

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn), Ametek Aerospace (Wilmington), Veolia Wastewater (Lynn), Avis-Budget Group (East Boston), Avis (Boston/Cambridge), and the Saugus Library (Saugus) and thousands of lifetime Retiree members across the country. [www.local201iuecwa.org](http://www.local201iuecwa.org)

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## GE Contract 2019: Remember the Sacrifice of '69

By Adam Kaszynski

On October 27, 1969 150,000 GE workers around the country began a strike that would go on to last one hundred and two days. In Lynn, picket lines surrounded the River Works and barrel fires blazed 24 hours a day. Union workers barricaded the Bennet St. gate with wooden shelters and spray painted "scab alley" to shame anyone that might try to sneak back to work. Inside the plant, production lines lay silent.

The '69 strike was partly a culmination of GE workers frustration with GE's "take it or leave it" approach to bargaining, dubbed "Boulwarism" after GE's Vice President of Labor Relations Lemuel Boulware. The company would give unions an initial proposal, go through the motions of negotiation, and that was it – their first and final offer. GE launched a massive propaganda campaign aimed at workers, their families, and the general public to sway public opinion in favor of the company. Boulware hired a washed-up Hollywood actor named Ronald Regan to host a TV show called "GE Theatre" who traveled the country giving

speeches on behalf of the company.

In those days, the various unions representing GE Workers had no Coordinated Bargaining Committee (CBC). Each union bargained on their own. The unions were divided and tired of being conquered. Six contracts leading up to 1969 were effectively dictated by GE. During this period GE workers lost Cost of Living Adjustments (COLA), and general wage increases went from yearly to every eighteen months. In 1969, four international unions finally came together to form a joint bargaining strategy, to take on corporate greed together. The company's initial proposal was intolerable and remained unchanged throughout negotiations. The final offer consisted of a twenty-cent raise, a scheme to scrap coordinated bargaining, and language that restricted the right to strike. Not this time. Enough was enough – we walked out.

When the company and unions reached a settlement in February 1970, the contract included general wage increases of 6.5%, 4%, and 4%; COLAs, 2-5 days sick time, im-

proved vacation time, and hospital expenses covered 100%. Perhaps even more important than the contractual gains, the strike laid the foundation for the unions progress at GE for years to come. It built unity across the different unions, showed the membership their collective strength, and forced the company to respect it. Unity defeated Boulwarism in the 1969 strike.

### 50 YEARS LATER - THE STRUGGLE CONTINUES

Due to declining union density and free trade polices like NAFTA, the union's bargaining position weakened overtime. As jobs left the country, international IUE-CWA leadership agreed to concessions in the name of "staying competitive" – that our local generally opposed. Some local unions were scared of what might happen to their plant if they stood up to the company. Local 201 remained a strong voice, voting down bad National contracts, and watched as some of the plants that accepted the most extreme concessions were closed anyway. In 2011, Lynn voted down the National Contract along with our Brothers and Sisters in Madisonville, KY and Evansville, IN. Unfortunately, it was not enough to reject that contract. We lost pensions for new hires and suffered major cuts to our healthcare. But things have changed.

At the GE conference board meeting last month, I learned how union members across the country are struggling with GE's healthcare, wage stagnation, tiered wages, and retirement benefits. I had the chance to talk with local presidents face to face about contract preparation, the demands of the membership they represented, and what ingredients would make a 2019 contract

*continued on page 12*

### CBC LYNN MEETING AND PLANT TOUR

The Coordinated Bargaining Committee (CBC) met at the IUE-CWA Local 201 Union Hall from March 11-14, in preparation for the 2019 Collective Bargaining Agreement Negotiations in Cincinnati. The CBC continued their work on drafting proposals

and building unity. The visit culminated with a GE-Lynn plant tour on Thursday afternoon where comments from the attendees were positive and appreciative, capping a successful week in Lynn.



**IUE-CWA Local 201 Policy Board Endorses Carl Kennebrew for President**  
IUE-CWA Membership to vote on endorsement at Membership Meeting April 23



# LPS/M&E Report

By FRED RUSSELL  
Executive Board Member

Dear Brothers and Sisters

Well it's contract time. The company will claim we have no money. But we all know that's not the facts. When upper management has the same health plan we have and a reasonable salary I will believe it.

But the fact remains the same, we have to fight for our benefits. The company is not going to give it to us.

So don't make any big purchases or buy anything big. Save your money. Its time to fight for your rights.

Now on to LPS matters. There is a new approach by management, the Forman will ask how long a job will take. If Management doesn't like the time they farm it out. Well we don't voucher we are indirect not direct. We work 40 hours a week. You pay for us, we are here anyway. Next time they ask you say last time I did it the job took two years. That goes all around. WE ARE INDIRECT.

## Avis/Budget Report

To our brothers and sisters at ABG lets welcome back Eric Figueroa.

On March 27 Local 201 and ABG had a sit down and were able to resolve some issues which allowed two of our members to return to work. They also addressed some other matters such as our contractual lunch breaks and changes to our working conditions. Our CBA allows us to take two 12-minute breaks and a 30 min lunch. The two 12-minute breaks are paid the 30-minute lunch is unpaid. Therefore, we can request to break-up our breaks if we wish to do so by notifying management.

Also please keep in mind that if management wishes to have a conversation with you which may lead to discipline lets do us all a favor and request a union representative or union steward NOT a union member to be present. It is your right as a union member. (Weingarten Rights).

In Solidarity,  
Jorge Rivera

## DiVirgilio Financial Group



Brian Thomas  
President - Registered Principal  
brian@dfgedge.com

Layout Design by



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# 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.

**Real Estate Needs.**  
Paul Kotkowski Century 21  
North East. 35 years experience.  
Full time Realtor. Listing and  
Selling. GE Retiree.  
Call 978-828-1604

**Solar Powered House for Sale**  
Snowflake Arizona  
27 Miles S. of Holbrook  
2 story, 2 bedrooms, 2 bath-  
rooms. 1500 sq ft. Custom wood  
+ Masonry. Gas Heat. 300' deep  
well. 6 acres. Taxes \$600.00  
per year \$169,000.00  
Call 775-537-7870  
View at [adventurerealtyaz.com](http://adventurerealtyaz.com)

**GJM - Removals, Cleanouts,**  
Residential and Commercial  
Trash Collection, Recycling  
gmamos@comcast.net  
Call George 781-910-0853

**Trailer Utility 4'X 8' \$100.00**  
Fire Wood \$100.00 Cord  
Ford Focus 2006 \$3200  
Ford Focus 2012 558 miles BO  
Call 978 462 7877

**Yani's & Jossie's  
Platter Creations**  
Catering Specialists  
For more information:  
Yani 781-244-5626  
Yanitzathomas@icloud.com  
Jossie 781-346-3881  
JQTSmiles@aol.com

**Real Estate Ellsworth Maine**  
3 Bdrm, 2.5 Bath, Laundry-Main  
Level, Full Attic, Full Basement  
2-Story, 2-Car Barn. Low Taxes  
2 Acres. \$279,000  
207-667-0283

**Looking to Buy or Sell your  
N.H. Vacation Home?**  
Don Cormier - Realtor  
(GE Retiree) Assets Realty  
Group, Wakefield N.H.  
Please call.  
Phone Office 603-522-9000  
Cell 603-781-4952

**Condo For Rent**  
Seaport Landing  
150 Lynnway Lynn MA  
2 bdrm, 1.5 bath  
Furnished \$2,300 per month  
Unfurnished \$2,000 per month  
Million Dollar Views.  
1 Year Lease Required  
781-367-7822

**Small Engine Service:** 35 plus  
yrs experience repairing small  
engines, Lawn Mowers, Snow  
Blowers, Chain Saws, etc. Rea-  
sonable prices. (10% Discount  
on Parts for GE employees)  
Call 978-758-9527

**Linda Laughlin Certified MA  
Real Estate Agent**  
Thinking of buying, selling  
or investing in real estate?  
Please give me a call.  
Linda Laughlin, Atlantic  
Coast Homes, Salem, MA  
978 828 4193  
[linda@atlanticcoasthome.com](mailto:linda@atlanticcoasthome.com)

**NEED PART TIME HELP?**  
I am looking to do light  
housekeeping, errands, shop-  
ping, laundry, shopping,  
companion will help with the  
elderly and or children.  
Call Trish 617-791-9057

**Fix A Brick - No job too small,**  
really! Stairs, Foundations,  
Walkways, Chimneys, etc., etc.  
Call 978-239-9801

**Handyman Wanted**  
Call Tina for Details  
617-293-3032

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Your Name ..... Amt. Enclosed .....

Your phone # ..... Circle: active or retired Date mailed .....



Long time Steward, Mike McDermott Receives his 30 Year Pin

### Can I Deduct My Union Dues?

No. Tax reform changed all that. For tax years 2018 through 2025, union dues – and all employee expenses – are no longer deductible, even if the employee can itemize deductions.

### Veolia Update

Hello everyone, I am Joe Grant, the new Chief Steward at Veolia Water. We are fast approaching the expiration date for our contract with Veolia. Your negotiating committee has held two meetings with the company so far and three more are currently scheduled. The union has requested more meetings so we have time to reach an agreement by April 30th expiration.

old and in need of a lot of updating. This column is not long enough to tell you all that is wrong, we work hard to keep the place running. Between inflation and rising medical costs, we need wage increases and more affordable healthcare. We are working hard to come up with a fair and decent contract.

Thank you for choosing me as your Chief Steward. Wear your contract shirts on Thursdays and make your voice heard in the plant.

We feel like we need more personnel, the plant is getting

**Special Veolia Contract Update Membership Meetings April 17th 12:30 and 3:30pm at the union hall.**

Brothers and Sisters:

I welcome the opportunity to represent you as the new Trustee on the Local 201 Policy Board. Prior to my employment at GE I worked in finance for over 14 years maintaining accurate financial records for different companies in the Boston area.

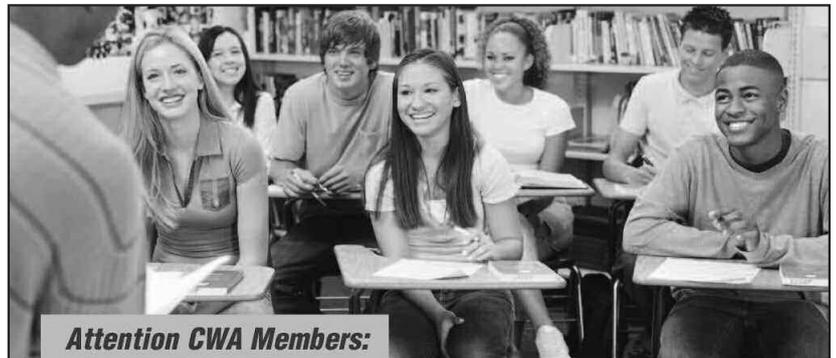


I attended and completed the E-Team Machinist Program class 11 and was hired in 2008. I am currently a VTL operator in building 40 on day shift, as well as a shop steward.

Throughout my 10+ years here I have seen a lot of changes, a lot of hard-fought benefits lost, and a company that cares more about their bottom line than they do the members who make their profits. We need to stand up, unite, and fight together to get back what is rightfully ours. I'm up for that fight, are you?

I look forward to helping make positive changes in the future and serving as your Trustee.

In unity lies our strength!  
Shawna Bickford



Attention CWA Members:

### APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$3,000 each for the 2019-2020 school year, and another \$3,000 for 2020-2021. (2nd year award based on satisfactory academic record.)

Eligible are CWA members, their spouses, children and grandchildren (including those of laid-off, retired or deceased members) planning for college studies. Undergraduate and graduate students returning to schooling may also apply.

Winners will be chosen in a lottery drawing.

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

Fifteen new scholarships will be awarded by CWA's Joe Beirne Scholarship Program.

**Final deadline for applications is April 30, 2019 at 11:59 p.m. EDT.**

Applications are easy to make online at the Foundation's website (including submission of a short original essay).

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

<http://cwa-union.org/pages/beirne/>

### 2019 GE Contract T-Shirts



Back



Front Pocket



Left Sleeve



Right Sleeve

T-shirts are available in limited sizes

# Greater Boston Labor Council Legislative Breakfast 2019

by Tom O'Shea



Dan Dinan, State Rep. Capano and Tom O'Shea

The Greater Boston Labor Council held their annual Legislative Breakfast on April 1, 2019. This year the locked-out National Grid Steel Workers were clearly the main topic. And rightly so. These were the workers who stood up for the next generation of gas workers, who were unjustly locked out by their multinational company for over 7 months without healthcare coverage and limited unemploy-

ment benefits and who were able to bring it home with a settlement. The state legislature played a large role in this lock-out. They were the ones who extended unemployment benefits to the lockout workers and nudged the process to completion.

The voice of the Mass Teachers Association was heard loud and clear also. They are looking for passage of a bill that would

increase funding of public schools in Massachusetts by over 1.5 billion per year.

Their campaign is called Fund Our Futures. They have been working on this bill for the past 6 months and are planning on lobbying the State house on May 16 and having a rally on May 16 from 5-7pm on Boston common in front of the State house. **EVERYONE IS INVITED!**

Wage Theft was also on the agenda. The building trades want to pass legislation on this issue. The talk sounded very similar to what was said last year. I did not get a warm fuzzy feeling that a bill was forthcoming. Maybe they should come to Lynn and see how it is done.

The keynote speaker was Karen Spilka president of the Senate. Ms. Spilka spoke of her background as a social worker and labor attorney (where she worked as an arbitrator and mediator in labor disputes). She

comes from a labor background, her grandfather was a labor leader in the garment industry. She said that if she makes a promise, she will keep it. She is a methodical down to earth detail oriented person. Things take time. I believe she is the right person for that job.

I attended with steward and education committee member Dan Dinan and we met state representative Pete Capano there. We sat with a group of postal workers. Their national agreement ended months ago and is going to arbitration. They are looking at settlement possibly in September.

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board and Members is extended to the family and friends of David Rybicki, Grinder in Building 29, on the recent death of his sister Colleen Slate.

### OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

### COMBINED SHOP STEWARDS & MEMBERSHIP MEETING

**TUESDAY, APRIL 23, 2019**

112 EXCHANGE STREET, LYNN, MA 01901

FIRST SHIFT ..... 3:30 P.M.

SECOND SHIFT ..... 12:30 P.M.

THIRD SHIFT may attend either meeting.

**AGENDA:**

**I. FEATURED PRESENTATIONS:**

- 1. 30 YEAR PIN AWARD

**II. GENERAL BUSINESS:**

- 1. POLICY BOARD
- 2. TREASURER'S AND MONTHLY FINANCIAL REPORTS
- 3. COMMITTEE REPORTS
- 4. GOOD AND WELFARE

**III. GE REPORT**

- 1. VOTE ON RULES FOR COLLECTING STRIKE BENEFITS
- 2. VOTE ON PROCEDURE FOR PAYMENT OF STRIKE BENEFITS

**IV. AVIS & BUDGET CAR RENTAL REPORT:**

**V. AMETEK REPORT:**

**VI. VEOLIA WATER REPORT:**

- 1. CONTRACT NEGOTIATIONS UPDATE

**VII. SAUGUS LIBRARIANS REPORT:**

**VIII. NEW BUSINESS**

Signed,

ADAM KASZYNSKI, President  
WILLIAM MAHER, Business Agent

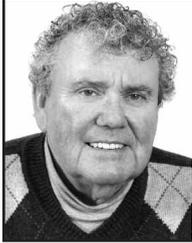


Members of Strike Committee discuss running a successful strike with guest Sammi-Jo Bansfield



Bunderaruth  
"Ging" Chheang

The IUE-CWA mentorship program was suggested to me by our local president Adam Kaz. I traveled to Dayton, OH where I got to work with great candidates and some amazing leaders, sharing their knowledge, having the same goals, and fighting for the little man. It was a great opportunity for me to have an understanding of our union. The experience showed me what it takes to be a strong leader and why it's so important that everyone be involved in their Union. Sticking together, getting involved, and going to our union meetings helps us to get a better Collective Bargaining Agreement (CBA). Let's end this Market Based Wages crap and get a better health plan.



# 201 Retiree's Column

By KEVIN D. MAHAR  
President Local 201 Retirees Council

On April 23, 2019 I am going to be in Schenectady N.Y. to be part of a plant gate demonstration picket for retirees. Active members along with retirees will be there to walk the line for retirees to remember those who came before them and the sacrifices made. Helen Quirini started this demonstration years ago to let the company know that the retirees were still around and needed benefit improvements. If anyone is interested in going call me Kevin, 781-367-7822.

Like I mentioned in my last column it is worth your time to call VIA and ask if you are eligible for the \$1,000.00 Recurring Premium Reimbursement from GE. You would have to be age 65 before January 2018. Call VIA at 1-855-873-0103. Also ask what amount of funds

is in your RRA. Ask VIA to send you a letter of how much is in that account. I would also ask that you send me a copy of these letters. You can email me direct at kmahar5063@aol.com or fax them to me at 1-781-595-8770. I know that there are hundreds if not thousands of retirees in MA that have money in these accounts that is not being used. A major reason for this is because VIA and the company before them, the "Hell of the One Exchange" made it so complex and onerous that many people just gave up trying to get their benefits. I intend to bring what you send me to the GE Shareowners meeting and to our annual retiree meeting later this year. Personally, I believe this is a major scandal across the country.

Alex Brown has been working with me for the past few weeks. Alex is getting up to speed on helping with the retirees and VIA and will be going on the Schenectady trip.

### SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Retirees Association is extended to the family and friends of retiree Lorraine Conwell on her recent death. Lorraine was a Spot Welder with 30 years' service when she retired in 1994.

## IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Tuesday, May 14, 2019 at 2 PM

Note: Meetings are the 2nd Tuesday of the month unless notified otherwise.

St. Michaels Hall,  
Elmwood Ave., Lynn, MA

### Agenda:

- I. Financial Report
- II. Report from Retirees Rally in Schenectady N.Y.
- III. Any New Business

Kevin D. Mahar, President  
Edward Walczak, Financial Secretary



**Lynn Fish and Game Protective Association**  
Incorporated 1892  
Lynn, Massachusetts  
P.O. Box 225 01903

### TROUT TOURNAMENT

**SATURDAY APRIL 27TH**  
**ON SLUICE POND LYNN**

**FREE ENTRY**  
**8:00 am to 12:00 pm**  
**weigh in at 12:05 sharp at ramp**

**PRIZES**  
**1st: \$ 100.00 2nd: \$50.00 3rd: \$25.00**



## Advice from the Ophthalmologist

### Do You Have Diabetes?

- Diabetes is the leading cause of blindness in persons between the ages of 20-64. Every diabetic needs a thorough, dilated eye exam every year by an ophthalmologist (Eye-MD).
- Blood sugar control minimizes the risk of diabetic eye disease. Diabetics should test their blood sugar regularly and keep it below "150."

Dr. Gross is a Board Certified Ophthalmologist (Eye-MD) and a graduate of Harvard College and Yale Medical School. His services range from routine eye care to the treatment of complex eye disorders.

The office is located on the Lynnway in a modern office complex on the ocean. Parking is free and most insurance plans are accepted.

**Visit us on the web at [www.neilgrossmd.com](http://www.neilgrossmd.com).**



**GE to Hold 2019 Share Owners Meeting in Tarrytown, New York**  
**Wednesday, May 8, 2019**  
**The Westchester Marriot**



## Your 401(k) may need a scenery change, too

Changing jobs or retiring? We can help you explore options for putting your retirement planning picture into focus.

**Call when you're ready to talk.**

---

**Brandon Mahler**  
Financial Advisor  
130 Turner St Bldg 3  
Waltham, MA 02453  
Direct: (781) 472-7824  
Brandon.Mahler@wellsfargoadvisors.com  
<https://home.wellsfargoadvisors.com/Brandon.Mahler>

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### Fill Out the Strike Certification Form!

Shop stewards will have "Striker Certification Forms" to fill out. All members of Local 201 must fill out and return the form by May 1<sup>st</sup> so the union can set up payment systems in the event of a strike. Social security number is needed due to tax requirements.

Simply provide all the information asked for on the form and return it to your steward. Bargaining Unit is IUE-CWA. Your plant location is the work site. Leave the Eligibility Verified space blank, it will be filled out at the Union Hall.

**CWA MEMBERS' RELIEF FUND  
STRIKER CERTIFICATION FORM**

Local: \_\_\_\_\_

Bargaining Unit: \_\_\_\_\_

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ Apt. #: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

SOCIAL SECURITY#: \_\_\_\_\_

PHONE (Home): \_\_\_\_\_ (Cell): \_\_\_\_\_

E-Mail: \_\_\_\_\_

EMPLOYER: \_\_\_\_\_

WORKSITE: \_\_\_\_\_

STREET ADDRESS: \_\_\_\_\_

I certify that I am eligible to receive strike benefits under the rules of the Members' Relief Fund. I understand that if I am found ineligible under the rules, I will return any payments I am not entitled to.

Eligibility Verified \_\_\_\_\_ Striker's Signature \_\_\_\_\_

Date \_\_\_\_\_

**Return to your steward or bring to the Union Hall by May 1<sup>st</sup>.**

Adam Kaszynski  
President

Bill Maher  
Business Agent  
April 2019

Tom O'Shea  
Vice-President



The Fund Our Future coalition is a group representing parents, students and educators looking to increase investment in public education in MA. The Massachusetts Teachers Association (MTA) is part of this group and is a driving force for passage of two bills that would increase funding for all public schools in the state by 1.5B per year. The time is now to pass these bills. If they don't get passed this spring, we will have to wait until 2020. Leaders on Beacon Hill agree the funding is needed. Getting the bills passed is another thing. The MTA is working hard on this process. On May 16th they will be at the State House for a final push. At 5pm on the 16th they are holding a rally on the Boston Common in front of the State House. Everyone that supports this initiative is invited to join in. Please consider coming to the rally May 16th 5-7pm.

### Alcohol & Drug Abuse Affects Everyone - Recovery Does Too.

Alcoholism, drug abuse and compulsive gambling can affect everyone it touches...at home, in the workplace, and in the community, if someone in your family or yourself needs help, please contact the Employees Assistance Program.

**All calls are strictly confidential**  
**Bob Cummings LADC1,MA-PGS**  
**598-2760 or 781-584-7641 ext. 124**

- \* Workers' Compensation
- \* Social Security Disability
- \* Accidents

## Law Offices of James J. Carrigan



**Lisa A. Carrigan**  
has joined the firm  
as Of Counsel.

**James J. Carrigan**  
(Former member Local 201  
and Lynn Teachers Union)

**Anne Gugino Carrigan**  
(Former member AFSCME)

15 Johnson St., Lynn, MA 01902  
(across from Lynn District Court)

Tel. (781) 596-0100  
Fax (781) 592-7555



Free consultation.

\*No fee unless successful.

[jimcarrigan@jamescarriganlaw.com](mailto:jimcarrigan@jamescarriganlaw.com)



### Substance Use Disorder (Addiction) Support Group at GE Lynn

In coordination with the Employee Assistance Program (EAP) this group is to

- Support our colleagues who are impacted
- Continue to raise awareness and reduce the stigma associated with substance use disorder

45 min sessions will be held on outside of shifts on **Wednesdays** starting **December 6th** at:  
7:15 am (3rd shift hourly & all salaried)  
2:15 pm (2nd shift hourly & all salaried)  
3:15 pm (1st shift hourly & all salaried)  
In the Building 32-Classroom 2 (Training Center)

If you have questions, please contact:  
Bob Cummings (EAP) 617-275-1527  
Jeff Zeizel (EAP) 617-733-2842  
Greg Kelly 781-838-1168 [greg.kelly@ge.com](mailto:greg.kelly@ge.com)  
Jacqui Jones x4256 [jacqueline.a.jones@ge.com](mailto:jacqueline.a.jones@ge.com)



# PROCEDURE FOR PAYMENT OF STRIKE BENEFITS

Only Strike Committee members, or their designee, will have access to blank checks.

Strike Committee members will be responsible for the issuance of the checks and for the disbursement to Union members.

Each Union member will be required to complete and sign a "CWA Members' Relief Fund Strike Certification Form" (DFR-1). These forms will be filed in alphabetical order.

In order for a member to qualify for benefits, he/she must deposit in a locked ballot box at the Hall or Picket line, an authorized picket duty card. (Original A). Picketers shall keep picket card (Copy B) for their records. Picketers must

sign a roster sheet at the picket line before they get their picket card stamped.

On the reverse side of the Strike Certification Form, (DFR-1) the Strike Committee will attach the picket duty card so that the Union members may be paid.

The Strike Committee will ensure that benefit checks are drawn on the appropriate account. These checks will include the following information: check amount with the (2) signatures required, not valid after 90 days. (Note: to comply with CWA rules.)

The check log will be in duplicate-one copy will be retained by the Strike Committee and the other copy will be kept by Local 201 Office Manager, or

a replacement designated by the Strike Committee. The check log will contain the following columns: check number, signature of member, date of pickup and comments.

Each member will be required to present a picture I.D. (badge/license) and sign for his/her check.

The Local 201 Office Manager, or a replacement designated by the Strike Committee, will keep a weekly total of check disbursements. In addition, he/she will be responsible for checking off disbursements for each Union member on a master roster of Union members, on a weekly basis. The Local 201 Office Manager shall keep a receipt from the computer check writing program to

comply with CWA reporting requirements.

All check disbursements and pickups will follow specific guidelines set up by the Strike Committee, there will be no exceptions to this procedure. Should the CWA step in to set up an electronic payment system these rules will govern the checks for those who do not have direct deposit.

All pay procedures shall be in accordance with CWA rules..

*(Note: Total strike payments of \$600 or more per striker per year are subject to federal and state taxes.)*

## RULES FOR COLLECTING STRIKE BENEFITS

The following rules shall govern the administration of strike benefits eligibility:

1. Every member will picket or perform weekly alternative strike-related duties by applying with the Strike Committee.
2. An employee must be a dues-paying member in good standing and on an authorized strike.
3. Eligibility for local strike payments will begin with the first week of the duly authorized strike, payable on the second week. Eligibility for International payments will begin with the second week of the fully authorized strike, payable on the third week. (In line with the International's strike benefit policies.)

4. A member is ineligible if he/she is on a previously scheduled vacation, leave of absence or lack of work for the duration of that leave.
5. A member is ineligible if he/she is out on Worker's Compensation or on Short-Term/Long-Term Disability until their disability benefits have ended, the strike benefits would start as per (3).
6. A member is ineligible if he/she retires.
7. Any appeal MUST be made in writing within thirty (30) days of the denial, and the decision of the Strike Administrators is final, subject to the Local Union constitutional provisions.

## BENEFIT PAYMENT METHOD

- A. You MUST register for strike benefits on forms provided. A member is ineligible for weeks of benefits paid prior to registration. Registration on a weekly basis for the duration of the strike is required subject to approval of the Board of Administrators.
- B. When the strike fund checking account falls below a balance of 1 week's strike benefits for the applicable bargaining unit, the Local will make a deposit into the fund of the needed strike benefits from the Local's Strike Fund
- C. Payments will be in the sum of \$300.00 per week per Executive Board and membership approval. This money will be \$200.00 from the

International and \$100.00 from the Local Strike Fund commencing on the 15th day of the strike. Payments commencing on the 29th day of the strike will be \$400.00 per week per Executive Board and membership approval. This money will be \$300.00 from the International and \$100.00 from the Local Strike Fund. Payments commencing on the 57th day of the strike will be \$500.00 per week per Executive Board and membership approval. This money will be \$400.00 from the International and \$100.00 from the Local Strike Fund. Any of these amounts may be adjusted.



# Health & Safety Notes

By CARMEN DEANGELIS  
Local 201 Health & Safety Director

Recently at the 2019 Spring Conference Board, I was able to meet with Union Safety Leaders from across the country. We were expected to share experiences our Safety Teams have encountered in the past, as well as best practices we've learned over the years. Among the many learning lessons was an inspiring speech from Local 82161 member Ken Dudley out of G.E. Salem, VA. Before coming to G.E., Ken worked in a shop lacking the safety protections we advocate for through our joint Health & Safety program. A series of machine related hazards combined with the fact that he was put on a job without proper training resulted in a life altering injury ultimately costing him his left hand. Ken was faced with the choice of becoming a result of his injury or to rise above the situation to create the future he wanted for himself. Ken decided to seek a new career in training,

specializing in electrical control systems while enhancing his speaking skills in order that others might benefit from hearing about his experience. The entire conference room was gripped by Ken's story which not only spoke about human perseverance, but to the many Union Leaders present, he spoke about the need and proven benefit of having member led safety programs and hazard recognition tools to prevent tragedies before they happen. Local 201 leadership took measures as far back as 1968 designating Stewards to function as an accident investigation team paving the way for member driven Health and Safety Committee's and ultimately participating in joint labor health and safety efforts in 1991. We have a proud history of health and safety milestones here in Lynn and I was proud

to represent and share them with Union Leadership in attendance.

**On a separate note**, many members who have previously had medical shoe vouchers have contacted me with a new letter from their PCP or medical provider. We have had no issues getting approvals for members and I urge those currently in need to reach out to your EHS leader, Elected Safety Representative, or I will facilitate this personally for you, call me at 617-462-7310. If you have any questions regarding a work-related injury or feel unsure who to talk to about something you can call me confidentially and we can figure out a solution to most issues. Lastly, there is a need for a

1st Shift Safety Representative in Bldg. 64, please call me for details.

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Retirees Association is extended to the family and friends of retiree and longtime Local 201 Trustee Kathleen Pierce on her recent death. Kathleen was the wife of retired Turbine Executive Board Member William "Bill" Pierce and John Pierce, Iron Worker in Bldg. 74.

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board and Members is extended to the family and friends of Lydia Nichols, RPMO Inspector, on the recent death of her sister Carol Karuzis.

## Saugus Librarians Withdraw Complaint

Update by Jackie Miller

On the advice of IUE-CWA's General Counsel, Tom Cochrane, the Saugus Public Library recently withdrew its complaint of bad faith bargaining; a complaint that was originally filed by Business Agent Bill Maher with the Department of Labor Relations in late 2017. "We achieved what we needed to so there was no reason to waste more time and resources," said the library's chief steward, Jackie Miller. "The town finally signed the agreement and I doubt they will ever think of us as the "quiet" union group again. The staff and I would like to thank everyone at Local 201 and Amber Brooks, IUE-CWA Staff Rep, for all their help over the last three years that we've been working on this contract. As I have said to the library's union members many times as negotiations dragged on, "Just think how management would treat us if we were not part of a union."

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# VP's Column

By TOM O'SHEA  
*Vice-President/  
 Recording Secretary*

Executive Board member Bill Holm and I have helped (along with Jeff Francis) several of our members retire in the last month. One of the glaring take aways that we see is the loss of the life insurance policy. If you retire after June 1, 2019 you lose the life insurance policy that was always a part of your benefit package. It amounts to app. \$15,000.00. If you are considering retiring this is usually not a deal breaker but it is good to be aware of. The two supplements that act as a bridge to social security are also negotiated benefits. Meaning they will come up during contract negotiations in June. One other thing to remember is that you can only retire on the first of the month. If you want to go before the next contract the last opportunity is June 1, 2019.

The CBC (coordinated bargaining committee) spent a week in Lynn working on the upcoming

contract. Over 30 people "took over" the Local 201 hall with all day meetings. The Policy Board met with lead negotiator J. Carney to listen to his take on upcoming negotiations and to listen to our concerns. We concluded the visit with a tour of the River Works. Buildings 42,63 and 74 were toured. It went quickly and out guests appreciated the hospitality. Thank you to everyone that went out of their way to talk to the negotiating team.

Our national negotiating contract tee shirts have arrived. This shirt was designed by members from the CBC to be "The" national contract shirt. The design pay' homage to the 50th anniversary of the 1969 Strike when union members were on strike for 102 days. The goal of this shirt is not to incite members to "strike GE" but to remember the 50th anniversary.

My message to 201 members

wearing the contract shirt is wear it proudly in remembrance of the past. And pay attention to all that is coming up regarding contract 2019.

As we near national negotiations one of the items on our "to do list" is to have members sign Strike Authorization cards. These cards are needed for the local to pay its members if we go out on Strike. Stewards will be going around talking to members and explaining the process. Once we have cards signed, we will lock them up at the union hall. (since they have sensitive information on them).

In the union lexicon the word "strike" is probably the most powerful. It is never to be taken lightly and never to be used lightly. And it is always the last weapon in our arsenal when "negotiating" a contract. When I talk to people that are not familiar with unions and I tell them I am an officer of a union the first word that pops into their head is the word "strike". They equate unions with strikes. I guess that is natural enough. I would like to think that there are more to

unions than that. We are the organization that fights for working family values. The organization that seeks to raise the standard of living for all and to treat all people with dignity and respect. No special deals, no favorites. A level playing field. This may not always be the way it works but it should be and its what we are trying to do.

The Declaration of Independence states that "all men (and women) are created equal". That is the ideal we strive for in this country. Is it the way it works? No, not always. The union organization/labor movement strives in a similar way to do the same thing. Give everyone an equal opportunity.

Solidarity for all.

## SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board, Members and Retirees Association is extended to the family and friends of retiree Paul R. Linke on his recent death. Paul worked at GE and Ametek for 27 years before his retirement.



**It Starts With Me**  
 SAFETY



### GE Aviation Lynn 2019 Shoemobile Schedule

April 16th	6:00 AM-4:00 PM	South of 40
April 23rd	6:00 AM-4:00 PM	South of 40
April 25th	6:00 AM-4:00 PM	North of 42
April 30th	6:00 AM-4:00 PM	South of 40
May 7th	6:00 AM-4:00 PM	South of 40
May 9th	6:00 AM-4:00 PM	South of 40
June 13th	6:00 AM-4:00 PM	South of 40
June 27th	6:00 AM-4:00 PM	South of 40
August 15th	6:00 AM-4:00 PM	South of 40
September 12th	6:00 AM-4:00 PM	South of 40
October 17th	6:00 AM-4:00 PM	South of 40
November 14th	6:00 AM-4:00 PM	South of 40

Please notify your EHS Leader to get approval to purchase at one of the participating offsite vendor stores. You can also purchase shoes online at Lehigh safety shoes. Please inquire with your area EHS Leader or Suzie Dozier at extension x7705

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**Jul 08, 2015**  
 ★★★★★ Had my car detailed here recently. Great price and excellent. I'll re use these guys again.  
 -Jiggajayz

**Mar 31, 2015**  
 ★★★★★ Best power washer in Lynn, MA  
 -anonymous

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# LAT&O/Logistics Executive Board

By BOBBY ELDRIDGE  
*LAT&O/Logistics Executive Board*

### As the Rotor Turns

It's contract time so that means the rumor mill is flying. Don't listen to any of them its to early to know anything going on in negotiations. If you have any questions, please call the union hall.

### LATO

All this talk of moving people over to the 414 line to help out, guess what? They didn't miss an engine just like the people on the floor told them they wouldn't. I don't want to hear we don't have any flexibility. LATO has a long-standing agreement

that gives them more flexibility than any other area in the plant. Until you use it the way it should be used don't ask anymore.

### Logistics

Don't forget to wear your union shirt on Thursdays. If you don't have one see a steward on the floor. There is going to be another blue print reading and shop math class being offered. If anyone is interested, I will have more info soon. Hope to see you around the shop.

Bobby

## IUE-CWA National Women's Conference 2019

*by Yanitza Thomas*

Being a part of a union is something I'm unfamiliar with but being able to be a part of something I'm passionate about is amazing. The union gave me an opportunity to attend the IUE CWA National Women's Program in Atlanta. This experience has helped guide me on how to lead and educate my fellow union brothers and sisters.

What caught my attention the most was Melissa Matos' interactive presentation on the Myer-Briggs test on "how to approach different personalities". This is a tool that can be use in our personal and professional lives. Working in a manufacturing setting you see everyone, but it taught me how

to get out of my comfort zone and approach them. Walking out of the conference I felt inspired to help bridge the gap and bring back unity on our shop floors.



*Local 201 Member Yanitza Thomas (left) at IUE CWA Women's Conference*

## Report Back from 2019 IUE CWA Mentorship Program

*by Dan Dinan*

Last month, I attended the first part of the national IUE-CWA mentorship program in Dayton Ohio. I was honestly very impressed with the entire program. Our first night there, we attended the graduation of the 2018 mentorship class at the Dayton locals union hall. Each individual got up and spoke about their takeaways from the program. It was a great way to start off and to give us an idea of what was in store for the upcoming year and for the training sessions.

I was blown away with the diversity of people attending the 2019 class. The union includes everyone from hourly workers to shop stewards and even the presidents of some locals that are taking part in the program. With IUE-CWA being such a large national union, it was very eye opening to speak to everyone and learn about what they do. We discussed how their shops operate and how the union impacts their work environment as well as day to day lives. One common denominator that I learned from speaking with everyone was that no matter their income, job title, age, gender or position in their company, we all have the same goals. We all want to have a safe workplace, fair and even treatment to all employees and to be paid a fair wage for the work we produce in order to be able to provide a good life for ourselves and our families.

Together, we learned of the history of the IUE-CWA in America and how it helped build and protect the working force over decades. We spent ample time going over the "Right to Work" law that is it currently enforced in 27 states, including some of the plants that will be voting in our upcoming G.E. contract negotiation. Even though it doesn't affect us here in Lynn now, I encourage you to take some time and read into it. It is detrimental and threatening to the union way that we all know.

I look forward to the next part of this program in July. I expect to gain more knowledge, experience and information to help me become a better steward. In addition, I will continue to share the information with my brothers and sisters here at local 201.

## EAP OPENING

Local 201 Is Seeking To Hire a Member to Work Towards Filling an Opening as the New EAP Representative. Members interested should come to the union hall to apply. Resume and relevant work experience required.



# Your Vision is Our Focus

## Now accepting Davis Vision

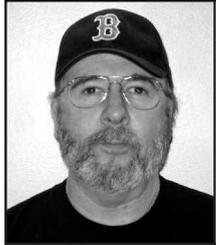
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# “Down By The River”

By BILL HOLM  
LCM Executive Board

## Local 201 Membership at GE as of April 1, 2019

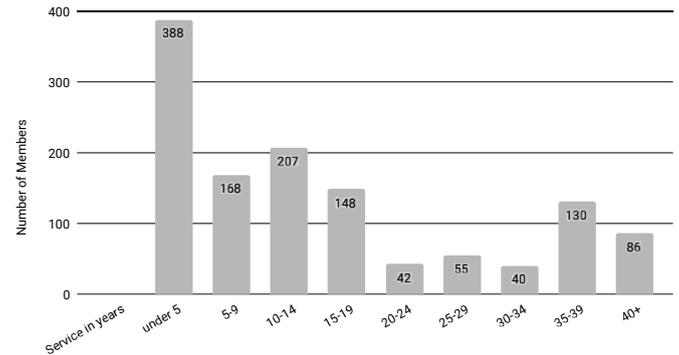
- 1264 members
- 30% on Market Based Wages
- 31% have less than 5 yrs. service  
(1/3 of this group is over the age of 40)
- 20% are age 55-59
- 24% are eligible to retire now

Bottom line we need new blood, fixing wages to attract more new hires, recognizing the E-Team as minimum qualifications to 19 Rates and continuing to grow internal training programs is a great starting point.

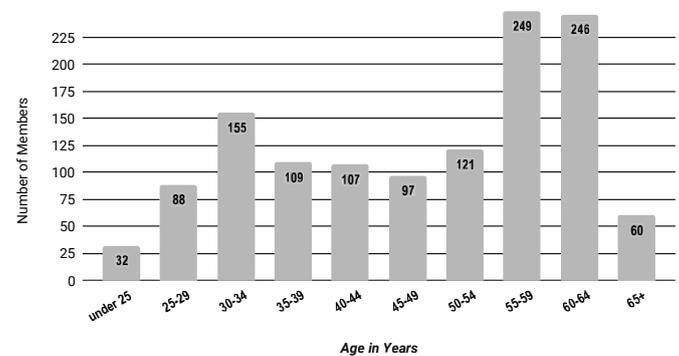
## Fix Wages, Fix the Plant, Farm In On I.M.E.

- Bldg. 40 Small Engines WS 5149 no work all three shifts 03/06-03/11 2019
- Bldg. 66 Blue Cell WS 055D 5 hrs. waiting for parts 03/15/2019
- Bldg. 66 Ivory Cell WS 481B 3.5 hrs. lost power, coolant on the floor.
- Bldg. 66 Blue Cell WS 055D Waiting/ no work 1.5 hrs. 03/14/19
- Bldg.66 Blue Cell Weld waiting for Insp. 3.8 hrs. 03/15/19
- Bldg. 66 Blue Cell WS 055G Waiting /no work 5.3 hrs. 03/14/19
- Bldg. 66 Blue Cell WS 055D Waiting/ no work 5.4 hrs. 03/15/19
- Bldg. 66 Blue Cell WS 055D Waiting/ no work 5.9 hrs. 03/13/19
- Bldg. 66 Blue Cell WS 055G Waiting/ no work 6 hrs. 03/13/2019
- Bldg. 66 Silver Cell WS 369I (VTL) no parts 6 hrs.
- Bldg. 66 Blue Cell WS Spot Weld No Inspector for cert. weld 8hrs. 03/15/19
- Bldg. 66 Silver Cell WS 169C Waiting for part 4hrs. 03/22/19
- Bldg. 74 TPMO WS 2484/2485 Machine down 2484 Program for T12s incomplete 2485 10 parts waiting to run 03/11/19.
- Bldg. 74 TPMO WS 1944-4631 no work 6hrs.
- Bldg. 74 TPMO WS 5495 Machine down 6hrs.
- Bldg. 74 TPMO WS 5495 Machine Down 8 hrs.
- Bldg. 74 RPMO WS 2495 Machine down 2.4 hrs.

Local 201 Members at GE-Service in Years as of April 1, 2019



Local 201 Members at GE-Age in Years as of April 1, 2019



**MAY DAY IN LYNN**  
 May Day is International Workers Day. It is known as Labor Day to the rest of the world.  
**May Day is May 1st**  
 Join us for a March and Rally starting at 5:30pm  
 Lynn City Hall. March begins at 6:00pm.

✂ CUT AND SAVE ✂

## GEEAA EVENTS...

- **APRIL, - SOFTBALL;** coaches, opening for 2 teams, or anyone interested in playing, Call for team fees and Info; **Mike Almquist @ ext. 781-594-3994**
- \* **April, 10th ...GEEAA Field opens,** pickleball, basketball, tennis, Horseshoes, ¼ track and Softball,
- \* **APRIL 30<sup>TH</sup>. Annual Membership Meeting** (members are welcome to attend)  
Time: 11:30am until...12:30, Place: Visitors Center
- **APRIL 18th Horseshoe's contact;** Mark Phillips, 978-210-1294 @ GEEAA FIELD, every Wednesday 3:15 to until just show up, Everyone's welcome  
**TENNIS, Contact; Pat Joyce, #781-594-3131**  
**Pickleball, Contact; Tom Bishop #781-983-1180**  
**Field Rental & Road Race info; kip williamson #781-594-4014**

## GEEAA Golf Tour

- \* **June 3rd ....PORSTHMOUTH C.C., N.H.**  
Blind draw championship (qt. points)  
1<sup>st</sup> 30 foursomes paid by May 20<sup>th</sup>,  
\$100 PP, Members \$125 non-members
- \* **June 21st, ...Golf Challenge, Maine Bus trip,**  
GOLF SCRAMBLE, \$100pp / Limited.  
(Bus. golf, cart, dinner & prizes )
- \* **August 8th ...Managers' Cup, 27 holes**  
undefinedundefined at Pease Golf Course, NH.  
2/man team, Ryder Cup Format  
\$100 PP Members, \$125PP non-members.
- \* **September, TBD , GEEAA Golf League Outing**

**Call for Info: GEEAA, Tom Bishop, GEEAA, 781-983-1180, tom.bishopgeeaa@gmail.com, PO BOX 148, WEST LYNN, MA. 01905**



## Business Agent's Column

By BILL MAHER  
Business Agent



## President's Column

By ADAM KASZYNSKI  
President

### CARL KENNEBREW ENDORSED BY LOCAL 201 POLICY BOARD

The IUE-CWA Local 201 Policy Board voted on April 2, 2019, to endorse IUE-CWA Division President Carl Kennebrew for election at the IUE-CWA Division Conference on July 28, 2019. The Policy Board recommendation will be referred to the membership for approval at the April 23rd Membership meeting.

### GE & AEROSPACE CONFERENCE BOARD

The GE & Aerospace Conference Board was held in Deerfield Beach, FL during the week of March 18th. IUE-CWA Local 201 presented three Step III grievances on March 19, at the Headquarters level. President Kaszynski, along with Business Agent Maher, attended both the Step III Grievance Meeting and Conference Board meetings. IUE-CWA Local 201 Safety Director Carmen DeAngelis participated in the IUE-CWA Health & Safety training.

### CBC MEETS WITH COMPANY IN CINCINNATI

The Coordinated Bargaining Committee (CBC) met in Cincinnati, OH on April 2-3 for the GE-CBC Pre-Negotiations Meeting. The Company provided Power-Point presentations on Compensation and Benefits on Day 1. GE & Business Updates followed on Day 2, where Supply Chain V.P.'s Tony Aiello (Aviation), Tommy Mitchell (Healthcare), and Richard Simpson (Power) pitched the current state of the businesses, and Shane Wright (COO & CFO – Aviation) presented the GE Corporate financial update. The CBC will discuss the take-away from the meeting in Dayton, Ohio on April 16-17th.

### CBC TOUR CONTINUES

- The CBC will meet at IUE-CWA Headquarters in Dayton on **April 16-17th**, to finalize proposals for the 2019 Collective Bargaining Agreement Negotiations that commence on **June 3rd**. Contract expiration is **June 23, 2019 at midnight**.
- **Schenectady, NY** – IUE-CWA Local 301 will host a meeting, plant tour and rally on April 23rd.
- The final site visit will conclude with a visit to **Arkansas City, KS**, better known as “Strother”, to those of us in Lynn. The visit will be from May 16-18th.

### MARKET BASED WAGE NEGOTIATIONS

IUE-CWA Local 201 met with the Company on April 9th (after newspaper print deadline) to submit proposals regarding the GE-Lynn MBW Agreement. Kudos to Local 201 member Justin Ciampa for his well-written and on-point explanation of the upgrading process under the MBW structure, published in last month's newspaper. We will share updates on MBW negotiations with stewards when available.

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

*continued from page 1*

acceptable or unacceptable. We all agreed to carry out strike certification card signing campaigns together through May 1st. Our two top bargaining priorities – wages and healthcare – were in the top three bargaining priorities of surveyed locals. The unity was palpable – and so was the frustration with concessionary contracts.

We have new leadership at the National level. With the support of IUE-CWA President Carl Kennebrew, and acting GE and Aerospace Conference Board Chairman Jerry Carney our negotiating committee has changed up their strategy – giving it more transparency. The company's chief negotiator has reportedly begged our leadership to back down from these new policies, to no avail. I hope that following this contract, our international leadership continues to shake things up, principally by making a firm commitment to organize the tens of thousands of GE workers without a union in the United States. We are stronger together.

### IN YOUR OWN WORDS

*Here's what 201 members have to say about upcoming negotiations with GE:*

### NATIONAL CONTRACT

“All benefits have been slashed or cut enough in past contracts! No more giving away benefits with little in return!”

“Prefer general wage increase over one-time bonus. Go back to co-pay insurance. Make COLA increases for retirees as part of agreement.”

“Bring Back SEROS!”

“Need more money to stay long term!!!”

“Healthcare has too much out of pocket cost, making it hard for people to care for their children.”

“Need post 65 [years of age] coverage!!!”

“Our current [health] plan is a joke.”

“With all the lump sum bonuses, increasing our healthcare costs, no pension for new hires, MBW, and no pay raises for many years GE should be in a much better position.”

“Not only have our orders increased each year but we recently won the ITEP contract. I see no reason why this shouldn't be a stellar contract for us. With all that leverage, I see no reason why everyone shouldn't win – elimination or drastic reduction of MBW progression, general wage increases, pension updates, and most importantly BETTER HEALTHCARE!”

### MARKET BASED WAGE

“Eliminate the M.B.W. System, it does not work!”

“Remove the fact that when upgrading there is a possibility to lose years of progression as a MBW employee.”

“MBW needs to be revamped. Shouldn't have to wait 10 years. If they want qualified people they need to pay them accordingly.”

“Equal pay for equal work. The company is trying to divide and conquer. 10 years is too long.”

“Max out of pocket expense for market wage is unfair when we make 1/3 less and can never have a COLA.”

“10 years to get to full rate is too long, especially if you have a family to support. A lot of people are struggling with this, and it would be nice to see this renegotiated in 2019.”

“I can only invest 2% in my 401k because I can't afford the 8%. At this rate I'll never be able to retire. 2% + no pension = no retirement.”