

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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2025 Year in Review

Contract Victories

- Veolia Contract Highlights
 - Improved Wages and Night Shift Bonus, Increased Sick Time, Improved Financial Incentives for All Certifications
- FleetLogix Contract Highlights
 - First Contract Ratification, First Contractual Wage Increases, First Contractual PTO, Contractual Seniority, Contractual Working Hours.
- GE Aerospace National Contract Highlights
 - Percentage Based Wage Increases (NO ACPs and NO Lump Sums), C.O.L.A Language Restored, Pension Protected, Increased 401K Company Contribution, Improved PTO, Expanded GE Conference Board (Welcome Local 14430), Successorship Language Maintained.
 - Local Highlights: T-901 Work Commitment to Lynn, Lynn Tech to GE Lynn Pipeline Established.

Mobilization and Militancy

- IUE Picket at the Aero-Engines Americas Trade Show "Don't Let GE Crash like Boeing"
- May Day National Day of Action and Community Rally
- Veolia Contract Mobilization
- FleetLogix First Contract Fight

- GE Contract Mobilization
 - C.O.L.A. National Day of Action
 - Ongoing Massachusetts State House Lobbying on Unemployment Insurance and guard rails around Artificial Intelligence.
 - Fund T901 Campaign
 - Stood side by side our Labor and Community Allies across the State and the Country on Countless Acts of Solidarity, Picketlines, and Calls for Action in a year full of labor and social unrest.
 - In Plant PAF Drive at GE
- ### Democracy In Action
- Special Election for Vice-President

- New Chief Stewards Stepping Up at our Amalgamated Units
- New Board Members Stepping Up at GE
- New Stewards Stepping Up Across Our Entire Union

Representation

- Ongoing Market Based Wages bargaining.
- Top of the Market Bargaining.
- Farm-In Victories in LCM
- First Cohort of FleetLogix Stewards Trained
- MBW Progression Look-back Arbitration Win
- Wage Theft Settlement Win
- AAEM Test Compensation Agreement



**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 & REFRESHMENTS
FACE PAINTERS, CARNIVAL GAMES,
TODDLER 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**

Zoom Link: shorturl.at/SuTG

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>

Next Local 201 Membership Meeting December 16, 2025 - See page 4

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

Law Offices of James J. Carrigan

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

Anne Gugino Carrigan
(Former member AFSCME)

225 Boston Street, Suite 306
Lynn, MA 01902

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



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

Bay State  Associates

Visit our website @ www.baystateeyeoflynn.com

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

Comprehensive Eye Examinations including computerized testing equipment such as Auto-Refracton, Visual Field Analysis, Fundus and External Cameras that assist us in testing for Glaucoma, Cataracts and Diabetes. Please contact our office to verify your eligibility and to schedule an eye appointment.

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

FREE PARKING • EVENING AND SATURDAY HOURS

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Quincy



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SYMPATHY

The Sympathy of IUE- CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree William Brozowski on his recent death. Bill worked as a tool crib attendant. He started at GE in 1970.

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



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**



SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to John Lunde and Cohlette Carlino on the death of Cohlette's uncle Christopher Serino. Chris was a union steward for Local 1421 Building Wreckers Union.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of John Igoe on his recent death. John worked as a stock keeper and retired in 2005.

GE Stewards Council

January 13, 2026

**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 News" (USPS 171720)

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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 ACHIEVEMENT AND UNION VALUES

Application Deadline: January 31, 2026.

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

In 2025, 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 December 1, 2025

Lynn GE

You can apply for these jobs at GECareers.com

- | | |
|---|--------------------------------|
| Repair Control | 2 Welder |
| HVAC Refrigeration
Journeyman | 2 Bench |
| Power Plant Operator
(3rd Class Engineer
License Required) | 4 Production Machinist |
| | 2 Welder Machine Resist |



Saugus Public Library

By JACKIE MILLER

Saugus Public Library Chief Steward

The North Pole Needs to Unionize

It's December, so it's time for the holiday shows. This year, while again watching the General Electric-sponsored Rudolph the Red-Nosed Reindeer, I viewed the perennial holiday favorite through a union steward's eyes. Those elves need a contract, and the reindeer had better stand with their elven unit to improve their working conditions, too.

Rudolph has just wobbled to his little hooves when Santa outright rejects him from pulling his sleigh for being different. Rudolph's shiny red nose may shine like a "blinking beacon," but that does not give Santa, the boss, the right to outright reject the newborn buck. With management encouraging bullying, it's no surprise that Donner, Rudolph's father, his coach Comet, and Rudolph's fellow bulls join in ostracizing Rudolph despite his exceptional take-off skills. Who is going to stand up to the big boss in the red suit?

No reindeer games for Rudolph!

And are those caves Santa's reindeer live in company-owned? Historically, company-owned housing and stores for workers give companies significant control over their employees' lives, including the power to evict them for striking. Given that reindeer traditionally live on the tundra, Santa is providing inadequate housing for his workers.

Also note the rampant sexism: no does are allowed to try out for the top reindeer job of pulling Santa's sleigh.

Things aren't much better over in the elves' workshop. When the elves take a break from the assembly line, it's only to attend a mandatory practice of elf skills. Hermey skips the meeting, more interested in creating a line of chewing dolls than wiggling his ears, only to be busted by the Foreman Elf, intent on squashing initiative and innovation. As for Hermey studying to be a dentist, well, Santa's workshop isn't offering any educational incentives. Don't count on going to school on your own elf time either, as overtime seems to be non-negotiable and unpaid.

Since neither the Foreman Elf nor Rudolph has ever seen a dentist, that tells you something about Santa's healthcare plan: no dental coverage. Mrs. Claus is probably the closest thing to a medical provider around, pushing chicken soup as the closest thing to penicillin at the North Pole.

When Rudolph and Hermey quit Christmas Town, they visit the Island of Misfit Toys. If Santa's elves are making the toys, why are there defective toys? Where are the minimum quality standards for the materials or the end products? What oversight agency is certifying the safety of these toys? And what about

those workers? See any posters up on safety guidelines anywhere? The misfits were right to try to immigrate to the Island of Misfit Toys. At least there, King Moonracer cares about his employees and provides decent living quarters complete with beds.

Back at the North Pole, Santa's cranky review of the elves' song just keeps promoting that toxic work environment. By the way, Santa doesn't go looking for his lost employees, yet he frets about not being able to deliver to his customer base.

As the blizzard closes in and Santa et al. see the value of Rudolph's shiny nose, the outcast is suddenly welcomed into the fold and is suddenly leading the sleigh. (How many of us have thought Rudolph would be well within his rights to tell the lot of them to shove it?) Safety gear might have saved them from hiring a novice to guide the sleigh, but hiring a non-union employee is more cost-effective, so Santa's good with the plan. Remember the Bumble? Hired without a background check or references. No other applicants were considered for the lead reindeer job or the position of putting the star on the Christmas tree; no internal candidates had a chance to apply. And no one mentioned hazard pay or overtime before the team flew off into the storm, or the unscheduled stop to pick up the misfit toys and deliver them to unsuspecting children.

And it's time Santa started sharing all those cookies children leave out, too! Santa rakes in 100% of the Christmas cookies, the reindeer get an occasional carrot, while Mrs. Claus and the elves get nothing for Christmas.

Yes, the workers of Christmas Town need to unionize and begin contract negotiations on December 26 for a happier New Year for all the downtrodden elves and reindeer.

Run, run Rudolph, you know you'll be the best union steward the union can find!

May your holidays be jolly with the festivities funded by your union wage-which are far better than similar non-union jobs-your New Year be healthy with the insurance coverage negotiated by your union, your workplace be safe, and your jobs secure thanks to each of us backing each other up through Local 201

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Renee Privitera on her recent death. Renee worked in Building 63 Logistics.

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

DECEMBER 16, 2025

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



OR VIA ZOOM

<https://shorturl.at/SutTG>

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

Signed,

ADAM KASZYNSKI, President
JEFFERSON CRUZ RUALES, Business Agent

LOCAL 201 FAMILY IN NEED OF DONATIONS

"When Becky was just 3 months old, she was diagnosed with retinoblastoma, a rare and life-threatening eye cancer. The treatment saved her life, but it required removing one eye and using radiation on the other.

Becky has lived her whole life with strength and courage, fully aware that one day her vision might decline. Still, nothing could prepare her for what happened last June.

She woke up one morning and could barely see. Doctors confirmed that she had developed a radiation-induced cataract in her remaining eye, a delayed effect her doctors had warned might happen eventually. But when it finally did, it happened suddenly and dramatically, leaving Becky legally blind, unable to work, and unable to drive."

GoFundMe link below. Please consider donating to this 201 family and at the very least please share with other Local 201 members and labor organizations. Thank you.

<https://gofund.me/9395f169c>





201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Retirees won't have a December meeting since the 4th Wednesday falls on Christmas Eve. Check out the Local 201 Children's Christmas party or the Local's Holiday Open House. I hope you can join us at our New Year's luncheon at the end of January. We updated the flier that had a typo. Till then, happy holidays to all.

I've also relisted many of the phone numbers and websites Local 201 retirees use a lot. When GE Aerospace changed its numbers last year it has been quite a process getting these updated. Let me know if there are other numbers you need. Call with questions and we can work together. 617-922-5573.

Important Phone Numbers and Websites for Retirees

GE Pension, RSP (Fidelity) 877-554-3777

Pension, Retirement Savings Netbenefits.com

GE HR Central 844-477-2200

HR, Life insurance, GE Cobra

HRCentral.geaerospace.com

GE Pre-65 Medical

Call number on back of medical ID card

Athene 833-480-8672

GE pensions under \$360 upointhr.com/athene

Riverstone Int. 800-227-2757

GE Electric Insurance claims, Workers' Comp claims

GE Quadro 844-208-1754

Domestic relations orders

Ametek Retirement, Cobra 800-283-7129

Retirement, Pension, Cobra

IUE Benefits Center 877-953-7445

Admin for Veolia pensions

Social Security 800-772-1213

Better to call your local office www.ssa.gov

Lynn Social Security 866-366-7792

Malden Social Security 866-596-8598

Salem Social Security 866-248-2394

Post 65 Medical:

Via Benefits 844-876-6370

Admin for GE post-65 benefits

My.viabenefits.com/geaerospace

Medicare 800-633-4227

Gov't admin for health benefits www.Medicare.gov

SHIP 877-839-2675

State Health Insurance Assistance www.shiphelp.org

MA Options (SHINE) 800-243-4643

MA state health insurance assistance

www.mass.gov/health-insurance-counseling

NH Service Link 866-634-9412

NH state health insurance assistance

www.servicelink.nh.gov

Maine SHIP 800-262-2232

ME state health insurance assistance

www.shiphelp.org

FL Elder Help (SHINE) 800-963-5337

FL state health insurance assistance

www.floridashine.org

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

**No meeting in
December
See you in
January**

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

Alex Brown, President
Gregg Johnson,
Recording Secretary
Joe Mills, Treasurer

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Alex Brown on the recent death of her step mother. Alex is the president of the Local 201 retirees council and is past president of IUE-CWA Local 201.

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
781-334-3327 & LEAVE A MESSAGE!
OR RSVP VIA EMAIL
DDBJORKMAN@VERIZON.NET
EVENT BY LOCAL 201 RETIREE COUNCIL

FleetLogix

By LUIS SANCHEZ

FleetLogix Chief Steward

Hello, brothers and sisters of Local 201 and FleetLogix.

My name is **Luis Sanchez**, and I'm honored to introduce myself as the new Chief Union Steward for FleetLogix. I've been with FleetLogix since 2017, and in that time I've had the privilege of working alongside many of you through busy summers, long nights, heavy traffic, tight deadlines, and everything the Boston airport can throw our way. I've always believed in showing up, working hard, and treating people with respect — and I'm committed to bringing that same spirit into this role.

As your Chief Steward, my job is simple: **to support you, to represent you, and to make sure your rights and dignity on the job are protected at all times.** Whether it's a question about the contract, concerns about workload or discipline, or simply needing someone to stand with you in the room, I'm here for you. No one should ever feel like they're facing a situation alone. That's what a union is for — standing together.

I also want to speak directly about something that's been weighing heavily on our team: **the recent accidents and safety incidents** we've experienced in the past few months. Some of our brothers and sisters have faced suspensions and, in a few cases, even lost their jobs. That hits hard, because it affects families, rent, bills, and peace of mind.

Boston streets are no joke — especially around Logan. The traffic is unpredictable, the turns are tight, and conditions can change in a second. I know we take pride in working fast and keeping things moving, but we can't afford to sacrifice **safety** for speed. At the end of the day, we all want the same thing: to finish our shift, go home the way we came in, and keep our jobs secure.

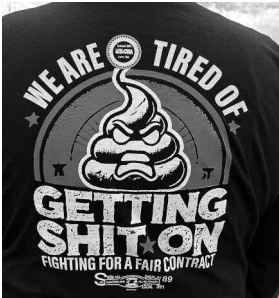
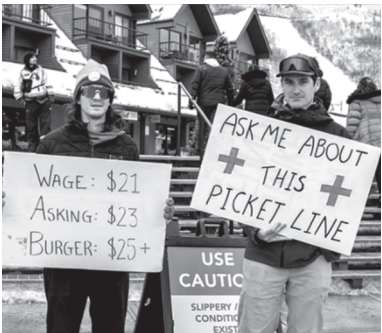
I want to encourage everyone — new employees and veterans alike — to slow down when needed, stay alert, and follow every procedure, even when it feels routine. **One moment of caution can prevent an accident. One safe choice can protect your job.** And as a team, we owe it to one another to speak up if we see something that looks unsafe or if someone needs support or guidance.

In the coming weeks, I'll be checking in with members, listening to your concerns, and working closely with our stewards and leadership to advocate for better communication, training, and clarity around expectations — especially for newer drivers who are still learning the flow.

Thank you for trusting me with this responsibility. I'm here to serve, to support, and to stand with you — every day.

In solidarity,
Luis Sanchez
Chief Union Steward, Local 201

A Year in Review 2025







**C.O.L.A.
RESTORED**
Protect Our Pay
Protect Our Future

- **NO** Lump Sums
- **NO** ACPs
- **YES** Percent GWIs
- **YES** Real Wage Increases





PENSION

No Frozen Pension
Pension Protected



Increased 401k
Company Contribution





IMPROVED PTO

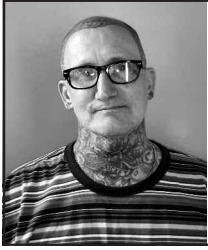
☑Bonding Time ☑Vacation
☑Bereavement ☑Sick & Personal Time





**IUE-CWA LOCAL 14430
WELCOME TO THE
CONFERENCE BOARD**





LCM Report

By BRIAN MERCHANT
LCM Executive Board

A Holiday Message From Your LCM Board Member

Brothers and Sisters,

As we wrap up another long year, I want to wish every one of you a Merry Christmas and a strong, successful New Year. We've all put in a lot of hard work, and none of what we've accomplished would've been possible without the unity and determination of our membership.

I also want to take a moment to thank everyone for their help and patience while transitioning into the board role. This year brought its share of challenges that's for sure. It can often feel like you're always swimming against the tide when dealing with the company. I was told by a former BA whenever we got a win whether it be saving someones job or bringing work into the plant to put it on my bulletin board so I can be reminded of the positive things we have accomplished. That was great advice and it has kept me motivated and reminded me of the meaningful victories and wins that reflect the strength and unity of our membership.

This year, we fought hard at the table—and we won some real gains. We got the company to guarantee the farm-in of 7 parts, giving us 32,317 hours of solid union work. And just as important, we locked it in so that these parts can't be farmed out again for at least two years. That's work staying in our shop, in our hands, where it belongs.

Looking forward, I'm ready to keep pushing and keep fighting—especially for a LCM-wide training rate that respects the time and effort our people put in to learn new skills. When you're training, you're building the company's future and your own. You deserve to be paid fairly for that.

Jimmy Hoffa said it best: "Solidarity is the key to success." And he wasn't wrong. When we stand together, we win together.

Thank you for sticking with the union, for supporting each other, and for keeping the work strong. Here's to a better, brighter, and more successful year ahead for all of us.

In solidarity,
Brian Merchant



Letter to the Editor

Dear IUE CWA Local 201,

It gives me great pleasure to acknowledge receipt of your contribution received on November 12, 2025 to the MSPCA-Angell's Northeast Animal Shelter in memory of Cameron J. Thurston. We appreciate your thoughtful tribute.

On behalf of the animals and humans who will benefit from your generosity, thank you for your love and support.

Sincerely,
Neal Litvack, President
MSPCA-Angell's Northeast Animal Shelter



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

By the end of this year, Brad Bittenbender will retire after 25 years of service being contracted by GE, as a Senior Safety Specialist. Brad is a National Board-Certified Safety Professional (CSP), National Board-Certified Hazardous Materials Manager (CHMM), OSHA Health & Safety outreach trainer (Construction & General Industry), Federal OSHA Special Government Employee (SGE), MA State licensed Hoisting Engineer and more, in short he's the real deal in EHS circles. I'm acknowledging not only his lifetime commitment to workplace safety, but the efforts he made that impacted Local 201 members.

Seventeen years ago, Brad realized the need to offer specialized training for Local 201 members and created the Competent Person Safety Specialist Program for Lynn. Based on the Federal OSHA safety standard "Competent Person" and with support from the GE Lynn Company and Local 201, Brad took on the role as program administrator. There are 76 active GE Lynn authorized "Competent Persons" currently supporting this program, and over the years he estimates thousands of Local 201 members have participated. In a recent conversation Brad mentioned that he had the pleasure of even training the children of Local 201 members he had trained years ago!

A member becomes a Competent Safety Specialist when they show the desire to go outside their normal routine and volunteer a specific safety skill they can offer with hands on participation, deep understanding, and to be a "go to person" for information and support. Brad refers to Competent Person Safety Specialists as "force multipliers for safety". These members are usually recommended for this position by a

Local 201 Safety Committee member or a Lynn site EHS leader, followed by an interview with Brad. Classroom training, mentoring and apprenticeship will ultimately lead to receiving a Certificate of Recognition. This Certificate of training completion and authorization to act on behalf of GE Lynn within their practice specialty is signed by the GE Lynn Site Business Executive and the Site Executive for EHS, and it's a big deal because it means GE Aviation trusts you to perform OSHA regulatory requirements on its behalf.

Examples of practice specialties for Competent Person Safety Specialists cover several critical to safety items touched by GE Lynn personnel. Examples include the inspection of Active Fall Protection PPE, inspection Crane Under Hook lifting fixtures & slings also (manual hoists & powered winches). Inspection of Temporary Scaffolding. Excavation Trench Permit Entry Supervisor. Competent Person Trainer & Proficiency Evaluator for authorized operators of Scissor and Aerial Lifts, Powered Industrial Trucks (forklifts & tugs), and the operator licensing for routine operation of electrical or compressed air powered cranes.

Over the last 25 year, Brad has identified unmet needs in many areas on site that he created new updated programs for in order for Lynn to stay employment workplace compliant, too many to list. With Local 201's involvement our Joint Health & Safety program will continue to grow by maintaining the OSHA's VPP level site safety template that has been developed, while investing in the most up to date technology available in the future to keep our members safe. Thanks Brad for your service.



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

Stress and the Holidays

Happy holidays! We hear this phrase a lot during the holiday season, but for many of us this is easier said than done. Research proves that people feel increased levels of stress at this time of year. The holiday season is often portrayed as a time of joy and togetherness, but for many, it can also bring significant stress and even feelings of grief. Between long hours at work, financial pressures, and the demands of family or social obligations, it's easy to feel overwhelmed. Add the weight of missing loved ones or on other personal losses, and the season can feel more challenging than cheerful. There are increased demands placed on your time, your patience, and your wallet. Making the most out of the holidays without getting yourself down could be the biggest challenge you face this season.

The stress of the holidays often stems from the expectation to make everything perfect. Whether it's finding the right gifts, attending gatherings, or creating memorable experiences for our families, the pres-

sure can quickly add up. We need to remind ourselves to take breaks and set boundaries.

Managing holiday stress can involve various strategies:

- Prioritize activities that bring joy and meaning rather than trying to do everything.
- Practice Self-Care by taking breaks when needed, getting enough sleep, exercising, and maintaining a balanced diet to support your well-being.
- Learn how to say "no" to commitments that you feel will be unhealthy for you.
- Relax, take a walk, collect your thoughts.
- Set Boundaries to protect your time and energy.
- Create a budget and stick to it to avoid unnecessary financial strain.
- Engage in mindfulness or relaxation techniques like meditation, deep breathing, or yoga to reduce stress levels.

For those dealing with grief, the holidays can be particularly tough. Memories of lost loved ones are often tied to the season, making their absence even more pronounced. It's okay to acknowledge these feelings. Some find comfort in honoring their memory through small acts, like lighting a candle, sharing a story, or continuing a tradition they loved. Grieving during the holidays doesn't mean you

have to push through the pain. Allow yourself space to feel what you need to feel and lean on your support system when things get tough. Don't hesitate to reach out to friends, family, or a professional if you're feeling overwhelmed. Sharing your feelings can be immensely helpful.

Brief periods of sadness and stress during this time is normal for most people. If, however, you are experiencing serious prolonged depressive problems -- such as hopelessness, loss of energy, significant appetite, and sleep changes, - you should seek help from a professional. Please reach out if something is preventing you from being your best self. I am available at both the union hall and the medical center. I can be reached at 339-338-2508. Laura O'Neal our Optum on-site dedicated workplace consultant for EAP services can be reached at 763-330-4942. **All communication is strictly confidential.**

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CHRISTMAS ALKATHONS 2025

WEDNESDAY DEC 24 & THURSDAY DEC 25

ALL EVENTS INCLUDE SNACKS or FULL DINNERS

ATTLEBORO: Thu 9 AM - 5 pm Cameron Ctr, 68 Falmouth St. Food/Raffle 1pm host Desire to Stop

BEVERLY: Wed 5:30pm to Thu 5:30 pm White Whale, 9 Hale St. hosted by 2nd Chance Group

BOSTON: Thu 12:30 pm to 5 pm 60 Kilmarnock St Suite 1000 Gratitude Mtg 6 pm host K St. Groups

BROCKTON: Wed 8 pm-Midnight & Thu 8 AM- 6pm 1st Evangelical, 900 Main St. Host District 6

HANOVER: Wed Noon-Midnight Riley Hall, 17 Silver St. Pot Luck hosted by District 7

QUINCY: Wed 6 pm to Thu 6 pm Quincy Methodist Church, 40 Beale St. hosted by District 8

SO. BOSTON: Wed 5:45-10:30pm & Thu 6:45 AM- 9:30pm St. Peter's, 75 Flaherty Way host District 11

NEW YEAR'S ALKATHONS 2025

WEDNESDAY DEC 31 & THURSDAY JAN 1, 2026

ALL EVENTS INCLUDE SNACKS or FULL DINNERS

ABINGTON: Wed 6 pm until Thu 8 AM United Church, 10 Bedford St. host Dawn Patrol

ARLINGTON: Thu 6 AM- 6 pm St. Camillus Annex, 1175 Concord Trpk. Host Just for Today

BEVERLY: Wed 5:30pm to Thu 5:30 pm White Whale, 9 Hale St. hosted by 2nd Chance Group

BOSTON: Thu 12:30 pm to 5 pm 60 Kilmarnock St Suite 1000 Gratitude Mtg 6 pm host K St. Groups

BRIGHTON: Wed 6 pm-Mid Brighton/Boston Med Ctr, 736 Cambridge St Cafeteria host Young @ Heart

BROCKTON: Wed 8 pm-Midnight & Thu 8 AM- 6pm 1st Evangelical, 900 Main St. Host District 6

DUXBURY: Wed 6 pm until Thu 6 pm Senior Center, 10 Mayflower St. (Near Fire Station) host District 5

GLOUCESTER: Wed 6pm- 1 AM Thu 6 AM- Noon Baptist Church, 38 Gloucester Ave host Early Bird

HANOVER: Wed Noon-Midnight Riley Hall, 17 Silver St. Pot Luck hosted by District 7

QUINCY: Wed 6 pm to Thu 6 pm Quincy Methodist Church, 40 Beale St. hosted by District 8

SO. BOSTON: Wed 5:45-10:30pm & Thu 6:45 AM- 9:30pm St. Peter's, 75 Flaherty Way host District 11

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 Roy Stevens on his recent death. Roy worked as a carpenter in the power house and was a safety team member for many years. Roy retired in 2012.



VP's Corner

By CHRIS MOODY

Vice-President/Recording Secretary

Hello Brothers and Sisters!!!

I hope this finds you all in good health! We are officially at years end, and as usual, it was a busy year for Local 201. We're in month 12 of the biggest payroll and Sedgwick debacle that I've ever seen. I still decipher checks weekly, and while most of them are correct, there's still an unreasonable amount of payroll issues week to week. Frankly, I'm sick and tired of watching our members at GE have a certain level of anxiety every payday because you just never know when the messed up check is going to be yours. Throughout the year we were fed promises of off-cycle checks, check printing abilities on site, fixes to the system and yet, just today at step 2 we presented new cases with the same old issues. I pray 2026 is different, but my confidence is bruised and battered at this point. However, 2025 was also filled with a lot of positives, from contracts, lobbying for UI for striking workers, a successful Mayday and an amazing PAF drive. There's no reason to not be proud of the work put in by your brothers and sisters of Local 201.

YEAR IN REVIEW

Since the start of this year Local 201 was hard at work preparing for 3 major contracts. First one of the year was The Lynn Wastewater Treatment Plant, where leadership and the bargaining committee brought the fight right to Veolia, refusing to settle for less than they deserve. If you remember, Veolia had a hard stance against giving the members at Veolia a 4% raise in any year of their contract. However, they secured not only 1, but two 4% raises over the life of the contract, and damn close to a 3rd one as there's also a 3.5% GWI. It's the dedication and hard work of that bargaining committee, along with the unwavering support of the rest of the members at Veolia that make that possible. Second contract to ratify in 2025 was actually a first for many as our brothers and sisters at FleetLogix voted to ratify their very first contract as a Local 201 bargaining unit. Over the course of the year I've been able to meet some of the members at FleetLogix, and they are a tough group! I was able to step into a Stewards training and speak to them and they were hungry for knowledge, hungry for answers, and its Stewards that will lay a foundation for a strong bargaining unit. There's no such thing as an easy contract, but it's even harder to negotiate a fair inaugural contract. The willingness to go into the unknown because you're willing to stand up and fight for the workers next to you is no easy task. Yet, FleetLogix members stood strong and walked away from the table with a major win. The last contract of the year was GE, and due to an amazing organizing committee, members were well prepared to stand behind their bargaining committee and forced The Company to negotiate a fair contract. We had boots on the ground organizing an unbelievably successful

May Day which saw not only the members, but the community stand together in support. During negotiations the Local 201 members at GE did the most union thing possible and started a grassroots movement and marched around the employment building daily, being loud and intentional when it comes to what these members deserve. After multiple years of preparations, campaigns and grassroots movements, our national bargaining committee was able to secure the richest contract in GE history. You'll never hear me say we don't deserve more, but when all was said and done there was a laundry list of major contractual improvements. None of that was possible without the mobilization of the membership and the solidarity that was put on display. It's the same for all 3 contracts, bargaining committees are powerless if the membership isn't behind them and I can confidently say that each company saw you all stand in solidarity and took notice!

Unions are about far more than just their contracts, a deserved and sustainable life for the working class doesn't lie simply in union contract articles. It goes far beyond that because it HAS to go far beyond that. In April of this year I was able to get a group of Local 201 members together so we could go to the state house and lobby for UI for striking workers. We had members from GE and Veolia, as well as retirees attend and they all did an amazing job. In fact, they did such a good job that the bill is moving further along much faster than anyone that attended would've thought. The message was that we would be laying the groundwork to get this bill passed in due time, but now it's going to be

heard as soon as early 2026. Just last month a few of the members that attended the lobby day were invited back to speak on the bills at a hearing. Light speed movement for a bill of its nature.

As I stated earlier in the year, one thing we were able to secure in the GE contract was a 2 day PAF drive that allowed 2 members from the team at the international plant access. Our 2 visitors from the international did an excellent job in preparing a group of GE members for the drive and having guest speakers come in to speak to the volunteers. The level of success was astonishing. As reported earlier in the year, 100 members signed up for a \$3 or more weekly contribution to the Political Action Fund, totaling another \$19k yearly, bringing the total well over \$20k yearly from just this one site. That ensures we have capital possible to make our voices heard in the political realm. I can't explain just how important it is that we position ourselves to compete with these major corporations. On top of that, for the last 6 months or so Local 201 has been vocal about the most recent rent control bill and showing our support for it anyway we can. The bill I'm talking about is S.1447. Allowing towns/cities/municipalities to cap rent increases. It's this union making sure its voices are heard in all forums that truly moves us forward and creates change.

It's been a long year, and despite all the headaches and constant battles with The Companies, it's been a successful one. The fight never stops, and next year we'll deal with the same issues along with some new ones, and I wouldn't want to fight these battles alongside any other membership other than that of the IUE-CWA Local 201. So I hope you all enjoy the rest of this holiday with loved ones and that we are all ready for another year of fighting. Just remember, "Alone we can do so little, together we can do so much." That's all I have for this month, if you have any questions or concerns please feel free to reach out to me directly or down at the hall! Happy Holidays everyone!



LPS/M&E Report

By JOHN LEIGHTON

Crafts Executive Board

This month marks one full year since I became the E-board member for Crafts/Tool and Die. It has been an interesting and educational year. Over the past year we have had successful outcomes in the grievance procedure, which got our members paid for 21 Day Notice violations, mitigated some Unjust Discipline cases, and some Upgrade issues.

Our successful contract negotiations was an eye opening experience, seeing it up close and being involved at a whole different level was a great experience. Although contentious at times. I was proud to see the members and union officers stand up for what they believed was best for our union and our members.

That kind of open dialogue and exchange of often conflicting ideas is exactly what is needed to ensure our union remains effective now and in the future. From preparations to negotiations to ratification the help received from the members, stewards, committees and volunteers was invaluable to the success we achieved.

As the end of the year approaches, I would like to thank the stewards and members that I represent for all their help and guidance. I couldn't do my job without you.

In Solidarity

John



Lynn Waste Water
Treatment Plant Report

By CORY SCOTT
LWWTP Chief Steward



PUSHING FORWARD

By BRIAN RUSSO
LAT&O/Logistics Executive Board

Hello all,

As we wrap up 2025 and push forward into 2026, I want to take a moment to recognize the incredible dedication of the team I'm fortunate to work alongside. This year brought many new licenses, new achievements, and new milestones for our wastewater treatment plant and each one reflects the hard work, commitment, and professionalism of our staff.

Working in wastewater brings its own unique set of challenges. What we do keeps our community safe, keeps our community healthy, and keeps our city running smoothly every single day. We truly have one of those jobs where if people figure out what we do, it means we're doing it wrong. The quieter things run, the better we've done our work.

We also have **three new employees** in our O&M program actively training to meet our Local 201 stan-

dard. Please join me in welcoming and supporting **Philip Larkin, Dariace Miranda-Lane, and Mynor Ovalle** as they work toward completing their training and becoming fully certified contributors to our team.

Every operator, lab tech, **O&M Tech**, and support member continues to raise the bar. From long hours to constant training, from problem-solving in the field to maintaining the highest standards in public service, you all take pride in protecting our community and our environment.

Thank you for your effort, your teamwork, and your drive to keep improving. Let's carry this momentum into 2026 and make it another strong year for the Lynn Regional Wastewater Treatment Plant.

Happy Holidays and Happy New Year you filthy animals.

Chief Steward
Cory Scott

November has been a fairly eventful month for us all. It's a time that we generally start to wind down for the holidays. A time to be thankful for all we have been given. A time to appreciate family, friends, and even remember those less fortunate left out in a very hard to navigate world. Now that Thanksgiving has come and gone we set our sites on Hanukkah and Christmas. And we all know The New Year is just around the corner.

So before we head into 2026 there is still business to attend to. Now that the 29 Test vote has been ratified and shift poll completed it is incumbent upon the Company to complete their commitment in Payroll.

We also are seeing a large increase in work for LAT&O in 2026 to the tune of around 20%. That increase was significant enough that the Company started the conversation of a 3rd shift in 29 Assembly and Test. How it fully gets into motion and how long it will truly take to get up and running I suspect will be a very long time. So, in the meantime, I recommend to all of Assembly and Test show GE what we got and what we are capable of doing to build the best damn aircraft engines in the world.

I continue to pressure the Company for another AAEM class which I'm confident will be ironed out in the early New Year, as well. I believe promoting

from within is the best route for the Union and the Company to gain and retain good talented people.

Logistics has seen a significant amount of Lean projects this quarter. Most of which has gone smoothly. But my job is also to deal with the issues. To all members of Lean and the Company management who host them. Remember, the workers on the floor have many responsibilities to carry out through their day and sometimes can not pause an important job to accommodate the group. So please be mindful of traffic passing through the aisles. I also want to speak directly to the membership in Logistics. We may have varying opinions on what our responsibilities are in our day to day work. But, the fact remains we have a Union contract which is your protection when questions arise. Seek out a Steward to council you if questions arise. We are here for you and have your best interests at heart.

Finally, I wanted to say officially goodbye and good luck to Gregory Peters for his service as a Union Steward over the last several years in 29 LAT&O. I wish you luck Greg in all you do. I want to welcome James Deluca into the role. I have no doubt he will do right for the floor.

Take care,
Brian Russo

Business Agent's article continued from page 12

point could not be accurately gathered so October 2025 CPI-W numbers may never be published. This leaves us in a situation where a suitable alternative has to be agreed upon by the Union and the Company; this has not happened yet.

At the time of writing this article the question of what this alternative would be is still in discussion at a national level. The one thing that is **certain** is that any resolution to this situation will include two things: a COLA that is accurate and will maintain the effective day of December 22. I am hoping to have more info in the coming days, and we are able to provide an update before the end of December, more to follow.

Step 3:

The Union and the Company met for the second, and final, Step-3 of the year back on November 19. Because of the number of grievances and the scope of time they covered, it was a long prep and a longer session with the Company. As a result, it may also take some time to get the answers from the Company, and I have no de-

tails about the outcome of our cases at the moment. If you are a grievant or steward that has a case in step-3, we will provided you with updates as soon as we have them.

I can report that the Union, as always, performed admirably; from the stewards writing those step-1s, the board members gathering information and arguing the facts at step-2, and the grievants and members provide us vital information, it all led to presenting the cases at step-3 being that much easier. The grievance process is a team effort and would fail without the work done from the beginning by everyone. As I continue to gain experience in the role, I remain impressed at the level of professionalism and effectiveness that Local 201 has developed over decades.

2026 Dues Adjustment:

The dues amount is based on a flat rate formula of 2.75 hours of average wage from each one of our bargaining units. As average wages go up, dues go up, as average wages go down, dues go down. All but 2 of our bargaining units will see an increase in dues, all due to the increase in average wages due to contractual wage increases. AB Downtown will see a decrease in dues because of the new CSR classifications that opened up downtown. FleetLogix Dues are also decreasing due to an influx of new hires and the seniority-based wage increases. New dues deductions will go into effect January 1, 2026.

Bargaining Unit	2025	2026
GE Aerospace	\$26.01 weekly	\$27.20 weekly
Ametek	\$38.71 bi-weekly	\$39.45 bi-weekly
AB Downtown	\$27.84 bi-weekly	\$26.74 bi-weekly
Veolia	\$49.41 bi-weekly	\$52.01 bi-weekly
AB Airport/HQ	\$25.98 bi-weekly	\$26.23 bi-weekly
FleetLogix	\$20.60 bi-weekly	20.34 bi-weekly



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

Brothers and Sisters,

Another year in the books! Take a look through PG1 with some of the major highlights of what we accomplished in 2025. As the day-to-day struggles sit heavy in our minds, it's important to take a step back and look at all we have accomplished. Local 201 always stands out among our peers in the labor community as a well-oiled machine capable of punching way above our weight. Our power, leverage, and influence stems directly from our membership, all those who stand up and take a stand, all those who raise the flag when something is wrong, all those who keep the fires burning in the trenches in every shop, in every building, in every van. You are the Union. Thank you for another amazing year keeping this Union as strong and ambitious as always.

Saugus Library Report

Saugus Library 2026 Contract Campaign.

Our contract with the library is set to expire on June 30, 2026. Preparations for the full mobilization campaign are currently in the works. I will be in close communication with Chief Steward Jackie Miller and the rest of the membership at the Library soon after the new year. Look forward to surveys, meetings, and rallies. I can't wait to give the town some hell this year.

GE Report

MBW Bargaining Update

At the time of this article, the bargaining period has finished, however bargaining and conversations continue as several topics remain under discussion, and information is still being gathered by the Company. **Unfortunately, I am still not able to provide a clear and detailed update from these meetings as multiple questions remain unanswered and bargaining continues.**

This has been an interesting round of bargaining to say the least. The Union opened with strong proposals that looked to either eradicate MBW or to tame its worst aspects. Something which could benefit both the Union and the Company. The Company, however, showed little interest in our proposals, and at times seemed to not fully grasp what we were actually trying to do, fix the deteriorating system, fix the broken talent pipeline both internally and externally, and making sure our people are being paid fairly.

Cost seems to be the biggest sticking point for the Company. Several times they have alluded to the fact that the Union's arbitration victory took a lot out of them. Although we expected to hear this argument, it remains irrelevant. The Company and the Union agreed to a system, agreed to update it several times, but then the Company tried to deviate from it. The cost of the arbitration outcome should have no bearing on the current state of MBW because all it did was uphold it. The Company didn't have to give out more money than what they had already committed to when the agreement was made and updated.

Despite the Company's resistance we continue to work towards finding the mutually beneficial outcome that the Union knows exists. If the Company fails to see this as the opportunity to improve several aspects of the Lynn Site that it is, then surely the reality on the shop floor will come back to haunt them soon enough and we may find ourselves sitting across from each other sooner than they thought.

December 2025 COLA Update

Bringing Cost of Living back alive in our contract was a key demand of our contract campaign and its return is a landmark victory. Our first COLA update is scheduled for December 22. The first update of the contract takes the CPI-W data from June 2025 and compares it to October 2025. **Here is the problem.** Apparently, the government sends people out to stores and businesses day by day to monitor the price of goods and services live. Due to the government shutdown during October, the work and information required to build this data was not gathered, and at this

continued on page 11



President's Column

By ADAM KASZYNSKI
President

Brothers and Sisters, Let's use our time wisely

Every three years, the membership elects the Executive Policy Board. Its responsibility is to debate ideas, set policy, and make recommendations to the full union membership. Each board member has the authority to bring forward new ideas on the first Tuesday of every month, where proposals are discussed and refined, and, when a majority supports them, sent to the monthly membership meeting for a vote.

If you have an idea that you believe will strengthen our Local, bring it to a board member first. My phone is always on. Your Board members and myself have a constitutional responsibility to hear you out. That's the process we created to ensure every idea gets a fair hearing and a thoughtful review. It also gives proposals the best chance of becoming something that can actually pass and improve our union. If you want to show backing behind the idea, you can even do it through a petition that is worded to be sent to the board, instead of directly to the membership meeting.

Over the past year or so, several petitions have bypassed the board. Every one of those petitions failed at the membership meeting. In contrast, proposals that went through the Executive Board, where they could be developed, clarified, and strengthened, were overwhelmingly approved by the membership. That's not an accident. That's the democratic process working as intended.

Our constitution rightly protects every member's ability to petition. It is a crucial right, and it isn't going anywhere. I have personally led, co- led, and signed successful petitions when the board declined to act on issues that mattered deeply to the membership. Petitions are an essential check-and-balance within our union.

But democracy also requires responsibility. Before signing any petition, I encourage you to ask a simple question:

"Did you bring this idea to the board first? If so, what happened? If not, why not?"

If there was no attempt to use the democratic process we all elected, think twice before signing.

We must also be honest: not every petition is about improving the Local. Some are driven not by collective good, but by personal attention-seeking-behavior designed to disrupt rather than build. A democracy can withstand disagreement, but it should not reward bad-faith actors who waste everyone's time for the sake of their own ego.

We are a proudly democratic union. That means we debate vigorously, we vote openly, and we respect majority rule. It also means we need to stop feeding a couple of trolls that seek to hijack our time, our meetings, or our unity.

Instead, feed the democratic process that belongs to all of us, attend your monthly Union meeting, and ask questions before signing your name. No more wasting time. We have a vision already decided by the membership to get congress to fund Lynn's T-901 engine program, to organize more members into our union, to pass legislation to get benefits to striking workers and put guard rails around AI, and more. We need more stewards especially on the off shifts. So give me a call, and get involved. Our time is precious, let's make the most of it.

NOTICE 3rd SHIFT CHANGE IN SCHEDULE

The IUE-CWA Local 201 and GE have agreed on an 3rd shift altered scheduled for the Christmas Holiday. Please see below:

Dec 24, 2025

Normal Schedule

12/21 Sun 11pm to 12/22 Mon 7am
12/22 Mon 11pm to 12/23 Tues 7am
12/23 Tues 11pm to 12/24 Wed 7am
Holiday no work
12/24 Wed 11pm to 12/25 Thurs 7am
Holiday no work
12/25 Thurs 11pm to 12/26 Fri 7am

Altered Schedule

12/21 Sun 11pm to 12/22 Mon 7am
12/22 Mon 11pm to 12/23 Tues 7am
12/23 Tues 11pm to 12/24 Wed 7am
12/24 Wed 11pm to 12/25 Thurs 7am
Holiday no work
12/25 Thurs 11pm to 12/26 Fri 7a
Holiday no work