

Post Master: Send Address Changes To:
IUE-CWA Local 201 News
112 Exchange St., Lynn, MA 01901

IUE-CWA Local 201 News

Celebrating 93 Years
as a Chartered Local
1933 – 2026

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

Vol. XCIII

PERIODICALS POSTAGE PAID AT LYNN, MASS.

OCTOBER 13, 2026

USPS 171-720

Number 11

EDITOR
Jefferson Cruz Ruales

MANAGING-EDITOR
Tom O'Shea

Subscription
\$1.00 Per Year

Published By
IUE-CWA Local 201, AFL-CIO
Tel: (781) 598-2760 Fax: (781) 595-8770

FAMILY DAY 2026



OFFICIAL ELECTION NOTICE GENERAL ELECTION

Tuesday October 27, 2026

POLLING LOCATIONS AND SCHEDULE

General Electric, Building 96-2 Auditorium	6:00am – 5:00pm
Avis/Budget Logan Airport, QTA Breakroom	6:30am – 4:30pm
FleetLogix, East Boston, ABG HQ Breakroom	6:30am – 9:30am
Veolia Water, Lynnway, Cafeteria/Breakroom	6:00am – 8:00 am & 2:00pm – 4:00pm
Saugus Library, Conference Room	1:00pm – 4:15pm
Ametek Aerospace, Wilmington, Cafeteria	9:00am – 10:00am
Union Hall, 112 Exchange St. Lynn.	8:00am – 5:00pm

Members who will be out for any reason on Election Day may vote by absentee ballot on Friday October 23, 2026. From 8:00am to 5:00pm at the Union Hall at 112 Exchange St. Lynn MA, 01901.

Any member in good standing is eligible to vote. Company badge or ID card or personal ID are required at the time of voting to verify the member's identity.

Signed,

Adam Kaszynski,
President

Jefferson Cruz Ruales,
Business Agent

Jay Daley
Chairperson, Election
& Jurisdiction Committee

General Election October 27, see page 1 for polling times location and information.

Next Local 201 Membership Meeting October 20, 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

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

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



"Published monthly." \$1.00 a Year

Published by: Local 201 IUE-CWA (AFL-CIO)
112 Exchange Street, Lynn, MA 01901
Periodicals Postage Paid at Lynn, MA
POSTMASTER: Send address changes



to "IUE-CWA Local 201 News," 112 Exchange Street, Lynn, MA 01901

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

Printed published by
The Golden Manet Press
Quincy



Layout Design by

LattyBugGraphics

United States Postal Service® Statement of Ownership, Management, and Circulation

1. Publication Title IUE-CWA LOCAL 201 NEWS
2. Publication Number 171-720
3. Filing Date 9-25-26
4. Issue Frequency Monthly
5. No. of Issues Published Annually 12
6. Annual Subscription Price \$1.00
7. Complete Mailing Address of Known Office of Publisher (Not printer)
Local 201 IUE-CWA (AFL-CIO)
112 Exchange St., Lynn, Essex County, MA 01901-1435
Josephina Quintana Telephone 781-598-2760
- Contact Person
8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer)
Local 201 IUE-CWA (AFL-CIO), 112 Exchange St., Lynn, MA 01901-1435
9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor
(Do not leave blank)
Publisher IUE-CWA LOCAL 201 (AFL-CIO)
112 Exchange St. Lynn, MA 01901-1435
(Name and Complete Mailing Address)
(International Union of Electronic, Electrical, Salaried, Machine & Furniture Workers & Communication Workers of America, AFL-CIO)
Editor Jeff Cruz
(Name and Complete Mailing Address)
112 Exchange St., Lynn, MA 01901-1435
Managing Editor Thomas O'Shea
(Name and complete mailing address)
112 Exchange St., Lynn, MA 01901-1435
10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.)
Full Name Complete Mailing Address
International Union of Electronic Electrical, Salaried, Machine & Furniture Workers of America (AFL-CIO) 112 Exchange St., Lynn, MA 01901-1435
IUE-CWA (Local 201) 112 Exchange St., Lynn, MA 01901-1435
Jeff Cruz, Business Agent 112 Exchange St., Lynn, MA 01901-1435
Adam Kaszynski, President 112 Exchange St., Lynn, MA 01901-1435
Christopher Moody, Vice President/Rec. Secretary 112 Exchange St., Lynn, MA 01901-1435
11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box ☒ None
Full Name Complete Mailing Address
N/A
12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one)
☒ Has Not Changed During Preceding 12 Months
☐ Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)
13. Publication Title IUE-CWA LOCAL 201 NEWS
14. Issue Date for Circulation Data Below 10/13/26
15. Extent and Nature of Circulation

	Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Total Number of Copies (Net press run)	4,200	4,200
b. Paid Circulation (By Mail and Outside the Mail)		
(1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (Include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	945	945
(2) Mailed In-County Paid Subscriptions Stated on Form 3541 (include paid distribution above nominal rate, advertiser's proof copies and exchange copies)	1,077	1,077
Paid and/or Requested Circulation		
(3) Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®	2,022	2,022
(4) Paid Distribution by Other Classes of Mail Through the USPS (e.g. First-Class Mail®)	0	0
c. Total Paid Distribution (Sum of 15b. (1), (2), (3), and (4))	4,044	4,044
d. Free or Nominal Rate Distribution (By Mail and Outside the Mail)		
(1) Free or Nominal Rate Outside-County Copies included on PS Form 3541	0	0
(2) Free or Nominal Rate In-County Copies Included on PS Form 3541	90	90
(3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g. First-Class Mail)	0	0
(4) Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)	0	0
e. Total Free or Nominal Rate Distribution (Sum of 15d. (1), (2), (3), and (4))	90	90
f. Total Distribution (Sum of 15c. and 15e)	4,134	4,134
g. Copies not Distributed (See Instructions to Publishers #4 (page #3))		
h. Total (Sum of 15f. and g)	4,134	4,134
i. Percent Paid (15c. divided by 15f times 100)	97.82%	97.82%

16. * If you are not claiming electronic copies, skip to line 17 on page 3.
17. Publication of Statement of Ownership
☒ If the publication is a general publication, publication of this statement is required. ☐ Publication not required.
Will be printed in the 10-13-26 issue of this publication.
18. Signature and Title of Editor, Publisher, Business Manager, or Owner Date

Jeff Cruz, Business Agent

9-25-26

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

CANDIDATES FOR 2026 ELECTION OFFICER AND DELEGATE ELECTIONS

PRESIDENT

Adam "Kaz" Kaszynski
Ivan Marquez

VICE PRESIDENT/ RECORDING SECRETARY

Chris Moody

BUSINESS AGENT

Cohlette Carlino
Jefferson Cruz Ruales
Michael Lee

SERGEANT-AT-ARMS

Stephen Allen
Toni Mello
Yanitz Thomas

TREASURER

Nefty Alvarez

HEALTH & SAFETY DIRECTOR

Stephanie Murray

AMALGAMATED TRUSTEE

Fred Hogan

TRUSTEE: (2 GE POSITIONS)

Shawna Bickford
Vasilios "Billy" Stephanides

LATO & LOGISTICS EXECUTIVE BOARD

Erik Countie
Robert Hauser

LCM EXECUTIVE BOARD

Brian Merchant

LPS/M&E, TOOL & DIE EXECUTIVE BOARD

John Leighton
Anthony Taverna

AMETEK CHIEF STEWARD

No Candidate

AVIS BUDGET GROUP CHIEF STEWARD

Samantha Sanchez

FLEETLOGIX CHIEF STEWARD

No Candidate

LWWTP CHIEF STEWARD

Corey Scott

SAUGUS PUBLIC LIBRARY CHIEF STEWARD

Lisa Lejeune

DELEGATE TO THE INTERNATIONAL CONVENTION

Jason "Jay" Daley
Vasilios "Billy" Stephanides

DELEGATE TO THE GE IUE-CWA CONFERENCE BOARD

No Candidate

BUILDING ASSOCIATION BOARD OF DIRECTORS

Michael Matayabas

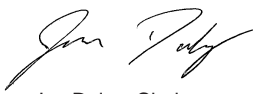
CONTESTED RACES FOR STANDING COMMITTEES

UNION HEALTH AND SAFETY REPRESENTATIVE GE BUILDING 74

Donald Doucette
Derrick Smith

UNION HEALTH AND SAFETY REPRESENTATIVE GE LPS - POWER PLANT - FIRE INSPECTION

Michael O'Connor
Adam O'Neill



Jay Daley, Chairperson
Election & Jurisdiction Committee

LIST OF MEMBERS THAT SUBMITTED NOMINATION PAPERS FOR STEWARD, ELECTED HEALTH AND SAFETY REPRESENTATIVE AND STANDING COMMITTEE

GE Health and Safety Representative

Donald Doucette Bldg. 74
Derrick Smith Bldg. 74
Evel Almonte Bldgs. 64-TC64 & TPCE
Glenn Lunt LATO-Bldgs. 42 + Test
Daniel S. Castro LATO-Bldg. 29
Armand R. Conti Logistics- Bldg. 63
Shipping and Receiving Warehouse
Michael O'Connor LPS-UPS, Power Plant
+ Fire Inspection
Adam O'Neill LPS-UPS, Power Plant +
Fire Inspection

Veolia Lynn Waste Water Treatment Plant Stewards

Robert Evangelista
Chris Rourke

Standing Committees

Yanitz Thomas Activities Committee

Eugene Anderson
Election & Jurisdiction Committee
Jason "Jay" Daley
Election & Jurisdiction Committee
Jonathan Kohut
Election & Jurisdiction Committee
Denise "Dee" Rosado
Election & Jurisdiction Committee

Cohlette Carlino Women's Committee
Yanitz Thomas Women's Committee
Denise "Dee" Rosado Women's Committee

GE Stewards

Clint Brewster LPS-UPS, Power Plant,
Fire Inspection 1st Shift
James Fitzgerald LPS-UPS, Power Plant,
Fire Inspection 1st Shift
Adam O'Neill LPS-UPS, Power Plant,
Fire Inspection 1st Shift
Michael Fitzgerald 64 LPS Maintenance
1st Shift
Toni Mello Bldgs. 64-TC64 1st Shift
Michael Matayabas Bldgs. 64-TC64
1st Shift
Jason "Jay" Daley 64 Maintenance
1st Shift
Jonathan Kohut Bldg. 64 Maintenance
1st Shift
Sean Looney Bldg. 64 Maintenance
1st Shift
Stephen Allen Bldg. 74 1st Shift
Fredrick Jones Bldg. 74 1st Shift
Sida Linnell Bldg. 74 2nd Shift
William Holm Tool + Die 1st Shift
Mark Gauthier Bldg. 63 Logistics 1st Shift
Patrick Dellavia Bldg. 66 2nd Shift
Vasilios "Billy" Stephanides 66 3rd Shift
Joseph Kelly LATO Maintenance 1st Shift
James Deluca LATO Bldg. 29 1st Shift
Michael Lucrezia LATO Bldg. 29 1st Shift
Eric Knowles LATO Bldg. 29 2nd Shift
Denise "Dee" Rosado LATO Test 2nd Shift
Shawna Bickford LATO Bldg. 42 1st Shift
Robert Mulvihill LATO Bldg. 42 1st Shift
Mark Monti GE Bldg. 42 2nd Shift
Leonard Nali GE Bldg. 42 2nd Shift

OPEN ENROLLMENT

GE Health Benefits for Production Employees OCTOBER 9 – OCTOBER 30

GEAEROSPACE.COM/HEALTHBENEFITS

THIS 12 DAY PERIOD IS THE TIME THAT YOU CAN MAKE
CHANGES TO YOUR BENEFIT ELECTIONS DURING THE YEAR
(with the exception of a life-event - birth, death, marriage, etc.)

You **must** take action if you....

- Wish to change your medical, vision or dental plans
- Wish to contribute to a flexible-spending account (HCFSA, LPFSA or DCFSA) or health savings account (HSA)
- Wish to take advantage of updated Dependent Life Insurance and LTDI options (see Presidents Column on Pg 12 & 11)
- Need to make a change in your covered dependents or working spouse status
- To carry over unused sick and personal pay program hours earned during 2026. Should you fail to make this election, you will receive payment for unused sick/personal hours in February 2027 (Unused sick/personal hours cannot exceed 240).

Additional Information and/or assistance
can be obtained on your benefits website

HRCentral.GEAerospace.com

(click on Annual Enrollment) or by calling the
GE HR Benefits Center at **1-844-477-2200**.



Letter to the Editor

Dear Local 201,

With heartfelt gratitude, thank you and IUE-CWA, Local 201 for your generous gift to the Girls Inc. of Boston and Lynn 2026 Annual Fund. On behalf of our board, staff and — most importantly — the girls we serve, **thank you** for your friendship and support of our *strong, smart, and bold* mission.

Thank you for believing in them and in the power of Girls Inc. Together, we are strengthening our communities by helping young women realize their potential and build the skills they need to thrive wherever life takes them.

In appreciation,

Natalie Martinez

CEO, Girls Inc. of Boston and Lynn



Saugus Public Library

By JACKIE MILLER

Saugus Public Library Chief Steward

"Those who cannot remember the past are condemned to repeat it."

Grover Cleveland, the other U.S. president who served two non-consecutive terms and who made Labor Day a federal holiday, is a classic example of the wisdom of heeding the saying, "Actions speak louder than words." The other saying to keep in mind is "Those who cannot remember the past are condemned to repeat it."

President Grover Cleveland, who ran for his second term pledging tariff reform managed so well that it would "not necessitate or justify either the loss of employment by the workingman or the lessening of his wages" signed Labor Day into law as a federal holiday on June 28, 1894, not because of his deep and abiding respect for the common worker, but as a PR stunt and a sop to working class voters before the 1894 mid-terms. It didn't help. The midterm elections saw the majority flip in historically high numbers as voters reacted to an economy in free fall, mass unemployment, and soaring inflation, as well as how Cleveland mishandled the bitter Pullman strike, Congress voted the Wilson-Gorman Tariff Act into law, leading to the Panic of 1893, and the Supreme Court's striking down a tax increase on the wealthy. (*Is this all sounding eerily familiar yet?*)

In May 1894, Pullman Palace Car Company workers' wages were cut by 25-33%, despite the Pullman company being valued at tens of millions and George Pullman's net worth of \$7.7 million, the equivalent of \$200 million today. Top daily wages for a skilled Pullman shop mechanic were \$3.00 before the wage cut. With Pullman deducting rent and utilities from workers' wages for the factory-owned homes and forcing people to buy from the Pullman-owned stores, it was not uncommon for Pullman workers to go deeply into debt to their employer while working ten to twelve hours a day, six days a week, as they tried to support a family.

When Pullman refused to reduce rents in his factory towns or cut the cost of the gas and water utilities after cutting wages and then firing a grievance committee, 4,000 workers went on strike in Pullman, Illinois on May 11, 1894. As other railroad workers across the nation joined the walkout, led by the American Railway Union under Eugene V. Debs, the nation came to a standstill, crippled by the strike.

President Cleveland's response to labor was to send 12,000 US military troops under Brigadier General Nelson Miles in to break the strike and crush the workers. Ultimately, twelve workers were killed, Debs was imprisoned, and the American Railway Union

was crushed. Pullman employees were blacklisted for life from working for any railroad company. Following the strike, railroad employees were forced to sign anti-union pledges to keep or obtain a job. Although George Pullman's social standing suffered due to the bad press about his treatment of his employees, his finances were not harmed by the strike.

Fast forward 132 years and change the company name from Pullman to Amazon, Walmart, UPS, FedEx and dozens of others, swap George Pullman out for Bezos, Zuckerberg, Musk, or the other Gilded Age 2.0 titans of business, and you'll see history repeating itself in front of you as people are laid off, benefits and wages are cut, and gas, food, and utility prices go higher. November 3 is your chance to stop repeating history by supporting candidates who show they are on labor's side by their actions, not just their words, as you're choosing your elected officials this fall.

North Shore Labor Council

HALLOWEEN

Trivia

Food • Fun • Prizes

OCT 30 **6PM**
(Doors Open 5:30PM)

Polcari's Restaurant
99 Broadway, Rte 1, Saugus

Register a Team Today! | Costumes Encouraged!

OPEN POSITIONS

Listed Below are Open Positions as of October 1, 2026

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

- 1 Power Plant Operator (2nd Fireman)
- 1 Power Plant Operator (3rd Class Engineer License Required)
- 2 HVAC
- 1 Milling Machine Electro
- 1 Plumber
- 3 Welder

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

OCTOBER 20, 2026

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



OR VIA ZOOM

<https://shorturl.at/LrJXn>

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. **COMMITTEE REPORTS**
 1. ACTIVITIES COMMITTEE REPORT
 2. LEGISLATIVE COMMITTEE REPORT
- IV. **GE REPORT**
- V. **AVIS/BUDGET GROUP REPORT**
- VI. **AMETEK REPORT**
- VII. **VEOLIA WASTE WATER REPORT**
- VIII. **SAUGUS LIBRARIANS REPORT**
- IX. **FLEETLOGIX REPORT**
- X. **NEW BUSINESS**
 1. VOTE ON ENDORSEMENT OF DAN KOH FOR THE 6TH DISTRICT CONFESSIONAL SEAT FOR CONGRESS
 2. VOTE ON 2027 LOCAL 201 BUDGET

Signed,

ADAM KASZYNSKI, President
JEFFERSON CRUZ RUALES, Business Agent

SYMPATHY

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

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**



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Retirees over Age 65: Medicare Open

Enrollment is October 15 to December 7

The Open Enrollment Period for post 65 Medicare plans allows retirees to change their health or prescription drug plans for 2027. It's a good time to check what's happening to your plans. I met with a retiree last year who was paying \$122 a month for a drug plan when there was a plan for \$16 a month that covered her drugs better. The cost kept climbing year after year when she wasn't looking. That's why we have to pay attention.

Some plans are changing a lot! Everyone should have gotten a 2027 Annual Notice of Changes from your insurer. Some retirees have heard from Aetna Silverscript that it is terminating its Massachusetts plans. Those retirees will have to pick a new plan. Other retirees have heard that their drug plan premiums are going up a lot. That's true for the United plans: AARP Medicare Rx Preferred Plan's premium is going from \$155.10 to \$239.80 a month or the AARP Medicare RX Saver going from \$38.70 to \$122.20 a month. The plans also can change what drugs they cover and the co-pay.

Also, plans can change their annual deductible for copays. The new max deductible for prescription drug plans set by Medicare is going up to \$700 from \$615. Some plans have lower deductibles or don't charge it on generic drugs. The new out of pocket max, the amount your prescription co-pays total before the plan pays the full co-pay, is going up to \$2400 from \$2100.

If the rates go up a lot or the plan no longer covers your scripts, it's time to see if there's a better plan for your needs. I recommend that retirees list all your medications with the strength and frequency that you take them in order to comparison shop the plans. If you don't take action before December 7, you could be stuck with the plan for the year. And it makes sense to call or go online soon.

If you are in a Medicare Advantage plan things could change as well. Some plans could be discontinued. Some change what doctors they accept. For instance, Mass General Brigham no longer accepts Lahey Clinic doctors. And Blue Cross Blue Shield is eliminating its preferred provider plans (PPO) and limiting enrollment in their other Medicare Advantage plans.

If you're happy with your plan you don't have to do anything!

How to change your plan

You can go online at my.viabenefits.com/geaerospace or Medicare.gov. Or, call VIA benefits at 844-876-6370 to look at which plan is best for you. If the VIA plans are too expensive you can contact the SHIP/SHINE program listed below that can put you in touch with a local councilor.

If you are eligible for the GE Retiree Reimbursement Account (RRA) that pays \$1000 toward your premiums and medical costs, you must enroll in one plan through VIA Benefits. (Either a standalone prescription drug, sup-

plemental, or Medicare Advantage plan.) If you qualify for VIA funding and you need to switch one of your plans, be sure to work through them either online or on the phone. This year we have a big problem with VIA only offering the most expensive prescription drug plans in Massachusetts. This can create crazy costs for a retiree. For instance, a retiree who lost his Silverscript plan came to see me. He had one generic drug. We found the plan recommended by the VIA website cost \$1354.80 more in 2027 than the best plan we found on the medicare.gov website. This means retirees have to also check what the Medicare.gov website offers since it lists all the available plans. And if the VIA offering is too high, switch to the medicare.gov option. To preserve your eligibility for the \$1000 RRA be sure that you enrolled through VIA for your other Medicare plan. Remember, you must have signed up for at least one plan through VIA. Whew. Way too complicated. I have protested this situation to VIA and GE. They need to cover some of the more reasonable plans. At press time, I am still in discussions with GE and VIA about this situation. Stay tuned.

Another resource are the State Health Insurance Assistance programs (SHIP): 1-877-839-2675 or shiphelp.org. They are located in every state frequently at Senior Centers and help people with coverage choices. They can access the medicare.gov website and plan finder tools. The Massachusetts program is SHINE and I've been training with them to better help retirees. The SHINE number is 800-243-4643 to find your local councilor.

At the present time the 2027 rates and deductibles for Medicare Part A (hospital) and Part B (doctors) coverage have not been announced yet so I will cover that in my next article.

Questions? You can call me at 617-922-5573 and we can work together.

Retirees' Council Next meeting October 28

Check out our next meeting. We will have updates and discussion about Medicare Open Enrollment. And we will have elections for the Retiree Council officers for another 2-year term. Offices are President, Vice-President, Treasurer, Recording Secretary. Join us.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday October 28 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

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 781-594-4533

All calls are strictly confidential.



GE Stewards Council

November 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.



**Retiring Soon? Join us for an informative session
designed specifically for hourly employees!**

Learn about the retirement process, tools available, and gain
valuable insights tailored to your unique needs — get your questions
answered, and your concerns addressed!

All Sessions will be in the Building 32 Auditorium

October

Thursday, 10/15/26 from 7 - 8 am Eastern

November

Thursday, 11/5/26 from 3 - 4 pm Eastern

Thursday, 11/19/26 from 7 - 8 am Eastern

December

Thursday, 12/3/26 from 3 - 4 pm Eastern

Thursday, 12/17/26 from 7 - 8 am Eastern

SAMPLE

IUE CWA Local 201 Election 2026

01

01

Mark Your Ballot Lik

President (Vote for 1) :

☐ Adam "Kaz" Kaszynski

☐ Ivan Marquez

Business Agent (Vote for 1) :

☐ Cohlette Carlino

☐ Jeff Cruz

☐ Michael Lee

Sergeant at Arms (Vote for 1) :

☐ Stephen Allen

☐ Toni Mello

☐ Yanitza Thomas

Delegate to the International Convention (Vote for 1) :

☐ Jason "Jay" Daley

☐ Vasilios "Billy" Stephanides

DO NOT FOLD

SAMPLE

Mark Your Ballot Like This

SAMPLE

IUE CWA Local 201 Election 2026

04

04

Mark Your Ballot Lik

Union Health and Safety Representative GE LPS - Power Plant - Fire Inspection (Vote for 1)

☐ Michael O'Connor

☐ Adam O'Neill

DO NOT FOLD

SAMPLE

Mark Your Ballot Like This

SAMPLE

IUE CWA Local 201 Election 2026

02

02

Mark Your Ballot Lik

President (Vote for 1) :

☐ Adam "Kaz" Kaszynski

☐ Ivan Marquez

Business Agent (Vote for 1) :

☐ Cohlette Carlino

☐ Jeff Cruz

☐ Michael Lee

Sergeant at Arms (Vote for 1) :

☐ Stephen Allen

☐ Toni Mello

☐ Yanitza Thomas

Delegate to the International Convention (Vote for 1) :

☐ Jason "Jay" Daley

☐ Vasilios "Billy" Stephanides

LPS-M+E-Tool + Die Executive Board (Vote for 1) :

☐ John Leighton

☐ Anthony Taverna

DO NOT FOLD

SAMPLE

Mark Your Ballot Like This

SAMPLE

IUE CWA Local 201 Election 2026

05

05

Mark Your Ballot Lik

Union Health and Safety Representative LCM - GE Building 74 (Vote for 1) :

☐ Donald Doucette

☐ Derrick Smith

DO NOT FOLD

SAMPL

Mark Your Ballot Like This

LAT&O/Logistics Report

By ERIK COUNTIE

LAT&O/Logistics Executive Board

SAMPLE

IUE CWA Local 201 Election 2026

03

03

Mark Your Ballot Lik

President (Vote for 1) :

☐ Adam "Kaz" Kaszynski

☐ Ivan Marquez

Business Agent (Vote for 1) :

☐ Cohlette Carlino

☐ Jeff Cruz

☐ Michael Lee

Sergeant at Arms (Vote for 1) :

☐ Stephen Allen

☐ Toni Mello

☐ Yanitza Thomas

Delegate to the International Convention (Vote for 1) :

☐ Jason "Jay" Daley

☐ Vasilios "Billy" Stephanides

LATO + Logistics Executive Board (Vote for 1) :

☐ Erik Countie

☐ Robert Hauser

DO NOT FOLD

SAMPLE

Mark Your Ballot Like This

I want to take this time to remind everyone to vote in the election this month. I always like to say you can't complain if you don't get involved. This is the most important way to make your voice heard so take advantage. Also want to point out for you to get your annual elections in order, if you haven't already by the time this article hits the floor. It's really difficult to change after the fact and it's no guarantee that you'll be able to do so. If you have children in daycare or preschool make sure to sign up for the childcare flexible spending account as well. Take advantage of keeping a little extra money in your pocket by paying for a good amount of childcare/early education tax free.

Logistics

Apparently there are rumors of layoffs in logistics. These are unfounded and seem to happen at the start of every slow quarter. We have an agreement with the Company that there will be no reduction in head count in building 63. What they are is just rumors. Also please feel free to reach out to me or a steward if you hear anything like this to get a real answer.

LATO



The compliance issue is still on going in building 42. As soon as I get an answer I will be in there to relay the message to you all. Hopefully by the time you read this we have some answers. Work should start flowing in building 29 soon according to management so hopefully expect the usual busy end to the year.

In the meantime, if anybody sees management doing anything they even consider to be bargaining unit work, please tell a steward immediately and have them write a grievance. The only way that will stop is if we act as one and put an end to it.

Good luck to everyone running for positions this year!

FAMILY DAY 2026



Support Striking Encore Workers

Unite Here Local 26 and Teamsters Local 25 are now 35 Days into their strike at the Encore Boston Harbor as as they fight for a fair contract.

There are many ways you can support Encore workers' efforts

- 1. Do Not Cross the Picket Line!:** Communicate with other members and remind them not to cross the picket line or patronize Encore Boston Harbor. That means no gambling, dining, drinking, booking rooms, attending events, or engaging in any other activities at the casino while workers remain on strike.
- 2. Join the Picket Line!:** Organize delegations from your local unions, wear your union colors, and join workers on the picket line. The line remains active day and night, and your presence makes a difference. — you can even get a FREE yard sign
- 3. Contribute to the Local 26 Worker Hardship Fund:** With more than 1,000 workers still on strike, sustaining this fight requires significant resources.

Checks can be mailed to:

UNITE HERE Local 26
52 Church Street
Boston, MA 02116
Memo: Encore Strike Assistance

Contributions to the Hardship Fund are not deductible for federal income tax purposes as charitable contributions.



Fighting Oligarchy and Mentorship Program

By Mike Greene, Material Handler Bldg. 63.,
Fighting Oligarchy Training Facilitator

Dear union brothers and sisters,

I wanted to take a moment to keep everyone informed about some of the work taking place within our local and at the national level. This year is especially important as we head into another election season. The decisions made now have the potential to directly impact the working families, our jobs, our contracts, and the strength of the labor movement.

One of the most valuable programs offered through IUE-CWA is its 12-month mentorship program. This program goes far beyond simply preparing future union leaders. It provides participants with a deeper understanding of the history of the labor movement, how unions were formed, the struggles working people have faced throughout history, and the importance of collective action. It also focuses heavily on developing the leadership, organizing, communication, and mobilization skills needed to build stronger unions.

The mentorship program is about developing a new generation of informed and engaged union activists who understand that the strength of our movement depends on members being willing to participate, educate one another, and stand together. The knowledge and relationships

developed through this program continue well beyond graduation, creating a network of union members who can take what they have learned back to their locals and communities. I have participated in the program for the past three years. I began my journey as a mentee and successfully graduated from the program. I was then invited to return this time serving as a Peer Leader and Coordinator. In this role, I have had the opportunity to share my experience, teach program content, mentor, and support the current group of mentees throughout their development.

Another important component of this work has been the Fighting Oligarchy training. For those who may not be familiar with the term oligarchy, it refers to a system in which political and economic power becomes dictated by a small wealthy group. Understanding how that concentration of power affects us the working people is an important part of the challenges that we face today.

The Fighting Oligarchy training connects these issues to CWA's legislative, political, and organizing programs, while emphasizing the importance of building a strong, educated, and mobilized working-class movement.

Importantly, this isn't a new struggle. History has shown us repeatedly what can happen when this type of power is in the wrong set of hands. We have witnessed and learned about these events throughout American history and around the world, including countries such as Brazil, Chile, and Hungary. We have also seen examples of working people organizing through peaceful, collective movements to challenge anti-worker policies and defend their rights to dethrone and put a stop to these Oligarchs. One thing I learned was that history matters because it reminds us

that workers have power when we stand together.

In April, I was asked to help facilitate the Fighting Oligarchy training for IUE-CWA and CWA locals across the country. Including bringing the training to our own union brothers and sisters at IUE-CWA Local 201 on August 25, 2026. My involvement has included helping prepare and facilitate trainings, sharing valuable information with members, connecting the material to issues affecting our workplaces and communities, and encouraging union members to become more informed, engaged, and active in their union.

Opportunities like this demonstrate how important it is for union members to understand not only what is happening politically, but also what is the domino effect that's occurring right here at GE. Education is one of the most powerful tools we have. When members understand our history, the issues affecting working families, and how through collective action works, we become much harder to divide! In November, I will be returning to Washington, D.C., to participate in lobbying efforts with Congress regarding several issues that could directly impact our livelihoods. I will be speaking with lawmakers and their staff, and advocating for policies that protect working families, good jobs, and the rights of our union members. This is another example of why member involvement matters. Our voices need to be heard not only inside our workplaces and union halls, but also where the decisions affecting working people are being made.

I encourage everyone to stay informed, ask questions, participate, and most importantly, stay involved. None of us can do this alone. The labor movement has always been strongest when ordinary working people come together around a common purpose.

When we educate ourselves, organize, participate, and stand together, we become stronger!



Health & Safety Notes

By STEPHANIE MURRAY
Local 201
Health & Safety Director

The Importance of Safety Concerns at GE

We have all seen the, "See Something, Say Something" posters. But as many of us have learned, just saying something sometimes doesn't get anywhere. As you may have experienced, safety concerns/suggestions at times can take a back seat in a cell leader's mind. This is when "concern reporting" becomes a great tool for us.

Why should you submit a concern report?

Your machine has been leaking coolant for months, you told your cell leader, but maintenance hasn't received a work order. By submitting a concern report, it will put eyes on your machine that will generate a work order. Concern reports create a document with a time stamp. All concern reports are considered a priority and should be completed or acted on within 30 days. Concern reports are also the place to document any "near misses," which is an event where no one got hurt, but there was potential that somebody could have.

How can you submit a concern?

There are a few ways to submit a concern report, my favorite will always be to tell your IUE Safety Rep. Your safety rep will ensure your concern gets documented correctly and will be able to advocate for you properly. You can also put a concern in on any shop floor computer, or by using the QR Code. When submitting the concern yourself, be as descriptive as possible and add the location. You may see a place to type your name in as the "observer." Know that you do not need to add your name if you prefer to remain anonymous by typing in "none" under "observer." Adding your name helps your safety rep and EHS leader if they have any questions or have updates for you.

What happens after you submit a safety concern?

The Joint Health & Safety team reviews the concern and assigns it to the manager responsible. The safety rep and EHS leader will work with the business to see how the concern can be addressed. Most times, work orders will be submitted or items will be ordered. Understand too that concerns can take longer due to availability, engineering, back orders, fixture development etc. It is important to remain in communication with the EHS team to stay informed on the progress.

Your safety concerns are not being addressed, why is it still important to submit them?

Safety concerns that sit overdue in the system are a piece of documented evidence that shows us that something within the business is not working appropriately. Many times, as a safety rep I would experience this. All the overdue concern reports were gold to me. It was something tangible that I could print out and hand to upper management to show them there is a problem.

One major thing the Company and the Union have in common is that we want everyone to return home safely. The main ways we reduce injuries for our members are by identifying shop floor hazards and driving safety concerns. The importance of these concern reports is that they create a time-stamped document and paper trail that holds the Company responsible for completion within 30 days.



Mike Greene with Marilyn Hickland IUE CWA Political Campaign Organizer and Stacey Beckeridge IUE CWA Local 83761 Fighting Oligarchy Training Facilitator



VP's Corner

By CHRIS MOODY

*Vice-President/
Recording Secretary*

Hello Brothers and Sisters!!!

I hope my article finds you all in good health this month!

2026 Local 201 Family Day

This last month Local 201 saw the return of Family Day, which took place on 9/12/26 at Fraser Field. I hope everyone that was able to attend had a great time, as there was a multitude of things to do for the whole family. My hope is that the return of Family Day becomes a mainstay again for years to come. Thank you to Yanitza Thomas and all the volunteers that made this event a success.

GE Open Enrollment

This month will be Open Enrollment at GE, taking place from 10/19/26 through 10/30/26. Be sure to go into HR Central and make your elections.

During National Contract negotiations for GE, our leadership at the table was able to secure a one-time enrollment period where members who want to sign up for long-term disability (LTDI) can do so without needing an Evidence of Insurability (EOI) form or a clean bill of health from your doctor. The only other time you are able to sign up without providing any paperwork is when you are first hired. After that, and after this open enrollment period, those forms will be required again if you choose to sign up. Additionally, if you sign up this year, it will keep you locked in moving forward, not needing to provide any health statements or other paperwork in the coming years.

One issue we did run into earlier this year is that you MUST go into open enrollment and make your elections. In previous years if you didn't go into open enrollment and make your choices, then you would just lock into what you chose the previous year again. This year there was members who had FSA issues, LTD issues and so on. It's a great disappointment thinking your medical coverage is all set just to run into an issue when you go to use it. So, make sure to not be complacent and assume the same elections as last year will automatically be made again.

Arbitration

This last month I was able to attend an Arbitration for one of our members who was hit with unjust discipline. It was the 3rd Arbitration I've been able to attend, and each time is a learning moment on how to better combat The Company's unreasonable disciplinary approach.

I spent a day at Arbitration with LCM Executive Board Member Brian Merchant and LCM Steward Nick Velasquez. While I can't go into details of the case, I can say that it was a hard-fought case, and while the decisions of the Arbitration can, and

usually does, take months to be made, I am hopeful the Arbitrator will rule in our members favor.

A lot of us are familiar with the grievance procedure outlined in Article 13 of the National Agreement, but when a dispute arises between The Union and The Company over a violation of the CBA, Just Cause or a plethora of other violations, and The Company stubbornly refuses to uphold the grievance at all 3 steps, that's when your case will go to Arbitration. At this point your IUE/CWA Lawyer/Arbitration Specialist will be present on your behalf and making their case to the Arbitrator. The Company will do the same then the Arbitrator will have 2 to 3 months to make their decision. That's a basic aerial view of how it works, but when you're in that room you realize there's far more detailed intricacies involved. My hope is to involve more Stewards and Board Members in these, because every step of the grievance procedure should be approached with the next step of the procedure and even Arbitration in mind.

Avis/Budget Retirements

Another thing I want to touch on this month specifically relates to our members at Avis-Budget. If you are considering retiring soon and are part of the pension plan there, then please don't hesitate to reach out for assistance if you feel it may help. I've only dealt with a couple of members in doing so, but each time admittedly was a headache and due to no fault of the member. Whether it be the Company simply sending over the necessary info for calculations, or waiting months for paperwork, issues do exist and it makes for an unnecessarily long and drawn-out process to collect the funds that you paid into over the course of your career. One thing to know is that even when everything is all set at the Company's end, it's still going to take TransAmerica 15 days to get you your paperwork. Even then, you'll still have about another week to go to make sure everything is squared away as you must choose your elections and upload them back to TransAmerica for review. So, I again want to reiterate that if for any reason you want help, do not hesitate to reach out to the Union Hall.

Lastly, I hope all of you that were able to get Topsfield Fair tickets enjoyed a great day with family or whoever else you decided to go with. It's now 2 years in a row that we've sold out what we had allotted for tickets! That's all I have for this month, and as always, if you have any questions or concerns, please feel free to reach out to me directly or down at the hall!



LCM Report

By BRIAN MERCHANT

LCM Executive Board

Building 64: Investing in Our Future

For far too long, Building 64 has been neglected by management when it comes to one of the most important investments we can make in our workforce: cross-training. Instead of focusing on the big picture, management has been more concerned with production times, vouchering, discipline, and cutting overtime. Somewhere along the way, they seem to have forgotten that the key to long-term success is having a skilled, versatile, and properly trained workforce.

Building 64 is unique. It is truly a do-it-all building, and I firmly believe some of the most talented machinists this Company has ever employed work within its walls. The knowledge and experience these men and women possess are invaluable. Yet we continue to waste that talent by failing to give them the opportunity to pass their skills on to the next generation of machinists. That needs to change, and I intend to push the Company to address it.

We need a serious commitment to cross-training, with a structured training matrix that gives every employee the opportunity to learn every job they are capable of performing. Our experienced machinists should be compensated for sharing their knowledge, and our newer members deserve the opportunity to develop the skills necessary to keep Building 64 successful for years to come.

I won't pretend this transition will be easy. There will be growing pains for both the Company and our membership. Production may be affected, schedules may need to change, and sacrifices will have to be made. But the long-term benefits will far outweigh the short-term inconvenience. We cannot continue sacrificing tomorrow's workforce just to meet today's production numbers.

We also cannot sit back and watch our raw castings and cooling plates, the bread and butter of our operation, be farmed out while we fail to develop the workforce needed to keep that work here. We should be fighting to bring more work into River Works, not watching it leave. We need work farmed IN, not farmed OUT!

The future of Building 64 depends on the decisions we make today. Management needs to stop looking at training as an expense and start recognizing it as an investment in our people, our jobs, and the future of this plant.

Finally, I want to wish everyone running in the upcoming Union elections the very best of luck. It takes courage and commitment to step forward and represent your fellow members. Regardless of the outcome, I thank everyone willing to get involved.

Our greatest strength has always been our membership, and our future is worth fighting for.

In Solidarity,

Brian Merchant, LCM Executive Board Member

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Lawrence Freethy on his recent death. Lawrence worked in LUO and retired in 2004.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Members, Retirees and Staff is extended to the family and friends of GE retiree Vincent M. Martin on his recent death. Vincent retired from GE Lynn in 2011.



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE
EAP Director

Every year around this time, New England makes it pretty easy to embrace the season. The leaves change, the temperatures cool down, fairs and fall activities are everywhere, and soon enough we move into Thanksgiving and Christmas. But then January comes. The decorations are put away, the holidays are over, and we are left with cold, gray days and a couple more months of winter. For many of us, that is when we start counting the days until spring. Lately, I have been thinking about whether there might be a better way to look at it. Admittedly I have been interested in Henry David Thoreau lately and he wrote in his journal in 1853, "Live in each season as it passes; breathe the air, drink the drink, taste the fruit, and resign yourself to the influences of each." Maybe that is something worth thinking about, especially here in New England where our seasons are so different. We only get so many of them in our lives. If we spend January and February wishing for spring, the workweek wishing for Friday, or our working years wishing for retirement, we can end up wishing away a pretty significant part of our lives. Of course, not everyone feels that way about winter. Plenty of people can't wait for the first real snowfall. If you ski, snowboard, snowmobile, ice fish, or simply enjoy being outside in the winter, January and February may be something you look forward to all year. Maybe there is something to learn from that. Every season has something to offer if we find our own reasons to enjoy it. For the rest of us,

maybe winter can be a chance to slow things down. Make some comfort food. Pick up a book. Get back to a hobby you may have gotten away from. Take a walk after a fresh snowfall. Sometimes it is as simple as creating something to look forward to. That doesn't mean pretending everything is great. The shorter days and winter months can affect our mood, and the period after the holidays can be especially difficult for some people. Seasons are not only something that happens in the natural world. Our own lives have seasons as well. Some are busy, some quiet, some exciting, and some difficult. We may not choose all of them or enjoy all of them, but each is part of our life while we are living it.

As we move through fall and toward the holidays, enjoy it. Take in the foliage. Spend time with people you care about. And when winter arrives, find something that makes that season yours as well. Life moves quickly enough on its own. We don't need to help it along by wishing parts of it away.

The Employee Assistance Program is here as a confidential source of support. 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 consultant for EAP services, is available at the medical center and can be reached at 781-594-4533. **All communication is strictly confidential.**

LPS/M&E Report

By JOHN LEIGHTON
Crafts Executive Board

As we begin the fourth quarter production work has slowed a bit while we wait for parts, however the Maintenance Group's workload has not changed. Our management teams should be taking advantage of this production downtime to catch up with work such as machine and test cell PM's, parts replacement and general maintenance that has been pushed out due to production needs and scheduling. Doing all of this now will benefit everyone, as the work ramps up and we start heading towards the inevitable end of the year push to put as many engines out the door as possible.

This year's Open Enrollment for benefits will start October 19 and run through October 30. Members have the opportunity to sign up for LTDI without having to go through a screening. You will also have a choice of 50% or 60% coverage of your pay. Because of changes to the system we have been advised to re-enroll even if you are not making any changes to your coverage. It is also an opportunity to verify that your beneficiaries are listed properly and that none of your coverages have been changed by the system.

In Solidarity, John

Legislative Committee Recommendation

by Nefty Alvarez
Committee Chair, IUE CWA Local 201 Legislative Committee

Dear Brothers & Sisters,

For those who follow local politics closely, the 6th congressional seat of Massachusetts has played an important role in helping us lobby for work here at the River Works site, and neighboring defense contractors in our district. For example, we held meetings with Rep Seth Mouton on securing commitment of T901 work, which will replace the T700 we currently produce now. We have the experience and infrastructure to deliver on that work. When we educate them on what we are capable of manufacturing, they feel confident supporting us in bringing work into our plant. This is because our members have years of knowledge, and are committed to their jobs here. That passion is displayed when we meet with these reps. We are not only constituents, but skilled workers that are proud members of their communities. When having issues that threaten our plant, such as transfer of technology to India, we need Reps of congress that will hear our concerns, along with supporting keeping work in our plants, especially work that is tax payer funded. Those jobs should be staying here in our communities providing a living wage, while keeping in mind that it is also a matter of national defense. **With all that being said, the legislative committee has recommended the endorsement of Dan Koh for the 6th district congressional seat for Congress.** His values align with working families by showing support for the Pro Act in congress, and Unemployment Insurance for striking workers here in Massachusetts, which we see as a peace agreement, to avoid getting low ball first offers at the table when negotiating contracts. Koh also has the experience of dealing with labor disputes, making him familiar with common corporate practices used to undermine workers. One being wage theft, where even some members here at GE have experienced. These laws hold corporations accountable for non payment, or delayed payments to employees. I feel confident Dan Koh will be a supportive Rep who will deliver for us when issues affecting our members are at stake, whether they be good or bad. If he is elected, we will continue to keep reminding him that the complete manufacturing of the T901 should be done here in Lynn, where we have delivered T700 for decades, with a proven track record of quality & delivery.

Thank you to all, and stay safe. Remember to vote this November.

Editor's Note

The Executive Policy Board on October 6, 2026 voted to endorse the recommendation from the Legislative Committee to endorse Dan Koh for the 6th Congressional seat in Congress.

Fidelity 1:1 Sessions

Date	Audience	Training	Facilitator
Q4	Dates	1:1 Days (onsite)	1:1 meetings
Nov	16 Monday	Building 32, Classroom 5	10:30/11:30/12:30 2:30/3:30/4:30/5:30
Dec	3 Thursday	Building 32, Classroom 5	10:30/11:30/12:30 2:30/3:30/4:30/5:30

1:1's are typically up to 45 minutes.
Additional dates/times are
available for virtual sessions.
Sign Up Required! Register now.



Business Agent's article continued from page 12

rate directly over our site.

All of these issues compound even more once step 3 is reached as visibility and liability send the Company's legal team on a frenzy of denials and half-baked answers, once again in an attempt to dissuade the Union from raising these issues or escalating them to this level. Why would the membership put its trust in a grievance if it won't be resolved timely and if we know the Company will deny every step of the way.

Arbitration and Grievance Strike

If no resolution is reached or if the Union disagrees with the Company's answer at this point, the Union still has the ability to elevate the grievance through two paths, arbitration or grievance strike.

Arbitration involves presenting grievance to a mutually agreed arbitrator. This arbitrator is an independent party that works neither for the Union nor the Company and has jurisdiction to make a final decision over the grievance. The arbitrator's decision is final and enforceable by law.

The other path is a very special contractual right that is absent from 95% of all Collective Bargaining Agreements in the US, **grievance strike**. If a grievance is denied across all three levels of the grievance process, GE members reserve the right to withhold their labor as a final attempt to bring the Company to understand the severity of the grievance at hand and once again attempt a mutually agreed resolution. A grievance strike can be one day or indefinite, it can encompass a single group within a single building or the entire plant, and any decision to move towards a grievance strike will always come directly from the floor and the group affected.

This week the Union received the Company answers from our most resent step 3 meeting. As expected, none of the vital issues that impact multiple members has been addressed and the Company's answers are along the line of "we are working on this". Of key importance was a grievance relating to the improper and unauthorized deduction of payments from members paychecks without notice or authorization, both which violate state law, and that the Company refuses to acknowledge. There was a time when the Company understood its responsibility to its workforce and showed respect by properly administering their company. Now we are

faced with increasing presence of AI implementation in their administration, more and more third party benefits administrators, and a legal team that will stone wall until the bitter end.

The Company seems to be trying to wipe the slate clean of our over 90 years of bargaining relationship and lowball, deter and otherwise try to avoid their responsibility. As a result of this Company approach, the Union has been adapting to once again make it painful for the Company to not solve these issues quickly and at lower levels of the grievance process. We have already won an arbitration resulting in hundreds of thousands in back pay and assisted in a class action lawsuit resulting in hundreds of thousands in damages, putting those wins directly in our membership's pockets. We have also seen an uptick in grievances making their way to arbitration and internal discussions regarding shop floor action continue to become more and more common.

While my explanation above is a crash course on the grievance process, there are lots of nuances which your stewards and board members are familiar with. If you ever have any questions about where your grievance is in this process or have any questions about the process itself, bring them up to your stewards, board members, or me at any time.

FleetLogix Report

The issue regarding vans being sent home for lack of work out of order of seniority has popped up again. Earlier this summer, the Union and the Company agreed to begin the implementation of a Lack of Work list that would guarantee that the pain of lack of work is equally spread out among the entire unit fairly. The Company, however, has not effectuated this understanding or provided the Union with the information required to prove that seniority is not being habitually violated. The Union will move forward again by presenting these facts to the Company, but it is unlikely that they will do right by their workers without being pressured.

Thank you to all of the stewards and representatives from all of the vans who have independently documented these instances in an effort to document all violations. The Union will address this problem and hold the Company accountable for its dismissal of contractual obligations.

President's article continued from page 12

Annual Enrollment at GE: Consider Dependent Life Insurance

Currently, the GE Aerospace Dependent Life Insurance – Flexible Choice option provides Spouse coverage up to \$100,000 and coverage for each eligible child up to \$10,000. Effective January 1, 2027, you will also have the Flex Choice option to elect Spouse coverage of \$150,000. During open enrollment for 2027 (in the fall of 2026), you will be able to enroll in or, in certain cases, increase your existing Spouse coverage option without providing proof of good health. Rates will be provided in advance of annual enrollment. You may also obtain current rate information by calling GE Aerospace HR Services at 1-844-477-2200.

IUE-CWA Local 201 Officer Election Oct 27 2026 – Remember to Vote

Good Neighbor Fund: Supporting Our Community Together

For nearly 70 years, the **Good Neighbor Fund (GNF) (A Union Company Charity initiative)** has proudly partnered with Lynn and neighboring North Shore communities to help connect local organizations with resources that improve **public health, food security, social welfare, education, and support for veterans, as well as community holiday celebrations.**

The need in our community continues to grow. Today, **1 in 5 households struggle with food insecurity, and 1 in 3 households includes a child who has been hungry, skipped a meal, or gone a full day without eating because there wasn't enough money for food.** Financial hardship remains a major challenge, with **1 in 3 households near or below the poverty level.** Access to healthcare and public health services in Lynn also lags behind the rest of Massachusetts, and many local families continue to face barriers to getting the care and support they need. At the same time, our youngest learners are struggling, with **nearly 9 out of 10 elementary-aged children testing below math proficiency and 7 out of 10 below reading proficiency.**

You can help make a difference. Employees are encouraged to **enroll as members of the Good Neighbor Fund through regular payroll deductions or make a onetime contribution** at <https://geaerospace.yourcause.com/home#/give/charityprofile/37900/>. Membership gives employees the opportunity to **vote in annual board elections, nominate themselves or others for board positions, and help shape how GNF funds are allocated to area nonprofits.**

There are also several ways to join this year's **Fall Campaign Fundraiser:**

- **Whiffle Ball Tournament** — Oct. 13 (rain date Oct. 14);
- **Virtual Auction** — Oct. 12-23
- **Donate an item:** <https://buildsmart.capgemini.com/preview/forms/create/3246712>
- **First Annual Paper Airplane Contest** — **Oct. 21 To be held in the Bldg. 96 Auditorium**

Your participation and continued membership help create meaningful impact in our community. **Thank you for supporting the Good Neighbor Fund.**

Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

GE Report

The Grievance Process

The grievance process is the primary method by which the membership and the Union raise disputes and disagreements to the Company in an effort to come to a mutually agreeable resolution. The process is structured to escalate a grievance through higher levels of Union oversight and management authority if agreement is not reached at lower levels. The understanding that the Company and the Union have reached over our 90-year relationship has been that if our issues are heard in good faith, and resolved in a timely fashion, then business as usual should continue without many issues. However, this has not always been the case in the past. Multiple iterations of Company leadership have abused the grievance system or attempted to subvert it as a way to push issues down the line or make reaching a resolution so impractical that it dissuades the membership from attempting to file a grievance. Only a few decades ago, the Company adopted strategies that created YEARS LONG back log of unheard cases resulting in a membership that exploded into shop floor actions. Unfortunately, those days may be bubbling up again.

Steps 1, 2, and 3.

Step 1 (Foreman Level) is the first stage of the process where foremen, stewards, and members are supposed to have the opportunity to hash things out on the floor.

If no resolution is reached then it gets escalated to **Step 2 (Management level)**, at this stage, the Board Member and the Company's Union Relations representative get involved on behalf of the Business Leader or department head.

Again, if no resolution is reached then it gets escalated to **Step 3 (Headquarters' Level)**, where the grievance is now presented to the head of the Company's Union Relations department.

The post-split Company has taken multiple successive steps to change and update its administrative and internal practices resulting in several new issues which the Union has been forced to handle. Recurring payroll errors, improper benefits management, disjointed decision making from one part of the plant to the other, all of which have added a burden to the Union and the grievance process. Now, the integrity of the process itself is being eroded by the Company.

HR Overreach, Compliance Witch Hunts, and Lack of Authority

Getting a brand-new foreman to meet with the steward and attempt a step 1 agreement is almost unheard of nowadays, and even if there is mutual agreement and will to reach a settlement, HR yanks the foreman's neck and forces a denial. The Human Resources department has taken an increasingly hostile stance focusing more on discipline rather than access to benefits and employee welfare.

This HR overreach is also conflicting with step 2 as internal disagreements between company departments slows the process down, and once again, even if the business leader or department head is willing to find resolution, HR gets in the way stripping any authority from the decision makers at this level. Not only that but now more than ever we are fighting upstream as well as the post-split GE unilaterally updated many policies across its entire global footprint without considering the impact and incongruency with our Union negotiated benefits. These decisions are passed around through legal and compliance, and every higher up that feels like putting in their two cents. Ultimately, even though local management agrees with the Union's position and would also love to see these issues resolved, they are unable to agree to simplicity and common sense.

Another sign of the Company's decision to attempt to bypass the grievance process is their growing use of compliance reports. Where before the working relationship between management and the Union was strong enough to be able to work things out directly and quickly, management is now bringing in more and more compliance investigations every time they don't get their way and putting the crosshairs of Corpo-

continued on page 11

President's Column

By ADAM KASZYNSKI
President

VENDORS OUT! Avis Budget Contract Expires June 30, 2027

We have an agreement with the Company that they will exhaust all means before bringing in a vendor to do our work. However, the Company's idea of exhausting all means is full of it.

Currently, you are asked to sign up in advance for overtime. However, if you don't sign up in advance and want to stay late that day when there is work to do, the Company is sending you home while Melos (outside vendor) keeps working.

We have been fighting this out with the Company for a long time, and we know it is going to be one of our biggest issues in the upcoming contract.

We can and will win new, stronger language that protects our work from outside vendors. Our members are united on this demand and angry, and as we demonstrated last contract, we are willing to strike when the Company is unreasonable.

This is a strikable issue, and Avis Budget needs to take notice.

Workers at GE: Consider Long Term Disability Insurance during this Open Enrollment

Last negotiations, the Union was successful in winning a couple of important items regarding Long Term Disability Insurance you may want to consider as you go through "Open Enrollment" for your benefit selections. 2026 Open Enrollment October 19 – October 30 to take effect 2027.

The optional LTDI benefits are designed to provide you with disability income that continues 50% (and, starting this year, a new 60% option) of your pay when you can no longer work because of an illness, injury, or other serious medical condition after you exhaust 6 months of short-term disability.

When people find themselves unable to work for long periods, it's an insurance policy for their income. Even when you are out of work, you still have rent or a mortgage to pay. Your bills don't stop coming, but your income does after 6 months unless you enroll in Long Term Disability.

Generally, the only way to get LTDI without providing proof of good health is as a new hire. However, this contract opened a window for all members during this Open Enrollment to sign up without a clean bill of health. This is a major opportunity to consider for members with health issues who may anticipate being out of work for extended periods.

All Local 201 members at GE are automatically enrolled in Short Term Disability Insurance at no cost, which guarantees 60% of your pay (up to \$1,050 per week) when out due to illness, injury, or a serious medical condition for up to 6 months.

However, should you remain out of work after 6 months, there is no income UNLESS you are enrolled in Long Term Disability.

You pay for Long Term Disability, and the older you get and the more you make, the more it costs. So, some people unenroll when they are healthy and regret it years later when they are older or facing serious injury, now is your chance to sign back up if you want. I pay \$2.60 a week for peace of mind.

If you have questions about LTDI coverage, you can call GE Aerospace HR Services at 1-844-477-2200 or the Union Hall at 781-598-2760.

Changes to LTDI from the GE Benefits Book:

5. Changes to the GE Aerospace Long Tenn Disability Insurance Plan for Hourly Employees

Currently, the optional GE Aerospace Long-Term Disability Income Plan provides you with disability income that continues at 50% of your pay when you can no longer work because of an illness, Injury or other serious medical condition.

Effective January 1, 2027, you will have the option to elect disability income that continues at either 50% or 60% of your pay. Premium amounts will vary based on the amount of coverage you elect. If you meet the eligibility criteria and make no election to either enroll in or waive coverage within 63 days after meeting the eligibility criteria, you will be automatically enrolled at 50% of pay coverage, effective on the 64th day after becoming eligible. Your share of the premiums will be deducted prospectively from your first paycheck following enrollment. If you subsequently waive coverage, you will not be refunded for any premiums paid while you were covered.

During open enrollment for 2027 (in the fall of 2026), you will be able to enroll in or increase your existing coverage option without providing proof of good health.

(Automatic Enrollment in LTDI applies to New Hires Only)

continued on page 11