

Post Master: Send Address Changes To:
IUE-CWA Local 201 News
112 Exchange St., Lynn, MA 01901

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

Vol. XCII

PERIODICALS POSTAGE PAID AT LYNN, MASS.

SEPTEMBER 9, 2025

USPS 171-720

Number 9

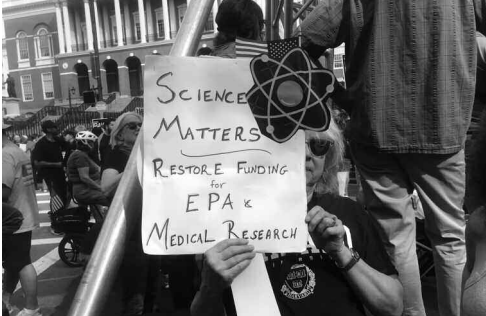
EDITOR
Jefferson Cruz Ruales

MANAGING-EDITOR
Tom O'Shea

Subscription
\$1.00 Per Year

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

Solidarity Forever Boston Labor Day Parade 2025



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 September 16, 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

Bay State Associates

Visit our website @ www.baystateeyeoflynn.com

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

Comprehensive Eye Examinations including computerized testing equipment such as Auto-Refracton, 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.

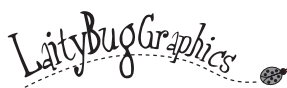
Dr. Petya Damyanova, Optometrist
427 Lynnway
Lynn, MA 01905
(781) 599-2773

FREE PARKING • EVENING AND SATURDA HOURS

Printed published by
The Golden Manet Press
Quincy



Layout Design by



SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Retirees and Staff is extended to the family and friends of GE Retiree Lori Stanger on her recent death. Lori retired in 2019 after working at GE for 42 years. Lori worked as an Inspector.

Service Directory

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

Fix-A-Brick

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

Clean Outs/Estate Sales/Junk Removal

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

Joe Foley - Handyman Services

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

We do it all!

978-210-0700 • ilandpro@yahoo.com

Mark & Robin's Comics



CHIROPRACTOR

Dr. Joseph J. Dowling

341 Western Ave., Lynn, MA 01904

(781) 596-0700
www.drddowling.com

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



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

Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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

"Published monthly." \$1.00 a Year

Published by: Local 201 IUE-CWA (AFL-CIO)

112 Exchange Street, Lynn, MA 01901

Periodicals Postage Paid at Lynn, MA

POSTMASTER: Send address changes

to "IUE-CWA Local 201 News," 112 Exchange Street, Lynn, MA 01901



Publication of an advertisement does not constitute endorsement or approval of any product or service advertised, or any point of view, standard, or opinion presented therein. IUE-CWA Local 201 is not responsible for any claims made in an advertisement appearing in its publications.



Saugus Public Library

By JACKIE MILLER

Chief Steward Saugus Public Library

Seeing Why Unions Are Necessary

With Labor Day just passed us, and people thinking of it as three-day weekend to mark the (unofficial) end of the summer and a time for the last barbecue of the season, here are some documentaries to remind all of us of why unions matter, your need to be active in your union, and that management and owners are not inclined to be benevolent rulers ensuring employees living wages, safe work environments, and job security.

9 to 5: The Story of A Movement (2019)

Dolly Parton's song "9 to 5," was inspired by the labor movement led by Boston women in the 1970s. *9 to 5: The Story of A Movement* is the story of 9 to 5, a group of female office secretaries who formed a historic union. The group used unconventional approaches and the press to get better pay, promotions, and to stop sexual harassment.

Live Nude Girls Unite! (2000)

Unions offer protections to workers in any industry. *Live Nude Girls Unite* documents the first union for exotic dancers in the United States. In a humorous yet gripping first-person documentary, viewers follow a group of dancers at the Lusty Lady strip club in San Francisco, who organized a union after enduring no sick leave, racism, arbitrary salary reductions, and harassment by customers.

The Hand That Feeds (2015)

Undocumented workers are among the most exploited workers in the US. Despite deportation threats, workers battled to unionize a popular restaurant in New York City. It's a story of owners willing to exploit vulnerable people and what organizing and working together with can bring about change.

We the Workers (2017)

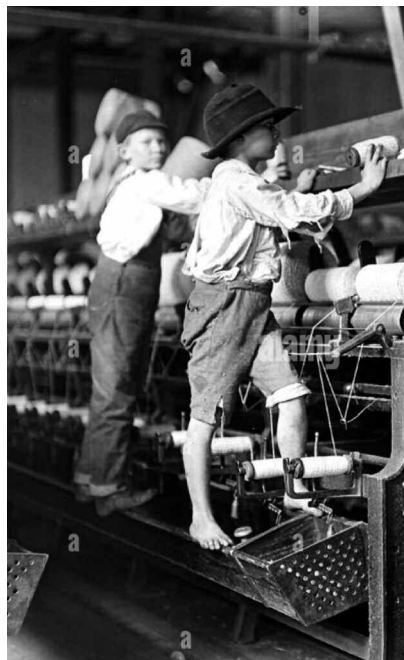
China's labor movement is where the US was a century ago

and are in danger of going back to. Activism is very dangerous in countries like China, where labor activists risk everything for better wages and working conditions. *We The Workers* explores the struggle workers face against misinformation, police, and foreign owners who ignore the lax regulations.

Workingman's Death (2005)

In *Workingman's Death*, viewers witness the lives of people working in some of the most unsafe work conditions in the world. The Austrian documentary features horrific, dangerous, and back-breaking jobs like coal-mining in Ukraine, collecting sulfur from volcanoes in Indonesia, and steel manufacturing in China.

Watching these documentaries reminds us that union rights shouldn't be taken for granted. Everyday, corporations and billionaire owners work to take away the rights of workers, so you need to be there for your union and yourself-fighting to keep your rights and help all workers make a living wage, work in a safe environment, have healthcare, and a retirement pension.



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™



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 9-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

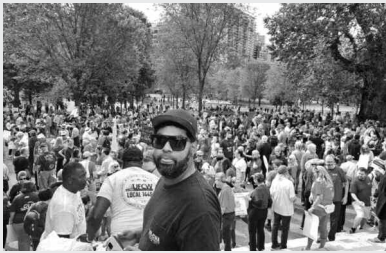
The E-Team is associated with the Essex County Community Organizations, IUE-CWA Local 201, and the Boston Tooling and Machinist Association.



Letter to the Editor

I attended the Greater Boston Labor Council Labor Day parade on Monday September 1. A huge turn out showed how they felt about how things are going in Washington D.C. Pictured in this letter are just a few of the many signs I saw.

Tom O'Shea



OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

SEPTEMBER 16, 2025

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



OR VIA ZOOM

<https://shorturl.at/hw26l>

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

AGENDA:

I. FEATURED PRESENTATIONS:

1. 30+ YEAR PIN AWARDS
2. SWEARING IN OF NEW MEMBERS

II. GENERAL BUSINESS:

1. MEETING MINUTES FROM PREVIOUS MEMBERSHIP MEETING
2. POLICY BOARD
3. TREASURER'S MONTHLY FINANCIAL REPORT

III. GE REPORT

IV. AVIS/BUDGET GROUP REPORT

V. AMETEK REPORT

VI. VEOLIA WATER REPORT

VII. SAUGUS LIBRARIANS REPORT

VIII. FLEETLOGIX REPORT

IX. NEW BUSINESS

1. VOTE ON NEW GE HOLIDAY
2. VOTE ON RE-UP LOCAL 201 ORGANIZER (NICK BECKER)
3. VOTE ON SPENDING \$2,000 FOR OFFICE SUPPLIES
4. VOTE ON LCM TRAINING AGREEMENT
5. VOTE ON BA AND PRESIDENT FLEXTIME

Signed,

ADAM KASZYNSKI, President
JEFFERSON CRUZ RUALES, Business Agent

Topsfield Fair

America's Oldest
Founded 1818

2025

October 8-13
Admission \$15 per person
Rides \$33 (10 rides)

*Children under 8 years old
free with an adult*

**Tickets are available now at the
union hall first come first serve.**

URGENT URGENT URGENT Part VIII

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

Last month I recommended to people that they should use up their vacation and sick time before you retire. Only time that you have earned. I still stand behind that sentiment. However I don't want to give in to the Company on this issue. Some retirees have had a little difficulty retiring and not getting their time paid out in a timely manner. If you don't mind gambling on when you will get your vacation and sick time that is owed go for it. The Union is here to fight for you.

Listed Below are Open Positions as of September 1, 2025

Lynn GE

You can apply for these jobs at
GEcareers.com

1 Power Plant Operator
(3rd Class Engineer License Required)

1 Repair Control

10Adv Aircraft Eng Mech

1 HVAC Refrigeration Journeyman

6 Material Handler

2 Broach

1 Milling Machine

2 Broach Vertical

2 Electrician

OPEN POSITIONS



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Retiree Council Meetings Resume

Hope you can join us Wednesday September 24 as the retirees are set to meet again in September and October. The notice on this page has all the details.

Open Enrollment for Retirees over 65 is coming from October 15 to December 7.

Mark your calendars. Open enrollment is the time you can change your health and prescription drug plans that supplement Medicare. Changes are effective January 1, 2026.

I'll write more in the coming months as information comes out about the changing rates. For now, look for and read the annual Notice of Change from either your Medicare Part D prescription drug plan or your Medicare Advantage plan. These notices tell you what your plan's premiums, deductibles and co-pays will be next year. And for Medicare Advantage, whether your doctors and hospitals will remain in the plan's network.

Local 201 Retirees Join the Labor Day Parade/Rally

Thanks to Dave Bjorkman and Jeff Crosby for attending the Labor Day Parade and Rally in Boston along with the North Shore Labor Council and thousands of other union workers and community groups. The theme was "Workers over Billionaires."

Dave wrote: "The march was unbelievable. Thousands of people. The parade route went around the back of the State House, winded down through the financial center

and came back to City Hall. And we almost ran into the people still getting started from the Boston Common. There were people 3 to 5 deep all along the route cheering, clapping and waving. I ended up holding the banner for Local 201." When I asked Jeff why he was there he told me: "When President Trump has eliminated unions for 450,000 federal workers, including at the Veteran's Administration, we have to take to the streets to stop him. He could make the same argument for GE workers who work at a defense plant. Also, masked armed men are snatching our neighbors off the streets. Where does it end?"



Retirees at the Labor Day parade



Bobby Eldridge Retires, Good Luck Bob!

IUE-CWA Local 201

RETIREES COUNCIL MEETING NOTICE

Wednesday September 24 at 11:00 AM

In Person at the Lynn Housing
Authority Community Room
10 Church Street, Lynn and on Zoom

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

Join Zoom Meeting

(Limited Zoom Available)

<https://us02web.zoom.us/j/86199516446>

Meeting ID: 861 9951 6446

Passcode: 153283

Call in: + 646 558 8656

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

Alex Brown, President
Gregg Johnson 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.

LWTP Report

By Cory Scott

Chief Steward Lynn Wastewater Treatment Plant

Hello fellow members, my name is Cory Scott and I am honored to be the new chief steward at the plant. I want to thank our previous chief, Fred Hogan, for seeing something in me and pushing me to join the negotiating team last year. I also want to thank the guys at the plant for believing in me. I want everyone to feel heard and I know we are the strongest when we are together.

Recently, we experienced a mix-up with dues payment for some of our shortest tenured employees, which understandably caused some frustrations. Working with Jeff Cruz and the Company, we were able to come to a resolution and assurance that this was a one-off.

I look forward to tackling this new role and working with you all to keep good union jobs at the plant.

Thank you all for the opportunity.

GE Stewards Council

October 14, 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.

Labor Day Parade 2025



Labor leaders and the rank and file turned out to celebrate Labor Day in Boston for the Greater Boston Central Labor Council parade.



Thousands of union members and community allies marched through Boston.



We got to fight back against what's happening in this country. Corporate greed is taking us over and just the other day over 400,000 federal workers lost the right to belong to a union. They could be coming for us next.



The theme of the parade was workers over billionaires.

The parade ended at city hall plaza where several fiery speeches were given. Mayor Michelle Wu spoke on defending the city of Boston.





Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Coolant Management

For as long as I can remember, this site has used an outside testing agency (currently Castrol) for coolant testing. The only reason any individual business would not include coolant testing as part of its coolant management program can only be money. A third-party that specializes in metal working fluids will provide a higher level of diagnostic expertise, equipment, accuracy, hazard identification and objectivity than we can currently provide in-house. We receive weekly testing analysis on our stand-alone machines (machines that recirculate coolant and don't send it back to a central system) and Monday-Wednesday-Friday reports for our central systems from our vendor that allows us the ability to get ahead of problems before they become costly shop floor production issues. Work orders are created as part of these weekly testing reports and coolant team meetings. Examples of coolant related work orders are contaminated coolant from machine leaks or foreign substances which may require partial or complete coolant changes and sanitization, or simply a need to replace filter paper. The shelf life of coolant is exponentially higher when the water to coolant ratio is closely monitored both at the machines and at large volume central systems.

The idea that having a refractometer at the machine will cover the necessary parameters to ensure safety and quality is short sighted, even assuming a handheld or automatic refractometer is working properly, it is still a small part of a coolant management program. While I agree varying pH levels can indicate out of spec likelihood for, alkalinity, tramp oil, total oil, chlorides, hardness, dirt, bacteria, or fungus, being able to identify, troubleshoot and repair or replace product is the key to ensuring safety and quality while reducing waste removal cost through early intervention. Coolant concentrate will increase all chemistry control parameters and repair some issues related to pH, but high-level understanding of how abnormally high pH can be caused by contamina-

tion by an alkaline material, or how abnormally low pH can be associated with high bacteria levels is what we pay for. Regular monitoring of oil skimmers, centrifuge or coalescer units that clean coolant, filter paper levels, and related system supports are also part of our current coolant management program. Issues like coolant foaming that can occur from contamination, mechanical factors, flow rates, air pockets and many other factors are handled more cost effectively when diagnosed efficiently instead of attacking each possible contributor. If strong metal working fluid chemical management protections are not maintained, health hazards can arise related to short term and long-term exposure. Contact dermatitis and skin disorders we can see and respiratory diseases and cancer that may go undetected for years. I will need another article to report the health implications of a mismanaged coolant program. All production related businesses at this site need to continue its coolant management and testing responsibilities and not create unnecessary risk to our members or the company.

Healthy Shop Floor Communications with Company and Vendors

I'd like to address recent concerns around the potential for discussions you have with Medical Center staff or ATI athletic trainers or related employees to be documented in your medical records.

These EHS related vendors are hired to prevent, treat and reduce shop floor injuries and document interactions with employees. Protecting your privacy and accepting these boundaries will allow stretch classes and shop floor discussions to go fine.

Expecting conversations about any medically related conditions during stretch classes, medical center visits, or any EHS interactions to be a friendly off the record chat is a poor decision, that can lead to disappointment and medical record documentation that you may not feel is accurate and are unaware of.



LPS/M&E Report

By JOHN LEIGHTON
Crafts Executive Board

Negotiations on Market Based Wages will be starting in the near future. Just like leading into contract negotiations, The Union has put out a survey. We are asking all members to fill out this survey to get an idea of the memberships priorities on what changes they would want the bargaining committee to fight for. The survey has been printed in the Union Newsletter, which can be filled out and turned in to your steward. There is also a QR code to allow you complete the survey electronically.

We recently got an answer on the MBW case that went to arbitration. The arbitrator sided with The Union so The Company now will have to recalculate the MBW lookback on the 2023 contract extension as well as the first percentage raise received from this contract and pay the difference to each member that was on progression. This was a great job of all those involved in presenting our argument all through the grievance procedure and into arbitration.

I hope you all enjoyed your summer with family and friends!

In solidarity,
John Leighton



PUSHING FORWARD

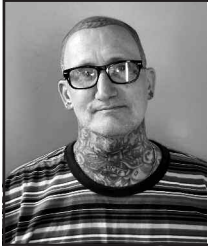
By BRIAN RUSSO
LAT&O/Logistics Executive Board

Hello Brothers and Sisters,

I want to start off by telling each and every one of you how much of an honor it is to have been chosen as your new Executive Board leader for LATO and Logistics. For 24 years I have worked alongside you and fought the same fight with you. To have the opportunity to represent that fight at this level is something I take very seriously and am humbled by. I have a high standard I hold myself to and I want you all to hold me to it as well. Honesty, integrity, and due diligence in all matters presented to me is my promise to you. I want every employee to be able to come in to work, be respected for their skillset, and rights not be violated.

And my message to GE is very simple here..."You'll catch more bees with honey than vinegar." It is time for fairness in all matters to be the gold standard moving forward.

Thank you,
Brian Russo



LCM Report

By BRIAN MERCHANT
LCM Executive Board

Greetings Brothers and Sisters,

After much back and forth between the Company and the Union we have reached an agreement with the Company regarding the parts transfer from 2nd 74 to buildings 64 and 66.

As many of you know they have been slowly closing down 2nd 74 for awhile now due structural problems.

Myself and VP Chris Moody entered into impact bargaining with the Company a few months ago. Through this process we were able to get the Company to guarantee the farm in of 7 parts for a total of 32,317 hours of work. These parts can not be put back on the farm out list for a minimum of 2 years.

Any time we can get the Company to farm in work that is a good day, it speaks volumes about the talent we have here at GE. Below is a copy of the Agreement along with the parts and hours that will be coming back to Lynn. If you have any questions please do not hesitate to contact me.

Slán agus beannacht
Brian Merchant
LCM Executive Board member

MEMORANDUM OF UNDERSTANDING BETWEEN GENERAL ELECTRIC COMPANY GE Aerospace (LYNN, MA) AND IUE-CWA, LOCAL 201

This Agreement is effective between, GE Aerospace (Lynn, MA) ("the Company") and IUE-CWA, Local 201 ("the Union") (collectively "the Parties").

WHEREAS, the Company notified the Union of it's intent to farm-in work currently on the subcontracting list, move TPMO work from Building 74 to Plant 4 and Plant 1 Building 64, Business Unit TC64 resulting in needed realignment of workforce.

WHEREAS, the Union requested bargaining over the impact to the workforce realignment.

WHEREAS, the Parties reached a resolution. The Parties hereby agree to the following:

1. Parts to be moved back into production at Lynn and removed from the subcontracting list following execution of this agreement, are listed in Appendix A of this agreement.
2. The Parties agree that any fu-

ture subcontracting to parts listed in Attachment A, will need to follow subcontracting notice and timeline in accordance with Article XXII of the Parties' Collective Bargaining Agreement, but no sooner than two (2) years from the date of this agreement.

3. Workforce transfers resulting from the above listed movement of work, will be in accordance with the parties collective bargaining agreement, and will not result in any reduction of overall headcount. The parties agree that once all transfers are completed, any future unrelated layoffs and transfers will be in accordance with the Parties' Collective Bargaining Agreement.

4. This Agreement shall not set any precedent, nor shall it prejudice any other matter. This Agreement will not be referenced by either party in future grievances or arbitration proceeding except as it pertains to the Employee and/or the enforcement of its terms.

5. This Agreement shall be interpreted in accordance with any and all applicable laws. If any of the provisions of this Agreement shall be held invalid, the remainder of the Agreement shall not be affected.

6. The signatories to this Agreement are authorized to bind their principles.

The following parts will be farmed in for a minimum of 2 years:

Appendix A					
Product	Delinquency and Demand	Base Hours/ Setup	Hours for 2025/2026	Farm In Efforts	New Business
5087T46P02	129	64	8256	Mill and Drill/ Shot peen	TC64
6078T56P05	131	32	4192	Turn/Mill and Drill/Shot Peen	TC64
6078T51P02	106	45	4770	Shot Peen	TC64
6017T63P05	31	33	1023	Shot Peen	TC64
Sub Total Hours to TC64			18241		
6047T69G06	98	37	3626	n/a	Blue Cell
6071T19G02	1210	7	8470	n/a	Blue Cell
6015T14G03	99	20	1980	n/a	Blue Cell
Sub Total Hours to Blue Cell			14076		
Total Hours			32317		



Sevenwood Financial Services, LLC.

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

- **Guaranteed lifetime income available immediately, or in the future, and it includes the up-front bonus** (and you will get raises to your income as future gains are added)
- **Over 59 ½ - you may be allowed to move and protect your entire 401K/RSP**
- **Under 59 ½ - you may be allowed to move and protect a portion of your 401K/RSP**

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.

For 20 years we have helped your co-workers and retirees ages 25 to 80 protect and grow what they have worked so hard to earn.

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

Debbie Marti 203-376-7947

Eric VanOstrand 860-913-4563



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE

EAP Director

Overdose Awareness Day

Overdose Awareness Day is a global event held on August 31st each year since 2001. This day is dedicated to remembering the lives lost to overdose, supporting those who grieve, and raising awareness about the devastating impact of substance use disorder. It is also a time to spread information about prevention, reduce the stigma surrounding addiction, and encourage compassion for individuals and families affected by it. By bringing overdose into the light, we honor those we've lost while working toward a future where fewer families experience this tragedy.

Now, as we move into September, we recognize both Recovery Month and Suicide Prevention Month. By sharing

stories of hope and resilience, Recovery Month aims to inspire those still struggling and reduce the stigma surrounding these challenges. At the same time, Suicide Prevention Month calls us to check in on one another, to break the silence around mental health struggles, and to remind people that help and hope are always within reach.

Together, these observances hold both heartache and hope. We remember those we've lost, we walk beside those who are struggling, and we celebrate those living in recovery. Most of all, we commit to compassion, for ourselves, for our community, and for everyone touched by addiction, mental health challenges, or loss. Recovery Month is signified by a purple

awareness ribbon. I have these ribbons available to anyone who would like one.

Local 201's Employee Assistance 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. I am always available to support and help connect anyone with any resources you may need. I can meet with you in person at a time and location of your choice. I can also be contacted by email at dwhite@local201iuecwa.org. Laura O'Neal, our Optum on-site dedicated workplace con-

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



VET-TO-VET SUPPORT CONNECTION



Veteran run support network.

-No VA BS

-No paperwork

-No hassle

Just Veterans helping Veterans

Call: 781-584-7641 and be connected with another vet.
Strictly Confidential

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





VP's Corner

By CHRIS MOODY

Vice-President/Recording Secretary

Hello Brothers and Sisters!!!

IUE-CWA Local 201 PAF Drive

I hope this article finds you all in good health. This month I want to start out right away by saying thank you to the PAF drive team! The team spent day 1 going through training, hearing from guest speakers on the importance of the drive and getting organized to hit the shop floor over the next 2 days. To see how prepared and ready everyone was to get to work immediately on day 2 was amazing to see. They did an unbelievable job, I honestly can't thank them enough for the dedication they put into it. During the drive the team saw 100 of our Local 201 members at GE Aerospace pledge a \$3+ per week contribution totaling \$19,000 going to the fund out of Local 201 each year. That's on top of the previous contributions that were already in place. Again, you never know how far your contribution will go, and it's imperative for all unions to back the people that help us and provide a voice for labor on any level of government.

Labor Day

This past Monday we celebrated Labor Day, we had some members of Local 201, retirees and people from all different sectors of labor march in Greater Boston Labor Council's first ever Labor Day Parade. While I did not attend, I'm told the turnout was nothing short of amazing. While speaking of Labor Day, it's quite a fascinating, and depressing, history on how it came to be about.

It's no secret that the late 19th century workplaces were filled with poor working conditions and exploited workforces in a time where regulation on workplace standards simply didn't exist. Or were subpar and unenforced. That's why to no surprise, the late 19th century saw a rising labor movement of men and women just like me and you that were sick and tired of

the treatment they received. Some state governments tried to make some weak attempts at pretending to protect workers, for example the Massachusetts factory act of 1877.

Lack of funding, subpar penalties, just downright useless legislation that did nothing more than teach corporations how to find loopholes in the law, which I'm sure was written with loopholes by accident. It's this climate around the workplaces of those times that saw a strengthening of the same labor movement that we all continue to this very day. It's those conditions that lead the Central Labor Union in New York City to organize the first ever Labor Day parade which saw 10,000 workers march the streets.

While that may have been the first major action marking what would become a federal holiday, it still took another 12 years for workers to see Labor Day be signed into federal law as a recognized holiday. It wasn't until 1894, and a decision to send United States military personnel into Illinois to break up the Pullman Strike. It was after bloodshed and country wide outrage that Congress and President Grover Cleveland finally made Labor Day a federal holiday. While many improvements have been made in labor, none of it would be possible without historical events such as the Pullman Strike and Parade in 1882. We've never had anyone simply just hand anything over to us, if anything corporations like to play a game of takeaway with its workers. So, while I hope everyone enjoyed the long weekend and spent it however, they wanted, I would also encourage everyone to keep in mind exactly why we have the first Monday of every September off. It's due to the sacrifice of those who came before us.

Vote on New Listed Holiday

At this month's membership

meeting there is going to be quite a few things to vote on. One of which will address one of our wins in the National Contract that gave the membership the ability to choose our new holiday. Discussion on what to recommend to the membership took place at the Executive Policy Board meeting and the board voted to recommend choosing Juneteenth as the new holiday. Juneteenth was listed as a federal holiday a few years back and based on the meaning behind the day, I'm hard pressed on finding a different day to recommend. However, our union is a democratic process, so if there's a different day you have in mind then be sure to attend the membership meeting and have your voice heard. I do give my full support in choosing Juneteenth.

Legislation

In last month's article I spoke about Massachusetts Bill S.1447, this is the bill that caps rent increases. While it was going to the state house, where it had the possibility of sitting for some time with no action, there has recently been a change of how it will be handled. It will now be part of the petition initiative process. I was not familiar with the process but Mass.gov has a section that I think describes it in a pretty straight forward manner.

The following was taken off of Mass.gov:

"The process is established by **Amendment Article 48 of the Massachusetts Constitution** as a way for people to propose laws and constitutional amendments for approval by voters.

Initiative petitions first must be prepared by the petitioner, signed by at least 10 registered voters, and submitted to the Attorney General's Office by the first Wednesday in August. Generally, initiative petitions are filed in odd-numbered years to appear on the ballot at the

next statewide biennial election (held in even-numbered years). The Attorney General's Office then determines if the petition meets the state's constitutional requirements and can be certified and usually announces which petitions are certified by the first Wednesday in September. Petitions certified by the Attorney General's Office may then be filed with the Secretary of State's Office.

Petitioners must collect 74,574 signatures for their petition and file collected signatures with local election officials for certification 14 days before the first Wednesday in December. Signed petitions must then be filed with the Secretary of State's Office by the first Wednesday in December.

If enough signatures are collected, the measure is then sent to the Legislature in January of the next year. The Legislature can pass the measure, propose a substitute, or take no action.

If the Legislature does not pass the measure as filed before the first Wednesday in May, the petitioner must then collect 12,429 more signatures and file them with local election officials for certification 14 days before the first Wednesday in July and with the Secretary by the first Wednesday in July. After enough signatures are filed, the measure is then placed on the ballot for the next statewide general election."

This change will make it so that it becomes a ballot question during election time as opposed to leaving it up to the state house. Leaving the decision not in elected representatives hands, but putting the decision in the hands of the residents of the Commonwealth. True democracy.

That's all I have for this month, as always if you have any issues or concerns feel free to reach out to me directly or down at the union hall.

Business Agent's article continued from page 12

One of these unimaginably vital services is that of our Employee Assistance Program (EAP), a **JOINT** Union and Company program that has touched countless lives of present and former members, a program that has made a difference generation after generation of Local 201 members. Presently, however, GE Aerospace continues on its reckless path of institutional destruction as it has set its sights on EAP.

It usually starts with a small slip up, a quiet change in a form, a new person overseeing a program, but all of these small changes are now threatening the integrity of the EAP. In the past few weeks it has become evident that the Company has unilaterally changed their approach to this program, and is now refusing to follow the standards and procedures that have been in place for decades. They point at policies that are irrelevant, unilaterally change procedures, refuse to include the Union EAP Director in the process, and most egregiously pretend to know and understand the subject and try to change a process that was created by mental health, substance abuse, and clinical professionals. This is unacceptable.

It is clear that the focus of the Company regarding the EAP is now to limit the Company's liability instead of providing life saving assistance to their employees. This callous move will continue to make waves, and could unavoidably hurt those in need of the program. The Union will continue to push back against this complete violation of our trust and the trust of their employees.

September is National Suicide Prevention & Awareness Month and Recovery Month, see pg. 9 for the Union EAP Director Derek White's article. His articles are always full of vital information as well as his and the Company's EAP contact information. Please reach out if you have any questions regarding the program. All communications with the EAP are strictly confidential.

New LATO & Logistics Board Member

As many of you know, Bobby Eldridge has decided to step away from GE. I want to personally thank him for his years of dedication to Local 201 and for all the support he has provided me with both as a steward in LATO, and later as part of the Local's Executive Board. Bobby, there is no doubt about it, you will be missed.

I would also like to welcome our new LATO/Logistics Board Member, Brian Russo. I met Brian early in my career with the company. I have always known him to be a levelheaded yet impassioned person who knows how to lay out a well put together argument and make a strong stance. He brings a wealth of experience with him to the board role and I look forward to working with him. Brian, thank you for stepping up.

FleetLogix Report Vacation bid

By the time this edition of the paper is published, the timeframe for the vacation bid will be over. This is a big deal, as our members got a chance to bid for vacation spots for the remainder of the year marking the first time our members have had any

amount of vacation provided by the Company, and the first time that the concept of seniority was applied at any level of consideration by the Company. Another victory for you all. Since the vacation signup for the year is closed, any future vacation requests will be on a first come first serve basis and will remain at the discretion of the company and business needs. However, keep in mind, the company has to make every effort to schedule all unused vacation time by the end of the year.

Your Rights

I want to make this abundantly clear, the time of the Company singlehandedly deciding what is right and what is wrong is over. We have a contract, which the membership and the Company entered in good faith, and it is the duty of the Union, its leadership, and its membership to uphold it and make sure the Company continues to abide by it.

I bring this up because even though since ratification many things have changed and improved for our members, several incorrect practices remain prevalent, particularly the reckless and inconsistent application of severe discipline, suspension, and termination. If you are being disciplined, you have access to representation, but regardless of that, it is the Company's responsibility to provide written documentation to you and the Union regarding these levels of discipline. At the moment, the Company has been flaky when following these rules, and people are being suspended or terminated over a phone call, with no proper documentation. That is just not going to cut it anymore. If you or anyone has been

disciplined at any level, please inform your stewards so that we can make sure the Company is complying with the contract.

This is not an option for the Company, they have to follow the contract, but it is our duty to speak up and make sure they are not stepping over the line.

ABG REPORT

Following up on "Avis First Concierge" the Company has officially rolled out the classification, posted the jobs and is already training the new group. The main issue the Union raised during this process was the worry of any overlap of this classification with the current Airport based CSRs. Those concerns have been settled. The new classification will be its own work group with its own management as well as its own customer and will not take away from the day-to-day work performed at the airport. The Union will continue to monitor this update to make sure that no member's rights are being violated. We have also made it clear to the Company that the Union should be seen as a equal partner and is eager to help bring in more customers, more workers, and more work to the company, we just want to make sure our members receive their fair share.

Keep up the good work, continue to raise your issues to the stewards and continue to push those step 1s. Since no cases rose to the level of step 2 over the past month, there hasn't been a meeting with the Company. This is a good sign that everything that can get worked out on the floor is being worked out, just remember, letting things slide is a slippery slope, we need to remain vigilant and continue to raise any issues as they come up.

President's article continued from page 12

Congratulations to Bobby "Senior Board Member" Eldridge on his Retirement, and Congratulations to Brian Russo for assuming the GE LATO/Logistics E-Board position!

To: UAW 647 President Brian Strunk

Dear Brother,

On behalf of IUE-CWA Local 201, we send our full solidarity and support to you in your strike for a fair contract. We understand that the General Electric failed to present you with an offer at the table and are now claiming they gave you an offer that they did not, causing a strike. Had that been the case in our negotiations, we would be out too.

We recognize the courage it takes to withhold your labor, and we stand with you.

We support your actions to secure a fair contract from the Company. Please let us know how we can be in solidarity with your struggle.

In solidarity,

Adam Kaszynski President
Chris Moody Vice President
Jeff Cruz Business Agent



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

GE Report

MBW Progression Lookback: Arbitrator Rules in Favor of Local 201

As mentioned in the last edition of the newspaper, the Union and the Company disagreed on the calculation of the MBW Lookback for members in progression. The Company argued that the lump sum was to be based on the individual's current step while the Union argued that it is to be based on the classification's top of the rate, as it has been since 2019. After nearly 2 years of arguments and escalation, this grievance reached the end of the arbitration stage and resulted in the Arbitrator agreeing with the Union's position and subsequently awarding the Union with the following:

...the grievance is upheld... The Company is directed to recalculate all affected lump sum payments made to MBW employees by using the previously accepted method (the negotiated increase amount applied to the top rate multiplied by hours worked) and, as appropriate, to pay affected employees the difference between what they received and the amount they should have received under the correct calculation...

This means that for the wage increases of 2023, 2024, and 2025, the Company did not properly calculate the full amount of the Lump Sum for all members in progression and must now recalculate and provide the correct amount to all members impacted. ALL members that were in progression in any or all of these years should receive some sort of updated Progression Lump Sum Bonus, however running the numbers and making sure that the pay out is correct once and for all will take a little bit of time. There is not exact date when this payout will happen, but the Company is hoping to have it wrapped up by the end of September (As always, take that with a grain of salt).

We will continue to update the membership once more information is available. If you were in progression in 2023, 2024, or 2025, keep a lookout as more information is to follow in the coming weeks.

2025 MBW Negotiations

With National Contract and the MBW Arbitration wrapped up, the many questions that needed to be settled are settled, and we can now enter into the next round of MBW negotiations with clarity. We expect to begin this round of MBW negotiations at the end of September (again, after the arbitration payout is processed). In preparation, a survey was published in the last edition of the newspaper, and on the front page of this one. We already have a good number of answers but we want to have input from as much of the floor as possible, so if you have not filled it out do so ASAP. This survey will be one of the main tools that will guide the direction of the negotiations. **FILL OUT THE MBW SURVEY ON PG 1.**

Employee Assistance Program Under Attack

Beyond representing members and bargaining contracts and agreements, our Union provides our membership, their families, the community, and even the Companies whose employees we represent with an incredible amount of services, knowledge, and influence.

continued on page 11



President's Column

By ADAM KASZYNSKI
President

Union Wins \$628,000 Wage Theft Settlement for 177 Members at GE Lynn

Between July 2020 and 2024, 177 members at GE all had their paychecks paid more than six days after the end of the 7-day work period, the MA Wage Act says the employer owes you triple damages. Each of the 177 members will receive a pro rata share of the settlement amount based on the amount of claimed damages due to them pursuant to the Mass Wage act. All of these members have been contacted via the US mail notifying them that they are a part of this settlement. The settlement will be paid out by the end of the month.

Did the Company learn from the experience? HELL NO!

By 2024 we could see the Company start taking timely pay much more seriously, and we had very few cases that year – we figured the size of the damages they were already facing scared them straight. Then along came the split and workday transition Jan 1 2025, and our payroll issues went through the roof.

GE Payroll is a disgrace. A sloppy, callous, and inhumane abomination. Pay is incorrect often. Deciphering our pay slips require a 10 page training packet, a steward, and a payroll expert. **SO PLEASE LISTEN UP:** If you are paid late: grieve it for triple damages – the union will get you paid with damages. Check your pay check every week, and file a grievance if you are not paid correctly and on time. For members not at GE, this law applies to you as well, make sure to grieve for late pay!

Unbreakable Solidarity: 201 History

In honor of Labor Day, I'm retelling a story originally shared by retired LCM board member Jeff Francis in the 201 News. His versions better.

Back during the Great Depression, Lynn GE workers stared down hunger and misery with solidarity. In the early 1930s, GE slashed its workforce in half and cut wages for those who remained. The labor movement had not yet won unemployment insurance or social security. A layoff could mean starvation.

In an effort to save jobs across the country President FDR's National Recovery Act fixed our industry workweek at 36 hours in 1932. Local 201 workers didn't just adapt, they seized it as a weapon of survival. They fought for "work-sharing" (less hours to keep more people employed) not because it was easy, but because it meant their brothers and sisters wouldn't be tossed into the street. Some departments went down to 32 hours a week to save jobs. Workers literally gave up part of their pay so fellow union members could keep food on the table.

And they fought like hell to make it stick. Lynn workers later won local contract language that would force the Company to cut the workweek back down to 36 hours before laying off any worker with more than a year's service. It was invoked in 1937 and 1938, then carried into the national contract for a decade. We didn't win the battles of the 1930s by chasing individual gain—we won them through sacrifice, solidarity, and a demand that the Company respect the collective voice of the workers. Be proud to be Union, on labor day and everyday.

continued on page 11

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