

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), LWWT (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

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MANAGING-EDITOR

Tom O'Shea

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"An Injury to One is an Injury to All"

An Interview with a CWA Union Leader in Minnesota on
Defending Members from ICE Operations in MN 2-3-2026

Guest: Kieran Knutson, CWA 7250 in MN

Interviewer: Adam Kaszynski, IUE-CWA 201 in MA

Interviewer:

As a CWA Local president in Minnesota, could you tell us what conditions are like for workers and unions in Minnesota right now? I know your Local along with many other unions called for a National Day of Action last month to demand ICE get out of Minnesota. Can you tell us a bit about yourself and the local and how your local came to support that call to action?

Guest:

I'm Kieran. I'm president of CWA local 7250. We're mainly a telecom Local with about 700 members, we represent AT&T workers and call centers, technicians, and retail workers also represent a direct TV call center and ADT home security technicians. Our biggest unit now is an Activision quality assurance group, video game workers.

ICE has been conducting its largest-ever operation in Minnesota for the last two months. They have about 3,000 agents in the state. Just by way of comparison, the Minneapolis Police Department has fewer than 700 officers, and the St. Paul Police Department has around 500. So this is an enormous police force that's descended on Minnesota and is carrying out what I would call an unaccountable, unleashed campaign of terror against the working class, especially poor working-class people, and immigrant workers in particular.

continued on page 12

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.

IUE-CWA
A Force for Working Families. AFL-CIO



<https://iuecwa.news/FundT901>

Congratulations
Local 201 GE Retirees
January 1, 2025 –
December 31, 2025

Lynn Component Manufacturing

Peter Belliveau	Timothy Moran
Suzanne Boisvert	Steven Noel
Daniel Clement	Robert Savage
Helen Crevatis	Tien Trinh
Steven Crevatis	Robert Rogers
Bernard Donovan	David Scranton
James Jordan	David Quinn
Wayne Mackert	

Lynn Assembly Test and Operations

Thomas Kane	Lance Tortolano
Antonio Marcella	William Walsh
Kenneth Palmer	

LPS/Crafts/Maintenance

Lawrence Batchelder	Wil Levesque
Scott Burns	Robert Levine
Sean Comerford	Timothy McCormack
Angelo D'Alelio	Patrick O'Brien
Laurence Green	James O'Blenes
David Lambright	Peter Robertson

Logistics

Mark Connolly	Maria Hios
Carol Donachie	Joan Lewis
Scott Gebow	

This list covers January 1, 2025 – December 31, 2025.

Hoping you enjoy a long healthy retirement and thank you for your years of service as members of

Local 201. If we missed anyone, please let us know. All retirees should be receiving the union newspaper. If you are not, call 781-598-2760 or send an email to info@local201iuecwa.org

Thank You to the Lynn Tech Cheerleaders for volunteering at the 2025 Children's Christmas Party

Local 201 Administrative Assistant Job Opportunity See Page 7

Next Local 201 Membership Meeting February 24, 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
Fax (781) 592-7555



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

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Visit our website @ www.baystateeyeoflynn.com

Use your Davis Vision benefits every year!
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Comprehensive Eye Examinations including computerized testing equipment such as Auto-Refraction, 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, Staff, Members and Retirees is extended to the family and friends of James Franklin on his recent death. Jim worked for Veolia at the Lynn Regional Wastewater Treatment Facility.

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.
781-215-3974 Text Preferred

CHIROPRACTOR

Dr. Joseph J. Dowling

341 Western Ave., Lynn, MA 01904

(781) 596-0700
www.drdowling.com



- Neck & Back Pain • Sports Injuries
- Sciatica • Auto Accidents
- Muscle Strains • Work Accidents
- Leg/Arm Numbness
- Repetitive Stress Injuries • Carpal Tunnel Syndrome

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

Print your ad on this form.

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

Enclose Payment:

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

TITLE _____

25 WORD _____

LIMIT _____

PHONE # _____

Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

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

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Publication of an advertisement does not constitute endorsement or approval of any product or service advertised, or any point of view, standard, or opinion presented therein. IUE-CWA Local 201 is not responsible for any claims made in an advertisement appearing in its publications.

CWA Members Under Attack From Feds

First Printed in the January 2026 CWA Newsletter

Throughout history, as governments claw back democratic power from the people, their clash with labor unions becomes inevitable. Here in the U.S., we are no exception. Those clashes have ramped up in recent months as the Trump administration has unleashed masked federal agents on city streets, including Washington, D.C., Los Angeles, Chicago, Charlotte, and now Minneapolis. Over the past month, CWA has witnessed several instances of aggression toward our members.

NewsGuild Members Under Attack

On Friday, January 9, agents with Immigration and Customs Enforcement (ICE) arrested a member of the Minnesota News-Guild, TNG-CWA Local 37002, as part of Operation Metro Surge. He is a father, a husband, and a staff member at a Minneapolis non-profit organization. He serves as a steward in our union and is an advocate for all workers. While the circumstances of his arrest are not clear, we know he has been transferred to an ICE detention facility in El Paso, Texas, where he is awaiting action on his petition for habeas corpus. The Guild is not publicly identifying the member out of concern for his family's safety.

NewsGuild-CWA President Jon Schleuss, in a statement released last week, wrote, "The detention of a Guild member in Minnesota amidst the chaos created by the Department of Homeland Security (DHS) is heartbreaking and infuriating. My heart goes out to his family, who are now without their father and husband. As a union, we commit to fight for each other as stewards of our communities—especially in times as dark as these, while U.S. federal agents continue to target working families. Our member has legal support, and we're checking in on his situation frequently."

This abduction comes only weeks after federal agents with the FBI raided Washington-Baltimore News Guild (TNG-CWA

Local 32035) member Hannah Natanson's home, seizing her personal belongings, including laptops and phones. The Post Guild condemned the action, stating, "Hannah is a valued member of our union whose work covering the federal workforce has been essential in understanding the impact of the Trump administration's policies. The extraordinary decision to execute a search warrant at a journalist's home should shock and dismay everyone who cares about a free and independent press. The Post Guild stands with Hannah and will continue to fight for our members' safety and independence so that they can continue their critical work."

Since taking office, President Trump has repeatedly attacked journalists who questioned his actions both verbally and in policy. In September 2025, a federal district court issued a preliminary injunction blocking the DHS—which includes ICE and Customs and Border Protection—from brutalizing journalists, legal observers, and protesters. In a 45-page opinion, Judge Hernán Vera of the Central District Court of California determined that "the record includes detailed and credible declarations from nearly 50 journalists, legal observers, and protesters," which showed DHS retaliation against people for protesting against and reporting on the violent immigration raids in Southern California.

In October 2025, the Department of Defense imposed sweeping new rules severely restricting reporting on the military and prompting, from both progressive and conservative outlets, a walkout of vetted, career journalists. Last week, the administration doubled down on the journalistic purge by issuing a statement via X (formerly Twitter) that the independent military news outlet Stars and Stripes would no longer be reporting on "woke distractions."

Families Torn Apart

The latest incursion by federal agents in Minneapolis,

Minn., dubbed "Operation Metro Surge," has resulted in the death of at least one legal observer, Renee Nicole Good, and the wounding of a Venezuelan immigrant. The federal violence has prompted mass protests and has united labor, civil rights, and community organizations in the call for a general strike and boycott.

At least two CWA members have been abducted in Minnesota, and additional IUE-CWA members have been abducted in Kentucky, Michigan, and New York.

In Minnesota, two men, both members of CWA Local 7304 working at a New Flyer electric bus manufacturer in St. Cloud, had come to the U.S. from Laos legally as small children and had worked at New Flyer for over 20 years. They have families and deep roots in Minnesota. While these men had had prior convictions, they had served their time

and were productive members of their communities.

CWA Local 7250 President Kieran Knutson, also in Minnesota, has been outspoken about the violence perpetrated against working people. Click <https://www.youtube.com/watch?v=EbRRlcUJVCi> to watch an interview with Knutson and learn more about the situation impacting our members in Minneapolis.

A member of IUE-CWA Local 81301 employed at GE Vernova in Schenectady, N.Y., has been detained by ICE since October 2025, despite having followed the U.S. immigration process and maintaining steady union employment. Coworkers and union representatives consistently describe him as quiet, respectful, and exceptionally hardworking. He frequently worked overtime and weekends, sought education and advancement, and was never disciplined.

URGENT URGENT URGENT Part IX

By Tom O'Shea former VP IUE CWA Local 201

One year into GE handing over the management of the pension process to Fidelity and Alight and we are still in turmoil. Things don't seem to be getting better. Several of our members have attempted to set up retirement and have run into obstacles. Pre 65 health insurance being one of them. If you try to get help from your HRM it's hit

or miss. Some of them can help others not so much. Contractually we are afforded pre 65 health insurance. If you are planning on retirement this year give yourself plenty of time to set it up. Our VP Chris Moody is there to assist with any questions or issues. Please feel free to call the hall and set up an appointment.



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

Time to Hand Out Valentines

"Although it is true that only about 20 percent of American workers are in unions, that 20 percent sets the standards across the board in salaries, benefits, and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts." — Molly Ivins

Valentine's Day is celebrated this month, so it's time to hand out some well-deserved notes of heartfelt appreciation to those who have made it possible for workers (Us!) to have decent pay, health benefits, vacation and sick time, job protection, and every benefit that too many workers still don't have.

To the IUE-CWA: A Valentine to our mother ship and all of its Locals for their work on the regional, national, and international levels.

IUE-CWA stands for the International Union of Electronic, Electrical, Salaried, Machine, and Furniture Workers-Communications Workers of America, representing manufacturing and industrial workers in sectors such as automotive, aerospace, appliances, and furniture. It operates as the industrial division of the larger CWA union after merging in the early 2000s. It's a labor union focused on worker rights, safety, and better conditions for its members. <https://www.iue-cwa.org>

To IUE-CWA Local 201 and its members: A Valentine for taking the Saugus Public Library and other small groups under the GE wing.

Everyone in Local 201 works to improve the lives of its members and the communities where we live. Learn more about your union at <https://local201.org/about-us>.

To IUE-CWA Local 201 retired GE employee and much-missed top-notch

caretaker of the library and its staff, Bob Wright: A Valentine to you for making it possible for the Saugus Public Library to be adopted by the union. (*I still remember the night you made it clear to the guy who was being a problem child that you would throw him out if he didn't leave. He left.*)

To the IUE-CWA Local 201 Leadership Team: A Valentine for sitting through countless hours of meetings and poring over contracts and legal documents to negotiate the best contracts for your members, as well as for being there through thick and thin. <https://local201.org/leadership>

IUE-CWA Local 201 Committee Members: A Valentine to each of you for doing the grunt work that doesn't come with much glory, but is so essential.

IUE-CWA Local 201 Staff: Many Valentines to you for keeping the world spinning. We'd be at a loss without you keeping everything straight.

To each and every union steward, past and present: A Valentine for the employees who step up at Ametek, Avis Budget, Fleetlogix, General Electric, Saugus Public Library, and Veolia who volunteer their time to negotiate contracts, deal with management-worker conflicts, and quietly do a whole lot of work for the greater good.

And last, but never least, a big Valentine to Tom O'Shea, who has the Herculean task each month of getting us to meet this newsletter's deadline.

Listed Below are Open Positions as of February 1, 2026

Lynn GE

You can apply for these jobs at GECareers.com

HVAC Refrigeration Journeyman
Power Plant Operator
(3rd Class Engineer License Required)
Welder Machine Resist 2
Adv Aircraft Eng Mech 24
Bench 3 • Tig Welder • Auto Lathe
Machinist Production
Construction Worker

OPEN POSITIONS

GE Stewards Council

March 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.

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

FEBRUARY 24, 2026

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



OR VIA ZOOM

<https://shorturl.at/HXIVn>

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
- 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

On January 28 the Local 201 Retirees Council celebrated the New Year together with our now annual luncheon. Thirty-nine people braved the cold and snarled traffic two days after the big storm. Some came from as far away as Maine, New Hampshire and the South Shore! It was fun to see everyone. The Italian food, salad and cake were all very tasty. Our Treasurer organized three raffles. Tom Sullivan won the 50-50 raffle, Mariane Morrissey and Pat Ryan each won one of the gift certificates. A great group of retirees made it all happen. Thank you. (An apology to anyone who tried to attend on zoom. Our zoom master was sick that day. Zoom will be up next month.)

Last year was a tough year for Retirees. GE transitioned to GE Aerospace and outsourced the benefit help lines. That has made it miserable for retirees accessing our benefits. We've protested their actions and made a stink at national negotiations and in meetings with GE reps. We will keep pushing for onsite support and a phone number with knowledgeable people to help retirees. Retirees showed up for the Local's practice picket before national negotiations and raised the need for a raise for retirees, life insurance for all, support for health care costs for all. GE thumbed their nose at us at national negotiations. They've forgotten who built the Company.

We had fun in 2025 too. We started a bowling night followed by pizza. We also worked to keep retirees up to date with changes in Medicare and Social Security benefits. Next meeting, I hope we can talk about our goals for 2026. Join us.

Local 201 President Adam Kaszynski joined us on the 28th and talked about the split of GE and how it was a disaster for payroll and benefits for active members because GE farmed out all its responsibilities to third parties. He shared with us

the battles the union members had to get their wages paid. The union had to file a lawsuit over delayed payment of wages and had to go to arbitration over how market base-wage lump sum factors into percentage wage increases. They won a total of \$1.3 million. Every employee who was involved received a check from GE. During the contract battle they were able to win back a Cost-of-Living Adjustment. It's very hard to win back something but it is something they organized for and stuck together to attain.

Now, the union is pushing GE to hire someone to help people with retirement and benefits. We will keep the pressure up to get support for retirees, too. The need remains drastic.

Two recent examples. An active member who after 42 years had hoped to retire February 1 has had to delay his retirement because the 1-800 GE HR Central people messed up his paperwork. His Medicare coverage was not set up. He did everything correctly 3 months before he wanted to retire. But the GE 1-800 line people are not knowledgeable. Then their mistake was compounded by the slow response at Social Security. He had to push to find out why he hadn't gotten his Medicare card to find out about GE's mistake. My fingers are crossed to see if the fixes we came up with work.

Another member with 55 years service retired in July and had no healthcare coverage when he was rushed to the hospital shortly after retirement. He didn't realize his Medicare paperwork was not finalized. GE did nothing to help him with the paperwork he needed before he retired. And then he was hurt with problems at Social Security. We had to get the congressional office involved to get it fixed. Thank you to the office of Congressman Seth Moulton.

These are the kinds of issues we are dealing with on a weekly basis.

IUE-CWA Local 201 **RETIREES COUNCIL MEETING NOTICE**

Wednesday February 25 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

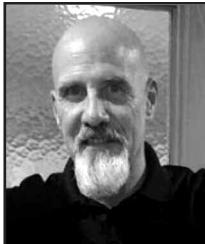
Call in: + 646 558 8656

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

Alex Brown, President
 Gregg Johnson Recording Secretary
 Joe Mills Treasurer



Scenes from the January 28th Gathering



LPS/M&E Report

By JOHN LEIGHTON
Crafts Executive Board

Lynn Hourly Rates Effective 12/22/2025

Market Based Wage Progression Schedules

Classification	Rate**	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Servicer	M14	18.31	24.07	28.38	32.43	36.73	39.55	39.72
Material Handler	M16	20	25.41	29.55	33.69	37.84	40.2	40.34
Stockkeeper	M16	20	25.41	29.55	33.69	37.84	40.2	40.34
Production Follower	M16	20	25.41	29.55	33.69	37.84	40.2	40.34
Packer	M16	20	25.41	29.55	33.69	37.84	40.2	40.34
Construction Worker	M16	20	25.41	29.55	33.69	37.84	40.2	40.34
Power Plant Operator (2nd Class Fireman License)	M17	23.5	28.67	32.4	36.13	39.86	41.1	41.28
Bench	M17	23.5	28.67	32.4	36.13	39.86	41.1	41.28
Punch Press	M17	23.5	28.67	32.4	36.13	39.86	41.1	41.28
Welder Machin Resist (Spot Weld)	M17	23.5	28.67	32.4	36.13	39.86	41.1	41.28
Milling Machine Electro (EDM)	M17	23.5	28.67	32.4	36.13	39.86	41.1	41.28
Power Plant Operator (1st Class Fireman License)	M18	26	31	34.45	37.91	41.36	41.85	42.02
Tool Crip Keeper	M18	26	31	34.45	37.91	41.36	41.85	42.02
Welder	M18	26	31	34.45	37.91	41.36	41.85	42.02
Lynn Laboratory Worker	M18	26	31	34.45	37.91	41.36	41.85	42.02
Braze Inspector	M19	25.5	31.22	34.88	38.53	42.18	42.95	43.12
Milling Machine	M19	25.5	31.22	34.88	38.53	42.18	42.95	43.12
Boring Mill Vertical (VTL)	M19	25.5	31.22	34.88	38.53	42.18	42.95	43.12
Auto Lathe	M19	25.5	31.22	34.88	38.53	42.18	42.95	43.12
Engine Lathe	M19	25.5	31.22	34.88	38.53	42.18	42.95	43.12
Milling Machine Electro Automatic	M19	25.5	31.22	34.88	38.53	42.18	42.95	43.12
Broach Vertical	M19	25.5	31.22	34.88	38.53	42.18	42.95	43.12
Fire Inspector	B19	21	26.84	31.33	35.82	40.3	42.95	43.12
Power Plant Operator (3rd)	W19	30	34.97	37.96	40.95	42.9	42.95	43.12
Inspector Non-Destruct (FPI)	M20	25.51	31.48	35.37	39.26	43.15	44.25	44.39
Inspector Mechanical	M20	25.51	31.48	35.37	39.26	43.15	44.25	44.39
Machine Dual Purpose	M21	26	31.74	35.86	39.99	44.12	45.55	45.69
Green Welder	M22	28	33.71	37.74	41.78	45.81	46.8	46.94
Inspector Mechanical (CMM)	M22	28	33.71	37.74	41.78	45.81	46.8	46.94
Grinder IntCylSurf	M22	28	33.71	37.74	41.78	45.81	46.8	46.94
Machinist Production	M22	28	33.71	37.74	41.78	45.81	46.8	46.94
Machine & Assemble	M22	28	33.71	37.74	41.78	45.81	46.8	46.94
Lynn Grind Tool & Die	M22	28	33.71	37.74	41.78	45.81	46.8	46.94
Lynn Machinist All Around	M22	28	33.71	37.74	41.78	45.81	46.8	46.94
Inspector Tool & Gage	B22	27	32.84	37.04	41.24	45.44	46.8	46.94
Lynn Instruments Repair	B22	27	32.84	37.04	41.24	45.44	46.8	46.94
Machinist Special Programs	M23	32	37.53	41.12	44.71	47.95	48	48.14
Ironworker- Prj Crft	M23	32	37.53	41.12	44.71	47.95	48	48.14
Machine Repair- Prj Crft	M23	32	37.53	41.12	44.71	47.95	48	48.14
Repair Test-Prj Crft	M23	32	37.53	41.12	44.71	47.95	48	48.14
Project Crafts/Const/Car	M23	32	37.53	41.12	44.71	47.95	48	48.14
Tinsmith-Prj Crft	M23	32	37.53	41.12	44.71	47.95	48	48.14
Advanced Aircraft Engine Mechanic	M23	32	37.53	41.12	44.71	47.95	48	48.14
Lynn Power Plant Repair	M23	32	37.53	41.12	44.71	47.95	48	48.14
Electrician- Prj Crft- MA lic. Req.	B23	37	43.79	46.54	47.9	47.95	48	48.14
Plumber- Prj Crft- MA Lic. Req.	B23	37	43.79	46.54	47.9	47.95	48	48.14
Refrigeration-Prj Crft	B23	37	43.79	46.54	47.9	47.95	48	48.14
Eddy Current/Ultrasonic Inspector	R24	37	42.74	45.82	48.89	49.65	49.7	49.86
Power Plant Engineer	M24	37	42.74	45.82	48.89	49.65	49.7	49.86
Xray Operators	M24	37	42.74	45.82	48.89	49.65	49.7	49.86
Repair Control	M25	38	43.82	46.85	49.88	50.3	50.35	50.52
Tool Maker	B25	34	39.82	43.51	47.21	50.3	50.35	50.52
Die Maker	B25	34	39.82	43.51	47.21	50.3	50.35	50.52

***All MBW Classifications are classified as "M", "B", or "W" for administrative purposes only

These are the rate sheets provided by the Company following the 12/22/2025 COLA update and went in effect beginning on that date. It is the Union's position that COLA has not been correctly applied to the MBW system and has filed a grievance with the Company. More updates to follow.

Lynn Hourly Rates Effective 12/22/25

Daywork Day Work
 Rate Symbol Rate

Legacy	Effective 12/22/25
R02	37.63
R03	37.81
R04	37.92
R05	38.03
R06	38.16
R07	38.32
R08	38.49
R09	38.65
R10	39.86
R11	39.06
R12	39.2
R13	39.48
R14	39.72
R15	40.09
R16	40.34
R17	41.28
R18	42.02
R19	43.12
R20	44.39
R21	45.69
R22	46.94
R23	48.14
R24	49.86
R25	50.52
R26	51.06
R27	51.64

Classification	Rate**	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Welder	W18	30.00	31.00	34.45	37.91	41.36	41.85	42.02
Green Welder	W22	32.00	33.71	37.74	41.78	45.81	46.80	46.94
Advanced Aircraft Engine Mechanic	W23	37.00	37.53	41.12	44.71	47.95	48.00	48.14
Lynn Power Plant Repair	W23	37.00	37.53	41.12	44.71	47.95	48.00	48.14
Electrician- Prj Crft- MA lic. Req.	B23	40.00	43.79	46.54	47.90	47.95	48.00	48.14
Plumber- Prj Crft- MA Lic. Req.	B23	40.00	43.79	46.54	47.90	47.95	48.00	48.14
Refrigeration-Prj Crft	B23	40.00	43.79	46.54	47.90	47.95	48.00	48.14
Power Plant Engineer	B24	40.00	42.74	45.82	48.89	49.65	49.70	49.86
Repair Control	M25	41.00	43.82	46.85	49.88	50.30	50.35	50.52

***All MBW Classifications are classified as "M", "B", or "W" for administrative purposes only

MBW 2025 UPDATE RATIFIED BY MEMBERSHIP

The 2025 MBW Agreement Update was ratified by the membership at the membership meeting held on January 27.

Updated Starting rates as outlined here within 30 days of January 27.



Letter to the Editor

From Dream to Action

A message from CWA President, Claude Cummings Jr.

This past month we honored, as a union and as a nation, Reverend Doctor Martin Luther King Jr., one of the greatest civil rights leaders in our shared history. Dr. King's legacy is a point of national pride and has been celebrated at the federal level for over 40 years. Many of you reading this never knew a time before he was a national hero. But there was.

In this country, during the struggle that would shape both King's life and his death, he was villainized, scapegoated, and branded an enemy of the state. His peaceful protests were seen as acts of aggression against a system he was never meant to influence. And many, even those he counted as allies, called for a slower, less confrontational approach.

But when Dr. King saw injustice and brutality being inflicted on the innocent, he could not wait. The urgency of the moment called him, and thousands of others, to step up in defense of those who could not defend themselves. We honor him, not

only for his famous dream of equality but also for his action. Anyone can dream of a brighter future. History belongs to those who can translate that dream into reality.

Today, just as in MLK Jr.'s time, the working class is under attack. Federal agents are abducting working people from their jobs, from their churches, and from their homes. These workers are being labeled "terrorists" in much the same way civil rights activists, including Dr. King, were labeled threats.

But King taught us, in the Montgomery Bus Boycott and the Sanitation Workers Strike, that economic justice and civil rights always go hand in hand. Every contract is a verdict on how much control you will have over your own destiny. Every negotiation is a fight for your freedom.

Today we reaffirm our commitment to that fight and to one another. The labor movement is all of us—active members, retirees, and students preparing for their careers. It reflects our values of solidarity, equality, and justice. And we will not stop until, as the song says, freedom rings from sea to shining sea.

In Unity,
Claude Cummings Jr.
CWA President

IUE-CWA

Local 201
Lynn, MA

ADMINISTRATIVE ASSISTANT/ACCOUNTING OPPORTUNITY

IUE-CWA Local 201, a progressive Labor Union representing approximately 1600 union members on the North Shore of Boston and thousands of lifetime retirees, is seeking an Administrative Assistant/Accounting employee.

The Local's office, located in Lynn, MA, has 2 full time administrative staff members providing support for 4 full time and 2 part time union representatives servicing the needs of union members working for 7 different employers – GE Aerospace, Ametek, Lynn Waste Water Treatment Plant Avis-Budget Group, FleetLogix, North Shore Labor Council, and the Saugus Public Library.

The individual would be working under the direction of the Office Manager and Business Agent, assisting in a major internal reorganization of the union hall records, performing bookkeeping, typing, budgets, taxes, accounting, payroll, reception, scheduling, grievance processing, among other office administrative functions.

Proficiency with computers, accounting, taxes, and organizing an office is highly desirable. A dependable individual with a self-motivated, energetic, patient, and friendly personality is sought. Good interpersonal skills are a must. Computer programs used include Microsoft Office (Word, Excel, Access, etc.), Google Suite (Google Drive, Sheets, Docs, etc.) Quick Books, and several other web-based platforms. Bi-lingual is a plus, proficiency in Spanish, Portuguese, or Haitian Creole is highly desired.

Workweek and Schedule

Monday – Friday 8am – 5pm (includes 1-hour unpaid lunch)

Compensation

Starting Salary: \$78,957.32 - \$81,086.20

(based on applicant qualifications, previous experience, and skills)

Benefits

- 15 paid holidays
- 2 Weeks Paid Vacation
- Non-matched 401K plan
- 40 hours sick and personal
- Union paid defined benefit pension plan
- Employee paid medical insurance can be arranged if desired.

This is just a general job description and does not encompass all duties. Resumes may be submitted in person to Jossie at the front desk at the union hall or electronically to Jossie@Local201IUECWA.org. Local 201 will call if interview is to be requested. 201 is an equal opportunity employer.



NO TAX ON OVERTIME FACT SHEET



WHO QUALIFIES?

- Only W-2 employees are covered.
 - Anyone working as an independent contractor is not eligible.
- The benefit phases out for those making more than:
 - \$150,000 (Single)
 - \$300,000 (Married Filing Jointly).
- Employees who work for rail carriers do not qualify for the deduction.
- The benefit will end with the 2028 tax year.



HOW DOES THE DEDUCTION WORK?

- Starting with the 2025 tax year, Employers must provide workers with a W-2 that lists qualified overtime compensation.
- Employees may deduct that qualified overtime from their federal taxable income.
- Eligible employees can deduct up to:
 - \$12,500 annually (Single)
 - \$25,000 annually (Married filing jointly)
 - Applies to overtime earned on or after January 1, 2025.
- The deduction goes down \$100 for every \$1,000 over the threshold.
 - Example: If you made \$152,000, you can only deduct \$12,300 max.



WHAT IS QUALIFIED OVERTIME COMPENSATION?

- Employees may only deduct overtime compensation required under the Fair Labor Standards Act ("FLSA"),
 - Requires that employers pay overtime at time-and-a-half for all hours worked over 40 in a workweek.
- Employees may NOT deduct:
 - Overtime earned under a state law requirement;
 - Overtime earned under a collective bargaining agreement, except for FLSA overtime after 40 hours/week.
 - Shift differentials, weekend premiums, or other differentials not required by the FLSA.



CAN OVERTIME BE DEDUCTED FOR STATE AND LOCAL TAXES?

- No. The deductions do not apply to Social Security and Medicare taxes, state taxes, and local taxes.

Produced by OPEIU Local 2

Stewards Class for All Stewards at the Union Hall

February 12th
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.

FleetLogix

By LUIS SANCHEZ
FleetLogix Chief Steward

Progress in Recruiting New Stewards

In the last month, I've had several conversations with leaders across our van crews about stepping up and becoming a Steward. What does being a Steward mean? Stewards are the backbone of our Union and our members' first line of defense. When the Company doesn't pay someone right, or there is a case of unjust discipline, when general questions come up, or when we need to STAND TOGETHER to show our strength in numbers, having a Steward in each work group is the difference between being a strong union or a weak one. The more crews are educated about our contract and have a leader who can support them, the easier it is for us to fix our problems collectively and the harder it becomes for the Company to take advantage of us by not holding up their end of the contract.

When this year started, Khalil Saddiq (PDI group) was the only other Steward working with me as the Chief Steward. Now, Jose Suriel (7AM Crew), Patrick St. Germain (7AM Crew), Brian Greene (9AM Crew), and Sheliska Cortijo (8AM Crew) have joined us. Each of these new Stewards deserves recognition for stepping up and making sure their crew is well-represented. They will receive a Stewards training with Local 201's Business Agent, Jeff Cruz, on the basics of contract enforcement. I also want to thank every member in their crews who participated in the nominations process. These Stewards can't do their jobs alone — they need active members who will flag issues and work with their Stewards and fellow members to solve them, together, even when that means standing up to management as a group.

Lastly, I mentioned that the Company terminated our fellow member and one the founders of our union at FleetLogix, Carlos Nunez. This was an unjust termination and we are still fighting for Carlos' job through the grievance process. We also need to show the Company we as a membership stand with Carlos on this issue. Please come see me on breaks or before/after shift to talk about how we can support our brother in this fight.

LCM Report

By BRIAN MERCHANT
LCM Executive Board

On Vacation



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Management of Change Gains

Recent safety-related tours in building 42 and 66 have shown positive gains related to how we manage changes on the shop floor, this could only be achieved through hard work and a willingness to improve the current Management of Change (MOC) process. MOC in short refers to a process used to document, manage, organize, and reduce risk because of change. Change could mean new equipment, modifications to existing equipment, revisions to procedures, preventive maintenance changes, and most changes on the shop floor that are not an "exact replacement".

In years past we had an issue with communicating MOC between the Company and our members. MOC details were documented on a computer system that the members (people who would be affected by the MOC) would not have access to. This was a big problem for us. In an attempt to mend that gap of communication, the business has set up shop floor communication boards. The large white erase boards are used for each process that identifies, actions, dates, status, ownership, and potential escalation. This is important because on top of the structure it provides, it gives "transparency" to our members. The best project managers will include operators, maintenance, safety committee members, and anyone who wants to help as valued stakeholders throughout the MOC process.

Listed below are suggestions from key players that may help improve our current program.

- Better capture environmental issues such as floor grinding, utilities, dig safe, etc.
- Maintain Environmental Health & Safety Organization Chart with updated contact info.
- Maintain Local 201H&S and E-Board leadership with updated contact information.
- Develop Standard Operating Plan (SOP) with training to standardize MOC process, including new hires and annual training for everyone including management.
- Workflow revision with EHS, Fire, Electrical Engineer, Maintenance, Ops Management, Planners included in regular meetings.
- MOC Advisory Board creation with Local 201, Executive Management on a cadence TBD
- Capture milestones on white boards for larger projects.
- Expand White Board use as an easily modifiable template.

The above suggestions will help further MOC program development.

Some of the reasons for MOC avoidance may be linked to understaffed maintenance, time constraints, tendency for areas to be siloed or disconnected from each other, equipment downtime, space shortages (site wide), some of our best talent will often be juggling multiple projects, inability to quickly get approvals when tasks are complete, perception that it's an emergency, cost, and effective training.

This article highlights improvements being made in some areas, I believe simply adding shop floor communication boards, and having dedicated project managers will create a better product. MOC is a large scale program I'm just touching on. I'm not mentioning people and information was anonymous mainly because I view this as the beginning of a better MOC process and people are trying new ideas in line with our current program.



VP's Corner

By CHRIS MOODY

Vice-President/Recording Secretary

Hello Brothers and Sisters!!!

I hope my article finds you all in good health this month! While the start to this year has been cold and filled with snow, there is one good thing to speak about, and that's just how good of a quarter GE had in 2025 on the backs of our labor. Just 2 weeks ago GE had its 4th quarter earnings call, giving a much clearer picture of how the Company did for all of 2025. The company is always being talked about in financial circles for their amazing turnaround from a dying stock to a now healthy company after the spinoffs were completed. While I am going to report on some of the figures for last year, do not let it be lost on you exactly how vital each and every one of you are to this company's success. If you've known me long enough then you've heard me say that "we are in the business of jet engines, but its people that make that business go." Every casting that's received in Logistics, every machine that gets repaired after going down, every chip that's cut, every bolt that's turned in final assembly and so on and so on, is done by the members of Local 201 and other workers across the country. So remember that it starts with you and that 2025 was such a successful year because of the real workers of this place.

How good was 2025 for GE? Well, they reported extremely high levels of profitability, where 1 out of every 4 dollars in revenue is profit. When you realize that the total revenue was \$45.9 billion, the picture becomes a lot clearer when discussing just how much profit that actually equates to. They reported a free cash flow of \$7.7 billion. That's PLENTY of money to make real improvements to legacy shops like ours here in Lynn. They did report that CES (Commercial Engine Services) is the big money maker, they made sure not to drop DPT (Defense and Propulsion Technologies) by the wayside. While it's a smaller not as profitable sector of the business, they still made sure to stress its importance. That does however further stress the need to have commercial work in our plant. Well over 90% of this plants work is defense, and while I personally take great pride in making defense engines, government spending is never promised. Hence the push to get members to send emails to their representatives in Washington to fund T-901.

Total orders last year were \$66.2 billion, up 32% year over year, with a total revenue of \$45.9 billion, up 21% year over year. The Company reported a total 2025 profit of \$10 billion, up 31% year over year, with an operating profit of \$9.1 billion, up 21% year over year. That leaves a profit margin of 21%. They reported a EPS (Earnings per Share) for the year of \$8.05, up 32% year over year, with an adjusted EPS of \$6.37, up 38% year over year. Lastly, they reported cash from operating activities of \$8.5 billion, up 47% year over year and a free cash flow of \$7.7 billion, up 24% year over year. All this highlights a company that has seen great growth and success in earnings over the last year. When I consider the hard work and dedication put forth by this membership, the least I can say is that we deserve this success. This membership knows all too well the feeling of being a victim of bad business decisions. Whether its work leaving our plant to keep other plants afloat, or its lack of investment because money is being burned elsewhere, we still showed up day in and day out. So consider this the success YOU brought to the Company.

Japan Immersive Study Program

Around the start of the new year, The Union was approached by the Company and asked if a member of the Union's leadership could attend their next Lean Immersive Program. After reviewing the opportunity, the grievance board asked LCM E-Board Member Brian Merchant and myself to consider the opportunity and ultimately accepted the responsibility of this trip. This program is a crash course of long days spent visiting different plants that are advanced in the LEAN culture. Some of the plants visited will be Hitachi, Toyota, GE Healthcare etc. It's no secret that LEAN is a culture that has been in GE for decades, and it's not going away anytime soon, if ever. This is why it's imperative that The Union have the same inside look and knowledge that management does. Managers are judged on lean based improvements; they have to have something to show after every LEAN or Kaizen event. However, as the workers on the floor, we are the ones best positioned to know what changes need to be made to make improvements to our shops, our processes and every facet of our jobs in making defense jet components and

engines. The whole point of us going to this program is to bring back knowledge for all of us. What's learned out there will not be knowledge that Brian or I have recently gained, but knowledge that we as a union have recently gained. As it is we already play an active role in LEAN, we need to be better positioned to protect our plant and our work from the more hidden dangers of LEAN. Additionally, we need to position ourselves as best we can to be able to combat the dangers of LEAN.

That's all I have for this month and as always, if you have any questions or concerns please reach out to me directly or down at the hall!

VET-TO-VET SUPPORT CONNECTION



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Run and supported by IUE-CWA Local 201 Veteran's Committee

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.





Letter to the Editor

You are receiving this letter because you may have received overtime pay in 2025 that may be eligible for an exemption from federal income tax under the H.R. 1 Act.

What you need to know: You should file your individual tax return to report overtime "premium" pay that may qualify for this exemption. In future years, eligible overtime "premium" pay will be visible on your W-2. Given the delayed timing of H.R. 1 guidance from the IRS, GE Aerospace has instead calculated an estimate for you as a courtesy to potentially use to report for this exemption filing taxes for the first time under H.R. 1.

How to find your estimated qualified overtime "premium" pay: Click here or visit hrcentral.geaerospace.com > Pay > Taxes > Tax Forms > 2025 Overtime Premium. The 2025 qualified overtime amount shown will be an estimate because of the complexity of our overtime pay practices and the delayed H.R. 1 guidance from the IRS.

How the estimate was calculated: GE Aerospace evaluated your overtime based on when it was paid vs. when it was earned. Overtime was not included for any weeks where you were paid for physically working up to 40 hours. This estimate was calculated by multiplying the half-time rate (0.5x) times the number of hours Fair Labor Standards Act (FLSA) considers as overtime.

What is FLSA overtime "premium" pay? Overtime "premium" pay is the extra half-time rate (0.5x) paid for overtime hours.

There may be scenarios where the overtime "premium" pay that is exempt from taxes is less than the overtime "premium" rate an employee was actually paid (e.g., double time).

Is all of my overtime "premium" pay tax exempt? Only the "premium" portion of overtime may be tax-exempt. This is the half-time amount (0.5x) paid above the regular hourly rate.

Here is an example if an employee's hourly rate is \$20/hour working 45 hours with 5 hours as overtime:

- Regular pay: 40 hours x \$20/hour = \$800

- Overtime "premium" pay eligible for the tax exemption: 5 overtime hours x \$20/hour x 0.5 ("premium" portion) = \$50

- If overtime was paid at 1.5x (time and a half): 5 overtime hours x \$20/hour x 1.5 overtime rate = \$150 overtime pay (of which \$50 is the "premium" portion)
- If overtime was paid at 2x (double time): 5 overtime hours x \$20/hour x 2 overtime rate = \$200 overtime pay (of which \$50 is the "premium" portion)

Other examples of when GE Aerospace may pay more overtime than required by FLSA include:

- Overtime paid when an employee works less than 40 hours/week.
- For certain types of overtime, GE Aerospace pays more than the half-time rate (0.5x) "premium" overtime pay required by the FLSA.
- Where union agreements or state overtime pay regulations require more overtime pay than FLSA requirements.

What overtime "premium" pay qualifies for this tax exemption?

Based on your personal tax filing circumstances, you may be able to claim up to \$12,500 for single filers and up to \$25,000 for those who are filing jointly. The ability to claim this exemption phases out at higher incomes, \$150,000 for single filers and \$300,000 for those filing jointly.

The IRS has not provided guidance on how or whether GE Aerospace should report overtime pay earned in 2025 but paid in 2026 or in a later tax year. As the IRS provides more clarity on this new tax law, we will provide updated guidance in this area.

There may be reasons that qualified overtime "premium" pay you received is not tax exempt. Please consult with a tax professional to understand how to file taxes your taxes appropriately.

Additional Resources: To find more information about FLSA rules for calculating overtime, visit the Department of Labor FLSA Overtime Calculator Advisor for Nonexempt Employees.

For more details from the IRS, visit the IRS OBBBA Provisions site.

Questions? For all questions about pay, call 1-844-477-2200 or visit HR Central > Contact Us to live chat or submit a help request.



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

Black Balloon Day

Most of us have been affected in some way by the opioid epidemic. Perhaps you have lost a family member or friend to an overdose or know someone who has. In 2016, a local family wanted to honor their loved one who had passed away the year before due to an overdose. Greg Trembley was a 38-year-old husband and father of four when he passed away on March 6, 2015. Greg was born and raised in Lynn and was a proud member of IUEC Local 4. To honor and remember Greg, his family began Black Balloon Day in 2016. They asked those who had been touched by an overdose death to hang a black balloon in front of their home or business each year on March 6th. What started as a local act of remembrance has since grown into a national movement. Black Balloon Day is meant to remember those we have lost to drug addiction and to bring awareness to the ongoing battle against it. In 2025, there were approximately 75,000 opioid-related overdose deaths in the United States. While this number represents a significant decrease from the peak of approximately 110,000 deaths in 2022, any loss of life is still far too many. The reduction in opioid-related overdose deaths can be attributed to a combination of public health efforts, including increased public awareness, something Black Balloon Day helps promote. By displaying black balloons in public spaces, the day aims to spark conversations about addiction, reduce stigma, and encourage access to prevention, treatment, and recovery resources.

As we remember and honor those we have lost, let us also commit to supporting individuals and families affected by addiction and work toward a future free from the grip of this devastating epidemic. I will have black balloons available for anyone who would like to join me on March 6th in honoring the memory of those we have lost to overdose.

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

CORRECTION: On the January 13 Edition of the Newspaper, the bottom text of the "2025 MBW UPDATE TA REACHED" article on PG1 read as follows "After reviewing the TA, the MBW Bargaining Committee and Executive Policy Board unanimously recommends that the membership vote to ratify this update to MBW."

The Executive Policy Board's decision to recommend ratification was not unanimous. The correct statement is as follows "After reviewing the TA, the Executive Policy Board votes to recommend that the membership vote to ratify this update to MBW and the MBW Bargaining Committee unanimously recommends that the membership vote to ratify this update to MBW."

President's article continued from page 12

Interviewer:

What were the demands of the Day of Action, and what came out of it?

Guest:

The demands were ICE out and justice for Rene Good. Afterward, amazingly, some corporations got their act together and the Chamber of Commerce put out a weak statement urging restraint from Trump. Leadership of the operation was replaced, but abductions continue at about 80 per day. A lot of it feels cosmetic. We'll see. We're still in the fight, there is a lot more rounds to go.

Interviewer:

Why is the campaign focusing on corporate targets like Target?

Guest:

We heard that some billionaire Silicon Valley tech bros that are close with the Trump administration pressured Trump to not come to San Francisco and ICE actually backed off due to that pressure. So now we are looking at corporate targets because donors and corporations seem to be who they listen to.

Interviewer:

People across the country are extremely politically divided, especially around immigration issues. I would assume members of your local have a wide array of opinions. How did the union go from divided like the rest of the country to 82% of your membership participating in a work action to get ICE out of Minnesota?

Guest:

I wish I could say we planned it out, but honestly it's just that awful here that ordinary normal people are fed up with being occupied and harassed. People who aren't in a political cult of any kind on any side are influenced by what goes on around them. It's been so outrageous, the assault on the community. So, anybody who has an honest idea about what's going on wants ICE out around here. Unions don't have two opinions—we have a million, sometimes in the same person. Sharing the stories of the two New Flyer factory workers humanized the situation for us early on. People could see themselves working next to them. It gets beyond the hype and headlines. These are our people under attack. Then the savagery just got turned up. Ok, now they are going to be killing people on the streets in broad daylight? That changes people. Everyone can see the effect of having 3000 ICE agents on the street, and people hate it. We feel occupied by an outside force. That changes people. Also what's happening in neighborhoods seeps into the workplace. Resistance is everywhere. It feels like a civil resistance movement building from below.

Interviewer:

The Trump administration claims that

ICE operations in MN are targeting the worst of the worst, but that has been largely debunked by the publicly available statistics and researchers across the political spectrum. What are you seeing in the twin cities, is it the worst of the worst being targeted?

Guest:

The people they have been picking up that are the worst of the worst, are people that are already in prison or jail, or just like any American that got in trouble at a certain point in their life and did their time and are now out and working. They make it seem like there are jack the rippers running around the community terrorizing people and that that is who they are grabbing and that's just not true. For example, they raided this older guys house the other day, because they thought someone lived there, turned out he didn't, who they said had a warrant. But instead they grabbed this guy in his 70's and paraded him out in his boxers in an act of humiliation, and it turns out this guy was a US citizen, not any lapsed citizenship status, a US Citizen. They raid places and just scoop up everybody who may be related or not.

Interviewer:

How is the Union dealing with the employers around this situation?

Guest:

We've negotiated protocols for what happens if ICE comes on site—some written, some informal. We've gotten what we needed in key cases. AT&T (one of our employers) has a \$100 million contract with ICE, and we need to take that on next but we are not there yet. We're also participating in broader corporate accountability campaigns, especially Target, because the government seems to be pressured most successfully by corporate interests.

Interviewer:

Why do you think this a union issue?

Guest:

Because an injury to one is an injury to all. That's my philosophy. If you are attacking my brother or sister, you are attacking me. Our members are being abducted and harassed by ICE. Historically, unions are essential in resisting authoritarianism. And where unions have not been part of that fight usually those movements don't succeed. The movement resisting the ICE operations in Minnesota and the Union led day of action, has given tens of thousands of people experience in political job actions, something rare in the U.S. You read about it in France or Brazil and stuff but not in the U.S. So we learned how to do something new. It's raised our confidence. We can bring that into our contract fights. Who would have thought we could bring out 82% of our workforce over a political issue? A year ago, I don't know. If you asked me six months ago who among your neighbors would

come out on the streets with you to confront the federal police? I would have been like, "maybe nobody?" I don't know. And now people are showing up everywhere for each other. It's just that bad here right now.

Interviewer:

You described the day of action as like a "political strike," or general strike, something our local has been learning about from GE workers in Italy. As I understand it, because Italian workers have healthcare and retirement through the state, they've historically used general strikes, across employers and industries, to win and defend those systems against concessions and privatization, targeting the government rather than individual companies. In the U.S., by contrast, healthcare and much of retirement are tied to employers, and workers across industries hear the same arguments: pensions are "a thing of the past," inadequate 401(k) matches are "industry standard," and rising healthcare costs are unavoidable. Yet every union hears these same claims from every employer, showing a shared, systemic problem. If workers were broadly united across industries in a general strike, could that kind of leverage win concessions from the state or employers on healthcare, retirement, or even a national COLA? The recent action in Minnesota around ICE operations is the first example I can recall in the U.S. in my lifetime where multiple unions from multiple employers took action with demands on the state and corporations by taking a day off work. Do you see this sort of tactic as a viable tool for winning dignified retirement and healthcare and other rights for workers?

Guest:

I agree we need to be looking at tactics like general strikes and actions that unite workers more broadly than one employer to reverse the declining benefits and conditions of the working class. I want to be clear though—that this day of action (no work, no school, no shopping) had the character of a general strike in the sense that tens of thousands (likely hundreds of thousands) of workers were absent from work. But to be clear, no union formally went out on strike (with an announced strike, strike vote, picketing etc.). We have PTO in the contract, we used that or were marked absent. But look a perfect general strike wasn't going to be delivered from the heavens—not on our first try. But I think this effort puts us in a **much** better place to call days of actions like that going forward.

Interviewer:

Any final thoughts?

Guest:

This is an assault on the working class as a whole. It's a test of our unity. It would be shameful not to respond—and incredibly empowering if we do.



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

Office Administrator Vacancy

Last month Local 201 Office Administrator Britani Dunbar tendered her resignation. Brit served Local 201 as the Office Administrator for close to 5 years. Local 201 extends its gratitude for her service and wishes her well on her future endeavors.

With the resignation of the Office Admin, the position has become vacant. See page 7 for the general job description and application instructions. I want to encourage all those who would meet the qualifications and are interested in the position to apply for or to share this job posting with someone who would be a good fit for the role and is interested in working for the Local. The position is currently only advertised in this newspaper but will be actively posted on other external forums by the end of February.

This vacancy also brings with it additional workload of administrative tasks that I must now personally oversee until a replacement is found. This, however, comes with no impact to the Local or the Membership on a day-to-day basis. There will however be an impact to the size of the pile of paperwork in front of me at any one time. The Board members and Union leadership have already been briefed on the situation.

No Tax on Over Time

With the change in tax code and the delayed guidance to employers, implementation of a an "updated" W2 format that includes the relevant information will not be available for tax year 2025. Each one of our bargaining units is getting different guidance from the employer, and as tax season is already upon us, some level of confusion will be present. As I mentioned, each employer will be treating the situation differently and may even vary from one day to the next. What makes the situation a little more confusing for our membership is the inclusion of contractual overtime language in our CBAs that goes beyond what the update to the law has purview over. If you have questions regarding how to get information needed to file your taxes this year, please reach out to your manager, HR, steward, board member, or myself. It goes without saying but **DO NOT DELAY FILING YOUR TAXES FOR THIS REASON AND CONSULT A TAX PROFESSIONAL BEFORE YOU MAKE ANY DECISION REGARDING YOUR FEDERAL AND STATE TAXES.** The IBEW put together a very good info sheet which we are sharing in this edition of the newspaper on page 7. Also see page 10 for OT tax information.

GE Update:

Wage Updates COLA and MBW:

Two changes to our wages took place in close proximity.

- First on December 22, 2025, the first COLA update became effective, bringing Legacy/Step-6 wages up by \$0.08 (we are in active dispute over the full extent of COLA on the MBW system). This chart is on Pg 6.
- Then on January 27, the membership ratified the 2025 MBW update, increasing some start rates. This update is on Pg 6 and highlights the updates. This update is effective within 30 days of the January 27 ratification date, and the Company has informed us that it does require some level of reprogramming of their pay system to incorporate it. They are unable to provide the Union with a specific date of when the rates will be reflected in people's pay, but it will be done within the 30-day window.

In order to maintain transparency and clarity, both of these charts are being presented in this edition of the newspaper. The fully updated version of the wage charts will be posted in the next edition of the newspaper. If you are confused about what your current wage rate is, check in with a steward.

In addition, a COLA lookback has been triggered for all members on progression (Step 0-5) as of 12/22/2025. This payment has already been processed by the Company. Please take a look at your paystubs and make sure you got it if you are eligible, and if it looks correct. Let a steward know if you have any questions.



President's Column

By ADAM KASZYNSKI
President

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Initially, they were doing targeted abductions of workers. For example, we had two workers from a sister CWA local at a bus production factory, New Flyer in St. Cloud, Minnesota. These two men were getting off their shift and were abducted. They had both lived in the U.S. for 50 years, having come from Laos when they were four or five years old. They'd worked in that factory for over 20 years. They'd had some legal trouble when they were young, but they served their time and had been working steadily for decades. They were no threat to the community, one of them is a grandfather, one is a devout Buddhist.

Beyond that, there's been widespread, random abductions. Agents get bonuses for scalps, so people are being taken off the street. There's open racial profiling. We had a steward who's Latino, born in the U.S., a citizen with no legal issues. He was pulled over leaving work, no traffic violation, just because he was Latino. This is happening all over the Twin Cities.

People are being grabbed while pumping gas, while bringing their kids to daycare. There's video of a worker at Chipotle taking out the trash and getting jumped by ICE in the alley. In other cases, workers are lured outside, someone comes into a coffee shop and says there's something wrong with your car, and when the person goes out, ICE jumps them in the parking lot. There have been U.S. citizens snatched up by ICE, beaten, and dumped in parks or other communities far away from where they were picked up.

There have been three killings I would call murders. One was Rene Good, an artist and poet who had just dropped her son at kindergarten. ICE was abducting someone on her block. She confronted them and was shot and killed in the side of the head. Another murder was a man from Nicaragua who was abducted randomly (not on any targeted list) and injured so badly he died two days later in a Texas detention facility. Not a criminal, not on a list, a regular guy. And then there's Alex Petti, a union brother and VA nurse, by all accounts a decent human being, who was killed while participating in neighborhood patrols monitoring ICE.

In MN, working-class and middle-class people hate ICE now. It's seen as an outside force assaulting 1st, 2nd and 4th amendment rights and people want them out.

There's also been massive resistance—protests at the federal building, churches delivering groceries to families locked down and unable to work.

Interviewer:

What has labor's role been throughout these past 2 months?

Guest:

Dozens of trade unionists have been abducted and deported, and one member killed. Three CWA members in Minnesota have been taken. That's why unions are stepping up. When Rene Good was killed, we knew we couldn't put action off anymore. It is really a Union issue.

We organized a Day of Action—no work, no school, no shopping—on January 23rd. Our local had over 80% participation. The call center where I work was effectively shut down, 86% of workers didn't show. All our locals' sectors participated. There was a 100,000-person march in 20-below zero weather and we marched to the Target Center, the NBA arena and concert arena, we went inside. Union leaders spoke including the president of CWA.

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