

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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First IUE-CWA/GE Aerospace Contract Ratified

On July 1, 2025, Members from the IUE-CWA GE Conference covering Local 201 in Lynn MA, Local 301 in Niskayuna NY, Local 701 in Madisonville KY, and Local 1004 in Strother Field KS voted to ratify the 2025-2029 national contract. This is the culmination of years of hard work and dedication from the Bargaining Committee, Mobilization Committees, Board Members and Stewards across all sites, and most importantly the Membership. It is undeniable that the high level of energy, preparation, and cohesion across all sites led to a strong and united front that was able to hold the Company accountable to the value of its biggest asset, its workers.

A key factor that kept the campaign highly energized and motivated both on and off the table was the unprecedented level of communication that was maintained throughout the process. Being able to provide day-to-day updates from the bargaining table out to the shop allowed the membership to have a lot of well-needed discussion about the merits and shortcomings of the Tentative Agreement that was brought back.

There were different aspects of the TA that did not tick everyone's boxes, and it is not a secret that some of these discussions in meet-

ings and on the shop floor got heated as different perspectives collided. Along with better wage increases, Increased Medical Costs and attacks on our strike language were the clear sticking points for our people to buck at the TA and the Bargaining Committee. The expectations were high from the membership, and it is understandable that any blemishes on the TA were simply unacceptable for many of our members. However, it is also not lost on anyone that this is one of the most powerful aspects of our Union Democracy. The level of care and ownership displayed by every single member that filled out a survey, attended meetings, asked questions, and then held the Bargaining Committee accountable for what was brought back is something to be proud of, and the over 80% turnout at Local 201 strengthened that.

Now that this Contract Campaign has wrapped up, there is only one thing left for Local 201 to say, 2029 is 4 years away, that's 4 years of discussion, and 4 years to prepare. IUE-CWA/GE 2029 Contract Campaign starts today.

Look through this edition of the newspaper for the major highlights of the contract.

On June 30, FleetLogix workers who do transport work for Avis-Budget in East Boston overwhelmingly ratified their first union contract that delivers strong gains across all of their top priorities identified when they first voted to form their union in March of 2024. After years of suffering from near-minimum wage pay, zero benefits, and arbitrary management practices, highlights of their 3-year contract include:

- Over 16% raise to their top of rate
- 4 paid holidays (July 4th, Thanksgiving, Christmas, New Year's)
- 2-3 paid personal days, depending on seniority
- 1-3 weeks of paid vacation, depending on seniority
- 3 days paid bereavement leave
- Time missed after post-accident negative drug test now paid
- Just cause to ensure fair treatment
- Layoff and recall rights
- Seniority system to eliminate favoritism in shift assignments, vacation scheduling, and overtime distribution
- A strong grievance procedure to enforce the contract

In July, many FleetLogix members, including some who have been with the Company 10 years, enjoyed their first paid holiday on July 4th. They also saw immediate raises, and were able to schedule their first paid vacations.

Local 201 FleetLogix members secured this contract after 13 months of bargaining through unity, determination, and willingness to take action to enforce their demands. At several moments

when the Company strayed from good-faith bargaining, FleetLogix members didn't back down. On July 4th last year, they held an action before shift demanding paid holidays (which they won). In August, they voted to authorize a strike before Labor Day to get the Company back to the table. Finally, this spring when the Company blew off one of the final bargaining sessions, members mobilized and had each van crew march on the boss on their lunch breaks demanding the Company end their delays and settle a fair contract. Their struggle shows that when workers are united and fight together, they can overcome the many obstacles to winning a union and a first contract.

While every FleetLogix member should feel proud of their accomplishment, they are not standing still. After ratifying their contract, they immediately nominated their first Chief Steward, Luis Sanchez. Luis will be joining existing Stewards Khalil Saddiq and Carlos Nunez in helping teach members about their rights and benefits in the contract and the need to have strong member participation to enforce it. In the coming weeks, they will be recruiting more Stewards to have at least one per van crew.

The Local 201-FleetLogix Bargaining Committee was formed by Ledaber de Coca Sosa (7am Crew), Santos Castillo (7am Crew), Carlos Nunez (8am Crew), Muhidin Omar (8am Crew), Linda Marino (9am Crew), Brian Greene (9am Crew), Adam Kaszynski (Local 201 President) and Jeff Cruz (Local 201 Business Agent).

NO MEETING IN JULY. NEXT MEETING SCHEDULED AUGUST 19

- * 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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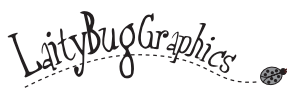
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FREE PARKING • EVENING AND SATURDA HOURS

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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 Mark Abernathy on his recent death. Mark worked as an inspector and retired in 2010 out of bldg. 42. Mark's wife Mary Lou is a GE retiree.

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

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Mark & Robin's Comics



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



Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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Saugus Public Library

By JACKIE MILLER
Chief Steward Saugus Public Library



Outside, it's hot and sticky. Local 201's leadership has been doing a lot of heavy lifting, negotiating a new contract with GE. Union members did their part to show their solidarity with marches around the plant multiple times a day. But it's summer. Ideally, we should all be hitting the beach and having a good time. But just when you thought it was safe to go back in the water again, I bring you a Jaws trivia quiz.

Jaws, Stephen Spielberg's summer blockbuster, is celebrating its 50th anniversary this year, and we all need a break, so if we can't be at the beach, we can at least have a bit of fun.

(Answers on the bottom.)

1. What was the name of the island the shark terrorized om Jaws?
2. How many victims did the shark get?
3. What was the name of the fishing boat used to hunt the shark?
4. Where were the beach scenes filmed?
5. Who wrote the book Jaws is based on?
6. What was **almost** the title of the book Jaws is based on?
7. How much screen time does the shark have in the movie?
8. What was the mechanical shark nicknamed?
9. How many mechanical sharks were made for the film?
10. What did Spielberg's call the mechanical shark that often malfunctioned?
11. How much were locals paid to run on the beach screaming as extras?
12. What was Spielberg's cameo in Jaws?

(1. Amityville 2. Five victims 3. Orca 4. Edgartown/ Martha's Vineyard 5. Peter Benchley

6. *Leviathan Rising* was the title of the book until just twenty minutes before it was to be printed. 7. The shark was only visible for a total of four minutes. 8. The mechanical shark was nicknamed "Bruce," after Spielberg's lawyer. 9. Three sharks were made: for filming, left & right side sharks, and one that was fully skinned. 10. Spielberg called the shark, which frequently malfunctioned, "the great white turd." 11. Extras were paid \$64 a day to act like terrified beachgoers. 12. Spielberg's cameo was as the voice on Quint's radio, "This is Amity point light-station to Orca. Orca, come in."

2025 GE Pay Increase Information

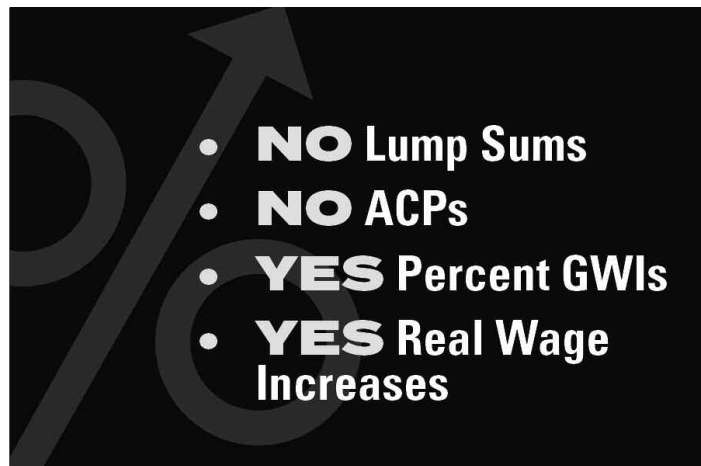
Employees received their first 5% raise on their check last week. Members not on Market Based Wage Progression receive a 5% increase. Members on Market Based Wage Progression receive 2 increases:

1. An increase to their hourly pay rate (step) which is calculated by taking the full amount of the contractual GWI's spread across steps 1-6. See rate sheet below.
2. A lump sum look back payment which is calculated by multiplying the amount of the negotiated increase* by the number of hours worked by the individual in the prior calendar year (2024). The number of hours used in the formula will not be less than 2,080 for full time employees who have had no breaks in service. This payment will appear on your check as Base Salary Adj 07/07/2025 - 07/05/2026, which is a bit of a misnomer meant to represent what the increase looks like for the year. It is based on all hours worked in 2024. Ignore the title, check the number.

*The definition of "the amount of the negotiated increase" has been in dispute since 2023, and a grievance was filed that finally reached arbitration on May 20th 2025. Arbitrator has until the first week of September to issue their decision. The company has committed to adjusting the lump sum payments past, present, and going forward if the union prevails in arbitration. If the arbitrator rules in favor of the company, the way the lump sum look backs have been calculated from 2023 until today's increase will stand. The way today's lump sum look back payment and those previous were calculated are as follows:

5% x Pay Rate (step) prior to increase X All hours worked in 2024.

If you have any issue with your check, see you foreman and if they cannot explain it go to payroll. If the problem is not explained or fixed in a timely manor, see a union rep.



Real Wage Increases

There is no doubt that Percentage Based Increases are to the advantage of our membership. It is simple, raise over raise, these percentages stack and compound leading to better long-term growth for everyone. It was not too long ago when our wages stagnated and even depressed as a result of Accelerated Cash Payments and Fixed Amount Increases, and there may be a time when the Company chooses to steer in that direction. We have made it clear, however, that will NEVER be acceptable to the membership ever again. The era of Accelerated Cash Payments in our contracts is over. The era of Fixed Amount Increases is over.

Rate	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 (M-) as of 7.7.2025	Step 6 (M-) as of 7.6.2026	Step 6 (M-) as of 7.5.2027	Step 6 (M-) as of 7.3.2028
Current M14	18.31	24.07	25.86	28.03	31.26	33.05	37.74			
TA	18.31	24.07	28.38	32.43	36.73	39.55	39.6	41.61	42.86	44.14
% increase	0.00%	0.00%	9.73%	15.70%	17.50%	19.67%	5.00%			
Current M16	20.00	24.15	27.21	29.18	32.23	35.29	38.34			
TA	20.00	25.41	29.55	33.69	37.84	40.20	40.26	42.27	43.54	44.84
% increase	0.00%	5.23%	8.61%	15.47%	17.39%	13.91%	5.00%			
Current M17	23.50	27.23	29.86	31.37	33.99	36.61	39.23			
TA	23.50	28.67	32.40	36.13	39.86	41.10	41.	43.25	44.55	45.89
% increase	0.00%	5.28%	8.50%	15.17%	17.27%	12.26%	5.00%			
Current M18	26.00	29.45	31.78	32.97	35.30	37.62	39.94			
TA	26.00	31.00	34.45	37.91	41.36	41.85	41.94	44.03	45.35	46.72
% increase	0.00%	5.26%	8.41%	14.97%	17.16%	11.24%	5.01%			
Current M19	25.50	29.24	31.82	33.24	35.83	38.41	40.98			
TA	25.50	31.22	34.88	38.53	42.18	42.95	43.0	45.18	46.54	47.93
% increase	0.00%	6.02%	8.45%	16.58%	17.19%	11.82%	5.00%			
Current B19	21.00	25.49	28.82	30.99	34.33	37.66	40.98			
TA	21.00	26.84	31.33	35.82	40.30	42.95	43.0	45.18	46.54	47.93
% increase	0.00%	5.29%	8.70%	15.57%	17.40%	14.05%	5.00%			
Current W19	30.00	32.99	34.82	36.05	37.33	38.60	40.98			
TA	30.00	34.97	37.96	40.95	42.90	42.95	43.0	45.18	46.54	47.93
% increase	0.00%	6.01%	9.02%	13.59%	14.92%	11.27%	5.00%			
Current M20	25.51	29.48	32.26	33.86	36.64	39.42	42.20			
TA	25.51	31.48	35.37	39.26	43.15	44.25	44.31	46.53	47.92	49.36
% increase	0.00%	6.77%	9.63%	15.94%	17.76%	12.25%	5.00%			
Current M21	26.00	30.14	33.04	34.72	37.63	40.53	43.43			
TA	26.00	31.74	35.86	39.99	44.12	45.55	45.6	47.88	49.32	50.80
% increase	0.00%	5.30%	8.55%	15.19%	17.25%	12.39%	5.00%			
Current M22	28.00	32.03	34.80	36.31	39.09	41.86	44.63			
TA	28.00	33.71	37.74	41.78	45.81	46.80	46.86	49.20	50.68	52.20
% increase	0.00%	5.25%	8.46%	15.06%	17.19%	11.80%	5.00%			
Current B22	27.00	31.20	34.14	35.81	38.75	41.69	44.63			
TA	27.00	32.84	37.04	41.24	45.44	46.80	46.86	49.20	50.68	52.20
% increase	0.00%	5.24%	8.48%	15.15%	17.25%	12.26%	5.00%			
Current M23	32.00	35.60	37.89	39.27	41.18	43.10	45.77			
TA	32.00	37.53	41.12	44.71	47.95	48.00	48.06	50.46	51.98	53.53
% increase	0.00%	5.43%	8.53%	13.85%	16.44%	11.37%	5.00%			
Current B23	37.00	39.76	41.23	42.60	42.85	43.10	45.77			
TA	37.00	43.79	46.54	47.90	47.95	48.00	48.06	50.46	51.98	53.53
% increase	0.00%	10.13%	12.88%	12.44%	11.90%	11.37%	5.00%			
Current M24	37.00	40.08	41.81	43.19	43.94	44.70	47.41			
TA	37.00	42.74	45.82	48.89	49.65	49.70	49.78	52.27	53.84	55.45
% increase	0.00%	6.64%	9.59%	13.21%	12.99%	11.19%	5.00%			
Current M25	38.00	41.03	42.70	44.08	44.69	45.30	48.03			
TA	38.00	43.82	46.85	49.88	50.30	50.35	50.44	52.95	54.54	56.18
% increase	0.00%	6.80%	9.72%	13.16%	12.55%	11.15%	5.00%			
Current B25	34.00	37.70	40.04	40.62	43.36	45.30	48.03			
TA	34.00	39.82	43.51	47.21	50.30	50.35	50.4	52.95	54.54	56.18
% increase	0.00%	5.61%	8.66%	16.21%	16.01%	11.15%	5.00%			

Lynn Hourly Rates Effective 7/7/25
Daywork Day Work

Legacy	Effective 7/7/25	Effective 7/6/26	Effective 7/5/27	Effective 7/3/28
R14	39.64	41.60	42.85	44.14
R16	40.26	42.27	43.54	44.84
R17	41.20	43.25	44.55	45.89
R18	41.94	44.03	45.35	46.72
R19	43.04	45.18	46.54	47.93
R20	44.31	46.53	47.92	49.36
R21	45.61	47.88	49.32	50.80
R22	46.86	49.20	50.68	52.20
R23	48.06	50.46	51.98	53.53
R24	49.78	52.27	53.84	55.45
R25	50.44	52.95	54.54	56.18
R26	50.98	53.52	55.13	56.78
R27	51.56	54.13	55.76	57.43

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

NO MEMBERSHIP MEETING IN JULY

NEXT MEETING SCHEDULED FOR AUGUST 19, 2025

OPEN POSITIONS

Listed Below are Open Positions as of July 1, 2025

Lynn GE

You can apply for these jobs at [GECareers.com](https://www.gecareers.com)

- 1 HVAC Refrigeration Prj Crfts (Technician)
- 1 Power Plant Operator (3rd Class Engineer License Required)
- 1 Power Plant Operator (2nd Class Engineer License Required)
- 16 Adv Aircraft Eng Mech
- 1 HVAC Refrigeration Journeyman
- 2 Material Handler
- 1 Repair Control
- 1 Vertical Broach Operator
- 1 Plumber
- 2 Broach Operators
- 1 Repair Control – (RC)
- 3 Tig Welder
- 2 Bench
- 4 Auto Lathe
- 1 Project Crafts/Const /Carpenter
- 2 Electrician
- 1 Vertical Boring Mill Operator
- 1 Punch Press Operator

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE Retiree Michael Behen on his recent death. Mike worked as a Machinist at GE.

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



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Bowling with 201 Retirees:

201 retirees joined us for Bowling Night at Metro Bowl in June. We bowled for 2 hours then shared pizza. And it was fun, even for those like me who had a lot to learn. The experienced ones were kind to share their knowledge.

GE Aerospace Contract and Retirees

I want to thank the leaders of Local 201 and IUE-CWA for inviting me to present at National Negotiations with GE Aerospace in June. John Lewis, Chairman of the IUE-CWA Trustees and former Chief Steward in the Louisville plant and I spent several hours detailing retirees' needs. Thank you to those retirees who shared their stories on audio. And to Mike McDermott who recorded the interviews and helped with the tech. And Britani at the Hall helped me with the Power Point tech.

The retirees were very moving about why they needed a raise. One at age 81 had taken a part time job to make ends meet. Several talked about their high costs of medical. I talk to retirees who can't afford to fill costly scripts. And some qualify for public benefits. Another reminded GE that we built their business, we made the products and deserve better treatment. We finished with a slide of our retiree group at the Practice Picket with our banner: We Built It!

Unfortunately, none of our issues were addressed in this contract. No raise for those who have no COLA and haven't gotten any help for 10 years. No GE basic life insurance for those who retired from June 23, 2019 onward. No commitment to end selling off pensions to insurance companies to get away from ERISA protections passed in Congress. No expansion to those excluded nor any increase in benefits of the \$1000 Retiree Reimbursement Account to offset post 65 health costs. Not all retirees are eligible but those who already have this benefit will still

have it.

And, finally, no additional help for retirees dealing with the outsourced call centers where no one knows anything about our contractual benefits. I am so tired of talking to retirees who feel humiliated just trying to access their benefits. The broken GE Aerospace call centers have not gotten any smarter. I keep finding more examples of mistakes as retirees call me. I do have someone to call to fix individual situations, but slowly, since she is helping all of Aerospace active and retirees. We need someone who knows the contract who retirees can call or visit to help us access our contractually won benefits. I have not given up on still pushing for this. We need this, now!

What happened? It is incredibly difficult to win back something such as cost of living. In these negotiations the union won back the COLA for active members. It is difficult to hang onto pension plans let alone expand who is covered. It was a battle just to keep pension and supplements for actives. And they got no pension/supplement improvements. With all the different benefit situations it is hard to make improvements for everyone. And build unity. Many of us saw this coming when Lynn voted down the contract of 2011 that took the pension away from new hires in 2012. We knew retirees with pensions, no matter how small, would be pitted against those with none.

Finally, we live in a world where GE Aerospace made \$6.7 billion in profits and the CEO Culp got \$88 million base pay in 2024, a 539% raise. In this age of cruelty; we no longer make money for them so we are expendable. Loyalty is gone. As a retiree said to me; "they wish we would just die."

There are still plenty of us not dead yet. And I intend to keep fighting.

Alex

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.



C.O.L.A. RESTORED

**Protect Our Pay
Protect Our Future**

COLA Language Restored

The history is simple, there was a time when inflation rates over 3% in the US were unheard of, but what was supposed to be unthinkable, became the norm, and instability now plagues our times; this was most evident during the pandemic. With the restored formula and language, we are not entirely at the whims of international conflicts, scarcity of resources, or rampant speculation. This language provides a high level of insurance for our wages from all these factors, and if nothing of the sort happens, and there is little to no increases due to COLA, that's fine, because when we truly need it, it will be there.



Letter to the Editor

Dear Local 201,

I applaud the retirees Council for their support of retirees and their attempts to obtain a raise for us, from GE. Unfortunately, I do not think we have any leverage with GE.

We do have leverage with the Massachusetts legislature and I think this is where the Local and the Retirees Council should concentrate their efforts in support of retirees. Several years ago Kevin Mahar and I approached then State representative Steve Walsh to work up a petition for legislation which would set the ball rolling to give us (private sector retirees) the same benefit (exemption) as received by the public sector retirees. It has been refiled every year since but receives no support from our supposed "friends".

All federal, State, and local government employees pay no Massachusetts State Income tax on their pension income. This includes the same legislators that refuse us the same exemption.

In Kentucky \$31,000.00 of private sector retirement income as well as Social Security is exempt from the State Income Tax. We should get the same exemption. The Republicans in Washington have proposed to eliminate all tax on Social Security. That is a major plus for us retirees. The Democrats here in Massachusetts take us for granted and give us nothing. Those retirees on Public pensions, some of which are over \$200,000.0 have cost of living escalators, and are tax free from the State income Tax. I think it's about time that the Massachusetts Legislature, which depends on our vote, actually does something for retirees.

Tom Egan



*Teamsters on Strike over fair wages and respect.
North Shore Labor Council and Local 201 in support
of Teamsters Picket Line at Republic Services.*

GE Stewards Council

August 12, 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.



Solidarity with GE Caledonian Union Members Across the Pond

Local 201 extends our solidarity to the Unite the Union representatives and members negotiating the pay deal for GE Caledonian union members.

Their wage negotiations started July 15th and the union has proposed a two year deal with 5.5% in year one and 5% in year two. If all goes well negotiations should conclude around mid-August when union members will vote on the company offer. They have been seeking 2 year agreements due to the company's resistance in the past to restoring a Cost of Living Adjustment.

IUE-CWA GE Members stand ready to assist their goal of a fair wage increase.

Picture left to right: Jim Frew, Union convenor for the site & European Works Council secretary. Robert Clark, Senior steward. Antony Maguire, Senior steward.



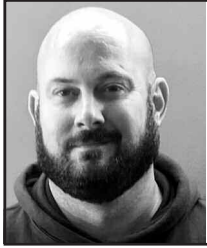
**No Frozen Pension
Pension Protected**



**Increased 401k
Company Contribution**

Protected Pension and Improved 401k

Corporate America has made it very clear, pensions are their enemy. GE Aerospace is not any different, and it is clear that the Company has pensions in their sights. What is also clear is that this membership will continue to hold the line and protect retirement benefits. If there was ever a question over division within the membership about the have's or have not's, it's been clearly silenced. With dignified retirement being of high priority to the membership, the solidarity across the entire membership was seen time and time again on this topic and resulted in protecting this exceptional benefit while also improving the 401k for those not eligible for a pension.



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics
Executive Board

Paid Family and Medical Leave (PFML)

Who is covered under this law.

Generally, a worker qualifies as a covered individual eligible for PFML benefits if they are:

Covered by unemployment insurance in Massachusetts and paid wages by a Massachusetts employer; or a self-employed individual who resides and works in Massachusetts and chooses to opt-in to the program; and has earned at least 30 times the expected benefit and at least \$6,300 in the last four completed quarters preceding the application for benefits.

Available Leave.

Up to 20 weeks of paid medical leave in a benefit year if they have serious health condition

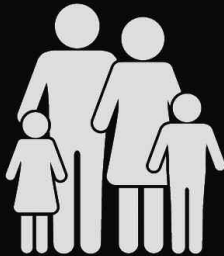
Up to 12 weeks of paid leave for the birth of a child, adoption, or foster care placement of a child, to care for a sick family member

Up to 26 weeks of paid leave to take care of an active-duty service member with serious health condition.

To file for PFML with GE call 1-800-392-0789 option 2 or if you have any questions or concerns about your PFML rights call (833) 344-7365 or visit www.mass.gov/DFML

All PFML cases have to be approved. Hope to see you in the shop.

Bobby



IMPROVED PTO

- ☒ Bonding Time
- ☒ Vacation
- ☒ Bereavement
- ☒ Sick & Personal Time

Improved Paid Time Off

Increased work life balance is resurging as a priority across all sites, and any form of Paid Time Off has not improved in several contracts. Time with your family, especially around key moments such as the death of a loved one or the birth of a child should not be cause for additional financial strain or potentially lead to discipline. Increased PTO across vacation, personal time, bonding time, bereavement time as well as adding another listed holiday to the contract are massive improvements that will directly improve the lives of all our members and their families.



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Prescription PPE Eyewear

Over the last few months our members have been unable to get prescription safety glasses at the medical center. Local 201 and the Company have worked to correct this issue, but it's going to take about three weeks to get a new optician on-site with proper badging and background checks. In the meantime, we have a process that can allow members to get prescription safety eye wear off-site. Just like when we want to get boots at the store instead of at the trucks there is a need to get approval. Suzanne Dozier (781-710-9380) will manage the process below, but anyone from the Joint H&S Team can help you get started. You can also call me at 617-462-7310

Form Information needed:

- First name
- Last name
- Phone number
- Email address (optional)

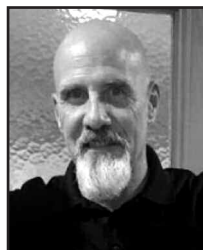
With that info EHS can create a completed form and provide it to the member through an Elected Safety Rep, or EHS Leader.

Then the member can go to a participating SafeVision Eye Care Shop (see below) with the form and a current (within last 2 years) prescription. It's recommended to call ahead and make an appointment.

The Eye Care Professional will help with frames, lenses and when they are ready, they will contact you to schedule a pickup time and perform final adjustments if needed.

There are 5 Locations

EMPIRE VISIONWORKS	139 ENDICOTT ST DANVERS, MA 01923 Tel: 978-777-4700 Fax: 978-750-0862
MYEYEDR MED 763 Contact: OPTICAL	50 MALL RD STE 114 BURLINGTON, MA 01803 Tel: 781-229-2020 Fax: 781-229-2025
KING OPTICAL CO Contact: JEFF	20 SCHOOL ST WEST BRAINTREE, MA 02184 Tel: 781-843-2133
DR LAURA POTVIN Contact: DONNA GIRARD	939 SALEM ST STE 7 GROVELAND, MA 01834 Tel: 978-374-8991 Fax: 978-373-7852
FREDERIC ROSE OD Contact: ROB	59 WASHINGTON ST HAVERHILL, MA 01832 Tel: 978-374-0386 Fax: 978-372-3631



LPS/M&E Report

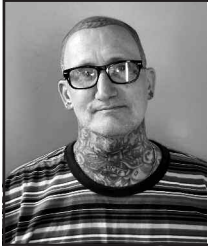
By JOHN LEIGHTON
Crafts Executive Board

We are seeing new hires across the plant in the Crafts and elsewhere. The Crafts have added plumbers, electricians, repair control and power plant operators in recent months and there are still some open positions available.

As always, we are still seeing various groups trying to circumvent or just plain ignore the 21 Day Notice Agreement. Most recently we stopped this from happening

minutes before the Vendor was to enter the plant. Thank you to those who brought this to light and to those that helped in resolving this issue. So again, I ask you all to keep up the good work in looking for these types of things and safeguarding our work.

In solidarity,
John



LCM Report

By BRIAN MERCHANT
LCM Executive Board

Serving the Membership: Why Our Union Exists for You, Not the Other Way Around

As the LCM executive board member of our union, I want to take a moment to speak about a fundamental truth that sometimes gets lost in the day to day struggle. Our union exists for the membership — not the other way around. Too often, organizations can fall into the trap of leadership becoming self-serving or disconnected from the people they represent. That will never be the case here. As I have settled into this job I have made it a point to be on the shop floor as much as possible where I'm most useful.

At its core, the union's purpose is simple yet powerful. We are here to represent your interests, protect your rights, and empower you in the workplace. Whether it's negotiating fair wages, ensuring safe working conditions, or advocating for benefits every decision we make as board members is rooted in one guiding principle: serving you.

Being elected to the executive board is not about status or power. It is a huge responsibility — a trust that you, the members, have placed in us. We are accountable to you, answerable to your needs, and obligated to listen deeply to your concerns. Our role is to lift your voices, not to silence or ignore them.

We recognize that the strength of our union comes from its members. Without your involvement, your solidarity, and your commitment, we have no leverage, no influence, no real power. This is why we constantly strive to be accessible, transparent, and responsive. Your feedback shapes our agenda. Your participation drives our progress. You are the foundation!!

True union leadership means walking alongside members, not standing above them. We organize meetings, and forums not to lecture, but to listen and learn. We

work tirelessly to build coalitions that support your goals and to challenge systems that undermine you.

As we face new challenges in the workplace we must renew our promise to put membership first. We will continue to push for fair contracts, fight unjust policies, and demand respect for every worker. But beyond that, we pledge to remain humble, grounded, and connected — because the union's strength lies in its people.

If there is one message I hope every member takes to heart, it is this: Your union leadership works for you. We exist to serve your needs, protect your rights, and amplify your voices. Nothing less will do. It goes without saying my phone is always on and door is always open don't hesitate to contact me with any issues.

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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- **Under 59 ½ - you may be allowed to move and protect a portion of your 401K/RSP**

All rollovers are TAX FREE and PENALTY FREE. You can also use Cash or CD's sitting stagnant in the bank.

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". **NOW** 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 market like growth, with no possibility of market loss.

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.

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Debbie Marti 203-376-7947

Eric VanOstrand 860-913-4563



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

Every month throughout the year has been designated as an "awareness month" for one thing or another. Some months have several designations for that particular month. For example, in July we have National Park and Recreation Month along with four other awareness campaigns added to it. It can be overwhelming to keep track of it all. In my articles, I often cite months designated towards recovery and awareness related to our Employee Assistance Program. September has eight separate awarenesses designated to it, among them National Suicide Prevention Month and National Recovery Month, two subjects that deserve much attention. Awareness months serve as important reminders for us to pay attention to these critical issues. They provide an opportunity to educate ourselves and others about the challenges people face and the support systems available. By participating in awareness campaigns, we can help reduce the stigma associated with mental health and recovery, and encourage those in need to seek help.

In the world of recovery and mental illness, one's status in society does not play much of a role, if any. It affects every one of us in one way or another. Recognizing if

someone needs assistance can be difficult. We may work with someone every day and not see they are troubled. Sometimes it is obvious, but many times it is not. Guiding someone towards getting help is difficult. If you have a friend or relative that is in need of help, reaching out may be warranted. The more resources one has available to them, the easier it can be for someone to reach out and receive the necessary help they may need.

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. 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 at GE for EAP services, is available at the medical center and can be reached at 763-330-4942. **All communication is strictly confidential.**

URGENT URGENT URGENT Part VI

By Tom O'Shea former VP IUE CWA Local 201

This is my sixth article on the GE pension system. If you are close to retiring and you will be getting a pension this is for you.

This month I am reaching out to anyone who has retired since January 1, 2025. Several of the newly retired have had issues. If you have had an issue with collecting your pension or not getting paid out for vacation or sick time or any issue at all, please reach out to me. 781-215-3974 and we will try to resolve it for you.

If you need help or have questions about collecting your pension, please feel free to contact me. Text preferred.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE Retiree Risolvo (Bob) Bisenga on his recent death. Bob retired from Ametek Aerospace.

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.



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 McCullough on his recent death. Bob worked as a Jig Welder and retired in 2005 out of bldg. 66.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE Retiree Eugene A. Day on his recent death. Eugene worked in Machine Repair and retired in 2006.

IUE-CWA LOCAL 14430
WELCOME TO THE CONFERENCE BOARD

GE Conference Board Expanded

We recognize that our strength comes from our unity, and that having more people join the team will lead to stronger campaigns and stronger contracts. The roughly 250 members of Local 14430 that produce aircraft parts for Chinook and Apache helicopters are expected to join the ranks of the IUE-CWA/GE National Contract upon the expiration of their current contract. This marks the first addition of a new Local and its membership to the National Agreement after decades of layoffs, plant closings, and spinoffs. Welcome brothers and sisters, we look forward to fighting by your side.



VP's Corner

By CHRIS MOODY

Vice-President/Recording Secretary

Hello Brothers and Sisters!!!

Despite the never-ending stretch of humid weather, I hope you're all finding ways to make the most out of your summer! For our members at GE Aerospace it's been a long stretch of preparation to go out and negotiate a fair national contract. At the end of June our members of the national bargaining committee, Adam Kaszynski and Jeff Cruz, had returned home after a long few and exhausting weeks of being at the table and were able to return home with a TA. While I am glad to say that its ratified, there is one more thing that I feel is substantially more important to touch on, that being that no matter how you voted, no matter how you felt about the details of the TA, come 5:00 pm on July 1st, as the voting wrapped up, we all remained one union! That is what makes me love this union! We can disagree, and it would probably be unhealthy if we didn't. We can have different views and that's ok, it's the fact that when the dust settles and all is said and done, we all will continue to stand by one another to stand for what is right, to stand for our fellow brothers and sisters. With that said, I look forward to seeing every member of this union find success and prosperity in the next 4 years and when the time comes, we will all gear up to do it again!

FLEETLOGIX VOTES YES FOR THEIR FIRST CONTRACT!!! A huge congratulations goes out to the members at FleetLogix as they have just ratified their first contract. While I wasn't directly involved in a huge amount of their campaign, it's been a joy watching it from afar. I've seen the members of the committee down the hall vigorously preparing for the negotiations on multiple occasions. Not long ago the Company was cancelling bargaining sessions which lead our members to march on the boss voicing their demands! Contracts are not easy and are even more difficult when negoti-

ating the very first one. So, I'd like to give my own personal thank you to every member of that bargaining committee for all their hard work and another thank you to all the members that stood behind them throughout the process. The bargaining committee did an excellent job, but without the support of the members, getting a fair contract becomes that much harder. This union is made up of some of the strongest individuals I've had the pleasure to meet, but everyone knows that we are even stronger together! As of yesterday, FleetLogix members have already presented the Company 3 step 1's, exercising the power they have to hold the Company accountable as union members.

I would have liked to keep my article mostly positive this month but then again, members at GE still have to deal with Sedgwick playing benefits administrator. Seems FMLA payments hitting on time has again reared it ugly head. I've said 1000's of times before, you go with cheap vendors, and you end up with cheap results. Understaffed, people on vacation, excuse after excuse after excuse. Member goes on their Sedgwick portal and sees money released to them, yet their checks are hundreds of dollars short. The schtick of "were working on getting on your next check" is getting old. Please stay diligent on ensuring you are paid correctly and on time and when you inevitable run into an issue please be prompt in notifying your Steward or Board Member. Let me say though, shame on Sedgwick and GE for allowing this to continue. The Company needs to cut it out with the act of "we operate with the highest level of integrity" when the reality is that after 100+ years of being in business, for whatever god forsaken reason we simply just can't figure out how to smooth out payroll issues.

As I write this article, I am roughly 2 hours

removed from our most recent step 2 with GE. During step 2 the matter of security scanning badges had come up and we were told by 8/1/25 that they would begin using the scanners. Well, during that same step 2 the board had been notified of an email that went out to members stating that the scanning would begin on 7/19/25... that's only 2 days away and by the time members see this article it will have been 4 days since they started scanning badges. Did we get a generalized heads up? Yes, but was it inadequate? Also, yes. We knew this was coming but didn't know exactly when and I would say that 2 days hardly suffices. There are multiple questions being raised around this that NEED to be answered. What happens if the line coming into work backs up and causes members to be late? What if the same issue causes me to punch in late from lunch? What happens if a member forgets their badge that day? Do we just relegate to the ol' show and go method? There's a myriad of concerns and to do a "slow rollout" doesn't quite put peoples nerves to rest. Nobody should have to leave their house early simply due to an unknown and handling everything on a "case by case" basis will get messy. GE, when it comes to scanning badges we need answers!

That's all I have for this month and as usual if you run into any issues or concerns then please reach out to me directly or down at the Union Hall.

FleetLogix Dues Amounts

The dues amount is based on a flat rate formula of 2.75 hours of average wage from each bargaining unit. As a new unit this average is based on the most recent status report and takes into account the \$0.55 raise effective on the date of ratification. As a bargaining unit composed of full and part time workers, each will have its own dues rate. Dues rates are effective June 1, 2025 and will re-

main effective until they are updated on January 1, 2026 based on the October Status Report and will take into account any raises for that year. FleetLogix Flat Rate Dues amounts are as follows:

July 1, 2025
Full time \$20.60 bi-weekly
Part time \$12.36 bi-weekly



Robert (Bob) Levine retires exactly on his 55th year anniversary. He was an RC supporting Plant IV maintenance. Congratulaitons Bob!

President's article continued from page 12

complements on the job training and upskilling work we have been building for years. As the largest private employer in Lynn, GE owed it to the members of this community to offer youth of the city jobs.

GE National Negotiations: A Few Quick Lessons (More Later)

Mobilization and organization of the membership is crucial to winning anything, and crucial to not getting steam-rolled. Everyone that took an action in support of a fair contract played a role, that's the way it works. Constant coordination and solidarity over YEARS between the locals is the best vaccine against Company divide and conquer. 201 members are smart, read between the lines, and are willing to fight for what's right. Daily negotiation updates should be part of all future National GE Negotiations (no "black out"). Our BA Jeff Cruz Ruales kept the entire committee's proposals tracked, organized and updated, ran numbers, costed out proposals, and worked his ass off – it was a thing to see! Leadership isn't what you say it what you do, and Jeff did the work day in and day out. Once we got home countless examples of internal disagreements being principled and respectful – and not personal or nasty – which makes it easy to move forward together as one union. If we weren't union, you cannot

imagine the stuff the company would love to shove down your throat. Their dreams are your nightmares, we get to hear it all on the other side of the table.

Failure to Release for Upgrade @ GE: MBW Being Held To Long Now Get an Increased Lookback

As of May 20th, the Union won a settlement with General Electric regarding members on MBW progression being held for release at the time of the look back payment. Before this settlement, if you were held longer than called for, and were entitled for a "Failure to Release Payment" the Company calculated the look back using the rate you were being held at, instead of the higher rate you should have been released to. Ex: I am a R/M-17 on MBW progression and I accept an upgrade to R/M-19, the Company has a week from the following Monday to release me to my new job. If they don't, every week following I am entitled to a payment of the difference between my old rate and my new rate, based on 40 hours a week, including NSB, AThe fact is the company should have released me, so I should be entitled to the look back at the R/M – 19 pay rate. Now you are. If you were being held for release past the contractual window on July 7th 2025 or anytime in the future, your look back will now be at the higher rate. If you were in this position in 2023 or 2024, you

are due a retroactive payment.

Fleetlogix Contract Ratified

Please see the 201 Organizers article on the Fleetlogix Contract victory on page 1. All my love and respect to the members of the bargaining and organizing committees, WE F***ing DID IT! To all our new members at Fleetlogix: welcome to the 201 family: When we fight, we win!



IUE-CWA/GE 2025 Contract Informational Meeting

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Just Veterans helping Veterans

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Strictly Confidential

Run and supported by IUE-CWA Local 201 Veteran's Committee



Teamsters on Strike over fair wages and respect. North Shore Labor Council and Local 201 in support of Teamsters Picket Line at Republic Services.



Successorship—100 Years of Strength Protected

Continued Successorship

The collective power of our union dates back to even before the union existed in the early 1900's, when everyday working-class folk decided to take the reigns of their future into their hands and work to form a union. Since then, we have built upon that legacy with one of the most powerful union contracts in the nation. This, however, means nothing if we are sold off, or merged, or some corporate buffoonery takes place that magically releases the Company from their responsibility. Successorship secures our decades of victories and protects us from corporate manipulation. Successorship will remain a high priority for the foreseeable future.



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

GE Report

Greetings from Home!

It has been an honor to play my part during this contract campaign. I would like to thank the membership for all their support and energy, the stewards, captains, and board members for the incredible work you did while holding the fort, to all the Locals and their leadership who I got to know and work with while stuck in a hotel for 1 month, to our VP, Chris Moody for leading our Local after only being in the position for a few months, and to our President Adam Kaszynski whose leadership and resolve were a powerful driving force at the bargaining table. This contract belongs to all of you.

I don't have much to say on the contract itself by this point, there is lots of information on the floor, our website and also in this edition of the newspaper for everyone to keep reviewing, and as always you can approach myself or any of the board members to clear up any remaining questions. As I turn my attention back to the plant, I plan on meeting with the membership and stewards on a more regular basis and redirect the energy we built during the campaign back to local matters. MBW negotiations are coming up in September, so you should also expect to see a survey on the floor in the coming weeks.

FleetLogix Report

While all the hustle and bustle of the GE Contract took a huge part of the spotlight, our team working on the FleetLogix Campaign were hard at work bringing this campaign to its goal, a first contract ratification. I continue to be astonished by the group of working men and women that have now joined the ranks of Local 201. Congratulations to Luis Sanchez for stepping up as Chief Steward. I met and got a chance to prepare him to administer the contract and to bring him into the fold of 201, you can expect to see further updates from him. Once again Congratulations on your victory and congratulations on your first paid holiday, you all have earned it and will continue to achieve more victories at your workplace. Special shout out to our Stewards Carlos and Khalil, our Bargaining Committee, and to Local 201 Organizer Nick Becker whose leadership and relentless passion helped bring us all together.

AVG Report

While I have been away on the GE Contract, the stewards at AVG have done an incredible job at keeping things under control at Avis. As soon as I cleared some of my plate, I was able to meet with Chief Steward Sam Sanchez to get me up to speed. The stewards were very proactive and resolved several grievances at step-1. One in particular could have been a nightmare to fix if the Union didn't step in as management provided incorrect information to part timers regarding their schedules and 4th of July. We have a step-2 meeting scheduled for the week of the publishing date of the paper where we will present a handful of grievances that were not resolved at step-1.

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



President's Column

By ADAM KASZYNSKI
President

T-901 Work Committed to Lynn

During the 2025 IUE/GE National Contract negotiations, the Union and the Company reached an agreement: the T-901 engine would be assembled and tested in Lynn, with a significant portion of its components also manufactured here. A letter from the Company to the Union states:

"The Company commits to bringing T901 component parts to be manufactured on a permanent basis at the Lynn facility.... In addition to the value that this engine will bring to the military and the men and women who serve, the associated work preserves American manufacturing jobs which are critical to the communities in which we operate. The Company's manufacturing commitment set forth above is expressly contingent upon the execution and award of a production contract to GE Aerospace ... If the Company is awarded the subject production contract ... it will assign regular production of the T901 engine components listed ... (ed: Seven T-901 part numbers)... as well as the assembly and test workspace, to represented employees at the Lynn facility."

Congressman Seth Moulton commented on the agreement, "... By committing to continue critical T-901 engine work in Lynn, we are proving that we can safeguard our military readiness and build prosperity that reaches every family in our region... The agreement shows that American workers can drive the future of national defense while fueling economic growth in our communities. I'll continue to fight for the future of the T-901 engine." And a fight is what we are now in, and we need representatives on both side of the aisle to stand up for American manufacturing workers.

Future of T-901 Hangs in the Balance

U.S. Defense Secretary Pete Hegseth has issued a memo calling for a reduction in manned attack helicopters, advocating instead for their replacement with drones. As part of this shift, a call to halt procurement of the T-901 Improved Turbine Engine Program (ITEP), which is still in development—with planned assembly and testing work slated for Lynn.

The T-901 is the next-generation replacement for the T-700 engine, currently powering both the UH-60 Black Hawk and the AH-64 Apache attack helicopters. The future of the T-901 now appears uncertain. "The future of ITEP is largely going to depend on where all these things land inside the '26 budget," said Army Vice Chief of Staff, Gen. James Mingus, following the release of the memo.

Congress Must Fund the T-901 Program

In order for the commitment to manufacture and test T-901 in Lynn to mean anything, Congress must fund the procurement of the t-901. In addition to its military uses the T-901 is the future of fighting wildfires which exponentially worsen due to climate change. These engines can carry more water, and at higher elevations, with less refueling - which has already been proven critical. The Company and Union will be heading to Washington D.C. next month to make the case. T-901: Make it Right, Make it In Lynn.

Lynn Tech to GE Lynn Pipeline Established

The Union secured an agreement with the Company to hire five qualified graduates of Lynn Tech each calendar year – a total of twenty - for the term of the 2025-2029 National Agreement. This

continued on page 11