

IUE-CWA Local 201 News

Celebrating 93 Years
as a Chartered Local
1933 – 2026

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn), Ametek Aerospace (Wilmington), LWWTP (Lynn), Avis-Budget Group (East Boston), Avis (Boston/Cambridge), FleetLogix (East Boston), the Saugus Public Library (Saugus), the NSLC (Lynn) and thousands of lifetime Retiree members across the country. www.local201.org

Vol. XCIII

PERIODICALS POSTAGE PAID AT LYNN, MASS.

JANUARY 13, 2026

USPS 171-720

Number 1

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Subscription
\$1.00 Per Year

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



COLA: \$0.08

How will COLA be applied to "Legacy" and Step 6?

The amount will be added to your hourly wage rate.

How will COLA be Applied at MBW?

No change at this time. The Union and the Company are in disagreement over how this amount will be applied to the MBW system. See BAs article on page 12 for detailed explanation. Possible COLA Scenarios. Originally distributed and posted to local201.org on June 25, 2025.

IUE-CWA - GE Aerospace Tentative Agreement - June 23, 2025

CPI-W is Consumer Price Index for Urban and Clerical Workers, as maintained by the Bureau of Labor Statistics, a US Department of Labor agency

CPI-W % Increases (Scenario 1) - Moderate Inflationary Path		
Measurement Period	% CPI-W	COLA Adjustment to
June 2025 through October 2025	1.25%	\$ 0.17 December 22, 2025
October 2025 through April 2026	2.34%	\$ 0.33 June 22, 2026
October 2025 through October 2026*	3.75%	\$ 0.02 December 21, 2026
October 2026 through April 2027	2.10%	\$ 0.29 June 21, 2027
October 2026 through October 2027*	3.25%	\$ 0.16 December 20, 2027
October 2027 through April 2028	1.80%	\$ 0.25 June 26, 2028
October 2027 through October 2028*	2.95%	\$ 0.16 December 25, 2025
October 2028 through February 2029	1.30%	\$ 0.18 April 23, 2029
June 2025- Feb 2029		\$ 1.57

CPI-W % Increases (Scenario 2) - Highly Inflationary Path		
Measurement Period	% CPI-W	COLA Adjustment to
June 2025 through October 2025	1.50%	\$ 0.21 December 22, 2025
October 2025 through April 2026	2.00%	\$ 0.28 June 22, 2026
October 2025 through October 2026*	5.00%	\$ 0.21 December 21, 2026
October 2026 through April 2027	3.40%	\$ 0.48 June 21, 2027
October 2026 through October 2027*	7.10%	\$ 0.52 December 20, 2027
October 2027 through April 2028	3.10%	\$ 0.42 June 26, 2028
October 2027 through October 2028*	6.45%	\$ 0.47 December 25, 2025
October 2028 through February 2029	2.50%	\$ 0.35 April 23, 2029
June 2025- Feb 2029		\$ 2.95

CPI-W % Increases (Scenario 3) - Low Inflationary Path		
Measurement Period	% CPI-W	COLA Adjustment to
June 2025 through October 2025	0.8%	\$ 0.11 December 22, 2025
October 2025 through April 2026	1.20%	\$ 0.17 June 22, 2026
October 2025 through October 2026*	2.10%	\$ 0.01 December 21, 2026
October 2026 through April 2027	1.35%	\$ 0.19 June 21, 2027
October 2026 through October 2027*	2.00%	\$ 0.09 December 20, 2027
October 2027 through April 2028	1.15%	\$ 0.18 June 26, 2028
October 2027 through October 2028*	1.88%	\$ 0.10 December 25, 2025
October 2028 through February 2029	1.45%	\$ 0.20 April 23, 2029
June 2025- Feb 2029		\$ 1.04

CPI-W % Increases (Scenario 4) - Low Inflation to Falling Prices Path		
Measurement Period	% CPI-W	COLA Adjustment to
June 2025 through October 2025	0.8%	\$ 0.11 December 22, 2025
October 2025 through April 2026	1.20%	\$ 0.17 June 22, 2026
October 2025 through October 2026*	2.00%	\$ - December 21, 2026
October 2026 through April 2027	1.10%	\$ 0.15 June 21, 2027
October 2026 through October 2027*	1.65%	\$ 0.08 December 20, 2027
October 2027 through April 2028	0.85%	\$ 0.12 June 26, 2028
October 2027 through October 2028*	-1.25%	\$ - December 25, 2025
October 2028 through February 2029	-2.35%	\$ - April 23, 2029
June 2025- Feb 2029		\$ 0.63

2025 MBW UPDATE TA REACHED

December 23, 2025

Brothers and Sisters,

On Dec 19 the MBW bargaining committee met to review the final draft of a tentative update to the MBW agreement. The update consists of 3 parts:

- Update in start wage rates to the following classifications: Welder, Green Welder, AAEM, Power Plant Repair , HVAC, Plumbers, Electricians, Power Plant Engineer, and RCs
- An updated path to R-19 positions that reflects the relevant skills and experience gained from holding R-17 Punch Press or EDM
- A change in the bargaining schedule from the beginning of the year to the end.

After no consensus could be reached regarding an update to the structure of MBW, the Union shifted its focus to updating start rates and rate increase across the Plant. Ultimately, the classifications highlighted above were the ones where agreement could be reached regarding a starting wage rate update only. That means that new hires and members with less than a year of seniority in those classifications will be the only ones that see an immediate change in pay. The rest of the members in progression in these classifications will see an update only after the next MBW step redistribution process takes place. Unfortunately, the next time the step redistribution takes place is to be determined as the Union and the Company are in active debate over this.

Presently, unless you've graduated from the GE CNC school or have outside machining experience, the only way for someone with no on the job machining experience to gain minimum qualifications for R-19 machining positions internally was lateralizing or upgrading to R-17 Punch Press or R-17 EDM, which after 90 days would give you upgrading rights to R-19 Milling Machine. With this update, you will now meet minimum qualifications for Lathe as well as Mill after successfully holding R-17 Punch Press or R-17 EDM.

The last portion of the TA deals with the timeframe of bargaining. As expected, the timeframe of MBW and National bargaining lining up complicated things for both the Union and the Company so bringing the next MBW bargaining period to the other side of national bargaining like we did this time is expected to benefit the process in the future.

**Vote on the 2025 Update at next
membership meeting on Jan. 27, 2026**

After reviewing the TA, the MBW Bargaining Committee and Executive Policy Board unanimously recommends that the membership vote to ratify this update to MBW.

Full TA on page 3

Next Local 201 Membership Meeting January 27, 2026 - 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
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Free consultation.
*No fee unless successful.
jimcarrigan@jamescarriganlaw.com

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Dr. Petya Damyanova, Optometrist
427 Lynnway
Lynn, MA 01905
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FREE PARKING • EVENING AND SATURDAY HOURS

Printed published by
The Golden Manet Press
Quincy



Layout Design by
LilyBug Graphics

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of David Carlson on his recent death. Dave was an AAEM and retired in 2016.

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

Mark & Robin's Comics



Clean Outs/Estate Sales/Junk Removal
We remove trash for a fee.
Also will consult to liquidate your estate.
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- Sciatica • Auto Accidents
- Muscle Strains • Work Accidents
- Leg/Arm Numbness
- Repetitive Stress Injuries • Carpal Tunnel Syndrome

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

Print your ad on this form.

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

Enclose Payment:

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

TITLE _____

25 WORD _____

LIMIT _____

PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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

Published monthly. \$1.00 a Year



Published by: Local 201 IUE-CWA (AFL-CIO)
112 Exchange Street, Lynn, MA 01901
Periodicals Postage Paid at Lynn, MA
POSTMASTER: Send address changes
to "IUE-CWA Local 201 News," 112 Exchange Street, Lynn, MA 01901



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continued from page 1

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

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

WHEREAS, On August 31, 2016, the General Electric Company-Aviation (hereinafter "Company") and IUE-CWA Local 201 (hereinafter "the Union") (collectively "the Parties") reached a Memorandum of Agreement ("MOA") on a Market Based Wage ("MBW") Compensation system for employees located in Lynn, Massachusetts. Subsequently, the 2016 agreement was renegotiated in 2019, May 2021, June 2022 and modifications to the 2016 agreement were made;

WHEREAS, on March 11, 2025, the Union requested bargaining regarding modifications to the MBW compensation agreement;

WHEREAS, the Company agreed to postpone bargaining until September of 2025, following national contract negotiations;

WHEREAS, in December 2025, the parties reached agreement, subject to ratification by the Local 201 membership and approval by the GE Lynn executive team.

NOW THEREFORE, in agreement of the foregoing, the Parties hereby agree to the following modifications:

1. Modify starting rates as outlined below within 30 days of date of ratification:
 - a. M18 Welders starting wage from \$26 to \$30 an hour. The Company Shall rename the M18 Welder rate to W18 to separate the job title from other M18 rates.
 - b. M22 Green Welders starting wage from \$28 to \$32 an hour. The Company Shall rename the M22 Green Welder rate to W22 to separate the job title from other M22 rates.
 - c. M23 AAEM and Power Plant Repair starting wages from \$32 to \$37 an hour. The Company Shall rename the M23 AAEM and Power Plant Repair rates to W23 to separate the job title from other M23 rates.
 - d. B23 Licensed Crafts: Electrician, Plumber, and Refrigeration starting wage from \$37 to \$40 an hour.
 - e. M24 Power Plant Engineer starting wage from \$37 to \$40 an hour. The Company Shall rename the M24 Power Plant Engineer rate to B24 to separate the job title from other M24 rates.
 - f. M25 Repair Control starting wage from \$38 to \$41 an hour.
2. Update to minimum qualifications to positions posted on or after the date of ratification outlined below:
 - a. Punch Press experience will now meet qualifications to upgrade to Lathe positions in addition to Mill.
 - b. Milling Machine Electro (EDM) experience will now meet qualifications to upgrade to Lathe positions in addition to Mill.
3. Modify Number 19 of the 2016 MBW agreement, and number 2 of the 2022 MBW agreement by deleting them in their entirety and replacing them with: If either the Company or the Union desires to modify this Agreement after June 23, 2019, it shall, not more than 60 days prior to September 15, 2027, or prior to September 15 of any subsequent year in two year intervals (i.e. 2029, 2031, etc.), so notify the other in writing. Collective bargaining negotiations shall commence between the parties at an agreed-upon time and place following such notice, but not more than 30 days after notification, for the purpose of considering changes in this Agreement.
4. This Agreement shall be interpreted in accordance with any and all applicable laws. If any of the provisions of this Agreement shall be held invalid, the remainder of the Agreement shall not be affected.
5. The signatories to this Agreement are authorized to bind their principles. Agreed to and approved by the undersigned this 8th day of December 2025

**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>.



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



Saugus Public Library

By JACKIE MILLER
Saugus Public Library Chief Steward

The only thing that irritates a librarian more than not being able to find an answer to a question is discovering a source spewing misinformation.

While surfing the internet for facts about unions (as I was looking for a topic for this month's newsletter), I came across a website called the Center for Union Facts, which, by its name, sounds like a great place to browse for information to dig for facts for a column. It took seconds to realize that this website's purpose is to denigrate unions and union leadership, not to provide facts. The site, however, was doing a slick job at presenting its version of reality.

A quick Google search revealed that the Center for Union Facts is one of several advocacy and public relations groups founded by Richard Berman, a PR specialist and a 21st-century version of a union buster. According to the sometimes iffy Wikipedia, but verified by the venerable New York Times, the Center for Union Facts is funded by corporations and organizations opposed to unions. Mr. Berman refuses to name his backers, but it's evident that there's substantial funding behind his work. Sourcewatch, a Center for Media and Democracy publication, also calls out the Center for Union Facts for positioning itself as a worker advocate while really serving as a strategic tool for corporate

interests to weaken unions.

My discovery of this misleading website vomiting falsehoods about unions followed closely on the heels of a conversation I recently had with an in-law about young children undergoing sex change operations.

Nothing says holiday fun like conversations with in-laws on the other end of the political spectrum during Christmas dinner.

Using my librarian voice, usually reserved for dealing with jr. high kids, I suggested to my brother-in-law that I'd like to see confirmation of his "fact". He, of course, could not find any valid sources for the urban myth of young children getting sex change operations. Truth won a minor victory that day. (FYI, for 15 years, I worked with pediatricians around the country at another job. No good doctor operates on a child unless absolutely necessary, especially for a life-altering surgery.)

So when you are reading/ listening/watching the news, being told something someone insists is a fact, or someone is trying to sell you something, check it out. Look at the source. Ask who or what is behind the statement. Follow the money.

In 2026, avoid the scams, support your union, and keep your distance from in-laws with agendas.



Letter to the Editor

Dear IUE-CWA Local 201,

January is typically the month of resolutions and resets. Diets, trips to the gym all set up with good intentions. Attending union monthly membership meetings should be a goal for all members this year too. The business of your union is decided at these meetings. Democratically. That means you have a voice and a vote. The monthly 201 newspaper is issued a week before the monthly meeting. It contains the agenda for the meeting. Take the time to seek out the newspaper and read it. Maybe start by attending the meeting on zoom.

Coming to your union hall should be on your list this year too. You are always welcome.

Tom O'Shea
former VP IUE CWA Local 201

GE Stewards Council

February 10, 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.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Roger Francis on his recent death. Roger retired in 2004.

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

JANUARY 27, 2026

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



OR VIA ZOOM

<https://shorturl.at/L9aQH>

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
A. JOSEFINE QUINTANA
 - 2. COLA INFORMATIONAL PRESENTATION
- 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. MBW UPDATE TA VOTE

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

Happy New Year! Come celebrate with us at the Local 201 Retirees Holiday Luncheon January 28 at 11 am. There will be a very short meeting at the beginning followed by an Italian luncheon. Check out the flier on this page for details to sign up.

What if a retiree passes away? What GE benefits are there and who should the survivors call? Sadly, I get this question every week. Since GE decided to make it more difficult to access our benefits it has gotten more complicated. Retirees' families used to make one call and got a packet of information covering all the information. No more. I'll cover some of the common benefits.

GE Basic Life Insurance: For years a basic life insurance benefit for GE workers was part of our benefit package. We did not make contributions. Now, whether you have this benefit and what it pays is based on when you retired:

If you:

Retired prior to January 2016: Life insurance benefits are based on your age plus pay at retirement. If the retiree is over 65, GE basic Life insurance will pay $\frac{1}{2}$ your 10 year average straight time pay when you retired capped at \$50,000.

Retired between January 2016 and June 23, 2019: The life insurance benefit is capped at \$15,000.

Retired after June 23, 2019: There is no GE Basic Life Insurance benefit. GE does allow you to buy life insurance if you're still active. The A Plus Life GUL insurance can be carried over into retirement.

Call HR Central at 844-477-3777 to report the death.

Members who die while still active have a GE Basic Life Insurance benefit of 2 times your pay capped at \$5 million, pension survivorship and one year free medical coverage for the survivors.

Be sure to keep your beneficiary information up to date with both HR Central and Fidelity.

Pension survivorship: If the retiree is collecting a pension and chose the survivorship option for his/her spouse at retirement then a pension payment continues for the rest of the spouse's life. Frequently, it is 50% of the pension. (For a retiree to choose anything different from the 50% option required the spouse to sign off on the choice. The other options are 75% survivorship, 100% survivorship or 5 year certain. This last choice means there are only 5 years of pension checks available. The beneficiary only gets pro-rated payments if the retiree dies before receiving 5 years of pension checks.)

Additionally, the retiree might have money in the Retiree Savings Program (RSP) that could be paid out to the beneficiary.

Call Fidelity at 877-554-3777 to report the death.

VIA benefits: Help with post 65 medical costs

Some GE retirees and their spouses who retired before June 23, 2019 and meet other qualifications are entitled to the \$1000 Retiree Reimbursement Account (RRA) which helps defray some post 65 medical costs. Spouses may continue to qualify even after the death of the retiree. Call VIA benefits at 844-876-6370.

Call with questions or comments and we'll think about it together.

Listed Below are Open Positions as of January 1, 2026

Lynn GE

You can apply for these jobs at GCareers.com

39 AAEM

2 Welders

2 Welders Machine Resist

OPEN POSITIONS

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of George Tsouvalas on his recent death. George was a Mechanic who retired in 2017.

IUE-CWA Local 201

RETIREES COUNCIL MEETING NOTICE

Wednesday January 28 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



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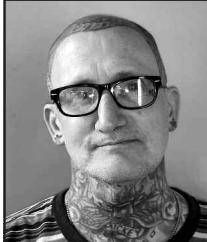
Children's Christmas Party 2025

The annual Local 201 Childrens Christmas party was held on December 13 and was a huge success. The Activities Committee lead by Yanitza Thomas made it a very memorable event. It takes a lot of work to host this event from year to year. Thank you Yanitza for taking the time and making the effort to keep the tradition going. And thank you to all the volunteers that took their time to make it happen.

Winners of the raffle: PS 5 System - Richie Peña; Meta Quest Headset - Nicole Martinez; The TV - Maria Hios; 50/50 Raffle \$177.00 - Alondra Diaz







LCM Report

By BRIAN MERCHANT
LCM Executive Board

A New Year, New Members, and Staying Strong Together

As we welcome the New Year, I want to take a moment to wish every member and their family a happy, healthy, and successful year ahead. The new year is more than just a fresh start; it's a reminder that our strength as a union comes from standing together, year after year, through every challenge we face.

I also want to extend a welcome to our newest members. You are joining a union built by working people who refused to settle for less than respect, fairness, and dignity on the job. This union is only as strong as its members, and your voice, participation, and solidarity matter. Learn the contract, talk with your stewards, attend meetings when you can, and never hesitate to ask questions. An informed membership is a powerful membership.

As we move forward into the year ahead, one of our most important responsibilities is keeping the Company honest. The contract is not a suggestion—it's an agreement that was fought for and earned. It's our job as a union to make sure it's followed, enforced, and respected every single day. When something doesn't look right, speak up. When a coworker needs help, stand with them. That's how we protect the gains we've made and push back against any attempt to take advantage of working people.

The Union is committed to holding management accountable, defending our rights, and continuing to fight for better conditions, better opportunities, and a stronger future for all members. But this work can't be done alone—it takes unity, involvement, and solidarity from the entire membership.

As we start this New Year, let's recommit ourselves to one another, to our union, and to the values that make us strong. Together, we will continue to protect what we've earned and build toward something even better.

In Solidarity, Brian Merchant

UNION SHOP STEWARDS

LOOKING FOR UNION SHOP STEWARDS

WORKING CLASS HERO!

CONTACT:
BRIAN MERCHANT
LCM EXECUTIVE BOARD MEMBER
781-710-0053



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Walking on Ice at GE

Our Yard Crew members, and the Company have done good work this year to mitigate ice and snow hazards, but there will always be ice somewhere so just a reminder on a best practice if you have to walk on ice. Adopt the "penguin walk": keep your center of gravity low by bending your knees, take short, flat-footed steps with toes pointed slightly out, keep arms out for balance (hands out of pockets!), and maintain weight over your front leg, shuffling carefully rather than lifting feet high. Wear footwear with good traction, avoiding long strides and smooth-soled shoes.

Flu Season

This year the flu is hitting us hard, me included. We are working with the Company to increase bathroom sweeps that ensure hand cleaning products are available because of increased use during flu season, it may not sound like much but it's important. Businesses are encouraged to increase cleaning in high touch areas that see a lot of traffic like doorknobs, countertops, breakrooms, etc., this investment in cleaning will ensure less people get sick and they will get more parts out the door. We all have information that we can use to decide on vaccinations and this being the early part of the year with sick time please stay home if you're sick. Proper etiquette of sneezing into a tissue or your elbow is appreciated by everyone.

2026 Prescription Eyewear Schedule

The optician is scheduled to be in the Medical Center during the First Quarter on:

Tuesdays 2-5pm

Thursdays 6-9am

The Optician will be on vacation Jan 24-31

Reminder for Plumbers: Continuing Education Feb 21st @ 8am

Stewards Class for All Stewards at the Union Hall

**February 17th
1:30-4:30**

Topics to include:

- Effective Arguments in Discipline Cases
- Representing Members at Investigatory Interviews
- Grievance Information Request's
- Refusing Unsafe Work Enforcement

To reserve space RSVP to

akaz@local201iuecwa.org

as soon as possible.

You will be paid lost time for this class.



Machinist Training Opportunity

The E-Team machinist training program is currently recruiting and accepting applications for its next class. We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits, and a career with opportunities for growth. Students are enrolled tuition free in our demanding 9-month training program. Classes are Tuesday, Wednesday, and Thursday nights 6pm-9pm and Saturdays 7am-3pm. Applications may be submitted on our website:

www.eteamhome.net

Facebook.com/ETeammachinisttraining

Call us at 617-699-1071

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



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

Happy New Year! I hope you all had a great holiday season, and I wish you all the best in 2026. At the beginning of the year many of us make resolutions. These resolutions usually include things like quitting drinking, start exercising, lose weight, and stopping smoking. One big problem with making resolutions is we feel like we have failed if we don't maintain them. There is more to making a life change than making a new year resolution. There are actually five stages of change. Understanding these stages may help you to not only build a lasting habit but also stop you from blaming yourself if you are not as successful as you had hoped. The following are the five stages.

1. Precontemplation: In this stage, a person does not see their behavior as an issue.

They may minimize it, justify it, or be in denial about it altogether.

"I can stop anytime."

"It's not that bad."

"My eating isn't that unhealthy."

People in precontemplation aren't ready for action plans although awareness of an issue can help here.

2. Contemplation: A person can see that there is something about themselves they wish to change. "I'm starting to worry about my substance use."

"I know I'd feel better if I worked out."

"I want to be healthier, but I'd miss the foods I'm currently eating"

Due to fear and hesitation, people can often stay stuck here for months or years.

3. Preparation: This is where intention becomes planning.

Talking to someone you trust.

Setting a quit date.

Buying gym clothes.
Meal planning.
Setting realistic goals.
This is where encouragement, support, and small wins make a real difference.

4. Action: Doing the work.

Staying sober.

Building new routines.

Exercising consistently.

Eating differently.

Action requires effort, structure, and support. This stage is also where relapse risk is highest, not because people don't want change but because change is hard.

5. Maintenance: Maintenance is about protecting your progress.

Staying connected to support.

Recognizing triggers.

Continuing personal growth.

Avoiding burnout.

Focus on progress, not perfection. Relapses or setbacks don't mean failure, this can actually be part of the process, simply begin again. This may mean returning to an earlier stage and that is ok.

Local 201's Employee Assistance Program (EAP) is here to confidentially support our members who may have personal and/or work-related problems which may be affecting mental and emotional well-being such as stress, grief, problem gambling, substance use disorders, relationship and family problems. I am 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, can be reached at 763-330-4942. All communication is 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 John Mills on the recent death of his daughter Sheila. John retired in 2016.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Thomas Sentner on his recent death. Tom worked at the Lynn Municipal Wastewater Treatment plant until his retirement.

FleetLogix

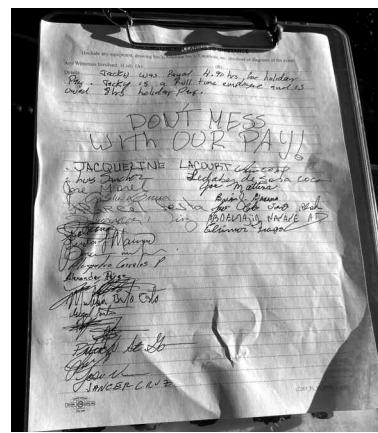
By LUIS SANCHEZ
FleetLogix Chief Steward

Standing Together to Enforce our Contract

Here's the deal: we show up to work to move cars in Boston traffic every day, making FleetLogix and our only customer Avis-Budget millions of dollars. In return, the minimum we expect is fair treatment and our Company to uphold the terms of the Contract THEY SIGNED. It's one thing to take some time getting used to doing things differently, but it crosses a line when it comes to our jobs and our paychecks. Thankfully, Local 201 FleetLogix members have stepped up and shown the Union is US STANDING TOGETHER, and when we fight, we win. Here's a summary of our very busy end of 2025:

WINS: Right after Thanksgiving, I got reports that multiple members were shorted on their holiday pay. This is unacceptable. The Company already paid out (correctly) our first contractual paid holiday on July 4th with no issues. No excuses for not paying people right. The Company might have forgotten we started our union drive over the basic right of winning PAID HOLIDAYS, but we haven't. Before submitting the "Step 1" Grievance on this issue, myself and one of the affected members gathered signatures from every member we could talk to working that day to sign as a witness with the unmistakable message: "DON'T MESS WITH OUR PAY." Every member we talked to signed in support. During this, we also found out the Company shorted multiple members their paid vacation, which we also grieved. After this show of force, we won immediate relief at Step 1 and made all affected members whole. Additionally, it seems everyone's Christmas and New Year's holiday pay was done right. Wow, look how easy that is!

In addition to these pay issues, we also got a big win outside the workplace. While working, a member was pulled over for an expired registration that was the Company's fault, not his, and cited for having a GPS app opened on his phone. Even though it was the Company that put our member in a car without the proper registration, they



didn't immediately have his back with this BS citation. So, we put pressure on the Company to help fight it, and I showed up at the appeal hearing as an advocate. Our member won the appeal. No citation, no fine, nothing in the record. Most important lesson for others — when you have a problem, let your Steward know! We will be creative in fighting for all of our rights, missing pay, unfair discipline, or B.S. citations.

REMAINING ISSUES: Despite these wins, we still have work to do. We have several active grievances. A big one concerns the termination of a long-time employee and union leader, Carlos Nunez. Bottom line, he was fired for an accident that wasn't his fault. It seems like someone in FleetLogix wants to make an example out of him, and that's not right. We're gonna use all available means to fight back and get Carlos back at work. Additionally, we have several active grievances with the Company not fulfilling their obligations with respect to vacation bids for 2026 and other issues that we are working to get the Company to fix ASAP.

NEXT STEPS: Winning the missing holiday and vacation pay shows that we are strongest when we act together as a group. This is not a one or two-man show. We need more Stewards to make the Company respect the Contract and fight them when they don't. I will begin talking 1-1 with several of you in the coming weeks to talk about how we can build a stronger Union at FleetLogix together.



VP's Corner

By CHRIS MOODY

Vice-President/Recording Secretary

Hello Brothers and Sisters!!!

I hope everyone had a wonderful holiday season and got the chance to spend time with family and friends! This was the first year I attended the Local 201 Children's Christmas Party and what an amazing experience seeing all of you with your families. A strong reminder of who exactly it is that we fight for day in and day out. It's not just the member, but it's the entire family of the member that benefits from a stronger working class and a strong union. Hopefully everyone is well rested now that the season is over and a new year is underway. A new year of fighting the corporations, standing with each other and continuing to strengthen the working class here at Local 201.

Since assuming the VP role last April, I've spent every Monday morning meeting with new hires. Not once a month, not bi-weekly, but every single Monday morning. That means we have a good amount of new union siblings on the shop floor. It's my belief that there is no better teacher than experience. Not just personal experience, but the passing along of experiences by the more tenured members of our union. The transfer of knowledge if you will. I ask that every member in our union welcome these new members and show them the way. Unfortunately, due to decades of attacks on unions and declining union membership, a lot of people are experiencing union membership for the first time when they get hired at any

of our bargaining units. So it's up to all of us with time under our belt to do exactly that, pass along your knowledge and experience. To the newer members, make sure you take in any knowledge passed along to you, remember that you have Weingarten rights, (right to a union rep in a conversation that could potentially lead to discipline), use your voice in the workplace because in a union you'll always have one and make sure you carry on the legacy of producing the highest quality jet engines and components that this country has ever seen. We have a long legacy here, and it's the membership that will continue to carry on that legacy well into the future.

I am currently working on getting a team together to do T-901 sign-ups. The Organizing Committee has been hitting the shop floor with fliers that contain a QR code that brings you to a page that has a pre-written email that I feel covers just how important getting T-901 funded is to each and every one of us. The goal is to emulate the PAF drive setup, having the team setup in a break room and hit the floor getting members to enter their info so that email can make it to your respective Legislator in Washington. I know the importance of T-901 has been stressed for quite a few years, but it remains imperative to the future of our site. We were able to secure work guarantees for the Lynn plant in our National Contract. However, guarantees don't mean much of anything if the program isn't funded. If

someone approaches you with a flier, it is my ask that you take the time to fill out the form and get the email sent. This will take the collective voice of all of us, which is extremely powerful. Where this most certainly affects the future of every member at this plant, the potential issue of no funding will equally be a hinderance to the career of each and every one of us. Fill out the form!

This is a new year, and that means that everyone has had their benefits reset. I would implore everyone to check on their benefits and make sure that they reflect what you elected into last year. Over the course of 2025 I saw benefit issue after benefit issue, especially at GE. Paying for FSA's you didn't elect into, not paying for one that you did, healthcare not being deducted from your check, or being deducted at a rate of double what it should be. Has GE tried to make improvements? Yes, they have. Did issues persist right through the end of the year? Also, yes. Stay vigilant and keep an eye on things and if you do end up running into a benefit issue, please reach out to me immediately. The faster you raise your hand, the faster I can get an answer or a solution.

That's all for this month. I hope 2026 treats each and every one of you well and that every member of Local 201 experiences prosperity and growth in this new year! As always, if you have any questions or concerns please reach out to me directly or down the hall.



LPS/M&E Report

By JOHN LEIGHTON
Crafts Executive Board

Happy New Year everybody! 2025 was a busy year with Contract Negotiations and MBW Negotiations on top of everyday business. 2026 looks to be a busy year for Crafts with multiple projects planned across the plant.

Facilities and LPS are going through some changes with the retirement of two long time Business Leaders. I look forward to working with the new leadership with an emphasis on keeping more of the upcoming

projects in-house and hopefully expanding our capacity across the Crafts groups.

I again want to thank all the Stewards and members of the Crafts teams for their help and support they have given.

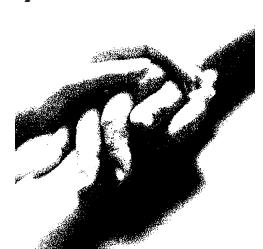
Keep up the good work!
In Solidarity,
John

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.





Lynn Waste Water Treatment Plant Report

By CORY SCOTT
LWWTP Chief Steward

As we start a new year, I want to take a moment to thank every member for the work you do day in and day out. The past year reminded us how critical our jobs are. Not just to our employer, but to public health, environmental protection, and our community as a whole. The work at a wastewater treatment plant is demanding, often unseen, and absolutely essential. You should be proud of that.

January is a good time to reset and refocus. As your Chief Steward, my role is to make sure our contract is enforced fairly, our members are treated with respect, and your voices are heard. If you have questions about overtime, job assignments, discipline, safety concerns, or anything that doesn't feel right at work, please reach out early. Small issues are much easier to resolve before they become bigger problems.

This year, we will continue to emphasize **contract awareness and safety**. Knowing your rights protects not

just you, but everyone you work alongside. If you're unsure about a rule, a directive, or a disciplinary issue, don't guess, ask. Representation is not a sign of conflict; it's a basic union right.

I also want to encourage members to get involved. Attend meetings when you can, stay informed, and support one another. A strong union depends on participation, not just leadership. When we stand together, we are far more effective at protecting our jobs, our benefits, and our working conditions.

Finally, I want to acknowledge the professionalism shown by our members during challenging weather events, staffing shortages, and increased workload. That effort does not go unnoticed by your union, and it strengthens our position moving forward.

Here's to a safe, fair, and successful year ahead.

In Solidarity, Cory Scott



PUSHING FORWARD

By BRIAN RUSSO
LAT&O/Logistics Executive Board

Happy New Year people. With a New Year comes some of the historical problems we have here at General Electric Aerospace. The Company tightens their belts with overtime. Time and attendance is more closely looked at. Hardware shortages cause idle time, which in turn, causes IME to complain about. But, one thing remains the same. All of us in the shop are still the men and women who've made it possible for the Company to do as well as it had that prior year and so many years before that. I hope the Company does not suffer any amnesia when it comes to that fact.

In LAT&O the start to this year is different than many in the past with the gradual addition of many new employees around the Plant. Building 29, 42, and Test all have new faces now and will continue throughout the year. I have heard some very unsettling things when it comes to some lower level management wanting to "adapt" our training methods for new employees. Let's be clear as day on this. **One operator for one trainee is the standard we have always upheld in policy and practice.** "Shadow" training is not only dangerous for the hardware but is unfair to the new employee who just wants a fair shake at learning a workstation. I will ask now of the Stewards, as well as, all of you to be vigilant in training new people the way you were trained

over the years. It is a proven system that works. We have assembled and tested thousands of engines over the years to the highest standards. When these standards are ever called into question I ask you all to stand your ground with pride.

A note to all employees around the Plant awaiting to be released to AAEM. After release, notify your area Steward to write up a Step 1 grievance for a failure to release. If you don't raise the concern the Union can not represent you in a timely manner.

In Logistics I first off would like to congratulate Michael Conlon into the role of Union Steward in Building 63. Your overwhelming support through the nomination process and personal tenacity to stand up for what is right will be an incredible asset in the coming years.

Logistics employees have a fairly robust albeit complex system with their overtime lists. But, one thing remains true, ALL employees have a right to be asked to work overtime. That is not my opinion. This is a contractual fact. All cases presented to me where an employee is bypassed for one reason or another is going to land squarely at Step 2 with me in Union Relations. I certainly hope Management understands this is a no win scenario if they continue to engage in the practice.

Take care, Brian

President's article continued from page 12

"Listed Holidays" Per Article VII of IUE-GE National Agreement

New Years Day
MLK Day
Presidents Day
Memorial Day
Juneteenth
Independence Day
Labor Day
*Election Day (Traded for a "Floating Holiday", Election Day does not count as holiday OT, and is not a day off)
Veterans Day
Thanksgiving Day
*Day After Thanksgiving (The National Agreement calls for an Additional Listed Holiday, in Lynn it is the Day After Thanksgiving)
Christmas Eve
Christmas
*Don't forget to use your Floating Holiday (Use it or Lose it) it can be used to cover one of the 2 unpaid "Observed Holiday's" or any other day.

GE Observed Holidays (AKA One Day Shut Down's)

Patriots Day (Unpaid, "Observed" = Double Time if Worked)
Columbus Day (Unpaid, "Observed" = Double Time if Worked)
Happy New Year and Happy Holidays throughout 2026!

Local 201 Children's Christmas Party

I want to give a huge thank you to our Activities Committee Chairperson Yanitza Thomas for organizing the best Local 201 Children's Christmas Party I've seen yet. It takes a ton of work to make all that magic happen, and she does the heavy lifting for the hundreds of kids that come to enjoy the party.

Thank you to the volunteers that made the party a great success, Yanitza Thomas, Limbert Thomas, Jossie Quintana, Chris Moody, Greg Johnson, Dave Bjorkman, Jay Daley, Wendy Cabrera, Nick Becker, Jordan Rogers, Bob Reynolds, Ivan Marquez, Jonathon Kohut, Andy Love, and Nefty Alvarez!

Unfortunately, the real Santa had an understandable last-minute change of plans, and we had to use a stand in. Next year, real Santa will be back.

FleetLogix Retaliates Against Steward and Union Organizer

Local 201 steward Carlos was fired by FleetLogix for getting into a car accident while performing his job. The other driver failed to yield at the sign as he merged into oncoming traffic. The state law is clear, the driver who failed to yield is at fault. The steward was not at fault and the police report says the same. The Company fired our brother because he is a real leader and was instrumental in organizing the union at FleetLogix. The Company is new to dealing with this Union, but they will learn as they have before - we will fight this and we will win. The sooner they bring him back to work the less they will have to worry about. Members at Fleetlogix are ready to back up our leader Carlos.

Call the Hall for Help with Unemployment

I recently heard from some members at Avis Budget that have been having trouble with unemployment from the layoffs happened this fall. The Union is here to help with UI issues. The MA Department of Unemployment Assistance can be tricky to navigate but we have trained reps that can assist with determination appeals and help cut through red tape and get faster answers for you than the DUA hotline will give you on your own.



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

First Cost of Living Update for 2025 -2029 GE Contract

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 effective for December 22. The first update of the contract takes the CPI-W data from June 2025 and compares it to October 2025. However, due to the government shutdown during October, the work and information required to build this data was not gathered, and at this point could not be accurately gathered so October 2025 CPI-W numbers may never be published.

As a result, the Union and the Company agreed to the following:

It is agreed by General Electric and the IUE-CWA, AFL-CIO, CLC, by and on behalf of its affiliated Locals that are covered by the 2025-2029 National Agreement that the payment will be calculated following the release of the November CPI data by using the exact mid-point between the September data and that of November. GE and the IUE agree to use this "estimated number" as the October 2025 CPI number for this and future COLA calculations which reference October 2025 CPI data. The November data is expected to be published on December 18, 2025. The parties both recognize that the payment may be slightly delayed based on the date the information is published, but pay will be adjusted retroactively to the effective date of December 22, 2025.

On December 18, 2025. The CPI-W number for November has been published and the above calculation has led to the following outcome.

COLA: \$0.08

How will COLA be applied to "Legacy" and Step 6

The amount will be added to your hourly wage rate.

How will COLA be Applied at MBW

At this point the Union and the Company are in disagreement over how this amount will be applied to the MBW system. The Company's position is that the amount will only go to the "Legacy" or Step 6 wage rate, and everyone else on progression will receive a lookback based on all hours worked last year with a minimum of 2080. The Union's position is that the amount must be applied to the starting and final step wages, and that it is also applied to the progression step wages AFTER the established MBW wage step distribution process takes place.

There is also the matter of how this new information is applied retroactively. In the past, wage increases and "in lieu of COLA" amounts were incorporated in the progression schedule on day 1 of the effective date of any wage increase. This meant that anyone in progression would see the full amount of all contractual wage increases as they were distributed in the progression schedule until they reached the end of progression (step 6). This was very clear when we knew the exact amount of contractual increases, however, we do not know what the full amount of any true COLA increases until the CPI-W calculations take place. Therefore it is the Union's position that the difference between the previous progression schedule and new progression schedule (after the COLA is incorporated) is owed to all members in progression between the date of July 7, 2025 (First contractual Wage increase and effective date of progression schedule) and the effective date of each COLA update (effective date of a new progression table that incorporates COLA) resulting in yet another lookback payment for this amount. The timeframe for each one of these lookbacks will get longer and longer as we progress through the COLA and contractual increases as July 7, 2025 remains the first time that these amounts were unknown, and therefore owed.

Another Long Fight

We expect this disagreement to continue for some time and may need to escalate through the entirety of the grievance process.



President's Column

By ADAM KASZYNSKI
President

Some Benefits in GE National Agreement Effective Jan 1, 2026

Per the GE National Agreement members without a pension in the 401k plan will receive a \$1500 Additional Company Retirement Contribution (ACRC) into their 401K January 2026.

Effective January 1, 2026 the Short-Term Disability Weekly Benefit will increase from 60% to 66 2/3% of Normal Straight-Time Weekly Earnings, and the cap on maximum benefit is raised from \$950 to \$1,050. The minimum weekly benefit for full-time employees increases from \$400 to \$450.

Effective January 1, 2026 Paid Parental Bonding Time increased from 3 weeks to 6 weeks of fully paid leave within 12 months of birth or adoption of a child. The one-year service requirement to get paid bonding was done away with, so new hires that have a birth or adoption are immediately eligible for the benefit. Unfortunately, if your baby was born in 2025 you don't get another 3 weeks once 2026 hits, it's only for babies born or adopted after 1/1/26.

Effective January 1, 2026 Sick and Personal Pay available to New Hires: New Hires with less than 1 year of service go from 0 days to 3 days of Sick and Personal days Jan 1 2026. Sick and Personal days are more valuable than MA Sick and Safe leave hours and can be rolled over if they are not used.

Effective January 1, 2026 For death in the family, you will now get 4 paid days off (previously 3) for death of step-grandchild, son-in-law, daughter-in-law, grandparent, step-grandparent, grandparent-in-law, brother, brother-in-law, sister, sister-in-law, mother-in-law, father-in-law. Effective 1/1/26 4 paid days off for miscarriage for parents, up from 0. You are still entitled to 5 days paid bereavement leave for death of spouse, child, parent, step-parent, stepchild, foster child, grandchild, or legal guardian.

Effective January 1, 2026 "Juneteenth" becomes our 13th paid Holiday. June 19th 2026.

Effective January 1, 2026 Vacation: New Hires get 10 days (pro rata), 10 days at 1-4 years, 15 days at 5-9 years, **18 days at 10-14 years**, 20 days at 15-19 years, **28 days at 20-29 years**, 30 days at 30 years. The bold milestones were increases effective 1/1/26.

Effective January 1, 2026 Chiropractor visits increased from 24 to 32 per year.

GE Holiday Schedule

Here is an explanation of the GE Holiday Schedule since the calendar the Company releases causes some confusion. Hopefully this does not add to it. You get 13 Paid "Listed Holidays" (including a floater) which is contractual and 2 Unpaid "Observed" Holidays that the Company just announces. Listed Holidays are paid 2.5X Premium if worked and are paid days off, that should be taken off. "Observed" Holidays are unpaid days off, that if worked you get double time. These days are essentially one day plant shutdowns and are not agreed to by the Union but imposed on us by management. That's why you find no reference to "observed" holidays in the Article 7 Holidays, it's in Article 5 Overtime. As "Observed" Holidays are not negotiated Holidays, work them or don't, at this point a boss that doesn't offer work on an unpaid holiday is taking a big risk with group morale. A word of warning to those that work paid "Listed Holidays" after being part of 3 national GE negotiations, and ten or so with other companies, I will tell you that working on paid "Listed Holidays" makes additional holidays much harder to bargain and negotiated holidays harder to defend in future contract negotiations. In companies where most people come in on the paid holiday, the boss at negotiations later says "our employees obviously don't care about that holiday, we are paying them 8 hours to stay home and they still want to come in - they don't need a holiday". A version of this is said in every holiday negotiation I've seen where people work a paid holiday. We fight way too hard for paid Holidays, you help defend them when you take the day off. Working the unpaid holidays if offered has no negative impact in my opinion. Working paid holidays risks losing them.

continued on page 11