

IUE-CWA Local 201 News

Celebrating 92 Years
as a Chartered Local
1933 - 2025

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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PERIODICALS POSTAGE PAID AT LYNN, MASS.

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EDITOR
Jefferson Cruz Ruales

MANAGING-EDITOR
Tom O'Shea

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New Top of Market for GE

Classification	Rate	Current Top of Rate/Step 6	Previous TOM	Previous Runway	2025 TOM Update	NEW Runway
Servicer	M14	\$37.74	\$37.00	-\$0.74	\$48.00	\$ 10.26
Material Handler	M16	\$38.34	\$38.00	-\$0.34	\$49.00	\$ 10.66
Stockkeeper	M16	\$38.34	\$38.00	-\$0.34	\$49.00	\$ 10.66
Production Follower	M16	\$38.34	\$38.00	-\$0.34	\$49.00	\$ 10.66
Packer	M16	\$38.34	\$38.00	-\$0.34	\$49.00	\$ 10.66
Construction Worker	M16	\$38.34	\$38.00	-\$0.34	\$49.00	\$ 10.66
Coordinator	R16	\$38.34	\$38.00	-\$0.34	\$49.00	\$ 10.66
Bench	M17	\$39.23	\$40.00	\$0.77	\$50.50	\$ 11.27
Punch Press	M17	\$39.23	\$40.00	\$0.77	\$50.50	\$ 11.27
Welder Machine Resist (Spot Weld)	M17	\$39.23	\$40.00	\$0.77	\$50.50	\$ 11.27
Milling Machine Electro (EDM)	M17	\$39.23	\$40.00	\$0.77	\$50.50	\$ 11.27
Sheetmetal	R17	\$39.23	\$40.00	\$0.77	\$50.50	\$ 11.27
Welder	M18	\$39.94	\$44.00	\$4.06	\$51.00	\$ 11.06
Lynn Tool Crib Keeper (R18)	R18	\$39.94	\$44.00	\$4.06	\$51.00	\$ 11.06
Laboratory Worker	R18	\$39.94	\$44.00	\$4.06	\$51.00	\$ 11.06
Tool Crib Attendant	R18	\$39.94	\$44.00	\$4.06	\$51.00	\$ 11.06
Milling Machine	M19	\$40.98	\$47.00	\$6.02	\$53.00	\$ 12.02
Boring Mill Vertical (VTL)	M19	\$40.98	\$47.00	\$6.02	\$53.00	\$ 12.02
Auto Lathe	M19	\$40.98	\$47.00	\$6.02	\$53.00	\$ 12.02
Milling Machine Electro Automatic	M19	\$40.98	\$47.00	\$6.02	\$53.00	\$ 12.02
Broach Vertical	M19	\$40.98	\$47.00	\$6.02	\$53.00	\$ 12.02
Heat Treat	R19	\$40.98	\$47.00	\$6.02	\$53.00	\$ 12.02
Braze Inspector	M19	\$40.98	\$47.00	\$6.02	\$53.00	\$ 12.02
Fire Inspector	B19	\$40.98	\$47.00	\$6.02	\$53.00	\$ 12.02
Power Plant Operator	W19	\$40.98	\$47.00	\$6.02	\$53.00	\$ 12.02
Crane Operator	R19	\$40.98	\$47.00	\$6.02	\$53.00	\$ 12.02
Engine Lathe	R19	\$40.98	\$47.00	\$6.02	\$53.00	\$ 12.02
Inspector Non-Destruct (FPI)	M20	\$42.20	\$47.50	\$5.30	\$53.50	\$ 11.30
Inspector Mechanical	M20	\$42.20	\$47.50	\$5.30	\$53.50	\$ 11.30
Waste Control Facil Opr	R20	\$42.20	\$47.50	\$5.30	\$53.50	\$ 11.30
Machinist Dual Purpose	M21	\$43.43	\$48.00	\$4.57	\$55.50	\$ 12.07
Grinder IntCylSurr	B22	\$42.20	\$47.50	\$5.30	\$56.50	\$ 14.30
Machinist Production	M22	\$44.63	\$49.50	\$4.87	\$56.50	\$ 11.87
Machine & Assemble	M22	\$44.63	\$49.50	\$4.87	\$56.50	\$ 11.87
Electron Beam Develop	R22	\$44.63	\$49.50	\$4.87	\$56.50	\$ 11.87
Inspector Tool & Gage	B22	\$44.63	\$49.50	\$4.87	\$56.50	\$ 11.87
Inspector Mechanical CMM	R22	\$44.63	\$49.50	\$4.87	\$56.50	\$ 11.87
Instruments Repair	R22	\$44.63	\$49.50	\$4.87	\$56.50	\$ 11.87
Jig Borer	R22	\$44.63	\$49.50	\$4.87	\$56.50	\$ 11.87
Machinist All Around	R22	\$44.63	\$49.50	\$4.87	\$56.50	\$ 11.87
Machinist Special Programs	M23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Ironworker - Prj Crft	M23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Machine Repair - Prj Crft	M23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Repair Test - Prj Crft	M23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Project Crafts/Const/Car	M23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Advanced Aircraft Engine Mechanic (M23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Production Clerk (R23)	R23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Power Plant Repair	R23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Refrigeration - Prj Crft - MA Lic. Req.	B23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Electrician - Prj Crft - MA Lic. Req.	B23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Plumber - Prj Crft - MA Lic. Req.	B23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Balance	R23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Grind Tool & Die	R23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Pipefitter / Pipe Welder - Prj Crft	R23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
Tinsmith - Prj Crft	R23	\$45.77	\$52.00	\$6.23	\$58.00	\$ 12.23
X-Ray	R24	\$47.41	\$52.00	\$4.59	\$59.00	\$ 11.59
Eddy Current Inspection	R24	\$47.41	\$52.00	\$4.59	\$59.00	\$ 11.59
Power Plant Engineer	M24	\$47.41	\$59.00	\$11.59	\$59.00	\$ 11.59
Repair Control	M25	\$48.04	\$53.00	\$4.96	\$59.50	\$ 11.46
Tool Maker	B25	\$48.03	\$53.00	\$4.97	\$59.50	\$ 11.47
Die Maker	B25	\$48.03	\$53.00	\$4.97	\$59.50	\$ 11.47



Don't Let GE Crash Like Boeing

By: Jeff Cruz, Business Agent

IUE STRONG at The Aero-Engines Americas Trade Show

Last month a group of GE IUE workers traveled to Ft. Worth Texas to make some noise outside the Aero-Engines Americas Trade Show. This event gathers aerospace industry leaders and provides them a venue to mingle and discuss the industry. This venue also provided our members with a chance we deserve to voice our discontent with the state of the industry and warning GE not to go down the same path. We stood outside the fancy Omni Hotel and proudly made a ruckus! Chanting, whistling, leafleting and holding a big sign reading "DON'T LET GE CRASH LIKE BOEING."

While the sign surely turned heads, it was the one on one conversations we had with hundreds of the attendees that proved we really pushed the message we were trying to deliver. We continually warned attendees about the dangers of buybacks and focusing on investors rather than quality. The message was resounding, and a great number of our leaflets made their way into the convention space where they surely sparked more conversation.

This action also gave us the opportunity to shake hands and break bread among the members of the Contract Bargaining Committee. Each Local showed up with the energy of their membership to begin ramping up our contract campaign. This was my first time taking part in an action in my current role so it was incredibly valuable for me to get to know our brothers and sisters across the states and to unite with them. I am looking forward to sharing the negotiating table with them.

Thank you to our own mobilization chairs Mike Greene and Frank Grullon who also made the trip and raised some hell. We were also pleasantly surprised by the TWU machinists out of Tulsa that were in attendance at the event and who came out to shake each an every one of our hands! Finally, a big shout out to the brothers and sisters from CWA Local 6201 from Ft. Worth and IUE-CWA Local 86787 from Dallas who showed their solidarity by showing up and holding signs and chanting with us. It made me dang proud to say I'm in IUE-CWA!!

Thank You to the Lynn Tech Cheerleaders for volunteering at the 2024 Children's Christmas Party

SEE PAGE 8 FOR LOCAL 201 VICE PRESIDENT CANDIDATES

Next Local 201 Membership Meeting February 25, 2025 - See page 4

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

Law Offices of James J. Carrigan

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

Anne Gugino Carrigan
(Former member AFSCME)

225 Boston Street, Suite 306
Lynn, MA 01902

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



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



After 43 years on Johnson Street, the Law Offices of James J. Carrigan have moved to 225 Boston St., Suite 306, Lynn. Parking lot on North Franklin St. at the VA entrance.

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SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE Retiree Francis Casey on his recent death. Frank was a crane operator. He retired in 2009.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE Retiree Ronald Benevento on his recent death. Ron was an Assembler. He retired in 1999.

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

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



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

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

Employee Assistance Program Support

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

Local 201:
Derek White 781-584-7641

Optum EAP:
Laura O'Neal 763-330-4942

All calls are strictly confidential.



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Union News

By FRED HOGAN

Chief Steward Lynn Wastewater Treatment Plant



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

By KHALIL SADDIQ
Chief Steward FleetLogix

This article is a continuation from the December issue:

The Nature of Negotiation Agreements

Negotiation is all about finding a balance that works for both the employees and the Company, but let's be clear: our goal isn't to just settle for the bare minimum. It's about securing the kind of workplace that reflects our hard work and commitment, even in a structure that often favors part-time roles over full-time stability. The agreements we're negotiating—covering wages, benefits, scheduling, and work conditions—aren't just paperwork; they're a promise of progress.

The Reality of Balancing Expectations

We understand that FleetLogix may not be able to provide the full spectrum of benefits that a traditional full-time employer offers, but that doesn't mean they can ignore our needs entirely. The key is finding creative and fair ways to support employees. This could mean:

- **Offering Paid Holidays:** Even part-time workers need and deserve holidays to spend with family, and these should be part of the deal.
- **Providing Opportunities for Growth:** Career advancement and professional development shouldn't be off the table. Investing in us makes the Company stronger, too.
- **Creating a Work-Life Balance:** Flexibility is one of the perks of part-time work, but it needs to be balanced with consistency and fairness.

Why This Matters

At the end of the day, we're more than just a workforce; we're the heart of FleetLogix operations. Whether we're driving shuttles, coordinating logistics, or making sure everything runs smoothly, our work is what keeps the wheels turning—literally and figuratively. By standing together and demanding better conditions, we're not just looking out for ourselves; we're setting a higher standard for the entire industry.

Stay strong, stay united, and remember: every step forward is a win for all of us. Let's keep advocating for a workplace that respects, values, and fairly compensates everyone who makes FleetLogix what it is.

Khalil Saddiq, Union Steward

February Update from Lynn Regional Wastewater Treatment Facility

Progress, Recognition, and Union Unity in Full Swing

We've hit February at the Lynn Regional Wastewater Treatment Facility, and more upgrades are being completed at the plant. One of the biggest improvements is the new "A" Barscreen, now fully on-line and working hard to remove heavy materials entering the facility. This critical upgrade helps protect the plant and ensures smoother operations.

Union Unity Contest

Our new monthly contest, "Union Unity," is in full swing! Each month, we draw two names. One winner receives a gift certificate, and the other wins a Local 201 union T-shirt.

• January Winners

- \$50 gift certificate to Crazy Buzzy's Roast Beef: *Dave Cameron*
- Union T-shirt: *Mike Bryson*

• February Winners

- \$50 gift certificate to Alfredo's Italian Kitchen: *Ryan Shipley*
- Union T-shirt: *Mike Marreen*

Congratulations to all our winners so far! Keep your fingers crossed—your name might be next!

Union Contract Update

We're only a couple of months away from negotiating our new union contract. We've already held one meeting to go over the survey results from our members.

Stay tuned for more updates as we move closer to completion.

Winter Challenges

The winter season is *here*, and we've been hit by a couple of storms. Thanks to the hard work and dedication of our members, we've managed well.

Above and Beyond, Union members. Special shoutout to *Cory Scott* and *Ricardo Feliciano*, who went above and beyond by traveling to Iowa to help another Veolia plant in need.

Appreciation Feast

In January, we were treated to a well-deserved appreciation feast, courtesy of one of the contractors on-site. All union members at the plant enjoyed a great meal from *BIG PIG Catering*. Thank you to everyone who made it happen!

Lab Success

Great news from our Laboratory! We recently had our state inspection for Fecal Coliform sampling, and the results were outstanding. Within the next 90 days, we'll be fully state-certified. Huge thanks to everyone involved in making this happen.

These are just a few of the highlights happening at the Lynn Regional Wastewater Treatment Facility, proudly operated by union members of Local 201.

In Solidarity,
Fred Hogan

Appreciation Feast at Veolia



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 January 1, 2025

Lynn Wastewater Treatment plant.

You can apply for these jobs at veolianorthamerica.jobs.net/
1 O&M Technician

Lynn GE

You can apply for these jobs at GEcareers.com

2 AAEMS, 3 Repair Control Technicians, 1 HVAC Technician, 8 Material Handlers, 2 Power Plant Operators, 1 Punch Press, 1 Servicer, 2 Machinist, 1 Welder, 1 Electrician, 2 Bench

Saugus Public Library

You can apply for this job at **781-231-4126**

Part Time Administrative Assistant



Avis/Budget

By SAMANTHA SANCHEZ
Chief Steward Avis/Budget Group

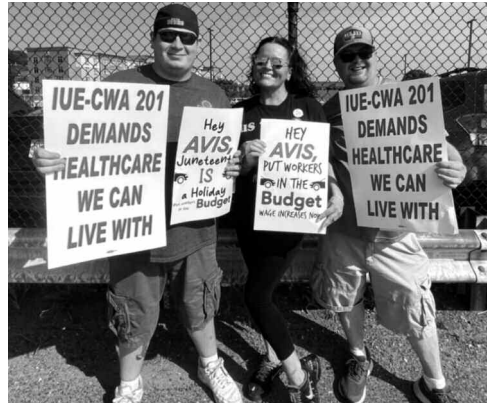
Hello from Avis Budget Logan Airport!

I'd like to take a moment and introduce myself properly. My name is Samantha Sanchez and I've been at ABG for 10 years employed on the front counter as a Rental Sales Agent. I've been a steward with the union for a few years now and just recently stepped into the role as Chief Steward.

I wanted to give you all a brief update on how things are looking on the front lines at BOS. Things are good but still not great for anyone at Avis Budget. We continue to see managerial favoritism and unregulated discipline being handed out. That, and terminations are the bulk of our grievances right now. The Company seems to be getting more and more bold daily. The only solution to this is holding them accountable by grieving every little thing. Piling it all on them and letting them feel the pressure from us collectively. Hopefully they'll start to back off. We've had a lot more employees reporting instances where managers are overstepping their authority, which is good. The more of us who speak up the stronger we'll be TOGETHER.

Recall of laid off employees is continuing which is great news.

Recently corporate came out with a new policy naming everyone "at will employees". At Logan, management tried to sneakily spin it as a "mandatory training" that had to be filled out. This led to almost everyone not reading it and just



checking off a box and submitting it. It was misleading at best. **The good news is that there was a clause in there excluding us from the new policy all together because we are already protected by our union collective bargaining agreement.** But again, the duplicitous undertones from the Company remain worrisome.

We are all well within our rights to voice any and all injustices and as long as we continue to hold management accountable we can shift the way they treat us as a whole. We must continue to demand respect from them. Without us the Company is just a fleet of cars. Remember, we are what makes their business run.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of Ryan Bourbon on the recent death of his daughter Norah. Ryan works in LATO Test.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE Retiree Paul Richards on his recent death.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of Mary Jean Lucas on the recent death of her husband Charles Lucas. Mary Jean is a member of Local 201 and works at the Saugus Public Library.

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

FEBRUARY 25, 2025

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



OR VIA ZOOM

<https://shorturl.at/29bjO>

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

AGENDA:

- I. **FEATURED PRESENTATIONS:**
 - 1. 30+ YEAR PIN AWARDS
 - 2. SWEARING IN OF NEW MEMBERS
- II. **GENERAL BUSINESS:**
 - 1. MEETING MINUTES FROM PREVIOUS MEMBERSHIP MEETING
 - 2. POLICY BOARD
 - 3. TREASURER'S MONTHLY FINANCIAL REPORT
- III. **GE REPORT**
- IV. **AVIS/BUDGET GROUP REPORT**
- V. **AMETEK REPORT**
- VI. **VEOLIA WATER REPORT**
- VII. **SAUGUS LIBRARIANS REPORT**
- VIII. **FLEETLOGIX REPORT**
- IX. **NEW BUSINESS**
 - 1. ELECTION COMMITTEE REPORT
 - 2. ACTIVITIES COMMITTEE REPORT
 - 3. VOTE ON EXPENDITURE GE CONTRACT CAMPAIGN
 - 4. VOTE ON LOCAL 201 2025 BUDGET

Signed,

ADAM KASZYNSKI, President
JEFFERSON CRUZ RUALES, Business Agent

GE Stewards Council

March 11, 2025
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

February 20, 2025
Building 40 Breakroom
3rd Shift: 5:00 am
1st Shift: 11:42 am
2nd Shift: 5:00 pm

March 27, 2025
Building 29 Breakroom
1st Shift: 11:42 am
2nd Shift: 5:00 pm



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.



201 Retiree's Column

By ALEX BROWN
President of the 201 Retirees Council

Retirees luncheon: On the coldest day of the winter so far retirees had a party! Thank you to the 40 + folks who came out in the cold, and to our intrepid organizers who made it all happen.

Thank you to Adam Kaszynski President of Local 201 for giving us an update on the GE contract expiring this June. He appreciates the importance of the retirees who helped build the Company and the Union. And he understands retiree's need a raise, expanded health care for post 65 retirees, restoring basic life insurance and to stop pension stripping. And the need for a case manager for retirees. Remember many of the members will soon be retirees too. We retirees need to stand up **again** when called to support the members and ourselves for actions this spring. Stay tuned.

Benefit Service Mess: I am still hearing lots of problems from retirees with the new benefit service call numbers. I'm getting triple the calls. People complain about: Long times on the phone. Can't understand the rep. They ask for tons of information repeatedly. Have to spell your name and address multiple times. Reps don't know our contract so they give out wrong information. Or no information. Repeatedly. Some examples: no pension check, life insurance waived, no record of life insurance beneficiaries, no survivor benefits, no Medicare part B reimbursement check. One positive: our GE Aerospace benefit rep was able to fix it so people can use Social Security numbers if they don't know their SSO.

It's hard not to think this mess is not an intentional GE Aerospace business plan. Rely on AI and computers. Make us fix their messes. Subcontract the call centers to the cheapest bid possible. Hope retirees and members give up without their benefits. GE Aerospace, Alight and Fidelity pocket the difference.

This is why retirees need a benefit case manager so that we can call for help with cases when we get wrong answers from the call center. And we need to speak to someone we can understand. If you can't understand the rep, ask to speak to someone you can understand.

Below I've included a list of the phone numbers/websites that are new in January. As always call me with questions and issues and we can work together. Alex at 617-922-5573.

New Phone Numbers and Websites for Retirees

GE Pension Benefits (Fidelity)
 877-554-3777

Pension, Retiree Savings Program
 Netbenefits.com

GE HR Central
 844-477-2200
 HR, Survivorship, Life insurance
 HRCentral.geaerospace.com

VIA benefits
 844-876-6370
 Admin for GE post 65 benefits
 My.viabenefits.com/geaerospace

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday February 26 at 11:00 AM
 In Person at the Lynn Housing Authority Community Room
 10 Church Street, Lynn and on Zoom

If you need help getting on Zoom, please contact us in advance.

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

Congratulations Local 201 GE Retirees August 1, 2024 – January 1, 2025

LPS/Machine Repair/Crafts
 Mary Videtto
 Solomon Mehary
 Timothy McCormack

Lynn Component Manufacturing (LCM)
 Donna Anderson
 Ketkeo Chanhdymany
 Mike Charros
 Michele DeMeule
 Michael Turmenne
 Sophaly Men
 Pharinn Men
 Daniel Morales

Logistics
 Douglas Beville
 Erin Bitler
 Lancze Taylor

Congratulations to all 2024 Retirees. This list covers August 1, 2024 – January 1, 2025. "Hoping you enjoy a long healthy retirement and thank you for being members of Local 201." If we missed anyone, please let us know. All retirees should be receiving the union newspaper. If you are not, call 781-598-2760 or send an email to office@local201iuecwa.org.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE Retiree Robert Mitchell on his recent death. Bob was a Tool Maker. He retired in 2009.



President Kaszynski addresses the Retirees



Retirees enjoying the Holiday Party

IUE-CWA LOCAL 201 ELECTION SPECIAL SUPPLEMENT

Please Pull This Section and Save



OFFICIAL ELECTION NOTICE SPECIAL ELECTION March 26, 2025

The term of the office for the position of Vice President/Recording Secretary shall be for the remainder of the currently unexpired term ending with the following General Elections in October of 2026

THE ELECTION COMMITTEE WILL BE ACCEPTING NOMINATIONS FOR THE FOLLOWING POSITIONS:

OFFICERS (ONE MEMBERS)
Vice President/Recording Secretary

Signed,

Dan Dinan, Chairperson
Election & Jurisdiction Committee

OFFICIAL ELECTION NOTICE SPECIAL ELECTION March 26, 2025 ELECTION SCHEDULE

- Tuesday, January 14, 2025 – Newspaper Election Rules and Procedures published.
- Tuesday, January 28, 2025 – Membership Meeting: Vote on All Election Rules & Procedures
- Wednesday, January 29, 2025 – Nominations open @ 8:00 am
- Thursday, February 7, 2025 – Nominations close @ 5:00 pm
- Wednesday, February 12, 2025 – Candidates wishing to have a photograph taken at the Union Hall can do so from 8:00 am – 5:00 pm.
- Thursday, February 13, 2025 – Readers and photograph submission close @ 5:00 pm. Readers maximum of 300 words only.
- Wednesday, February 12, 2025 – Withdrawals close @ 5:00 pm.
- Tuesday, February 18, 2025 – February Edition of Newspaper will contain Candidate Readers and Photos.
- Tuesday, March 26, 2025 – “ELECTION DAY” 6:00 am-5:00 pm

Signed

Dan Dinan, Chairperson
Election & Jurisdiction Committee

IUE-CWA LOCAL 201 SPECIAL ELECTION NOTICE SPECIAL ELECTION March 26, 2025 ELECTION RULES AND PROCEDURES

1. All Election Rules and Procedures will be acted upon at the January 28, 2025 membership meeting. Any changes that are made concerning these rules and procedures will be published at least seven (7) days preceding the election.
2. Eligibility of nominees will be determined by the Election Committee, after the close of the nomination period.
3. Nominees who are declared ineligible must be notified promptly. Appeals or withdrawals must be made in writing to the Election Committee, no later than three (3) working days after receiving notice.
4. The Election Committee shall determine the date, hours and place of such election in time for mailing or publication in the Local 201News Organ.
5. The Election Committee shall conduct the election and make all election arrangements that are required.
6. All members who are in good standing shall be eligible to vote in any election.
7. The election shall be by secret ballot. The ballot shall designate the number of candidates to be elected and the candidates shall be listed in alphabetical order.
8. The Election Committee may call upon members to assist in the election process. A member shall not serve as both poll worker and teller or serve as either if they are a candidate in the election.
9. The tallying of ballots shall be by tellers under the direction of the Election Committee Chairperson. The tellers shall be appointed by the Election Committee and approved by the Executive Policy Board.
10. Tallying of the ballots shall begin immediately after the polls are closed and may be observed by any member in good standing of the Local. Ballots with stickers or other designations of persons who are not official candidates shall be null and void.
11. After the completion of the count, the Vice President/Recording Secretary shall preserve all ballots and records that pertain to the election. All ballots and records are to be kept under seal for one (1) year following the election or until any disputes regarding the election are disposed of, whichever is longer.
12. The Chairperson of the Election Committee shall deliver immediately to the editor of the official news organ of the Local the official results of the election. The Chairperson shall report the final tabulation of the vote cast, plus the number of blanks and/or mutilated ballots to the membership at the next membership meeting.
13. The election must be conducted without manipulation or taint and be in compliance with the requirements of Federal Law.
14. Objection(s) by any bonafide candidate(s) who believes an election was conducted in violation of Local 201’s Constitution and/or Federal Laws, may file them in writing with the Election Committee. The objection(s) must be filed within five (5) working days of the official election results. If, after an investigation, the Election Committee upholds the objection, it may order a recount or a new election. The Election Committee shall report out their findings within two (2) regular membership meetings. The candidate(s) involved in the objection(s) shall have the opportunity to appeal the findings to the Membership, and the Membership may order a new election.
15. Stewards, Members in good standing and Poll workers are deemed as observers in their respective areas for the election.

Signed,

Adam Kaszynski, President

Jefferson Cruz Ruales,
Business Agent

Dan Dinan, Chairperson
Election & Jurisdiction Committee



Saugus Public Library

By JACKIE MILLER
Chief Steward Saugus Public Library

The Bundle of Sticks

There once was a father with seven sons and seven daughters who fought amongst themselves like starving dogs over a bone. In their constant arguing, they neglected their house and farm, and everything went wrong for them. There were selfish and greedy neighbors who relished these disputes, for they benefited from the quarreling as it is easier to steal from where no one is on guard because the guards are fighting against themselves.

Knowing what would likely become of his quarrelsome family and all he had worked for, their father gathered his children around him and pointed towards a bundle of sticks firmly tied together. "The one that breaks the bundle will be given all of my property."

All the sons and daughters tried to break the bundle in all the possible ways, but in the end, each one failed. Taking the bundle of sticks, the father said, "I am surprised you can not do it since it is so easy." Cutting the rope binding the sticks together and thus separating them, the father effortlessly broke each stick, one at a time.

Embarrassed, there were mutterings of, "Oh! It's easy that way. A child could do it." These were the words their father wanted to hear. "This, my family, is a perfect picture of you! You are like these sticks. If you wish not to be broken by someone stronger than yourselves, bond together firmly with a rope of unity and work together for your common good. If you do not want to do so, then you are no longer a strong bundle. You are nothing more than individual sticks, each easily broken."

Aesop wrote The Bundle of Sticks in 600 B.C.; it holds even more true now than it did then. Unions keep you from being broken by management, profit margins, and global markets. Individually, each of us can be easily broken and discarded, but together, we are invincible. Union gives strength.

URGENT URGENT URGENT

By Tom O'Shea, Former Local 201 Vice-President

If you are considering retirement in the near future this information is for you. As of January 1, 2025 GE has turned over the process of applying for your pension to Fidelity Investments. This is proving to be a challenge to say the least. What used to be a straightforward seamless task has turned into a logistical nightmare. You will need a minimum 30 days to start the process for a given retirement date. Preferably 60 days. Local 201 representatives are available as are Company representatives to help. You must plan ahead. Any questions please reach out to the union hall 781-598-2760.

Tom O'Shea

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of Michael Tretola on his recent death. Mike worked as a Material Handler in building 42. .

Dues Paid in 2024.

Dues not Tax deductible since Presidential change in 2017

GE	\$1,318.72
Ametek	\$955.76
AB Downtown/HQ	\$735.28
Veolia	\$1,168.44
AB Airport	\$658.06
Saugus Public Library - will need to calculate per person.	



NOW IS THE TIME TO PROTECT, AND GROW, WHAT YOU HAVE WORKED SO HARD TO EARN

You can never count on, or plan a future with, what you have in the market because it can be "here today and gone tomorrow".

Those who were planning on retiring in 2008 lost an average of 50% of their account values in a very short period of time. They had to not retire, or retire and get a job. It took FIVE YEARS for their accounts to just come back to where they were five years earlier. This happened again in 2020 and in 2022.

Our clients got a "0" the first year (no gain, no loss) and years 2-5 of the crash made huge gains due to the monthly reset feature.

This is the perfect time to capture the growth of the highest market in history and secure it for your future while giving it the greatest potential for growth with no possibility of market loss, EVER.

What you rollover (penalty free and tax free) will receive a substantial up-front bonus that is included in your income now... or in the future. Also, present and future gains are applied to what you put in and the upfront bonus, combined, which serves to grow your account much more quickly.

- Guaranteed lifetime income available immediately, or in the future, and it includes the up-front bonus
- Over 59 ½ - you may be allowed to move and protect your entire 401K/RSP
- Under 59 ½ - you may be allowed to move and protect a portion of your 401K/RSP

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

CLIENT REVIEWS can be found on our website: www.sevenwoodfinancialservices.com

Eric VanOstrand 860-913-4563

Debbie Marti 203-376-7947

**CANDIDATE FOR
VICE PRESIDENT/REC. SECRETARY**

Mike Greene



Brothers and Sisters,
My name is Michael Greene, and I'm running for Vice President. As a proud Lynn native with a background in management, insurance benefit verification, and logistics coordination, I have always been hands-on. I graduated from the E-team CNC machinist program in 2023 and, before joining GE Aviation (Aerospace), I worked in several non-union environments where I often faced mistreatment, low pay, or unjust layoffs. These experiences fueled my passion to advocate for others in similar situations.

In 2023, I was hired as a spot welder at GE Aviation's Building 66 Blue Cell. A month later, I became a rally captain and participated in numerous rallies, including protests against the tech transfer deal to India. I've supported several local organizations, including Fleet Logix, Avis, and Marblehead High School. Demonstrating my commitment, I was approached to become a shop steward, a role I accepted enthusiastically. I later traveled to Capitol Hill with my mentorship class to lobby for continued support against the India deal, which was featured in the December 2024 newsletter.

I'm also part of the IUE-CWA's 12-month mentorship program, graduating this April. Recently, I traveled to Ft. Worth, Texas, to rally for fair wages ahead of our upcoming contract negotiations, our first under GE Aerospace.

Three words that describe me are perseverance, leadership, and dedication. I am committed to fighting for fair treatment, dignity, respect, and equitable pay for all of us. As GE evolves, I promise to be visible, transparent, and give 100% effort to ensure we are heard and supported. I ask for your support in leading us through this critical transition.

**CANDIDATE FOR
VICE PRESIDENT/REC. SECRETARY**

Chris Moody



Hello Brothers and Sisters!!!

I've had the pleasure of connecting with most members in GE Lynn, specifically as LCM Executive Board Member. I look forward to meeting all members of Local 201.

My name is Chris Moody, I've been a member of our Local and a worker at GE Lynn for 5 years. In that time, I've served as Steward, Elected Safety Representative, on the Organizing committee for the 2023 Contract Campaign and the "Bring it Home GE" campaign. I graduated from the IUE-CWA Mentorship program, which prepared me to better serve this membership. It's always weird having to tout your victories, but here goes. As board member I was able to reverse 10 terminations, several suspensions and get multiple unjust disciplines removed. I've gained experience at the negotiating table as a witness and leading my own negotiations in the Board role. Of those negotiations I was able to secure rate increases for Ultrasonic Operators, and X-Ray Inspectors. I helped negotiate an increase for the Grind classification from R20 to R22. While those victories are "feel good" stories, it's the work I've done side by side with members and stewards that make this worth it. We're dealing with companies that view us as a number. I plan to continue this fight in a larger role by not only working with the other jurisdictions at GE Lynn, but the other units represented by this Local too. No matter who sits in what chair, it's you the members that make this Local so great and successful. Which is why it is my only hope that I've been able to put forth a body of work that would gain this membership's trust. I would greatly appreciate your consideration to continue this fight with you as your Vice President.

LCM E-Board Member
Chris Moody



Letter to the Editor

As of late, Donald Trump and his administration have already signed many executive orders that are severely affecting and devastating union members, workers and people all over the country. We need those who represent us with a seat in congress to stop that!

Because of matters we are facing in our country such as this, it's so important for us to rise to the call of action be it petitions, phone calls, actions and so on when it comes to having our congressman and/or congresswoman hear just how important our concerns as citizens/their constituents on these matters are. For example, a recent petition from the AFL-CIO I have shared to reinstate Gwynne Wilcox, who Trump illegally fired from the NLRB. Not to mention, prior to Gwynne's illegal termination, Trump also fired former CWA lawyer Jennifer Abruzzo and then replaced her, clearly a union side lawyer, with a company side lawyer. You can see the obvious intent, direction and motive is to hurt the working class! This decision leaves the board without pro-worker representation and ultimately pressuring the NLRB to rule in favor of the employer and leaving a lot of processes unsettled, efforts left unheard and unjust terminations not overturned. The NLRB plays a pivotal and vital role in protecting workers' rights especially during labor violations and seeing through fair grievances and bargaining processes for unions and their workers. So, you see, it is imperative to get those who represent us in Congress on board to rally for us in and to be on our side when it comes to these matters when they so deeply affect labor.

Even during what feels like the most difficult times, we must come together in solidarity. We must amplify our efforts. Especially when these matters can have a profound impact on our livelihood and our family's future! We must protect workers' rights, their dignity and their jobs. When we stand together anything is possible!

We have to make congress hear us! But it starts and ends with us.

In solidarity,
Cohlette Carlino
Local 201 - Sergeant At Arms

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Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

For approximately two years our Joint Health & Safety team has worked with ITU AbsorbTech in an effort to reduce the amount of waste our oil absorbents pads, oil sorbent socks create when they are disposed of. PIG mats and socks were replaced with reusable Sorbit Pads and cloth type socks. Slip-Buster oil absorbent floor mats were introduced for use in front of machines or where oil might leech onto the floor. Shop towels called Huck towels are undergoing a trial period recently as a replacement to the reusable ones we currently have onsite.

Over time our members have brought us concerns regarding the varying condition of Sorbit pads, and socks. When these products are new they are bright blue and dry with little odor, when the Sorbit pads and socks see many washes, or are not dry enough before shipping they have a diesel type smell and an oily coating, we can't have that.

I'm interested in a better way to manage shop floor towels, but the Huck towels being tested will need some changes to get closer to what we have, we will be testing another product shortly.

SlipBuster mats appear to have value at some of our good legacy machines that produce great parts but leak like an

old Harley, and other similar areas.

ITU AbsorbTech is a company that has been laundering products since the 30's, the people that service the site have shown they are willing to work with our Safety Representatives and members.

As a result of our last meeting with AbsorbTech, a commitment was made to deliver a more consistent standard of dry Sorbit pads and socks that have minimal odor. The containers for clean products should also be clean. The containers for "soiled products" would be acceptably clean for that process. There's less concern for lids on the new product barrels, but a need for lids and drum liners on soiled barrels that have potential odors etc.

In the future your Safety Representatives and EHS Leaders will meet with AbsorbTech on a monthly call, and a Quarterly Business Review. I expect changes in what, where and how much product we use onsite and a need to keep some level of dryer, cleaner PIG spill products where processes and conditions require them. The success of this potentially good environmental improvement will hinge on AbsorbTech's ability to meet both our members needs and our site standard for quality.



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

Black Balloon Day

At this point in time most of us have been affected in some way by the opioid epidemic. Perhaps you have lost a family member or friend to an overdose or know someone who has. In 2016 a local family wanted to honor their loved one who passed away the year before due to an overdose. Greg Trembley was a 38-year-old husband and father of four children when he passed away on March 6th of 2015. Greg was born and raised in Lynn and was a member of IUEC Local 4. In 2016 to honor and remember Greg, his family began Black Balloon Day. The family asked for those touched by an overdose death to hang a black balloon in front of their home or business every year on March 6th. What started out as a local event has since gone national. This day is meant to remember those we have lost to drug addiction and to bring awareness to the battle against it. In 2024 there were approximately 90,000 drug related overdose deaths in the United States. This number has decreased by about 20,000 compared to 2023 which is good to see but is still far too many. By displaying black balloons in public spaces, the day aims to spark conversations about addiction, reduce stigma, and promote access to resources for prevention and treatment. As we come together to remember and honor those we have lost, let us also commit to supporting individuals and families affected by addiction and work towards a future free from the grip of this devastating epidemic. I will have black balloons available if you would like to join me on March 6th in honoring the memory of those we have lost to overdose.

Local 201's Employee Assistant Program (EAP) is here to confidentially support our members who may have personal and/or work-related problems which may be affecting mental and emotional well-being such as stress, grief, problem gambling, substance use disorders, relationship and family problems. It is a work-based program that offers free and confidential assessments, referrals, and follow-up services. If there is something preventing you from being your best self, please reach out. I am available at both the union hall and the medical center. If anyone would like to speak to me, I can be reached by voice or text at 339-338-2508. I can also be contacted by email at dwhite@local201iuecwa.org. Laura O'Neal, our Optum on-site dedicated workplace consultant for EAP services, is available at the medical center and can be reached at 763-330-4942. All communication is strictly confidential.



LPS/M&E Report

By JOHN LEIGHTON
Crafts Executive Board

The Company has been clamping down on enforcing the Code of Conduct for some time now. This is a progressive policy where if you get three Contact Notices you get a Warning Notice. Three Warning Notices brings a Suspension and two Suspensions, or 4 active Warning Notices in a year result in Termination. They started with attendance and across the plant with quality and vouchering. Recently there have been cases involving Safety that I find to be extremely questionable. However, we all need to be aware of this and adjust accordingly. The Company would be

better served using their Safety resources finding and dealing with the REAL Safety issues, especially those in the Crafts, that we face on a daily basis as opposed to hunting down tenuous disciplinary cases.

Preparations for our upcoming election for Vice President are moving forward, we should know who our candidates will be by the time this article is printed. I would like to wish them all Good Luck in their campaigns.

In Solidarity
John

LCM Executive Board

By CHRIS MOODY

Hello Brothers and Sisters!!

I hope that the cold, dark, dreary and wet weather hasn't stopped you all from enjoying the start of the year. As we all know, this year is a big one. Two years ago, we saw a contract extension that gave good wage increases, we got successorship, and we gave zero concessions! I don't have any more info than the next guy as to what to expect, but my assumption is that we have a fight on our hands. One of the other major wins of the previous extension is that healthcare costs did not rise as they were not negotiated. Therefore, the momentum is in our favor and as the organizing committees' actions level up, we will gain even more momentum. I said it last month and I'll say it again, get your rest because we are 4 months away from gearing up to Fight for a Fair Contract!

One thing I really want to focus on this month is respect in the workplace. Respect most importantly for each individual member, but also respect for our contract, local agreements and decades long practices that have been in place. For example, I recently made an agreement with a business in LCM to let an operator run his parts in another cell due to a machine being down. Well, that act of good faith was met with a rumor that the cell is now going to absorb

the work. Albeit with zero notification to the union. If true, then that's one way to destroy any relationship and make sure that we now just butt heads as opposed to get anything done. Good job GE, really. Over the last year I've had to file multiple "Article 1" grievances for stewards having to chase down grievance's days or even weeks after they've been served to management at Step 1. There is clear language in the contract that states how grievances need to be responded to. Also, managers make settlements on the floor of "I have to give you a contact, but this will be it. There will be no further investigation." Only for the member to have to find themselves upstairs in a day in court anyways. The Union had made an agreement with the Company for automatic payouts for the first grievance of a manager doing Production Followers work, they even put a posting on the floor to emphasize that management does not have the right to do so. Yet, management doing bargaining unit work grievances are still rolling in. I visit at least one building every day, and every time I'm in any LCM building I hear of management creating issues. Whenever you are presented with a contractual violation, a violation of a local agreement or a violation of your workers rights,

please grab a steward immediately. They are your boots on the ground, your first line of defense and I have full faith in each and every one of them.

Another issue that is quite frankly plaguing the site is the passive aggressive conversations on times. Let's be clear, we are dealing with government accounting and you, the members, are in the business of quality. The operations we perform take as long as necessary to ensure quality on our end. Not getting parts fast enough? Hire more people, have people in around the clock. One thing I can assure you will not work is making little comments and posting "target times." That's your target, our target is, again, to ensure the highest quality possible. So in light of the concerns I've had about management so badly wanting to partake in conversations we simply don't have to have, I figured I would again dust off this gem (credit to Bill Holm for putting this together). All of you please cut this out and put in on your toolbox. This refers to what management can, and cannot say to you per the 20.10 policy. Knowledge is power, we are always stronger as a union when we know our rights.

Other than that, if any issues come up then please let me know. I will do my absolute best to get back to all of you and handle the issues you are all facing so if anything comes up then as always, feel free to reach out to me directly or at the union hall.

Policy 20.10 Examples

NO: Your cell leader cannot direct you to change time you already vouchered. (unless to correct a mistake).

NO: Your cell leader cannot tell you in advance how much time to claim for a part.

NO: Your cell leader cannot tell you to swap more IME for less production time.

NO: Your cell leader cannot require you to "make up time".

NO: Your cell leader cannot direct you to skip or charge set-up time for IME.

NO: Your cell leader cannot deny you overtime because you voucher accurately.

YES: Your cell leader can ask why the same job you did yesterday took longer today.

YES: Your cell leader can review with you proper rules for IME, rework, extra cost and help you correct any mistakes.

YES: Your cell leader can communicate their expectation of your performance.

YES: Your cell leader can discuss with you tooling or gages that are missing.

YES: Your cell leader can direct you to do housekeeping at your workstation to prepare for a tour.

Bottom Line: Especially for new members. The Union believes in a fair day's work for a fair day's pay. All you have to do is be here, be on time, do your best to produce quality parts to procedure and voucher with accuracy and integrity and the Union can defend you.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE Retiree Wayne Bennett on his recent death. Wayne worked in Logistics and retired in 2025.



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FREE PARKING

EVENING AND SATURDAY HOURS



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.

All participants receive a \$50 Visa gift card



Interested?

Email Eli Melendrez at emelendrez@hks.harvard.edu



AS THE ROTOR TURNS
 By **BOBBY ELDRIDGE**
LAT&O/Logistics Executive Board

On Vacation

Look at the Top of Market and look at your Wage. LATO and Logistics need a raise along with all other GE Workers.

See you when I return from vacation.
 Bobby



Park City Mountain Ski Patrollers Win Contract and End Strike

Ski patrollers with the Park City Professional Ski Patrol Association (PCPSA-CWA Local 7781) have ratified a new union contract with Vail Resorts. The contract raises wages by an average of \$4/hour and guarantees the workers wage parity if wages are raised at other non-unionized Vail Resorts. The contract covers more than 200 ski patrollers and mountain safety personnel at the country’s largest ski resort.

After almost ten months of bargaining, the Park City patrollers went on strike over unfair labor practices. The 12 day strike ended on January 8th.

“The road to this agreement was anything but easy. Negotiating with Vail Resorts has been an incredibly challenging process, marked by months of persistence and dedication from our board, negotiators, and union members. This contract is more than just a win for our team—it’s a groundbreaking success in the ski and mountain worker industry. This effort demonstrates what can be achieved when workers stand together and fight for what they deserve,” said Seth

Dromgoole, lead negotiator and 17-year patroller.

Park City ski patrollers were supported by union ski patrollers across Colorado, with CWA units from Breckenridge, Crested Butte, and Keystone joining a letter with Park City patrollers to hold Vail Resorts accountable for attempts to recruit scab workers from other Colorado ski resorts. Union patrollers with the Keystone Ski Patrol Union (KSPU-CWA Local 7781) are also in negotiations with Vail Resorts and took their first collective action in support of bargaining last month with a walk-in to demonstrate their solidarity and the patrol’s ability to mobilize for a fair contract.

CWA has led the fight for a fair and sustainable ski industry, with a union movement that has grown from four union ski resorts five years ago to 16 bargaining units today. CWA Local 7781 represents nearly 1,100 mountain workers, including ski patrollers, lift mechanics, and mountain safety personnel.

Business Agent’s article continued from page 12

in Ametek and has stepped up among his peers to lead the charge and reinvigorate his unit. The work ahead for these three stewards will surely face continuous challenges and we hope they are better equipped to handle them and contribute to the Local to the best of their abilities after attending this training. I’m looking forward to hearing all about it from them!

The job of a steward is a thankless but rewarding path, if you are interested in stepping up as a steward for your area or just looking to get more involved in having a voice at your workplace, talk to your steward, board member, chief steward or reach out to the Union Hall; there is always a place for everyone to contribute.

FleetLogix Report

Contract Bargaining Update: We are surely in the final stretches of the first contract negotiations. In our most recent bargaining session, we reconciled proposals and tentative agreements with the Company to make sure nothing was left behind from where we started. The result is a document that resembles an almost

complete contract! By now, language, rights, protections, responsibilities and guarantees have been worked out in principle and in practice across almost all articles, so what is left? Wages! The committee is actively working on a wage package to secure fair raises for the membership. This is one of the final hurdles, so we need to keep doing what we have been doing. Keep talking with each other and asking questions from your bargaining committee members and be ready to act when its time to show the Company that we are as united as ever.

Congratulations to Carlos Nunez for stepping up as Union Steward, his work in the Bargaining Committee has been incredibly valuable.

Actualización Sobre La Negociación Del Contrato: Emos llegado a la recta final de negociaciones del primer contrato. En nuestra sesión de negociación más reciente, conciliamos propuestas y acuerdos tentativos con la empresa para

asegurarnos de que nada falta de donde comenzamos. ¡El resultado fue un documento que parece un contrato casi completo! A estas alturas se han elaborado en principio y en la práctica el lenguaje, los derechos, las protecciones, las responsabilidades y las garantías en casi todos los artículos, entonces, ¿qué queda? ¡Salarios! El comité está trabajando activamente en un paquete salarial para asegurar aumentos justos para los miembros. Este es uno de los últimos obstáculos, por lo que debemos seguir haciendo lo que hemos estado haciendo. Sigam hablando entre sí y haciendo preguntas a los miembros de su comité de negociación, y estén preparados para actuar cuando llegue el momento de demostrarle a la empresa que estamos tan unidos como siempre.

Felicitaciones a Carlos Núñez por ascender como representante de la unión, su trabajo en el Comité de Negociación ha sido increíblemente valioso.



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent



President's Column

By ADAM KASZYNSKI
President

GE Report

2025 GE Contract Bargaining Committee Update: As mentioned previously, the action at the Aero-Engines Americas Trade Show gathered members from the Bargaining Committee to the same location so we took the opportunity to meet and discuss proposals for the contract. We got a preview of the Contract Survey Results and it was evident that the membership's direction has not changed much from the last negotiation. Wages, Healthcare, and Retirement, across all demographics and plants these continue to be the main issues members want to see improvements in. What was also evident was the continued boldness, confidence, and overwhelming solidarity of our membership. In several instances, members who may not be directly benefited by improvements in certain items showed their support in improving them for the rest of the membership. This is a great sign of our continued member-to-member efforts on the shop floor and Local-to-Local across all sites. This is just a little taste of the results; you will see a full breakdown in the upcoming Campaign Newsletter which will be out in the next few weeks.

The discussion among the Locals was also incredibly invigorating. It seems like at every site the mobilization efforts have continued to create a more united and informed membership, a membership who is now bursting with energy! The discussion over proposals was not so invigorating. While there is very little I am able to disclose at this point we delved deep into charts, numbers and contract language, and discussed our expectations from the Company and how we would prepare. We will meet once again at the beginning of March for Conference Board and Step-3 and we will once again use the time to keep working on the proposals.

The next few months will be crucial to our mobilization efforts and as always I am incredibly proud and grateful for all the work the membership has done so far to prepare. Let's continue building up speed!

Stewards' Training.

Excellent job to our three stewards, Kahlil Saddiq and Carlos Nunes, from FleetLogix and Jose Rivera from Ametek, that attended the IUE-CWA Stewards training earlier this month. The IUE holds regular trainings for Officers, Stewards, and Members for the development of our Local talent. Kahlil and Carlos have stepped up as the first stewards in FleetLogix and it will be their duty to enforce a freshly crafted contract with the Company. This is a contract that the members have built from the ground up and will require our vigilance for years to come. Jose is a fresh face

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Union and GE Agree to Top of Market Update

Per the 2016 MBW Agreement, every two years the Company does a wage review, and proposes a new Top of Market number for each classification based off the 90th percentile of the wage survey data. The Top of Market is a wage cap that affects both members at Top of the Rate and on Progression. If you are at Top of Rate and you make \$30 an hour, and Top of Market is \$40 an hour, and you get a 6% raise (\$1.80) your hourly rate goes to \$31.80. If your wage is \$30 an hour, top of market is \$29 an hour, and you get a 6% raise your hourly wage stays the same and you get a lump sum check for all hour worked X \$1.80 for the previous calendar year. If you are on progression the top of your rate grows if you are under top of the market but doesn't if your classification is over Top of Market. You get lump sums like described above but your wage rate only changes when a new top of rate is determined by increases in the National Contract. The lump sums would drastically hurt your potential lifetime earnings and retirement. It's a mess! Top of Market and Market Based Wages are FUNDAMENTALLY flawed and we will continue to propose getting rid of them altogether. We've gone over Top of Market much more in depth in this paper before, including in my column in the December edition of the Local 201 News (available at Local201.org under Updates/Newspaper). So I'll skip the history and get right to it.

The Company gave us the raw data, the wage review, and their suggestions for how it would be applied in Lynn. Since we will be demanding General Wage Increases that better reflect our value and inflation in the National Contract this June we had to push very hard to increase the Top of Market. Due to inflation, increased labor pressure, union contract wins etc. the 90th percentile wage data reflected some of that, so it should have been easy. Nope! I was shocked to be shocked at the Company's initial low-ball offer. We had a disagreement about how the Company was applying the new data, for some reason it seemed all the good numbers got lost in the shuffle. We got that low ball offer off the table, as the committee made excellent points about the discrepancies in the data, the Company's creative interpretation of it, and its negative impact on the site and members. Through our discussions and the work of our committee we came to agreement on a sizable clearance between the wages we have now and our wage cap for the next 2 years. The numbers speak for themselves, and will be the wage caps for the next 2 years until we renegotiate Top of Market again (however TOM can never go down). The new TOM wage caps are on page 1 in the furthest column to the right.

Check your PayStub at GE

The way our working hours is reported on our new paystubs is impossible to understand, and difficult to verify. While we continue to push the Company to change the format on the pay slip to one that is legible, use "Kronos" to verify correct payment, its format remains the same. Click the "Start" menu on the lower left hand side of a shop floor computer and look for the "Kronos" link in the menu options. Kronos should be on every terminal, but its not, so if you don't see it try a different computer. Some buildings like 40 lack a Kronos computer all together. The only one in 66 is by the breakroom. 29 has a bunch. So have your boss show you their laptop Kronos, or go up to HR and have them explain the payout. If there are any issues with your pay that are not fixed right away get a steward or call the Hall. We have fixed a huge amount of pay issues once they are brought to our attention.

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