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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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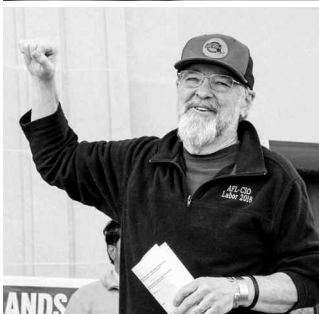
EDITOR
Jefferson Cruz Ruales

MANAGING-EDITOR
Tom O'Shea

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May Day Lynn 2026



FUND T901:



PROTECT OUR JOBS. PROTECT OUR COUNTRY.

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

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



IUE-CWA
A FORCE FOR WORKING FAMILIES AFL-CIO

Next Local 201 Membership Meeting May 19, 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.drddowling.com



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

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



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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

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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

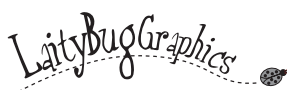
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Your Name..... Amt. Enclosed.....
 Your phone #Circle: active or retired Date mailed.....

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SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Richard "Rick" Ford on his recent death. Rick retired from the Lynn GE Riverworks Plant.

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

"Published monthly." \$1.00 a Year

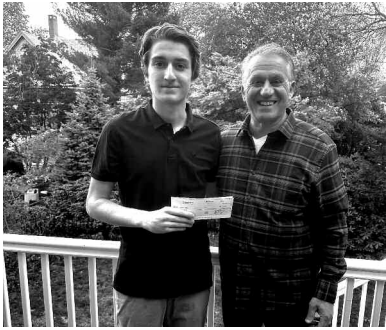
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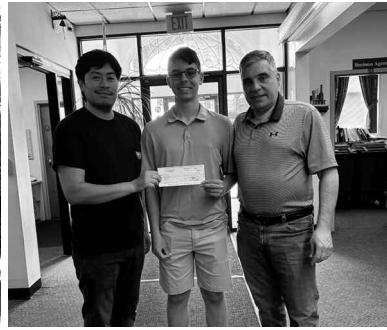


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2026 IUE CWA Local 201 Scholarship Winners



\$2,000
Jeff Crosby Scholarship:
Michael Chuairy



\$2,000
Charles E. Ruiter, Jr.
Memorial Scholarship:
Joshua Isidro



\$2,000
"Big" Jim Logan Scholarship:
Francesca Fossa



\$2,000
James J. Donahue
Memorial Scholarship:
Sophia Huynh

Congratulations to the 2026 IUE CWA Local 201 scholarship recipients. Offering scholarships to our members has been a long standing 201 tradition.

In order to qualify for the scholarship's students must be high school seniors going on to some form of higher education. Students should check with their local union for eligibility requirements. Students need to apply in early December. They will receive a study guide and a test is given on labor history in February.

The 2026 Local 201 winners were: Michael Chuairy – Jeff Crosby Scholarship; Joshua Isidro – Charles E. Ruiter Jr. Memorial Scholarship; Francesca Fossa – "Big" Jim Logan Scholarship and Sophia Huynh – James J. Donahue Memorial Scholarship. Congratulations to the winners!

Thank you to everyone that participated and good luck in your endeavors.

The IUE CWA Local 201 Newspaper will have information on the process for the 2027 scholarships in the Fall. Check the paper for dates and deadlines.

ABG Report

By Jefferson Cruz Ruales, Local 201 Business Agent

Unfortunately, this month has been one of whiplash at the Airport. At our last step 2 meeting last month, the Company happily informed the Union that recalls were taking place. Several of our grievances and complaints were directly tied to the layoffs, so hearing the Company was bringing people back gave us some of the remedy we were working towards. Part of that remedy was a step-1 settlement which directly resulted in the recalls taking place. As things got moving and seemed to quiet down, members began to reach out to the Union and informing us that management had told them not to come in to work, effectively denying them of both wages and unemployment insurance. And only after the Union contacted the Company, did the Company decide that it was necessary to contact the union on the matter, after they already violated the contract. The scope of this breach is still under review, and we will be meeting with the Company over the matter to

discuss the final impact and outcome for our members whose lives have been shaken up.

On the other side, management has decided to unilaterally upend a long established and contractual practice of extending overtime to the entire bargaining unit before employing outside vendors to perform our work Either knowingly or not, the Company once again has directed its management to act against the contract. I ask that everyone remain vigilant over this matter. We need to document every instance of this taking place, and we need everyone to continue requesting from management that they extend overtime to the remaining work groups instead of extending it to a third party.

The Union and the Company will meet on 5/12, the day that this newspaper is published. We will discuss the above-mentioned matters in dept as well as additional grievances related to discipline.

WOMEN'S COMMITTEE OF THE NORTH SHORE LABOR COUNCIL ANNUAL WOMEN'S BREAKFAST

WOMEN SPEAKING UP
DATE: MAY 23, 2026
LOCATION: 10 CHURCH ST, LYNN, MA
TIME: 10 AM TO 12:30 PM

TOPICS:
 IMMIGRATION AND ICE
 SOLIDARITY AND COMMUNITY
 WOMEN SUPPORTING WOMEN

**LIGHT BREAKFAST
 DAYCARE AND
 SPANISH TRANSLATION PROVIDED**

KEYNOTE SPEAKER:
**DIANN BAYLIS
 (IMMIGRATION LAWYER)**

**EVERY DREAM BEGINS WITH A DREAMER.
 (HARRIET TUBMAN)**

DONATIONS OF CASH OR GIFT CARDS TO SUPPORT FAMILIES IN NEED WOULD BE APPRECIATED, BUT NOT REQUIRED

SALEM Summer Jam
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



Saugus Public Library

By JACKIE MILLER
Saugus Public Library Chief Steward

Oh, The Places You Can Go!

It's summer, which means it's time to take a vacation. With high gas prices and a shortage of jet fuel, we might all want to stick close to home, so I did a little research (which librarians like to do) and found a few vacation destinations worth a visit.



Lowell National Historical Park www.nps.gov/lowell

Lowell's water-powered textile mills catapulted the nation – including immigrant families and female factory workers – into an uncertain new industrial era. Explore Lowell, and see the machinery and working conditions endured by the first workers in America's Industrial Revolution.

Combine a tour of the historic Boott Cotton Mills Museum on the weekend of the outstanding Lowell Folk Festival, July 24-26, and eat some of the best food around as part of your summer festivities.

Charles River Museum of Industry & Innovation Charlesrivermuseum.org

Located in the Francis Cabot Lowell Mill, an icon of the American Industrial Revolution, the museum brings together intriguing artifacts, cultural insights, and inspiring stories for people of all ages, enabling them to see the past and envision the future.

Tie your visit to the museum with one of Waltham's annual events, but be sure to dine on Moody Street, which has a variety of ethnic cuisine and funky shops to visit.

Waltham RiverBeat Saturday, June 20, 10 am-5 pm, Held on the Moody Street Bridge and along the Charles River, the event features live music, food, and craft vendors.

Waltham Farmers' Market: Open Saturdays from June through October.

Moody Street Car Show: Saturday, August 15, 12 pm-4:30 pm.

New Bedford Labor History Mural <https://www.newbedford-ma.gov/galleries/aha-nights-downtown>

You can take a photo in front of the New Bedford Labor History Mural, honoring immigrant laborers, mill workers, and maritime workers, at the UMass Dartmouth Arnold M. Dubin Labor Education Center while attending one or all of the festivals held in New Bedford.

New Bedford events include the massive Feast of the Blessed Sacrament (July 31-Aug 3, 2025), the world's largest Portuguese celebration; the Whale City Comedy Festival on Labor Day weekend; the annual Chowderfest; and summer food truck festivals.

Wherever you go, have a great time, and be sure to get some ice cream!

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

MAY 19, 2026

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



OR VIA ZOOM

<https://shorturl.at/kbYHT>

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

1. VOTE ON AAEM CLASS & 1-FOR-1 MOU

Signed,

ADAM KASZYNSKI, President
JEFFERSON CRUZ RUALES, Business Agent

OPEN POSITIONS

Listed Below are Open Positions as of May 1, 2026
Lynn GE
You can apply for these jobs at Gecareers.com


- 1 HVAC Refrigeration Journeyman
- 1 Power Plant Operator (2nd Fireman)
- 1 Power Plant Operator (3rd Class Engineer License Required)
- 1 Adv Aircraft Eng Mech
- 1 Milling Machine Electro Auto
- 2 Welder • 2 Auto Lathe
- 1 Milling Machine • 1 VTL

GE Stewards Council
June 9, 2026
Building 40 Break Room
8am-9am and 4pm-5pm

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

IUE-CWA
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.



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Local 201 will host a collection for the Retirees Council at the GE plant Thursday June 11, at the beginning of first and second shift, and as third shift leaves. Thank you to the Local for hosting us and to the members for whatever you can spare to support our work. Hopefully, you too will join us retirees. What does the 201 Retirees' Council do? We educate ourselves and retirees about our benefits. Health care and Medicare, pension, Social Security and life insurance. We advocate for retirees and their families. Last year we testified at GE National Negotiations for improvements for retirees. We supported Local 201 at its practice pickets. And we host times for retirees to get together. Check out the flier for Bowling Night.

Protecting our pensions: Below is a letter I wrote the Massachusetts legislature in support of a bill to protect our pensions: I write in support of H 1184. It provides protection for retirees whose pensions have been transferred to insurance companies. When this happens, pensioners lose the protection of the Pension Benefit Guarantee Corporation. This is protection intended by Congress under ERISA.

I worked for General Electric, now GE Aerospace for 38 years and now, am a retiree. I and the Local 201 IUE-CWA Retirees Council are very concerned about GE's and other corporations de-risking; or pension stripping strategies and other benefit cuts. GE sold the pensions of 70,000 pensioners in 2020 to Athene Insurance Company. Now Apollo. So far this affects pensions of \$360 or less. These are examples of GE's dumping their obligations to retirees who built their very profitable businesses. And we gave up raises over the years to win retirement security.

Other companies are doing this as well. AT&T has recently announced a plan to sell pensions valued at less than \$2,200 a month to

Athene in a \$8.1 billion deal impacting 96,000 retirees. For now, retirees get paid the same monthly amounts. The danger is if Athene or other insurers go bankrupt and retirees no longer have protection from the Pension Benefit Guarantee Corporation and are only protected by state insurance law.

In Massachusetts the max protection for a pensioner is \$250,000 for life. This is much lower than the PBGC. The above \$2,200 AT&T pension would be protected maybe 10 years? And the State Guarantee Association is not funded until an insurer goes bankrupt. The BellTel Retirees; group says Athene's surplus to liabilities ratio is very low compared to other insurance companies. And an independent insurance rating company, Weiss, gives Athene a C- rating. Already, there have been lawsuits filed against AT&T, Lockheed Martin as well as GE saying the companies failed to live up to their fiduciary responsibilities to protect the most financially solvent insurer.

The recent failure of many of the supposed secure companies in the financial world (2008 Lehman Bros, Bear Stearns and AIG, and the 2023 bank failures in Silicon Valley, Signature and First Republics) does not make me feel very secure. We pensioners live on fixed incomes. Our pensions are not inflation protected.

I greatly appreciate a number of provisions in H1184 that restore protection for retirees. It calls for third party reinsurance which will protect retirees if an insurer goes bankrupt. And it requires the insurer to hold assets in trust for the benefit of retirees. It provides for creditor protection and disclosures so retirees understand the financial health of the accounts securing retirement benefit payments.



LOCAL 201 RETIREE BOWLING NIGHT

METRO BOWL PEABODY
63 Foster Street Peabody MA
JUNE 23 3-5PM

\$10 PP
price includes bowling, shoes, pizza, and soft drinks

RSVP BY 6/24

Call Alex @ 617-922-5573 or email Dave @ ddbjorkman@verizon.net

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday May 27 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



EMPOWERING YOUTH, VETERANS AND OUR COMMUNITY

Workforce Development Fair
July 23rd at 4 pm

Gymnasium at North Shore Community College, Lynn, MA

EMPODERANDO JOVENES, VETERANOS Y NUESTRA COMUNIDAD

Feria de Desarrollo Laboral
Julio 23 at 4 pm

Gymnasium at North Shore Community College, Lynn, MA



For More Info email: nsjuneteenth@gmail.com

IUE CWA Local 201 Retirees Council Plant Gate Collection

When: June 11, 2026
Start of 1st and 2nd Shifts

Where: GE Aerospace Lynn Gates

Why: To help fund the work the Retirees Council does:
Supporting our Contract
Showing up for our Practice Pickets
Fighting for Dignity in Retirement
And More...Please give Generously



Lynn Waste Water Treatment Plant Report

By CORY SCOTT
LWWTP Chief Steward

As we move further into the year and begin to see the shift in seasons, I want to take a moment to recognize both the accomplishments of our members and the important work that lies ahead.

First and foremost, congratulations to Michael Bryson on his retirement after an incredible 42 years of service at the plant. That kind of dedication is rare, and it speaks volumes about the pride and commitment he brought to his work every single day. Mike has been a steady presence through decades of change, growth, and challenge. His knowledge, work ethic, and willingness to step up when needed have left a lasting impact on this facility and on all of us who had the chance to work alongside him. On behalf of the union, we thank him for everything he's contributed and wish him nothing but the best in his well earned retirement.



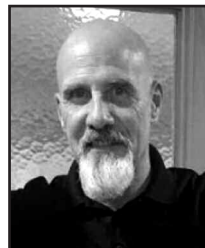
Looking ahead, there are significant developments on the horizon, most notably the upcoming incinerator project. While projects of this scale can bring uncertainty, they also present opportunities. It's critical that as this moves forward, we stay informed, stay involved, and ensure that the voices of our members are heard every step of the way. We'll continue to advocate for safe working conditions, fair labor practices, and proper staffing throughout the process.

With the weather finally starting to turn, we're also going to work with management to get back into the swing of seasonal groundskeeping work. This is another area where our members consistently show pride in the facility. Maintaining the grounds isn't just about appearance it reflects the professionalism of the workforce inside. As always, the work being done by members across all shifts does not go unnoticed.

Now more than ever, it's important that we continue to stand together. Whether it's navigating large-scale projects, adapting to operational changes, or simply supporting one another day to day, our strength has always been in our unity.

Stay safe, stay strong, and take pride in the work you do.

In solidarity,
Chief Steward
Corey Scott



LPS/M&E Report

By JOHN LEIGHTON
Crafts Executive Board

Over the last few months we have had some long service highly experienced members of our Crafts groups retire. We wish these members a long and healthy retirement, they most certainly earned it. It is troubling that we can't get their replacements before they leave and take their vast experience and valuable knowledge with them. This is an age old problem. We have been warning the Company that the many skilled workers; machinists as well as crafts workers need to be shadowed in the twilight of their careers to pass on their knowledge. No one needs to telegraph their retirement plans. But when you have an experienced tradesperson who has been fixing machines or making parts for the past 30 years you would think the Company might want to tap into that knowledge.

Although we have seen some improvement we continue to have payroll issues. Remember to check your pay stub regularly to be sure you have been paid properly. If you took personal or vacation time make sure what you were charged was what you requested. If you were not paid properly notify your Cell Leader and ask them to correct it. Your Cell Leader cannot use your vacation time without your permission.

Summer is fast approaching. Make sure to plan some down time with family and friends. Enjoy the good weather and make some great memories.

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.



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

U.S. House - MA 6th District

Candidate Forum

Lynn Knights of Columbus 177 Lynnfield St. 6PM Tuesday, May 19th

Join us to hear our candidates for congress speak on the issues that matter most to working-class people.



Scan Here to Register





FleetLogix Report

By NICK BECKER
Local 201 Organizer

Local 201 Joins Coalition Representing Logan Airport Workers in Airport Rally on May Day to Demand the Right of Assembly

May Day opened in Boston with a rally and march by a new coalition of ten unions (including IUE-CWA Local 201) representing thousands of Logan Airport workers, united in their demand that Logan’s public authority loosen its restriction on the size of public actions and pickets at the airport. When members of Local 201 struck Avis Budget in 2023, Massport made it impossible to properly picket the airport and we had to rally miles away at the Avis Budget HQ building. Our Avis Budget contract expires in just over a year, June 30th 2027, so we are fighting with this coalition to expand our members’ right to picket and protest at their place of employment.

Calling ourselves the **Coalition of Logan Airport Workers**, or **CLAW**, we distributed lobster-themed headbands, foam claws, and bandanas to the hundreds of union members who gathered at East Boston Memorial Park, just steps away from Airport property. Currently, Massport allows no more than ten people to publicly demonstrate at Logan, a much smaller number than many major airports will allow, and one that has made it far more difficult to combat the unprecedented strains experienced currently by the airline pilots, flight attendants, food service workers, baggage handlers, rental car workers and other Logan workers represented by the coalition.

“I just want to say, in May of 2023, we did an all-picketing event across the United States,” said **APA former Vice-Chair Gemma Meehan**, representing the 16,000 pilots of American Airlines, “In Dallas, we could have 700 people; here in Boston, we could only have ten. Massport needs to increase that!”

Linda Marino, founding member of Local 201’s Organizing Committee at Fleet-Logix, attended the rally and was encouraged by the unity she saw across so many different unions at the airport. “They all have the same purpose to have a voice in their jobs. Equality, fair wages. There were many speakers with the same message: we need to stick together and never give up our fight for our right to have our voices heard.”

Another notable speaker was **Katie Leavitt**, a Delta Airlines Flight Attendant, who is part of the campaign to organize the last

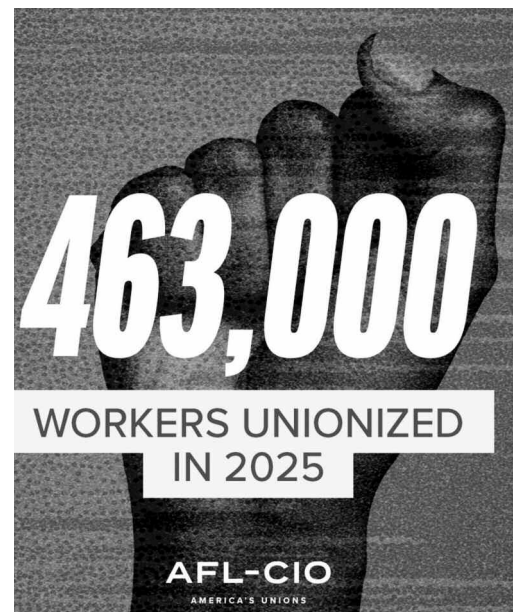
major airline without a flight attendants union with our CWA brothers and sisters in **AFA-CWA**. Organizing Delta Flight Attendants, nearly 30,000 strong, would be the single largest private-sector organizing victory in a generation. Please visit <https://deltaafa.org/supporters> for more information on how you can support their campaign the next time you fly on Delta Airlines.

After the speaking program, we began to march toward Logan Airport. The column was met at the edge of airport property by a Massport official, backed by a few state police officers, who ordered it to stop. Coalition leaders at the head of the march then spoke briefly to the Massport representative, after which **32BJ SEIU Executive Vice President Kevin Brown** declared on a bullhorn that the airport representative, “committed that they will review the policy so that airport workers can protest with more than ten people at a time. We are going to demand that we can have hundreds of workers to meet to protest as we need to at Logan Airport for the things we deserve!”

Getting Massport to go on record to commit to changing this restrictive policy that has throttled airport workers’ to picket and protest is a huge win. Clearly, the massive show of solidarity and support from every airport union and our allies across the state has put Massport leadership on the hot seat. However, we still need to keep the pressure on them to achieve a real change in Massport policy so our Avis-Budget and Fleet-Logix members and every other airport union are allowed to fully exercise our rights to picket if necessary to secure fair contracts with our employers. So stay tuned for future steps to take to secure this victory.

The members of the **Coalition of Logan Airport Workers (CLAW)** are: the Allied Pilots Association (APA), the App Drivers Union (ADU), the Association of Flight Attendants CWA (AFA), the Association of Professional Flight Attendants (APFA), the Communications Workers of America – International Brotherhood of Teamsters Association (CWA-IBT), the International Associations of Machinists (IAM), the International Union of Electronic, Electrical, Salaried, Machine and Furniture Work-

ers/Communications Workers of America, IUE-CWA Local 201, the Transport Workers Union of America, Unite HERE Local 26, and 32BJ of the Service Employees International Union (SEIU), with the support of the Greater Boston Labor Council (Affiliated with the AFL-CIO).





VP's Corner

By CHRIS MOODY

Vice-President/Recording Secretary

Hello Brothers and Sisters!!!

We've been hearing about it for some time, but we are finally in the midst of a site wide Shingi event. This Shingi event had 6 major focuses. I did report what they were at the April membership meeting, but I will again highlight them in my article this month. The 6 areas having these events are Building 32 Café Cell, both 29 and 42 for LATO, Building 63 Logistics, Building 74 RPMO and Building 40 Heat Treat. I have been bouncing between events all week in hopes of hearing from members about how the events were going as it related to their jobs. Shockingly, everyone has said the changes made were beneficial to the operators. At the time of writing this, we still have a day and a half left before the week wraps up. My hope for the members' sake is that we get over the finish line with improved working conditions, updated processes and most of all, an improved work experience for the members of Local 201.

Prior to the start of the events, the Union was notified of what the goal was for each group. For Building 42 the focus was on the F404 CRT cycle time. For Building 29 it was lead time for T408 prep to ship. When I went into Building 29 and viewed pictures of the old state, it looked like an ergonomic nightmare for our members, seeing as how they had to prep engines that were essentially sitting on the floor. For Building 40, and in my opinion one of the most overdue, was getting a TPM framework for the area. TPM is Total Productive Maintenance, basically getting the most out of the machinery. As I understand it, there are parts that are essential to these ovens operating that can take anywhere from 6 months to a year to be delivered with another month or two of installation time. In my personal opinion our members would have been better served having all ovens fully functional before implementing a TPM framework.

For LP1, specifically Building 74, the focus was around F110 HPC Shaft output. The Company states they had a 42-part gap from where they wanted to be. When I went by the event it looked like THE MEMBERS ideas were being implemented. Again, LEAN can be successful if our members are allowed to be the driving force behind the improvements. For Logistics, the Company's focus was on F404 kits. After a shaky morning on day 1 trying to push out the Local 201 Steward from participating, it seemed to have caught its stride. Last but certainly not least is Plant 4, specifically Building 32 Café. The focus was to reduce setup time on the 500 Ton Press. I remember vividly in my time as Plant 4's Elected Safety Rep, similar to 29's prep to ship, just how much of an ergonomic nightmare the setup was on the old machine. When speaking to a couple of the members that perform this specific work, one of whom was in the event, I'm told the changes were a major improvement for our people.

With the week closing out on 5/8, I am looking forward to speaking with the members that were in the events and hearing their final thoughts. Lets make one thing clear, when it comes to these events, the Company can identify all the issues they want, and they can list out goals left and right, there is however only one path to reaching such goals, and it goes through the members of Local 201. Any success that we come out of this week with was due to your participation, knowledge and insight. I've said it a thousand times but it's all too often that the Union will identify issues and be ignored. Only to watch the Company identify the same exact issue a few years later. Respect the members, listen to the members and then and only then will you have an improved shop floor. It is now the Company's job to sustain whatever changes were implemented through way of the membership. We have the real shop-floor experience and we are the ones that can ensure the changes made will actually work.

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



LAT&O/Logistics Report

By ERIK COUNTIE

LAT&O/Logistics Executive Board

Logistics


A lot of changes going on in logistics over the next few months. As you are all well aware they are making a significant amount of changes in the building. Downsizing a few areas, and outright scrapping a few operations in favor of a more streamlined process. Everyone had the opportunity to question management and myself during the meetings that we held. I appreciate everyone coming out to those and voicing their opinions. It's nice to see that level of involvement, I'd like to keep that energy going forward while these changes are implemented. Speaking of which, there is going to be a lot of moving parts in the next few months so if anyone feels like things are not being done the right way please feel free to reach out to me or any one of the stewards immediately and we will do our best to straighten the issues out. On top of that, I want you all to know you have the right to question management at all times if you think the contract or your rights are being violated.

LATO

Supplier issues keep plaguing the workflow in all three buildings. What else is new? This has been an ongoing issue for years that seems to be getting worse and worse. Tough to still blame the pandemic that was over half a decade ago. If only the Company had the means and motivation to make most of the material we need on site. Imagine where we could be!

Discipline

Discipline always seems to flare up during the slow months of the year and 2026 is no exception. Stewards on the floor have their hands tied getting warning notices from cell leaders who either lack the experience or intelligence to handle issues on the floor. Like a bird leaving its nest for the first time, their first instinct is to fly away to higher ground. That higher ground being HR and straight to discipline. The entire point of step one is for cell leaders, the steward and the employee to find a solution there and then on the floor so said issue does not happen again. Maybe they could use some re-training, or actually learn how to incorporate the second part of their namesake into the role, Leader. Don't hold your breath. We are working with union relations to hopefully find a more balanced approach to the warning notices. In the meantime, if you are on training make sure that you know the job inside and out before you are ready to go on your own. If you are the one training someone, make sure you verify every single operation your trainee is doing. This obviously will take time, but quality is all that matters at the end of the day. No quality issues, no warning notices. As for time and attendance, I have been being told from people on the floor that the Company is cracking down once again. Not much we can do on that front. Be here on time, leave on time is my recommendation. If you give them nothing, they have nothing.



The Lynn GE Memorial Day ceremonies will be held

Wednesday, May 20, 2026

11:30 am

At GE Aerospace Lynn 2nd 96 Auditorium

-ALL EMPLOYEES ARE ENCOURAGED TO ATTEND-



LCM Report

By BRIAN MERCHANT
LCM Executive Board

As a member of the Executive Board, one of the most important responsibilities we have is making sure the voices of the membership are heard loud and clear. This year, my major goals are focused on two things that directly impact the future of our membership: securing a higher pay rate for our Welders and establishing a training rate across all of LCM for members who train others on the job.

Our Welders are some of the most skilled tradesmen in the plant. The work they perform requires precision, experience, and dedication, and the current pay structure is insulting and does not fully reflect the value they bring to the Company every single day. Fighting for a higher rate for Welders is about more than just dollars on a paycheck — it is about respect for the trade, recognition of skill, and making sure the next generation sees these positions as careers worth pursuing. The Company continues to rely heavily on the craftsmanship and knowledge of our members, and we intend to make sure that value is recognized at the bargaining table.

Another major priority this year is pushing for a training rate across all of LCM for employees who take on the responsibility of training other workers. Every day, experienced union members are asked to pass down their knowledge, teach procedures, and help develop the next generation of

skilled workers. That responsibility takes patience, leadership, and years of experience, yet too often it goes unrecognized. The Union believes members who are trusted to train others should be fairly compensated for the added responsibility they carry. Recognizing trainers with additional pay would not only reward experience, but also help strengthen the workforce for years to come.

At the same time, the Union is currently in negotiations regarding the opening of the new development lab that will be located in the old Platinum Cell in Building 66. As these discussions move forward, our focus remains on ensuring that any new operation brings quality jobs, fair classifications, proper rates, and opportunities for our members. Whenever the Company expands or changes direction, the Union has a responsibility to make sure the membership is not left behind in the process.

There is still plenty of work ahead of us, but these goals are worth fighting for. The strength of this Union has always come from the solidarity and determination of the membership. When we stand together and demand fairness, we continue to prove that our members deserve a seat at the table and a fair share of the success they help create every day.

In solidarity
Brian Merchant



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

Each year, May is recognized as Mental Health Awareness Month, a time dedicated to raising awareness, encouraging conversation, and reducing the stigma surrounding mental health challenges. Mental Health Awareness Month began in the United States in 1949 through the efforts of Mental Health America and other advocacy organizations. Over the years, it has grown into a worldwide movement focused on education, support, and reminding people that mental health matters just as much as physical health.

This month serves as an important reminder to:

- Take time to care for your own mental well-being
- Reach out for help when needed
- Support friends, family members, and coworkers who may be struggling
- Encourage open and honest conversations about mental health

Life comes with stress, uncertainty, and challenges, and everyone experiences difficult moments from time to time. Mental Health Awareness Month encourages us to check in with ourselves and with one another, while helping create a culture where people feel comfortable speaking up and seeking support without fear of judgment.

Sometimes small actions can make a big difference, taking time

to rest, staying connected with others, getting outside, exercising, or simply having a conversation with someone you trust. Showing compassion, understanding, and patience toward others can also go a long way.

As we move through the month of May, let's help to break the silence surrounding mental health and remind one another that asking for help is a sign of strength, not weakness.

Employees and family members covered under the GE health plan have access to 5 no-cost off-site counseling visits. If you would like to use this benefit, go to live-andworkwell.com and register or call 1-866-272-6007. You can also browse the site for wellbeing benefits and other resources using the access code: GEA. I am always happy to support and help connect anyone with any resources needed. I can meet with you in person at a time and location of your choice. I can be reached any time at 339-338-2508. Laura O'Neal the Optum on-site dedicated workplace consultant for EAP services is located at the med center and her on-site hours are Monday 6:30am-1:30pm, Tuesday 11:30am-5:30pm, and Friday 6:30am-1:30pm. You can receive 10 on-site no-cost consultations per issue, per year, during the hours listed above. Laura can be reached at 763-330-4942. **All communication is strictly confidential.**



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Last week our Local 201 Health and Safety team attended the 2026 MassCOSH Workers Memorial Day Remembrance in Boston at the State House. The Company supported our Elected Safety Reps for the half day event, a worthwhile and appreciated sign that our Joint Health and

Safety program continues to seek the same workplace safety goals as the Companies.

This event honors workers who lost their lives on the job, featuring a reading of names of those who died on the job, and advocacy for safer working conditions. The memorial event is coordi-

nated by MassCOSH, the Massachusetts AFL-CIO, and local labor councils. It is a time for us to not only mourn the fallen, but fight for the living for safer workplaces, stronger protections, and dignity for our every worker.

There were 59 workplace fatalities documented in Massachusetts in 2025, up 22% from 2024. At least half of those lost to work related injuries were tied to the construction industry and half of those were falls. The risk of workplace fatality was higher for those under 30 and over 60 years of age based on 2025 results. U.S. Bureau of Labor Statistics, Mass Dept of

Industrial Accidents, and MassCOSH provide a detailed breakdown of all workplace fatalities detailed online.

Our purpose for attending this solemn event each year is to support those left behind. Grieving families and friends are able to speak about loved ones who left for work in the morning and never came home, and we are there to listen. Every year our group is reenergized and reminded of the responsibility we have to our members, and the real chance that failure to maintain a safe workplace can result in the ultimate cost.

**GE Aerospace Lynn
2026 Shoemobile Schedule**

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.



Machinist Training Opportunity

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

www.eteamhome.net

Facebook.com/ETeammachinisttraining
 Call us at 617-699-1071

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

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:

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	\$100 - \$600
Average annual tax cut for the richest 1% of taxpayers	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

President's article continued from page 12

"The Company will continue to partner with educational organizations to offer an AAEM course annually, to satisfy demand as internal candidates are exhausted." This change is intended to prevent the Company from shutting down the program and building a "fence" around the classification.

2. Tracking 1-for-1 Infringement

The Company's position was that once the internal list of qualified candidates was exhausted, nothing in the 2017 agreement prevented them from continuing to hire off the street after an internal list was exhausted, and nothing made them offer another class. The Company's position is that the 2017 agreement did not mean they "owed" us any internal upgrades after the list was exhausted. If ratified, the new

agreement will add the following language: "As hiring continues beyond exhausting internal candidates, the Company agrees to track missed one-for-one opportunities, and offer future positions to qualified internal candidates first, up to a maximum of eight (8). The parties agree to reconvene and further discuss as the maximum missed one-for-one opportunity is reached." This language is intended to preserve future upgrade opportunities for internal candidates, even during periods of heavy outside hiring.

Take a look at the Tentative Agreement to the right, and show up to the membership meeting on May 19th to Vote. Locking in an annual class keeps those high rated jobs available to the membership. See you at the meeting.

Business Agent's article continued from page 12

the progress we are contributing, the Company has yet to live up to its end of the bargain in several aspects. Issues with benefits, payroll, HR overreach, and reckless front-line management are issues that the Union is buried in.

The Union often prepares for JCGC with proposals to bring in work, farm work back to the plant, or improve some aspect of the businesses for the benefit of both the Company and its employees. This meeting, however, was now the second time the Union came with proposals to fix administrative issues created entirely by the Company and which directly affect our membership. The Union took the opportunity of having the entire plant leadership to present several systemic issues across the plant caused by a lack of focus and resources across the administration of the Company. The Union highlighted the payroll department, benefits department (or lack of), employment office, and training department as being understaffed, and not receiving the resources which they need to support a site with over 1200 workers. The lack of training to new

managers as well as an HR department that has effectively turned into the discipline department are also major factors which negatively impact production and the morale and well being of everyone on site. These are issues that the businesses are aware of and continue to overlook, simply kicking the can down the road. Our presentation did gain some traction and we will now continue to engage with the plant leadership to fix these embarrassing shortcomings.

Step 3

The Company has provided answers for the Grievances submitted to the last step-3. These are under review by the grievance committee. More information to follow in the next edition.

Local 704, Madisonville

As mentioned in my last article, Step 3 provided the opportunity for the rest of the IUE-GE Locals to tour the Madisonville plant. I would like to thank Local 704 President Kevin Christian, and VP Bridget Jones for their warm welcome to their neck of the woods.



From left to right: Jo berg, Local 1004 3rd shift Assistant Chief Steward; Sammy Crabtree, Local 1004 Stg of Arms; Josh Jacobs, Local 1004 Chief Steward; Bridget Davis, Local 701 VP; Kevin Christian, Local 701 President; Jeff Cruz, Local 201 BA; Michael Bacon, Local 701 3rd Shift Chief Steward

MEMORANDUM OF UNDERSTANDING

BETWEEN
GENERAL ELECTRIC COMPANY
GE AEROSPACE (LYNN, MA)
AND
IUE-CWA, LOCAL 201

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

WHEREAS, in 2012, the Company and the Union negotiated a training program through a local technical education facility, which provided employees the opportunity to obtain "minimum qualifications" to upgrade to the Advanced Aircraft Engine Mechanic ("AAEM") classification;

WHEREAS, the training program agreement did not specify how open AAEM positions would be filled or the order of filling the open positions; however, there has been a general understanding since 2012 that the formula would be one-for-one (meaning one from the class and one external hire). This formula was never formalized in a vote or an agreement;

WHEREAS, on May 16, 2017, the Union's Policy Board and membership voted to approve and formalize the one-for-one formula;

NOW THEREFORE, the Parties hereby agree as follows:

1. Effective as of the date of this Agreement, the Parties agree to use a one-for-one formula for filling future open AAEM positions. More specifically, the following formula will apply, subject to the limitations outlined in Paragraphs 2 - 4 of this Agreement:

One internal candidate (upgrade) possessing "minimum qualifications" (i.e. successfully completing the AAEM training program), will be placed, followed by a "fully qualified" candidate (an individual possessing an FAA Aircraft & Powerplant license or 2 years minimum aircraft power plant maintenance experience with another company or 2 years minimum experience as an aviation mechanic or equivalent in a branch of the military).


For example, if there are ten (10) AAEM openings, and there are 2 internal employees that are "fully qualified" as defined above, the positions will be filled in the following order:

- a) One upgrade from the list of internal candidates possessing minimum qualifications; then
- b) One upgrade for the most senior "fully qualified" internal candidate; then
- c) One upgrade from the list of internal candidates possessing minimum qualifications; then
- d) One upgrade for the second most senior "fully qualified" internal candidate; then
- e) One upgrade from the list of internal candidates possessing minimum qualifications; then
- f) One external hire; then
- g) One upgrade from the list of internal candidates possessing minimum qualifications; then
- h) One external hire; then
- i) One upgrade from the list of internal candidates possessing minimum qualifications; then
- j) One external hire.

2. It is agreed and understood that any employee that holds an Airframe and Powerplant license, has 2 years minimum aircraft power plant maintenance experience with another company, 2 years minimum experience as an aviation mechanic, or equivalent in a branch of the military as of the date of this Agreement, will be deemed "fully qualified" for purposes of Paragraph 1.
3. Any employee who obtains their Airframe license and Powerplant license after the date of this Agreement will only be considered "fully qualified" for an upgrade if they are able to successfully pass an AAEM skills proficiency test administered by the Company.
4. This Agreement shall not be interpreted to require any minimum staffing levels in the AAEM classification. The Company will continue to partner with educational organizations to offer an AAEM course for current interested employees annually, to satisfy demand as internal candidates are exhausted. As hiring continues beyond exhausting internal candidates, the Company agrees to track missed one-for-one opportunities, and offer future positions to qualified internal candidates first, up to a maximum of eight (8). The parties agree to reconvene and further discuss as the maximum missed one-for-one opportunity is reached.
5. This Agreement shall be interpreted in accordance with any and all applicable laws. If any of the provisions of this Agreement shall be held invalid, the remainder of the Agreement shall not be affected.
6. This Agreement will remain in full force and effect until such time as either party gives thirty (30) days written notice to the other party of its intention to terminate or modify this Agreement. It is understood that any missed opportunities outlined within paragraph 4 at the time of termination, will be honored.
7. The signatories to this Agreement are authorized to bind their principals; pursuant to membership ratification.

For and on behalf of the UNION:

For and on behalf of the COMPANY:


 Adam Kaszynski - President
 IUE-CWA Local 201


 Noel Cabrera - Sr. Mgr Labor Relations
 GE Aerospace - Lynn

DATE: 5-7-26

DATE: 5/7/2026



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

GE Report

Job Competitiveness and Growth Committee.

The Union and the Company met to review the status of the plant as well as to discuss continuous opportunities to increase growth across the plant. Here are the highlights from our meeting:

Site/Facilities: \$9.6 million allocated to facilities updates

Hiring: Year to date there have been 52 new hires across the plant.

Training: Various training programs are either ongoing or scheduled for this year. Although some of the dates are not specified and may change, the Company informed the Union of the following programs this year.

Blueprint and Shop Math:	March 3 rd through May 7 th
CNC School:	July 13 th through November 30 th
AAEM School:	July through September
Weld School:	May through September
Lynn Tech High School (co-ops):	Summer, Fall and Spring CNC Co-op & Welder Co-op

LATO:

Material continues to be a limiting factor across LATO however, output is expected to grow in the second quarter, across F404, T408 and T700.

Q1 output: 164 engines

Q2 projection: 182 engines

LCM:

Material issues continue to have an impact across the entire business. The Company stated that this has brought a greater focus on reducing aged WIP across the business, implementation of Flight Deck and 5s processes, and improved training. These are just small highlights of each plant.

Plant 1: Output is expected to increase by 10% to 15% in 2026, and so far, this year Plant 1 has not paced production or assembly.

Plant 2: Output target for 2026 is \$25 million higher than 2025. 2026 base labor hours target is up by 12,000 hours compared to 2025.

Plant 4: IME is sitting at 21% with 157K Base hours. This is on target for the Company so far this year.

Logistics:

The Company's announcement that the logistics department will be reorganized with no impact to headcount has been a topic of discussion these past weeks. A lot of unanswered questions and incomplete information passed down by management has raised concerns in Logistics. During JCGC, the Company brought focus to the fact that the Logistics department is now owned by Lynn – rather than another part of GE outside the plant – and this has allowed the Company to focus its efforts on improving the site and preparing the department for the growth of the rest of the plant. To this effort the business is currently focusing on F404, F414, and T700 Kitting Lines.

Union Proposals

The Company presented a positive outlook to the business across all of their metrics, with material input continuing to be the limiting factor across the site. Presently, plant leadership has been amicable to the Union's input and the recognition of its workforce as a primary factor towards its current success and the upwards trajectory. But for all

continued on page 11



President's Column

By ADAM KASZYNSKI
President

Tentative Agreement: Annual AAEM Classes Moving Forward at GE & AAEM 1-for-1 Agreement Gets an Upgrade

For years, many members worried the R-23 Advanced Aircraft Engine Mechanic (AAEM) classification would have a "fence" put around it. In practical terms, members could not gain the internal experience needed to qualify for upgrade rights into the job classification. Unless a member already had two years of equivalent experience from another employer, military aviation maintenance experience, or an A&P license, they generally could not upgrade into the position. That is why the Union made sure to negotiate AAEM classes that would give current members minimum qualifications to upgrade when the AAEM classification was negotiated back in 2006. The class is the only reason there is not a fence. Our Union has been fighting for classes to keep the fence from popping up for over 20 years. Even with our strong seniority system and upgrade supplement, if there is no one internally qualified for the role, nothing stops the Company from offering every job for which none are internally qualified to the street. If the Company posted 30 AAEM openings and only three internal candidates met the qualifications, those three positions would go to internal applicants under our seniority and upgrade agreements, while the remaining 27 jobs would be filled from outside the plant. If there were no qualified internal candidates, every opening could be filled from the street. Recognizing this issue, the Union negotiated the first internal AAEM training class in 2006, allowing members to gain the minimum qualifications needed for upgrade rights. The Company also maintained a list of qualified employees.

By 2012, that list was nearly exhausted. The Union pushed for another class, but the Company ignored the proposal and instead hired 10 AAEMs from either outside the plant or low-service employees with A&P licenses once the list was exhausted. Thirty higher seniority members filed grievances, and the Union built enough pressure that the Company eventually agreed to create another AAEM training course with National Aviation Academy and to run classes based on interest going forward. In 2017, the membership voted to formally adopt a "1-for-1" agreement.

Last year, the Company posted dozens of AAEM openings. Any member who had completed the class — or otherwise had upgrade rights and an active application in the upgrade system — should have been offered a position. **(If you believe you were overlooked, file a grievance. I do not trust the Company's record keeping.)** Historically, hiring in LATO was much slower. After completing the class, members could wait years for an opening, and at times as many as 71 employees were on the waiting list for 1-for-1 upgrades. Because the Company failed to consistently run enough classes over the years, there was not a large pool of qualified internal candidates ready when the recent hiring surge started. We felt cheated because, had regular classes been offered, more members would have had the opportunity to upgrade during this ongoing hiring push.

To address these concerns, the Negotiating Committee approached the Company and reached a Tentative Agreement, subject to membership ratification.

Key Changes in the Tentative Agreement

1. Annual AAEM Classes

The 2017 agreement did not require the Company to continue offering AAEM classes. In fact, it specifically stated: "This agreement shall not be interpreted as requiring the Company to hold another training course after the internal list of employees that completed the course has been exhausted." If ratified, that language will be removed and replaced with:

continued on page 11

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