

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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Jefferson Cruz Ruales

MANAGING-EDITOR
Tom O'Shea

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MBW Bargaining Update:

By Jefferson Cruz Ruales, Local 201 Business Agent

Market Based Wage Bargaining has begun. On September 23, Local 201 Bargaining Committee gathered at the Union Hall to review the current state of MBW, the state of the shop, review the membership surveys, and prepare for the negotiations to come. Since then, we have met with the Company on two sessions, and during both sessions the Union has maintained the same position, MBW has to go. During the second session in particular, each of the committee members presented real world examples of why MBW is hurting the business. Our members see and live the unaccounted ramifications of MBW, job postings remaining open for months, high turnover between classifications, and outside job opportunities looking more and more enticing. On top of that, the entire committee conveyed the overwhelming sense that this reborn company is more than capable of offering their employees a first class benefits and compensation package, but instead chooses to line the pockets of shareholders and CEO's. There is no excuse for the company to talk about labor cost after record breaking quarters in Lynn, and a stock price hitting an all-time high since 2000.

The Union also took this opportunity to present to the Company the full extent and impact of the newly unfrozen Cost of Living Formula and how it will aggravate the already existing issues of the MBW structure as it stands; this has dominated large parts of the conversation so far. Redistribution of steps, unaccounted COLA from steps, wage compression, and additional lookbacks while on progression are only some of the "unexpected" consequences of MBW. It's to be expected that the company will fight each and every one of these re-

sponsibilities which they agreed to, and which they themselves refuse to get rid of. Fortunately for the Union, the recently won arbitration reaffirmed the Company's responsibility to abide by MBW past practice. At this point, it's not possible for the Union to provide the membership with a clear answer of how the Company will choose to apply COLA to MBW, as it is clear that their interpretation (once again!) differs. What is clear is that we will not let their buyer's remorse get them off the hook, and the company will be held accountable to the full extent of MBW if they do not want to throw it in the trash.

The following quotes are just a few examples of the input received from the membership surveys.

"MBW has been nothing but detrimental to the employees and Co. but it sure has been great for executive compensation."

"Most the good workers I know that look at jobs in our plant choose not to apply when they find out the starting rate..."

"The first few years here were really hard. I almost had to find a new job a few times because it was really hard to survive."

"Idk how these new hires can live off of \$20 something a hour to start."

"...GE was always a highly paid respected company, we have lost that initiative for new hires..."

"...we deserve better..."

We will continue to provide the membership with further updates as they develop.

MBW Arbitration Update:

By Jefferson Cruz Ruales, Local 201 Business Agent

MBW Arbitration payout has begun. Although we requested the raw data and math for the payments since we received the Arbitrator's decision, the Company has yet to provide, all the Union has are the amounts the company owes each of the affected members. Two problems with being able to verify if these amounts are correct. One, the paystubs remain undecipherable, and two, each member needs to know how many hours they worked each of the previous years, something that no one but the company keeps track off. The Union has once again requested the relevant data and will follow up with the membership once we have verified these numbers. The only other bit of useful

information we have from the company at this time is that on the 10/9/2025 paycheck, members should have seen the payout for 2023, and 2024; the payout for 2025 is to come.

The math is going to look wrong, it's almost impossible to verify if it's correct, the rollout of payments is confusing, and the Union is once again burdened with verifying the Company's work. But let's make it clear, none of this should take away from the incredible victory that this has been, the amounts people are owed are not negligible, and we were successful in forcing the company to open its eyes and be responsible for their actions.

FUND T901:



PROTECT OUR JOBS. PROTECT OUR COUNTRY.

Tell Congress to keep good union jobs in the U.S. and give our service members the reliable equipment they need.

Our families and communities can't afford more layoffs and uncertainty. Funding the T901 engine program means stable, union jobs in Massachusetts, Kentucky, and elsewhere, and life-saving equipment for the Army and National Guard. Together, we can make sure Congress invests in U.S. workers and protects our national security.



<https://iuecwa.news/FundT901>

IUE-CWA
A FORCE FOR UNION FAMILIES, AFL-CIO

Next Local 201 Membership Meeting October 21, 2025 - See page 4

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

Law Offices of James J. Carrigan

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

Anne Gugino Carrigan
(Former member AFSCME)

225 Boston Street, Suite 306
Lynn, MA 01902

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



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

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

FREE PARKING • EVENING AND SATURDA HOURS

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Quincy



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SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to John Murray and family on the recent death of his mother Marie Mitchell Murray. John works as an AAEM in building 42.

Service Directory

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

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

Clean Outs/Estate Sales/Junk Removal
We remove trash for a fee.
Also will consult to liquidate your estate.
781-215-3974 Text Preferred

Joe Foley - Handyman Services
Interior, Exterior, Full Remodeling, Windows,
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We do it all!
978-210-0700 • ilandpro@yahoo.com

Mark & Robin's Comics



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- Muscle Strains • Work Accidents
- Leg/Arm Numbness
- Repetitive Stress Injuries • Carpal Tunnel Syndrome

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



Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
25 _____
WORD _____
LIMIT _____
PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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Saugus Public Library

By JACKIE MILLER

Chief Steward Saugus Public Library

Halloween is Coming and Here is How You Can Support Your Fellow Union Members

Salem is not the only community that knows how to celebrate Halloween. With twelve-foot tall skeletons decorated with Red Sox gear, inflatable ghosts soaring above spectators, and the Grim Reaper's LED-lit eyes glowering at the living, Lynn, Saugus, and the surrounding towns do their best to help make Halloween the second biggest holiday in the United States spending-wise after Christmas. Consumers will purchase approximately \$13 billion this Halloween, buying candy, costumes, decorations, and greeting cards.

With most of the costumes and decorative items made elsewhere and even those Hallmark greeting cards are not union-made, the way to support your union family is by buying candy made by union members. Unions covering candy makers include the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM) and the United Food & Commercial Workers International Union (UFCW). Some of the sweet treats to give out on Halloween night include: Hershey's Kisses/ Nuggets, KitKat, Butterfin-



ger*, Babe Ruth*, Smarties, Jawbreakers, Sour Patch Kids, Tootsie Rolls, York Peppermint Patties, Jolly Ranchers, Bit-O-Honey, Mary Jane, Peanut Butter Chews, Red Vines, and last, but not least Jelly Belly Candy Corn.

*Make sure it wasn't made in Mexico

Enjoy your holiday, and if you go out trick-or-treating with your kids, consider dressing up as something really scary like union busters Elon Musk or Jeff Bezos; they are doing a lot more damage than a horde of zombies could ever dream of doing.

More good you can do: The Pumpkin Patch has again opened at the First Congregational Church on Hamilton Street (diagonally across the center from the Saugus Public Library. Any students in need of volunteer hours or anyone just looking to do some good can volunteer at the Pumpkin Patch for a shift selling the pumpkins for the annual fundraiser benefitting both the church and the growers of the pumpkins, the Navajo Reservation. Contact Carl Spencer for more information: 781-233-9196.

**JOB
OPENING**



**Children's Librarian
24 Hours per Week**

This position involves the provision of all library services for children under the direction of the Head of Children's. These services include, but are not limited to programming, purchasing, cataloging/processing of materials, collection development, readers' advisory, outreach and coordinating with other library departments.

This position requires that the employee have considerable knowledge, skill and ability in every phase of the public library field, particularly as it relates to children's library services. Requires independent judgment and initiative in the planning and provision of children's services.

For more information, contact Alan Thibeault, Director Saugus Public Library, 781-231-4168 x3122

North Shore Labor Council

HALLOWEEN

Trivia

Food • Fun • Prizes

OCT 30 | 6PM

Prince Pizzeria
517 Broadway, Rte 1, Saugus

<https://forms.gle/tMekQNCHUiuNUXK98>

Doors Open @ 5:30pm | Costumes Encouraged!

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.



SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Donald Perry Jr. on his recent death. Don was a retired GE Fire Fighter/Fire Inspector. He also was chief cartoonist for the Local 201 newspaper.

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I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

OCTOBER 21, 2025

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



OR VIA ZOOM

<https://shorturl.at/p70xo>

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 CHILDREN'S CHRISTMAS PARTY BUDGET
 2. VOTE ON 3RD SHIFT HOLIDAY SWAP
 3. VOTE ON AAEM TEST GROUP COMPENSATION AGREEMENT

Signed,

ADAM KASZYNSKI, President
JEFFERSON CRUZ RUALES, Business Agent

Listed Below are Open Positions as of October 1, 2025

Lynn GE

You can apply for these jobs at
GEcareers.com

- 1 Boring Mill Vertical
- 1 Repair Control
- 1 Electrician
- 10 Adv Aircraft Eng Mech
- 1 HVAC Refrigeration Journeyman
- 1 Servicer
- 1 Broach
- 2 Auto Lathe
- 6 Bench
- 1 Power Plant Operator
(3rd Class Engineer License Required)
- 3 Milling Machine
- 3 Welder Machine Resist
- 1 Welder
- 1 Milling Machine Electro(EDM)
- 1 Milling Machine Electro Auto
- 1 Machinist Production

OPEN POSITIONS



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Retirees over Age 65: Open Enrollment is October 15 to December 7

The open enrollment period for post 65 allows retirees to change their health or prescription drug plans for 2026. It's a good idea to check out what's happening to your plans. Everyone should have gotten a 2026 Annual Notice of Changes from your insurer. Some insurers are discontinuing plans. Sometimes they enroll you automatically in another plan but it may not be the best plan for you. You can choose what plan works best for you.

This year the **annual** out of pocket limit on prescription costs is going up to \$2100 from \$2000. Previously, the limit was \$8000. The maximum annual prescription deductible is increasing from to \$615 a month from \$590. Some plans don't charge that at all (they tend to have a higher monthly premium.) Some plans only apply the deductible for Tier 3 and higher drugs.

New to take effect this year is a break in prices for 10 super expensive drugs, such as Jardiance, Eliquis and others due to a negotiation required by the Inflation Reduction Act. Whether retirees can now afford them or not we'll see. Rates I've seen are still high. For example, Jardiance at \$197 a month down from \$573, or Eliquis at \$231 a month down from \$521 a month.

Some prescription plan premiums are changing a lot. For instance, in Massachusetts Cigna Health Care is going up to \$139.30 month from \$89.30 a ma and it has a new name, Health Spring Assurance RX. The premium for AARP Medicare RX Preferred from United Health is going up to \$155.10 a month from \$107.50 a ma But the premium for the Aetna SilverScript Choice plan is **going down** to \$32.50 month from \$50.70 ma And Humana Basic is going down to \$8.40 a month from \$102.50 a ma

The plan might also change what drugs it covers or what it pays for your scripts which could change your co-pay. If the rates go up a lot, it's time to see if there's a better plan for you. I recommend that retirees write down all their medications with the strength and the frequency that you take them in order to comparison shop the plans. If you don't take action before the December 7 deadline, you could be stuck with the plan for the year. And it makes sense to call or go on line sooner.

If you are in a Medicare Advantage plans things could change as well. Some plans are being discontinued. Some are changing what doctors they accept. For instance, the Beth Isreal Lahey and the North Shore

Physicians Group are no longer accepting Blue Cross Blue Shield Preferred Provider Option members as in network. And the Mass General Brigham PCP's won't be in network for UnitedHealthCare MA plans.

To change your plan, you can go online at my.viabenefits.com or Medicare.gov. Or you can call VIA at 1-855-873-0103 to look at which plan is best for you. Be sure to factor in both the cost of premiums and what the plan pays for your prescriptions.

If you are eligible for the GE Retiree Reimbursement Account (RRA) that pays \$1000 a year toward your expenses and premiums, **you have to enroll in one plan** (either prescription drug plan, supplemental, or Medicare Advantage plan) through VIA benefits. If you qualify for VIA funding and you need to switch plans be sure to work through them either on the phone or online.

Some other reasons to change plans are that you moved, your doctors no longer accept the insurance, or your prescriptions changed. **If you are happy with your plans, you don't have to do anything.**

Another resource especially for those of you who are **not** eligible for \$1000 RRA through VIA are the State Health Insurance Assistance programs (SHIP). 1-877-839-2675 or shiphelp.org. They are located in every state and help people with coverage. The Massachusetts program is SHINE and I've been training with them to better help retirees.

At the present time the rates and deductibles for Medicare Part A (hospital) and Part B (doctors) coverage have not been announced so I will cover that in my next article.

Questions? You can call me at 617-922-5573 and we can work together.

Want to get alerts about retiree meetings and events? Let me know. So far I send an email to those retirees who have let me know they want an email. But some folks don't have them so I'm considering a text alert. Let me know and I'll add you to the list.

GE Stewards Council

November 2, 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.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday October 22 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



IUE-CWA LOCAL 201

**CORDIALLY INVITES OUR MEMBERS, RETIREES
AND OTHER INVITED GUESTS TO THE
CHILDREN'S ANNUAL CHRISTMAS PARTY**

**SATURDAY, DECEMBER 13, 2025
11:00 AM TO 3:00 PM**

**YMCA
40 NEPTUNE BLVD, LYNN**

**PIZZA, COOKIES, CHIPS REFRESMENTS
LOTS OF ACTIVITIES FOR THE CHILDREN
RAFFLE**

VET-TO-VET SUPPORT CONNECTION



Veteran run support network.

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-No paperwork

-No hassle

Just Veterans helping Veterans

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



Letter to the Editor

From "Fund T901" petition on PG1.
Dear Elected Official,

We are GE Aerospace employees and other proud members of the IUE-CWA, writing to urge your support for the U.S. Army's Improved Turbine Engine Program (ITEP) and continued funding for the T901 engine.

This program isn't just about helicopters — it's about good jobs, strong communities, and keeping vital manufacturing work here in the United States. For decades, our families have faced layoffs and uncertainty as work has been offshored or shifted overseas. In Massachusetts, our Lynn workforce has gone from 20,000 workers in the 1950s to about 8,000 in the

1980s, and today it's just 1,100. It's imperative that we prevent our fellow union brothers and sisters building GE engines in Kentucky from experiencing the same fate, and also provide critical continuity that prevents our communities from suffering further decline.

If Congress secures funding for the T901 program, it will mean not only protecting our national defense but stable, union jobs guaranteed under our current contract ensuring stability for families in Massachusetts and Kentucky who have weathered far too much uncertainty already.

The T901 engine will give the Army and National Guard the power they need for future Black Hawk and Apache missions, delivering 50% more power, longer range, and lower

maintenance costs. This new technology isn't just about performance; it's about saving lives. Whether flying critical heights above raging forest fires to protect our communities or carrying out recovery missions that bring our brave soldiers safely home, the T901 has already proven it can deliver. Walking away now would waste more than \$1 billion in taxpayer investment and leave our soldiers, and our nation, at a dangerous disadvantage.

For us, this work is deeply personal. Some of us are veterans or reservists. We carry a personal commitment to ensuring our service members have the best tools possible. We know what it means to rely on equipment in the field, and we take pride in building engines that could save lives.

For families in Massachusetts, Kentucky and elsewhere, T901 procurement would provide generational work, with mothers, daughters, sons, and grandparents all contributing to building engines that serve our nation. It would also mean stability for workers and a future for U.S. plants that have otherwise been running on programs 30 years old or more.

The U.S. House and Senate included \$175 million in their respective defense appropriations bills for the T901 program. Now, working families are counting on you to help carry it over the finish line.

We urge you to stand with us, your constituents, to protect these jobs, strengthen our national security, and ensure the T901 engine becomes a reality.

Sincerely,
Your Constituent

FleetLogix Contract Victory Party: Friday, October 17 4-8pm ET at the Union Hall

Local 201 Members are encouraged to come and celebrate our new FleetLogix members on winning their first contract this summer and discuss how they can continue building their power at their shop. Food and drinks provided, please RSVP using this link: <https://forms.gle/aZxuqPmTff5KmbjRA>.

Local 201 Contract Victory Party!
¡Fiesta de la victoria del contrato!

FRIDAY, OCT. 17



4PM - 8PM ET
Local 201 Union Hall
112 Exchange St.,
Lynn, MA 01901



Local 201 FleetLogix members & family are invited to celebrate our wins and discuss how we keep building our power! Food and drinks provided.

Miembros y familiares de FleetLogix Local 201 están invitados a celebrar nuestros triunfos y a conversar sobre cómo seguimos fortaleciendo nuestro poder. Se proporcionará comida y bebida.

PLEASE RSVP →



THE GRATITUDE PROJECT
LYNN HOUSING AUTHORITY
United Way
THANKSGIVING MEAL BAGS
Limited Amount!
Lynn Families of **3 or More**
IN PERSON REGISTRATION
10 Church Street
5-7PM
Tues, October 14th
Tues, October 21st
Tues, October 28th
Tues, November 4th
Please bring a photo ID & proof of address
PICK UP DETAILS
Saturday, November 22nd from
9am - 1pm at 10 Church St, Lynn
*You must have your ticket number and photo ID.
A pickup time will be assigned at registration.*

EL PROYECTO DE LA GRATITUD
LYNN HOUSING AUTHORITY
United Way
BOLSAS DE COMIDA PARA ACCIÓN DE GRACIAS
¡Cantidad limitada!
Familias de Lynn de **3 o más personas**
REGISTRO EN PERSONA
10 Church Street
5-7 p.m.
Martes 14 de octubre
Martes 21 de octubre
Martes 28 de octubre
Martes 4 de noviembre
Por favor traiga una identificación con fotografía y un comprobante de domicilio.
DETALLES DE DISTRIBUCIÓN
Sábado 22 de noviembre desde
las 9am - 1pm en 10 Church St, Lynn
Traiga su número de boleto y una identificación con fotografía. Se asignará una hora para recoger al momento de registrarse.

THE GRATITUDE PROJECT
LYNN HOUSING AUTHORITY
United Way
THANKSGIVING MEAL BAGS
WHAT'S INCLUDED:

- One (1) pound bag of rice
- 15oz can of corn
- 15.5 oz can of black beans
- 2lbs of onions
- One (1) box of stuffing
- One (1) box of cornbread mix
- One (1) box of brownie mix

This distribution does NOT include a turkey!

EL PROYECTO DE LA GRATITUD
LYNN HOUSING AUTHORITY
United Way
BOLSAS DE COMIDA DE ACCIÓN DE GRACIAS
QUÉ INCLUYE:

- Una bolsa de libra de arroz
- lata de maíz de 15 oz
- lata de 15.5 oz de frijoles negros
- 2 libras de cebollas
- Una caja de relleno
- Una caja de mezcla para pan de maíz
- Una caja de mezcla para brownie

¡Esta distribución NO incluye un pavo!



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Coolant Management Program

As I write this article Plant 1 (64A, 64B, 74) are the only businesses receiving weekly central system coolant sampling to off-site labs, and coolant management services by Castrol our outside testing and management vendor.

All other businesses (66, Punch Press, 40, 29) are currently choosing not to conduct weekly sampling of central systems, stand alone machine monitoring, inventory monitoring (they still do in all buildings using they're product), consulting, electronically reported condition/trend charts, coalescer monitoring, coolant related work orders, and more provided by Castrol.

If you're asking why not all of the businesses would want to have the same protections in place for their Metal Working Fluids program, you're not alone.

I've heard statements like "well the new machines come with automatic refractometers" or that operators have refractometers at the workstations.

Refractometers measure concentration by how much light is reflected (Castrol also uses these), giving an experienced operator enough information to add water or coolant to bring the product to a desired level. What a refractometer can't do is detect tramp oil vs product oil, fungus, bacteria, the pH level determines acidity or alkalinity, the age of the coolant, or the overall chemical integrity of the coolant.

Forgetting about the services above, just to maintain the systems we have we'd need a preventative management program in place for operator used refractometers (calibration) and machine coolant monitoring controls. This same PM program

would include machine coolant skimmers, oil/water separators, central systems, coalescers, filter paper, and all machine coolant related and often in need of service components.

Assuming we had these basic controls in place, there would still need to be a program owner technically capable of reading and understanding the samples taken, ability to test for fungus and bacteria, and access and create work orders related to the data collected.

I'm not even getting into the quality aspect of poorly managed coolant and the effect on machines, tooling, and product. The cost, time, and resources at risk are for others to be concerned about.

We practice "Prevention By Design", which in short means proactively reducing risk by anticipating health and safety issues before they happen.

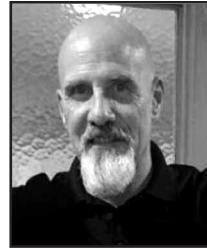
Being a new subject of concern, there will be more information as changes occur.

The following will be mandatory, not including "best practices".

Verification of Training: for members on how to protect against potential hazards of Metal Working Fluids.

Safety Data Sheet: Easily accessible (from actual working SDS access point on shop floor computers or binders) for all MWF related products, and training on how to read them.

General Duty Clause and Control Measures: An area free of recognized hazards (mists, atomized coolant, skin contact, respiratory) Steps to prevent or reduce exposure. Ventilation, machine guards, splash guards, proper use of biocides, PPE, and **work place practice controls such as proper coolant management.**



LPS/M&E Report

By JOHN LEIGHTON
Crafts Executive Board

Recently the Company has started to pay out the adjusted MBW lookback won in arbitration. It will show on members' paystubs as a long list of dated adjustments. The Union is currently working on a verification process to ensure that our members are being paid properly. We will get that information out as soon as possible.

Market Based Wage negotiations have started. The negotiation committee has met with the Company twice so far, to this point no proposals have been presented by the Company while the Union has presented the proposal, we all

know what would work the best: eliminate MBW once and for all.

Each member of the negotiating team has given the Company a presentation on their experiences as to the issues this system has caused and why it should be scrapped completely or at least changed dramatically. Our members need to be compensated fairly across all classifications. As negotiations progress, the Union will continue to pass proposals based on the membership's priorities from the surveys we received.

In solidarity
John



PUSHING FORWARD

By BRIAN RUSSO
LAT&O/Logistics
Executive Board

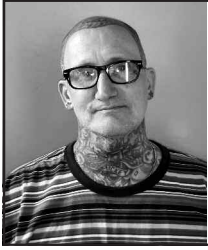
LAT&O is making excellent profits. They are shipping engines at a level they haven't achieved since pre-Covid times. I, and the overwhelming majority around the plant, agree it is time to take a long hard look how the AAEM is compensated for all their efforts. Over the next several weeks we will be looking at ways to improve that compensation. All possible resolutions will be reviewed by the LAT&O membership and voted accordingly at membership meetings. A reminder to members to resubmit applications for anyone who's applied for AAEM positions in LAT&O in the past. Also, to the 12 graduates of the recent AAEM course congratulations and don't forget to do the same. We will have another AAEM course in the coming months to give people

around the plant an opportunity to upgrade over.

Also, a reminder to those still awaiting reimbursement on tuition for courses taken. Submit payment receipts and grades to their respective schools to help the process of repayment along.

In Logistics the members pushed very hard the last month and final two weeks to get a significant amount of work done. It particularly impressed me because there had been a couple of instances where management overstepped their bounds and the union members defended their positions very well. Finally I'd like to thank Mark Gauthier for stepping up to assist as a Steward in Logistics. Your experience is greatly appreciated.

Take care,
Brian Russo



LCM Report

By BRIAN MERCHANT
LCM Executive Board

Step Up and Lead: The Need for More Shop Stewards in Buildings 74, 66, and 40 (2nd & 3rd Shifts)

Our Union's strength has always come from the members on the shop floor — the people who stand together, look out for one another, and make sure our rights are respected every day. But lately, in buildings 74, 66, and 40, especially on second and third shifts, we've seen a serious need for more members to step up and become Shop Stewards.

When management makes a move that affects working conditions, scheduling, or discipline, it's the Steward who makes sure the contract is followed. They're the first line of defense for fairness and accountability. Without enough Stewards present on every shift and in every building, problems go unchallenged, and members feel unsure where to turn.

Second and third shifts are where this need is greatest. These shifts often face different supervision, unique workloads, and fewer resources than first shift. Without a Steward available, management may push boundaries — or worse, members may hesitate to speak up when something's wrong. That's not how a strong union operates. Every member deserves representation at all times.

Becoming a Steward doesn't require decades of experience — just commitment, integrity, and the willingness to stand up for your co-workers and what's right. You'll receive training and support from the Local, and you'll join a group of members who will have your back. It's one of the best ways to make a difference where you work.

If you've ever said, "Someone should do something about that," — maybe that someone is you.

The time is now to fill these gaps in Buildings 74, 66, and 40 on 2nd and 3rd shifts. Step forward, get involved, and help strengthen the voice of the membership. A stronger Steward network means a stronger Union — and that means better protection, better communication, and better outcomes for every worker.

If you're interested in stepping up please give me a call either at the hall or on my cell 781-710-0053. While I'm sorting out the gaps in these areas, if you see Management doing something you believe violates the contract or you have any other issues please call me and I'll take care of it. Thanks for your patience while I try to rebuild the Steward structure on the off shifts!! Become a Steward today. Together, we keep the Union strong — on every shift, in every building.

In conjunction,
Brian Merchant

Pension Benefit Information

By Tom O'Shea former
VP IUE CWA Local 201

On September 30 Union representatives met with Fidelity and GE Aerospace representatives to discuss the retirement pension process. On January 1, 2025 the Company handed off the management of the pension to Fidelity and Alight. The transition has had its challenges. GE Aerospace is rolling out a pension checklist that can be accessed from the HR employee website. I encourage anyone looking to retire in the next 6 months to check it out. The Company is also offering Retirement 101 sessions over the next few weeks. I strongly urge you to attend and ask questions. Local 201 is available for anyone to ask questions about benefits or retirement. Don't hesitate to call 782-215-3974.



Sevenwood Financial Services, LLC.

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

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- **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.

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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

I recently came across a statistic that has changed the way I view life and how I choose to live my own. The very fact that you were born is truly a miracle. Scientists have estimated that the probability of any one person being born is about 1 in 400 trillion. The very fact that you are here reading this is nothing short of a miracle. We all understand how babies are born, so we do not need to go over those details but think about everything that had to happen for you to exist. Every ancestor before you had to survive long enough to pass on life. Every circumstance, chance encounter, decision, and event all had to align perfectly from the beginning of time to now. The odds of being alive go far beyond the chance of winning a Powerball jackpot. When I say this stat changed how I see things, I mean that it made me realize what is important. What things deserve my attention and what do not? Why waste this miracle on things that drain or divide us.

As we move into the fall season, there is no better time to pause and reflect. The air cools, the leaves change, and nature reminds us that letting go is part of the cycle of growth. It is a perfect opportunity to slow down, take care of ourselves, and reconnect with the people who matter most. Self-

care isn't selfish, it's necessary. Whether that means getting more rest, taking a walk, calling an old friend, or simply taking a quiet moment for yourself, do it. You only get one shot at this life and the odds of even being here are astronomical.

Unions take pride in solidarity, having each other's back no matter what. Sometimes the strongest thing we can do is check in on each other. If you have a concern for a fellow member, please reach out to me. This can be done anonymously. Through my work in the Employee Assistance Program, I see firsthand how powerful it is when people take that step to care for themselves, to reach out, or to simply realize they are not alone. The EAP exists for that exact reason, to confidentially support you and your loved ones through life's challenges.

I am available at both the union hall and the medical center. If anyone would like to speak to me, I can be reached by voice or text at 339-338-2508. I can also be contacted by email at dwhite@local201iuecwa.org. Laura O'Neal, our Optum on-site dedicated workplace consultant for EAP services, is available at the medical center and can be reached at 763-330-4942. **All communication is strictly confidential.**

AI in the Work Place

By Ivan Marquez, Punch Press Operator

On September 1st, a group of us went to the state house to advocate on AI in the work place. As I sat there listening to every person that went up speaking upon this subject, it became clear to me that AI is a tool that everyone wants to apply in their day-to-day use. Not everyone was on board with AI being in the work place. I mean, do you really want some computer programming to decide on how you can move up in the work place, get fired or hired, or even take over multiple jobs across your work site? Do we really need some program reporting back how long a job takes and deciding that if we took too long, we can face disciplinary actions? This can become an issue across different work places.

We heard from nurses, construction workers, and even politician. They all agreed on one thing. AI should not be used in the work place without some type of monetized supervision and make sure that the AI algorithm is not being manipulated by the Company or superiors to their advantage. We will continue this fight for all 201 members and try to keep AI in check at the GE Aerospace work site.

Pass the F.A.I.R. Act



September 17, 2025. Local 201 Member Ivan Marquez, Nefty Alvarez, and President Adam Kaszynski testifying at MA Statehouse on the importance of regulating AI in the workplace.

In recent years, our employers and their insurance companies and third party administrators (TPA's) have rapidly and without notice—implemented AI systems to cut costs in short-sighted ways that hurt workers, customers, and communities. One of the worst areas is benefits administration, including workers' comp, health insurance, PFMLA, short-term disability, and payroll.

Most employers rely on TPA's that are increasingly reliant on AI. These systems make frequent mistakes, but never in the worker's favor. The AI drives and amplifies the old "delay, deny, and discourage" strategy insurance companies have long used. TPAs openly advertise how much money they save employers in claims and missed days by using AI—but those "savings" come directly at the expense of working families.

The impact is severe. Many of our members live paycheck to paycheck, and delays in benefits or lapses in coverage unleash absolute misery.

One member's dentist stopped accepting his employers insurance, writing "...Denials, the frequent use of (AI)... have made it extremely difficult to continue providing you with quality dental care. For example pre-authorization and pre-estimates are approved but then denied when the claim is submitted due to the use of artificial intelligence."

Another member nearly went two weeks without his diabetes medication after an AI bot trig-

gered an unnecessary pre-authorization. He couldn't afford the medication out of pocket, and the insurer insisted on a new doctor's visit—even though he'd been prescribed the drug for years and the specialist doctor was booked 3 months out. His prescription was restored only after we found a human to intervene after going untreated for 2 weeks.

Doctors' offices have threatened to drop patients because valid medical notes are repeatedly rejected by TPA AI intake. In one case, a member spent six unpaid weeks out of work while being sent back to the doctor three or four times, only for the company to finally accept the very first note that had been denied.

AI has also compromised privacy. TPAs have mistakenly sent members each other's medical records in AI generated letters and we have been notified of data breaches exposing sensitive information. We still don't know the full scope of what health and other data these AI systems collect and store, but anyone with a search engine can see they get breached often.

Even employers admit these problems are widespread, but say they lack the leverage to force insurers or TPAs to change. That's why we need regulation at the state level.

Passing the FAIR Act is critical to protect timely access to benefits, safeguard medical privacy, and ensure that technology serves people instead of being used to deny them care and income.



VP's Corner

By CHRIS MOODY

Vice-President/Recording Secretary

GE Benefits and Administration Issues

Hello Brothers and Sisters!!!

I hope this finds you all in good health. Fall is finally here after a scorching summer, school is back in session and holidays are right around the corner. At the same time your bargaining committee has entered MBW negotiations with GE Aerospace.

MBW Negotiations

Talks are in their infancy as we have only met with the Company twice. We of course proposed a complete eradication of the MBW agreement in our first meeting, but the Company of course rejected that, staying consistent with negotiations in years past. In the most recent meeting, each member of the bargaining committee was able to speak about their own experience and thoughts on MBW. The struggle to hire, the lack of attraction and the fact that workers at GE Aerospace now need to get second jobs in the beginning years of their careers were just a few of the many reasons expressed on why MBW has no place in Lynn.

The Company hears from the members of the board every day, it's that much more powerful to hear from the members that are on the floor having to live with the realities of this system. I could tell you a thousand different reasons why MBW has run its course and needs to go away, but I would only be putting our collective thoughts on paper. It's no secret that MBW is a hindrance to this site and to the members of Local 201. It's you, the members, that make this company work and it begs the question, do managers have to go through a 6 year progression? Also, while on MBW, after winning the look back arbitration members affected should have seen the difference owed to them hit their checks last week. If you suspect any issues with your payment please contact your Steward.

GE Benefits and Administrative Issues

I'm sure all members at GE remember the paycheck debacle that took place on January 2nd this year. You went to review your pay stub only to discover there's a whole new site, a brand new payroll program that looked more akin to hieroglyphics than a paystub. Incorrect pay, late PFML payments, issue after issue after issue. It was chaos, and that was only the payroll issues. The Company continued its benefits maneuvering by de-risking smaller pensions, shifting administration of other pensions to Fidelity and having members direct all their problems to the new GE call center which at times has proven useless for some members. Anything to create less work for the company itself. You know, the LEAN approach. Retirement alone used to be a painless process that required nothing more than a meeting with your HR rep. Not such an easy process anymore.

I say this to inform the membership that The Company has actually attempted to take steps to address these issues. The board has met with multiple people from the Company's "people ops" team, Fidelity representatives and more. What level of success these meetings will have is yet to be seen but per usual, I have no other choice but to stay hopeful for the sake of the membership. We heard from fidelity on how they can assist with the retirement process, such as going directly to their Danvers office to get help face to face from a retirement specialist. They spoke about the free services they provide outside of just retirement, such as financial planning, budgeting etc.

A while back the Union met with HR and payroll to develop paystub packets to assist Stewards in being able to decipher and better understand pay stubs

for when a member may have a pay issue. These packets were provided to higher ups that deal with payroll, I'm not sure what their thoughts will be exactly, but I can surely tell you mine. Needing a packet to understand a pay stub is unacceptable. They did commit to continuing making improvements to the pay stubs which I think we can all agree is needed. Their ticket system has gotten drastically better but we are still not feeling that improvement on our end. Your issue may be resolved in 3 to 4 days, but missing pay can still take weeks to hit your check. That's just one example. I do think there was one breakthrough however, one interesting nugget mentioned during one of these meetings was that Cell Leaders have, in all seriousness, told people on the people ops team that they thought the Union handled open enrollment. Can you imagine? Company provided benefits, open enrollment, is handled by the union? We have to pay for it AND administer it too? Unbelievable. I do have a weekly meeting with someone from the benefits team that has been ex-

tremely productive, and they have been beyond helpful. I say that to let members know that if you do run into any benefits issues then please reach out to me.

2025 Open Enrollment

Speaking of benefits, open enrollment will be taking place this month, 10/20/25 – 10/31/25. One important note during open enrollment is to make sure you add your dependants and beneficiaries. If you're like me then at some point someone from the company's side told you that if you don't do your open enrollment then it'll be status quo and you'll be locked into the same options as last year. Or, you didn't plan on making changes so you quickly scrolled through the benefits and submitted your options without actually reading everything. I've also done that, but in a meeting with people from the benefits teams they stated that you must enter them during every open enrollment period.

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



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](https://www.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.

GE Upcoming Benefit Changes

Key Changes for Open Enrollment 2026:

1. Flexible Spending Account (FSA):

a. Annual contribution limit increasing to \$3,300.

b. Rollover amount increasing to \$660.
2. Dependent Care FSA:

a. Annual limit increasing to \$7,500 (or \$3,750 for married couples filing separately).
3. Virtual Physical Therapy:

a. Adding ability for those who meet eligibility requirements to do virtual physical therapy through Sword Health

b. No cost to members
4. Centers of Excellence (COEs)

a. Surgical COE: Expanding services in
- partnership with Lantern Health to replace all existing hip and knee contracts and include most planned surgical procedures.

• All cost-share waved for Options 1 and 2 for production employees, and after deductible for Option 3 for those eligible.
- b. Maternity COE

• TriHealth in Cincinnati will remain in place through at least 9/30/26.

• Bon Secours (in Greenville, SC) and Ellis Medical (in Schenectady) contracts and relationships will end on 12/31/25 due to low GE Aerospace utilization.
- c. Carrier-Managed COEs remain in

- place: Bariatric, transplant, and substance abuse

• Adjusted covered bariatric services to align with Lantern.
- d. Travel benefit – harmonized across all COEs.
5. Dependent Life Insurance (DLI)

a. New spouse life insurance option under the Dependent Life Insurance Plan of \$150,000 (“DLI”)

b. A one-time buy-up opportunity to either elect new, or purchase additional coverage in the DLI plan, without proof of good health, will also be provided.

Timing:
Annual enrollment runs from October 20–31

MBW Arbitration Award Payment Methodology

1. Identify all employees (including those no longer with GE) who received a MBW lump sum while on progression for 2023, 2024 & 2025
2. Determine the difference between the initial payment and the amount to be paid per the arbitration award for each employee by year
3. Determine OT impact adjustment for each employee for the 2023 and 2024 payments (no OT adjustment required for 2025)
4. Add the amounts in #2 and #3 above by employee
5. The payments were issued in 2 separate lines; 1 combining 2023 & 2024 and 1 solely covering 2025

Here is an example of one payment to an employee (2023 or 2024):

Classification	Rate**	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 6
Service	M14	18.31	24.07	25.86	28.03	31.26	33.05	35.60	37.74

Example for Service on Step 2 making \$25.86 at time of payout:
(6% GWI Lump Sum)

Original Calculation	25.86	x	6%	x	2080	=	\$ 3,227.33
Arbitration Calculation	37.74	x	6%	x	2080		\$ 4,709.95
DUE:							\$ 1,482.62

If 2023 or 2024 payment: OT Impact

(1482.62 / 2080) x 0.5

280 OT hours (worked in prior year)

OT Adj. \$ 135.43

TOTAL \$ 1,618.05

Business Agent’s article continued from page 12

LATO

Over the previous year, the Company and the Union have been in discussions over the chronic turnover of AAEMs in the Test Value Stream and how to prevent it. For a, b, or c, every time there is a shift bid, a significant amount of AAEMs choose to exit test and go to assembly. Test is a smaller area when compared to the rest of assembly so when even one person bids out the area, they take with them a significant amount of experience along with all the training they received. This is made even worse by the fact that the people that are filling these openings are coming directly from the street as new hires who are also getting accustomed to working at GE. This has been a recipe for disaster as the opportunity to properly train someone that will remain on the job

gets harder every time an AAEM in test bids out or retires from the company. All these factors have led to the company entertaining an incentive in the form of two additional rates for AAEMs in test while maintaining the AAEM group and the integration agreement intact, see Pg 12 for the full draft of this agreement. Because this agreement impacts the AAEM classification, it is subject to the approval of that group, and a vote will be held during the next membership meeting. To maintain the integrity and the transparency of the Union, it is imperative that the membership have the opportunity to weigh the pros and cons of any agreements with the company as they relate to changes in their working conditions. I encourage all AAEMs to review the draft, discuss with one another and ask questions. I will be walking the shop talking with AAEMs and answering

Good Neighbor Fund

OF THE RIVER WORKS

What is the Good Neighbor Fund (GNF)?

Since 1955, GE Aerospace employees have supported our community through the GNF of the River Works. Your donations will help us maintain the support needed for public health, food security, social welfare, education, and the veterans community across the North Shore!

Campaign Events

Pie Throwing - October 14, 11am-12pm & 5-6pm
Don't miss out on the chance to PIE your "favorite" leader - all for a good cause! Tickets will be sold with building reps starting September 30th and in the cafe starting October 6th.

Wiffle Ball Classic - October 21, 11am-5pm
Join our 2nd annual Wiffle Ball Classic! Be a captain, play on a team, volunteer/ump, or spectate!

Player sign-up form:  \$20 (lunch & t-shirt included)

Volunteer/ump sign-up form:  Free (lunch & t-shirt included)

Spectator tickets can be purchased for \$10 at the door or from your building rep (lunch included).

IN 2025, OUR GOAL IS TO INCREASE LYNN EMPLOYEE MEMBERSHIP BY 25%!

Silent Auction - October 13-24
If you would like to donate an item or experience, please scan the QR code and complete the form. Current donations include mentoring sessions with Amy Gowder, a scenic North Shore flight, and a Pysanky egg dyeing class!

Building Representatives

Name	Supporting Area	Contact
Maura Cui	20-1	chuan-yan.gu@geaerospace.com
Noah Schutte	40-1	noah.schutte@geaerospace.com
Monika Mocarika	40-2	monika.mocarika@geaerospace.com
David Myers	40-3	david.myers@geaerospace.com
Norriel Sherpa	42-1	norriel.sherpa@geaerospace.com
Megan Ryan	64-1	megan.ryan@geaerospace.com
Tyran Zatsicki	64	tyran.zatsicki@geaerospace.com
Grace Hamel	66-2	grace.hamel@geaerospace.com
Fatima Lopez Rosa	74-1	fatima.lopezrosa@geaerospace.com
Hanna Ziegler	74-2, 74-3	hanna.ziegler@geaerospace.com

Initiate recurring donations at geaerospace.yourcause.com
See reverse side for instructions

When contributing via recurring payroll deduction, you become a voting member of the Good Neighbor Fund.

As a member you are entitled to:

• Nominate yourself or others for a position on the GNF board of directors.

• Vote in annual board elections.

• Add your voice to where your monies will support our community.

HOW TO INITIATE RECURRING PAYMENT DEDUCTIONS

1 SCAN THE QR CODE:



2 SELECT "MAKE A NEW DONATION"

3 SELECT "PAYROLL" AND "RECURRING"

4 FILL OUT THE REMAINING QUESTIONS

5 CLICK "CHECKOUT NOW"

THANK YOU!

BY ENROLLING IN RECURRING PAYROLL DEDUCTIONS, YOU ARE MAKING A DIFFERENCE IN OUR COMMUNITY.



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

GE Report

A lot of very important information regarding MBW on PG1. MBW arbitration payout and bargaining are still developing and we will continue to keep you informed.

continued on page 11

MOU subject to membership ratification.

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 Union approached the Company regarding a special rate for AAEM employees within the Test group.

WHEREAS, the Company agrees the modification would result in increased interest and retaining employees within the Test group.

WHEREAS, the Parties reached a resolution regarding the issue on September 26, 2025

NOW THEREFORE, in full and final agreement the Parties hereby agree to the following:

1. Effective following ratification and the next shift poll, all current and future AAEMs within the Test group will be compensated at the respective M25/R25 rate.
2. In scenarios where an individual applies to an open role outside of the Test group, and is the selected candidate, the special rate will no longer apply.
3. 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 an arbitration proceeding except as it pertains to the Employee and/or the enforcement of its terms.
4. 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.
5. The signatories to this Agreement are authorized to bind their principles.

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



President's Column

By ADAM KASZYNSKI
President

Statement to GE at MBW Negotiations

Over the years, the Company has said it was "concerned" about Lynn's competitiveness and costs if we scrapped Market-Based Wages. Well, let's talk about cost. If you're truly worried about your ability to bring work into this plant, then tell us: how much would it cost GE to eliminate this system? I'll tell you what I think—it's a drop in the bucket. A drop compared to the massive profits Local 201 members create every single day. A drop compared to Larry Culp's \$88.96 million payday. A drop compared to the \$1 billion GE handed out in dividends and the \$5 billion GE wasted on stock buybacks.

In 2024 alone, GE announced \$1.7 billion in profit growth. And instead of dedicating that money to increase production or reward the workforce, you shoveled \$6 billion to shareholders. Six billion lit on fire. But the Company warns the people who actually build the engines about getting too costly? That's an insult. GE's management decisions are too costly and we are sick of paying the price.

Before MBW, wages were handled at the national bargaining table. And yes, sometimes we took modest wage agreements to protect or improve things that mattered—pensions, health care, benefits for our families. But today? Those sacrifices have been stolen from us. Post-65 health care? Gone. A real pension? Gone. Affordable healthcare for active employees? Gone. And now wages are strangled by an imaginary "Top of Market" that can divert raises into worthless lump sums, while premiums and deductibles rise every year with no sign of stopping. You've refused to fix MBW at the national bargaining table, so we need to do it here, now.

The Top of Market isn't even real—it's corporate math tricks. But it makes us miserable because it tells us there is no future to look forward to MBW crushes hope. It tells us: *The longer you stay, the worse you'll be treated.* The only thing you have to look forward to at the end of your progression is a wage cap. It spits in the face of the American Dream—the very thing this job used to represent. And let's not forget: this obsession with quarterly results and shareholder supremacy was born right here at GE. And GE exported it to corporations across the world. In order to compete you had to be a bloodthirsty parasite, a disciple of Jack Welch. That's why our attrition is still low, because GE led the way in turning middle class careers into paycheck to paycheck jobs across the country. Mass layoffs. Shrinking headcount. Thousands of jobs eliminated—not because GE wasn't profitable, but because GE wanted *more* profit. Always more, no matter the human cost.

In my career alone, I've seen the steady dismantling:

- In 2012, pensions for new hires were eliminated and we lost our great low cost healthcare.
- In 2014, piecework was destroyed. \$150,000 a year plus jobs turned into \$60,000 a year day-rate jobs overnight. We are those day workers.
- Then came the Market Based Wage. People doing the same jobs for less, and Top of Market—an invisible, unstable cap designed to choke off our wages forever.
- In my short time we have lost hundreds of jobs and thousands of hours of work transferred overseas and to other plants.

The message the Company sends with Top of Market is: *there is no future here you can depend on.* GE has created a workforce that is justifiably disillusioned, and smart enough to know there's no gold watch waiting at the end of our careers. So we're demanding to be able to get what we've earned. Every time the Company puts out the Top of Market numbers, what we hear is we're underpaid.