of laying off millions of American workers. Now that we have a change in presidential administration again, we are at risk of this even more so as they don't support unions. Specifically, while speaking with the staff of Edward Markey, I learned that all our efforts from January through now have been heard and was told that they continue to receive phone calls and emails from us on a daily basis.

The other representatives of MA whom I mentioned above do currently co-sponsor and support our union's legislative priorities, and Nevada doesn't.

So on behalf of all us here at Local 201 I was able to extend a huge thank you for their support, but also reminded and stressed the importance of continued support needed during this transitional phase. I expressed that we all have friends and families that worked at our plant for years who've the opportunity to gracefully retire and pass the torch/legacies onto us! I also advised how much our local community and small business in the city rely on our business. We all know several coworkers that drive up to two or more hours a day for work ranging from VT, RI, ME, NH and of course MA. If we lost these jobs the impact would be detrimental and felt across the entire East coast of the United States destroying households. In addition, rising inflation is a completely different issue in MA entirely. Again, we truly appreciate the support. However, this time around we are in for a fight and need everyone's help moving forward whether you co-sponsor or not. Please let us continue to do what we love to do which is take part in building the best quality Jet Engines around. Help us keep our jobs safe here in America and let us build our plant back up!



FleetLogix Chronicles: The Good, The Bad, and The "What The Heck?!"

By KHALIL SADDIQ
Chief Steward FlexLogix

Hey Team,

Gather around, let's take a little bit closer look under the hood at our workplace here at FleetLogix, and no, this isn't your typical company newsletter. Think of this as a complementary breakdown of our workplace from your current union steward—equal parts truth, humor, and a dash of hope for a brighter future.

Part 2 of Many

Operational Risks: The Great Communication Breakdown

Observation: Our productivity could be better. Like, a lot better. Between dispatch miscommunication and no structured training, we're working in what feels like a high-stakes game of telephone. And don't get me started on the toxic behavior—this place sometimes feels like a reality TV show you'd watch and think, "This can't be real, right?"

Reality Check: It's no wonder people are quitting left and right. Low wages, a limited schedule, and a work environment that could make even a Zen master lose their cool are just the start of it. If only our work-life balance was as strong as our will to survive another day here.

Recommendation:

- A true communication protocol, people! Real-time communication tools could transform our workflow and save a bunch of headaches. We shouldn't be searching for vehicles through an inefficient system or have a psychic hotline to figure out where to be and when.
- How to recognize a toxic worker or work environment and what to do. Maybe start with training employees on how to develop psychology safety on teams.

Reputational Risks: The Gossip Mill and Our Image Problem

Observation: News flash: our reputation is on shaky ground. When reports of a toxic work culture and unfair assignments get out, it doesn't just hurt us internally—it makes FleetLogix look bad to the world. And with all the buzz around our unionizing efforts, people are definitely paying attention.

Reality Check: Perception is everything, and right now, ours could use a major facelift. We don't want to be that company—you know, the one people warn their friends about.

Recommendation:

- Let's start by having people step up and be a steward. With such a diverse work crew we need people that speak the language of community. Stronger together.
- Encourage FleetLogix leadership to improve consistency in bargaining meetings. The more consistent we can have in scheduling and completing meetings the sooner we can end negotiations and move forward as employees and a company.
- And let's celebrate our wins and cultivate a positive culture. Yeah, we have them! Let's be creative in building stronger bonds and getting to know one another. #holidayparty.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of member Richard Harris from Building 74 on the recent passing of his father Richard Alan Harris Sr. Originally from Turbine, Richie worked in Building 74 as an Inspector and retired in March of 2018.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of former member William Luther on his recent passing. Billy joined in 1979 and was a Grinder in Building 74. He worked in GE for 20 years before joining the Boston Glazier Union (Local 1044), where he remained until his retirement last year.

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EVENING AND SATURDAY HOURS



Health & Safety Notes

By CARMEN DEANGELIS

Local 201

Health & Safety Director



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE

EAP Director

Workers Compensation/Release and Use of Medical Information

In the last few months members have understandably had questions about the need to sign the back of the Employee Occupational Injury and Illness Form "Authorization for Release and Use of Medical Information". The questions are likely related to earlier in the year when Local 201 pushed back on changes made to the form that were unacceptable. The Company has since returned to a form like the original Medical Information release form used in the past. In order for imaging, testing, and any supporting medical information that supports your claim to be shared with the Company, you will need to fill out the "release and Use of Medical Information" form. As you may know I'm not a fan of signing anything, but I have spent plenty of time with outside counsel on this and it is the best course for the Workers Comp case to be as efficient as possible and can hopefully encourage a reciprocal relationship with the insurer.

Elected Safety Representative Training

Our Safety Representatives requested advanced training this year so that we can be better at what we do. The Company agreed to supply certified OSHA 30 hour training administered by an outside agency, along with subject experts here on site. This week-long training covers a wide range of OSHA regulatory items and subjects that will benefit us as a team and ultimately our members on the shop floor. Being better at hazard recognition, machine guarding, electrical NFPA 70E hazards, recordability, industrial hygiene issues, and even a better understanding of factors that lead to injuries will go a long way for our team. Some of us have taken this course before and I can tell you from experience that we learn new material every time and reinforce training on subjects we thought we knew about. This training for your Safety Committee is a positive investment that reinforces the Company's commitment to our Joint Health and Safety program. A mentor and friend of mine assisting in the training, Site Safety Specialist Brad Bittenbender, reminded all of us in the class that the strength of our program was forged by many years of dedication from past Health and Safety Director Ted Comick, and the Local 201 Safety Committee members before us. Merry Christmas.

Stress and the Holidays

Happy holidays! We hear this phrase a lot during the holiday season, but for many of us this is easier said than done. Research proves that people feel increased levels of stress at this time of year. The holiday season is often portrayed as a time of joy and togetherness, but for many, it can also bring significant stress and even feelings of grief. Between long hours at work, financial pressures, and the demands of family or social obligations, it's easy to feel overwhelmed. Add the weight of missing loved ones or on other personal losses, and the season can feel more challenging than cheerful. There are increased demands placed on your time, your patience, and your wallet. Making the most out of the holidays without getting yourself down could be the biggest challenge you face this season.

The stress of the holidays often stems from the expectation to make everything perfect. Whether it's finding the right gifts, attending gatherings, or creating memorable experiences for our families, the pressure can quickly add up. We need to remind ourselves to take breaks and set boundaries.

Managing holiday stress can involve various strategies:

- Prioritize activities that bring joy and meaning rather than trying to do everything.
- Practice Self-Care by taking breaks when needed, getting enough sleep, exercising, and maintaining a balanced diet to support your well-being.
- Learn how to say "no" to commitments that you feel will be unhealthy for you.
- Relax, take a walk, collect your thoughts.
- Set Boundaries to protect your time and energy.
- Create a budget and stick to it to avoid unnecessary financial strain.
- Engage in mindfulness or relaxation techniques like meditation, deep breathing, or yoga to reduce stress levels.

For those dealing with grief, the holidays can be particularly tough. Memories of lost loved ones are often tied to the season, making their absence even more pronounced. It's okay to acknowledge these feelings. Some find comfort in honoring their memory through small acts, like lighting a candle, sharing a story, or continuing a tradition they loved. Grieving during the holidays doesn't mean you have to push through the pain. Allow yourself space to feel what you need to feel and lean on your support system when things get tough. Don't hesitate to reach out to friends, family, or a professional if you're feeling overwhelmed. Sharing your feelings can be immensely helpful.

Brief periods of sadness and stress during this time is normal for most people. If, however, you are experiencing serious prolonged depressive problems — such as hopelessness, loss of energy, significant appetite, and sleep changes, - you should seek help from a professional. Please reach out if something is preventing you from being your best self. I am available at both the union hall and the medical center. I can be reached at 339-338-2508. Laura O'Neal our Optum on-site dedicated workplace consultant for EAP services can be reached at 763-330-4942. **All communication is strictly confidential.**

HOLIDAY ALKATHONS 2024

ALL EVENTS INCLUDE SNACKS or FULL DINNERS

CHRISTMAS ALKATHONS

ATTLEBORO: 12/25 9 AM-5 pm- Cameron Recovery Ctr, 68 Falmouth Rd. host Desire to Stop
 BEVERLY: 12/24 5:30 pm thru 12/25 9 pm- White Whale, 9 Hale St. hosted by 2nd Chance
 BROCKTON: 12/24 8pm-Mid & 12/25 8 AM-6 pm- Lutheran Ch, 900 Main St ☒ host District 6
 FRAMINGHAM: 12/24 12-10pm & 12/25 6AM-2 PM- Recovery Center, 19 Concord St. Dist. 23
 HAVERHILL: 12/24 6pm to 12/25 6pm- New Recovery Café, 92 Merrimack St 2nd Fl. Dist. 20
 HULL: 12/24 Noon until Midnight- The Anchor, 7 Hadassah Way. Potluck hosted by District 7
 LOWELL: 12/24 3pm to 12/25 6 pm- Bridge Club, 33 E. Merrimack St. hosted by District 21
 MALDEN: 12/24 6pm until 12/25 6 pm- Club 24, 787 Salem St. hosted by the 4 Winds Group
 MAYNARD: 12/25 8:30 AM to 8 pm- Eagles Club, 65 Nason St. Open Hse hosted by NOW Gp
 QUINCY: 12/24 6pm until 12/25 6pm- United Methodist Ch, 40 Beale St. Hosted by District 8
 SOUTH BOSTON: 12/24 5:45-10:30 pm 12/25 5AM-9pm- LaBoure Ctr, 275 W. Broadway District 11

NEW YEAR'S ALKATHONS

ABINGTON: 12/31 6pm until 1/1 8AM- United Parish, 10 Bedford St. hosted by Dawn Patrol
 BEVERLY: 12/31 5:30 pm thru 1/1 9 pm- White Whale, 9 Hale St. hosted by 2nd Chance
 BROCKTON: 12/31 8pm-1 AM & 1/1 8 AM-6 pm- Lutheran Ch, 900 Main St ☒ host District 6
 DEDHAM: 1/1 8 AM- 8 pm- First Church & Parish, 670 High St. hosted by Dedham Village
 GLOUCESTER: 12/31 6pm-1AM & 1/1 7AM-Noon- Baptist Ch, 38 Gloucester Ave Cape Ann
 HULL: 12/31 Noon until Midnight- The Anchor, 7 Hadassah Way. Potluck hosted by District 7
 QUINCY: 12/31 6pm until 1/1 6pm- United Methodist Ch, 40 Beale St. Hosted by District 8



LCM Executive Board

By CHRIS MOODY

Hello Brothers and Sisters!!!

Well, it's here. The days are short, cold and outside activities are at a minimum. It's Winter, the next 5 months are sure to be miserable here in New England. However, we are still in full swing for the holidays and Local 201 has a couple exciting events coming up! The membership meeting this month will be the annual shop stewards/membership meeting holiday party. We'll go through the usual report outs on all represented businesses and field any questions or concerns brought forth by the membership, followed by some awards, including membership meeting attendance awards so if you've made it to most or all of our meetings this year then be sure to show up again to get your T-shirt or sweater! Right after that there will be the usual spread of good food and socializing amongst the members, maybe even some reflecting on the year we just had. I am going to keep my article short this month and refrain from my monthly individual plant reports as a majority of us know the name of the game this time of year.

PUMP THE WORK OUT!!! Q4 is drawing to a close and pumping out base labor hours means getting parts out the door, whether it be LATO delivery or spares. It's the same thing every December, one last push in an attempt to bolster the year's overall numbers. Now, in my opinion, it's been a good year. Is there room for improvement? Absolutely! With that said, all the numbers that have been reported to me this year have, for the most part, been followed by "that's the best we've done in a long time."

Back in April this year something happened that I don't think any of us ever thought we'd see, the Company had made its final split into a standalone aerospace business. I remember when the announcement was initially made, and it raised a lot of questions. Nobody knew what a split-up GE would look like, would it be better for us, the union members, or would it be worse. Well, I remember a lot of high up managers telling me that "its going to be a good thing, more directed focus by executives that no longer have to tend to 2 or 3 separate businesses,

resources will be better allocated." And so and so on. Let me help everyone read between the lines... More eyes on less people. New company, new culture.

One thing I would like to touch on is discipline, since it seems to be part of this new culture that I mentioned. It picked up heavily shortly after the split and has not died down. Coincidence? I'll let you be the judge of that. As I said to managers in a meeting yesterday, we are in the aerospace business, our goal is to get parts to the customers and I fully understand that. However, it's humans that make that business go, so at the end of the day I don't care what the name is on the company header, all managers need to realize that they are responsible for managing everyday people. I say that because based on the rampant discipline it seems the human aspect has been removed when taking all things into consideration when making

disciplinary decisions. Mistakes will happen and chalking up simple mistakes to human carelessness is such an easy assumption for corporate minds to make wouldn't you say?

One business we absolutely are not in is one of understanding, that is obvious. A lot of it is in the name of "consis-

tency" or, better yet, in an attempt to simply create some of that "consistency" when consistency itself doesn't exist in the situation. I say all this to put all of us on notice, no matter how reasonable or unreasonable, no matter how big or how small, if the opportunity exists discipline will be issued.

On a lighter note, Local 201 will also be hosting its other annual holiday party, The Children's Christmas party! This year it will be at the YMCA at 40 Neptune Blvd in Lynn. All members are welcome with children under 12. There will be face painting, carnival games photos with Santa and pizza and other refreshments! That is all I have for this month; I hope you all enjoy the upcoming holidays and are able to welcome in the new year with loved ones. If you have any issues, then as always feel free to reach out to me directly or at the hall.

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AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

Attention!! There has been a change in the direct deposit system for payroll. If you have more than 3 different direct deposit accounts, you are going to have to make the necessary changes, the new system will only allow up to 3 direct deposit accounts. Thanks, GE, for inconvenienced members before the holidays. If you have any questions or need help, please reach out to the Hall. It's starting to be that time of the year where the weather gets bad, and it starts to snow. There are no snow days at GE you must come to work when it snows unless you have time to cover it. Hope to see everyone at the Local 201 Christmas party.

LATO

Once again Wile E Coyote failed at his master plan to undermine the Union. There was not an issue until he created one. The Union was asking for protection from any type of discipline on our members to have an unqualified person train an AAEM. Their own training policy #213.20 section 3 article 4 states "any changes in working conditions must be negotiated with the union". I was doing my job in trying to protect the members and enforce company policy. It's the business that has refused to bargain with the Union after I requested it. So, Mr. Coyote, instead making promises that you can't keep just talk to the Union.

Logistics

If you accept overtime, it is viewed as a regular working day, and you could be subject to discipline. If you are not going to come in on overtime, let your cell leader know. This isn't something that is new for the Company to roll out. They have always had the ability to write members up for failure to notify them. It was just never enforced but now that GE is a smaller company after the split, they have more resources to enforce the plant code of conduct. I hope everyone has a safe and happy holiday. See you next year.

Bobby

President's article continued from page 12

such time as the classification exceeds the "Top of Market" (For example, if a classification is \$0.10 below the top of market and a \$1.00 is negotiated effective 9/1/19, in the 2016 agreement an employee in such classification would receive \$0.10 in his/her base pay and \$0.90 converted to a lump sum payment. Pursuant to this 2019 modification, an employee in the classification would receive the full \$1.00 increase. The classification would receive any additional increases in the form of a lump sum payment.)

2021 – Company Refuses to Budge on Top Issues, Agree to Meet in 2022

As a result of the 2021 negotiations Members on progression no longer can upgrade to a higher rate for less pay (a forced error by the company due to how they implemented ending the practice of upgrading extending the progression), some licensed crafts on progression got a front loaded skilled rate adjustment because GE couldn't hire, and we agreed to amend the modification language so we could address the Union's more major issues ahead of schedule and in advance of the 2023 contract, the Top of Market mechanism and length of progression being major issues.

2022 - Time to lift the "Top of Market" Wage Cap and Reduce the Progression

The 2022 MBW negotiations were high stakes: without a local agreement, the Top of Market could have transferred any upcoming nationally negotiated General Wage increase into Lump Sums. The runway between Top of Rate and Top of Market grew significantly as a result of this

negotiation, with the smallest runway being r-14 servicers at \$3.42 of runway before hitting their cap. In higher classifications the runway was even larger – R-17's \$5.09, R-19's \$10.53, R-23's \$11.26 of runway before hitting their wage cap (see the February 14th 2023 edition of Local 201 News for the full list). The progression was lowered from 7 years to 6, explicit acknowledgment of the Union's right to negotiate implementation of Top of Market results, we moved the modification period so it would not line up with a National Contract.

2023-2025 Top of Market "Waived" for National Extension

Through a shop floor campaign and united membership, the Union was able to secure a modification that set us up for success in National Negotiations later: **the Union reached agreement with the company to waive the Top of Market for the length of the national extension, which meant all rates got the 12% General Wage Increases.** That extension, and our contract expires June 2025.

Congratulations to Local 201 Business Agent Jeff Cruz

Following the call for a special election for Business Agent, VP Jefferson Cruz Ruales put in his nomination papers for BA, and as the only candidate is declared elected. I want to thank Jeff Cruz for stepping up to the new role when we needed a leader with his skills and experience. National GE Negotiations requires a lot of time away from your family, and I want to thank his family for their support.

Business Agent's article continued from page 12

ends and begin to tackle economic items in the coming sessions. As mentioned in previous updates, as we continue to progress through negotiations, the attention to detail will remain high. **Our next session will be held on January 8th and we already have February 13th on the calendar as well.**

I would also like to address the group from my new position as BA. As we get closer to the finish line of reaching a fair contract with the Company, we will need to prepare ourselves to effectively enforce its language and protect your hard-fought rights and benefits. The Local will continue to work with your Chief Steward Kahil to prepare him for the next stage. The Local will also begin to expand our core of Shop Stewards in this jurisdiction. I want you all to know that serving your fellow coworkers as a steward is a thankless, yet rewarding job, and I am really looking forward to seeing who steps up to the challenge.

Avis

Another wave of layoffs was announced by the Company across all classifications in the Air-

port. While it may seem like it's to be expected, we should never take these events laying down, and we should absolutely scrutinize these kinds of Company decisions. The Company continues to justify these actions as coming from some all knowing algorithm that they have to blindly follow. Market data, algorithms, proprietary technologies, AI, these are all just numbers on a spreadsheet somewhere. But then reality hits and all of the work they cut, is actually back filled by 3rd parties, or suddenly you are alone at your work area where there used to be several of you, and now you have to do 3 times the work while freezing outside, or your schedule bounces around from day to day giving you no stability at home. These are all the ways our members are impacted when the Company follows the lead of the algorithm. If your buddies got laid off, keep an eye out for their job, we need to protect it so they can come back sooner rather than later. Let the Union or you steward know if you suspect the Company is trying to get things done incorrectly or sweep things under the rug while our brothers and sisters are out of a job.

I have been meeting with members and stewards from time to time across all of our locations to get a sense of the areas. Besides the common concerns raised time and time again, I have also seen the care and passion which you all have for coworkers and for your work. The times when I am unable to pick up a phone call or schedule a meeting with you all right away are of great concern to me, and unfortunately, this is a lot of ground to cover for any one person. I have been relying on our dedicated group of stewards to get our work done, to whom I am incredibly grateful, but I still think we can do better. There is an incredible amount of talent among our membership that I am hoping to tap into. In the coming months as I continue to delve into my new role as BA I will push hard on you all to step up and bolster the ranks of stewards. You all have done an incredible job at keeping your union strong and together at Avis/Budget, so let's continue to build on this foundation and protect what is ours



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

Brothers and Sisters,

There's much to say about what has transpired in the past year and our mighty Local has taken incredible strides once again. We started our year with an astonishing victory at FleetLogix as workers overwhelmingly voted to join our Local. Fighting outsourcing deals between the US and international powers. Across the country and through our National Union, Local 201 continues to play a vital role in supporting the struggle of the working class. And back at home, we continue to fight contract battles, and we have reignited our mobilization machinery to get us ready for GE Contract 2025. It truly is an honor to be part of this organization. Though we have also been through some patches of unexpected turbulence, Local 201 continues to be an unshakable institution. I would attribute that to the membership and the underlying values that set us apart as a union, Fairness, Democracy, and Guts.

Much like my previous article, I am writing this one in a state of flux. Part of my commitment when I took on the Interim BA position was to maintain stability within the Local, and it became my intention to carry that through to the election process if necessary. To my surprise, after all was set and done, I was the only candidate seeking this position. As such, the election process has ended with my election to the position of Business Agent. To all of those who have provided me council during these past few weeks and who I have leaned on heavily during this period, thank you (you can all look forward to me leaning on you all some more!). As far as the role of Vice-President goes, an election will take place and we'll have all that information out to the membership in the coming days.

I think this is as good of an opportunity as ever to reintroduce myself and talk a little bit about my background. I have been at GE for a little under 7 years now, having been hired from the street as an AAEM, serving as a steward and beginning last year as Vice-President. Before GE I had spent seven years in the United States Marine Corps both on active and reserve duty. I enlisted out of high school as a (6114) H1 Helicopter Mechanic and spent much of my early twenties hopping from one training exercise to the next across the US. This was my first contact with a General Electric engine, the T700 that were part of the Cobras and Hueys I worked on were truly magnificent to see in action.

I find this period of my life relevant to the membership considering the new role I am being asked to take on. This was the period of my life that formed my work ethics and my leadership style. This is where I learned to be part of a team, to take the lead, to learn how to follow and how to seek support. These are the most important aspects I want to bring to this role. I can't promise you that I will hit the floor and that you will see my face as often as you want, I may not be able to pick up my phone right away (I will get back to you though), and I certainly won't compromise my personal life, because I don't believe any of this is necessary to do this job effectively. I will however work to empower the membership, our stewards, and our board members to protect their rights and carry out their duties because it is impossible for me to do it alone. Plain and simple, for me, it's all about the team.

FleetLogix Report

The Union and the Company met on November 20 and December 2 for the 8th and 9th bargaining session. As the back and forth between the Union and the Company continues, two things remain evident. **The Union remains committed to reaching a fair contract in a timely manner, and that there is still a lot of work to be done to get us there.**

By now the Union and the Company have shared their positions on what the contract will look like. There is not much new in that aspect as we continue to grind away through language and proposals. **Very good headway has been made particularly around language that would provide relief to the workers when the Company requires flexibility around job assignments and scheduling. Another highlight would be agreements about holiday and holiday pay language, however, the extent of the holiday proposal by the company still does not match the standards that our members demand.** This was the pivotal issue that brought this crew together and we will continue to show the Company it is one of our highest priorities. We are hoping to wrap some more loose

continued on page 11



President's Column

By ADAM KASZYNSKI
President

2024/2025 Top of Market Negotiations at GE

This December the Company will provide the "raw" results of their comparative wage review. The Union Bargaining Committee will walk out of these negotiations with a new set of Top of Market (TOM) Wage Cap's. The good news is, the wage caps can't go down, the bad news is that one day soon a TOM wage cap could turn your General Wage Increase into a Lump Sum Bonus. If you are now asking yourself "what the hell does that mean", this article is for you. You want a General Wage Increase next contract instead of Lump Sums? You need to understand Top of Market and prepare for a fight.

This negotiation is an opportunity for the Company to waive the Top of Market caps for the length of the next national contract, like we successfully did prior to the extension. As my inspector Dennis used to say every morning when we punched in, "One more time!"

Following historic inflation and price gouging, General Wage Increases are shaping up to be a main demand of our contract campaign. **If GE workers in Lynn are not guaranteed to get the full value of nationally negotiated General Wage Increase's, Lynn will be a powder keg.** Why wouldn't the Company want workers in Lynn to get the full value of National GWI's in the next contract? We will be sure to let you know where they stand, and what we can do about it.

MBW "Top of Market" Negotiations – A History

The 2016 MBW Agreement defines Top of Market: "This wage is the top end of the market for each job classification. Specifically, it is the 90th percentile for wages by job and geographic market. This number will be a guidepost for the wage structure as we work to align our wages with our local labor markets, while maintaining wages that are far above the local market average. This number was determined through the utilization of a detailed wage survey conducted by Mercer. GE Aviation is committed to gathering updated data through the same process, and to updating our market wage data every 24 months, beginning in Quarter 1 2019. Any changes to the methodology for gathering the data will be subject to negotiation and agreement of the Company and the Union."

"Top of Market" IS NOT the "top of rate", it is the ceiling that can restrict your rate from increasing from a base pay raise in the National Agreement. Top of Rate is the R rate. Top of the Rate only increases if a base pay raise in the National Agreement does not increase beyond what third party contractor Mercer determines is less than the 90th percentile of wages for similar work in the "geographic market".

2016 – Market Based Wages Arrives in Lynn

In 2016, the Market Based Wage Agreement mandated beginning June 23, 2019, any classification determined to be compensated at or above the "Top of Market" will receive negotiated base pay increases in the form of a lump sum payment. Any classification determined to be compensated **below** the "Top of Market" will receive negotiated base pay increases as agreed to in the National Agreement.

2019 - Top of Market takes Effect, Union Renegotiates

The 2019 negotiations resulted in significant improvements to the MBW agreement, including reducing the progression from 10 to 7 years, ended the problem of upgrading adding years to your progression, and two improvements to the still awful "Top of Market" mechanism.

- **Top of Market cannot go down:** MBW 2019 Section 3. B) Add the following to the "Top of Market" section of the "Glossary": It is agreed and understood that the Top of Market for current employees will not be reduced based on updated market data. *(This means that if Mercer comes back and says the 90th percentile has fallen, the Company will use the old higher "Top of Market" figure instead of the new lower one.)*
- **No Split Lump Sum:** MBW 2019: Section 3. D) Any classification determined to be compensated below "Top of Market" at the time of any negotiated increase will receive the full amount of such increase until

continued on page 11