

IUE-CWA Local 201 News

Celebrating 93 Years
as a Chartered Local
1933 – 2026

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

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GE on Top of Market "Good for you, Bad for everyone else"

By Adam Kaszynski, Local 201 President

The "Top of Market" has been dis-banded in some non-Union sites on Market Based Wages. Top of market is the 90th percentile of the Market number that can change General Wage increases to lump sums. Dumping the Top of Market Lump has been a demand of our local for years. These nonunion sites do not have the right to negotiate or get anything enforceable in writing, so what comes next for them is anyone's guess or how long it will last. However, I find it infuriating that our members and leadership have made arguments over Top of Market and advocated for its dissolution for years, and the Company has never been interested. Our BA Jeff Cruz has gone through painstaking lengths to show the Company just how failed and costly it is, and what does GE do? Agree with us nearly a year after contract, and implements it everywhere but the union locations because we are currently "under contract". Lucky for us Local 201 negotiated Top of Market so unless inflation makes our COLA's extreme there is very little likelihood anyone in Lynn will get a Top of Market lump sum under this contract. The principle of the thing shows total disrespect to the workforce in Lynn and Madisonville. After all the troubles with payroll, benefits issues, and everything else this is a slap in the face. This year is the 40th Anniversary of our month long "Respect Strike", and the disrespect this company shows to its union workforce is unacceptable. The International is stepping in to lead a coordinated response to the Company's disrespect, see the letter to

the right for the IUE's take.

So what are we going to do about it? Make some noise and let the company know what you think of the disrespect and the top of market. My phone has been ringing off the hook, make sure the company phones are too. The company called this hourly compensation "Project Ivy" to "reevaluate our approach to hourly compensation to build a contemporary system that attracts, rewards, and retains great employees. To ensure the team leading this project had the voice of our employees, they conducted over 30 roundtable discussions across 16 sites and captured key common themes across the sites." That's right out of the company letter, so they want to hear from you, let them know. Over the coming weeks the union will ask the members to fight for respect and make their voices heard. The stewards have been briefed on next steps. Safe to assume a campaign is coming to unite the membership to demand REPECT from our employer. We know how to make noise and if it takes noise, surveys, and actions to get the company to make the changes we deserve that is what we must and will do.

continued on page 12

FUND T901:



PROTECT OUR JOBS. PROTECT OUR COUNTRY.

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

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



IUE-CWA
A FORCE FOR WORKING FAMILIES AFL-CIO

IUE-CWA
A FORCE FOR WORKING FAMILIES AFL-CIO

To: Steve Majors, Global Employee & Labor Relations Human Resources, General Electric

From: Jerry Carney, IUE-CWA GE Aerospace Conference Board Chair

Date: June 2, 2026

Subject: Systemic Operational Failures, National Contract Integrity, & the Elimination of MBW

Mr. Majors:

The National Contract framework between the IUE and General Electric has historically provided decades of labor peace because it was built on a foundation of mutual respect. However, the company's recent operational and administrative decisions are rapidly eroding that foundation, pushing our relationship toward a tipping point.

The recent announcement regarding "Project Ivy"—strategically ending the current Market Based Wages (MBW) approach and guaranteeing that COLAs and General Wage Increases will be implemented rather than lump sums at facilities like Hooksett—is a transparent attempt to undermine this union. More importantly, it is a formal admission by management that the MBW framework is no longer sufficient to attract, reward, and retain the workforce GE Aerospace requires.

We can accept difficult decisions when those decisions are applied consistently and administered competently. What we cannot accept is being told a proposal is impossible at the bargaining table, only to watch management implement it elsewhere while basic payroll and benefit administration for union members continues to deteriorate.

This wage disparity does not exist in a vacuum. It comes at a time when our membership is already facing a profound crisis of basic operational competence from corporate administration:

- **Payroll Failures:** Workers across our facilities are routinely receiving inaccurate paychecks, missing earned money, and experiencing delayed payments. The company is failing at its most fundamental legal obligation: paying its workforce accurately and on time.
- **GE Benefits Administrative Disaster:** By outsourcing benefit and healthcare oversight to companies like Aight, Strada, and Sedgwick the company has replaced human accountability with an endless ticketing loop. Workers facing urgent healthcare crises are met with a firing turnaround where tickets are marked "resolved" without resolution, forcing employees to fight the same bureaucratic battles repeatedly just to access negotiated benefits.

Our membership is acutely aware of our history. When we believe we are being disrespected, denied fairness, or treated as an afterthought, we do not simply forget. Our members stand firmly together from Local 701 in Madisonville, KY to Local 201 in Lynn, MA. Our union's historic 1986 Respect Strike remains a powerful reminder of what happens when management loses sight of the people who make this company successful. We see this current move for exactly what it is—recognition that management's position was wrong. We are entirely united, highly motivated, and fully prepared to secure a stable, transparent, and fair traditional wage progression at the bargaining table.

The elimination of MBW demonstrates that management is fully capable of abandoning this failed compensation system when recruitment and retention demand it. More importantly, it demonstrates that management has now adopted the very wage philosophy it repeatedly told union workers was not possible. Our members expect that exact same recognition to be reflected at the bargaining table. We also expect immediate, executive attention to the payroll and benefit administration failures that continue to erode the baseline of our contract.

Trust is not maintained through corporate statements. It is maintained through consistent actions. Right now, our members see a widening gap between what the company says and what they experience. We expect corporate leadership to address these systemic failures with the gravity and immediacy they require.

Sincerely,

Jerry Carney
IUE-CWA GE Aerospace Conference Board Chair

2701 Dryden Rd, Dayton, OH 45439 | (937) 298-9984
www.iue-cwa.org

Next Local 201 Membership Meeting June 16, 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



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

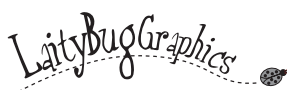
TITLE _____
 25 _____
 WORD _____
 LIMIT _____
 PHONE # _____

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

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SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Minnie L. Brown on her recent death. Minnie worked at GE Wilmington and retired from Ametek.

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

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GE Aerospace Cost of Living Adjustments and General Wage Increases (COLA & GWI)

By Jefferson Cruz Ruales, Local 201 Business Agent

Legacy/Step-6 Pay Increases:

- COLA: Effective June 22, the amount of \$0.39 will be applied to Legacy/Step-6 pay rates.
- GWI: Effective July 6, 5% wage increase to all Legacy/Step-6 pay rates.

In Progression (step 0-5) Pay Increases:

- COLA: No updates to hourly pay rates. The Union and the Company are in disagreement over the application of COLA to pay rates for members in progression. It is the Union's position that just like GWIs, COLA updates must be implemented into the progression schedule. The grievance relating to this issue has been submitted for arbitration.
- GWI: Members in progression already have the full weight of all contractual General Wage Increases distributed in their progression. Members in progression receive these pay increases as they progress through the steps (anniversary date).

In-Progression (step 0-5) Lump Sums:

- COLA: Effective June 22, members in progression are entitled to an "in-progression lump sum payment" of \$0.39 multiplied by the number of hours worked by the individual in the previous year. This number shall be no less than 2080 hours.
- GWI: Effective July 6, members in progression are entitled to an "in-progression lump sum payment" of the full amount of the July 6 pay increase of Legacy/Step-6 pay rate of their classification multiplied by the number of hours worked by the individual in the previous year. This number shall be no less than 2080 hours.
- To be eligible for In-Progression Lump Sums, members must be on Step 5 or below on the day prior to the effective dates mentioned above.
- Date of Payouts TBD

The Looming Threat of Payroll

As listed above, there will be a series of wage and payment updates in the coming weeks. Since the split, the GE Payroll department has been plagued by systemic failures, and this is only going to add to their self-inflicted chaos. **IT IS IMPERATIVE THAT ALL MEMBERS REVIEW THEIR PAYCHECKS FOR ACCURACY.**



Democratic Candidates for Open 6th Congressional Seat in Massachusetts



Attendees to the Open 6th Congressional Seat Forum including Members and Retirees from Local 201

- **NO Lump Sums**
- **NO ACPs**
- **YES Percent GWIs**
- **YES Real Wage Increases**

Congratulations

TOM O'SHEA

COMMISSIONER

Lynn Water and Sewer Commission

Lynn Council Appointment

Local 201 Retirees Council Stays Busy

The IUE CWA Local 201 Retirees Council has a long history at local 201. From going to shareholder events to standing on the line for contract negotiations they have been there as part of the Union. When retirees lost post 65 healthcare coverage they were there to fight for and help retirees navigate their options. At age 65 everyone goes on Medicare. Unless you still work and have company health insurance you go on Medicare. Making that transition is not easy. The retirees council, and their president Alex Brown, help members and their families through that process. Open enrollment for Medicare starts in

October and goes into December. It is a grueling three months of work. Having Alex and her team there every year at that time to help retirees update their benefits is essential.

Local 201 and its thousands of lifetime retirees Members across the country would like to thank the Retirees Council and to make people aware of all they do. This week on Thursday June 11, Local 201 is sponsoring a gate collection for the retirees council. All donations go to defray costs associated with their activities. They do not get funding any other way. Please donate what you can. Thank you.



OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

JUNE 16, 2026

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



OR VIA ZOOM

<https://shorturl.at/4EbXS>

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 TO HOLD COMBINED JULY AND AUGUST MEMBERSHIP MEETINGS AUGUST 18

Signed,

ADAM KASZYNSKI, President
JEFFERSON CRUZ RUALES, Business Agent

Local 201 Retiree Bowling Night
Metro Bowl Peabody
63 Foster Street, Peabody, MA
June 25th 3-5PM

\$10 PP
price includes bowling, shoes, pizza, and soft drinks
RSVP By 6/24

CALL ALEX @617-922-5573 or Email Dave @ ddbjrlman@verizon.net to sign up by June 24 or sign up at the next Retiree Meeting May 27.
CASH BAR AVAILABLE! PIZZA SERVED AT 5:00 PM

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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

WE ACCEPT CASH ONLY

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.

IUE-CWA
A FORCE FOR WORKING FAMILIES AFL-CIO

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

Collection for the 201 Retiree's Council: Local 201 will host a collection for the Retirees' Council at the GE plant Thursday June 11, at the start of first and second shifts. Retirees will be outside the plant gates with signs and our banner, and 201 members will be inside the plant with buckets to collect cash. Thank you to the Local for hosting us and to the members for whatever you can give 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 and Social Security, life insurance. We advocate for retirees and their families' rights. Last year we testified at GE National Negotiations for improvements for retirees. We supported Local 201 at its practice pickets and lobby day at the State House. And we host times for retirees to get together such as the upcoming Bowling Night. Check out the flyer. Join us.

Blue Cross Blue Shield class action suit payout: A number of retirees have received a check in the mail from the Blue Cross Blue Shield Subscribers Settlement Claims Administrator. There is a \$1.9 billion payout from a class action suit settlement divided among insurance subscribers. The suit argued that BCBS was engaging in non-competitive practices that hurt members. Former 201 Retiree Council President Kevin Mahar wrote about the settlement in his column in September 2021. He explained that to receive a pay-out retirees had to be enrolled in a Blue Cross Blue Shield plan between February 2008 and October 2020. He urged retirees to file a claim by November 5, 2021. Finally, checks have started to arrive. The checks are coming from the Blue Cross Blue Shield Antitrust Litigation QSF in Seattle, Washington. If you receive a check be sure to cash it within 90 days. To learn more retirees can contact the Settlement website at www.BCBSsettlement.com or call 888-681-1142.

IUE-CWA Local 201 RETIRES COUNCIL MEETING NOTICE

**No Meeting in
June, July or August.
See you in September!**

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

Alex Brown, President
Gregg Johnson Recording Secretary
Joe Mills Treasurer



salessummerjam

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

ORGANIZED BY:



For More Info email:
nsjuneteenth@gmail.com

WE ARE BUILDING OUR LOCAL 201 RETIREE NETWORK. PLEASE CUT OUT THIS FORM AND MAIL IT BACK TO THE UNION HALL (112 EXCHANGE ST, LYNN MA, 01901)

NAME: _____

RETIRED DATE: _____

ADDRESS CITY: _____ ZIP CODE: _____

PHONE NUMBER: _____

ARE YOU OK TO RECEIVE TEXT MESSAGES? (CIRCLE ONE): YES NO

EMAIL ADDRESS: _____

PREFERRED METHOD OF CONTACT (CIRCLE ONE): PHONE CALL EMAIL TEXT MESSAGES

I WANT TO VOLUNTEER FOR UNION-RELATED EVENTS AND ACTIVITIES (CIRCLE ONE): YES NO

OPEN POSITIONS

Listed Below are Open Positions as of June 1, 2026

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

- Power Plant Operator (2nd Fireman)
- Power Plant Operator (3rd Class Engineer License Required)
- Adv Aircraft Eng Mech
- 3 Auto Lathe
- Milling Machine
- 3 Boring Mill Vertical Bench

GE Stewards Council

July 14, 2026

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

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



Congratulations Norm Blanchard on your Retirement. Thank you for 47 years with Local 201. Norm worked Machine Repair Building 40



Lynn Waste Water Treatment Plant Report

By CORY SCOTT
LWWTP Chief Steward



LAT&O/Logistics Report

By ERIK COUNTIE
LAT&O/Logistics Executive Board

Hi All,

As we move into the summer months, I want to take a moment to remind everyone of the importance of safety, both on the job and at home. Warmer weather brings longer days, increased outdoor work, and new challenges around the plant. Whether you're working in the process areas, maintaining equipment, handling groundskeeping duties, or working shifts around the clock, staying hydrated, protecting yourself from the heat, and following established safety procedures are critical

Safety is not just a management responsibility; it's a union responsibility as well. Every member has a role to play in creating a safe workplace. If you see a hazard, speak up. If something doesn't look right, report it. Looking out for one another has always been one of the strengths of our workforce.

I also want to remind everyone that no employee should ever feel pressured to perform a task that they believe is unsafe. If you are assigned work that raises safety concerns, ask questions. Request clarification. Make sure the proper equipment, procedures, and protections are in place before proceeding. Every member has the right and the responsibility to raise concerns when something doesn't seem safe. Speaking up is not causing a problem, it is helping prevent one. A strong safety culture depends on employees being empowered to stop, question, and address hazards before someone gets hurt.

As summer activities pick up around the plant, I want to recognize the hard work our members put in every day to keep operations running smoothly. The dedication shown by our workforce ensures that we continue to provide an essential service to the communities we serve. Your professionalism and commitment do not go unnoticed.

Now more than ever, solidarity remains one of our greatest strengths. Challenges will always arise, whether they involve workplace issues, operational changes, staffing concerns, or future projects. When we stand together, support one another, and remain united in our goals, we are in the strongest possible position to protect our members and our workplace.

I encourage everyone to stay engaged, stay informed, and continue supporting each other. The strength of our union has always come from the people who show up every day, do the work, and have each other's backs. By looking out for one another and refusing to compromise on safety, we protect not only ourselves but every member of our union family.

Have a safe and enjoyable summer, and thank you for everything you do for the Lynn Regional Waste-water Treatment Plant and our union.

In Solidarity,
Cory

Logistics

It's been relatively quiet in logistics considering all the moving parts that have and will be taking place over the next few weeks to months and beyond. I know the upgrade system has been down for the past week or more at this point, if you feel like you were not able to properly apply for an open position please let one of your stewards on the floor know and we will see what we can do. My advice would be to check it everyday and also go to the employment office. In my experience, the more bells and whistles you sound about a problem with management the faster it gets fixed. Be annoying about it and make them do their jobs.

The white zone in building 42 has been a problem for quite some time with people coming in and taking whatever parts/kits they need without telling the operator there. The people responsible for this work are the material handlers who work in that area. If you work on the floor in 42, this is R16 work and OVERTIME. Let's keep material handler work in the proper classification guys. There is planning going forward to secure the area into a proper white zone. We'll see.

LATO and Test

The stewards and myself are having a meeting with upper management today about workflow, training, and on our end the excessive use of discipline lately for quality. There has been some headway with management lately on the use of warning notices for first time quality offenses. If you have received one then know that the stewards and I are doing our best to rescind them. How can you give a written warning for quality without a discussion with the employee about what happened? No, corrective actions. No look into the suppliers or planning to see if there is an underlying issue. Just straight to jail. Not a great way to motivate the workforce or actually prevent the same issue from happening again.

So in test from what I have been told they are cracking down on time

and attendance. I've said before not much we can do about that. Seems to only happen when it's not busy though. Which it is definitely not. See how quick the new cell leader changes his tune when he actually has pressure to get engines out. Speaking of not being busy, I don't see why they haven't been offering 4 and the door when there's no work. I'd almost be taking it personally at this point. Historically that has been the case. What's the point of keeping an entire shift on IME for 8 hours a day? Makes me question the leadership over there. Hopefully by the time this article is out we'll have an answer for you guys.

Lastly, I'd like to thank Mike Lucrezia for stepping up to be a steward in 29. We need all the help we can get on the floor and Mike's experience and knowledge will be a big help. Sorry to put you on the spot buddy. Welcome.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Andrew DuMornay on his recent death. Andrew worked at GE Lynn.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Charles Tranfaglia on his recent death. Chuck worked at GE Lynn

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Dennis Norkum on his recent death. Dennis worked in the Power House at GE. His son Steven Norkum works in Building 40.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Michael P. Ostrowski on his recent death. Mike worked at GE for 40 years and retired from building 66. His son Michael D. Ostrowski works in Building 64.



VP's Corner

By CHRIS MOODY

Vice-President/Recording Secretary

Hello Brothers and Sisters!!!

I hope my article this month finds you all in good health. A few months back I wrote about the Triangle Shirtwaist Factory fire that caused devastation and saw members of US Labor perish due to the bosses' practices. I am a strong believer that to understand where you are and where you need to go, you need to remember where you've been. So, as we mark the 40th Anniversary of Local 201s 1986 strike, I thought it would be a good idea to again cover some of Labor's history. Throughout history Labor has never really had a moment to relax. The fight for fair wages, fair working conditions and fair treatment continues! Its all too often that Labor has to go to great lengths to maintain respect from the bosses and those that get rich from the products that WE make.

In May of 1937 the first step was taken in making labor protections a reality as it relates to U.S. law. The National Labor Relations Act, otherwise known as the Wagner Act, had passed the U.S. Senate. Then 89 years ago this month, Congress passed it. It was then on July 5th that same year that Franklin D. Roosevelt had signed it into law. As Union members I think a great majority of us know what the NLRA is. It is the piece of law that gives labor in this country its protection. The right to concerted activity, which is our right to come together as a workforce and as a Union to fight for better wages, better benefits, better working conditions etc. It gives any workforce in America the right to organize and form a Union, which our brothers and sisters that came before us did over 90 years ago. It protects our members from retaliation for taking part in Union activity. To this day some people still subscribe to the idea that talking about wages and working conditions is taboo. The corporations of yesteryear

used to retaliate for such conversations. They didn't like their favoritism and unequal treatment being discussed. They didn't want co-workers to realize they had the same grievances against the company and unifying around them. So as minor as it may seem in modern day, the NLRA also gives you the right to discuss such matters with your brothers and sisters on the shop floor. The NLRA wasn't written into law due the kindness of our elected officials of that time. It was the culmination of waves of strikes and union organizing, political pressure and violent labor conflicts. While FDR's signature goes on the legislation, it was the pressure from union workers that drove change, and it is union workers who will continue to drive the change that continues to create a better working life for all. The unfortunate part of this continued fight is that despite decades of sacrifice, we continue the fight to this day. In 1997 UPS workers went on strike, in large part due to UPS attempting to have their workforce dominated by part-time roles and low wages. The Teamsters pulled their members out for 15 days to walk the strike line, crippling delivery across the country. This strike saw 185,000 members walk out, a large strike by any measure. Its these pieces of history, whether it be legislation or strikes, that pave the way to where we are today. I say all this as a reminder to us all to remember what we are capable of, remember how much progress we've already made and most of all, to remember that the fight continues!

Ongoing Benefits Issues

Yet again, here I am writing about benefits issues. If you asked me in January 2025 if I thought we would still be dealing with the shortcomings of GE's program changes and viscous farming out of their own respon-

sibilities, I would've said there's no chance the issue will last that long. Well, it has, and every time we fix a company created issue for one member, another one arises. I don't have new issues to report and that's the most frustrating part. Were dealing with the same problems repeatedly. Members having healthcare deductions taken out of their checks while their on leave, members being hit for 2 or even 3 times the normal healthcare deduction amount when they don't owe anything. Being kicked off Insurance altogether with zero explanation. Sedgwick giving out incorrect information or not paying you for WEEKS while you have an approved claim. GE, when is it going to be enough?! These are your employees were talking about! When a benefits system gets this bad, maybe we should do a Kaizen event on the benefits team and remove the waste. In other words, if the people that are supposed to create permanent fixes to these issues simply are not getting it done 18

months after this new system rolled out, then maybe they're not the people for the job. It is unacceptable to see a member do everything correctly on their part and still have to navigate their way through these issues! However, for now we'll continue to do the Company's job to ensure the members get what is rightfully owed to them, because we seem to be a few people short of a handful when considering who in the Company actually cares to help resolve these issues. One of the biggest headaches remaining is when we do get a fix, we then have to spend twice as much time figuring out what caused the problem in the first place.

So, if you do run into any benefits issues, please reach out to me immediately. The sooner the better. I will continue to do everything necessary and, in my power, to put an end to these issues. Beyond that, if you have any other concerns or issues, please reach out to me directly or down at the hall!



LPS/M&E Report

By JOHN LEIGHTON

Crafts Executive Board

Hiring in the Crafts continues with LPS hiring some Carpenters from the street. New employees should seek out their area Stewards and introduce themselves. Our Shop Stewards are there to assist you and help answer any questions you may have.

New hires should sign up for all benefits as soon as possible to choose your health plan, dental and vision. This must be done within 63 days or you will be automatically enrolled in the top tier plan (most expensive) and be back charged to day one leaving you with an unannounced very

small paycheck.

You also should be reviewing your pay stub weekly to make sure you are being paid the proper pay rate for all hours worked. If you feel there is an error in your pay tell your cell leader or HRM. Have them put in a "ticket" to resolve the issue and be sure to get the ticket number. If the pay error is not resolved promptly notify your steward or Eboard member and give them the ticket number so the Union can escalate and track your issue to get it fixed.

In Solidarity, John



Health & Safety Notes

By CARMEN DEANGELIS
Local 201 Health & Safety Director

Injury Reporting

Reporting immediately after an injury is important because it not only avoids "late reporting" questions, it gives the safety team an opportunity to correct any shop floor hazards that could be present. Work orders, safety related tracking data, and shop floor communications related to a potential hazard are all much more efficient when done sooner rather than later. If the Medical Center is not open, Plant Protection (Bldg. 89 or 4-2591) can also process your occupational injury, scan it to the Medical Center and give you a copy.

I've worked in the trades, most of the time we assume we will feel better the next day. That mindset does not do well in the environment we are in. Late injury reporting has the potential to limit what kind of treatment you may benefit from, it can create hassles with Workers Compensation claims and if the shop floor hazard that may have hurt you is not identified, your fellow Local 201 members will still be exposed to it. Especially for more serious injuries, these practices will help create positive outcomes and help the Company to process our claims correctly and more efficiently.

Things to Remember:

- Create a folder with information on the cover for quick reference, such as DOI (Date of Injury), Name of Physician/s, Workers' Comp number (or other case number). If you have multiple providers for an injury separate them by folder.
- Create a timeline- When you interact with a provider in person or by phone document the person/s name, date, time, and details related to the event. This is especially important at the medical center, know the names of the people your dealing with in case questions regarding your visits arise.
- Keep copies- When you see any provider request any paperwork related to your visit. Save emails and all other forms of communication.
- If an injury causes you to miss work, remember in Massachusetts, if your injury keeps you out of work for less than 21 days, you won't be paid for the initial waiting period of 5 days. If you are out for 21 or more days you get paid the first 5 days retroactively.
- Out of pocket expenses- Medical providers make mistakes, you may get double billed or not have a Workers' Compensation number yet to use when seeking outside treatment. Bring related WC bills to me and/or the medical center to correct the situation. If you choose to drive yourself to medical providers, document mileage, save any parking fee receipts. If possible, schedule outside visits during your shift, so you can leave and return during that shift and be paid. You won't get paid for visits outside your regular shift. The medical center will also provide to and from transportation. You won't get overtime for treatments that extend after your regular shift.
- Be your own advocate- If you feel delayed or discouraged, remember you owe it to yourself to get back physically as best you can. Resist the natural tendency to move on and just live with the pain. Stay vigilant when following up with providers. My opinion toward "first aid" treatment is that after two weeks further treatment needs to be considered such as a specialist and/or imaging Always continue to seek necessary treatment and be present for scheduled appointments.
- You have the right to choose your own treatment provider, as well as a second opinion if needed. In some cases, the Company can deny a provider based on what may be considered higher than average fees. In these instances, if cost can't be negotiated there may be little choice but to find another qualified provider. Ultimately these issues are worked out with good options in this area for quality treatment
- Too often members want to avoid the perception they are not working correctly or are somehow at fault, and either fail to report an injury or just pay out of their own pocket through personal health insurance. The problem here is if your injury becomes involved you will have already set a precedent as having a "personal condition". I have seen members regret trying to avoid attention only to be saddled with bills that were clearly work related. Talk to me first.
- When you fill out an Occupational injury and Illness Form, remember to list

EVERY body part affected, this is a big deal. Try to stay calm and take your time with accurate dates, times, witnesses, and details.

- Use your resources- Your Elected Safety Representatives are well versed in the process and work closely with me. We can answer questions or get you the answers you need. If you are denied Workers' Compensation or even medical bills, you should reach out to me. Most of us understandably are not familiar with the processes mentioned here.

If you have any questions please call.
Carmen DeAngelis 617-462- 7310

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Thomas H. Murphy on his recent death. Tom worked at GE Lynn.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Retiree Russell S. Condon Jr. on his recent death. Russell was an Assembler at GE Lynn.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Ronald Gallant on his recent death. Ron retired from GE Lynn. He worked as a Welder.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Kevin Buchanan on his recent death. Kevin was a Machinist at GE Lynn.

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



LCM Report

By BRIAN MERCHANT
LCM Executive Board

As we head into the next few months, it's clear that we have some very busy and important work ahead of us. From fighting for higher rates to making new opportunities for our members, your Union Executive Board remains focused on one thing: making sure the hardworking men and women of this plant are respected, recognized, and fairly compensated for the skills they bring to work every day.

One of my top priorities has been requesting bargaining discussions to secure a well-deserved rate increase for our LCM Welders. These members perform highly skilled work that is critical to the success of our operations, and their compensation should reflect the value they provide. We have made it clear to the Company that recognizing the talent and dedication of our welders is not only the right thing to do, but also an investment in retaining and developing a world-class workforce.

At the same time, the Union is getting closer to reaching an agreement regarding the new Development Lab in Building 66 (but belongs to 64). Throughout these discussions, our focus has been ensuring that the agreement respects and rewards the knowledge, skill, and experience of our members. We believe we are making meaningful progress toward an arrangement that protects our workforce while creating new opportunities for growth.

The Development Lab has the potential to be a tremendous asset to our plant if it is managed correctly. Beyond the immediate work it will create, the lab has the ability to attract additional investment, expand future programs, and bring new business through our doors. More investment and more work ultimately mean more union jobs, greater job security, and a stronger future for all of our members. That is why it is so important that we establish a fair framework from the beginning that recognizes the value our members bring to these operations.

I would also like to personally thank Building 64 Stewards Toni Mello and Nick Velasquez for their dedication and assistance throughout these negotiations. Both brought valuable insight, practical experience, and a strong voice for the membership to the bargaining table. Their contributions have been instrumental in helping move these discussions forward, and our members are well served by their commitment and leadership.

As we continue this work, we remain guided by the principles that have built strong unions for generations. As Jimmy Hoffa famously said, "An honest day's work for an honest day's pay." That simple idea remains the cornerstone of every successful union and continues to guide our efforts as we fight for the respect, recognition, and compensation that our members have earned.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Norman Brown on his recent death. Norm worked at GE Lynn.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree David Black on his recent death. David worked at GE Lynn.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of retiree Chester Bowser on his recent death. Chet worked at GE Lynn..



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

I hope everyone is enjoying the warmer weather and finding some time to get outside. It feels like a long time coming. This month, I would like to talk about one of the most valuable resources available to our members, the Local 201 Employee Assistance Program. Local 201's EAP program dates back over 50 years and has helped union members and their families navigate life's challenges. Whether someone is dealing with stress, family concerns, financial difficulties, substance use issues, emotional struggles, or simply needing someone to talk to, our program exists to provide support, guidance, and resources. The EAP is a joint program between Local 201 and GE Aerospace. However, that does not mean confidential information is shared with the Company or anyone else. Confidentiality is the foundation of the EAP program and remains the top priority. Members can reach out knowing that their personal information and conversations remain private. We are now one of the few GE sites that still maintains an active union EAP program. Many EAP programs today simply refer someone seeking guidance to an 800 number. While those services can be helpful, there is something to be said for having a real person who understands our workplace, our culture, and, in some cases, has faced similar challenges themselves. That personal connection can make all the difference. This program has endured for so long because it continues to serve an important purpose, helping our members and their families through difficult times and connecting them with the support and resources they need. No matter the issue, the Local 201 EAP remains committed to being a confidential, accessible, and trusted resource for our membership. Laura O'Neal, our Optum EAP, and I have been going out to CCC meetings to introduce ourselves and speak a little about the EAP program. We began the meetings about a month ago and plan to continue throughout the summer. If anyone reading this would like to get added to the schedule, please reach out. It will take about 5 minutes during the safety segment of the meeting. We also want to shout out Carly Seguin, the ATI athletic trainer for plants 2 and 4, for spearheading meetings in those respective areas.

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.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of Anthony Serino Sr. on his recent death. Anthony was the wife of former IUE CWA Local 201 member Helen Serino and was the grandfather to Cohlette Carlino Local 201 Sergeant at Arms.



**GE Aerospace Lynn
2026 Shoemobile Schedule**

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.



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:

June
 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

No Contract books yet.

The legal process of updating and merging of new contractual and benefit language into our contract and benefits plans will finally be wrapped up by the end of this month during the week of Step-3. While I always heard that getting the final physical copy of the contract took a long time, this seems to be getting close to a record. We'll have the digital copy posted to Local201.org as soon as it's available, but even after we get through this hurdle, we have to wait for the physical printing, unfortunately the wait continues.

Step-3

The second Step-3 of 2026 is scheduled for June 24, and will be taking place in Boston, MA; Local 201 will be presenting 12 cases this round. Because it will take place on our home turf, we will be hosting the leadership from Locals 301, 701, and 1004. We will take this opportunity to show them around the plant and continue to discuss combined efforts to bring work in to all our plants and fixing the ongoing GE Administrative and Respect issues. We look forward to our meetings.

Arbitrations

The cases which were presented at the December 2025 Step-3 and which subsequently escalated to arbitration have finally begun moving towards arranging dates with Arbitrators. The 2025 contract bargaining created a backlog of grievances last year which are finally at this stage. There is a heavy workload to prepare the final cases and arrange the arbitration sessions. This is the first round of arbitrations which the IUE and GE are directly arranging without the lag of a 3rd party administrator. I can say things are now moving much more smoothly, and the information is flowing well to the Locals. This whole process is still dependent on the availability of the Arbitrators in our contractual panel, which I have seen are offering dates well into the fall and spring of next year. I will be updating those whose grievance has reached this level about timelines and meeting times in the weeks and months to come.

Strike Bank

There are currently 10 exhausted grievances in the strike bank, these range from unjust discipline, management doing bargaining unit work, and GE administrative issues. Local 201 is fortunate enough to have a wide variety of tools to bring the Company to the bargaining table, the Grievance Strike is simply one of those. This contractual right allows the membership to leverage our most powerful asset, our labor.

FleetLogix Report

While the season started great and we had a full crew added, the expected volume has not picked up as expected. This is an issue for Fleet because Avis expects them to be ready for the travel season wave, so in preparation, Avis directed Fleet to add bodies to their ros-

ter, and now that the volume has not materialized, Avis also directs Fleet to dismiss their crews. So now this issue has been passed on to our members. There have been crews being cut almost every day, I have reports that a substantial number of our members has not worked a week with more than 30 hours since winter. This is an issue of the industry that is now affecting our membership, but what is making the problem worse is that the way management is going about dismissing their crews. One of the key issues that brought FleetLogix employees to approach the Union, the lack of fairness in transparency in which hours were cut. This was also a key victory in our contract, the fact that seniority will be the absolute determining factor when management is forced to make these decisions. This however has been another BLACK AND WHITE violation of the contract as the Company struggles to understand or implement the contractual language. Allow me to site the specific contractual language:

Article 14 Section 3 Early Dismissal: While the employer will make every effort to provide 8 hours of work to every full time employee, in the event the company wishes to shorten any given work day, the company will ask for a voluntary Lack of Work for the remainder of the shift from the highest seniority member to the lowest. In the event nobody volunteers, early dismissal shall be from the lowest seniority to highest, by classification, the part time list must be exhausted before dismissing from the fulltime list.

Unfortunately, early dismissals due to lack of work is an issue that everyone is well aware of and that will continue to plague FleetLogix workers year after year. I want you all to become familiar with this language because it's meant to reduce and spread the pain and strain across all the workers there evenly, and it is up to every single one of you to make sure that is upheld day to day. The Union has escalated this matter into a grievance and is working with the Company at step-2 to come to an understanding that will uphold this contractual language while taking into consideration the reality and constraints of the job. While we work towards this understanding, the vans have begun to report early dismissals to the Union in order to keep record of all these violations. Please continue to let the Union know of an early dismissal, and if you see a van being cut for the day and don't see the message come through on the group chat, please chime in an let us know.

Informe de FleetLogix

Aunque la temporada comenzó muy bien y se añadió una van mas, el volumen esperado no ha aumentado como se anticipaba. Este es un problema para Fleet porque Avis espera que estén preparados para la ola de la temporada de viajes. En preparación Avis in-

dicó a Fleet que añadiera personal, y ahora que el volumen no se ha materializado, Avis también instruye a Fleet a mandarles temprano. Como resultado, este problema se ha trasladado a nuestros miembros. Se han estado reduciendo equipos casi todos los días; tengo reportes de que un número considerable de nuestros miembros no ha trabajado una semana con más de 30 horas desde el invierno. Este es un problema de la industria que ahora está afectando a nuestra membresía, pero lo que agrava la situación es la manera en que management corta las horas. Uno de los principales problemas que llevó a los empleados de FleetLogix a acercarse al sindicato fue la falta de equidad y transparencia en la forma en que se redujeron las horas. Esto también fue una victoria clave en nuestro contrato: el hecho de que la antigüedad será el factor determinante absoluto cuando la compañía se vea obligada a tomar estas decisiones. Sin embargo, esto ha sido otra violación CLARA Y EVIDENTE del contrato, ya que la empresa tiene dificultades para entender o implementar el lenguaje contractual. Permítanme citar el lenguaje contractual específico:

Artículo 14, Sección 3 – Salida Temprana: Si bien el empleador hará todo lo posible por proporcionar 8 horas de trabajo a cada empleado de tiempo completo, en caso de que la empresa desee acortar una jornada laboral, solicitará voluntarios por falta de trabajo para el resto del turno, comenzando desde el empleado con mayor antigüedad hasta el de menor antigüedad. En caso de que nadie se ofrezca voluntariamente, la salida temprana se realizará de menor a mayor antigüedad, por clasificación. La lista de empleados de medio tiempo debe agotarse antes de mandar a los empleados de tiempo completo.

Desafortunadamente, el corte de horas debido a la falta de trabajo es un problema bien conocido por todos y que continuará afectando a los trabajadores de FleetLogix año tras año. Quiero que todos se familiaricen con este lenguaje porque está diseñado para reducir y distribuir equitativamente el impacto y la carga entre todos los trabajadores, y depende de cada uno de ustedes asegurarse de que se respete día a día. El sindicato ha elevado este asunto a una queja formal y está trabajando con la empresa en el paso 2 para llegar a un entendimiento que mantenga este lenguaje contractual, tomando en cuenta la realidad y las limitaciones del trabajo. Mientras trabajamos hacia este entendimiento, las vans han comenzado a reportar los cortes de horas al sindicato para mantener un registro de todas estas violaciones. Por favor, continúen informando al sindicato sobre cualquier salida temprana u cortes de horas, y si ven que mandan a otra van a la casa y no ven el mensaje en el chat del grupo, por favor notifíquennos.



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

GE Report: GE COLA Formula, An Explanation.

Take a look at the back of the contract (no contract books yet, update further down this article) or the front of the 2025-2029 MOU posted in Local201.org for the full COLA Language. I know the language looks complicated, (and if you have ever decided to try and crack the code, you have my respect) but after viewing it and reviewing it for some time, I finally feel comfortable presenting a more "accessible" way for each GE member to calculate it themselves. Here it is:

$$\frac{\left(\frac{END\ PERIOD}{BEGINING\ PERIOD}\right) - 1}{.071429} = COLA$$

As an example, here is the most recent COLA calculation which will be effective on June 22:

$$\frac{\left(\frac{326.541}{317.7765}\right) - 1}{.071429} = 0.386$$

Some of you may have another formula or a different way to calculate it, maybe even an easier way to explain it to people, I would love to see it or hear from you.

COLA builds up.

As a concept, everyone understands that COLA is important to maintain our hard-fought wage increases. Guaranteed wage increases are eaten away month by month and year by year by inflation and real time hikes in fuel, housing and many other day to day expenses. By having our wages indexed to inflation, we further secure those wage increases. The following is a table of all of our COLAs for the current contract, as time goes on and these numbers get filled in it will be clear just how vital this protection is, especially when global and financial stability is no longer a guarantee.

Effective Date	Measurement Period	CPI-W Beginning	CPI-W End	% Increase	COLA
Dec 22, 2025	June 2025 - Oct 2025	315.945	317.7765**	0.5796895030	\$.08
June 22, 2026	Oct 2025 - April 2026	317.7765**	326.541	2.7580705310	\$.39
Dec 21, 2026	Oct 2025 - Oct 2026*				
June 21, 2027	Oct 2026 - April 2027				
Dec 20, 2027	Oct 2026 - Oct 2027*				
June 26, 2028	Oct 2027 - April 2028				
Dec 25, 2028	Oct 2027 - Oct 2028*				
April 23, 2029	Oct 2028 - Feb 2029				

*(While the measurement period for the Cost-of-Living Adjustment effective December includes the entire period from October through October, the adjustment shall be the difference between the full amount calculated for the period and the amount of the Cost-of-Living Adjustment paid effective in June.)

**It is agreed by General Electric and the IUE-CWA, AFL-CIO, CLC, by and on behalf of its affiliated Locals that are covered by the 2025-2029 National Agreement that the payment will be calculated following the release of the November CPI data by using the exact mid-point between the September data and that of November. GE and the IUE agree to use this "estimated number" as the October 2025 CPI number for this and future COLA calculations which reference October 2025 CPI data.

continued on page 11



President's Column

By ADAM KASZYNSKI
President

President's article continued from page 1

Injured on the Job at GE? READ THIS!

If you get injured on the job at GE, your first step is to report the injury and fill out an industrial accident form which should be available in the medical center and guard shack. Then consult this pamphlet on your rights: Due to recent issues at the medical center, it is worth reminding everyone of a few quick tips around workplace injuries:



Due to recent issues at the medical center, it is worth reminding everyone of a few quick tips around workplace injuries:

1. Call Carmen 617-462-7310 or your safety rep to let them know what's going on and report the injury to your boss or medical center as soon as you can, or it could affect your rights later. Ask the medical center to put a worker's comp case number on your injury report and save a copy in a safe place
2. It is not wise to have a conversation with the company/medical center about your injury when you report it, just fill out the accident form to describe the circumstances that led to the injury. If you have questions talk to your safety rep or call our 201 Health and Safety Rep Carmen Deangelis 617-462-7310.
3. If your injury may require medical care or evaluation, the medical center should put you in a cab (paid for by the Company) to go see your preferred provider (the doctors they recommend are not recommended by the union), and should pay you until the end of your shift. They may offer you first aid, or stitches at the medical center, that is at your own risk – they offer these services to keep you away from the doctor to decrease company liability. The medical center works for the Company, not for you. You have a right to a cab and pay until the end of a day to seek professional medical treatment off site in most cases.
4. Use your own doctor for your treatment, not a company doctor, not the medical center. If your doctor believes your injury requires imaging you need to get it as soon as possible. The Company doctors will make you do PT and massage way more often than your own doctor, this could aggravate your injury. GO TO YOUR OWN DOCTOR.

This is what the contract says about your wages on the day you are injured at work:

(c) Dispensary Time

Employees will be paid at their applicable rate for time spent in attending the Company dispensary for examination or treatment of any injuries arising out of and in the course of their employment, whenever such time would otherwise have been spent by the injured employee on the work assigned to him. Employees who are directed not to return to work as a result of their injury shall be paid at their straight-time rate to the end of their scheduled work shift.

Saugus Public Library Contract Approaches

Saugus Public Library's Contract is up at the end of June. A bargaining survey has been emailed to the membership. We need every member to fill it out in order to proceed. If you have not filled it out already, please fill it out now:



Saugus Public Library Contract Survey, scan here

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