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IUE-CWA Local 201 News
112 Exchange St., Lynn, MA 01901

IUE-CWA Local 201 News

Celebrating 93 Years
as a Chartered Local
1933 - 2026

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

Vol. XCIII

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MANAGING-EDITOR
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United We Stand

We don't live in a bubble. Everything around us affects everything around us. Closing the straight of Hormuz has had a global economic affect. Our lives in the shop are are influenced by forces we have no control over. The Union cannot be effective by just enforcing contracts. The Union is just that, a union. You may not like the fact that we must be part of politics but we would not accomplish as much otherwise.

The Union really boils down to, "An injury to one is an injury to all". It sounds quaint and rah rah. But if you take the time to think about it, it's very true. We must defend those that are in the crosshairs of corporate

greed. And that is all of us. Union and nonunion alike. We must develop and maintain relationships with elected officials that work for the interests of working families.

This month, Library Chief Steward Jackie Miller submitted an article on page 4. One of the jokes is about a dozen donuts. Read it, it's perfect and very true. We may love or hate the Union but we are the only organization between a free and equitable workplace and getting trampled.

So when you read about something you may not agree with in this newspaper, speak up and let's have a conversation.



FUND T901:

PROTECT OUR JOBS. PROTECT OUR COUNTRY.

Tell Congress to keep good union jobs in the U.S. and give our service members the reliable equipment they need.

Our families and communities can't afford more layoffs and uncertainty. Funding the T901 engine program means stable, union jobs in Massachusetts, Kentucky, and elsewhere, and life-saving equipment for the Army and National Guard. Together, we can make sure Congress invests in U.S. workers and protects our national security.



<https://iuecwa.news/FundT901>

May Day

March and Rally

On International Worker's Day We Demand:

- A Fighting Labor Movement
- End The Mass Deportations
- Stop The Endless Wars
- Housing Justice - Rent Control Now!

Friday, May 1st, 2026
5:30PM @ Lynn City Hall



1 de Mayo

Marcha y Manifestación

En el Día Internacional de los Trabajadores, Demandamos

- Un Movimiento Obrero Combativo
- Fin a las Deportaciones Masivas.
- Terminar las Guerras Interminables.
- ¡Justicia de Vivienda y Control de Renta Ahora!

Viernes, 1 de Mayo, 2026
5:30PM @ Lynn City Hall
(alcaldía de Lynn)



Next Local 201 Membership Meeting April 28, 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

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

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.drdowning.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



Visit our website @ www.baystateeyeoflynn.com

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

Comprehensive Eye Examinations including computerized testing equipment such as Auto-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 SATURDA HOURS

Print your ad on this form.

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

Enclose Payment:

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

TITLE _____
 25 _____
 WORD _____
 LIMIT _____
 PHONE # _____

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

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Quincy



Layout Design by



SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Theodore "Ted" Sweeney on his recent death. Ted worked in building 40 Heat Treat for over 50 years.

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

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30 Years with Local 201

By Josie Quintana, Local 201 Office Manager

I am very grateful and honored to have received my 30-year pin. It means a lot to me; it represents all my hard work and dedication to Local 201 Officers, Staff, Members and Retirees. I would like to thank Charlie Ruitter, may he rest in peace, Jeff Crosby and the members for giving me the opportunity to be part of the team of Local 201. I would also like to thank my family for keeping up with me when I come home after work, stress, tired, happy even complaining, but they are always there no matter what and being here on such a special day for me. I would also like to thank Jeff Crosby and Joann Ruitter, Charlie Ruitter's widow, for coming for my presentation of my 30 years pin



Josefina Quintana receiving her 30 year pin from President Kaszynski. Also pictured, former President Jeff Crosby and Joann Ruitter.

It has been quite a journey but if I must do it all over again I would. Love my job and what I do here, throughout these years I have met and worked with so many nice people including their families. I am treated with respect just like I respect all of you. You have all been so nice to me, there have been some ups and downs, but it is part of life and you learn to move on. Local 201 is my second home. The Officers, Board, Staff, Retirees and members are family to me, very Blessed. Looking forward to many more years.

Jossie

Congratulations on Your Retirement Phil, Paul and Al



"Phil Quigley the Last Jig Borer" retired out of Tool and Die on April 1 after 54 years of service.



Attendees for Phil's last day.



Paul Nihan retired March 1st after 43 years of service. He was an R/C in the 64 maintenance group.



Al Demeule Plumber in LATO retired April 1 after 32 years of service.



MUSIC + GAMES + FAMILY FUN

TEEN DEVELOPMENT WORKSHOP SERIES

Ages: 15-25 | Every Tuesday in June | 4:15pm-5:30pm

We are hosting a 5-part teen development workshop series. All teens who participate will receive a **FREE HAIRCUT** for each workshop attended.

- June 2** | How to Get Hired Discussion
Boys & Girls Club GS
4:15pm-5:30pm
- June 9** | Life Planning for Teens
Clean Cuts Studio (Salem)
- June 16** | Resume Review Discussion
Royal Blendz (Salem)
- June 23** | Mock Interviews Job Prep
Flying Saucer Pizza (Salem)
- June 30** | The Job Search Continues - Having a Plan B
Flykidz Dance Academy



Scan to Register

GE Aerospace Lynn 2026 Shoemobile Schedule



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

VET-TO-VET SUPPORT CONNECTION



Veteran run support network.

- No VA BS
- No paperwork
- No hassle

Just Veterans helping Veterans

Call: 339-338-2508 and be connected with another vet.
Strictly Confidential

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

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of John Cuocolo on his recent death. John retired from GE in 2009. He worked in building 66.



Saugus Public Library

By JACKIE MILLER
Saugus Public Library Chief Steward

Sometimes, You Just Need a Laugh.

- **Jeff Bezos is getting divorced.**
He must have realized that marriage counted as a union.
- **My dad was such a proud union member his whole life ...**
When I was a kid, he began every story with "Once upon a time-and-a-half ..."
- **What is it called when baristas try to unionize?**
Grounds for termination.
- **When should scientists unionize?**
If the ionizing didn't work.
- **Unionized Pirates**
Where do unionized pirates go to settle their differences?
Arrrrrrbitration!
- **Why did the horse get kicked out of the Barnhouse Union?**
Because he always voted neigh.
- **Why did the union join the band?** For the collective notes.
- **What do you call a goldsmith workers' union?** A gild.
- **A Golden Oldie:** A union employee, a customer, and a CEO are sitting at a table. In the middle of the table is a box with a dozen doughnuts. The CEO reaches across and takes 11 doughnuts, looks at the customer, and says, "Watch out for that union guy. He wants a piece of your doughnut."
- **Too Often True:** "And remember," said the boss, "There's no I in TEAM!" "Yeah," muttered one of the peons, "And there's not much sign of U in it either."
- **Not a bad idea:** The union president moved the local's meeting to a comedy club. "We're holding the meeting here because I feel it's the most appropriate place to present management's contract offer."

OPEN POSITIONS

Listed Below are Open Positions as of April 1, 2026

Lynn GE
You can apply for these jobs at GEcareers.com

- 1 Power Plant Operator (3rd Class Engineer License Required)
- 1 HVAC Refrigeration Journeyman
- 1 Power Plant Operator (2nd Fireman)
- 9 Adv Aircraft Eng Mech
- 2 Electrician
- 2 Plumber
- 1 Power Plant Repair
- 1 Broach Vertical

GE Stewards Council

May 12, 2026

Building 40 Break Room
8am-9am and 4pm-5pm

Please let your boss know you'll be on union business for the hour. This meeting is open to all Stewards at GE.

SYMPATHY


The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of John Krol on his recent death. John retired out of building 66B as a Machinist.

OFFICIAL NOTICE
LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

APRIL 28, 2026

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



OR VIA ZOOM
<https://shorturl.at/KY3rN>

FIRST SHIFT **3:30 P.M.**
SECOND SHIFT **12:30 P.M.**
THIRD SHIFT MAY ATTEND EITHER MEETING.


AGENDA:

- I. **FEATURED PRESENTATIONS:**
- 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

IUE-CWA
A FORCE FOR WORKING FAMILIES

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.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Janice C. Hooper on her recent death. Janice retired from Ametek.



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Most 201 retirees rely on our Social Security benefit to make ends meet. And that will continue to be true especially for our members who will retire without pensions. I'm running on this page a fact sheet on Social Security from the Alliance of Retired Americans.

Where did the money we receive come from? We and our employers paid for it our entire working life. If you're still working, you'll see a 6.2 % tax for Social Security contributed on your earnings up to \$184,500 and a 1.45% tax for Medicare.

Many retirees, including the ARA are concerned about strengthening Social Se-

curity. They have a fact sheet citing five bills that increase benefits and expand solvency. Key to that effort is raising or eliminating the cap on contributions. That would mean everyone would pay based on all their income. Additionally, there are 4 more bills targeting keeping all the Social Security field offices open and fully staffed.

You can find out more by going to their webpage at www.RetiredAmericans.org. And information about bills to strengthen social security are under the issues tab.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday April 22 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>

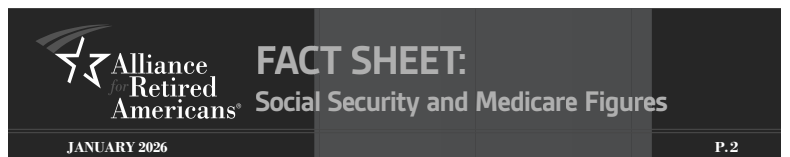
Meeting ID: 861 9951 6446

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



Social Security and Medicare: 2026 Facts and Figures

The Many Faces of Social Security

- Nearly 185 million workers contribute to Social Security through payroll taxes.
- Over 74 million people receive monthly Social Security benefits:
 - Nearly 58 million people receive retirement benefits
 - 5.8 million people receive survivors' benefits
 - 8.4 million people receive disability benefits.
- Beneficiaries by state

Average January 2026 Monthly Social Security Benefit

- A retired worker: \$2,071
- A retired couple: \$3,208
- Disabled worker: \$1,588
- Disabled worker with spouse and child: \$2,520
- Widow or widower: \$1,919
- Young widow or widower with two children: \$4,100
- Maximum Monthly Social Security Benefit: \$4,152 (for worker retiring at Full Retirement Age).

Social Security Cost of Living Adjustment (COLA) for 2026: 2.8%

2026 Social Security and Medicare Contribution Amounts

Social Security: 6.2% for both workers and employers. This contribution is paid on earnings up to \$184,500.

Medicare: 1.45% for both workers and employers on all wages.

Social Security Eligibility

Full Retirement Age: Depends on your birth year.

Early Retirement Age: 62 (drawing benefits before the full retirement age can reduce Social Security benefits up to 30 percent)

Social Security: When and How to Apply for Benefits

Generally, you should apply for Social Security benefits four months before the date you want your benefits to begin. Click here for more information on when you can apply for Social Security: <https://www.ssa.gov/planners/retire/>. You can apply in one of the following ways:

- Visit your local Social Security office. Call 1-800-772-1213 to find the nearest office.
- Call Social Security at 1-800-772-1213. If you are deaf or hard of hearing, you can call Social Security at TTY 1-800-325-0778.
- Online: <https://secure.ssa.gov/iClaim/rib>

The Many Faces of Medicare

- Nearly 186 million workers contribute to Medicare through payroll taxes.
- Approximately 69 million people receive Medicare benefits, including:
 - 61 million people age 65 and older
 - 7.6 million people with disabilities under 65
- Beneficiaries by state

2026 Medicare Part A (Hospital Coverage)

Deductible: \$1,736 (first 60 days of Medicare-covered inpatient hospital care)

Coinsurance: \$0 (Days 1-60), \$434 per day (Days 61-90)

2026 Medicare Part B (Physician Coverage)

For all beneficiaries: Part B deductible is \$283 and the Part B copayment is 20%.

Individual's income in 2025	Couple's income in 2025	Your 2026 Part B Monthly Premium
\$109,000 or less	\$218,000 or less	\$202.90
\$109,000 - \$137,000	\$218,000 - \$274,000	\$284.10
\$137,000 - \$171,000	\$274,000 - \$342,000	\$405.80
\$171,000 - \$205,000	\$342,000 - \$410,000	\$527.50
\$205,000 - \$500,000	\$410,000 - \$750,000	\$649.20
\$500,000 and above	\$750,000 and above	\$689.90

2026 Medicare Part D (Prescription Drug Coverage)

Monthly Premium: Varies by plan

Deductible: Varies by plan, \$615 maximum

Doughnut Hole: Eliminated under the Inflation Reduction Act.

Cap on out-of-pocket Costs: \$2,100

In addition to a monthly plan premium, high-income individuals will pay an income-related monthly adjustment amount as noted below:

Individual's income in 2025	Couple's income in 2025	Your 2026 Part D Monthly Premium
\$109,000 or less	\$218,000 or less	\$0.00
\$109,000 - \$137,000	\$218,000 - \$274,000	\$14.50
\$137,000 - \$171,000	\$274,000 - \$342,000	\$37.50
\$171,000 - \$205,000	\$342,000 - \$410,000	\$60.40
\$205,000 - \$500,000	\$410,000 - \$750,000	\$83.30
\$500,000 and above	\$750,000 and above	\$91.00

Medicare: When and How to Apply for Benefits

Medicare is available for people age 65 or older, younger people with disabilities and people with End Stage Renal Disease. If you sign up after your turn 65, you may be penalized unless you have other coverage.

For information about when to apply for Medicare go to <https://www.ssa.gov/medicare>. To apply for Medicare, call 1-800-772-1213 or visit www.medicare.gov.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Robert Despres Sr. on his recent death. Bob worked at GE for over 35 years. He was an Inspector at the time of his retirement.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of John J. O'Connor Jr on his death in January 2024. John worked at GE and served as Treasurer for 27 years at Local 201.



LAT&O/Logistics Report

By ERIK COUNTIE
LAT&O/Logistics Executive Board

First of all, I would like to thank Brian Russo for his service to this union and stepping up over the past year. I would also like to thank him for being knowledgeable, professional and a true leader during a very challenging time within the Union. I'd also like to thank him for being a good friend.

Secondly, I would like to thank the Stewards Council for putting their faith in me and giving me the opportunity to do my best for the rest of the term.

That being said, a littl about myself. I have been at GE Lynn now for 19 years. I started in building 63 as a Material Handler, where I worked in major pack, bulk, and both building 29 and 42 white zones. I then took a sheetmetal job in building 40, followed by oil EDM and then water EDM in the same building. During this time I was fortunate enough to attend the first Assembly class when the Company still held them for second shift employees. (Something that should absolutely still be done!) After that I did a short and not sweet stint in building 74 as a Grinder. Finally I came to building 29 in 2019 after being

held for 10 long months.

With all that said I plan on holding meetings in 63, 42 and 29 over the next few weeks to get to know everybody and introduce myself to everyone on the floor. I have already been in the buildings doing my best to deal with some issues. So if you see a bald guy with a more gray than brown beard come say what's up. Other than that I look forward to serving you all as best I can and making sure management abides by the contract and treats members with the respect they deserve.

One more point I will say is that if you voucher work, make sure that you voucher correctly. If you go to the medical center, claim medical center. If you are working with a planner, claim working with planner. If you have no work, claim waiting on material etc. The Company is cracking down on this and some good people have already been suspended so please take it seriously. Give them nothing and they have nothing is a good rule to live by at 1000 Western ave.

See you out there.



Lynn Waste Water Treatment Plant Report

By CORY SCOTT
LWWTP Chief Steward

As your Chief Steward, I want to take a moment to recognize and sincerely thank all of our members who have stepped up in recent weeks. When others have been unavailable, many of you, especially our shift leads have gone above and beyond to ensure that our work continues smoothly and that our standards remain strong. Your willingness to take on additional responsibility does not go unnoticed, and it speaks volumes about the dedication and professionalism within our group.

Challenges are a part of any workplace, and we are certainly facing our share right now. During times like these, it becomes even more important that we rely on one another. Our strength has always come from our unity, and that re-

mains true today. By supporting each other, communicating openly, and standing firm in our shared values, we reinforce the foundation that protects and benefits us all.

Let this be a reminder that no one stands alone. Whether you are stepping into a larger role, helping a coworker, or simply showing up each day ready to contribute, you are part of something bigger. Together, we can navigate any obstacle.

Thank you again to everyone who has stepped up and carried extra weight when it was needed most. Let's continue to stand united and move forward together.

In solidarity,
Chief Steward Cory Scott

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.



salemsummerjam

EMPOWERING YOUTH, VETERANS AND OUR COMMUNITY

Workforce Development Fair
July 23rd at 4 pm

Gymnasium at
North Shore Community College, Lynn, MA

ORGANIZED BY:



For More Info email:
nsjuneteenth@gmail.com

EMPODERANDO JOVENES, VETERANOS Y NUESTRA COMUNIDAD

Feria de Desarrollo Laboral
Julio 23 at 4 pm

Gymnasium at
North Shore Community College, Lynn, MA

ORGANIZED BY:



For More Info email:
nsjuneteenth@gmail.com



Avis/Budget Report

By SAMANTHA SANCHEZ
Chief Steward Avis/Budget Group

Spring is here, and as business at Avis Budget ramps up, so does the strength of our union.

I want to personally recognize and thank every member who stepped up and reported instances of managers and management trainees performing union work. Because you refused to stay silent, grievance after grievance was filed—and the results speak for themselves. Union members were made whole and compensated for the Company’s violations. That is solidarity in action!

I am proud to announce that every single member has now been recalled from layoff. This is not by chance—this is a direct result of our collective pressure. By consistently holding the Company accountable, we forced them to bring our members back months earlier than last year. That is a major victory for all of us!!

But the work does not stop here. We must remain vigilant. Continue to report any violations immediately to me or to a steward. Our strength lies in our willingness to act—and it is clearly making a difference.

At the same time, be aware that the Company is strictly enforcing attendance point policies. Protect yourselves by closely monitoring your points and staying informed.

As we head into the busy season, with increased workloads and overtime opportunities, let’s stay united, support one another, and continue to stand strong. Every gain we make is because of our solidarity.

Sincerely,
Your Chief Steward
Samantha Sanchez

March 24, 2026

Jeff Cruz
IUE-CWA Local 201
112 Exchange Street
Lynn, MA 01901

Re: Letter of Agreement: BOS Start Rate Adjustment:

Dear Jeff,

In order to attract and retain new employees, the Company has determined that an increase to the start rates set forth in Appendix “A” is necessary.

Current:	Proposed:
A Tech: \$25.00	A Tech: \$32.00
B Tech: \$22.00	B Tech: \$27.00
C Tech: \$19.00	C Tech: \$23.00
RSA: \$16.50	RSA: \$18.00
CSR: \$18.00	CSR: \$18.50
VSA: \$17.00	VSA: \$18.00

Please note any employees currently paid below the new start rate shall be adjusted accordingly. If you are in agreement with the terms, please indicate so by signing, dating and returning this agreement.

These updated rates shall be in effect March 28, 2026 and will be incorporated into the CBA during the next round of bargaining.

Should you have any questions, please feel free to reach out directly.

Very truly yours,

Rachel Sfass
Senior Director, Human Resources
Avis Budget Group

Agreed and Accepted:

Jeff Cruz
Business Representative
IUE-CWA Local 201

3/24/2026

Date



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Sixteen partial college scholarships of \$4,000 each are being offered for the 2026-2027 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment. Part-time students, less than 12 credits, will receive half of the scholarship monies.

Eligible for the awards are CWA members and their spouses, children and grandchildren, including those of retired or deceased members.

Final deadline for the 2026-2027 school year is April 30, 2026 at 11:59 p.m. EDT.

Winners are chosen by lottery drawing and only winners will be notified.

No specific studies are required. Scholarship winners may pursue whatever courses they wish.

The program honors CWA’s founding president, who served for more than 30 years. Joe Beirne took great pride in the roles he played in furthering educational opportunity and working for social justice.

For more information, and to fill out and submit the application form, visit:

cwa.org/beirne



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.

Produced by OPEIU Local 2



VP's Corner

By CHRIS MOODY

Vice-President/Recording Secretary

Hello Brothers and Sisters!!!

I hope this article finds you all in good health and that everyone is ready for the warm weather as we get on the other side of this dreadful winter. I am roughly 3 weeks removed from the recent LEAN Immersion Program, and I am happy to report my findings and learnings to you all. I think the findings can be relative to all of the Bargaining Units. I will say, the way Japan approaches LEAN seems to be beneficial to the members. What matters is that we force GE to do it the right way. Now that I've seen it firsthand and have had the real pillars explained to me, we are now in a position to hold The Company accountable for their approach.

First sticking point for myself was the constant mention of "making the operators life easier." I personally think that approach is beneficial to all. See, when LEAN is done correctly, it means that a goal has been laid out with the members input, meaning the person that understands the processes and production operations most intimately has had their say. Anyone in Local 201 that's been part of a LEAN event has seen moments where the approach becomes a battle of ideas, instead of a productive conversation. We, for years, have screamed about the issues we see on the floor, only to be ignored. It's ok to not have the best idea, but I've seen members ideas be quickly written off instead of explored and tried. Continuous improvement doesn't mean getting it right the first time, it means making improvements of all sizes, big and small, to improve our experience at work as operators and the like, and to improve the business. The members on the floor are the biggest asset in meeting those goals. The members of Local 201 are the right people for the job when it comes to making Lynn the site of envy by the rest of GE. Just include them, listen to them, respond and follow through on their ideas.

With multiple LEAN events coming up next month, the members that participate in those events will likely hear a lot of different terms thrown around. I will do my best to break down those terms and pillars of LEAN to the best of my ability so that when these words are used, we can be educated on them and not feel like management is speaking their own language. First one you might hear is Muda, this simply means waste. However, LEAN breaks it down to 7 major forms of waste. The 7 types are overproduction, inventory, motion, waiting, conveyance or transportation, correction and processing. Something we hear all the time is "value added." That is the idea behind Muda. If it does not add value, it is waste. That's the whole idea.

Next, I want to touch on The House of LEAN. This is comprised of Just-in-Time, which is one of the main pillars of LEAN. The idea is to produce and deliver only what is needed, in the exact amount of time needed. One of the things that came up in the program is not having excess inventory on hand. At GE Lynn we are constantly facing material issues, we have quite a way to go before this can become a reality.

Next pillar is Jidoka, this is stopping at the abnormality. For example, when we visited the GE Healthcare and Daihatsu-Kyushu Motors there were screens with all workstations listed in green on the screen. When an issue would arise, the workstation would show as yellow. This indicated the fact that there was an issue and that issue got resolved immediately at that moment. Well, here in Lynn how many times have we had to work around quality issues that had nothing to do with the member? How many times do you handle a part that has open callouts still, albeit with dispositions that allow you continue the process? Then the next part you handle will have the same issue? That is working around an abnormality in the part, not fixing it. Impossible for us to improve on this? Absolutely not. But again, there is a way to go.

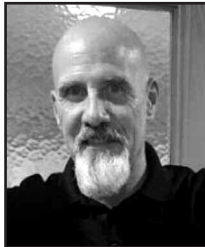
The floor of the house is Heijunka, this leveling production. The way I understood is that the production floor should have a steady, and even predictable workflow. No spikes, no slow-downs. Constant workflow. We always tell The Company that if you give us the work, we'll produce the parts. So, if you keep the work coming in steadily, then we can produce steadily. Last piece on the House of Lean is the roof, which is the goal. For GE that is SQDC. We

ALL know what that is and we all show up every day to produce components and engines that put our military in the sky Safely, with Quality engines that we Deliver for critical missions. I'll let The Company worry about the Cost.

That's just some terms you may hear during events, plus many more. I plan on further reporting out my findings in future articles, but this is a good start. As I mentioned prior to the program, I was also going to report on the fears of LEAN. I don't think LEAN in and of itself is bad, at its core it is simply making continuous improvements. The fear lies in the fact that it could be done wrong. That it could be used to make things shiny in an attempt to hide a bad system. That it could be used to do more with less and doesn't equate to the site's growth, just lowers cost. When LEAN is done correctly then cost naturally will follow and when it's done correctly, we should be able to do 2 things simultaneously, grow the GE Lynn site and its products, and make life easier for the members. It was said multiple times that workers are assets, not overhead, that management and quality staff are support staff for the operators, the bench hands, the Mechanics and so on. If we point out an issue and are given a work around as opposed to a solution, then we are doing it wrong.

Last point I want to make is that LEAN should always be done with respect for people, and as an organized workforce that means respect for The Union. If you do find yourself in a LEAN event, remember that we are not blockades to progress. You, the membership, are the driving force behind it. You know the operations and you know how to produce better than anyone else. So, make sure your voice is heard and that you don't back down from providing input. If GE wants to drive LEAN transformation, then remember that YOU are the most valuable asset!

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



LPS/M&E Report

By JOHN LEIGHTON

Crafts Executive Board

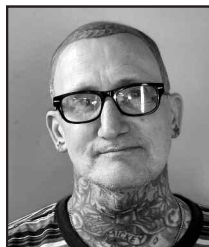
There have been many new hires in the Crafts and across the plant. If you now work with one of these new members please take some time to educate them about what it means to be in a union as well as some of the "Do's" and "Don't's" of working here that may not have been explained during New Hire Orientation.

Remember, do not take photos or videos in the plant. Do not post anything about work on your social media accounts or elsewhere. If your social media account has anything linking you to GE Aerospace remove it.

Keep your employer out of your personal life.

New Hires, be aware that you are on probation for your first 6 months. This means that the Union has a limited ability to protect you during this time period. Come to work every day and be here on time. Be sure to notify your Cell Leader before the start of your shift if you are going to be out. Remember, whenever you leave the plant you must punch out before you go.

In Solidarity
John



LCM Report

By BRIAN MERCHANT
LCM Executive Board

Greetings, these are the articles I don't mind writing. I finally have some good news to bring back to the membership.

The Union has continued to push the Company where it matters most—fair pay, proper recognition, and respect for the work our members do every single day. After a lot of back and forth with management, we were able to secure a long overdue rate increase for our lab workers.

Employees previously classified as R-18 Lab Workers will now move to R-23 Lab Workers.

This did not happen overnight. It took pressure, persistence, and a Union that was willing to keep fighting until management finally recognized the value these workers bring to the operation. Our lab workers perform highly skilled work, carry a great deal of responsibility, and play a critical role in keeping things moving. For too long, that work was not being reflected in their pay grade.

This increase is not just about dollars and cents—it is about respect. It is about making sure the Company recognizes the importance of the work being done and the people doing it. These members have earned this improvement, and it is something they should be proud of.

Wins like this are proof that when we stay united and continue to push back, we can make progress. There is still more work ahead of us, but it is important to take the time to recognize victories when they come.

As Jimmy Hoffa once said, "The only way to change things is with a strong union movement."

This is exactly why we continue to fight—for fair treatment, fair pay, and the respect every working person deserves.

Brian Merchant



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

April is Alcohol Awareness Month, a time dedicated to educating people about alcohol use disorder and encouraging informed choices about drinking. This month serves as an opportunity to emphasize the importance of moderation and responsible alcohol consumption while also addressing the serious health and social problems associated with excessive drinking. Alcohol misuse remains a significant public health issue, affecting individuals, families, and communities. Drinking too much can lead to a wide range of physical, mental, and social problems.

One of the most concerning effects of excessive alcohol use is its impact on physical health. Heavy drinking increases the risk of developing serious health conditions such as liver disease, heart disease, and certain types of cancer. Over time, alcohol can weaken the immune system, making it harder for the body to fight off infections and illnesses. Alcohol use disorder is also closely linked to mental health issues. Many people who struggle with excessive drinking also experience depression, anxiety, or other substance use problems. In some cases, drinking can worsen these conditions or even contribute to their development. While some individuals turn to alcohol to cope with stress, excessive use often leads to further emotional and psychological struggles.

Beyond health concerns, alcohol misuse can cause significant social and eco-

nommic difficulties. It can strain personal relationships, contribute to conflicts within families, and lead to job loss or financial hardship. Many people who struggle with alcohol find that it negatively affects their work performance and ability to maintain stable relationships. Alcohol consumption is also a major public safety concern. Drinking impairs judgment, coordination, and reaction times, which increases the risk of accidents and injuries. Drunk driving remains a leading cause of traffic accidents and fatalities, putting not only the drinker at risk but also passengers, other drivers, and pedestrians.

Asking for help is tough; I know I was there, but it is one of the best decisions you can make for yourself and those who care about you. The best time to get the help you may need is now, and many great programs are available. The first step to a substance-free life is a confidential phone call away. Please reach out for information.

If I can be of any assistance or if you have any questions about our EAP program 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.**



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

We are pleased to welcome Megan Murray as a member of our Local 201 Elected Safety Representative group serving Plant 4. In early March, Megan was vetted and appointed in line with our Local 201 constitution, the area of coverage is large spanning buildings 66-Tool& Die, and 32 Punch Press Café. We are fortunate to have a high retention rate for our Safety Representatives, which allows them time to build skill sets suited to train others. Megan has progressed very quickly and has shown a high level of technical ability and ambition that will prove invaluable to both our Local 201 members and Plant 4 leadership.

I would like to thank Nick Overbaugh for his service as Plant 4 Elected Safety Rep, as he has transitioned into a new jurisdiction. Nick

managed both Safety Rep and Steward duties simultaneously during his term with genuine concern for anyone that needed help with anything. As with all reps, each comes with a unique set of life skills that the group will rely on from time to time, Nick was often able to explain many shop floor operations and machine related questions for us so that we could create safer solutions to everyday safety related issues. Thank you.

Monthly Tip

"So how was your weekend?" It's a nice thing for someone to ask, and an opportunity for us to build healthy social interactions, right? Maybe. If you fell, crashed your bike, joined a fight club, or otherwise got banged up over the weekend, you will want to consider discussing these events in the workplace. Shop floor discussions you have about such events may be documented by someone that works for GE Aerospace and potentially used to deny your workers' compensation claim.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Gregory Morse on his recent death. Greg retired out of building 32 Punch Press.



Letter to the Editor

Dear IUE- Communications Workers of America Local201,
 From the bottom of our hearts, thank you for your recent donation to Friends of Metro Animal Services (FOMAS)! Your generous gift of \$100.00 in honor of Elizabeth D. Brown means the world to us, and more importantly, to the animals whose lives you are helping to change.

We know there are many causes worthy of your generosity, and we are truly honored that you chose to support FOMAS. Your compassion and generosity make a real difference, and we are deeply grateful for your partnership in our mission.

With heartfelt thanks,
 David W. Payne
 Executive Director



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.

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:

- April**
 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.

The MHTC Tax Cut Ballot Initiatives: A Radical Threat to Massachusetts

The Massachusetts High Technology Council (MHTC) has qualified two tax cut ballot initiatives for the 2026 statewide ballot. Together, they represent **a radical, reckless attack on our state's finances and working families, and are clearly designed to blackmail legislators into cutting taxes for the ultra-rich and large corporations.**

A \$4.8 Billion Annual Income Tax Cut

The MHTC's income tax cut ballot question would **reduce state revenues by up to \$4.8 billion annually**, according to DOR, leading to **drastic spending cuts to local aid and public services across the state.** That's the equivalent of \$120 million/year in cuts in every Senate district, or \$30 million/year in cuts in every House district.

These cuts would take place on top of the \$3.5 billion in annual cuts to healthcare, food assistance, and other federal-funded programs the state faces as a result of Trump's OBBA legislation.

A Restrictive '62F' Cap on State Investment

The MHTC's '62F' ballot question would impose an **increasingly restrictive cap on state investment** that would lead to escalating cuts to public programs over time, **ultimately costing the state billions of dollars in revenue and locking us into a downward spiral of tightening budgets with regular forced budget cuts.**

These cuts would be the largest, and most likely to occur, in the years around an economic recession, when state spending to stimulate the economy and support struggling residents is most necessary.

Together with the Trump budget cuts, Massachusetts would face **state revenue losses of at least \$8 billion annually** — more than three times the damage of the 2008-2009 Great Recession, when state revenues declined by \$2.5 billion. We're still feeling the impact of state programs that were cut then and never recovered. In addition, the 62F cap would make every revenue cut and economic downturn the permanent new standard, ratcheting down public investment and eroding the effectiveness of state government over time.

It is clear that the MHTC intends to use the threat of these ballot initiatives, — and the incredible damage they would do to Massachusetts — to blackmail legislators into cutting taxes for the ultra-rich and large corporations. Faced with their inability to defeat the Fair Share Amendment, they have instead chosen extortion: well-financed business interests are seeking to elevate themselves over our state government as final decision-makers on Massachusetts fiscal policy, with the Trump cuts as leverage.

The MHTC Tax Cut Ballot Initiatives: A Radical Threat to Massachusetts

A RECKLESS AGENDA...

The MHTC is pursuing **the same far-right billionaire agenda that Trump and the GOP have implemented** nationally. Just like Trump, they want to give massive tax cuts to millionaires and billionaires, while the rest of us get a few hundred dollars a year and see our healthcare taken away, our roads and bridges filled with potholes, and our schools and colleges closed.

If they're successful, local communities across the state will be forced to lay off thousands of teachers, police officers, and firefighters, making our communities less safe. Hospitals, nursing homes, schools and colleges could be forced to close their doors, leaving us all worse off.

This isn't a serious effort to tackle Massachusetts' real competitiveness problems, like the sky-high cost of housing and childcare that are driving low- and middle-income working families out of the state. **It's just another attempt to make the rich richer.**

...WHEN WE CAN LEAST AFFORD IT

Massachusetts is already facing **billions of dollars in federal cuts** that will take away healthcare and food assistance from hundreds of thousands of families, harming our entire economy. We should be focusing on raising the new revenue necessary to respond to those federal cuts, **not repeating the Trump tax agenda here at home.**

\$32,000

Average annual tax cut for the richest 1% of taxpayers

\$100 - \$600

Annual annual tax cut for the bottom 60% of taxpayers

Legislators: Stand Up to the MHTC's Reckless Economic Blackmail Campaign

State leaders should not be tempted to negotiate with this blackmail attempt. If they do, the MHTC and its backers will come back with similar threats and new demands every cycle, raiding public coffers for their own benefits while shifting the costs of diminished public services on to everyone else. **Instead, tell the MHTC: drop your reckless extortion attempt, or lose all credibility as responsible business leaders.**

For more information, please contact Harris Gruman (SEIU State Council) at 617-909-4698 or harris.gruman@seiuma.org

Business Agent's article continued from page 12

ping in to fill that position on a short notice is a tall order. Brian, however, didn't flinch and accepted the responsibility to steer the ship through rough waters.

Brian, we know we can count on you when we need you. Thank you and your family for your time serving Local 201.

A similar story is now unfolding again, as we are joined by another long serving member and steward who is stepping up and answering the call. Building 29, 1st shift AAEM Erik Countie has been appointed to the position of LATO and LOGISTICS board member. I had the pleasure of working with Erik on the shop floor and as stewards. I know Erik to be a no-nonsense kind of guy, honest, and someone who knows that solidarity means we all get further ahead when we push together, he will be a great addition to the team. I would like to thank Erik and his family for stepping up and stepping in, knowing the ups and the downs of the job and the sacrifices that come with it.

Plant 1 PROPOSED Development Cell

Another debacle taking place in LCM. The Company, without discussion with the Union posted a job that doesn't exist, to an area that doesn't exist, and for once released the operator in a timely fashion. This has turned into another Company inflicted mess as this operator, who now belongs to an area that doesn't exist, was brought to yet another building to train. This finally raised the alarms that something was completely wrong. As we later found out, a new Plant 1 Development Cell was ready to go within the month and the business had no idea they needed to discuss what work would be taking place there and how to staff it in line with our contract. We have now brought the whole mess to the surface and are in active dis-

ussion with the Company over the matter. So far it seems like the only classification that would be involved is R-23 Special Programs Machinists. I will be meeting with Brian Merchant, and the area stewards in the coming days and will be holding group meetings in Building 64 soon after. More to follow.

Veolia Report

The Lead Operator vacancy has been plaguing the plant for roughly a year, and as you all know, just last month another Lead Operator resigned from the Company. The Company originally approached the Union to discuss possible solutions and the Union subsequently presented proposals based on the input from the membership to increase Lead Pay and increase staffing. Ultimately, the Company presented terms that were close to our financial proposal but did not want to entertain increasing staff. Instead, the Company proposed a system that would allow Grade 5 holders to apply for the position with the stipulation that they would begin working towards their Grade 6 and achieve it within a specified timeframe. After further discussions with the membership and the company, (and as we work on the final

touches of this edition of the newspaper) the Union has agreed to the terms proposed by the Company with minor adjustments based on our feedback. The entire agreement is below.

Lead Operator pay has been "advanced one year earlier" meaning that the contractual wage increase for May 2027 will now take effect in May 2026, the May 2026 increase will take effect on the first pay period following the signing of the agreement. Additionally, the new May 2027 base wage increase will be an additional 4% increase from the new May 2026 base wage increase. This sounds a lot more complicated than it is, if you have any questions, please do not hesitate to reach out to me or Chief Steward Cory Scott. Thank you all for your patience and involvement in this matter as we tried to craft an update that would address the membership's issues. Also thank you to Chief Steward Cory Scott, for advocating for our membership and facilitating the communication between myself, the membership, and the Company.

ABG Report

Early last month, the Company approached the Union with a proposal to increase the starting rates for multiple clas-

sifications within our bargaining Unit. The Company unilaterally offering more money is not something that happens all the time, but there was still a level of review and discussion that needed to take place before the Union accepted. As this proposal included most, but not all classifications, the Union focused on appealing to the Company to extend some level of consideration to all classifications. Because there is no obligation for the Company to incorporate our feedback, and there is no reason for the update not to take place as soon as possible, the Union has agreed to the proposed start rate increases, the agreement is posted on page 7. The Company has agreed to review our request to expand these start rate increases, but as stated earlier, there is no obligation for them to agree to our appeal.

On another note, and as previously discussed, the new management trainees that are now present were introduced to the Avis/Budget site at the Airport without discussion with the Union. The Union previously requested basic information regarding this decision and its impact on the membership, however, this request remains unfulfilled. We have now escalated the situation and brought it into the grievance procedure and demanded bargaining over what is now a clear change in the working conditions of our membership. Now that the discussions have formalized, we expect to hear from the Company soon regarding our requests. In the meantime, we need everyone to remain vigilant of these new folks and report any issues that may come up from interactions with them. There is nothing wrong with the Company making decisions to address their business needs, however these decisions affect our membership and need to be reviewed by the Union in order to prevent contractual violations or the erosion of our work.

Memorandum of Understanding

This Memorandum of Understanding is made this 9th day of April 2026 by and between Veolia Water North America, Northeast, LLC., Lynn, MA (the "Employer"), and IUE-CWA, Local 201 (the "Union"), who are parties to a collective bargaining agreement at Lynn, MA (the "Site") that went into effect on May 1, 2025 and that expires on April 30, 2028 (the "Agreement").

WHEREAS, in the Agreement, the Employer and the Union (together, the "Parties") agreed to Article 39, Wages.

WHEREAS, the Parties wish to document and memorialize a change to the qualifications/certification for the Lead Operator.

NOW, THEREFORE, the Parties agree to the following:
Adjust the Lead Operator Pay as follows:

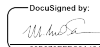
	4.00%	3.50%	4.00%
	5/1/2024	5/1/2025	5/1/2026
Lead Operator Grade VI -C or Grade VII --C*	\$46.83	\$48.70**	\$50-4352.42
			\$52-4254.52

*The Company and the Union agree that a candidate may qualify to assume the role of Lead Operator by possessing a Massachusetts Wastewater Grade V-C certification. Employees promoted to the Lead Operator position who pose a Grade V-C shall be paid at the Operator III rate. Once they obtain their Grade VI-C, they will be paid at the Lead Operator rate. Newly promoted or newly hired Lead Operators possessing a Grade V-C must achieve their Grade VI-C license within six (6) months. Failure to achieve their Grade VI will result in the employee's demotion and pay rate of Operator II, or a new hire to be terminated if no Operator position is currently open. This timeframe may be extended by mutual agreement between the parties.

** Lead Operator pay will increase to \$50.41 per hour on the first day of the pay period following the execution of this agreement.


In witness thereof, the parties knowingly and voluntarily enter into this Memorandum of Understanding. The parties acknowledge the terms of this MOU change no other sections or terms from the Agreement.

For the Employer

DocuSigned by:

38097061FC8A424
Michael Schnack
VP, Labor Relations

4/9/2026
Date

For the Union

Signed by:

2322528BC020241
Jeff Cruz
Business Agent

4/9/2026
Date



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent



President's Column

By ADAM KASZYNSKI
President

GE Report Step 3

Our first Step-3 meeting of the year will be taking place on the day this edition of the newspaper is being published. Local 201 is bringing 22 unresolved grievances to this meeting. While grievances involving management doing bargaining unit work, unjust discipline, or being bypassed for overtime remain common, a new wave of administrative failure and contractual benefits related grievances are ticking up. Incorrect wages, illegal docking of wages, issues arising from the unresponsive "take a ticket" administration of benefits have become frustratingly commonplace since the split and are now maturing into step-3 grievances in waves. The Company originally did not expect to see this level of systemic failures in the administration of their business, and they continue to tell us that it's not that bad and that the band aids that they have put in place are sufficient. It is now close to a year and a half since the majority of these issues started and they remain a topic of weekly discussion with the Company as new cases continue to come up. **If you have any issues accessing your benefits, if your pay stub looks wrong, or if you see any unexplained deductions or line items, inform your steward immediately.**

On a lighter note, the IUE-GE Conference Board has arranged with the Company to meet for this, and subsequent Step-3 meetings at locations that are close to each one of the plants. This was done to allow Local leadership to visit each plant, Local and their membership. This Step-3 will take place in Nashville, which is the closest travel hub to Local 701 in Madisonville, KY, and for which the leadership of 701 has already coordinated with the Company to open their doors to us for a plant tour. I look forward to getting the chance to visit one of our sibling plants and to meet with their Local leadership and membership on their home soil. The next Step-3 meeting is scheduled for June and will be held in Boston giving us the chance to host our union siblings from across the US.

LATO/Logistics

I would like to extend my deepest gratitude and respect to Brian Russo who has stepped down from the LATO/LOG E-Board position. Brian was burdened with filling a position that was being vacated for the first time in several election cycles. The amount of knowledge and experience that leaves when a seasoned board member leaves is indescribable, and step-

continued on page 11

IUE and GE Sit Down to Discuss GE Benefits and Healthcare

As a result of national contract negotiations last year, the Company agreed to meet with the Union twice a year to discuss healthcare benefit delivery issues, with 5 reps from the Union and 5 reps from the Company. We talk about these issues all the time, however we wanted a meeting to focus just on those issues with decision makers in the Company that sit across the table at national negotiations in attendance. We had our first meeting April 2nd. Jeff Cruz and I represented Local 201, and there were union representatives from the other 3 IUE-GE locations as well. After a year of benefit delivery issues and many discussions at national negotiations, the Company side has been aware of and working on some of these issues since May. However, it has been a slow and arduous process. The Union demands that benefits need to be accessible, pay needs to be accurate and on time, and the Company has an obligation to help guide people through navigating benefit, retirement, and pay issues not just give you an 1- 800 number or tell you to take a ticket and wait in line. Luckily, we have a union, and if you've gone to the union with these issues, you've seen results – if you have been suffering through these systems without a union or without getting your union involved, I suggest rethinking that. We have gotten in a decent rhythm of figuring out these issues out on a case-by-case basis, but the systematic failure that is driving all these cases is the biggest problem – and is going to be the union's focus in these meetings.

Another part of these meetings is deeper dives into some of the negotiated benefits so we can get valuable information to the shop floor. One development is the new "Benefits Hub" at hrcentral.geaerospace.com. This is designed to be a SINGLE destination to review every benefit. If you have tried looking at benefit information in the past at home, many things were unavailable unless you were using a shop floor computer. This benefits hub is available from work, home, or your smartphone. Let us know how its working.

Introducing the Benefits Hub

A Smarter Way to Understand Your GE Aerospace Benefits | Available Now or HR Central

One destination. Every benefit.

Why We Built It

- Q One-Stop Access:** All benefits information in a simple, easy-to-navigate location on HR Central.
- Clear & Simple:** Plain language explanations of complex benefits — no jargon, no confusion.
- Always Available:** Access online 24/7 from any device — at work, at home, or on the go.
- Continuously Updated:** Content stays current with plan changes, open enrollment, and new programs.

Ready to explore? Visit the Benefits Hub today
Log in at hrcentral.geaerospace.com

In last year's negotiations the union proposed adding more Centers of Excellence for medical care to our plan. For those that haven't used a center of excellence for a medical procedure, it can be much more affordable (or often free). GE has added many COE's to our plan through the Lantern network, you may have gotten a card in the mail and wondered what it is.

Lantern at GE Aero – Free or Reduced Cost Planned Surgeries and Procedures

Lantern covers more than 1,500 planned, non-emergency surgeries. If you are on Option 1 or Option 2 it is free, no cost from deductible or coinsurance. For those on Option 3, you still have to max out your deductible, but once you do, there is no more further cost for that procedure (coinsurance).

Commonly covered procedures include, but are not limited to:

- Spine
- Orthopedic
- Joint
- Ear, Nose, & Throat
- Cardiac
- Gynecology
- General Surgery
- Gastrointestinal
- Spine & Ortho Injections
- Urology

For coverage questions call Lantern at 855-690-9649 or visit <https://lanternicare.com/member-geaerospace/>

Once you call or login to your Lantern portal, you search for doctors in network and covered procedures. I recommend checking here for covered procedures you may be considering to save a lot of money.

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