



IUE-CWA Local 201 News

**Celebrating 81 Years
as a Chartered Local
1933 - 2014**

Local 201 is an amalgamated local representing approximately 2000 members employed by GE River Works (Lynn), Avis-Budget Group (East Boston), Veolia Water (Lynn), Avis (Boston/Cambridge), Ametek Aerospace (Wilmington) and Saugus Library (Saugus) and thousands of lifetime Retiree members across the country.

Vol. LXXIII

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GE PLANT MANAGER FORECASTS HIS VISION OF RIVER WORKS FUTURE

In a semi-annual meeting of the Jobs Preservation and Growth Committee on March 10, 2014, Plant Manager **Mike Sims** made a presentation regarding the Aviation Division and Lynn's future role in that Division. The presentation was in front of most Local 201 Union Officers and Board Members, as well as GE Building Managers, GE UR and GE HR representatives.

The GE River Works site leader repeated and detailed a scenario that he has been laying out during the last year – which is that many of the traditional engines that provide Lynn with their biggest labor base hours will begin to phase out, eventually getting replaced with new engine programs. He cited a drastic

drop in CFM56 engines between 2014 and 2018 with the LEAP engine ramping up. He spoke about the T700 engine phasing down soon while the competition heats up for GE's 3000 (ITEP engine) vs. a competitor's engine. And he mentioned that, with the CF34, CF6, CFM56 and F414 engine programs all beginning their initial descent in their life cycles, it was important for Lynn to be able to compete for new and rising GE 38 work during the next few years while providing spare parts for many of the older engines lines.

Manager Sims said *"I am not here to shut the plant down, I wouldn't bother doing the things I am doing if I was here to shut the plant down."* He said he was here to try

and get the plant in a position to be able to compete for the new aircraft engine work on the horizon with the phasing out of much of our current work over the next 6 years. He indicated that some may see his changes as drastic but, like he showed in a chart to exempt employees, the Plant Manager feels **"Bigger, Bolder, Faster Actions"** are needed if Lynn is going to be able to compete.

To this end, he explained that he was trying to take major cost out of the plant and overhead by demolishing or mothballing numerous buildings we do not use and are costly for us to maintain and pay taxes on. He said related to this, cutting indirect costs and moving resources into direct la-

bor is to get the ratio improved and shop costs down. He also summarized that their Piecework Initiative was aimed at lowering costs and putting all manufacturing on the same type pay system to reduce overhead, consolidate duplicate resources and allow for more flexibility of work distribution between buildings. He reiterated the importance of reducing shop rate to be in a position to secure new work and that he was attempting to do this without forcing any layoffs to the street and as little impact on wages as possible (excluding piecework).

All the building managers then gave their section reports – LMO, Plant IV, LATO, Logistics, and LAPD.

(Continued on page 6)

Local 201 Responds to Company Statements About Piecework

(Original draft by Michael D. McDermott, Steward, Bldg. 66.

Endorsed by IUE-CWA Local 201 Piecework Negotiations Committee on 3-5-14. Presented to GE on 3-7-14)

Company Statement: "Now that Plant IV is roughly 70% NC machining, most of the jobs run on programs without manual intervention".

UNION: *This is not true. The operator of an NC machine is changing drills, end mills, inserts and other types of cutting tools throughout the shift. The operator also checks and adjusts offsets throughout the shift to maintain quality parts.

Company Statement: "A person running the same program in a piecework or day-work system should take the same amount

of time".

UNION: *The only true part of that statement is the program time would be the same. Is the next tool ready? Are my calculations done to check the part when the machine stops? The pieceworkers incentive on an NC machine is to think ahead and be prepared when the machine stops. This keeps the machine in cycle for the maximum minutes per shift

Company Statement: "The productivity gains are made through changes to the program or changes to the cutting tools, both of which are made by employees

outside of the piecework system".

UNION*I do not see the relevance in this statement. This would be true in a piecework or day-work system.

Company Statement: "Even if these productivity gains are made through programming changes or cutting tools, the piecework price has to be changed or the productivity can never be realized".

UNION*I do not see the relevance in this statement. In a piecework or day-work system, the price or planned time would be changed. This would and is done in both

systems to realize productivity gains.

Company Statement: (Referring to the previous statement) "In this case, the piecework system incentivizes the piecework employee to not support the productivity change because it would decrease their piecework turn-in for that job".

UNION *This is not true. When a change is made the part can be completed sooner. An example of this would be CFM; In the mid 90's the price on the mill drill operation 330 was 108 dollars.

(Continued on page 6)



Letters to the Editor...

Thanks to Tierney's Staff

My name is Tom Donegan and I am Financial Secretary of our 201 Retirees Council. I am a proud vet of the US Air Force and served in Viet Nam.

I had some trouble with vet benefits and I want to publicly thank Congressman John Tierney's staff, and especially Michael Stanger from the Congressman's office for his terrific help. It is this kind of help sorting through a benefits problem which truly makes a difference in the lives of veterans.

If any vet needs some help, I would be glad to assist them as best I can. E-mail me at

Visitorma2@aol.com
Sincerely,
Tom Donegan

What leadership!

Let's look at the situation. The mostly Republican state government warned that a "yes" vote would give VW management an excuse to relocate. VW would have to give up their brand new multimillion dollar facility to do that - not very advantageous. Do we really believe the workers took that threat seriously when the VW ownership from the U.S. to Germany fully supported the pro union vote? After all a well-run union is an asset to a well-run company. So what went wrong?

For the cost of union dues what do unions have to offer? Primarily unions offer worker safety, higher wages, healthcare and retirement benefits. These workers like many others in America have become dependent on swollen, Democratic Party led, government to provide these entitlements. These workers realized they have no choice but to pay into the corresponding government programs through excessive taxes, therefore how and why pay dues for redundant services.

The union leadership without exception advises us to lock arms together and follow them into irrelevance behind a snickering Democratic Party. Let's wake up, the Democrats look at us as their competition and would like to see us clandestinely go

away. Maybe the Republicans will not support us but they will give us less government programs, less taxes, more business that should lead to some competition for skilled labor. In the 35 years I have been a union member the only time we made substantial gains was when the economy was booming. If for no other reason Republican Leadership will provide contrasting background to showcase union benefits to voting manufacturing workers.

JOHN RICCIO

LPS electrician

Editor's Note: For a different take on this union loss, see article on page 6 of the 2/25/14 Local 201 News.

Job Opportunities:

Avis Budget Employment Open House

Avis Budget car rental business based at Logan Airport is looking to add a number of both full and part-time positions. All positions are represented by IUE-CWA Local 201 and full time positions include health insurance, paid vacation and 401K benefits. Avis Budget is looking to fill the following positions:

Rental Sales Agents (starting rate of \$11.00/hr plus sales incentives)

Customer Service Representatives (starting rate of \$11.25/hr)

Service Agents (cleaning cars, starting rate \$10.40)

Shuttlers (driving cars, starting at \$8.75)

There may be some repair Technician jobs available also if applicants have mechanic skills.

All these jobs are on a 2 year progression schedule in which there are regular raises every 6 months. Once the 2 year progression is completed, employees receive regular contractual raises.

Avis Budget Employment Open House
Wednesday, March 19th
10 AM - 4 PM
@ 375 McClellan Highway, East Boston
(Route 1A)

UAW- Lost Opportunity

Recently a pivotal election for UAW representation took place at the VW plant in Chattanooga, TN. The UAW tragically lost, and so did all working Americans. In just a few decades the autoworker's union under UAW leadership has gone from 1.5 million to only 340,000 members. The Union leadership carefully analyzed the loss and determined that "the Republicans did it." Yea, the same, now clichéd, worn weary, Barak Obama excuse- how insightful!

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, Coldwell Banker. 30 yrs experience full Time realtor, listing and selling. GE retiree. (978) 828-1604.	Chevy Pickup, 1998 Pickup 4 X 4. Plow Cap, Tool Box. 4 studded tires. \$5,000 or best offer. Call 207-490-9049	Small Engine Service: 35 plus yrs experience repairing small engines, Lawn Mowers, Snow Blowers, Chain Saws, etc. Reasonable prices. (10% Discount on Parts for GE employees) 978-758-9527.
Free Wurlitzer Organ, Upper and Lower Keyboard with Touch Tone. Accompaniments include Bench and Sheet Music. Henry Perry 781-620-0142.	Fix A Brick - No job too small, really! Stairs, Foundations, Walkways, Chimneys, etc., etc. Call 978-239-9801.	Seasonal Camp for sale in mobile home park. Deck, private beach, 2-3 Bdrms, near Weirs Beach, Laconia, NH. Mid \$20's. Call 978-697-9912.
	Aruba Beach Club Time Share, for sale. Prime weeks 6 & 7 in same room. Deed is forever. Can be passed on to anyone. \$19,000.00. Call 781-592-9084.	

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TITLE _____

25 WORD LIMIT _____

PHONE # _____

Your Name..... Amt. Enclosed

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

Congresswoman Katherine Clark Takes a Stand on TPP



In a recent meeting labor leaders, including Local 201 reps, met with new Congresswoman Katherine Clark to discuss her stance on the Trans-Pacific Partnership (TPP) trade agreement and the voting method known as a Fast Track. Pictured after the meeting are Ted Comick, from Local 201 and a Watertown constituent, Rich Rogers, Executive Secretary Treasurer of the Greater Boston Labor Council, Alex Brown, Local 201, Congresswoman Katherine Clark, Jim Winnett, Mass Nurses Association, North Shore Labor Council and constituent, and Steve Tolman, President of the Massachusetts AFL-CIO.

In a letter sent to Local 201 President Brown, the Congresswoman explained her position on the fast track method of voting. "A trade deal with such far-reaching implications cannot be approved with a simple up or down vote required by fast-track trade promotion authority. I believe that Congress must have input, which is why I oppose granting the President fast-track authority."

She said all the right things about her concerns with how the treaty, as we understand from leaks, hurts labor and environmental protection and has been negotiated in secret. The delegation discussed our concerns and left her with a package of more detailed information. **Members of Local 201 who live in Revere, Malden, and Watertown had flooded her office with calls concerned about TPP so we were happy to hear her position clarified.**

Avis & Budget Update

By Amalgamated Rep Bill Rounseville

Downtown

The Downtown group (Clarendon St., Gov't Ctr, & Cambridge) was stretched extremely thin during last year's busy periods. Chief Steward Rivera and I met with Mgr. Tony Ceruolo last week to discuss a number of issues, including manpower and Tony committed to hire at least one additional RSA and consider hiring an SA if his review of the numbers warranted it. We also pointed out that their use of an outside vendor to do shuttling work was a violation of a Letter of Understanding in our Contract and he committed to hire a Bargaining Unit Shuttler (one full time or one or two part time) to do that work.

Dust and noise from the construction at Clarendon St. has made work difficult for the Service Agents up on

the 4th floor. The Company told us that up-graded Personal Protection Equipment (PPE) is available to our members. If you find this equipment inadequate or other hazards arise, you should raise the issue immediately with management and call us at the Union Hall (781-598-2760).

Part-timers

Part-time Shuttler **Joe Morales** has stepped forward to become a Steward. Most of this group (numbering 33 at last count) are new to the Union and having a Steward among them will be a big help. Thanks Joe.

The first issue to come up for part-timers was hours of work and overtime. In the past, when they weren't covered by our Contract, they could work extra days

and were paid straight time for that work as long as they were under 40 hours/week (MA state law). Once under our contract, part-time workers are limited to 24 **regular** hours a week paid at straight time. Working more than 24 **regular** hours would qualify them for full-time status (including full-time seniority and benefits). However our Contract allows part-timers to work overtime on their work days (over 8 or 10 hours, depending on schedule) and they are paid at time and one half for those overtime hours. See Article 14, Section 6 of the Contract. Part-timers will still be able to supplement their regular earnings, when work is available, but will need to adjust to this different work schedule.



Veolia Water

By Roger Moreau
Chief Steward

Case #77 has a new Arbitrator and date for Arbitration, Wednesday, May 14.

The Grade 4 Wastewater license prep class is extended for one more week, the last class will be when this edition of the paper is out. The instructor, Don Pottle, realized the class needed more time to cover the material required to pass the exam. We didn't get that from the last prep course we had a few years ago.

If anyone is interested in taking the Wastewater exam at H&R Block, Linda posted available dates in April.

Just a reminder, if you haven't done it yet, please show the Company your current active Wastewater license, if you have one.

Let me know if you haven't received your safety bonus for last year, it was supposed to be in our last paycheck.

If you haven't been receiving a live pay-stub, see Mary and she can help you go online to set up getting live pay-stubs again.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board and members and Retirees Association is extended to the family and friends of retiree Frank "Fred" Babbitt who passed away. Fred had 41 years service in both GE and Ametek in Flowmeter. His brother, retiree Abe Babbitt was an Executive Board Member from the West Lynn Plant.

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

Law Offices of James J. Carrigan



15 Johnson Street, Lynn, MA 01902

James J. Carrigan

(Former member Local 201 and Lynn Teachers Union)

Anne Gugino Carrigan

(Former member AFSCME)

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Fax (781) 592-7555

e-mail: jimcarrigan@jamescarriganlaw.com

Free consultation.

*No fee unless successful.

IUE-CWA Local 201

RETIREES COUNCIL MEETING

Tuesday, April 8, 2014 – 2 PM
 (2nd Tuesday every month)
 St. Michaels Hall
 Elmwood Ave.,
 Lynn, MA

Agenda: Financial Report
 Discussion on GE Annual Meeting
 April 23 in Chicago, Ill.

Discussion on Annual Plant Gate
 Collection

New Business

Kevin D. Mahar, President
 Tom Donegan, Treasurer

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

**COMBINED SHOP
 STEWARDS & MEMBERSHIP
 MEETING**

TUESDAY, MARCH 18, 2014
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. CONSTITUTIONAL CHANGES (as listed in February 25, 2014 201 News) **See A-C below**
 - A. ARTICLE IV MEMBERSHIP
 - B. ARTICLE V MEMBERSHIP RETIRED
 - C. ARTICLE II NEWS ORGAN
2. STRIKE FUND POLICY BOARD MOTION
 WEEKLY ALLOTMENTS TO THE STRIKE FUND TO BE CHANGED FROM \$0.25 TO \$0.05 PER WEEK PER MEMBER FOR A ONE YEAR PERIOD
3. 30+ YEAR PINS

II. GENERAL BUSINESS:

1. POLICY BOARD
2. TREASURER'S AND MONTHLY FINANCIAL REPORTS:
3. COMMITTEE REPORTS:
4. GOOD AND WELFARE:
5. NEW BUSINESS:

III. GE REPORTS:

1. MATTER OF PIECEWORK NEGOTIATIONS UPDATE
2. APPROVAL FOR ARBITRATION ND #127,571 (LD#36,340) – BUILDING 66 PROTEST TERMINATION FOR ALLEGED FALSIFICATION OF COMPANY RECORDS AND "OFF PROPERTY WHILE ON CLOCK".
3. MATTER OF GRIEVANT'S APPEAL OF BOARD ACTION REGARDING CASE ND#127,380 (LD#36329) (PROTEST UNJUST SUSPENSION BUILDING 63)

IV. AVIS & BUDGET CAR RENTAL REPORT:

V. AMETEK REPORT:

VI. VEOLIA WATER REPORT:

VII. SAUGUS LIBRARIANS REPORT:

Signed,
 ALEX BROWN, President
 RIC CASILLI, Business Agent

Additional Changes Recommended by the Constitution Committee and Policy Board

ARTICLE IX: EXECUTIVE POLICY BOARD

CURRENT READING

Section A. Make Up

The Executive Policy Board of the Local shall consist of the elected Officers/Chief Stewards, and the Director of Health and Safety Committee with the exception of those members elected solely as Delegates.

Section B. Number Elected

The Executive Board Members and Chief Steward elected from the section shall be elected in the following manner:

GE FORMULA

500 and under - Part time Executive Board Member
 501-1200 people - (1) Executive Board Member
 1201-2600 - Two (2) Executive Board Members
 2601 and up - Three (3) Executive Board Members.

AMALGAMATED UNITS FORMULA

1 – 25 Steward
 26 – up Chief Steward

Three months after the total membership headcount increases or decreases in any Executive Board jurisdiction, the numbers would increase or decrease per formula.

EXAMPLE: 1100 members in a jurisdiction and it increases to 1200, an Executive Board Member will be added.

If 1200 and the number decreases, the lowest vote-getting Executive Board Member will be taken off.

The sections from which Executive Board members/Chief Stewards shall be elected are as follows:

- Section I - A.E. Manufacturing
- Section II - Assembly & Test & Medical Center
- Section III - LPS/M&E
- Section IV - Plant IV/F.S.C.
- Section V – Amalgamated Units

In the event that the total grievance load significantly increases or decreases in any jurisdiction, the Board Members in the jurisdiction with the lowest grievance load will assist those in the jurisdictions with more grievances.

PROPOSED READING

ARTICLE IX: EXECUTIVE POLICY BOARD

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Section B. Number Elected

The Executive Board Members and Chief Steward elected from the section shall be elected in the following manner:

GE FORMULA

250 and under– Chief Steward

~~500 and under~~ 251 - 500 - Part time Executive Board Member
 501-1200 people - (1) Executive Board Member
 1201-2600 - Two (2) Executive Board Members
 2601 and up - Three (3) Executive Board Members.

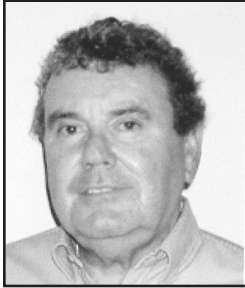
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EXAMPLE: 1100 members in a jurisdiction and it increases to 1200, an Executive Board Member will be added.

(Continued on page 7)



Local 201 Retiree's Column

By KEVIN D. MAHAR

President Local 201 Retirees Council

WHO SAYS YOU CAN'T FIGHT CITY HALL OR GE? WE HAVE WON AGAIN, SORT OF?

In my last column we published the GE proxy on what we called phantom dividends that we were supporting at the GE Annual Meeting. Can you believe it? GE agreed to this proposal to stop paying dividends to executives who own unvested shares of GE stock. There is a great story about what all this means on Yahoo Finance by Reuters reporter Tim McLaughlin: "The change which affects only new stock awards and not old ones, comes amid growing scrutiny by shareholders of executive pay, which has been on the rise for years even as average American salaries plateau." When I say sort of, what I mean is that this is what I called legal thievery in other columns, and still is, but we got GE to agree to stop this

practice for the future, only not for the past dividends already awarded.

THIS IS YOUR SERIOUS MONEY GOING TO EXECUTIVES NOT YOU

As an example, four GE senior executives "have a combined total 1.4 million shares of unvested restricted stock, according to it's latest proxy." "At GE's annual dividend payout of 88 cents a share, those executives in 2014 are in line to receive a combined \$914,000 on stock they don't own." In my opinion, this could be and should be used to increase the paltry pensions of the thousands of GE retirees who built the pension fund and now find themselves at poverty level. We know many thousands of GE retirees who actually receive subsidized housing because of extremely low pensions.

WE HAVE CHANGED GE IN OTHER WAYS

You may not remember it, but GE used to pay a \$75,000 pension to all their board of directors for life after 5 years of service and then pass on to their spouse the full \$75,000 pension after the board member passed away. Well we stopped that by our presence at the Annual Meeting. What a slap in the face that is to everyone who only had a 50% option for many years.

I REMEMBER SAYING TO JACK WELCH FROM THE FLOOR AT AN ANNUAL MEETING

"Jack does this annual report say that your retirement income is \$6 million 900 thousands dollars a year?" And, when he said "Looks like your right again Kevin," with lots of laughs from everyone in attendance, I said "Well you have 39 years service and in our Hall of Shame leaflet Tom Connors has 39 years service

and his pension is \$834 a month and when he passes away his wife will receive a huge \$320 per month."

THEN WALL ST. REPORTER ELLEN SCHULTZ CAME TO OUR GE ANNUAL MEETING

She got to see Helen Quirini and our great band of GE retirees from the GE Justice Fund in action. Then Ellen Schultz reported in the *Wall St. Journal* how GE and other companies were using our pension funds to increase there executive bonuses. Guess what, we were able to stop GE from that practice.

MANY OTHER THINGS WE HAVE ACCOMPLISHED

LARGE 201 MEMBERSHIP MEETING TAKES SOME ACTIONS... DISCUSSES OTHER ITEMS

At a well attended Local 201 Membership meeting held on Tuesday Feb 25, 2014, members took a number of actions with some of the key ones listed here:

- Members accepted the "featured presentation" BA report on the Piecework Negotiations and had some discussion.
- Members overwhelmingly approved the 201 Policy Board Action rejecting the motion to pay the BA monthly and deducting his GE pension from his pay.
- Members overwhelmingly approved the unanimous action of the Policy Board setting up a "cost equal" policy ensuring the Local costs are no more for an elected retiree than an elected active member.
- Members discussed the Union restructuring petition submitted by Board Member **Fred Russell** (now forwarded to the Constitution Committee) and two other restructuring proposals that the Policy Board has been discussing (one from BA **Ric Casilli** and one from President **Alex Brown**).
- Members heard a report and update regarding the 201 Placement Committee's work regarding the **Tool & Die** and **Tool & Cutter Grind** members' placements.



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.



Dr. Neil Gross, M.D.
152 Lynnway #2G
Lynn, MA 01902
781-593-3939

Presented to GE 3/7, Expect Company Response 3/14

Union Proposal to Modify Piece-Work

Introduction

The Company has proposed the end of Piece-Work System in Plant IV. They would like to have the incentive system eliminated by the end of June 2014. They have stated that they cannot control it properly and that they need a reduction in the cost of the system to make us viable for new work. (Such as Next Gen Engines and LEAP). The Company has hinted numerous times that if we got the rate down to be more competitive that they would invest in the shop and give us more work and we would then have a better footing in the industry again.

This Proposal will help keep the positives of the high productivity of an incentive system reducing and resetting compensation costs while provide opportunities for teaming and flexibility. It will require no change to any paperwork or resources for management.

Proposal

We would propose a

change in the Price that the Piece-Work is paid.

Currently the Price is 4.6916 per a Piecework Dollar of turn in. So a worker turning in \$200 of work in a week would receive $4.6916 \times 200.00 = \$938.32$ as an incentive rate plus the Base rate of their hours. Lets say an IR 18 with a base of 21.7097 plus the Skill adder of .4404 equaling a hourly rate of 22.1501. Now add the 2 together and you get $22.1501 \times 40 \text{ hrs} = \886

IR 18 with 40 Hrs and a \$200.00 turn in = \$886 + \$938.32 = \$1824.32

A proposed change in the Incentive rate would change the \$938.32 amount above. See payment structure below.

This would, without any changing of paperwork or management having to do anything, reduce the cost instantly to the system and save the plant in their Comp & Benefits – the number one item the Company has been trying to lower.

This rate being adjust-

• About Piecework

(Continued from page 1)

Through program changes, tooling and One-Man-Two, we now make this part at the price of 40.75 dollars. At the 108 dollar price, an operator did 30% of that operation in an 8 hour shift. It took a little more than 3 shifts to do one part. At the 40.75 price an operator does 55% of each part. This is now priced as a One-Man-Two which means an operator does 110% in an 8 hour shift. This is a little more than one part per shift. This was a significant productivity gain using new programming and new technology while still giving the pieceworker the incentive to maintain his or her average. **Company Statement:** "Additionally, the piecework system hurts progression to one man multiples. We have seen LMO have great success by go-

ed would over time rise, as the Company has said but that is true of day work wages also.

This would serve to "reset" wages while maintaining an incentive system. The last time the 4.2224 Piecework multiplier was in effect was 2008.

ing to one man multiples and Plant IV has not been able to do the same. Even worse, there are some areas (i.e. the Producto milling machine in the Ivory cell) where employees do run multiples to increase turn in and piecework dollars, but Plant IV sees none of the financial benefit because efforts to re-price has been thwarted".

UNION*I believe that my last statement shows that with new technology, we do see significant productivity gains. These gains are good for the company and the pieceworker. The success in LMO is because of new technology and close loop machines that make it ergonomically correct and safe for an employee to run "Multiples". This idea has been brought up to management on sev-

eral occasions. With investment, we have proved that we can run One-Man-Two safely with cost and productivity gains that no one can compete with. As far as people running multiples on the Producto, this does not happen often and never for an 8 hour shift. This probably happens when an operator has to wait for work; that is I.M.E. No one likes that, especially the operator. Running a few tools to maintain an average instead of I.M.E. is whats happening. The company does realize financial benefit; good labor hours and no I.M.E. I feel a change to day-work will significantly hurt productivity and cost. We can make the piecework system work. It has given the company high productivity at a low cost and still can, if we work together.

The Union also would be willing to discuss "teaming" and or flexibility proposals to help insure a smooth production flow,

put work in front of members, reduce IME, lowering cost, and maintain the incentives for the high productivity system.

Payment Structure

Base 4.6916

$4.6916 \times \$200 = \938.32
RESET Base - 10 % = 4.2224

$4.2220 \times \$200 = \844.49

RESETS MULTIPLIER TO 2008 LEVELS

• River Works Future

(Continued from page 1)

The Union presented 2 power point charts demonstrating the continued historic erosion of Local 201 bargaining unit positions with the number now under 1,600 GE members and another historical chart detailing **36 items** that Local 201 has collaborated on over the years (Work out, multi-skilling agreements etc.) – most at the Company request. The major point the Union keeps reiterating is that it is hard to drive shop cost down sig-

nificantly without new work, return of farmed out work, increased direct labor base hours, increased investment and proper and timely replacement parts for our machinery. Business Agent **Ric Casilli** said it is becoming a "chicken and egg" type debate – as there is no one on our side opposed to becoming more competitive...it is just how we get there and making sure we put in place some things that will work



LYNN DENTAL HEALTH

10 Kirtland Street, Lynn, MA 01905

General and Multi-specialty Practice

- Preventive Care – Routine Exams, Cleanings, X-Rays
- Restorative Services – Amalgam/ Composite Fillings, Crowns, Bridgework

- Emergency Care – Extractions
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• PROPOSAL ON DELEGATES

(Continued from page 4)

If 1200 and the number decreases, the lowest vote-getting Executive Board Member will be taken off.

The sections from which Executive Board members/Chief Stewards shall be elected are as follows:

- Section I - A.E. Manufacturing
- Section II - Assembly & Test & Medical Center
- Section III - LPS/M&E
- Section IV - Plant IV/F.S.C.
- Section V - Amalgamated Units

In the event that the total grievance load significantly increases or decreases in any jurisdiction, the Board Members in the jurisdiction with the lowest grievance load will assist those in the jurisdictions with more grievances.

RATIONALE FOR CHANGE:

As members in a jurisdiction reduce, less time paid by union is justified. By putting in a category of Chief Steward in a jurisdiction with 250 members or under – it shall be clearer that the union paid time will be reduced. The Chief Steward remain on the Grievance and Policy Boards and attend Step II's as necessary but their union paid time generally will be lower most weeks.

PROPOSAL ON DELEGATES

CURRENT READING:

ARTICLE XXII: RULES FOR ELECTION OF DELEGATES

Section A. How Many

There shall be four (4) Local Delegates to the convention of the International Union, consisting of the President, Business Agent, and two (2) elected from the membership **at-large**.

Section B. District One-CWA

There shall be four (4) Delegates to District Council CWA consisting of the President, Business Agent, and two (2) elected from the membership at-large.

Section C. GE-IUE Conference Board

There shall be four (4) Delegates to the General Electric - IUE Conference Board as follows: President, Business Agent, and two (2) elected from the membership; one (1) from the River Works; and one (1) from Plant IV/Everett.

Section D. GE-IUE Term

Delegates to the General Electric - IUE Conference Board shall be elected to a three-year term of office. The election shall be by secret ballot in the manner provided for election of officers.

Section E. Vacancy

If for any reason any member elected to one or more of the delegate positions as stated above resigns, quits the company, or accepts a leave of absence to go into the employment of the International Union, the position of delegate held by said member shall be immediately declared vacant and the Local President shall appoint the runner-up in the election to fill the position of delegate for the remainder to the unexpired term.

PROPOSED READING:

ARTICLE XXII: RULES FOR ELECTION OF DELEGATES

Section A. How Many

There shall be ~~four~~ three (4 3) Local Delegates to the convention of the International Union, consisting of the President, Business Agent, and two one (2 1) elected from the membership **at-large**.

Section B. District One-CWA

There shall be ~~four~~ three (4 3) Delegates to District Council CWA consisting of the President, Business Agent, and ~~two~~ one (2 1) elected from the membership at-large.

Section C. GE-IUE Conference Board

There shall be ~~four~~ three (4 3) Delegates to the General Electric - IUE Conference Board as follows: President, Business Agent, and ~~two~~ one (2 1) elected from the membership; one (1) from the River Works; and ~~one (1) from Plant IV/Everett~~.

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RATIONALE FOR CHANGE:

Save approximately \$7,500 by reducing delegates from four to three.

201 POLICY BOARD PROPOSES SOME FINANCIAL ADJUSTMENTS

BY RIC CASILLI BUSINESS AGENT

The Local 201 Policy Board, at a series of recent special financial Board meetings, has made some proposed changes to address the recent loss of over 100 GE members to retirement and attrition.

On December 17, I originally had warned the Board that we could possibly face a potential deficit of \$143,000 in 2014 and 2015. That forecast was too high as it included lost dues revenue that goes to the International Union (about \$38,000). It also was based on an estimate 2013 deficit of \$39,000 which, when year end books were balanced, turned out to be only a \$23,000 deficit.

So a more accurate forecast is that we would be looking at a deficit in 2014 of about **\$108,000** (the \$23,000 deficit that occurred in 2013 plus \$65,000 of dues lost to the Local due to all the attrition plus an estimated \$20,000 in Union Election Costs) if we do nothing.

The Board has been debating different options or reducing staff and/or elected Board, Officer, and delegate positions for the next election, as well as some other items.

The Board and Membership in January approved offering a Voluntary Retirement Incentive Program to one long time dedicated staff member who accepted it with an effective date of June 1, 2014. The full time staff will be reduced from 3 to 2. **This action alone will eliminate approximately \$88,000 of costs (compensation & benefits) but the real impact of the savings will not be felt to calendar year 2015 and going forward.** In the short term, this action will increase the \$108,000 projected deficit **this calendar year (2014)** by about \$34,000 to **\$142,000** with the VRIP payment and a related wage increase for one of the remaining staff.

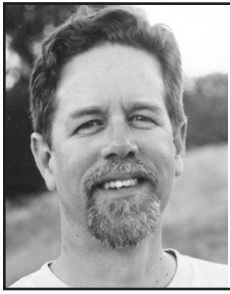
To cut into that projected deficit, I implemented the constitutional provision regarding Board members going part time when there numbers drop below 500 members (Plant IV). The Board and Constitution

Committee also are recommending to the March Membership Meeting going monthly with our newspaper and reducing dues payments into the strike fund from \$.25 per member per week to \$.05 per member per week for one year. The Board also recommended to the Constitution Committee reducing delegates to all National Bodies from 4 to 2 but the Constitution Committee is proposing lowering only to 3. The Board also recommend to the Constitution Committee to make a constitutional change (acting has a safety net) that if a part-time Board Member's jurisdiction drops to 250 members or under, that the Board Member shall become a Chief Steward meaning one less union paid day per week. The Constitution Committee is going to propose that.

If all these changes are adopted, it would reduce the 2014 projected deficit down to about \$80,000 and we should be in the "black" again by a slight margin in 2015 with the huge savings in staff costs due to the VRIP and other small changes made

Due to years of building up our union saving accounts to the \$900,000 range, the Board felt Local 201 could afford to weather a one year deficit like this. Thus, **different proposals by myself, by President Alex Brown, and Board Member Fred Russell** to recommend changes to the Constitution to cut back board and officers positions further (for the October 2014 union elections) **all failed** to get majority votes of the Policy Board.

The petition submitted through Fred Russell on a proposal for everyone going part time except the BA was referred back to the petitioners as the Committee could not understand the exact intent of the petition and what Constitutional provisions the petition was aiming to modify. The Policy Board voted 10-1 against recommending such drastic change to representation taking into account the revised budget forecast following the actions taken above.



Health & Safety Notes

By TED COMICK
Local 201 Health & Safety Director

10 REASONS LOCAL 201 IS A STAKEHOLDER IN VPP

In two weeks, April 2, 2014, Local 201 leaders will join the presidents of the Planners, Drafters, and Guards unions and the top management of both the Supply Chain and Engineering in the Riverworks to sign once again the "Letter of Intent" signaling our fundamental interest in the process and outcome of OSHA's VPP program in our plant. (VPP, for new folks, stands for "Voluntary Protection Program" and commits a company to work with its employees to go above and beyond mere compliance with the letter of the Health and Safety laws and strive for the

most comprehensive protection of its employees from both safety and health risks.)

Why do we care? Why should we care that GE strives to meet OSHA's standards for VPP Star certification? Here are some basic reasons:

1. It's in our strategic interest that the company attempt to meet the most up to date H&S standards and not settle for the letter of the law, especially if the law is antiquated. OSHA has no Ergonomics standard, for instance.

2. Though we had a joint labor-management H&S process since 1991 and made progress, the company has devoted more energy and resources to controlling H&S risks since

committing to VPP in early 2000.

3. At a time of squeezed budgets and resources it is particularly important for us that the company has a reminder that an OSHA visit is imminent.

4. A good safety program requires a good preventative maintenance program and timely fixes. A significant percentage of our crafts and fire inspection jobs rely on having a well-functioning safety program.

5. Fewer people get hurt or exposed when GE pays attention to safety. The number and intensity of injuries, and progress or regress on key indicators of safety are measurable. Over time progress has been evident.

6. OSHA is a partner and

ally that we as union people fought to have created in 1970, and have fought to preserve and fortify since then. Short sighted business groups have fought to neutralize it and make it ineffective. To have a major US business like GE show a willingness to work with OSHA and labor is, in general, good. We have benefited in Lynn from OSHA's involvement.

7. Since the financial collapse GE has been intensely micromanaging expenses, indirect labor, and other variables that often are essential for an effective preventative H&S program. Without the potential cliff of VPP failure the frenzy of cost cutting could overwhelm all other discussion...until a disaster happens.

8. Without us, the company defines "safety".

9. Our lives and ability to make a week's pay depend totally upon being physically healthy and functioning. Our economic side relies on our safety side. Luck is not enough. VPP

helps build assurance into our often risky lives.

10. We as a local long ago decided that engaging our management counterparts in a joint approach to health and safety paid more dividends for our members than complaining about conditions and waiting for the company to fix them. We studied the VPP program long and hard before committing to it. We have found it serves our members better than just waiting for problems and grieving them. We stand by our commitments.

The last few years have been difficult for our members on many fronts. OSHA's VPP program and its attendant expectations have provided some touchstones to our work lives. 5 years is way too long for OSHA to wait before re-auditing a plant. The 3 year hiatus between 2006 and 2009 allowed us to keep much of the 2006 momentum. Momentum has been seriously compromised since then. But it is what it is. August will be here momentarily.

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You have the opportunity NOW to roll out the eligible portion of your S&S into a safe place. This rollover is tax free and penalty free and this new account will become an IRA. (Individual Retirement Account) The funds that you roll over into your new IRA will never again be subject to market loss and will have the potential to earn much more than they are earning now.

I speak to those who are retired, those who are considering retirement and those who are still working. For over 10 years, I have been helping your fellow employees diversify, protect and maximize their portfolio.

You do not invest with me. I simply present and explain all of your choices and help you with the paperwork. The favorite investment choice of your fellow employees for over 10 years has the following features:

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- You can elect a lifetime income with this product (income you can never outlive) Other income options are also available.
- Your entire account balance will continue to enjoy interest crediting, even while taking an income. This is like "getting cost of living raises" throughout your entire income phase. Not only can you not outlive this income, it can increase!
- Your investment is fully protected at death, 100% goes on to your heirs without the hassles of probate.
- This product is also perfect for maximizing the wealth that you pass on to your heirs.

You may say to yourself "this sounds too good to be true". I hear that from everyone. I assure you, it is true....and I am still here 10 years later....working hard to get the word out.

There is also one other thing that absolutely everyone has said to me:
"I wish I met with you sooner"

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Debbie and Grandson Jacob



VP's Column

By PETE CAPANO
Vice-President/
Recording Secretary

I have been getting some calls from members who are concerned that the Local is in financial trouble. My answer is, there is no need to panic. The Local is not in financial trouble at all. We are far from it. Every year the budget is set based on the amount of funds we have available and adjusted accordingly. We are in the process of taking the necessary precautionary steps to keep our budget balanced and provide the same kind of representation our members are used to in the face of a declining membership. If we weren't taking action then I would be worried. Our goal is to take the necessary steps that will insure that we remain a viable organization that is fi-

nancially sound. That is why we are introducing a number of key steps beginning with the March membership meeting that will keep us on safe and sound financial footing.

I can't recall a time where every board member and officer has been so engaged in working to insure that the future of Local 201 remains intact. The reason is they care about the working men and women of this union and are very passionate about it. Everyone has a position with the best interest of the membership in mind and I am proud to do my small part in it.

The Union has been spending an incredible amount of time getting our financial situation in

order while dealing with an increasing set of unreasonable demands being put to us by the Company. Everyone has put in a lot of time trying to insure that we will be on stable footing going into the future. If we enact some of the measures recommended by the Policy Board at the next membership meeting we will be able to run the Local within budget for the foreseeable future. Please read this edition, and the 2/25 edition, to understand these very important issues we will be required to vote on at the upcoming March & April Membership Meetings. Every member is urged to attend. Every Policy Board member has been involved in the discussion

at numerous meetings here at the hall and in conversations with members in the shop. The discussions mostly have centered around cost cutting measures. Also discussed were 6 restructuring proposals for the Executive Board and Officers including a shop petition. The proposals ranged from the extreme to keeping everything the same. In the end I believe if we adopt the final recommendations of the Board we will be in good shape going forward.

We can not predict the future. The Company will continue its relentless attack on us. As a matter of fact, every single manufacturing facility that has a union is under attack and the non-union facilities have absolutely no say whatsoever. Our job is to keep fighting for the best possible circumstance for our current members. Our internal discussions on the shop floor and resulting democratic vote over the best course for our future is a sign of strength. It shows that we are not giving up. Please feel free to call with any questions or concerns regarding these or any other matter.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board and members and Retirees Association is extended to the family and friends of retiree Ed Guthro upon his recent death. Ed worked as a Gear Repair in the Gear Plant prior to his retirement in 2004.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board and members is extended to the family and friends of Kathleen McNulty on the recent death of her mother. Kathy is a Traffic Clerk in Building 63 Logistics on the first shift.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board and members is extended to the family and friends of Joseph Arone on the recent death of his father. Joe is an IR19 Miller in Building 66 on the third shift.

SYMPATHY

The sympathy of IUE-CWA Local 201 Officers, Executive Board and members is extended to the family and friends of Denice Greski, Heat Treat Operator in Building 40, third shift, on the death of her brother in November and her brother-in-law in December.



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Young Union Members Build for Future



Local 201 members Adam Kaszynski, Steward Bldg. 77J, Samantha Bansfield, Steward Bldg. 66, and Nefty Alvarez, Steward Bldg. 64 attended the GBLC "Futures Conference" last month in Boston.

Greater Boston Labor Council (GBLC) organizer Rosa Blumenfeld wrote in a recent aflcio.com blog that "One of the most important strategic priorities for organized labor is to engage the next generation of young workers in our fight for social and economic justice. Young workers are eager for a space to engage in big picture conversations about our broken economy, our union values and how we build power for working people."

On Saturday February 22nd, the GBLC's Futures Committee brought together over 100 young workers from unions and organizations in the Boston area to engage in those very conversations at a conference focused on fighting for good jobs in the city of Boston.

"This Futures' Conference was the biggest and most diverse one yet!" said Nancy Luc, GBLC Futures Committee

Chair. "I am proud to be a part of the young worker movement because I'm young. I work. I matter. We as young union members need to focus on telling our stories to help shape a more inclusive labor movement while fighting for good, safe jobs. The conference was a great step for the young worker movement, the good jobs



campaign, and the labor movement. I want to encourage folks to stay connected, come out to events, and tell OUR story."

After surveying over 300 young workers in 2013, the Futures Committee adopted the Good Jobs, Strong Communities Campaign convened by Community Labor

United as its main focus. Conference participants heard from a dynamic panel of leaders including the Futures Chair Nancy Luc, Rich Rogers of the GBLC, Darlene Lombos of Community Labor United, Elvis Mendez of the Immigrant Worker Center Collaborative, and Brian Doherty from the Boston Building Trades Council. Participants then chose from workshops on topics ranging from telling your personal story to campaign strategy and tactics to get ready for the good jobs campaign.

"It was great to be at the Futures Conference with so many different groups coming to the same place to discuss our shared values: good jobs for all people. The future of good jobs will only be accomplished by doing it together, and the Futures Conference is a great example of how we do it" said Brian Doherty, of the Boston Building Trades.



Plant IV-Logistics-Tool and Die-Grinding Room

By MARK WORKMAN
Executive Board Member

There are continuing negotiations going on over the piece work system. This is, and should be, a benefit for all workers in this plant. It provides a higher output through incentive which the company likes. Yet they don't like that "WE" the workforce make more due to this incentive. It is the constant battle of the "give me more attitude" of Corporate GE. There is more on the negotiations on pages 1 & 6.

Those impacted by the reductions in Tool & Die and elimination of the cutter grind group have all been placed through the committee and have started working in their respective areas. I would ask that the workers in those areas give them the proper training and not to be bullied by managers to cut corners on training and that members who have moved stand up to prematurely being told you have trained enough

on the job and that you are now on your own and can have some incidental training in the future. Management has repeatedly created a mess by doing this and not just on our workforce, but in their own as well. They burn their own bridges and seem to not care. The mess we are facing here in Lynn is due to that simple fact, the "do now, fix later" attitude. Let's not put ourselves in the position that General Motors is now facing.

I have been in touch with Congressman Tierney about all of the farm-out of work from the Lynn Facility. Meanwhile the surrounding businesses drool over our work. In the upcoming weeks I will be sitting down with him and discussing options that we have.

At the upcoming membership meeting, there are also 2 matters we will be discussing from Bldg. 66 + 63 members' issues.

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LPS/M&E Report

By FRED RUSSELL
Executive Board Member

In April we are having an important membership vote, it will be on restructuring the Union hall. I firmly believe it needs to be done as our membership is shrinking, not getting larger. My thoughts are to do away with the Vice President and combine the duties of the Vice President and the Amalgamated Representative, along with the newspaper, to create an Assistant Business Agent. Then, going forward, the Business Agent and the Assistant Business Agent should be fulltime positions. The President should be a part

time position along with the four Executive Board Members. We will save money this way. We will get greater representation on the shop floor by being there. It is a hard decision to make but it's a decision that has to be made going forward. Now is the time to make it before the election in 2014.

The membership meeting will be on April 15 at 12:30pm and 3:30 pm. Now is the time to make your vote count, come one come all. Please use your right to vote to make a difference.

Thank you.

GEEAA Annual Membership Meeting
Thursday, April 17 11:30 AM – 12:30 PM
Bldg. 63, Adam Baran's Conv. Room
Members are welcome to attend!

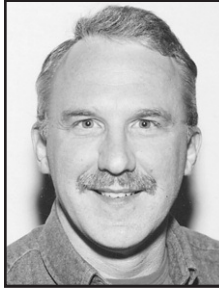
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'ANGUS BARKS'

By Jeff Francis
AEG Executive Board

YOUR LMO STEWARDS

BLDG 74

1-74	BILL HOLM	RPMO	mill	1
1-74	KATE DESISTO	TPMO	servicer	1
1-74	WAYNE MCCAUL	TEPM	ec inspect	1
2-74/76	GREGG JOHNSON	MPO	gage insp	1
2-74	TED BERHANE	RPMO	clerk	1
1-74	KEITH RUSSELL	TPMO	auto lathe	2
1-74	DAVE DUCHARME	TPMO	auto lathe	3
1-74	STEVE ALLEN	RPMO	auto lathe	3

PLANT 2

1-40	MIKE REIDY	LASER	toolmaker	1
1-40	MARK SAMPSON	HIRSS	spotweld	1
1-40	SHAWNA BICKFORD	SEMO	vtl	1
85	JUSTIN RICHARDS	MIXED	weld	1
77J	ADAM KASZYNSKI	OIL RM	servicer	1
1-40	RANDY HODSON	PTO	prep room	2
1-40	ANDY NALESNIK	LEPM	sheet metal	2
77J	BILLY THOMAS	MIXED	vtl	2
1-40	MIKE LEE	SEMO	weld	2

BLDG 64

1-64	PHIL KINDLER	TPCE	spec. mach.	1
1-64	TOM DOUCETTE	TC64	spec. mach.	1
1-64	NEFTY ALVERAZ	TPCE	spec. mach.	2
1-64	BUTCH MUSIAL	TC64	spec. mach.	2
1-64	RANDY SMITH	TC64	spec. mach.	3
1-64	MIKE MATAYABAS	TPCE	spec. mach.	3

jfrancis@local201iuecwa.org





Business Agent's Column

By RIC CASILLI
Business Agent

As we went to press on Friday March 14, we were meeting with the Company concerning **Piecework** to receive a response to our Union comments and proposal given them on March 7. Other union Officers (in my absence @ GE Step 3) will give a **report** on what occurred at this negotiation session to the **March 18 Membership Meeting** per our normal practice. **Nothing has occurred in these negotiations that have not been reported in our 201 News and/or at the past 2 membership meetings.** Local 201 has 9 Plant IV witnesses (5 more than normal) on the Negotiating Committee – 7 Stewards, 1 Member, and Fred Merchant Jr. (long time Plant IV Board Member now retired). This is in addition to our full Local 201 GE Grievance Board.

Piecework Negotiations will now be “on hold” for a few weeks due to my absence and schedule. I have national union meetings out of state (GE Step 3, GE National Negotiating Committee, and GE/Aerospace Conference Board meetings) between March 18 and March 22 and then will be on vacation March 24 through March 31. When I return the GE VPP recertification process results should be in. I then will be preparing for an unnecessary GE Arbitration scheduled for April 10 regarding one of our members. We have an important April 15 Membership meeting to deal with additional Local 201 financial restructuring motions that have been debated for months. Congressman Tierney is slated to be at our Union Hall April 17 in opposition to the fast track and TPP job killing agreement. Due to some recent discussions at Step 3, it is possible that we may have to enter special negotiations with Avis Budget regarding supervisors and shift leads. There are also two other Local 201 Arbitrations that I will be preparing for - one scheduled for May 14 (Veolia Water) and another June 9 (GE).



The large turn out at the February Membership Meeting led to three members who hadn't yet received their 30+ Year Local 201 Seniority Awards. Receiving their 30+ year pins were, left to right, **Brian De-Felice** with 8/27/1979 seniority, **Mark Page** with 9/17/1978 seniority, and **Herb Sawyer** with 2/7/1983 seniority.



President's Corner

By ALEX BROWN
PRESIDENT

Union Housekeeping

A number of votes on Constitutional Amendments will be before the membership at the Tuesday March 18 Membership meeting along with a strike fund policy vote. The detailed language is listed in the February 25 *Local 201 News*. All 201 members have a vote at that meeting. You must be there to have your vote counted. The meeting is held at 12:30 pm or 3:30 pm at the Union Hall at 112 Exchange Street, Lynn and you may attend either one.

Retiree Officers

Before the Membership this month are two Constitutional changes to bring our Local Constitution in line with our parent union, the CWA. It clarifies that retirees can stay in office or run for office if they maintain active membership by paying full dues from the time they retire. Or they can choose not to pay dues and remain honorary members of the Local with a voice but no vote. The change has overwhelming support of the Policy Board and unanimous support of the Constitution Committee. A vote against these changes by our Local will not prevent a retiree who has maintained membership from running as our Constitution cannot contradict with the CWA's. I think allowing an elected officer to serve out his term is more democratic than the Board appointing someone. And come election time, the members get to vote for their choice.

In February, the Policy Board, with membership approval, unanimously adopted a pay practice for elected retiree officers and board members. That policy means an elected retiree would be paid a weekly salary commensurate with the actual total cost the Local would have paid if it was an active member elected into the office or the actual cost that the Local would have paid had an elected officer retired in the middle of a term.

Monthly News

I am very proud of our *Local 201 News*. Copies are sent out all over the country to retirees (some now online) as well as other locals. When I travel representing the local, other leaders complement the paper frequently. So it is with sadness that I support reducing the *201 News* from publication every three weeks to once a month for cost savings. This change has the unanimous support of the Board, and Constitution Committee. With the advent of online capabilities, it challenges the Local to use our website for breaking news as we have so effectively with contract reports.

Strike Fund

The Local Constitution Committee ruled that the membership could vote to reduce payments into the strike fund. The Board unanimously recommended reducing the payments from \$0.25 to \$0.05 for a one year period to offset the 2014 deficit. As of the end of 2013 the Local strike fund has \$2.44 million and would still accrue interest. If GE workers were to go out on strike that would be enough money for 217 days on strike, or 31 weeks. The CWA Strike fund had \$447 million as of the end of 2013. By taking this action we are being fiscally prudent while staying prepared for any tough situation.