



# Labor / Management A Joint Partnership



*Steve Gauthier Safety Rep. / VPPPA National Labor Management Committee*

*Dan Montanaro / General Electric EHS Manager*

**General Electric Aviation - IUE/CWA Local 201 Lynn, MA**  
August 23, 2010





Received OSHA VPP STAR status August 2006  
Recertification November 2009

Steve Gauthier IUE-CWA Elected Safety Rep.  
Dan Montanaro Site EHS Manager

# Site Profile & Demographics

- **221 Acres, 20+ Major Buildings ~120 year old plant**
- **Production Scope - Aircraft Engines and Gear Manufacturing, Military, Commercial, M&I**
- **3287 Employees - 63% Represented – 4 Unions**
  - IUE-CWA Local 201 (~1900 Members)
  - IFPTE Local 149 (Planners - 124 Members)
  - IFPTE Local 142 (Drafters - 52 Members)
  - IUPPE Local 2 (Plant Protection- 24 Members)
- **Shift Distribution**
  - 59% First Shift
  - 29% Second Shift
  - 12% Third Shift
- **Demographics**
  - 73% of Labor Force age of 45 – 60
  - 63% of Labor Force have 25 - 40 Years of Service

# GE Lynn VPP Prep and Implementation

## •Time line GE Lynn H&S Programs in prep for VPP

### ➤ **1991 - 2004 Evolution of GE Lynn H&S programs**

- Joint union health and safety committee formed – 1991
- First Ergo sweeps completed across Lynn site – 1996
- Lynn annual January EHS strategy sessions instituted – 1998
- Key Lynn union/mgmt attendance at National VPPPA conf – 1998
- Evolution of roles of union elected reps and EHS Coordinators - 2000 (10 rep covering 10 plants, safety planner in each plant)

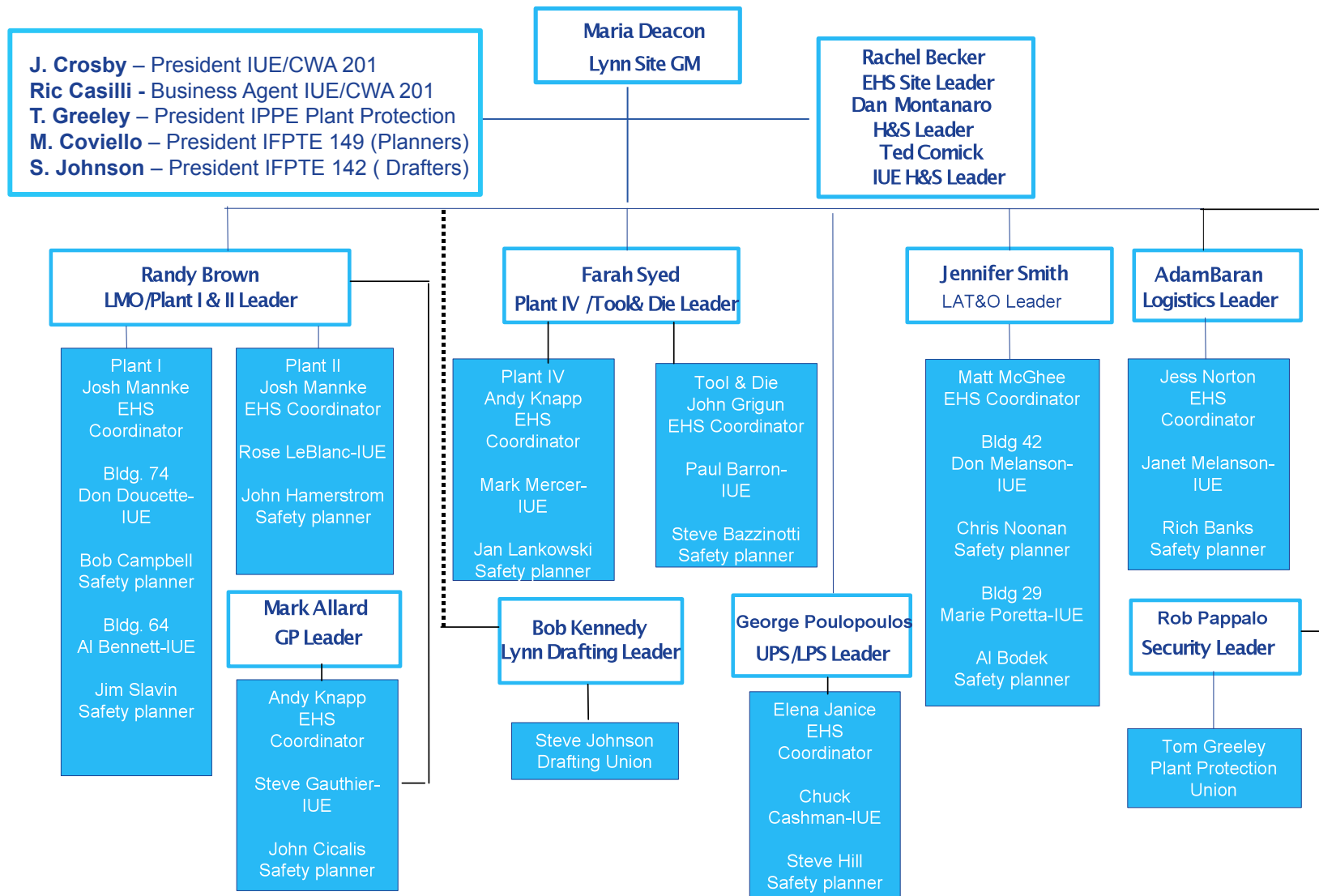
### ➤ **Establishment of Leadership Meetings**

- Weekly Union Presidents and EHS manager
- By-Weekly Plant Managers Meeting
  - All Safety Reps, Coordinators, Safety Planners, Medical Center, Plant Protection, Drafters and Facilities

1991

2004

# GE Lynn H&S Team Structure



# Benefits:



- Union Expectations on 4 key issues
  - ❖ Engineering Controls for noise reduction
  - ❖ Metal Working Fluids
  - ❖ Ventilation of Machining and Welding mists and dusts
  - ❖ Emergency Response
- More resources for Health and Safety
- More members engaged, aware, and empowered to act on Health and Safety concerns.
- Health and Safety processes more transparent to everyone
- Union to Union communications and relations established and enhanced
- Benchmarking (and mentoring) other sites thru VPPPA
- Ergonomic improvements

# Pre-VPP Questions From Our Members and Officers:



- We've been in a joint health and safety venture for 16 years...What do we gain by joining VPP?
- Can individual members still call OSHA with a complaint and will OSHA respond? What about the Local? Are our hands tied?**
- What does the company get out of it? Why is the company interested? Is this to our advantage?
- If we sign on to VPP can we get out of it if it doesn't meet our expectations? Are we locked into it?**
- What do we have to give up? Zero (Short Answer: a random OSHA plant inspection approximately once every 97 years.)
- What happens if not all the unions want VPP? What happens if one wants out?**
- Will OSHA go easy on the company once it achieves VPP?
- Why is the AFL-CIO nationally, and some prominent unions, reticent about VPP?**

# After Gaining Consensus – Sign on Dotted Line

IUE-CEA Local 201

IFPTE Local 149 (Planners)



IUPPE Local 2 (Plant Protection)

IFPET Local 142 (Drafters)

## Riverworks VPP Letter of Intent – 2009

The Health and Safety of the people who work in the GE Lynn Riverworks are fundamental concerns of the workers themselves, of the organizations that represent the workers, and of the management that secures and directs their work. Building on seventeen years of joint activity in the Health and Safety field, the unions of the Riverworks and the General Electric Company seek to find the best means to protect the workforce from hazards. We


Our common ultimate goal is not just injury-free workdays, but also a healthy and disability-free future.

without making strenuous efforts to resolve differences.


We encourage everyone in the Riverworks to keep up their awareness and involvement both in terms of protecting themselves and in terms of identifying and eliminating hazards.

Our common ultimate goal is not just injury-free workdays, but also a healthy and disability-free future.

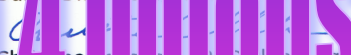
### Lynn Plant Leadership

  
Maria Deacon, GM, Area Executive

  
Rachel Becker, EHS Leader

  
Randall Brown, LMO Plant Leader

  
Dan Dil, ...

  
Chris, ...


  
Willard Currier, UP&S Plant Leader

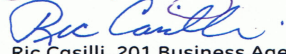
  
Adam Baran, Logistics Plant Leader

  
Mark Allard, Gear Plant Leader

  
Joe Bussichella, TFTJ Engine Systems Mgr.

### IUE-CWA Local 201

  
Jeff Crosby, 201 President

  
Ric Casilli, 201 Business Agent

  
Ted, HSS Director

  
...

  
...

### IFPTE 142 Drafters

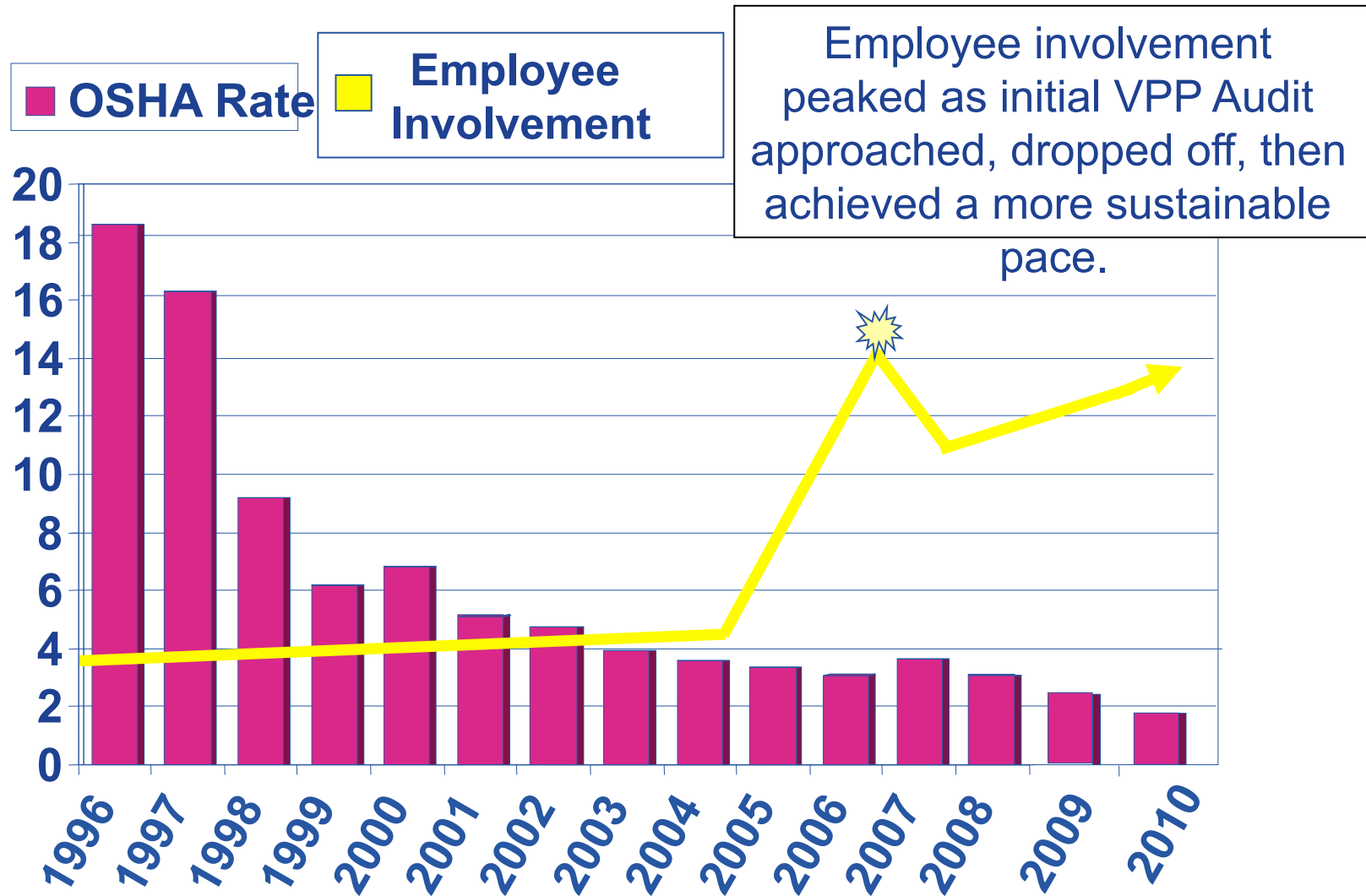
  
Steve Johnson, President

### IUPPE Local 2 Plant Protection

  
Tom Greeley, President

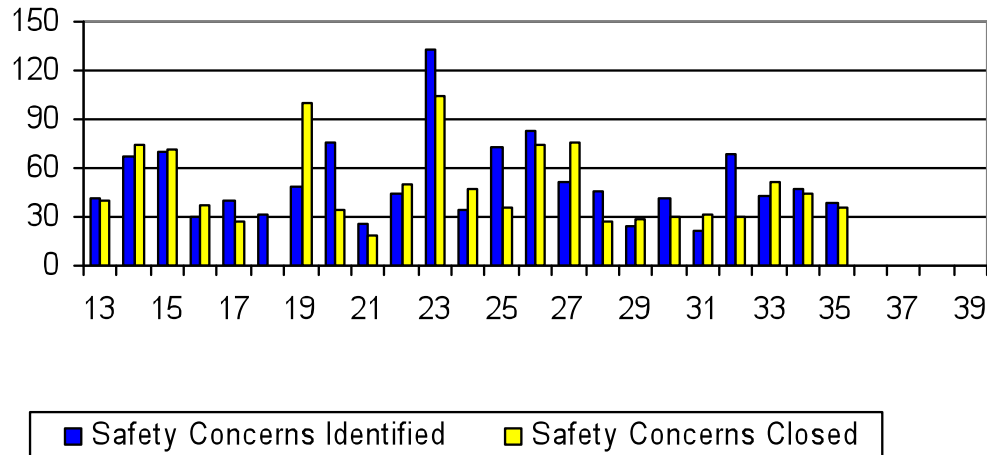
GE Lynn 4 unions sign letter of intent

# Injury Rate vs Employee Involvement

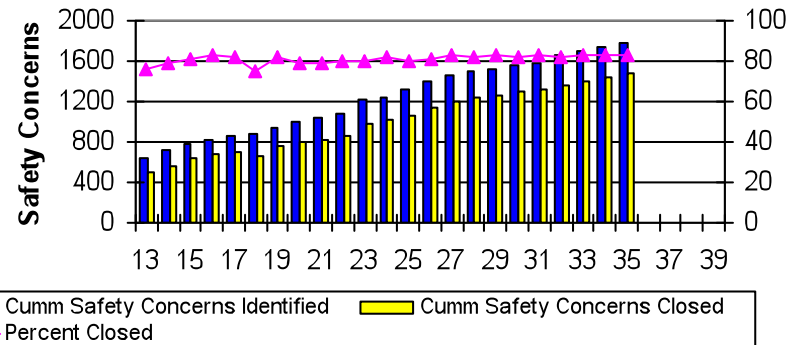


# Leading Indicators & Transparency

## Site Weekly Safety Concern Actions



## Site Cumulative Safety Concern Actions



# 2009 Safety Perception Survey

Agree Neutral Disagree Percent

Agree V  
% to  
2008

Principle Goal 

Management Engagement

Employee Involvement

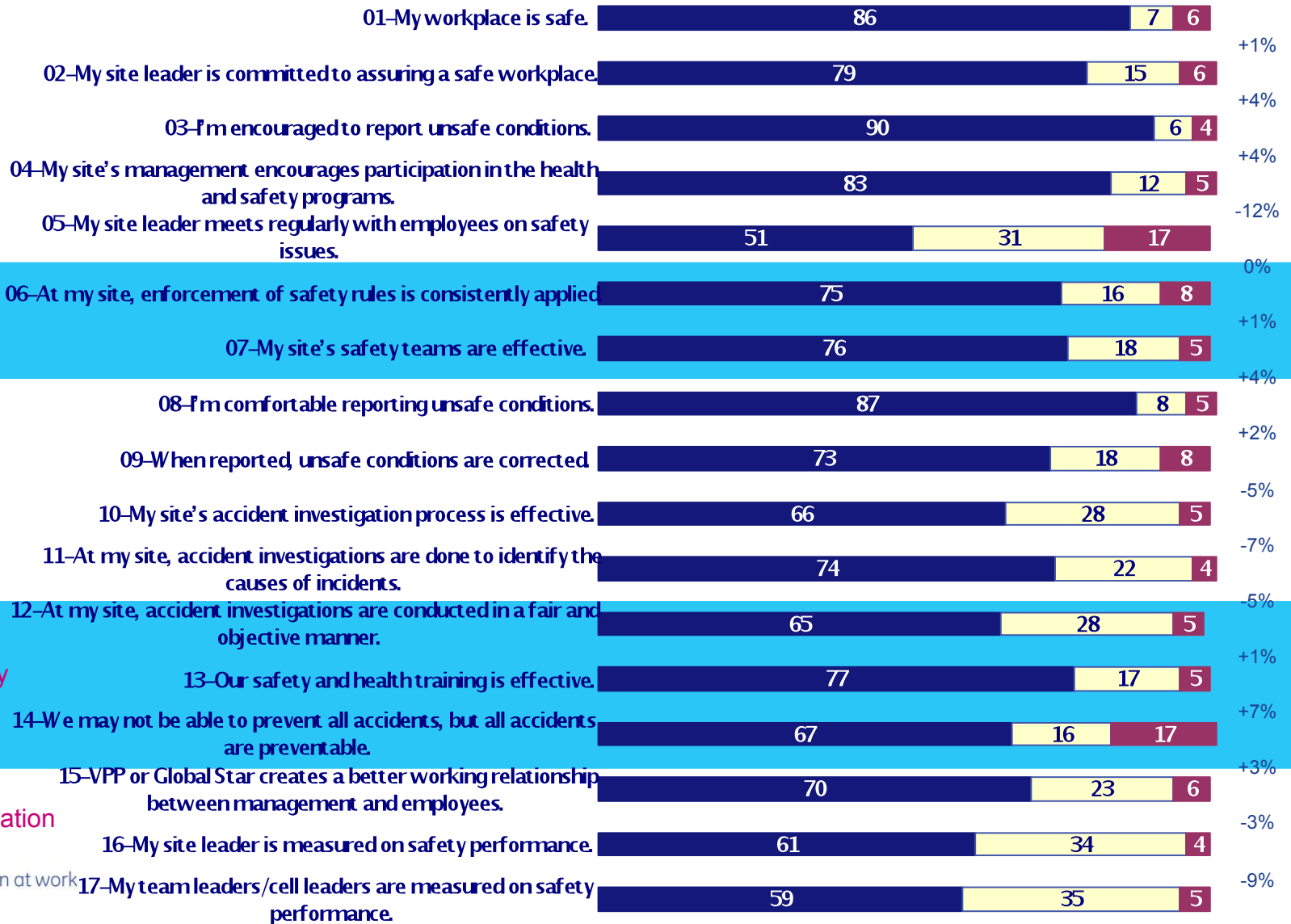
Hazard Identification, Prevention, & Control

Health & Safety Training

Program Evaluation



imagination at work



# Ongoing Challenges for all 4 Unions and Management:

- Psychological letdown on all sides after turbo-charged process
- Resources (tighter budgets), now more than ever!
- Revolving door in some management roles
- Continuing values/culture change
- Demonstrating joint H&S program is here to stay
- Communicating everyone has a role
- “Continuous improvement”
- Continued progress on the 4 key areas
- Reconfiguring the 21<sup>st</sup> century worksite – (ergonomics)

# Questions