

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

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Standing Up for One of Our Own

By Luis Sanchez, FleetLogix Chief Steward

In the fall, FleetLogix fired Local 201 member Carlos Nunez after a car accident in which Carlos was not at fault in causing. Another driver failed to yield at an on-ramp to a highway, causing a collision. Instead of having Carlos's back, FleetLogix threw him under the bus. Carlos was one of the original members of the organizing committee who helped start the union at FleetLogix in the summer of 2023. He was not only a union leader, but also was a good worker with a clean record. He had consistently been assigned the Lead Driver role by management and trained numerous FleetLogix employees over his multiple years of service. We believe firing Carlos over this incident is unjust, a violation of our contract, and shows a deep level of disrespect this Company has for its workers who are the ones actually getting the job done day in and day out.

Local 201 is vigorously pursuing Carlos's case through our contract's grievance procedure. But the Company made it clear they didn't even want to hear our arguments. That's why last month we started organizing on the shop-floor to send an unmistakable message to management that we stood with Carlos. We drew up a poster demanding FleetLogix YIELD and reinstate Carlos and respect our contract. Myself and the other FleetLogix Stewards talked with our members about the need to stand up together on this issue. Because if FleetLogix can do this to Carlos and see no pushback, they can do it to any of us. Nearly every FleetLogix worker on the roster during the winter season signed their name in big letters to support these demands. On February 17 at the start of shift, each van crew took a picture with the poster and then handed a paper copy to our site management. We are united in supporting Carlos and the principles of Just Cause and fair treatment for ALL employees, and we will NOT back down.

Carlos's case is set to go to arbitration, the final step in our grievance procedure. But FleetLogix corporate leadership should take into consideration how weak their case is and how firing a long-time, good employee is bad for business. They can and should settle this issue by reinstating Carlos, with backpay, NOW! If you have any questions or concerns, reach out to me or one of your Stewards: Patrick St. Germain (7AM Crew), Jose Suriel (7AM Crew), Sheliska Cortijo (8AM Crew), Brian Greene (9AM Crew), Khalil Saddiq (PDI).



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 FLIGHT FOR UNION RIGHTS



<https://iuecwa.news/FundT901>

Next Local 201 Membership Meeting March 17, 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)

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Lynn, MA 01902
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Fax (781) 592-7555



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

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.

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Foundations - Stairs - Chimneys - Walkways - Repairs
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Veolia at Lynn Wastewater Treatment Plant, and/or Local 201 IUE Members



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Lynn, MA 01905
(781) 599-2773

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112 Exchange St., Lynn, MA 01901.

Enclose Payment:

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

TITLE _____
 25 _____
 WORD _____
 LIMIT _____
 PHONE # _____

Your Name..... Amt. Enclosed.....
 Your phone #Circle: active or retired Date mailed.....

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SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE retiree Joseph Marino on his recent death. Joe was a Machinist who retired out of building 74.

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Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Multi-Tasking in Manufacturing

A desire for maximizing productivity is nothing new in manufacturing, but increased understanding of the cognitive and physical demands of our members has created the need for our Joint H&S team to reinforce and verify existing regulatory standards. When an operator is tasked with managing multiple workstations they will at a minimum constantly switch contexts, monitor multiple machine statuses, inspect multiple parts, perform repetitive motions on set ups, move between workstations to manage material at multiple machines, all while being expected to maintain the same quality control as if they were operating one machine. The stress and potential for cognitive overload, reduced attention, and slower reaction time need to be captured by our Joint H&S team to reduce risk to members.

For our part it's about identifying and managing this risk, the most reliable way I know is to ensure our existing EHS programs are in place before operations go forward. If we can confirm that known risks are controlled it will be easier to deal with unknown potential hazards that may develop in the future.

In this case we start with Management of Change (MOC), a structured approach to implementing shop floor changes. MOC is intended to ensure hazard identification, compliance, and quality are reviewed and documented. Within the MOC structure attention to ergonomics, noise, electrical labelling, disconnect protections, cranes, storage, chemicals, preventive maintenance, and operator input are a few examples of the EHS and maintenance items needed for completion.

Multiple operations create a need for an updated Job Safety Analysis (JSA) which is a task specific breakdown of immediate risks and safety measures as well as a broader Risk Assessment (RA) including a mitigation plan for all workplace hazards, environmental impacts, and machine risks. An Ergonomic Task Analysis is needed to develop a risk score that highlights all ergonomic factors involved with the combined operations. Standard Operating Procedures (SOP's) outline clear guidelines on machine cycling, set-up and safe distances. It's important to ensure H&S related assessments encompass the combined operations rather than one workstation, this is also relevant when conducting noise sampling and other Industrial Hygiene sampling.

Maintenance, Crane access, Lockout/Tagout, Machine Guarding/Interlock systems, and documentation supporting all proposed workstations and particularly ventilation systems, are under a Preventative Maintenance Program that is critical to member safety as well as long-term asset protection.

Mentioned above are just some of the requirements that need to be completed to protect our members and the business when changes and new operations are considered. The best outcome is achieved when, Project Managers, Joint H&S, and all levels of management seek "employee engagement" which is input from our members that know best and do the work in an area or workstation.



Lynn Waste Water Treatment Plant Report

By CORY SCOTT
LWWTP Chief Steward

As your Chief Steward, I want to extend my sincere thanks to every member who braved the cold, wintry weather to keep our plant running for the good of our community. While many were staying warm indoors, you showed up, did the work, and ensured that our operations continued without interruption. That dedication, resilience, and pride in what we do speak volumes about the strength and character of our membership.

I would also like to thank our Policy Board for approving the meeting for our members. Providing us the opportunity to come together, share information, and discuss the issues that matter most helps keep our union strong and united.

Finally, we pause to acknowledge the life and efforts of James Franklin. Jimmy exemplified commitment to his work, to his union, and to his fellow members. His contributions and steady presence made a difference, and his legacy will continue to inspire us as we move forward together.

In solidarity,
Cory Scott

GE Aerospace Lynn 2026 Shoemobile Schedule



FEB 19 TH	THURSDAY	5a-12p
MAR 12 TH	THURSDAY	12p-6p
APR 9 TH	THURSDAY	5a-12p
APR 23 RD	THURSDAY	12p-6p
MAY 13 TH	WEDNESDAY	5a-12p
MAY 28 TH	THURSDAY	12p-6p
JUN 10 TH	WEDNESDAY	5a-12p
JUN 25 TH	THURSDAY	12p-6p
JUL 15 TH	WEDNESDAY	5a-12p
AUG 20 TH	THURSDAY	12p-6p
SEP 10 TH	THURSDAY	5a-12p
OCT 14 TH	WEDNESDAY	12p-6p
NOV 12 TH	THURSDAY	5a-12p

All Shoe mobile visits will occur at:
Fairchild Gate
Visitors Lot.
Standard
Employee
subsidy is \$150

Please notify your EHS Leader/Suzanna Dozier to get approval to purchase at one of the participating offsite vendor stores. Options to purchase online or at shoemobile will be removed for employees who sign up to go to the store.



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 March 31, 2026

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Saugus Public Library

By JACKIE MILLER
Saugus Public Library Chief Steward

Hurrah for the Irish!

March is the month we celebrate St. Patrick's Day, mostly by hanging Dollar Tree felt leprechauns on doors, wearing kelly green clothing, and feasting on boiled dinners (if such a thing is possible) to memorialize the contributions of the Irish immigrants to this country.

With "Irish Need Not Apply," a frequently used phrase in the help-wanted ads of the day, Irish immigrants knew the only way to make any progress in the land of opportunity and prosperity was to band together and fight like hell. From the 1800s on, that's what the Irish and their offspring did. They nearly starved to death in Ireland, and they'd be damned if they let it happen in America.

Known as "the most dangerous woman in America," Mary G. Harris Jones, a native of Cork County, lost her husband and four children to yellow fever in 1867, and her dress shop in the Great Chicago Fire of 1871. Enraged by the sight of children working in sweatshops while sewing dresses for wealthy women, Mother Jones became an organizer for the Knights of Labor and the United Mine Workers of America union, soon leading miners and their families in a strike. In 1903, Mother Jones led a children's march from Philadelphia to the home of President Theodore Roosevelt in New York. Theodore Roosevelt, a renowned war hero and hunter, refused to meet with the small woman seeking better working conditions for child laborers in coal mines and silk mills.

After fighting on the losing side of the Irish Civil War, Michael Quill left

Ireland in 1926 to join his uncle and brothers in New York City, where his uncle got him a job on the subway system. From those humble beginnings, Quill went on to co-found the Transport Workers Union of America (TWU), a union of subway workers that later represented employees in other transit systems, serving as the TWU's president for the first thirty years of its existence.

In 1966, Quill led a twelve-day transit strike, landing in jail, but winning significant wage increases for his union members. Dying of a heart attack three days after the strike's end, Quill is remembered for improving workers' rights and for his commitment to racial equality, before the Civil Rights Era.

Born in 1934 to Irish immigrants in the Bronx, John Sweeney was deeply influenced by his father's loyalty to the Transport Workers Union, often attending meetings with him. In 1976, elected president of Local 32B, Sweeney pushed for unions to merge and work together throughout his career; in 1995, Sweeney became president of the AFL-CIO. Under Sweeney, the union pushed for stronger federal laws in health and safety, sexual harassment, and civil and immigrant rights, as well as advocating for paid family leave, health care reform, and an increase in the minimum wage.

So, hats off to the Irish, and every immigrant and their descendants who had the guts to fight for a better life for themselves and others by standing together. Ní neart go cur le Chéile! (There is strength in unity.)

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

MARCH 17, 2026

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



OR VIA ZOOM

<https://shorturl.at/K64ko>

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



Update your mailing address and other contact information to make certain you receive the IUE-CWA News – including Local election information for 2026 Local officer elections! It's easy – Just point your Phone's camera at the QR Code below and click the link.



If you enter your cell phone number, you will receive an electronic membership card to save on your smart phone.

If you enter your email address, you will be entered into a drawing for a Visa gift card!

*Your information will be used for internal IUE-CWA/CWA Communications ONLY.

OPEN POSITIONS

Listed Below are Open Positions as of March 1, 2026

Lynn GE

You can apply for these jobs at Gecareers.com

- 22 Adv Aircraft Eng Mech
- 1 Power Plant Operator
(3rd Class Engineer License Required)
- 1 Construction Worker
- 2 Project Crafts/Const/Car
- 1 Electrician

GE Stewards Council

April 14, 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.



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

CORRECTION to my January column:

The phone number for GE HR Central to report a death for life insurance was incorrect. I apologize. The correct number is 844-477-2200. The number to report a GE pensioner's death to Fidelity is 877-554-3777.

Stop the Scam Campaign: Protecting Older Adults from AI Scams

I recently watched a webinar hosted by the Alliance for Retired Americans, a national union oriented group of retirees, on internet, social media and AI enabled scams. Older Americans reported **\$4.8 billion in losses from internet scams in 2024**, according to FBI's Internet Crime Complaint Report. This number is growing and under reporting is common.

Yikes. At a recent retiree meeting many retirees had more stories. So here is an effort to share what I learned with some links to learn more. Check out: RetiredAmericans.Org/StopTheScam. (There are more details and videos on their site. Also, information on who to contact if you've been scammed.)

Scammers are using the power of artificial intelligence (AI) to make their fakes sound convincing. They have the reach of social media to target millions of Americans. AI imitates humans and it's really hard to tell if it's real or fake.

Have you ever fallen for a scam? It's embarrassing to admit, but I have. I lost a few hundred dollars before I figured it out. There are

those that have lost tens of thousands even hundreds of thousands of dollars. Just today, I got a scam text message impersonating Apple on my phone saying someone impersonated my Apple Pay account and to call an 888 number. I didn't. The Apple website suggested I take a screen shot of the scam text and send to report-phishing@apple.com.

The scammers have all kinds of strategies. They impersonate a trusted source such as IRS, Social Security, FBI representative. They might impersonate a distressed family member. Then, they make an urgent request for money or information. They demand the victim act quickly to discourage verification. They hide behind secrecy. "Grandma, don't tell Mom."

It turns out that scammers are professionals! And AI makes their pitch slicker and therefore harder to detect. And social media platforms give them access to many of us.

Even worse, social media platforms are also making money from the scams. The Reuters news agency reported that Facebook's parent company Meta made \$16 billion off of scams in 2024. That was 10% of their sales. They have an incentive to oppose efforts to place limits on AI to protect people and curtail these practices. The ARA suggests we take action:

1. Protect yourself: Slow down, verify sources, never share personal/financial info, and create a family password.

2. Speak up: share your story. The ARA is collecting retirees' experiences.
3. Demand protections and accountability from legislators. The ARA has a link that allows us to write out Senators and Congresspeople. It called on the legislator to oppose any proposal that seeks to weaken any state or local AI regulations.

See the flier below for more information and a QR code to scan to share your story.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday March 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

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of Richard Thibodeau on his recent death. Richard was a machinist who retired from GE/Ametek.



Stop the Scam!

Protecting Older Adults from Social Media & AI-Enabled Scams

Older Americans reported \$4.8 billion in losses from internet scams in 2024; up 43% from the prior year, according to the FBI's Internet Crime Complaint Center Report. Social media was the leading contact method for fraud affecting adults 60 and older, both in volume and in total dollars lost.

Today's scammers are using the power of artificial intelligence (AI) to make their schemes sound convincing and the reach of social media to target millions of Americans. Our best defense is education, information sharing, and advocacy.

COMMON SCAM PATTERNS

- Impersonation
- Urgency
- Pressure
- Secrecy
- Too-good-to-be-true

HIGH-IMPACT SCAM TYPES

- Government impersonation scams
- Romance scams
- Healthcare & Medicare scams
- Distressed family member scams

CORE SAFETY MESSAGES

- SLOW DOWN.
- VERIFY independently.
- NEVER share personal/financial info.
- TALK to someone you trust.
- CREATE a family password

WHAT TO DO if you're targeted:

- Stop communication
- Save evidence (screenshots/messages)
- Report it, even if you didn't lose money

Take Action - Share Your Story!

Have you or someone you know been a target of a scammer?

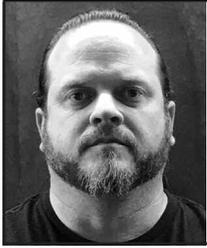
Use this QR code to SHARE YOUR STORY to help protect others and build momentum for change.



We will never share your story without your permission.

By raising our voices, sharing our stories, and demanding for meaningful protections and accountability, older Americans can help secure safer online spaces for everyone.

For more information, visit RetiredAmericans.Org/StopTheScam.



PUSHING FORWARD

By BRIAN RUSSO

LAT&O/Logistics Executive Board

Supplement to the February 2026 Edition:

It has been fairly eventful around the plant the past few weeks. As we all know, we have a new scanning system at our Fairchild gate entrance. The system certainly is much faster than anything we have had before. But, I have some concern over how secure the system is at verifying the right people are coming into the plant. I feel the Guards here at GE Aerospace for many years provided a personal touch and extra set of eyes that likely cannot be replicated with sensors and cameras. On the more serious side, pertaining to the new scanning system we have, I have been made aware by leadership that this system does an excellent job of auditing the vehicles coming in and those leaving the Plant. To put it bluntly, anyone on the clock and off the property will likely be caught and held responsible. I already am seeing a recent increase in these incidents and just don't want anyone else going forward to make the same mistakes. Be that as it may, you all know what to do!

In LAT&O those most able to upgrade to AAEM are here or waiting to be released from their current positions. Another AAEM class will be coming to give more opportunity to individuals looking to expand their horizons. In the meantime, hiring externally will also continue to satisfy significant increases in production. It appears steady increases through 2026 and into 2027 are inevitable. So, hold on and expect some busy busy times ahead.

Logistics recently had a very surprising meeting with their leadership indicating they will be reducing or closing some subsections and absorbing them into other areas within their system during the second half of 2026. The business stated they were able to do this because of significant increases in Plantwide production and subsequent work associated with it. LAT&O, in particular, being mentioned. On one hand, I want to say okay at least we are all busy and able to support Logistics even with them removing some work. But, on the other hand, that model is based upon perfect world scenarios. Such as, no delays on production, no delays on funding, and everything just working out smooth as silk. I'm coming up on 25 years of service at GE Lynn...good intentions are not always tomorrow's reality. I want the Logistics leadership team to commit to some kind of guarantee going forward, in writing, to the Local and the hard workers of Logistics. The workers over in Logistics have proven their worth so what say you General Electric?

Take care,
Russo

Message from the Editor: Due to an editing error, the LAT&O/Logistics report "Pushing Forward", written by Executive Board Member Brian Russo, was omitted from the February edition of the IUE-CWA Local 201 News. The article was published as a supplemental page to the February edition and is included here in the March edition. Forward any questions on the matter to the newspaper editor at jcruz@local201iuecwa.org.

Remembering Captain Jennifer J. Harris

From Captain Jennifer J. Harris, USMC Memorial Scholarship:



We are remembering Captain Harris on the 19th anniversary of her passing. Below is the obituary published for her USMC Memorial Scholarship and a photo from her Naval Academy graduation.

Captain Jennifer J. Harris graduated from Swampscott High School in 1996 and from the United States Naval Academy in 2000. Upon graduation from the Naval Academy, Captain Harris was commissioned a Second Lieutenant in the United States Marine Corps, graduated from The Basic School in Quantico, Virginia, and earned her Wings of Gold on September 13, 2002. She was then assigned to Marine Medium Helicopter Training (HMMT) Squadron 164 in Camp Pendleton, CA where she learned to fly the CH-46 Sea Knight Helicopter. Upon completing her training, Captain Harris was assigned to the Purple Foxes of HMM-364 and immediately deployed for Operation Iraqi Freedom. HMM-364 is a legendary squadron known since the Vietnam War for repeatedly answering the call of duty flying in and out of combat areas where no other helicopter squadron would go because of the danger. During her time in the HMM-364, she attended The Weapons and Tactics Instructor's Course (WTI), the Marine equivalent to Top Gun training. Captain Harris was the first female pilot in the Purple Foxes Squadron.

Jennifer was a sailing enthusiast who enjoyed sailing the Atlantic Ocean from both her hometown of Swampscott and her college town of Annapolis, Maryland. She worked and sailed in the Swampscott Recreation Commission Sailing Program and was a member of the United States Naval Academy Intercollegiate Sailing Team, sailing 420s.

Jennifer had a profound interest in government and earned a departmental award while a political science major at the Naval Academy. Her interest in government began while growing up in Swampscott and was enhanced as an intern in Congressman Peter Torkildsen's Office.

Service to others was the core value guiding Captain Harris. Over the years, this value was demonstrated through her compassion for people and by a range of activities. While at Swampscott High School she participated in Toys for Local Children, a program for needy children. Later, as a Midshipman at the Naval Academy, she organized a similar program for children in the Annapolis area. Jennifer was also a volunteer at Salem Hospital, the Swampscott Public Library, and My Brother's Table as well as being active in Multiple Sclerosis Walk-a-thons. Her service to others extended beyond organized activities and Jennifer's kindness was notable through informal mentoring relationships with young people, relationships that often occurred through e-mail with people she didn't know in person but who reached out to her and she responded.

Jennifer's commitment to service was most evident in her decision to serve our country. As a Marine, she combined this commitment with her sense of compassion to be one of the best CH-46 pilots in the Marine Corps. She performed her military duties as a Casualty Evacuation pilot flying in and out of combat areas for the emergency evacuation of injured soldiers and Iraqi citizens, saving a countless number of lives.

Captain Harris served three tours of duty in Iraq and was killed in action on February 7, 2007 when the helicopter she was piloting was shot down.

Jennifer was survived by her parents and fiancé. She is buried in Massachusetts.



Letter to the Editor

Dear Local 201,

I am writing regarding the recent termination of a skilled welder at your Lynn, Massachusetts facility, a matter that has generated deep concern among his coworkers and union leadership. I am not writing to defend the substance or tone of the social media posts that precipitated this action. My concern is whether GE's response was proportional and consistent with fundamental principles of free speech, given the circumstances under which the speech occurred.

Based on the information provided to my office, the employee in question was suspended and ultimately terminated under the category of workplace violence for comments made off duty, on his personal social media account in a private forum, and unrelated to his employment at GE. By all accounts, he is a highly skilled welder with approximately six years of service at the Lynn plant, has performed critical work on defense-related components, and had no prior disciplinary history. There is no indication that his comments constituted a direct threat toward any individual, coworker, or facility, nor that they were made in a workplace setting.

Labeling off-duty political speech as "workplace violence" raises serious questions about the scope and application of corporate con-

duct policies, particularly when those policies extend into employees' private lives and personal expression. Terminating an employee for such private speech risks setting a precedent that many workers could reasonably perceive as corporate overreach and could create a chilling effect on lawful expression outside the workplace.

I also remain mindful of the broader context at the Lynn facility. GE Lynn plays a critical role in the defense industrial base and depends on a highly skilled and experienced workforce that takes pride in the quality and safety of its work. That workforce is deeply invested in the mission and increasingly concerned that this case signals a shift toward policing personal political views rather than focusing on job performance, safety, and conduct at work.

For these reasons, I respectfully urge GE to reconsider this termination and explore a path toward reinstatement or an alternative resolution that reflects proportional discipline rather than permanent separation. Doing so would not signal approval of the speech at issue. It would demonstrate a commitment to respect for the distinction between workplace conduct and private expression.

Sincerely,
Seth Moulton
Member of Congress



Letter to the Editor

Dear IUE CWA Local 201.

Please accept this letter to educate your members on what we are trying to do during this current **"ICE Out Of Our Courts" Campaign**

LUCE has launched a statewide campaign in an effort to halt ICE arrests at district courts. Our legal system has become a focal point for ICE activity, often with the encouragement or collaboration with the court itself, causing courts to become deportation traps. Often times these arrests occur during routine appearances or when accompanying family members. Since the beginning of 2025, across multiple sites such as Waltham, Lynn, and Boston, arrests nearly doubled or more within less than a year. Many of these arrests are violent and disruptive, endangering all other people in the court and interrupting its normal proceedings.

Now, our communities are demanding "ICE Out Of Our Courts." Our demands, in brief, are:

1. Pass legislation to ban ICE

courthouse arrests

- Mandate virtual access to all Massachusetts courts
- Stop court and law enforcement cooperation with ICE
- Stop those across the legal system, including district attorneys, sheriffs, and police chiefs, from communicating or collaborating with ICE about noncitizens' presence in jails or courtrooms
- Ensure transparency, accountability, and mandatory public reporting on ICE activities in Massachusetts courts
- Support community-led court observer programs

Already these demands have been won by communities in New York, Illinois, and elsewhere. We're asking that Massachusetts take the same steps to ensure the safety and accessibility of our legal system.

LUCE
Immigration Justice Network of Massachusetts.



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**.



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.



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**.



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**.



Machinist Training Opportunity

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

www.eteamhome.net

[Facebook.com/ETeammachinisttraining](https://www.facebook.com/ETeammachinisttraining)

Call us at 617-699-1071

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

Produced by OPEIU Local 2

PRESIDENT'S DAY 2026

From the Archive of Former Executive Board Member Jeff Francis. Thank you Jeff.



Abraham Lincoln:

"All that serves labor serves the nation. All that harms it is treason. If a man tells you he loves America, yet hates labor, he is a liar. There is no America without labor, and to fleece the one is to rob the other."



Franklin D. Roosevelt:

"I believe now, as I have all my life, in the right of workers to join unions and to protect their unions."



Thomas Jefferson:

"The mass of mankind has not been born with saddles on their backs, nor a favored few (born) to ride them."



Woodrow Wilson:

"The only way to keep men from agitating against grievances is to remove the grievance. While we are fighting for freedom, we must see, among other things, that labor is free."



Dwight D. Eisenhower:

"Only a handful of unreconstructed reactionaries harbor the ugly thought of breaking unions and depriving working men or working women of the right to join the union of their choice."



John F. Kennedy:

"...Those who would destroy or...limit the rights of organized labor - those who would cripple collective bargaining or prevent organization of the unorganized - do a disservice to the cause of democracy."



Lyndon B. Johnson:

"The AFL-CIO has done more good for more people than any other group in America. It helps young and old and middle-aged. It's interested in education, in housing, the poverty program..."



VP's Corner

By CHRIS MOODY

Vice-President/Recording Secretary

Hello Brothers and Sisters!!!

I hope this article finds you all in good health. As we get on the other side of some pretty extreme weather that all too often becomes a hindrance to our daily lives and just doesn't seem to quit, I'd like to reflect on some of Labor's history this month. It's always strengthening to remember the sacrifices, tragedies, and triumphs that got us to where we are today. It's not only a reminder of where we've come from and what we've been through as US workers, but it also should remind us why we have to fight so hard to not only protect what we have, but to continue fighting for more.

The Triangle Shirtwaist Factory Fire

On March 25th, 1911, in New York City at the Asch Building, an unfortunate fire took place that claimed the lives of 146 garment workers. What followed the fire was Union action to prevent such a tragic accident taking place ever again. When such a tragic event takes place, we find that simple safety measures could have prevented it. The Unions argued, correctly, that management and ownership of the Company was to blame for negligent and poor practices. There were no sprinkler systems, inadequate fire escapes, and zero knowledge of what to do in such a situation due to lack of fire drills. Furthermore, the distrustful ownership had in the employees, who showed up everyday to make their products, lead them to lock the exits to prevent theft. THAT is how a tragedy starts. Not with a flame, but with outlandish working conditions and total disregard for worker safety.

Fast forward to today, we have measures in place that make these things a rarity in modern day. Building codes, fire codes, building inspections, sprinkler system requirements. Employers routinely run fire drills, exits are now that, exits. Not doors that stay locked for 8 hour periods. These protocols we live with today are a direct result of unions speaking up on behalf of their fallen siblings, and advocating for more safety and practical practices in the workplace.

At GE, while it's the same old song and dance, benefits continue to be a problem. Every time a specific issue tends to make some progress, and doesn't occur for a period of time, it's easy to assume the Company got a hold of the issue and fixed it. Then 6 months later it happens to another member. FMLA payments, bonding time, overpaying insurance to play catch up when you don't have to. That's why I am again, in another article, reminding the members at all bargaining units that if you are facing any issues with benefits to please reach out to me as soon as you notice a problem.

As I prepare to take part in the Lean Immersion Program I look forward to returning to this membership to report out what I've learned, what parts of it benefit this membership, and what parts we need to be careful of if they do not contribute to the best interest of our members. That's all I have for this month, if you have any issues or concerns please feel free to reach out to me directly or down at the hall!

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.





LCM Report

By BRIAN MERCHANT
LCM Executive Board

Standing Watch for the Working Class

This week I have the opportunity to travel with Vice President Chris Moody to Tokyo for a Lean Immersion Program taking place from March 6th through March 13th. While many people hear the words lean manufacturing and immediately think it's only a management initiative, it's important that our union has a seat at the table and eyes on the ground whenever the Company is exploring new directions for the future.

From the Union's perspective, being present in these discussions is about protecting working people. When companies study new systems and strategies, those decisions eventually make their way to the shop floor. By attending this program, we are making sure the Union understands exactly where the Company believes manufacturing and operations are heading. Knowledge is power, and when we know what management is planning, we are better equipped to defend our jobs, protect our classifications, and ensure that efficiency never comes at the expense of the workers who actually make the operation run.

Our goal is simple: if the Company is learning new ways to improve operations, then the Union needs to be just as informed so we can make sure those changes work for the membership—not against it. The working class deserves nothing less than representation that is informed, engaged, and ready to stand its ground.

While we're learning what management's vision for the future looks like, we remain grounded in the same mission we've always had: protect the membership, grow opportunity for working families, and make sure the Company never forgets who truly drives the success of this operation.

We'll continue to keep the membership informed as we return from Tokyo and share what we learned.

Because when the Company plans its future, the Union will always be there—watching, learning, and ready to fight for the working class.

In solidarity
Brian Merchant



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

Well, it looks like we may finally have some warmer weather upon us this week. Mother Nature spared us the snow and bitter cold the past few winters, but it appears she made up for it this year. Being stuck inside except to clean up snow and head to work can certainly take its toll. I've mentioned in past articles how important it is to get outside and how much it can benefit both our mental and physical health. With the longer, relatively warmer days ahead, it's a good time to get the kids outside, take a walk, or even get an early start on spring cleanup. I know my yard could use it. Winter has a way of wearing on us. Short days, cold mornings, and being cooped up can affect our mood, energy, and focus more than we realize.

That got me thinking about the importance of taking care of ourselves not just at home, but at work as well. Here at Local 201, our Health and Safety program continues to do an outstanding job protecting us from workplace hazards. Director Carmen DeAngelis and his team of representatives work hard to make sure we all go home the same way we came in. That commitment to safety is something we should never take for granted. At the same time, well-

ness matters too. When we feel well both physically and emotionally, we're more focused, more patient, and more aware of our surroundings. That naturally supports a safer workplace.

Our EAP program is always available as a confidential resource for members and their families. It operates independently and privately. It's there for life's challenges, big or small. Sometimes just knowing you have that support can make a difference. As we head into spring, maybe it's a good reminder to check in on ourselves, get outside when we can, and take advantage of the resources available to us. Safety will always come first but taking care of ourselves helps strengthen that commitment.

If anyone has questions about our EAP program, please reach out. I'm available at both the union hall or the medical center. I can be reached by voice or text at 339-338-2508. My email address is 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.**

AFL-CIO

AMERICA'S UNIONS

2026 RAMADAN GREETINGS FROM THE AFL-CIO TO THE MUSLIM COMMUNITY

RAMADAN MUBARAK

The AFL-CIO, a federation of 64 affiliated national and international unions representing nearly 15 million working people, sends greetings to our Muslim union members, their families and the Muslim community as the holy month of Ramadan begins.

Ramadan Mubarak...Blessed Ramadan

Muslims will observe Ramadan from sunset on Tuesday, Feb. 17, until sunset on Thursday, March 19. During Ramadan, healthy adult Muslims fast daily from dawn until sunset, abstaining from eating and drinking. This discipline helps bring Muslims into a closer relationship with God and expresses their empathy for those who lack sufficient food.

As Muslims seek God's compassion and mercy during Ramadan, they are taught by their Prophet Muhammad to practice it in their daily lives. This sacred time of fasting is the month of compassion. It is a time to do charity and be in solidarity with the poor and the vulnerable. The Ramadan fast ends with the joyous celebration of Eid.

The AFL-CIO supports and defends our Muslim union members, their families and the Muslim community in the practice of their faith, free from prejudice or discrimination. We reaffirm our unwavering commitment, as a labor movement, to freedom of religion as a basic human right to be strengthened and preserved for all faiths, especially in these challenging times.

Eid Mubarak...Happy Eid



LPS/M&E Report

By JOHN LEIGHTON

Crafts Executive Board

We are continuing to see more new hires in the Crafts across all the maintenance groups. Hopefully this increased capacity will translate into more of our work staying in-house and less contractors in the plant. This is good news for all of us but we still need to keep a close eye on all contractors and the work they are performing. All work that goes through the 21 Day Notice process must be discussed with the affected crafts in the area where the work will be conducted by the responsible area management. All 21 Day Notices presented must be posted in the affected groups area. If

you are not sure if there is a notice on any work being done reach out to your steward or get in touch with me.

I sat in on the Steward's Training held in February at the hall. We had a great mix of stewards attend, some very new and some with more experience. The presentation that Kaz and Jeff put together was excellent and full of useful information. When they offer another training session I highly recommend that all stewards attend.

In Solidarity
John

Business Agent's article continued from page 12

FleetLogix Report

While our crews continue to support Seward Carlos Nunez's case on the floor, the Local and International have been working in preparation for the arbitration. It's unfortunate to see how the Company would turn its back on a loyal employee after years of service, but when it comes down to it, the Company will always put itself first. Apart from this case the Union is also preparing for arbitrations regarding contractual language, specifically, vacation time and personal time. From the beginning of the contract, the application of the Company of these contractual benefits has been shaky. This contract is not even one year old and the Company is already disputing what they had agreed to. The Union is confident in its cases and will see them through to the end. Our contractual victories were remarkable, now it's time to assert them and protect them. More to follow on the disagreement over PTO and our steward's unjust termination.

ABG Report

There has been a lot of movement with the Company since the beginning of the year. First with the voluntary termination offers, then we saw a wave of management positions be eliminated and now Boston Logan is serving as a "Training Hub" for company management. The Union is now inquiring regarding how this new training situation would impact the membership. Of great concern is the added expectations and responsibilities placed on those employees who will now in-

teract with "managers in training". We will continue to follow up with updates regarding this situation.

I had the enormous pleasure to sit down with Stewards Jose Arias and Reynaldo Figueroa and hold a small steward training session with them. They are both aware of many issues on the shop floor that need attention and are now more prepared to handle. Keep an eye out for them and let them know if you need help with anything or have any questions.

Veolia Report

It was great meeting with you all at the plant and getting a chance to break bread and hear from the group. Shout out to Chief Steward Cory Scott for putting it all together. This meeting also came at a very opportune time. As you all are aware the Company has been struggling to fill the vacant lead position for quite sometime and expressed to the Union the interest on how to incentivize this role better and how to make a better pipeline into lead positions. After hearing from you all it was evident that the pay increase was not enough to make up for the added responsibility, loss of flexibility, and even a potential loss of earning opportunities being in a different overtime pool. This week, the Union sent the Company a proposal that reflected these concerns, and are expecting to meet with the Company over the matter soon. I do hope this can be wrapped up in a short period of time as the vacant lead position has already put a strain on the crew as it is.

GE Aerospace

Hourly Retirement 101 Education Sessions

This presentation is intended for employees who are age 60 or older and are planning to voluntarily retire from the company in the coming months.

Separate sessions will be arranged for employees retiring due to a job loss event, such as a layoff or plant closing.

Meeting invites:

March

Thursday, 3/5/26 from 3 - 4 pm Eastern

Thursday, 3/19/26 from 7- 8 am Eastern

April

Thursday, 4/2/26 from 3 - 4 pm Eastern

Thursday, 4/16/26 from 7- 8 am Eastern

May

Thursday, 5/7/26 from 3- 4 pm Eastern

Thursday, 5/21/26 from 7- 8 am Eastern

June

Thursday, 6/4/26 from 3 - 4 pm Eastern

Thursday, 6/18/26 from 7 - 8 am Eastern

Directions to dial into meeting on your personal cell phone

1. During the date and time listed above for the meetings, dial 1-513-337-0163
2. Enter the passcode 629 772 236, then push #

Do not attempt to enter the meeting organizer code. The presenter will let you into the session.



February 5, Newly appointed FleetLogix stewards Patrick Germain, and Brian Greene attend Local Stewards Training



February 12, GE and Veolia stewards attend Local Stewards training.

Market Based Wage Progression Schedules

Legacy		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	20.00	25.41	29.55	33.69	37.84	40.20	40.34
R02	37.63	Stockkeeper	M16	20.00	25.41	29.55	33.69	37.84	40.20	40.34
R03	37.81	Production Follower	M16	20.00	25.41	29.55	33.69	37.84	40.20	40.34
R04	37.92	Packer	M16	20.00	25.41	29.55	33.69	37.84	40.20	40.34
R05	38.03	Construction Worker	M16	20.00	25.41	29.55	33.69	37.84	40.20	40.34
R06	38.16	Power Plant Operator (2nd Class Firem	M17	23.50	28.67	32.40	36.13	39.86	41.10	41.28
R07	38.32	Bench	M17	23.50	28.67	32.40	36.13	39.86	41.10	41.28
R08	38.49	Punch Press	M17	23.50	28.67	32.40	36.13	39.86	41.10	41.28
R09	38.65	Welder Machin Resist (Spot Weld)	M17	23.50	28.67	32.40	36.13	39.86	41.10	41.28
R10	39.86	Milling Machine Electro (EDM)	M17	23.50	28.67	32.40	36.13	39.86	41.10	41.28
R11	39.06	Power Plant Operator (1st Class Firem	M18	26.00	31.00	34.45	37.91	41.36	41.85	42.02
R12	39.20	Tool Crip Keeper	M18	26.00	31.00	34.45	37.91	41.36	41.85	42.02
R13	39.48	Welder	W18	30.00	31.00	34.45	37.91	41.36	41.85	42.02
R14	39.72	Lynn Laboratory Worker	M18	26.00	31.00	34.45	37.91	41.36	41.85	42.02
R15	40.09	Braze Inspector	M19	25.50	31.22	34.88	38.53	42.18	42.95	43.12
R16	40.34	Milling Machine	M19	25.50	31.22	34.88	38.53	42.18	42.95	43.12
R17	41.28	Boring Mill Vertical (VTL)	M19	25.50	31.22	34.88	38.53	42.18	42.95	43.12
R18	42.02	Auto Lathe	M19	25.50	31.22	34.88	38.53	42.18	42.95	43.12
R19	43.12	Engine Lathe	M19	25.50	31.22	34.88	38.53	42.18	42.95	43.12
R20	44.39	Milling Machine Electro Automatic	M19	25.50	31.22	34.88	38.53	42.18	42.95	43.12
R21	45.69	Broach Vertical	M19	25.50	31.22	34.88	38.53	42.18	42.95	43.12
R22	46.94	Fire Inspector	B19	21.00	26.84	31.33	35.82	40.30	42.95	43.12
R23	48.14	Power Plant Operator (3rd)	W19	30.00	34.97	37.96	40.95	42.90	42.95	43.12
R24	49.86	Inspector Non-Destruct (FPI)	M20	25.51	31.48	35.37	39.26	43.15	44.25	44.39
R25	50.52	Inspector Mechanical	M20	25.51	31.48	35.37	39.26	43.15	44.25	44.39
R26	51.06	Machine Dual Purpose	M21	26.00	31.74	35.86	39.99	44.12	45.55	45.69
R27	51.64	Green Welder	W22	32.00	33.71	37.74	41.78	45.81	46.80	46.94
		Inspector Mechanical (CMM)	M22	28.00	33.71	37.74	41.78	45.81	46.80	46.94
		Grinder IntCylSurf	M22	28.00	33.71	37.74	41.78	45.81	46.80	46.94
		Machinist Production	M22	28.00	33.71	37.74	41.78	45.81	46.80	46.94
		Machine & Assemble	M22	28.00	33.71	37.74	41.78	45.81	46.80	46.94
		Lynn Grind Tool & Die	M22	28.00	33.71	37.74	41.78	45.81	46.80	46.94
		Lynn Machinist All Around	M22	28.00	33.71	37.74	41.78	45.81	46.80	46.94
		Inspector Tool & Gage	B22	27.00	32.84	37.04	41.24	45.44	46.80	46.94
		Lynn Instruments Repair	B22	27.00	32.84	37.04	41.24	45.44	46.80	46.94
		Machinist Special Programs	M23	32.00	37.53	41.12	44.71	47.95	48.00	48.14
		Ironworker- Prj Crft	M23	32.00	37.53	41.12	44.71	47.95	48.00	48.14
		Machine Repair- Prj Crft	M23	32.00	37.53	41.12	44.71	47.95	48.00	48.14
		Repair Test-Prj Crft	M23	32.00	37.53	41.12	44.71	47.95	48.00	48.14
		Project Crafts/Const/Car	M23	32.00	37.53	41.12	44.71	47.95	48.00	48.14
		Tinsmith-Prj Crft	M23	32.00	37.53	41.12	44.71	47.95	48.00	48.14
		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
		Eddy Current/Ultrasonic Inspector	R24	37.00	42.74	45.82	48.89	49.65	49.70	49.86
		Power Plant Engineer	B24	40.00	42.74	45.82	48.89	49.65	49.70	49.86
		Xray Operators	M24	37.00	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
		Tool Maker	B25	34.00	39.82	43.51	47.21	50.30	50.35	50.52
		Die Maker	B25	34.00	39.82	43.51	47.21	50.30	50.35	50.52

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

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

Updated Starting rates as highlighted effective within 30 days of January 27.



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

Stewards Trainings

February has been an excellent month for our Local as we were able to gather with stewards once again and reinforce the fundamentals. A large class was held which our GE and Veolia stewards were able to attend, and smaller sessions have also been held with both FleetLogix and Avis Budget to make sure our amalgamated are also getting the necessary training and support they need to represent our membership. We also have another small session in the books for Ametek later this month. We will continue to schedule smaller training with those who have not been able to attend, as well as our regularly scheduled monthly Stewards' Council. Please reach out to your board member if you missed the class or if you want to schedule some time to go over the basics.

GE Report Wages

As mentioned last month, we had a few changes to wages taking place in a small timeframe.

Test Rate: 12/1/2025 (effective date of LATO Shift Pole)

COLA Update: 12/22/2025

*MBW Update: Within 30 Days of 1/27/2026 Ratification

The most up to date and complete wage rate sheet is on PG 11.

*Because of the administrative update in rates for some classifications following the MBW ratification, these updates are not yet present in people's paychecks, and the Company has not been able to provide a specific date of "within 30 days from ratification" when the updated rates will be effective. I am hoping that the Company is able to implement the changes and we have a clear understanding of when they are effective by next month so we can make sure all those in the classifications impacted have the correct pay and backpay.

Dues

As reported in the December 2025 Edition of the Newspaper, the effective dues for GE members went up from \$26.01 to \$27.20 effective January 1, 2026. This is an update that takes place

every year that is produced by the Local, verified by the CWA, and communicated to the Company well in advance of the new year. This however has become yet another fumble by the Company. **As of the first week of March, the Company has still not updated these deductions.**

It's not uncommon for the documentation, and verification that takes place month to month between the CWA and the Company to take a few weeks to process and complete. The Union is accustomed to this lag and is financially prepared for it, however, since the GE split, the entire system was also thrown into chaos as established practices and competent points of contact simply vanished. This has led to an even longer lag, the most recent being the timeframe from September to January finally being cleared by mid February of this year, with the October dues being turned into the Local 5 months late. Again, our Local is well positioned to sustain this lack of dues influx **in an emergency** but that does not mean that this should become the norm. The Company's administration is letting its employees and retirees down each and every day by sacrificing quality of benefits over a cheap third-party administrator. And now it's hitting the Local directly in its pockets. Additional attention is now being dedicated to what used to be a seamless process and we will continue to escalate as needed.

The dues rate not being properly updated and its repercussions are now another major headache that the Local has to take on due to the Company's negligence.

So, what does that mean for our members? As stated earlier, the new dues rates are effective January 1 of this year. Since then, all of our dues contributions have been \$1.19 short each pay period. Once the Company updates, a calculation of all our owed dues will be processed and presented to the membership and the correct deductions will be made. If you have any questions about this, please do not hesitate to contact me.

continued on page 10



President's Column

By ADAM KASZYNSKI
President

Avis Budget

Members at Avis Budget got a \$0.50 per hour contractual increase effective 2/1/26. Check your pay stub and make sure it's correct. The Company continues to use some ungodly algorithm formula to create the shift bid schedules resulting in wildly different start times throughout the work week for some members. We have seen improvements since the heated discussion at 2023 negotiations about more schedules with 2 days off in a row, which is great. There has to be a way to keep that while getting more consistency to start times. Lastly, the fact that we have people on layoff, and the Company is using the subcontractor Mello to perform their own laid off employees work is criminal. Taking food out of their own employees' mouth to feed a subcontractor. Shame on Avis Budget.

Veolia

Shout out to chief steward Cory Scott for organizing the group meetings across the shifts at Lynn Wastewater Treatment plant. We have a solid group over there and appreciate everybody that took the time to come talk about everything going on. The immediate issue of raising the pay rate for leads we all got a good handle on. The Union has passed an initial proposal to the Company to raise lead pay. While we talk this issue with the Company remember what we talked about sticking together and running information and ideas to Cory for the bargaining committee.

Fleetlogix

Union members over at Fleetlogix organized a petition in support for reinstating our fired steward Carlos. The union has filed for arbitration. However, the Company has the ability to reinstate him before that and would be wise to do so. Carlos was fired for being in a car accident that was not his fault, but because another car in a merging lane failed to yield at a yield sign. For a transportation company you'd think Fleetlogix management would be able to understand basic traffic law...

Newer Stewards Class

We had a big group of stewards from Veolia and GE with less than 2 years in their steward roles. We looked at using effective arguments in discipline cases, representing members in investigatory interviews, how to write an information request to management, handling step 1 grievances, refusing unsafe work, and how to run a shop floor campaign. If you missed out, we will be having a 2 day Advanced Steward Class in August with 36 spots available to stewards from all bargaining Units.