

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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MBW Bargaining Update:

By Jefferson Cruz Ruales, Local 201 Business Agent

We are coming up at the halfway point of contractual bargaining period, but this does not mean we are any closer to wrapping up the bargaining. From the beginning, the Union's position has been that the MBW structure is continuing to fall apart and the whole system should be abolished. The Company, however, has made it clear that for all of its flaws, inconsistencies, and contradictions, they will not let go of the cost savings that the MBW system creates. Savings that are generated by depressed starting wages and an unnecessarily long progression. This kind of thinking is what continues to bring MBW and the Lynn site closer and closer to a crisis. Nevertheless, our continues to make the case for proper compensation and a wage system that reflects the work that we do.

The Union is now proposing radical changes to the MBW structure in an effort to address both the Union's and the Company's concerns. Stagnant starting wages, uneven

distribution of steps, a convoluted redistribution process that needs to be constantly tinkered with, incongruencies with contractual language, and the increasingly worrying prospect of Lump Sums are all factors which the Union is attempting to resolve. The ball is currently in the Company's court. The recent Union Arbitration win showed the Company that the system is not going to work in their favor forever, and as time goes on the agreement will be

more and more painful for the Company unless there are substantial updates to it.

So far, the Company has not made any proposals and remains open to several of the Union's ideas and the general intent to fix this mess. There is a lot of work ahead of us and things will begin to pick up in the next couple of weeks as we establish a good point of agreement to move forward from. We will continue to update the shop as we have more information.



**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
FACE PAINTERS, CARNIVAL GAMES,
TODDLE AREA, REGULAR SIZE
MOON BOUNCE, DJ AND RAFFLES
WITH AMAZING PRIZES!**



LOCAL 201 HOLIDAY OPEN HOUSE

Brief membership meeting, followed by Italian
Dinner and Desserts, Membership Meeting
Attendance Awards and "Good Trouble Award"
Presentations. Open to all members and retirees.

Tuesday, December 16

**12:30 & 3:30 PM
AT THE HALL**

112 Exchange Street,
Lynn, MA 01901

Happy Holidays!



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 November 18, 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 SATURDAY HOURS

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

FOR SALE

3-in-1 Crib/Toddler Bed \$100

Gently used, dark woodgrain.

Converts into a toddler bed.

Call Fran Pourinski 781-598-2152

Clean Outs/Estate Sales/Junk Removal

We remove trash for a fee.

Also will consult to liquidate your estate.

781-215-3974 Text Preferred

Mark & Robin's Comics



SCAN ME

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 # _____

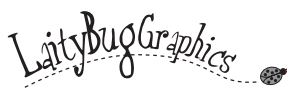
Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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Quincy



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SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Retirees and Staff is extended to the family and friends of GE Retiree Stephen Barrett on his recent death. Stephen was an inspector who retired in 2005.

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

"Published monthly." \$1.00 a Year

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

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MASSACHUSETTS AFL-CIO 68th ANNUAL SCHOLARSHIP PROGRAM

We are pleased to announce the 68th Annual Massachusetts AFL-CIO Scholarship Awards Program. All graduating seniors in the Commonwealth of Massachusetts who are seeking a college degree or job training are eligible to compete.

Once again, exams will be online and will be available starting Monday, February 2, 2026, through Friday, February 6, 2026. All students will be taking the test at their high school. The exam proctor at each school will determine the testing date/time that is within the timeframe provided. Students can get further information by speaking with their school counselor or college and career counselor.

All applicants must register online by visiting www.massafclcio.org/scholarships and submitting their application no later than Friday, December 21, 2025. All study materials including the study guide, flash cards, and quizzes are available at www.learnlaborhistory.com.

Please email a list of available scholarships you would like to offer through the labor history exam as well as their criteria to cconnolly@massafclcio.org. Please do not hesitate to reach out with any questions you may have regarding this program.

Carla Connolly,
Office, Events, & Scholarship Coordinator
Massachusetts AFL-CIO

I DESIRE TO COMPETE FOR: IUE-CWA LOCAL 201 SCHOLARSHIP AWARDS

- | | |
|---|---------|
| (1) JAMES J. DONAHUE MEMORIAL AWARD | \$2,000 |
| (2) CHARLES E. RUITER, JR. MEMORIAL AWARD | \$2,000 |
| (3) JEFF CROSBY AWARD | \$2,000 |
| (4) "BIG" JIM LOGAN AWARD | \$2,000 |

UNION PLUS SCHOLARSHIP AWARDS HONOR ACHEVEMENT AND UNION VALUES

Application Deadline: January 31, 2026.

Visit: <https://www.unionplus.org/benefits/education/union-plus-scholarships>

In 2024, 209 union members and union family members have been awarded \$200,000 in scholarships, ranging from \$500 to \$4,000. Since 1991, the Union Plus Scholarship Program has awarded more than \$5.6 million to students of working families who want to begin or continue their post-secondary education. More than 4,000 families have benefited from our commitment to higher education.

The Union Plus Scholarship Program is offered through the Union Plus Education Foundation, supported in part by contributions from the provider of the Union Plus Credit Card. (You do not need to be a Union Plus Credit Card holder to apply for this scholarship.)

Eligibility

Current and retired members of participating unions, their spouses and their dependent children (as defined by IRS regulations). At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one-year membership minimum must be satisfied by May 31 of the scholarship year. See more details on eligibility in the tab below.

Evaluation Criteria

This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor. A GPA of 3.0 or higher is recommended. The required essays can account for up to half your total score. Scholarship applicants are judged by a committee of impartial post-secondary educators.

Application Timeline

Applications are available starting in mid-June, and a complete application must be received on or before 12:00 p.m. (Noon) Eastern Standard Time on January 31st of the scholarship year. Applications received after this deadline will not be considered.

Scholarship Award Amounts

Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall of 2025. Students may re-apply each year.

Isaiah's Award

Isaiah's Award was created to honor the exceptional life of Isaiah C., a beloved child, fostered and adopted by a current, long-time employee of Union Plus. Isaiah was a smart, talented, spiritual, generous and kind young man. It is our wish that his gentle spirit live on, in part, through this namesake scholarship.

Applicants for Isaiah's Award must have a special connection to the foster care system, and will be asked in their application to describe their personal, employment, volunteer experiences, or career goals related to the foster care system.

Award Date

The Scholarship Committee will determine recipients of scholarship awards by May 31 each year. During the first week of June award recipients will be individually notified by mail, and all applicants will be sent an email with notification that the award list is posted. Please note that due to the volume of applications we cannot provide any information on the status of an application before award announcements are made.

Outstanding Scholarship Recipients

The students selected for university, college, trade or technical school scholarships represent a wide sampling of backgrounds, union affiliations, goals and accomplishments. The selection process is very competitive since we receive over thousands of applications each year.

The Union Plus Education Foundation

The Union Plus Education Foundation has awarded more than \$5.6 million in scholarships to students of union families. Over 4,000 union families have benefited from our commitment to higher education.

With the help of donations from union supporters, the Foundation can help even more union families attain their education goals. Learn more about the Union Plus Education Foundation

<https://www.unionplus.org/page/union-plus-education-foundation>



**Get Money
for School**

IUE-CWA Has several scholarships available for the 2026-2027 school year

The scholarships are available ONLY to IUE-CWA members and their families.

For eligibility and application, go on-line to IUE-CWA.org.

You will find scholarships by clicking on the scholarship slide on the top of the main IUE-CWA web page. Please note: eligibility requirements vary for individual scholarships. Essays are required.

Applications will **ONLY** be accepted on-line!

Application deadline TBD

OPEN POSITIONS

Listed Below are Open Positions as of November 1, 2025

Lynn GE

You can apply for these jobs at Gecareers.com

1 Repair Control

1 Milling Machine

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

2 Machinist Production

1 HVAC Refrigeration Journeyman

2 Welder Machine Resist

2 Bench

1 Broach Vertical 3 Auto Lathe

1 Milling Machine Electro Auto



Saugus Public Library

By JACKIE MILLER
Chief Steward Saugus Public Library

Thankful for...

With Thanksgiving coming up fast, I am going with a tried-and-true topic this month: giving thanks. It can be too easy to forget the price others paid to get us to where we are today, or the effort it takes to keep workers receiving living wages, health insurance, and other hard-won benefits, such as being able to take time to care for an ill family member or not being booted from your job because the boss agreed to hire someone's idiot nephew.

To the 101 women weavers who walked the line in the 1824 Pawtucket Textile Strike, protesting a wage cut and a plan to lengthen the workday in the US's first industrial strike, thank you for leading the way in saying no to abuse by management.

Thank you to every man, woman, and child (the first child labor law wasn't enacted until 1916; the US Supreme Court struck it down as unconstitutional in 1918, but then the justices' children weren't working in factories) who ever dared to join a union or strike. Strikebreakers and blacklisting were management's go-to ways to deal with unions or employees who had the audacity to want a life that consisted of more than a seven-day workweek of twelve or more hours of backbreaking labor.

Franklin Delano Roosevelt, a man born with a silver spoon in his mouth, yet he enacted laws including the National Labor Relations Act of 1935 (Wagner Act), which guaranteed workers the right to unionize and collectively bargain, and the Fair Labor Standards Act of 1938, which established a federal minimum wage and a maximum workweek. With Amazon laying off thousands of workers this month and billionaires spending bigly to bust unions, we need more elected officials like FDR in office. Thank you, FDR and the New Deal.

Thank you to every union member at General Electric who, year after year, holds the respective management's feet to the fire to abide by its contract, walk picket lines, blast Christmas music at wayward managers' offices, help with union elections, run for office, serve as officers, and promptly answer stewards' emails and phone calls. Thank you to all the stewards who volunteer their time to address workplace issues and negotiate contracts. You are helping to safeguard workers' rights now and for the next generation. Your efforts are appreciated.

So when it's time to say grace at your Thanksgiving* meal, consider all those who have helped make decent working conditions and pay possible, as well as the workers who still need strong unions.

*Although the federal government officially established the fourth Thursday in November as Thanksgiving Day in 1941, giving federal employees a paid day off, companies are not legally obligated to do so. Unions helped make Thanksgiving a paid holiday the norm.



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

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

NOVEMBER 18, 2025

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



OR VIA ZOOM

<https://shorturl.at/BRyMQ>

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 PETITION TO INSTALL A TIME CLOCK IN THE UNION HALL

Signed,

ADAM KASZYNSKI, President
JEFFERSON CRUZ RUALES, Business Agent

North Shore Labor Council

Support Hurricane Victims in Jamaica

Join us as we support those in Jamaica devastated by Hurricane Melissa

We are seeking donations of non-perishable foods, clothing, and toiletries to be sent directly to families in need.

Drop Off Location:

North Shore Labor Council
112 Exchange St. Lynn, MA
Monday thru Friday
8am - 5pm

Monetary Donations Can Be Made To:

CashApp - \$Melodielevy
Zelle - (207) 641-9701



We will accept all donations until Friday Nov. 21st.
Together we can make a difference!



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Retirees over age 65: Open Enrollment Continues through December 7

The open enrollment period for post 65 allows retirees to change their health or prescription drug plans for 2026. In last month's article I talked about how this is very important for plans that include your prescription drug coverage. This is because plans can change their costs and what scripts they cover. For those who are eligible for the \$1000 Retiree Reimbursement Account or RRA, you need to make changes through VIA. Note: VIA is closed on Sunday December 7.

This year in Massachusetts VIA is only offering half the available plans. That means that sometimes you might do better with a plan outside VIA's offerings. I met with a retiree where we saved him \$800 for the year by signing him up for a Humana prescription plan that VIA didn't offer. **To maintain your RRA funding you only need to have signed up with VIA for 1 plan.**

Note: the 2026 rates VIA quotes on its website for the Harvard Pilgrim and Health New England Medigap plans have not been updated. They are higher than the website shows. The least expensive Medigap plans in Massachusetts are with Blue Cross Blue Shield.

What are all the ads and mailers about? Are these plans better?

I get a lot of questions about the ads on TV and mailers for medical plans crowding our mailboxes. These are typically for a type of plan called Medicare Advantage. Sometimes they entice you with 0 premium or extra benefits such as dental. And they could be good for some people.

But you have to be very, very careful, even when VIA Benefits counselors suggest these plans. You have to be sure your doctors are covered because the plan may not pay if you see a doctor outside a

specific network of doctors. Some plans let you go outside of network and just charge you more. These networks can be limited to specific areas. If you need to see a doctor beyond emergency care while traveling, a Medicare Advantage may not be right for you.

These plans are "pay as you go plans." If you are healthy and just see a primary care doctor and get routine screens and you don't have expensive scripts you most likely won't pay that much. But if you see a specialist or go to the ER or the hospital you may pay a hefty co-pay. It's important to know what these co-pays are before you sign up. If you're eligible for the \$1000 Retiree Reimbursement Account (RRA) then you'll need to hang on to your receipts for care to submit reimbursements to VIA. VIA does not accept drug co-pays for reimbursement.

To understand why we need plans in addition to Medicare, I'll take a step back.

There are gaps in Medicare benefits after you sign up for Parts A and B. (The Medicare rates for 2026 aren't out as of press time.)

For Medicare Part A hospital coverage: in 2025 there is a \$1676 deductible for days 1-60 in the hospital. And there are additional charges per day beyond day 60 and for skilled nursing facility care beyond day 20.

For Medicare Part B doctor's coverage: In 2025, the monthly premium is \$185 and is usually taken out of your Social Security check. The annual deductible for doctors' bills is \$257. Medicare pays only 80% of the doctor's charges after the deductible. We pay 20%.

This is why a lot of retirees over age 65 sign up for additional coverage. Either Original Medicare where you need a Medigap plus a Prescription Drug Plan or a Medicare Advantage plan. Some people

use veteran's benefits, while others may have access to state or city plans.

All these plans vary by state. **Original Medicare** tends to have higher premiums and deductibles based on the plan but you can see any doctor that accepts Medicare without a referral. **Medicare Advantage** plans have low and sometimes no premiums, but you are charged when you get services and go out of network. And some people like that you have only one card to show for services. Questions? Call me at 617-922-5573.

Resources:

Via Benefits: 844-876-637 or [My.viabenefits.com/geaero-space](https://my.viabenefits.com/geaero-space)
Medicare: 800-633-4227 or www.medicare.gov
State Health Insurance Assistance: 877-839-2675
www.shiphelp.org
MA SHINE: 800-243-4643
www.mass.gov/health-insurance-counseling
NH Service Link: 866-634-9412 www.servicelink.nh.gov

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday November 26 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

GE Stewards Council

**November 25 &
December 9**

**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.

JOIN RETIREES FOR A
NEW YEAR'S LUNCHEON
\$10 PER PERSON
JANUARY 28, 2026 | AT 11:00 AM
LYNN HOUSING AUTHORITY
10 CHURCH ST. LYNN, MA
RSVP BY JANUARY 23
CALL DAVE BJORKMAN
781-334-3326 & LEAVE A MESSAGE!
OR RSVP VIA EMAIL
DDBJORKMAN@VERIZON.NET
EVENT BY LOCAL 201 RETIREE COUNCIL



Letter to the Editor

LOCAL 701

Local 201,

Sisters and brothers, I wanted to take a moment and reach out about a rumor that is circling through the union ranks. Early this week I heard of a union brother being violated, by the company, of his 1st amendment rights. Terminated for a social media post.

The scary reality of company overreach is rooted deep in this case. If there is no violence declared or pointing to a co-worker. I do not feel this termination should stand.

I wanted to reach out and let you know that Local 701 will support you in this battle for a 1st amendment right. I hope that every member understands that we must draw a line in the sand and fight for certain things. Whether I agreed with the social media post or not is irrelevant. When the punishment is termination. We now are fighting something different. Something much bigger than a meme.

Good luck to the Local 201 union leadership. Let me know how we can help.

In Solidarity,

Kevin Christian, President, Local 701



Letter to the Editor

LAT+O Vote

I don't think anyone in this plant would vote against a raise in pay. How that raise was acquired is another story. I'm speaking about the recent vote to increase Test Cell workers from R-23 to R-25. What I was seeing was the lack of communication between the leadership of the union and the workers on the floor. In the past any proposed change to a particular group, in this case those under the AAEM agreement, would have been discussed amongst stewards and members in that group before an agreement was proposed. That process was lacking. A "no" vote on this agreement was an expression of the breakdown in the process. At least for some people. Going forward I hope that the process is more open and transparent. Communication is most important. We operate in a Democratic union. Let's continue with that.

Tom O'Shea

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

THE GRATITUDE PROJECT



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



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



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



BOLSAS DE COMIDA DE ACCION 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!**

Lynn Waste Water Treatment Plant Report

By CORY SCOTT

LWWTP Chief Steward

I want to be sure everyone is aware that Veolia open enrollment is November 4-18. You should take a look at everything even if you plan on keeping everything the same.

Employees need to check the safety posting and see what, if anything, is still owed because the majority of those videos are due by November 30. Those and your two leading indicators are how you get your safety bonus!! Management has given direction to shift leads to be sure you have time on shift to get those done. Also, the paperwork is up in the admin

break room for shift bids for 2026.

Construction at the plant and at the remote stations wrapping up, with station punch list items being checked off this week per mgmt. Working with the vendor to address the problems with our new bar screen system.

Lastly, in this stressful time of year, let's try to take a second and remember what or who we are thankful for. I know for myself my family keeps me going when things get tough. Want to wish all who read this a healthy, happy holiday season.



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

For today's workforce, how a company protects its people has become a measurement of its integrity. Many of us stop and think for a moment when they are asked on a questionnaire if they believe their employer prioritizes their safety over profits? We will always care more about our safety than environmental and social causes, a shop floor safety culture unable to instill confidence will eventually lead to poor employee retention and a culture that can take years to turn around.

Here in Lynn, our Joint Health and Safety teams' goal is beyond minimum compliance for known shop floor hazards. Success hinges on having enough people, resources and support to complete safety related concerns. Consistent closure of shop related safety concerns has always been a proven method for reducing work related injuries. Noise, Ventilation and Metal Working fluids can be the hardest safety related work orders to complete but are a major part of our members life on the production side. A workstation that is unnecessarily noisy but meets permitted exposure levels (PEL) is still noisy, the goal is for us to have the will to not stop at testing and to find ways to make it less noisy. In the case of noise, though it may not be at a level that damages hearing, low level noise can affect someone's ability to focus and cause stress. Operators can recognize

if their workstation ventilation system isn't working like it should. We strive to go beyond time weighted averages for testing and be able to understand the whole process from maintenance needs to task engineering. If the metal working fluids you use are dirty and smell, they might be within refractometer levels, but we work to understand all parameters of the coolant management safety so other factors don't cause harmful conditions.

For Safety Representatives at a recent Industrial Hygiene training class, the company practice is for stronger measures than minimum standards for noise, ventilation, chemical, and any measurable hazard. How quickly that translates to the shop floor depends largely on how effective our Joint Health & Safety team can be. On the shop floor noise and manufacturing related ventilation quickly affect member sentiment, and they are often the hardest hazards to correct.

I suggest a Kaizen on our ventilation (Torit) management program, incorporating engineering controls, job tasks, inspection related work orders and product maintenance. I would advocate for Flight Deck to work with the Joint Health and Safety Team to improve and streamline our Management of Change (MOC) program.



PUSHING FORWARD

By BRIAN RUSSO
LAT&O/Logistics Executive Board

First off, I want to thank everyone's involvement, input, and ultimate participation in the vote for the R25/M25 AAEM Testers. It passed with overwhelming support. I, personally, as a new E-Board representative, learned so much about processes and the need to maintain our traditional approach to all things AAEM. So much so, I believe I will be able to serve each and everyone in LAT&O

going forward with additional vigor and clarity.

In Logistics I want all the membership to remember we are all in this together. We now and should forever view each other as equals in task and practice. More to come on our plans going forward via meetings with your Stewards as well as the whole group.

Take care,
-Brian Russo



LPS/M&E Report

By JOHN LEIGHTON
Crafts Executive Board

All the Crafts groups have been staying busy and many have been hiring new members this year. I hope this trend continues as we still have many areas that are understaffed and many members currently eligible for retirement or becoming eligible in the next few years.

MBW negotiations are ongoing. The Union has presented some proposals that,

so far, The Company has shown very little interest in pursuing. However, some proposals at our most recent meeting have drawn some follow-up questions from The Company which hopefully will lead to some beneficial changes to the agreement.

Thanksgiving is only weeks away, I hope you all enjoy this holiday with family and friends!



Avis/Budget

By SAMANTHA SANCHEZ
Chief Steward Avis/Budget Group

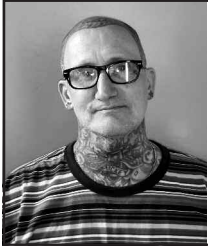
Well, we survived another busy season at Logan Airport! But, how many of us will be lost to layoffs and cuts this winter? As we enter into slow season, you'll notice an uptick in discipline too. The Company uses this time to come down hard on attendance points. Please be mindful of that, and don't make it easy for them! I hate seeing good employees being written up or fired just because they've been a few minutes late or didn't text the sick line in time.

That being said, the layoffs have begun. Corporate knows that they can get away with a skeleton crew for the winter months. With no regard to the accumulating lines at the front counter or the wait for vehicles outside, they have proven year after year that no amount of customer complaints can challenge their greed. They will continue with their layoffs, regardless. What I need from you all right now however, is to be **extremely vigilant in documenting when management is doing any union work.**

Please. Let a steward or myself know, so each and every-time is grieved to the Company and they have to either pay out on the mistake or maybe, just maybe, they will reconsider their decision to lay off such a vast amount of employees. **No member of management should ever be doing our jobs. Not even to cover lunches or callouts.** We have to stand together to fight this. Remember, union members are being hired for full-time positions, not seasonal jobs and if we can keep even a few more from being laid off, then we are winning. The same is to be said about 3rd party vendors. I've been told by upper management that they've all ceased to work this year, but please stay on top of that, especially on the night and overnight shifts. I need to be made aware if we ever see vendors doing union work going forward.

Thank you all for everything you do.

Remember though, without us, the Company is just a fleet of cars. We are what makes their business run.



LCM Report

By BRIAN MERCHANT
LCM Executive Board

While the Cats Away the Rats Will Play!!

Forgive me if it seems like I'm beating a dead horse here I know my article last month addressed this same topic. I must address it again because the current state of the shop floor is unacceptable we have management doing bargaining unit work at will like the contract doesn't exist. I currently have 7 grievances just in one area for management doing bargaining unit work. Management knows we have very little coverage on the off shifts so as they say when the cats away the rats will play. I'm currently spending a lot of my time chasing down step 1's instead of focusing on other issues like the MBW negotiations and Training at a hire rate negotiations and fixing the mess we call a payroll system. If you want to see the contract enforced we need people to step up!!

As a member of the Executive Board, I'm often reminded that the true strength of any union doesn't rest in its office or leadership—it lives on the shop floor. The heart of our union is the shop steward. Without them, the union simply cannot function.

Jimmy Hoffa once said, "The union is the people—there is no union without the members." Those words ring as true today as ever. But just as important are the members who step forward to represent their co-workers, enforce the contract, and make sure no one stands alone when issues arise. Those are our stewards—the bridge between labor and leadership.

When a grievance is filed, when a worker faces unfair discipline, when management starts to test the limits of the contract, it's not the Executive Board who's standing there on the line—it's the steward. They're the first to hear the concerns, the first to take a stand, and often the first to face the pressure. They are the backbone of union power on every shift, in every building.

Hoffa also said, "You've got to have discipline and loyalty in the

union or you won't have a union." That loyalty starts with having someone you can trust right beside you on the job. A good steward doesn't just protect rights—they build solidarity. They make sure members know their contract, their protections, and their power. They keep the union alive in everyday conversations, not just at meetings.

Here's the truth: a union without active stewards is like a body without circulation. The communication, the enforcement, and the connection to the rank and file dries up. The contract becomes just words on paper. The company starts to test the boundaries. And before long, the union starts to lose what makes it strong—presence, participation, and power.

That's why we need more people to step up. Buildings like 74, 66, and 40—especially on second and third shifts—need strong, committed stewards who can represent their crews and keep our contract enforced around the clock. You don't need to be a veteran to take on the role. You just need courage, fairness, and a willingness to learn. Every great steward started by simply saying, "I'll do it. I'll stand up."

As Hoffa once put it, "If you don't stand up for the working man, you're not going to have anything to stand on." Being a steward is standing up—not just for yourself, but for everyone who counts on you to keep the line strong.

So, if you've ever thought about stepping up, now's the time. Please reach out to me at 781-710-0053 anytime. The union is only as strong as the members who are willing to carry the torch. Together, with stewards on every shift and in every building, we can make sure our voice stays powerful, our contract stays respected, and our solidarity stays unbreakable.

Because without shop stewards, there is no union.

In Solidarity
Brian Merchant



Letter to the Editor

Local 201,

Nov. 4th was election day in Lynn and across the north shore. The North Shore Labor Council endorsed candidates for a variety of positions in Lynn, Salem, Peabody, and Beverly. Our endorsees were union members, pro-labor allies, and even some of our own council delegates. I'm pleased to report that more of our pro-labor candidates won their races than lost. Some highlights of these races were the re-election of Jon Turco to Peabody city council, Brian LaPierre to Lynn city council, and the labor council's newest member to get elected, Andrew Smith to Salem city council. What makes these candidates stand out is not just that they're pro-labor – many elected officials claim to be pro-labor – but these are people with deep ties to their own unions and the community they come from.

Getting ostensibly pro-union allies elected to public office should be considered a victory, but we also shouldn't forget that many allies have turned on us in the past or failed to live up to their promises. Too many supposed allies make big promises to labor, relied on us to get them elected, and will then forget we exist until the next election comes around. But when we elect one of our own, there is an entrenched responsibility those candidates have to the labor movement. They aren't just pro-labor, but they are the labor representatives. They fully represent our interests because they understand who we are and what we do. They aren't there to represent the interests of chamber of commerce, they represent working-class Americans because that's who got them elected.

Electing union members means that the labor movement can stand on its own two legs without relying on flaky politicians that turn their back on us. We retain independence for working people without having to kowtow to business interests. It also means that we start to claw back public offices from careerist politicians that only care about us when it serves their own interests.

Union members in public office aren't just there to pass pro-labor legislation that helps working-class people, although that is a major part of it. It's also a means to project the strength of the labor movement, and in turn strengthen our own unions. A bad boss might think twice about stealing from a worker's paycheck or unjustly firing an employee if they know that the city that issues them a business permit is run by union members. Those same elected officials can demand new development and construction be done with union labor in ways that benefit the community. Not to mention that they can directly support the unionization efforts happening in their city.

The elections on Nov. 4th brought about many victories for us, but we should always be conscious of how we can further advance the labor movement and build real power in our communities. Part of that is electing our own candidates, not just supposed allies. This becomes more apparent as we start to see big business interests field candidates for the open US House seat next year. Electing working-class union members to office is a declaration of war against the billionaires and oligarchs that have gotten too comfortable controlling those public offices.

Jordan Rogers
Organizer North Shore Labor Council



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

When someone passes away, we often see two dates written side by side, the year they were born and the year they left us. Between those two numbers is a small dash. When we first see this dash, we comprehend it as this person lived from this date to this date. But that little dash represents everything that person did in their living years. Every joy and heartbreak, every love and every loss, every moment spent with loved ones, and every quiet moment of reflection. It holds the laughter and tears shared with those around them, the lessons learned through struggle, and the resilience needed for their accomplishments. The dates are fixed, but the dash is where their life happened. We often get caught up in the hectic routine of our days. We forget that we are living our dash right now. The time we spend with those we care about as well as the kindness and compassion we show others are the things that will one day define that small line between our years. We can't control the dates on either side of our lives, but we can control the line in between. We should ask ourselves how we are living our own dash. Are you spending your days on what truly matters, your health, your loved ones, your peace of mind? Because in the end, it's

not the years that define us. It's how we live the dash between them.

Recently we experienced the heart-breaking loss of one of our union brothers whose dash was short in years, but full in spirit. Cameron Thurston began his career at GE as a 201 member, after which he became a member of the planner's union, IFPTE Local 149. Those who knew Cameron will remember his energy, his kindness, and his willingness to help wherever he was needed. He brought positivity into every room and made an impression that will never be forgotten. Please keep his father Brian who is a member of local 201, his family members, and all those who loved and cared for Cam in your thoughts.

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

Ametek Report

By STEVE DELBOSQUE AND ANGEL CRUZ
Ametek Stewards.

One for All, or All Alone?

Let's be real, it doesn't feel like a true union shop when we're not all acknowledged together. When I talked with someone after our morning meeting together and we had shipped out something, we didn't feel that it was fair that only one or two people got acknowledged and not the whole team as it was a group effort to get those parts out from the small jobs to the final assembly.

When annual reviews turn into a competition, it stops being "one for all" and becomes "everyone for them-

selves." Some people get more, some get less, but when it comes to being reprimanded, we're all treated the same. That's not fair, and it's not what being union is supposed to be about.

If we want change then we've got to stand together. When we equally produce to get things done we need to equally get rewarded and acknowledged not just one person out of everyone. Until we stop letting them divide us, we'll just keep pretending we're a union shop instead of actually being one.

Employee Funded Good Neighbor Fund

The GE Lynn Good Neighbor Fund has supported local charitable organizations for many years. One of those organizations is the Kennek Foundation. The Kennek Foundation is responsible for Trouble the Dog, a stuffed animal that is given to children in traumatic circumstances. House fires etc. The Kennek Foundation manufactures Trouble the Dog and organizations like the employee funded Good Neighbor Fund supply them to the Lynn Fire Department. Feedback from firefighters is overwhelmingly positive on their distribution of Trouble the Dog. It makes a difference. Thank you to all who donate to the employee funded Good Neighbor Fund.



Lynn Fire Fighters Accepting Donation from GE Lynn Good Neighbor Fund

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 Brian Thurston on the recent death of his son Cameron Thurston. Brian works in Building 40 EB Weld. Cameron was working as a GE Planner.



VP's Corner

By CHRIS MOODY

Vice-President/Recording Secretary

Hello Brothers and Sisters!!!

I hope my article this month finds you all in good health. As I mentioned last month, the holidays are upon us. By the time you read this, Veterans Day will have already passed but I have been asked multiple times by members at GE if it's a paid holiday gift at GE, or if it's a floater. Veterans Day IS a paid holiday, and if invited in on that day for overtime, all hours worked will pay at time and one half on top of the 8 hours of pay that all members will already receive for the holiday. My assumption is that the questions arise from the sometimes-confusing language GE puts at the bottom of its yearly holiday calendar. Something else that will have already passed by the time of reading this is GE's Annual Enrollment. There are some small caveats I'd like to point out that members are eligible for at any time, not just during the open enrollment period.

For 90 plus years members of our Union have fought for every benefit we receive today. That sounds like a long time ago, fighting to just get article 1 and Union recognition, but time flies. After 90 plus years we still fight for dignity in the workplace, more work in our bargaining units, and dignified retirement. Another thing we've fought for over the years is a better work life balance. The easiest way to meet a fair balance between the two isn't to listen to Billionaires that say, "work life harmony." The new term for "enjoy what you do and it'll never feel like work." I'm sure each day of underpaying employees and exploiting labor is exhausting, so hopefully every CEO out there is finding that harmony they talk so much about. Instead, as the workers in this country, OUR way to find that balance has been decades long fights for recognition of holidays and improved, or for some units the new addition of, paid time off for the first time. For example, our newest set of Brothers and Sisters at FleetLogix had zero paid holidays before organizing and securing their first contract. That would, without a doubt, not be possible if it wasn't for the determination and resilience our Brothers and Sisters showed when fighting for a fair contract!

I point this out for obvious reasons; we are now in full swing of the holiday season. While there's a good number of workdays left before the years end, there's also a good amount of those paid holidays coming up that we, and the members before us, fought so hard to secure. While thanksgiving wasn't a brutal and years-long fight, this was due to the government declaring it a holiday, but Christmas was

a different story. Companies fought hard against Unions when it came to contractually securing the day off. They cheaply cited that it's too religious and it wouldn't be right. Unions took a hard stance that it's really time off for families and friends to get together and after digging in and not moving on their stance, the 1920s and 1930s started to see Union contracts include Christmas day as a paid day off. At last month's membership meeting we added another layer of fighting for more recognized holidays on our contract by voting in Juneteenth as a new, recognized and paid-day-off holiday at GE. In addition to securing the new holiday, Local 201 was again able to get GE to agree to a 3rd shift holiday swap. This year GE members that work 3rd shift were going to get Tuesday night and Wednesday night off to observe Christmas Eve and Christmas Day. That has now changed to Wednesday night and Thursday night (3rd shifts Thursday and Friday). These members will now be able to enjoy the full Christmas day/night with their families and go right into the weekend as opposed to having to punch in at 11:00 on Christmas night.

I do have some benefit updates this month. A couple of new benefits were extended to Union members this year. Some of you might've noticed that after submitting your choices during enrollment that HR Central pointed out that you could also sign up for pet insurance, as well as identity theft protection. Signing up for this can happen at any time, it does not have to happen during open enrollment. In a time where thousands of hackers are out there always looking for ways to infiltrate corporate systems, bank systems and subscription services of all forms to steal information, I would suggest strongly considering signing up for the identity theft protection. Additionally, many of us have ran into issues having to pay thousands of dollars for our family pets to get surgery. It can be devastating. Having them insured can significantly ease the burden when the unexpected happens.

There are still a few retirement info sessions left on the schedule before the end of the year. On both 11/20/25 and 12/18/25 there will be sessions from 7:00 to 8:00 am and on 12/4/25 there will be a session from 3:00 to 4:00 pm. I did attend one of the first ones and they were helpful with understanding the new messy retirement process. If you are looking to retire soon, then definitely check them out.

That's all for this month and as usual, if you have any questions or concerns you can



FleetLogix Contract Celebration



Members Turn Out to Support Free Speech



Letter to the Editor

GE Fired Me for Defending My Family Online Why That Should Scare Every Worker

I've worked at General Electric's Lynn plant for six years. I'm proud of the work I do, performing some of the highest-skill welding in the facility — the kind that demands precision, focus, and pride. I became a welder because I believe in building things that matter. My cousin lost his life in a military training accident involving an aircraft, and ever since, that loss has given me a deep understanding of how much quality matters in what we build. I carry that lesson and my cousin's memory with me every day at work.

But recently, I learned that at GE, your skill and dedication can be erased in a single moment — not for anything you do at work, but for what you say on your own time.

In September, I made a post on a private Facebook group, not as a GE employee, but as a brother. A well-known political influencer had made comments that targeted people like my sister, who is transgender. I reacted emotionally, as anyone would when someone you love is attacked. What I said wasn't illegal, it wasn't a threat, and it had nothing to do with GE. It was me, standing up for my family.

Four days later, the company suspended me for "workplace violence." A few weeks after that, I was fired. The decision didn't come from local management. It came from somewhere far up the corporate chain — from people who never met me, never asked what actually happened, and never considered the kind of worker I've been.

GE said it was about their "Code of Conduct." But this wasn't about policy. It was about power.

Because if this could happen to me — someone who's never had a disciplinary issue, who's respected on the job, and who spoke out only to defend a loved one — it could happen to anyone.

This wasn't about protecting the company's reputation. It was about sending a message: that management can decide which opinions are acceptable and which ones will cost you your job. That's not leadership,

that's intimidation.

I know not everyone in my shop agrees with me politically, and that's fine. But what's been incredible is how many of my coworkers — people across the political spectrum — have stood by me. Because they see what's really at stake.

They know that today it's me; tomorrow it could be anyone who says something a manager doesn't like. They know this is bigger than one post or one person — it's about whether corporations get to police our personal lives, silence us through fear, and punish us for being human.

We all have moments when emotion gets the better of us. We all have people we'd do anything to protect. That's not a flaw — that's what makes us human. What's dangerous is when a company uses those moments as an excuse to destroy a worker's livelihood.

No one should have to choose between defending their family and keeping their job.

When I look at what's happening across this country — people being punished for speaking up, workers being told to stay quiet and compliant — I see a pattern. Companies talk about "spirit," and "values," but what they really mean is obedience.

That's not the America I believe in. That's not the America any of us should settle for.

This isn't about left or right. It's about fairness, freedom, and dignity. It's about whether ordinary people still have a voice when those in power decide to make an example of us.

I'm standing up not just for myself, but for every worker who's ever felt silenced. Because what happened to me shouldn't happen to anyone.

~Message from the Editor~

IUE-CWA Local 201 News maintains a policy to not publish Letters to the Editor Anonymously. However, due to the ongoing and sensitive nature of this case, the Editor has redacted the name of the letter writer.

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*President's article continued from page 12*

and festive decorations—on a tight budget. No one does it like Yani.

This Thanksgiving, I'm thankful that this will be the first paid Thanksgiving holiday at Fleet Logix, and for all the Local 201 members who continue to show up and fight for each other to make our lives better.

#### Time Clock at The Union Hall Petition

A petition will be presented at the next membership meeting. It reads, "We the undersigned members of the Local 201 respectfully request the installation of a timeclock at the Union Hall. This measure will ensure that all board members who have earned the privilege of serving the membership are held (sic) to the same standard of accountability as members working inside the plant. A time clock will promote fairness, transparency and consistency by verifying that board members are fulfilling their full work obligation during designated hours. (i.e., make up time) Implementation of this policy will strengthen trust within our membership and ensure that all individuals representing Local 201 are meeting the same expectations as the workers they serve."

#### Save the Date: Children's Christmas Party – December 13th at the Lynn YMCA

Mark your calendars! The Local 201 Children's Christmas Party will be held on December 13th at the Lynn YMCA. It's one of the highlights of the year—if you haven't been before, it's something special.

Every child gets to pick a present from Santa, and there will be games, face painting, raffles, and bounce houses. Last year, more than 200 Local 201 kids attended, and everyone had an amazing time. I hope to see you there.



### 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](http://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.



## Business Agent's Column

By JEFFERSON CRUZ RUALES  
*Business Agent*

### GE Report Step 3

In the Grievance process, Step 3 is reached when there is no agreement at a local level and a grievance needs to be escalated to the corporate level. We usually meet once a quarter to review these cases, however the contract negotiations in the middle of the year delayed this process and unfortunately left several cases lingering until now. Our last step 3 was held in February, and we finally have a date for one last step 3 meeting before the end of the year. We will be meeting with the Company on November 19 in Ohio and are taking a total of 29 cases. A majority of these cases are coming from the LCM jurisdiction so I have asked LCM E-Board Brian Merchant to accompany myself and the President on this short trip, his assistance as the subject matter expert is an asset I will rely on heavily when preparing and presenting the cases. Due to the travel and timing of this trip, I will be away during almost the entire week of the November Membership Meeting; in my absence I have asked Crafts E-Board John Leighton to step in as Acting BA.

### Contract Books

No updated contract books in the foreseeable future. The Company loves a show; it is customary that a "ceremonial contract signing" take place after the ratification of a new contract once the updates are incorporated to the existing text and it has been viewed and reviewed by the Union and Company's legal teams. We were expecting to have this take place during this Step-3 meeting, however, that will not be the case, and this ceremony has been pushed out to potentially February. And even after that it will take a while for the company to print them and distribute them. Bear with us. Until then continue to reference the TA and TA summary at local201.org.

### LATO

Following the motion at the last membership meeting to hold the AAEM Test Compensation vote in-plant, the vote was executed on Wednesday 11/5. Turnout on this day was solid, and the group's vote spoke loud and clear in favor of ratifying the agreement. The Union has informed the Company and will be in close contact until the final details of the next hiring push and shift bid will take place. We will continue to inform the group as we receive details.

There are a lot of new members in this area, and it was a great opportunity for them to see the democratic nature of this Union. Following any vote, divisive or not, there can be some lingering feelings of division. Just know that whatever way a vote goes, we must respect each other's opinions, the wisdom of the group, and learn to move forward. It is time to reset our sights and focus on the strength and power that unity creates in each one of these areas.

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



## President's Column

By ADAM KASZYNSKI  
*President*

### Members Stand Up Against Unjust "Free Speech" Termination at GE Lynn

On October 22nd, hundreds of Local 201 members rallied around the flagpole between Buildings 74 and 63 to defend free speech. What workers do on their own time, outside of work and unrelated to their employer, is their business, not the company's. A Local 201 member recently made a controversial comment on Facebook in a private group. Someone took a screenshot and sent it to the company, even though the post had nothing to do with GE or the member's work. GE's own social media policy states: "If you make a mistake, correct it." That's exactly what the member attempted to do, yet the company fired him anyway.

Defending free speech is everyone's responsibility. Free speech includes the right to say things others may find offensive. That's what makes it free.

The Union has filed for an emergency Step 3 hearing on November 19th, where we will demand the member be reinstated. If the Company denies the grievance, we will move forward to arbitration. Defending one member's right to speak protects all of our rights.

### Social Media Warning to Members

The Union strongly advises all members to avoid linking personal social media profiles to your employer. If you have already done so, unlink them immediately.

Remember: posting on social media is the same as making a public announcement. Even if a page says "private," a single screenshot can make your comment public in seconds.

### Fleet Logix Members Discuss Enforcing New Contract

On October 14th, members gathered at the Union Hall to celebrate, learn, and discuss how to enforce our new contract on the shop floor. Stewards Luis Sanches and Carlos Nunez led the meeting, explaining how the new seniority-based shift bidding system works (effective this month), and outlining the new vacation bid process that begins in December. We went from no vacation, to vacation and a fair bid system to decide who gets when off and who works what shift.

Members also reviewed their Weingarten Rights—the right to have a union representative present in any meeting that could lead to discipline:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Without representation, I choose not to participate in this meeting or answer questions."

"Si esta conversación pudiera de alguna manera resultar en una sanción disciplinaria o despido, o afectar mis condiciones laborales personales, solicito respetuosamente la presencia de mi representante sindical, funcionario o delegado en la reunión. Sin representación, decido no participar en esta reunión ni responder preguntas."

Special thanks to Yantiza Thomas, Local 201 Activities Committee Chair, for once again organizing a great event with good food

*continued on page 11*