

Tuesday, August 19, 2025
112 Exchange Street
Lynn, MA 01901

FIRST SESSION: 20/zoom 10/room 30 TOTAL

SECOND SESSION:
TOTAL:

LOCAL 201 COMBINED SHOP STEWARDS & MEMBERSHIP MEETING AGENDA

PLEDGE OF ALLIEGANCE

HONOR DECEASED MEMBERS/RETIREEES

- Karen McGrane Hodge
- David Ruelle
- Mark Abernathy
- Michael Behen
- Risolvo Bisenga

ROLL CALL OF EXECUTIVE BOARD AND OFFICERS (**PM ONLY**)

I.FEATURED PRESENTATIONS

1. 30+ YEAR PIN AWARDS
 - No Call
2. SWEARING IN OF NEW MEMBERS
 - No Call

II. GENERAL BUSINESS:

1. MINUTES OF PREVIOUS MEETING – June 17, 2025 – *Posted & Circulated*
 - Accept w/o reading -Peterson/O'Shea – carried
 - Afternoon meeting - carried

2. EXECUTIVE POLICY BOARD MEETING MINUTES – August 5, 2025 –
Highlighted, Posted, & Circulated

- 130+ MCU techs that work all over the country, doesn't have a geographic home
- 1. Were used to dealing with GE 2. Contract states that if new unit unionizes they will be covered under national
- Hardest part is getting that first contract, only thing left to bargaining will be local issues
- Gone back and forth for few years to train them on contract so they understand it's a real thing and their support to the campaign shows that they do understand article 1
- We haven't exercised it since the 90s
- Flier with over 60% of workforce supporting union
- Local members helped during campaign
- Company had an all hands meeting to spread anti union rhetoric
- Half the techs showed up to the meeting in union t shirts
- Through really aggressive work, it takes a long time to get an election, this election happened even quicker than fleet logix
- One week after vote will be national negotiations
- Majority support demonstrated
- Were going to learn a lot bout organizing at GE and article 1
- September 5th we will be letting everyone know the results
- AFTERNOON: Local 201 and IUE organizers have been in contact and working through the campaign with them for the last couple of months
- Company knows the techs are serious
- Vote will be in person in Dallas, company is flying all the techs out
- Were at an estimated 64% support
- Below typical threshold for support, but best we pull the trigger now before national negotiations

Motion to accept MCU techs into local – Peterson/O'Shea – carried

Afternoon meeting – carried

MATTER OF LATE CLOSED GRIEVANCE LETTER

- For some time letters weren't going out after grievances had either been dropped, upheld etc
- Letters will be going back out now with some memebrs having already received them

MATTER OF BILL H.2328

- Board voted to endorse Bill H.2328
- Bill ties rent increases to cpi index or 5% increase, which ever is lower
- We heard from members many times that its not affordable to live within relative distance of the plant

- Bill information is in the newsletter
- Other unions reached out asking for support on the bill
- "It doesn't affect small mom and pop landlords, other corporations are coming in and buying property, raising rent and pushing people out"
- "This is the only state that allows first, last, security"
- "We have new members who make \$20/hr and members that start even higher and still cant afford to live here
- "A lot of us are already facing food insecurity"
- "Will this apply to other towns around Lynn?" "What it does is legalize each town or municipality can implement it on their own, it is not automatic."
- "I live in an apartment owned by a corporation and they raise rent every year."
- This would be Local 201s third endorsement bill for this legislature
- AFTERNOON:
- Great conversation around this matter at morning meeting
- Due to the level of issues weve heard from our members the board felt it was extremely important to support this Bill
- Every legislative session we send a letter to legislature about top issues affecting our members

Motion from the board was to endorse the Bill – carried

Afternoon meeting - carried

MATTER OF LABOR DAY

- We usually celebrate on Mayday, it's the original labor day
- Greater Boston Labor Council usually has a breakfast for labor folks, this year theyre gonna be throwing a labor day parade
- Great chance for labor to stand together in the streets
- Will be on Sept 1st
- GBLC asked we send people
- Can retirees go? Yes
- AFTERNOON:
- Basically the idea is to get labor together and flood the streets of Boston and march together in solidarity

Board approved up to \$1000 for a bus to send members to labor Day Parade – carried

Afternoon meeting - carried

MATTER OF ARBITRATION COST

- Member couldn't make it for personal reasons

Motion to split cost with the company – Moody/O'Shea – carried

Afternoon meeting - carried

MATTER OF FIDELITY RETIREMENT SESSIONS

- Fidelity now administers the money for GE's retirement plans
- Morning of 8/29 will be a session, they'll be available for 1 on 1s after lunch that same day
- Patty will be running a retirement session on 8/21 John Leighton and Chris Moody will attend
- Weve gotten The Company to do This before but members didn't show up due to company giving short notice both times
- What we want to do this time is co sponsor so people have a chance to ask the right people their questions
- Notice from the company was an issue in the past
- People should ask about retirees not getting their vacation pay after retirement/selling during open enrollment

Motion from the board was to co-sponsor – carried

Afternoon meeting – carried

Motion to accept committee reports and accept policy board minutes as read – Peterson/O'Shea - carried

Afternoon meeting - carried

3. TREASURER'S MONTHLY FINANCIAL REPORT

- *Vice President reads*

Motion to accept the treasurers report – Peterson/O'Shea - carried

Afternoon meeting -

III. GE REPORT

- MBW negotiations coming up
- Waiting on board members to choose their witnesses for the sessions

- Only agreement that's scheduled to negotiate and that both union and company need to agree on for something to change
- No force implementing anything new into agreement
- Erase MBW
- Frontload
- Decrease progression
- Skilled trades adjustment
- Licenses
- We take those surveys, add them up to find out key issues for our members so we know what our priority will be at the table
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WAGE THEFT

- 187 members qualified for delayed pay
- Were hearing end of August for payments
- Its very important that the company pay you on time, if not they need to correct it by fixing it in same pay period
- If neither happens its very important we grieve it and seek triple damages
- Holding the companies feet to the fire is how we get paid on time

MATER OF ARBITRATIONS

- Union went to 2 arbitrations, first one was calculating percentage raise by step you were on not based on top of rate
 - Got pre-arbitration settlement for people being held that they will be paid based on upgrade rate not rate you're being held on
 - 2nd case that went had to do with being held for upgrade, we say that if im in that liability window when the lump sum hits then it should be paid based on my upgrade classification not classification you're being held on
 - If affected by lumpsum lookback being paid incorrectly you will be made whole
- MATTER OF PM DEVELOPMENT AGREEMENT

- Large part of creating PM classification was designed to help keep work in, Union was being flexible in creating classification
- Another reason was development, people used to develop then get laid off and placed elsewhere for development
- Company abuses PM classification
- Brother raised his hand and said "I've been here for awhile making R19 money, PM should be over here already trained but im training him and per the contract I should get paid a higher rate
- Came to agreement from grievance that was filed
- *President reads agreement*
- If a 19 is asked to develop themselves they need to be compensated correctly
- 19s in Building 40 said they didn't want PM doing development so they've been doing development for a matter of years

- "I don't think you understand how their using PMS, their hiring them and having them do all the work. I'm sitting around for 8 hours IME and im not even trained on the parts in my own cell. I don't care about lead hand or anything, PM's are being used as job killers right now."
- "They're trying to in Building 40 mixed they're hiring another PM to do the EDM, if the EDM guy is to train the PM he needs to receive 22 rate. Member wasn't aware of the agreement and head to read it in the newsletter"
- Management is not aware of it due to lack of communication on their side so if passed, keep an eye on your paycheck if you develop, you will be owed the difference
- AFTERNOON:
- Board member and stewards still have ability to put 19s on development
- "is there anything in there about the 20 hour rule?"
- We wish but unfortunately it is not, that was a company rule that came from finance. At some point that changed and the company has no interest in negotiating such a rule at this time
- We assume theres managers that may not want to pay 22 for 19 work

Motion to accept – Peterson/O'Shea – carried

Afternoon meeting - carried

Motion to accept the report – Peterson/White – carried

Afternoon meeting -

IV. AVIS/BUDGET GROUP REPORT

- Sam Sanchez coming to 1st, good chance to meet people
- Case going to step 3 for unjust term
- Anticipating the case will go to arbitration

Motion to accept report – Peterson/Leighton – carried

Afternoon meeting - carried

V. AMETEK REPORT

- Steve Del Bosque wrote proposal to policy board that they want 1 to 3 members of the policy board to meet the members, have lunch and speak contract and what it means to be in a union

The Motion from the board is to approve proposal – Peterson/O'Shea – carried

Afternoon meeting - carried

- Advanced Stewards Training class will take place towards end of Septemeber
- Want to send Chief Steward from LCM at GE, Ametek and Veolia

Motion to send Cory Scott, Brian Merchant and Steve Del bosque to advanced stewards training in Las Vegas and accept report – Carlino/O'Shea – carried

Afternoon meeting - carried

VI. VEOLIA WATER REPORT

- Fred Hogan has stepped back as Chief Steward, Cory Scott will be filling the role.
- Fred is still a trustee for the Local and is doing a ton of work for the City
- Cory was on the contract bargaining committee and was great, he hit the ground running
- Cory got company to agree to have members do landscaping on OT for 16 hours per month. Cory has company agreeing to allow 32 hours per week
- OT for the landscaping will be tracked on a separate OT list

Motion to accept – O'Shea/Rogers - carried

Afternoon meeting - carried

VII. SAUGUS LIBRARIANS REPORT

No news/update – No report

VIII. FLEETLOGIX REPORT

FLEETLOGIX REPORT

- Members ratified contract, got signed August 4th
- Members have chosen their first Chief Steward which is Luis Sanchez
- Labor Day will be first ever paid holiday for members at Fleet Logix
- Stewards have met with jeff Cruz to learn how to process grievances, learn how to uphold the contract

Motion to accept – Peterson/Rogers – carried

Afternoon meeting - carried

IX. NEW BUSINESS

- No news/update

GOOD & WELFARE

- "Is there gonna be a solution to make up for the closed gate?"
- Its nothing the union can control, or even the company
- Being late due to new badging process or closed gate have been getting thrown out so far
- "Any follow up from Lobby Day?"
- Next week we will be running a PAF drive in plant with Ashley Snyder, I will pull her aside during that time to discuss next steps
- Lobby day to lobby for unemployment insurance for striking workers is gonna be a work in progress. We have atleast another year to make some real movement on it

Motion to recess – Moody/Eldridge – carried

Motion to adjourn – Eldridge/Overbaugh - carried