

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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Talks Ahead about Market Based Wages at GE

MBW is bargained every 2 years as long as either the Union or the Company requests it. This year, by mutual agreement, the negotiations which normally start at the beginning of the year were pushed to September, specific dates are to be determined.

When MBW was bargained and applied to Lynn, there were only so many things that could have been accounted for at the time. Now almost 10 years later, the 10-year structure is now 6 years, the job market has drastically changed, and the illusion of creating "competitiveness" has faded. This has all led to having a system in place that is no longer relevant to our site and our business.

The Company can no longer justify its existence when in reality, MBW has decreased the competitiveness of this site as evident by the dozens of job openings that remain open month after month. The Company is now unable to bring in qualified and experienced workers to replace the aging workforce of Lynn. Each department in Lynn is hindered by MBW, low starting rates and slow progression prevents maintenance, manufacturing, and assembly from bringing in workers at the rate that is needed for the new GE Aerospace, and logistics and services – departments that the entire plant depends on day to day – are all under the threat of being boxed out of our contractual wage increases if a market review is not in their favor. MBW is at a breaking point, and if it's not addressed properly by the Company, it will drag the whole site down with it.

Ongoing MBW Arbitration

2023 marked the return to percentage-based wage increases in Lynn, it also marked the first time that percentages had to be accounted for under MBW. This posed an issue as the Company and the Union disagreed on the application of the percentages when it came to the "look-back" for those on progression. The Company alleges that the percentage increases

negotiated at the 2023 Extension, and now the entire 2025-2029 contract, should be applied to the step you are currently on for calculating your lookback. The Union wholeheartedly disagrees; these percentages should be applied to the top of the rate for calculating lookback as has been the case since 2019.

This disagreement began shortly after the 2023 Extension and has been making its way through the grievance process since. In May of 2025 the Union and the Company met with an independent arbitrator to make our arguments. I am confident that our argument is sound, however, once it reaches the hands of the arbitrator it can go either way. We expect to have the Arbitrator's decision by the beginning of September shortly before we enter MBW bargaining.

MBW 2023

During our last time bargaining over MBW the Union and the Company reached a Tentative Agreement. This TA had the recommendation of the bargaining committee but still had to be voted on by the membership. At the April 2023 membership meeting this TA was rejected by the membership.

The Future of MBW, the Future of Lynn.

Your bargaining committee needs all members input before going into negotiations. Please fill out this survey and return to the Union Hall or your steward as soon as possible. The results of the survey will be shared at the September membership meeting.

MBW Negotiations 2025 Survey

Please complete the paper survey and turn it in to your steward or complete it digitally via the QR code

- What is the most important thing to accomplish in this round of MBW negotiations?

- What other important items would you like to see accomplished in MBW negotiations, do you have ideas or proposals that you would like to share with the bargaining committee?

- Name _____ and /or SSO: _____
- Hire Date _____
(This information will not be shared. It is to verify which progression you are on and that you are a 201 member. If this field is blank, it may indicate the survey was filled out by management and must be discarded.)
- Comments



Scan for
online survey

Next Local 201 Membership Meeting August 19, 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

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Visit our website @ www.baystateeyeoflynn.com

Use your Davis Vision benefits every year!
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Comprehensive Eye Examinations including computerized testing equipment such as Auto-Refraction, Visual Field Analysis, Fundus and External Cameras that assist us in testing for Glaucoma, Cataracts and Diabetes. Please contact our office to verify your eligibility and to schedule an eye appointment.

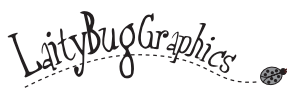
Dr. Petya Damyanova, Optometrist
427 Lynnway
Lynn, MA 01905
(781) 599-2773

FREE PARKING • EVENING AND SATURDA HOURS

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Quincy



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SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Retirees and Staff is extended to the family and friends of GE Retiree Karen McGrane Hodge on her recent death. Karen was a long-time union advocate and safety team member. Karen retired in 2019 from bldg. 42 where she worked as an AAEM.

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,
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Mark & Robin's Comics



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

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



Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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

"Published monthly." \$1.00 a Year

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Saugus Public Library

By JACKIE MILLER

Chief Steward Saugus Public Library

Everyone Matters, Otherwise...

A younger relative of mine works for the Boston Red Sox. He works hard, and after several years of making himself available for any task at any time, he now has a position with somewhat better pay and health insurance. When I saw him recently, I asked about the Fenway Park Concession workers strike against Aramark, the company that brings you the \$6.25 hot dog and a beer that costs more than ten dollars.

His answer, "Not my problem, and other compensation of \$28,003." was not the wisest response to make to his aunt, a union steward.

Concession workers at Fenway Park, represented by Unite Here Local 26, held a three-day strike on July 25 protesting their wages and working conditions. The union argues that workers are underpaid and that the current wages don't reflect the cost of living in Boston. They are also seeking "guardrails on automation" and better scheduling practices.

Fenway concession workers are making under \$20 per hour, which is significantly below the city-wide standard for similar jobs. They are seeking wages comparable to those paid by Aramark at other Boston locations, such as Boston University, where concession workers earn between \$20 and \$26 per hour.

Aramark's CEO, John J. Zillmer, made a total compensation of \$18,744,218 in the 2024 fiscal year. This includes a salary of \$1,300,000, a bonus of \$1,866,842, stock options valued at \$2,851,006, stock awards worth \$12,698,367,

and other compensation of \$28,003.

Aramark said it was negotiating in good faith.

Although some fans expressed support for the workers, they were frustrated with the *inconvenience* of the strike. One woman, interviewed by a local television station, indicated she supported the workers' right to better pay but was also unhappy with the impact on her game-day experience. So sorry that workers need to make a decent wage while serving you your onion rings.

What fans and other workers need to realize is that if we don't care about each other as each group struggles to make a better wage, secure jobs, and have safe working conditions, then the effort to secure decent paying jobs for each of us becomes all that much more difficult.

Bypass the food at Fenway until workers get what they need, honk as you go by the Republic Services trash haulers to show your support, and remember that it is OUR problem, and OUR concern.

GE Stewards Council

September 9, 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.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Retirees and Staff is extended to the family and friends of GE Retiree David Ruelle on his recent death. Dave retired in 2013 as a Punch Press Operator.

Local 303 GE Member Go Fund Me

On behalf of Local 81303, it is with sorrowful conscience that we request donations be sent to the bereft family of one of our brethren Kyle Christmas. After having recently passed away he leaves behind a wife and a three year old daughter. Kyle left this world far too early in life. He was respected and liked by our membership, and touched the lives of many others. The proceeds of this request will go directly to his surviving family. Grief is never an easy burden to bear, and should not be confronted alone. While we may not be able to offer comfort with our presence, we may be able to offer some solace to the everyday worries we all have in our own lives. Any amount offered would be greatly appreciated in this time of unfortunate change. Thank you and God bless. <https://www.gofundme.com/f/2759m-support-kyles-family-in-their-time-of-need>



gofundme

LABOR DAY

SAVE THE DATE

**BOSTON'S FIRST
LABOR DAY PARADE**

SEPTEMBER 1, 2025 9:30AM

SOLIDARITY FOREVER

Contact Liz Eng to learn more: leng@gbic.us



Women's Committee Report

By COHLETTE CARLINO

Chair of Local 201 Women's Committee and Sgt-at-Arms

Hello Brothers and Sisters,

I hope everyone has been enjoying their summer so far!

I wanted to take a moment to share some updates on some personal projects of mine. Some of these projects are still in progress, while others have already been finalized. After filing informational grievances and holding several meetings with the Company around menstrual equity, pumping rights and cleanliness of our facilities, we've made some significant gains! Happy to say the progress continues!

So here's what's new: FREE Tampons and Pads! Brand-new dispensers have been installed in every bathroom in the plant and all products are now free of charge! No more paying for them and no more dealing with broken machines. These will be stocked on a regular schedule.

Mother's Room Updates

All of the mother's rooms in the plant are being updated and more are being built! One has already been completed in Building 32/Museum and it is beautiful! We've also implemented a badge-only keyless entry system, so when you return from leave, you'll no longer need to chase down a key. Just notify your HR rep to have your badge linked through security, the same way you used to request a key. Next one to be built is in 66!

Restoring Women's Facilities

A male supervisor had repurposed a women's restroom/locker room into a supervisors' lounge without consulting the

union or confirming whether it was compliant or not. That space is now being reverted back to a women's restroom/locker room. In another area, we removed a lock on a women's bathroom that previously required women to track down a male supervisor just to use the restroom which is dehumanizing and completely unacceptable. We also addressed a lack of privacy by frosting a window that was at eye level and we replaced a door that was a huge safety hazard.

Access to clean, safe and equitable public restrooms is a basic human right, not a privilege. That's what health equity looks like for EVERYONE.

I also want to make it clear: none of these changes moved forward without the involvement of our Crafts/LPS members. Huge thanks to them and to John Leighton, our LPS/Crafts Executive Board Member, for stepping up without hesitation for the women of the plant and mobilizing his team. A special thanks as well to LPS Safety Rep Michael O'Connor for his support and his strong advocacy for the women in our plant.

These may seem like small victories to some but they're huge wins for our members, especially for the women. Keep an eye out for more from 201s Women's Committee: myself, Shawna Bickford, and Kate McCaul-DeSisto..we're just getting started!

In Solidarity
Cohlette



Health & Safety Notes

By CARMEN DEANGELIS

Local 201 Health & Safety Director

When the Lynn Site Safety Eyewear Optician was no longer available your Joint Health and Safety Team and Local 201 leadership immediately worked on a way to continue this process on site.

Since my last article which involved methods in place to get prescription safety eyewear offsite until this was figured out we now have a new onsite Optician. The same safety eyewear we have always worn meeting standards outlined by ANSI and OSHA will be available for our members.

The new Optician, Chris Le will be located in the same room in the Medical Center -Building 44.

August Schedule

Tuesday 8/5	2-5pm
Thursday 8/7	6-9am
Thursday 8/14	6-8:30am
Thursday 8/14	2-5pm
Wednesday 8/20	2-5pm
Thursday 8/21	6-9am
Tuesday 8/26	2-5pm
Thursday 8/28	6-9am

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

AUGUST 19, 2025

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



OR VIA ZOOM

<https://shorturl.at/i6RdZ>

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

Signed,

ADAM KASZYNSKI, President
JEFFERSON CRUZ RUALES, Business Agent

Listed Below are Open Positions as of August 1, 2025

Lynn GE

You can apply for these jobs at
GEcareers.com

- 2 Power Plant Operator
(3rd Class Engineer License Required)
- 2 Power Plant Operator
(2nd Class Engineer License Required)
- 14 Adv Aircraft Eng Mech
- 1 HVAC Refrigeration Journeyman
- 12 Material Handler
- 1 Repair Control
- 1 Plumber
- 2 Broach
- 5 Bench
- 3 Auto Lathe
- 1 Punch Press
- 1 Boring Mill Vertical
- 2 Electrician
- 1 Tig Welder
- 1 Welder Machine Resist

OPEN POSITIONS



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

GE Aerospace Benefits Access Still Broken

Recently, I joined Local 201 reps in meeting with GE Aerospace People Ops managers to talk about the broken call centers (HR Central, Fidelity, VIA) that we have to use to access our benefits: life insurance, pension, pre-65 and post 65 health care.

I presented sixteen slides detailing the issues retirees face and our need for qualified service reps on site that we can talk to or visit, and how the lack of service is ongoing. A problem for one person gets fixed, but no improvement for the next person with a similar problem. Some of the topics: The extreme difficulty in accessing the call centers either on the phone or online. Paying life insurance, cutting survivors off pre-65 medical or survivor pension, not paying Medicare part B reimbursements, pension information requests, disappearance of Worker's Comp contact for those with accepted issues such as hearing aids and pharmacy card disabled for pre-65 retirees, not providing education on retirement process for active workers, and multiple problems accessing the \$1000 Retiree Reimbursement Account through VIA Benefits.

I am still tired of talking to retirees who are frustrated and humiliated just trying to access their benefits. After eight months, is GE Aerospace going to listen and fix the issues? Action is way overdue. Stay tuned.

Health care and retirees

I am monitoring changes since January to Medicare, Social Security and Medicaid and how the new budget bill impacts retirees. I still have a lot to learn. What I have already noticed is the waits to talk to someone either in person or on the phone at Social Security have been much longer. Cuts made to the federal workforce hurts.

If you need to sign up for Medicare, plan to do so at least 3 months in advance through Social Security. Online at www.ssa.gov. I am now hearing that it is much harder online now. And there are long waits on the national phone line: 1-800-772-1213. So now, I'm hearing the best way is through the local Social Security offices. Lynn office: is 866-366-7792. And Malden office is: 866-596-8598. If you need a different office number, give me a call.

If you are already collecting your Social Security benefits when you turn 65, you should get the Medicare card automatically. If you work past 65 and are getting your medical benefits through GE or other employers, the process is more complicated. It requires signing up through Social Security as well as verifying your medical coverage through paperwork that your employer must sign.

Good Neighbor Fund

The Good Neighbor Fund held its officer election on July 24 and July 25, 2025. Effective immediately, elected members of the board for a term running to 6/1/2027 are:

Hourly

Janet Melanson
Tom O'Shea
Bill Maher

Salaried

Elissa Lee
Tristan Zabicki

Tom Peeples and Ross Stavoe will remain as appointed members of the board.

URGENT URGENT URGENT Part VII

*By Tom O'Shea former
VP IUE CWA Local 201*

I would urge anyone considering retirement to use up all of the sick time and vacation time that you have earned before you go. That way at least you will get paid for what you earned instead of waiting and fighting the Company for it. It's your decision of course this is just a recommendation.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

**No Meeting in July or August.
Next Meeting September 24**

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

Alex Brown, President
Gregg Johnson Recording Secretary
Joe Mills Treasurer


Calling Old Lynn Trade High Schoolers

Join us for lunch at Prince Restaurant, Saugus, Tuesday September 9th at noon.

The class of 1961 from the old Lynn Trade School on James Street has been meeting for years, and would like to invite all Alumni to join us. Many GE Retirees may have attended when the school was open from 1948 to 1972.

You will pay only for your meal, and please RSVP to fmickmcl@yahoo.com.


Call with questions to Frank McLaughlin, 352-753-5438.



**A WORKSHOP
TO BUILD OUR
COLLECTIVE POWER
& A STRONGER DEMOCRACY**

aft move

MOBILIZE • ORGANIZE • VOTE • EMPOWER



AUGUST 21


**MOVE WORKSHOP FOR
NORTH SHORE LABOR COUNCIL
& ALLIES**

5:00-8:00pm
IUE Local 201
112 Exchange Street, Lynn

RSVP & MORE:
TINYURL.COM/NSLCMOVE

This summer, join the North Shore Labor Council and AFT Massachusetts for a special workshop series to build the knowledge & skills we will all need to move with peaceful collective action, combat abuses of power, defend our democracy, and fight for our communities.

**SCAN TO JOIN US
AUGUST 21**





LPS/M&E Report

By JOHN LEIGHTON
Crafts Executive Board

We are continuing to have payroll issues. The most recent issue has been with Health Insurance deductions with some of our members seeing their premiums raised dramatically when they should not have changed. We are still waiting on an explanation from the Company.

The Union and the Company have been working on putting a training packet together to help members decipher their pay stubs. The final draft is due soon, so hopefully we will be getting some training sessions and literature out to the shop floor shortly. In the meantime if you believe you have been paid incorrectly, go to your cell leader and have them enter a "Help Ticket" into the system and record that ticket number so we are able to track your issue and have a record to reference should we have to use the grievance procedure to get a resolution.

In Solidarity
John

E-Team Celebrates Class 30 Graduation

By Tony Dunn, Director of E-Team

Back in the day, before Y2K, before any of us had cell phones or computers, when parking inside the plant was restricted to management and long-service people, a small bunch of Local 201 members got together and wondered if things might be different around Lynn.

In 1996, minimum wage was \$4.85 an hour, and a manufacturing job paid proportionality more than most other jobs in the area. Employment had been going downhill for a while and the smart guys all said manufacturing was a dead trade. The trouble was, nobody asked local shop owners what they thought of that notion.

Except this group of activist members, joined together with other active, concerned citizens from ECCO (Essex County Community Organization), a local faith-based group, they asked. What they discovered was many of the local shops had lots of openings and no one to fill them.

The result was the E-Team.

Initially, the E-Team mandate was to

train 70 individuals, unemployed and underemployed for quality machine shop jobs. Politicians were gathered and urged to back the new idea, curriculum was drafted and Lynn Voke Tech agreed to allow the use of their machine shop to train.

30 classes later, over 750 people have taken advantage of this great opportunity. The latest group graduated on July 19 and are taking their place alongside so many others, crafting the future in precision machining.

Most of you reading this know someone who graduated from this program. GE, as well as hundreds of other local shops are staffed by people who otherwise might not have had the ability to ever learn this great trade.

Because of the members of Local 201 this program exists and is thriving. GE now helps support his program.

The E-team and its staff want to say thank you to Local 201 for their early and continued support for our program.

An Act enabling cities and towns to stabilize rents and protect tenants

S.1447/ H.2328

Sen. Pat Jehlen, Sen. Adam Gomez,
Rep. Dave Rogers, Rep. Sam Montano

Renters and communities need immediate relief while we work to make more truly affordable housing available. We must use every tool at our disposal to tackle this crisis. Stable rents and just cause eviction will provide immediate relief to renters and keeps our communities stable as we work on long-term solutions.

Modern policy

Our bill is a modern rent control policy that adopts best practices from around the country, addresses our current housing crisis, and responds to common concerns about rent control.

Lift the ban

In 1994, the real estate industry funded a statewide referendum. By a narrow majority of voters, rent control was banned in Massachusetts. Our bill will lift the decades-old ban on local control and allow Massachusetts communities to develop rent stabilization policies that fit the needs of their residents.

Local option

Our bill will **allow cities and towns to decide if rent control and just cause eviction** fits their communities' needs.

Rent increase limit

Rent increases will be limited to the rate of inflation (Consumer Price Index) with a **cap of 5%**. For example, the rate of inflation in 2024 was **2.9%**, making that the maximum increase if this policy were in effect.

Stability across tenancies

The limit on rent increases will apply when new tenancies are created, meaning **rent cannot be hiked up between tenancies**.

Exempted units

Owner-occupied buildings with four or fewer units.
New construction for 5 years.
Public and subsidized housing.
College or University dorms.
Facilities for the residential care of the elderly.

Tenant protections

Ban no-fault evictions and require that landlords have "just cause," or a legal reason, for seeking eviction or not renewing a lease. Just cause reasons include non-payment of rent, substantial lease violations, refusing to agree to an allowed rent increase, or if the landlord seeks to move into the apartment.

Massachusetts tenants need stable and predictable rents to thrive, not just survive.

Everyone, regardless of what you look like or what ZIP code you live in, deserves an affordable place to live. For thirty years, profit-seeking corporate investors have taken advantage of an outdated ban on local rent control, spiking housing costs and making it impossible for many of us to stay in our homes and communities.

We can come together and enact common-sense rent control that would immediately increase housing stability for hundreds of thousands of residents and advance racial and economic justice.

How will this policy work?

- Allow cities and towns to enforce fair and predictable maximum rent increases.
- Include exemptions for new construction and small landlords.
- Protect tenants by banning no-fault evictions and clarifying what qualifies as a legal reason to evict.

What will this policy do?

- Protect people from drastic rent increases while we pursue long-term reforms to create more affordable and equitable housing.
- Make Massachusetts less vulnerable to profit-seeking investors who drive up prices and cause displacement.
- Stabilize communities across Massachusetts.
- Give families the financial security and stability to put down roots in their communities.
- **Allow renters to thrive, not just survive.**

Please co-sponsor and actively support this bill. Renters need relief now!

For more information, please contact:
Carolyn Chou: carolyn@homesforallmass.org
Andrea Park: apark@mlri.org



MA is in a severe affordable housing crisis and rents are continuing to increase.



MA has the **2nd** highest cost of living in the United States.



MA is losing residents due to rental costs.



Over 50% of MA renters spend more than 1/3 of their income on rent.

\$93,268

Annual household income needed to afford a two-bedroom rental home in MA at HUD's Fair Market Rent

\$3.94 billion

If Massachusetts renters were not rent-burdened, this is how much they would gain in disposable income in 2020.



Follow us for more ways to support rent control:

www.homesforallmass.org [@homesforallmass](https://www.instagram.com/homesforallmass)





E-Team Graduates 30th Class

July 19, 2025

In service to Lynn Graduation Exercises at
Lynn Vocational Technical Institute
80 Neptune Blvd, Lynn, MA 01902



Class 30 Graduates

Luis Ayala	Mandela Isaak
Steven Bettencourt	Adam Jones
Jerimies Brito	Gene Liboy
Endanika Burns	Alisa Mercado
Joshua Cameron	Hakim Nelson
Alexander Eagleston	Junno Oquendo
Robinson Escalante	Wando Perez
Andrew Escalante	Antonio Pronesti
Kenny Gomez	Kakda Sarik
Antonio Gutierrez	Tahj Purter
James Hunt	Aleksandr Usanov

E-Team Machinist Training Program
Machinist Training & Career Development

Speakers:

Black Team - Alek Usanov and Alex Eagleston
Blue- Antonio Gutierrez, Mandela Isaak and
Junno Oquendo

Green - All

Red - All

Edward O'Sullivan - Director,
MS MassHire Board

E-Team Staff:

Marjie Crosby - Math Tutor
Anthony Dunn - Program Director,
Machine Shop
Pamela Frazier - Career Prep Counselor
Kevin Ankiewicz - Math
Jamie McGrath - Asst. Program Director
Michael Leone - Machine Shop, Shop Theory,
Insp & Tools
Michael Pickering - Machine Shop, Blueprint,
CNC, G,D & T
Shop Instructors: Thyvong Nhek, Jack Frazier.
Jodie Adams

Other Contributors:

Malina Chhan - Lead-Career Coaching Advisor
Kate O'Malley - Executive Director, AMTEP
Anais Ledesma, Christian Serino, Jerick
Krische Tool Control
Carroll Perry, Financial Health
Derric White, Health & Safety

E-Team Advisory Board:

Jeff Crosby, Carroll Perry, Steve Tamasi,
AdamKazinski, Samantha Bansfield

Special thanks to IUE/CWA Local 201, New
Lynn Coalition, North Shore Workers Fund,
Lynn Public Schools, AMTEP, GE Aerospace
Fund, ECCF, City of Lynn, and the entire
Lynn area legislative delegation Sean Reid,
Dan Cahill, Donald Wong, Lori Ehrlich, led by
Senator Brendan Crighton and to Mayor Jared



An Act enabling cities
and towns to stabilize
rents and protect tenants

S.1447/ H.2328

Sen. Pat Jehlen, Sen. Adam Gomez
Rep. Dave Rogers, Rep. Sam Montano

Rent Stabilization: Separating Myths from Facts

There are many misconceptions and misunderstandings about rent stabilization policies. The truth is that rent stabilization is a quick, no-cost, effective tool that will help cities and towns keep renters in their homes immediately. Here are some common myths about rent stabilization and some facts about S.1447 & H. 2328.

Myth #1: Rent stabilization leads to poor housing conditions.

FACT: All tenants in Massachusetts have a legal right to safe, habitable housing. But in reality, many tenants are already forced to live in substandard conditions because they are afraid to speak up for their rights, knowing their landlord can retaliate with a drastic rent hike, no-fault eviction, or both.

These bills, **S.1447 / H.2328**, directly address this by requiring **just cause eviction protections**, which would prohibit evictions for no reason and help ensure tenants can advocate for safe, livable homes without fear of losing them or facing retaliatory rent hikes.

As a **local option bill**, it gives cities and towns the flexibility to craft rent stabilization policies that make sense for them to ensure buildings remain in good condition while still protecting tenants. **This bill will provide greater protections to tenants and help guarantee their rights to safe and habitable housing.**

Myth #2: Rent stabilization disincentivizes new housing construction.

FACT: The primary factors affecting new housing development are well understood — exclusionary zoning, high costs of material and labor, and fluctuating interest rates. **The claim that rent control discourages new construction is not backed by data.**¹

In order to ensure our policy encourages continued development, **this bill includes a five-year exemption for new construction**, giving builders stability while protecting tenants from displacement.

Myth #3: Rent stabilization hurts small landlords.

FACT: This bill is designed to protect tenants **without harming small, local landlords**. In fact, the real driving force behind rising rents in Massachusetts isn't mom-and-pop landlords — it's corporate investors and out-of-state developers who prioritize profit over community by buying up properties, increasing rents, and evicting tenants who cannot pay.

This bill **specifically exempts owner-occupied buildings with four or fewer units**, ensuring that homeowners who rent out part of their properties aren't unduly burdened. The bill still allows landlords to increase rents in order to maintain their properties; it simply limits the amount of the increase to the rate of inflation up to a reasonable cap, while holding larger, profit-driven landlords accountable.

Myth #4: Having different local rent regulations is too confusing.

FACT: Local rent stabilization is not complex and is already working in other states. In New Jersey, over 100 municipalities have some form of rent control, each one structured differently based on local needs. Some cap annual increases, others tie them to inflation, and many include exemptions for small landlords or new construction. An increasing number of cities and counties, including in California, New York, Minnesota, Maryland, Maine, Oregon, and Washington D.C., have local rent regulations. Despite the variety, **tenants, landlords, and municipalities manage these systems effectively every day.**

Massachusetts already lets cities and towns tailor tax policies and affordable housing programs — **rent stabilization should be no different.** In fact, Massachusetts has had rent control for manufactured housing communities for decades. This bill empowers municipalities to create **clear, locally-driven policies** through community input.

Myth #5: Rent control was banned in 1994 because it didn't work.

FACT: Rent control was working in the communities that had it. The 1994 ban on rent control quickly led to **rent hikes, mass evictions, poor conditions, and the displacement of many residents**, which are still problems today, over 30 years later. It also made Massachusetts vulnerable to out-of-state corporate developers and speculators, and the **vast majority of new construction has been high-end luxury apartments.**²

The statewide ballot measure to ban rent control passed by the narrowest possible margin — barely above 50% statewide — **despite strong local support for rent control in Boston, Cambridge, and Brookline**, the only cities where rent control was in effect. Voters in those communities overwhelmingly chose to keep it. Rents have only continued to skyrocket since rent control was repealed. The current proposal restores rent control as a **local option**, giving municipalities the ability to decide what works best for their residents.

Myth #6: We just need to build more housing to solve the housing crisis.

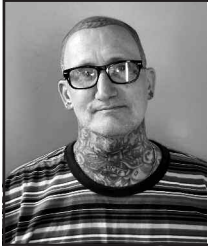
FACT: Housing supply is one of many important solutions we need to address our housing crisis, but **development alone will not address the crisis of unaffordability, displacement, and eviction faced by low-income, working class households in particular.** Many additional policies are needed alongside increasing production, and **rent stabilization is a no-cost, flexible tool that can provide immediate relief to tenants in the municipalities that choose to implement it.**

There is no single housing crisis in Massachusetts, but rather many different crises that intersect with each other and will require a broad set of policy solutions: increasing and preserving housing supply, increasing housing affordability (especially for lower income households), preventing evictions and displacement, and addressing the needs of people experiencing homelessness. As state leaders seek to address these issues through policies such as the MBTA Communities law, Massachusetts renters need **immediate** relief from skyrocketing rent increases. This is also an acute racial justice issue: housing instability, displacement, and evictions are occurring more quickly in communities of color, eroding longtime neighborhoods and community ties. We cannot wait any longer to provide this needed relief.

Stabilizing rents helps renters achieve financial stability, and helps communities thrive. When renters are less cost-burdened, they can invest more in their communities and their futures. And by making Massachusetts less vulnerable to corporate landlords and out-of-state developers, rent stabilization can help even the playing field and increase homeownership opportunities for residents. As we face federal cuts to vital housing programs and supports, Massachusetts must take this cost-neutral step to give renters the immediate relief and stability they need.

¹ <https://www.cura.umn.edu/research/minneapolis-rent-stabilization-study>

² <https://www.nytimes.com/2003/06/15/nyregion/when-rent-control-just-vanishes-both-sides-of-debate-cite-boston-s-example.html>



LCM Report

By BRIAN MERCHANT
LCM Executive Board

Building a Stronger Union Together: Why Your Involvement Matters

As a member of the Local 201 Executive Board, I want to take this time to speak directly to you my union brothers and sisters about the importance of showing up, speaking up, and stepping up.

Our monthly union membership meetings are the heart of our union. These meetings are where decisions are made, where updates are shared, and where your voice can truly shape the direction of Local 201. Yet too often, those seats remain empty. We understand—life is busy, shifts are demanding, and sometimes it feels like someone else will handle it. But the truth is, this union is only as strong as the people in it.

We need more of you to get involved. We need more Stewards on the shop floor—people willing to stand up for their co-

workers, to enforce the contract, and to be the eyes and ears of the union in every department. Becoming a Steward isn't about knowing all the answers—it's about caring enough to ask the right questions and fight for what's right.

If you've ever felt frustrated by management decisions, confused about a contract clause, or concerned for a co-worker—you already have what it takes to lead. The Executive Board is here to support and train every new Steward who steps up.

So come to the meetings. Bring a co-worker. Ask questions. Challenge us. And most of all—consider stepping into a Steward role. Local 201 doesn't run on autopilot. It runs on people like you. Please don't hesitate to call me if you're interested in becoming a Steward or getting more involved.

Agreement Between Local 201 Union and General Electric

on Machine Development Work

After a lengthy battle with the Company an important agreement has been reached between the Local 201 and General Electric (GE), clarifying the responsibilities and compensation related to development work on machines within the facility.

Under this agreement, all machine development work is to be assigned to the (PM) classification. While employees classified as R19's may still perform development work, the agreement stipulates that if they do so, they must be compensated at the R22 rate for all hours spent on development work.

This agreement represents a step forward in protecting worker rights, ensuring fair compensation, and honoring the original design of the PM classification within GE.

Cura ut valeas
Brian Merchant



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.



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EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE

EAP Director

Domestic Violence and Your Rights as an Employee

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

You also have rights under the Massachusetts Domestic Violence and Abusive Situation Leave Act. Under M.G.L. c. 149, s.52E if you work for an em-

ployer with 50 or more employees you are entitled to 15 days of leave during any 12-month period that you:

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

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

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

documentation evidencing that you are a qualifying employee under the law and that you are using the leave from work for a qualifying purpose.

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

Employers may not take any negative action against you for taking an unscheduled absence if you, within 30 days of the last day of absence, provide your employer with qualifying documentation that you took leave

under this law. If you do take leave, you are entitled to all benefits accrued prior to the date on which your leave began. Upon returning to work, your employer must restore you to your original job or to an equivalent position.

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

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

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 339-338-2508

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



**All calls
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New FleetLogix Chief Steward Luis Sanchez meeting with Business Agent Jeff Cruz and Vice President Chris Moody at the hall on 7/28.



VP's Corner

By CHRIS MOODY

Vice-President/Recording Secretary

Hello Brothers and Sisters!!!

I hope this article finds you all in good health. There is some exciting things in the works in the coming month. On the 26th and 27th of this month Local 201 will be running its PAF drive at GE Lynn. I am excited and looking forward to working with a large team during the drive. September 1st is Labor Day this year and The Greater Boston Labor Council will be having their own Labor Day parade. Members are more than encouraged to attend, and another thing I want to touch on is Bill S.1447, a Bill that I could talk about for hours when reflecting on my own experiences, but even more importantly one that can make a world of difference for the members of Local 201.

In the recently ratified contract with GE Aerospace we were able to secure language that would allow 2 members from the IUE International, plant access to run a PAF drive. Additionally, I am in the process of reaching out to members of the local to also participate. I personally was not someone that was big into politics when first being hired by GE and becoming a member of Local 201. However, due to my involvement with our union through the last 6 years it has become more and more evident just how important having a hand in politics can be and our Political Action Fund is vital to ensuring we continue to support the current and future politicians that in turn support you. While it's easy to say that all politicians are bad, I know that there are in fact people on the local, state and federal level who truly are in labors corner and who always have and always will be a voice

for the workers in their respective positions. Just earlier this month I had the pleasure of participating in a roundtable meeting with Seth Moulton as he spoke to various union leaders. I was the last one able to ask questions and a comment was made that "It's only fitting that we have our representative from Local 201 wrap us up." While it may seem minor, or like nothing at all, it's that small comment that shows a rapport we've been able to build. That Local 201 is familiar and that we have a history of working together. It's not just phone calls, meetings and showing up to Union events. It's showing support in all aspects that help build those relationships. That's why if on the 26th or 27th someone from the PAF drive team approaches you, hear them out and give some thought to giving a weekly contribution. You never know just how far a small contribution will go and what relationships it may help create.

In years past The Greater Boston Labor Council held a breakfast for union folks on Labor Day. This year though, they will instead throw a parade with a theme of celebrating the victories of the past and building for the future. Excitingly enough, this will be Boston's first ever Labor Day parade (that we know of) and I would say it makes sense with this region of the country's strong labor and union history. The Executive Policy Board voted to approve spending up to \$1,000 to send members of Local 201 to Boston to not only attend, but to march in the Labor Day parade. It'll be an exciting opportunity to go represent Local 201 and Labor in what

will become a piece of Boston history. I would like to see this Labor Day parade become a mainstay and we have an opportunity to participate in the inaugural parade. If you are interested in being a part of celebrating labors history right here in your own backyard then please reach out to a steward or someone down the union hall to sign you up.

Bill S.1447, represents a long-needed change in housing in Massachusetts. Right now, in Massachusetts it is illegal for any town/city/municipality to enact any rent control laws. This would change that. While its not the end all be all of rent control, it is the first step in allowing local governments to make the decision for their constituents to allow caps on rent increases. Rent prices are already out of control, the least we could do is cap how much your landlord could raise it. How many of you have been denied for a mortgage that would equate to roughly \$2000 a month, only to find yourself paying \$3000 in rent every month? The system is clearly broken, and change is needed NOW! Cost of living was a common theme at the contract membership meeting, making it clear that if something doesn't change now then it will only get worse as our members, all of us, struggle to afford the lives we deserve. This is not meant to strap a small-time landlord, they have bills too. There is however a much bigger threat in place, Wall Street! They can't just sell products, exploit labor, play games with stocks and "cook the books." No, that simply just isn't enough. They couldn't help but get their hands in the housing

market as well! As someone who has been forced to move multiple times in the last 6 years, someone who experienced homelessness in the last decade, I can confidently say this Bill has my unwavering support. I currently live in Seabrook, NH, but during my housing search I strongly wanted to move closer to work. That started to seem like a pipe dream as I was seeing the high rent prices anywhere close to the Union Hall. Massachusetts is a historic state and a hub for many things, the issue though is that the average worker can no longer afford to live here, and the ones that are just getting by simply can't afford a call from their landlord informing them of a \$400 hike in rent. The way this Bill works will not remove the ability to increase rent altogether, but it does put a limit on it. The increase will have to be based off of CPI or 5%. Whichever is the lower number is how much a landlord can raise your rent. Again, not perfect but a vital first step. Another huge part of this bill is that landlords will have to follow "just cause" standards to evict their tenants. This will effectively do away with "no fault" evictions. I'll never be able to wrap my head around not being able to afford to live in the same community that I work in. That is why The Executive Policy Board voted to endorse Bill S.1447. I hope the membership will confirm that endorsement at the August membership meeting.

That's all I have for this month. I hope you all enjoy the last month or so of summer and as always, feel free to reach out to me directly or down the hall!



AS THE ROTOR TURNS

By BOBBY ELDRIDGE

LAT&O/Logistics
Executive Board

LATO

The Company has informed the Union that they want to use the AAEM agreement to move members from Building 42 to Building 29. The breakdown is 2 from first shift and 3 from second shift going from 42 to 29. The AAEM agreement is an agreement that was negotiated in 2005 and made everyone in LATO R23's. Part of the agreement gives the Company the ability to move AAEM'S from value stream to value stream without layoffs. But you can only go from shift to shift you can't go from days to second or second to days, to do that there would have to be a shift poll. It's volunteer from the top force from the bottom. This would be a permanent move because the agreement states there are no temporary moves. The reason the Union was told of this move was that the f414 program was ending and f404 parts are on back order for a couple of months and t700 needs the bodies because they are behind and finally have parts.

Logistics

It looks like there will be a new plant leader in logistics soon. Hopefully this next one will work with the Union a little better instead of just trying to do what they want. Businesses do not have the ability to move anyone anywhere they want whenever they want. There is a structure and rules to follow that were negotiated between the Company and the Union. They may not like them, but they are going to respect them. For those looking to upgrade keep an eye out for future class's to be offered like the Blueprint Reading and Shop Math class, the CNC training program and the AAEM class. None of these classes are currently scheduled. Hopefully they will come in the near future. The Union always pushes to have these classes for upgrade purpose's.

Hope to see you around the shop.

Bobby

Business Agent's article continued from page 12

bers, how to prepare a grievance, and how to handle an obnoxious boss. These are all small building blocks that have already resulted in several step ones being presented to the Company. At this point the Company does not seem to know how to handle the professional and regimented approach at grievance handling that Local 201 follows and is struggling to keep up. The Union recognizes there will be some growing pains, but at no point will they come at the expense of our members or their rights. During this time, I need each and every one of our FleetLogix members to keep talking amongst themselves, report issues to the stewards, and continue to step up and fill in those representative roles.

ABG Report

The Company has informed the Union of some new openings that are out of the ordinary. The first which has already been posted is CSR openings downtown, work that has not existed downtown for quite some time. The Second which have not been posted and which we are in discussion over is that of a new classification of

"Avis First Concierge" which will be based out of HQ on McClellan Highway. As of the date of this writing, the Company has made their intent to open this classification in good faith and is communicating with the union regarding details and any issues or potential bargaining, however much of it remains unsettled with the Union and I am unable to provide solid details, we will continue working on it. With the increased rate of step 1 filings the step 2 load has reduced significantly and there is not much to report out of step 2. Keep up the great work, if you have any issues, let your steward know.

ABG Leave Procedure

Step 1 – Alert Manager of dates to be missed.

Step 2 – Call UNUM (866-779-1054) Follow any directions / provide requested paperwork. UNUM will alert you of approved dates.

Step 3 – Apply for paid leave from the state – www.paidleave.mass.gov

President's article continued from page 12

lively speeches – we have some pretty persuasive and passionate people in our union. "You got 5 minutes to convince hundreds of people why CWA leadership is wrong and your Local is right, GO!) It is union democracy in action and despite any disagreements that arise we leave as one union, knowing that disagreements and elections were settled by a majority vote.

My main criticism after having attended three CWA conventions is I don't understand why we don't find out the agenda of the major decisions until we get there. At Local 201, we put issues requiring a vote

on the membership meeting agenda and publish it in the newspaper weeks before the meeting. The CWA can and should do the same. The same thing goes for the IUE Division meeting, but frankly there are less decisions made there than at the CWA Convention.

CWA Convention: Raise Strike Pay and Fund Organizing and Contract Campaigns

One issue I know will come to the convention floor that we all care about is raising the International's strike pay. It's about time (that's why we have raised our LOCAL strike pay twice since 2019 – the international's was not enough). The

proposal is called "Unbreakable", and it sets the hard floor of the International strike fund to 325 million dollars, directs investment returns to organizing, growth, and contract campaigns, and raises strike pay. International strike pay was last set in 2019 at \$300 per week beginning on the fifteenth day of a strike and \$400 per week beginning on the twenty-ninth day of a strike. **The CWA Unbreakable resolution proposes raising strike benefits to \$400 a week beginning on the fifteenth day of a strike and \$500 per week beginning on the twenty-ninth day of a strike.** I'm voting yes. Our Local strike fund currently adds \$100 a week to those amounts.

Next Stop Washington D.C. Bring New Work to GE Lynn

After years of work the Union finally got GE to sign on the dotted line and commit to T-901 manufacturing, test, and assembly work to Lynn. However, the government funding of the program is in serious jeopardy. So, I'm flying from the CWA Convention in Pittsburgh directly to Washington D.C. where we have meetings lined up to make our case for funding that essential engine program. On this particular issue GE and IUE-CWA are in 100% agreement – fund T-901 and put the work in Lynn. I'll fill you in at the membership meeting on August 19th.



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

GE Report

MBW: See page 1 and fill out the survey. Proposals for this round of MBW bargaining are in work, but we need the direction from the membership to give us a clear path. MBW negotiations are an opportunity to fix what is broken, but at a certain point the Company has to realize, no amount of duct tape can keep this thing together for much longer. The whole system is on its last breath and needs to either be ended or drastically overhauled.

The bargaining committee will be made up of the GE grievance board and their witnesses. If you are interested in participating, please contact your board member and let them know you want to participate. In any case please, **FILL OUT THE SURVEY.**

Veolia Report

As of last month, Chief Steward Fred Hogan announced his resignation as a Union Official. It's not goodbye, it's not farewell, it's just a see you around. Fred is not going anywhere, he remains in Lynn and in the Plant, however his attention is now more focused on his work in the community.

Fred, you did an incredible job representing your members and you were an invaluable asset to all of Local 201. I want to thank you personally for the assistance you provided me with during my first months as BA, I have no issues saying you made this job just that more survivable. You will be missed as Chief Steward.

Out with the old in with the new! I would like to welcome to the team Chief Steward Cory Scott. I was introduced to Cory by Fred during 2025 Veolia Contract prep. Cory had been involved in Veolia's Safety Committee for a while and had recently stepped up as a steward. In preparation for bargaining, Cory was a quick study, understanding the fundamentals of bargaining and representing his members and provided me with his subject matter expertise when preparing proposals and latter on presenting them at the table. It was great working with him, and I am glad he didn't think twice about stepping up as Chief.

Cory, I have no doubt in my mind you will continue to lead a strong and united group and lending your strength to the rest of 201.

On an administrative note, several issues have come to the Union's attention during the past month regarding dues. Several of our new hires have not had dues deducted for quite some time. By the time of writing, we have touched base with all but one of the affected members to explain the situation. The next step is to provide accurate accounting of the back dues owed and a payment plan. The investigation remains ongoing as we need the Company to provide more information.

FleetLogix Report

Toward the end of last month, we met with Chief Steward Luiz Sanchez, and Stewards Carlos Nunez and Khalil Sadiq to do some onboarding as stewards and prepare them to administer their new contract. They went over the fundamentals of representing mem-



President's Column

By ADAM KASZYNSKI
President

CWA Convention: What it is and Why we Go

The IUE Division meeting is coming up on August 10th, followed by the CWA Convention on the 11th and 12th in Pittsburgh PA. The convention is where big decisions are made at the International Union and happens every 2 years. Per our constitution, Local 201 sends 3 delegates to this convention, the President and Business Agent are delegates as part of their office, Billy Stephanides won the election for convention delegate in the last election. The amount of dues paying members is divided 3 ways, and that is how many votes we cast each when we vote at convention.

We are not the biggest local, nor are we the smallest but showing up is important. As I was told by an old timer (sorry if you're reading this – your young at heart!) as a new hire, "You better go to the union meeting, so the meeting doesn't make a decision about your job without you". We often find a way to bring something back to the local from convention. In the past we've secured funding and approval to hire our own organizer Nick Becker (which resulted in successfully organizing Fleet Logix and growing 201). We have achieved commitments for financial support for our contract campaigns, advocated for grievances to get arbitrated and won (so far without having to take them to the floor), and built relationships with people that have helped our members.

My first CWA convention was right after our local voted to reject the 2019 GE contract and before the contract was settled and I was all fired up and angry at the International for holding us back. In the first few minutes I saw the CWA president at the time in the lobby – I walked right up to him, interrupted his conversation and said something like "I'm from Local 201 and we voted to strike, we should be out right now. Let us OUT!" I was shaking mad. I don't remember his exact words, other than they started with "Look, kid" and he was calm enough that it was clear that having a screaming member in his face was something he was used to. He went onto explain that while the per capita voting system we used at the time (not any more, now it is one member one vote) may have rejected the contract, a slim majority of IUE-CWA members at GE voted yes for the contract – and he was not going to authorize a strike in a situation where a majority voted for a contract – in order for him to authorize a strike he wanted a majority rejection vote. In his opinion if only half the members wanted to strike, that strike is not going to be strong enough to win. There was no convincing me, but years later I can appreciate that the convention is a place we can hold our leaders accountable – whether we like the outcome or not – it's a place where the local can be heard and get answers, in addition to weighing in on the direction of the Union.

One part of convention I always wish more members could see is the appeals process. Say the International denies a grievance for arbitration; per the CWA constitution a Local union can appeal that decision to the delegates of the convention and ask them to override the CWA Executive boards and send that grievance to arbitration. So, you get to watch local leaders rise from the floor and make their case to hundreds of other union leaders about why the CWA Executive Board was wrong to deny it, which are often pretty

continued on page 11

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