

IUE-CWA Local 201 News

**Celebrating 92 Years
as a Chartered Local
1933 – 2025**

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

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SURVEY RESULTS: KEY UNION CONTRACT PRIORITIES AT GE AEROSPACE

Over two-thirds of our members participated, and the results show strong solidarity and a unified resolve across all facilities to stand together and fight for key priorities. Here are the highlights:

- **Wage Increases & Cost of Living Adjustments**
 - Nearly 90% support reinstating COLA language and a general wage increase.
 - 94% say rising living costs have hurt their finances, with 61% significantly impacted by inflation.
- **Retirement Security for All**
 - 88% favor higher 401(k) employer contributions—including accelerated catch-up for those nearing retirement.
 - 71% view reinstating pensions for post-2012 hires as very important to essential.
 - 77% support restoring GE retiree benefits that help offset healthcare costs and inflation.
- **Increase Healthcare Affordability**
 - Nearly two-thirds said reducing yearly health-care premiums is essential.
 - 12% covered by GE health plans struggle to access or afford critical medications ranging from cancer treatment to insulin for diabetes for themselves or their dependents.
 - 31% said they or a dependent have delayed or skipped a doctor's appointment, medicine, or other medical care due to cost.
- **Fix Workers' Compensation & Disability**
 - 14% have experienced issues with Sedgwick/GE's Workers Comp/Short-Term Disability processes, citing poor communication, payment delays, and denied claims.
- **Improve Job Security & Diversification**
 - 71% back diversifying work to gain more work (from military to commercial sectors).
 - 78% want to strengthen Farmout language, with 44% deeming it essential.
- **Quality vs. Delivery & Training**
 - 53% believe GE prioritizes quality over delivery; 33% disagree, providing numerous examples.
 - 52% feel current training is insufficient to maintain workforce skills.
- **Financial Stress**
 - 67% experience moderate to high financial stress, with 29% particularly burdened by debt.
 - 37% have struggled with rent or mortgage payments in the last year (rising to 46% in Lynn, MA).
 - Among those with childcare needs, 43% have faced challenges finding affordable, reliable care.
- **Protect Health, Safety & Wellbeing**
 - 34% feel GE does not adequately value their physical and mental health.
- **More PTO & Work-Life Balance Wanted**
 - Many respondents called for more PTO and improved work-life balance.
- **A Desire for Equity, Respect & Transparency**
 - Open comments emphasized the need for greater equity, respect, and transparency. ✎

VP Election March 26, see page 4 for details.

Next Local 201 Membership Meeting March 18, 2025 - See page 4

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

Law Offices of James J. Carrigan

James J. Carrigan

(Former member Local 201
and Lynn Teachers Union)

Anne Gugino Carrigan

(Former member AFSCME)

225 Boston Street, Suite 306
Lynn, MA 01902

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



Free consultation.
*No fee unless successful.
jimcarrigan@jamescarriganlaw.com

Service Directory

As a service to our members and retirees, Local 201 offers classified ads at minimal rates. We encourage members to consider their brothers and sisters when hiring for odd jobs. These ads do not imply any endorsement or guarantee of workmanship by Local 201.

Fix-A-Brick

Foundations - Stairs - Chimneys - Walkways - Repairs
Call 978-239-9801 Ted Crowley

Clean Outs/Estate Sales/Junk Removal

We remove trash for a fee.
Also will consult to liquidate your estate.
781-215-3974 Text Preferred

Joe Foley - Handyman Services

Interior, Exterior, Full Remodeling, Windows,
Doors, Decks, Painting, Kitchens, Bathrooms, Tile...

We do it all!

978-210-0700 • ilandpro@yahoo.com

Mark & Robin's Comics



CHIROPRACTOR

Dr. Joseph J. Dowling

341 Western Ave., Lynn, MA 01904

(781) 596-0700
www.drddowling.com

- Neck & Back Pain • Sports Injuries
- Sciatica • Auto Accidents
- Muscle Strains • Work Accidents
- Leg/Arm Numbness
- Repetitive Stress Injuries • Carpal Tunnel Syndrome



**Complimentary Exam and Evaluation for GE, AMETEK,
Veolia at Lynn Wastewater Treatment Plant, and/or Local 201 IUE Members**

Employee Assistance Program Support

For more information please call the Employee Assistance
Team Local 201/GE Working Together. Located at the
Medical Center and IUE CWA Local 201 Union Hall.

Local 201:

Derek White 781-584-7641

Optum EAP:

Laura O'Neal 763-330-4942

**All calls are
strictly confidential.**



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After 43 years on Johnson Street, the
Law Offices of James J. Carrigan
have moved to 225 Boston St., Suite 306, Lynn.
Parking lot on North Franklin St. at the VA entrance.

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Quincy



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SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE Retiree Thomas Connors Jr. Tom "TC" Connors was a long time local 201 member/advocate. He played a pivotal role in the 1969 strike at GE Lynn.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE Retiree Florence Bennett on her recent death. Florence started at GE in 1945 and retired in 1986 with 41 years service.



Union News

By FRED HOGAN

Chief Steward Lynn Wastewater Treatment Plant

As we welcome March, we're getting closer to warm weather and further from the grip of winter—always a good feeling!

First off, let's take a moment to congratulate Kian Breslin for passing his Grade 4 Massachusetts Wastewater license! Kian, our youngest member, just celebrated his 20th birthday last month—what an achievement keep up the great work, Kian, and happy belated birthday.

Our Union Unity Contest winners for March:

- Chris Roork—Winner of a \$50 gift certificate to Green Tea on the Lynnway. Enjoy that meal, Chris!
- Willy Rivera—Winner of a Union T-shirt. Wear it with pride, Willy!

Gearing Up for Contract Negotiations

With our contract set to expire on April 30, 2025, we're actively preparing with IUE CWA Local 201 to ensure we're in a strong position.

So far, we've had two meetings at the Union Hall, with the latest one attended by:

- Jeff Cruz, Business Agent
- Byron Waterman, IUE CWA Negotiator
- O&M Steward Cory Scott
- Operations Steward Chris Remillard
- Myself

A big thank you to everyone who contributed—your survey responses from the Lynn Regional Wastewater Treatment Facility have been invaluable in shaping our approach.

Members Going Above & Beyond

Our team continues to step up in big ways. O&M Steward Cory Scott is now wrapping up his second week in Iowa, lending a hand at another Veolia facility. We appreciate his dedication—his efforts reflect the strong work ethic and unity we have in our shop.

Upcoming Negotiations: Additional Work & Equipment

We're already in discussions with the company on a temporary agreement for additional tasks before we finalize them in our next contract. These include:

- Plowing & sanding during storms
- Forklift operations
- New ride-on lawnmower for grass cutting

We want to ensure fair compensation and clear expectations as we take on these responsibilities.

Facility Upgrades Moving Forward

Big changes are happening at the plant with new equipment coming online as part of construction upgrades:

- New bar screens for Lynn and donor communities
- A new Rotating Drum Thickener (RDT) in the Solids Building

These improvements aim to enhance operations and improve sludge processing—all steps in the right direction for the efficiency of our facility.

Looking Ahead

As we move into April, we'll have more updates on contract negotiations and ongoing plant improvements. Stay involved, stay informed, and most importantly—stay united.

In Solidarity,
Fred Hogan

URGENT URGENT URGENT Part II

By Tom O'Shea former VP IUE CWA Local 201

Last month I wrote about the need to prepare well in advance if you are considering retirement. I still believe you need to prepare well in advance.

The process of setting up retirement through Fidelity is getting a little better. In my opinion it still requires at least thirty days to prepare. Things to think about:

1. How old are you? If you are age 65 or older your first concern should be to sign up for Medicare. Allow at least 60 days to get this done before your expected retirement date. The President of the Local 201 Retirees Council and her staff are available to help you with the Medicare process. Call Alex Brown 617- 922-5573 for an appointment.
2. Next you will need to set up a username and password with Fidelity. I recommend you do this on your own. If you need help reach out to your HR person or Local 201 for assistance.
3. Once you set up with Fidelity you can get your Pension Profile and see where you stand. Again, we at Local 201 are happy to help with any questions or concerns 781-598-2760.
4. If you start the Pension Collect process, I recommend printing out every page along the way. This will give you a hard copy of what you have completed.

I have only dealt with a few pensions under the Fidelity system. It mirrors the old system somewhat. I still have a couple questions? Where is the health insurance information? If you are currently paying for Life Insurance where is the information? Again, Local 201 is available to help with this process. Don't hesitate to reach out.

Get Involved in the Good Neighbor Fund!

With funding from GE Lynn Aerospace employees, the Good Neighbor Fund of the River Works connects local Lynn and neighboring north shore communities to resources that provide support for improving public health, food security, social welfare, education, and the veterans community.

In 2024, you lived our purpose of lifting people up through donating >\$60K to support local communities, including the hundreds of homeless and at-risk young adults aged 17-24 who depend on the Haven Project to learn the skills and receive the support they need to achieve stability and self-sufficiency, and the individuals, children, and families in need who rely on food banks including the Salvation Army of Lynn, SPUR, the Pettengill House and New Lynn Coalition.

You can help shape the future of the fund and direct how best to lift people up on behalf of your fellow Members - nominations (including self-nominations!) are open for all elected Board of Directors positions (3 hourly, 2 salary) until April 4th, 2025. Elections will take place May 5 – May 16 and the new Board will be seated on June 1, 2025 for a two-year term. You must have payroll contributions to the Good Neighbor Fund set up by April 4th, 2025 to be a Member eligible to vote, nominate candidates, or participate as a candidate in the election. Contact Election Committee Chairperson Ross Stavoe (Charles.Stavoe@GEAerospace.com) or another Board member to learn more.



IUE-CWA Has several scholarships available for the 2025-2026 school year

The scholarships are available ONLY to IUE-CWA members and their families.

For eligibility and application, go on-line to **IUE-CWA.org**.

You will find scholarships by clicking on the scholarship slide on the top of the main IUE-CWA web page. Please note: eligibility requirements vary for individual scholarships. Essays are required.

Applications will **ONLY** be accepted on-line!

Application deadline TBD

IUE-CWA LOCAL 201 SPECIAL ELECTION MARCH 26, 2025 FOR VICE-PRESIDENT/ RECORDING SECRETARY

Locations/Times:

Absentee Voting March 21, 2025

Local 201 Union Hall 8am – 5pm

Election Day March 26, 2025

Local 201 Union Hall 8am – 5pm

GE Riverworks Building 74A 6am – 5pm

Veolia Lynn WWT Plant 6:30am – 7:05am

2:30pm – 3:05pm

Saugus Public Library 12 noon – 1pm

Ametek Wilmington MA. 9am – 10am

Avis/Budget Airport Breakroom 8am – 3pm

Avis HQ Lunchroom 11:30am – 12:30pm

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP
STEWARDS &
MEMBERSHIP MEETING

MARCH 18, 2025

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



OR VIA ZOOM

<https://shorturl.at/aEaB8>

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 AWARDS
 2. SWEARING IN OF NEW MEMBERS
- II. GENERAL BUSINESS:
 1. MEETING MINUTES FROM PREVIOUS MEMBERSHIP MEETING
 2. POLICY BOARD
 3. TREASURER'S MONTHLY FINANCIAL REPORT
- III. GE REPORT
- IV. AVIS/BUDGET GROUP REPORT
- V. AMETEK REPORT
- VI. VEOLIA WATER REPORT
- VII. SAUGUS LIBRARIANS REPORT
- VIII. FLEETLOGIX REPORT
- IX. NEW BUSINESS

Signed,

ADAM KASZYNSKI, President
JEFFERSON CRUZ RUALES, Business Agent

IUE-CWA

LOCAL 201

OFFICIAL BALLOT VICE PRESIDENT/RECORDING SECRETARY SPECIAL ELECTION

The term of the office for the position of Vice President/Recording Secretary shall be for the remainder of the currently unexpired term ending with the following General Elections in October of 2026

Vote For Not More Than One (1) Candidate

MICHAEL GREENE..... ☐

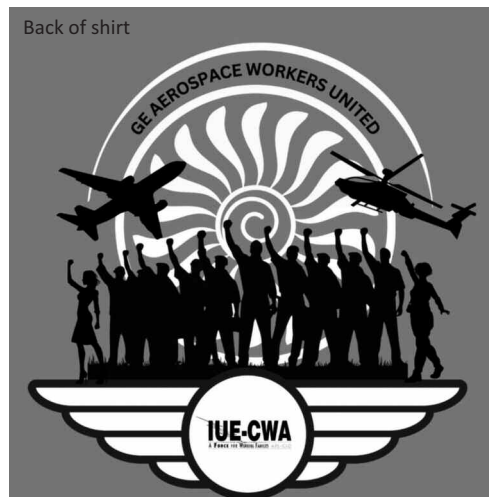
CHRISTOPHER MOODY..... ☐

MARCH 26TH, 2025



IUE -CWA 2025 GE Contract Tee Shirt

Back of shirt



Left breast on front of shirt



GET YOUR GE AEROSPACE WORKERS UNITED T-SHIRT

Sign-up for your t-shirt today! Wearing this shirt is a powerful symbol of our collective strength and unity during contract negotiations. Together we'll send a clear message to GE: we are standing firm and ready to fight for what we deserve. Get yours and stand arm-in-arm with your fellow union brothers and sisters.✍



201 Retiree's Column

By ALEX BROWN

President of the 201 Retirees Council

Retirees Still Need a Raise.

Recently, I helped a GE retiree with medical plan questions. I was shocked that after over 20 years at GE his pension was only \$636 a month. He has been retired since 1999. He needs a raise. I have met other retirees in a similar boat. How many more of you are out there? I'd like to hear about your situation, especially if you worked a long time at GE and have been retired a long time.

GE retirees haven't seen a raise since 2015. That's 10 years. We are overdue. The last raise was in 2015 with those who were retired the longest receiving the largest amount. It was a graduated pension increase from \$5 to \$30 a month if you were retired over 10 years.

From 1996 to 2015 there were 4 graduated pension increases and two 13th checks. **An improvement every contract.** But nothing since for the last 10 years.

Retirees on a fixed income have been especially hard hit by inflation. It is contract time with GE Aerospace. It is time for the Company to recommend to the pension fund a raise for retirees.

Benefit Service Mess Continues: I am still hearing lots of problems from retirees with the new benefit service call numbers. One of the latest outrages is reporting a death. It used to take a few minutes. The last time I did it with someone it took 30 minutes. I have one person who reported the

death on January 15 and as I write he still has not gotten the survivor packet. That's 50 days. He called Alight back who said "We have 30 to 45 **working days.**" In his case that would be over two months to just get the paperwork not even the benefit payment. This is outrageous. These are benefits we paid for directly or bargained for as part of our contracts.

This is another example of why members need a benefit case manager that we can call for help with cases when we get wrong answers from the call center. And we need to speak to someone we can understand. If you can't understand the rep, ask to speak to someone you can understand.

Below I've included a list of the phone numbers/websites that are new in January. As always call with questions and issues and we can work together. Alex at 617-922-5573.

New Phone Numbers and Websites for Retirees

GE Pension Benefits (Fidelity)

877-554-3777

Pension, Retiree Savings Program
Netbenefits.com

GE HR Central

844-477-2200

HR, Survivorship, Life insurance
HRCentral.geaerospace.com

VIA benefits

844-876-6370

Admin for GE post 65 benefits

My.viabenefits.com/geaerospace

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday March 26 at 11:00 AM

In Person at the Lynn Housing
Authority Community Room
10 Church Street, Lynn and on Zoom

If you need help getting on Zoom,
please contact us in advance.

Join Zoom Meeting

(Limited Zoom Available)

<https://us02web.zoom.us/j/86199516446>

Meeting ID: 861 9951 6446

Passcode: 153283

Call in: + 646 558 8656

For more info call Alex Brown:

617-922-5573

Alex Brown, President

Gregg Johnson Recording Secretary

Joe Mills Treasurer



Retiree's Enjoy the January 22nd Gathering

OPEN POSITIONS

Listed Below are Open Positions as of March 1, 2025

Lynn Wastewater Treatment plant.

You can apply for these jobs at veolianorthamerica.jobs.net/

1 O&M Technician

Lynn GE

You can apply for these jobs at [GECareers.com](https://gecareers.com)

**3 Auto Lathe, 36 Adv Aircraft Eng Mech, 3 Aircraft Engine Mechanic,
3 Bench, 1 Boring Mill Vertical, 1 HVAC Tech, 4 Material Handler, 1 Plumber
3 - Power Plant Operator, 3 Repair Control, 2 Servicer**

Saugus Public Library

You can apply for this job at **781-231-4126**

Part Time Administrative Assistant

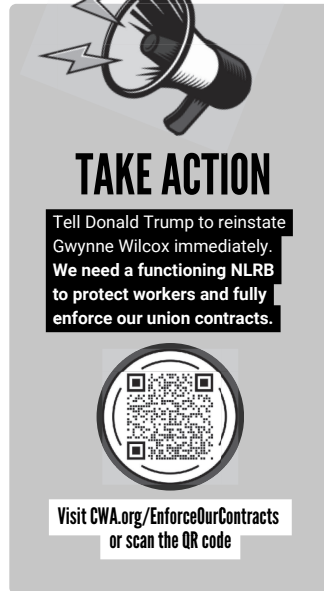
WE NEED THE NLRB TO HELP ENFORCE OUR CONTRACTS

President Trump has handed more control to billionaire CEOs by **illegally firing** National Labor Relations Board member Gwynne Wilcox. The NLRB is the independent government agency that holds companies accountable when they bargain in bad faith, change the terms of our employment without bargaining, or do other things that interfere with our ability to join or participate in our union.¹

There are now only two sitting members of the board. This leaves them one member short of the minimum number needed for any decision-making.²


Trump also fired Jennifer Abruzzo, a former CWA attorney, as the NLRB's General Counsel. Her replacement has decided not to fight a lawsuit filed by Elon Musk's company SpaceX that would **eliminate the NLRB entirely**.³

Corporate executives want to be able to squeeze as much profit from us as they can, and our union contracts stand in their way.⁴ **Instead of holding CEOs accountable, President Trump is giving them a green light to take advantage of their employees.**



TAKE ACTION

Tell Donald Trump to reinstate Gwynne Wilcox immediately. We need a functioning NLRB to protect workers and fully enforce our union contracts.



Visit CWA.org/EnforceOurContracts or scan the QR code

CWA

CHECK THE FACTS:

1. National Labor Relations Board website, "Who We Are."
2. The Guardian, "Trump fires senior labor board official in 'unprecedented and illegal' move."
3. The National Law Review, "NLRB Drops Opposition to SpaceX's Constitutionality Arguments"
4. NPR, "Accused of violating worker rights, SpaceX and Amazon go after labor board."

HOW DONALD TRUMP'S FIRING OF NLRB MEMBER GWYNNE WILCOX AFFECTS CWA MEMBERS

Donald Trump's unlawful firing of National Labor Relations Board Member Gwynne Wilcox makes it much easier for employers to **slow down bargaining and retaliate against workers who are organizing a union**.

Without Gwynne Wilcox, there are only two members of the NLRB. This leaves them one member short of the minimum number needed for any decision-making. Here are a few ways that affects CWA members:

- If an employer fires a union activist for their union activity, **the NLRB cannot order reinstatement or backpay.**
- If an employer refuses to provide our union with information relevant to bargaining or a grievance, **the NLRB cannot order that the employer give over the information.**
- If an employer unilaterally changes working conditions without bargaining with our union, **the NLRB cannot order the employer to rescind the change and restore any economic losses suffered by employees.**
- If an employer is surface bargaining—going through the motions of bargaining but not trying to reach an agreement—**the NLRB cannot order the employer to meet and bargain with our union in good faith.**

Employees and the union can still file unfair labor practice charges. The NLRB's regions will still investigate them and the board's administrative law judges will still issue decisions. But any employer can appeal an administrative law judge opinion to the NLRB for a final decision. **By illegally depriving the NLRB of a third board member, Donald Trump has guaranteed that those appeals will sit in purgatory and union members in those cases will receive no justice from the NLRB for the foreseeable future.**

Trump's firing of Gwynne Wilcox makes our work more difficult, but we won't let the lack of a fully functioning National Labor Relations Board stop us. We will continue to file for union elections—and NLRB Regional Directors can continue to certify our election victories. We will continue to file unfair labor practices when our employers break the law. And we will continue to mobilize to win the fair contracts that we deserve.



AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

Short Term Disability When do benefits Begin?

On the first day of hospitalization, or on the day outpatient surgery is performed if you are disabled because of the surgery; or on the eighth consecutive calendar day of disability. To qualify for STD benefits you must be under the care of a doctor whose certification determines whether you are unable to perform the duties of your regular job. If you qualify for STD benefits, the GE DBLC (doctor) determines how long STD benefits are paid, based on medical information and requirements of your job. STD benefits are paid if your confirmed disability continues, up to 26 weeks. You may be asked to submit documentation that provides proof of your continuing disability, and failure to do so may result in termination of STD benefits. Please note—STD benefits are not paid for disabilities resulting from cosmetic surgery unless the surgery is considered Medically Necessary and covered under your GE Medical care option. To apply for STD call 1-800 392-0789 Option 1.

LATO

The business is getting a training matrix together and is going to start pushing training. Their plan is to have a back up for every workstation on both shifts across all 3 value streams and Development. Just a reminder that training is a job assignment and could be viewed as insubordination if refused. The Union is being told that every AAEM is going to be learning at least one new workstation. Members are going to be moved out of their comfort zone. They are also going to start cracking down on electronics on the shop floor and attendance, you know the usual stuff they do before a contract. Speaking of contract, it's less than three months away. I'm just going to say this "WE WIN WHEN WE STICK TOGETHER!"

Logistics

I like how the business puts in a new computer system and doesn't train anyone. I've spoken to a few members on the floor, and they are not happy about it, unfortunately it's here to stay because it's being mandated by the government because apparently, we have been packing a box wrong for the last 30 years. Members are complaining that the way the new system says to do it doubles the time of the job. That's the Company's problem not ours, if it takes longer just make sure it's done right and for members that are worried about being written up, I have already talked to the plant leader and until there is proper training on the new system no one will be written up. I hope some members took advantage of the Blueprint and Shop Math course that was offered. It's a great opportunity to upgrade. Speaking of classes, the Union and the Company have agreed on a new Assembly class so keep an eye out for the details.

Hope to see you around the shop.

Bobby

GE Stewards Council

April 8, 2025

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

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

"Shoptalk"

Coffee with GE Union E-Board

March 27, 2025

Building 29 Breakroom

1st Shift: 11:42 am

2nd Shift: 5:00 pm

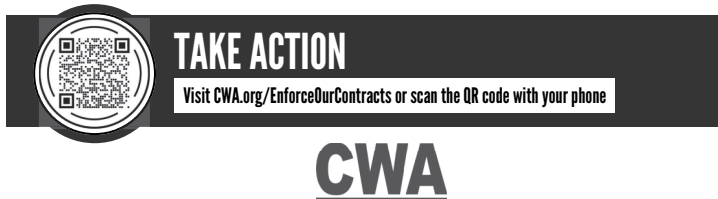
April 24, 2025

Building 40 Breakroom

3rd Shift: 5:00 am

1st Shift: 11:42 am

2nd Shift: 5:00 pm



TAKE ACTION

Visit CWA.org/EnforceOurContracts or scan the QR code with your phone

CWA



Saugus Public Library

By JACKIE MILLER
Chief Steward Saugus Public Library

Your Life Without a Union

I've worked at the Saugus Public Library long enough to have been there before the IUE-CWA Local 201 took us on as part of the union. Life is much better within the union as all employees get regular raises, paid vacation days, and protections. However, there are the usual grumbles that the union hasn't done enough for individuals or workers collectively. (Blessed are the coworkers who step forward and ask, "What can I do to help?") Workers did not have it easy before unions, but it's been long enough since unions made life better for all, and many people don't realize what work was like before unions. So, here are a few fun facts about how not-so-distant-in-the-past workers had it.

In the United States, unions did not get a stronghold until the 1930s under Franklin Delano Roosevelt's administration as FDR struggled to bring the country back from the brink of collapse. Even under FDR's New Deal, unions fought long and bitter battles to secure workers' rights for what we now consider standard conditions.

Your workday? Workdays were 10-12

hours long. Sixteen hours were not unusual either.

Work week? Work weeks were six days long. Working seven days was not unusual.

Lunch breaks? If you were fortunate to have a few minutes to eat while not working, the break was unpaid. Mostly, you ate while you worked your very long day. (Read *The Jungle* by Upton Sinclair to learn what you ate before food and business regulations.)

Vacation days? Andrew Carnegie gave his workers one day off a year, the 4th of July.

Sick time? You were replaceable. Either show up while feeling like hell or lose your job.

Injured on the job? That's your problem. And if you can't work without that missing limb, too bad.

Family time? Take the kids to work! With wages so low, work before unions was often a family affair just so the family could survive. Employers loved to exploit children by paying them less than adults.

And with kids not having time for school, it was easier for management to manipulate an uneducated workforce, so it was a win-win for them.

Maternity/family leave? You're joking, right? Your kid or elderly parent was not management's concern.

Retirement? Only if you could save for it from your meager salary. Work 'til you drop was the usual plan. In 1910, the average retirement age was 74 years old. Of course, the average life expectancy in 1910 was 48.4 years (All those early childhood deaths from common illnesses like measles really dragged down the average.)

Workers without unions are workers without rights. With the current attacks on unions and workers, it's time to step up and ask what you can do to help before you lose what so many fought so hard to obtain.

Dues Paid in 2024. Dues not Tax deductible since Presidential change in 2017

GE	\$1,318.72
Ametek	\$955.76
AB Downtown/HQ	\$735.28
Veolia	\$1,168.44
AB Airport	\$658.06
Saugus Public Library - will need to calculate per person.	



Sevenwood Financial Services, LLC.

NOW IS THE TIME TO PROTECT, AND GROW, WHAT YOU HAVE WORKED SO HARD TO EARN

You can never count on, or plan a future with, what you have in the market because it can be "here today and gone tomorrow".

Those who were planning on retiring in 2008 lost an average of 50% of their account values in a very short period of time. They had to not retire, or retire and get a job. It took FIVE YEARS for their accounts to just come back to where they were five years earlier. This happened again in 2020 and in 2022.

Our clients got a "0" the first year (no gain, no loss) and years 2-5 of the crash made huge gains due to the monthly reset feature.

This is the perfect time to capture the growth of the highest market in history and secure it for your future while giving it the greatest potential for growth with no possibility of market loss, EVER.

What you rollover (penalty free and tax free) will receive a substantial up-front bonus that is included in your income now... or in the future. Also, present and future gains are applied to what you put in and the upfront bonus, combined, which serves to grow your account much more quickly.

- Guaranteed lifetime income available immediately, or in the future, and it includes the up-front bonus
- Over 59 ½ - you may be allowed to move and protect your entire 401K/RSP
- Under 59 ½ - you may be allowed to move and protect a portion of your 401K/RSP

You can also use Cash or CD's sitting stagnant in the bank or tax free and penalty free IRA, Annuity, 401K, 403B, rollover.

CLIENT REVIEWS can be found on our website: www.sevenwoodfinancialservices.com

Eric VanOstrand 860-913-4563

Debbie Marti 203-376-7947

The Following Strike Rules were Voted on and Adopted at the October 18, 2022 Membership Meeting

PROCEDURE FOR PAYMENT OF STRIKE BENEFITS

1. Checks will be stored in safekeeping of the Trustees, Treasurer, and Office Manager.
2. Only Strike Committee members, or their designee, will have access to blank checks from the Trustees.
3. Strike Committee members will be responsible for the issuance of the checks and for the disbursement to Union members.
4. 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.
5. For a member to qualify for benefits, they 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.
6. 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.
7. 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.)
8. 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.
9. Each member will be required to present a picture I.D. (badge/license) and sign for their check.
10. The Local 201 Office Manager, or a replacement designated by the Strike Committee, will keep a weekly total of check disbursements. In addition, they 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.
11. 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, and the checks that are issued from the Local 201 Strike Fund.**
12. 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 you must file an IRS Form 1099-MISC)

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 \$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 commencing on the 15th day of the strike. Payments commencing on the 29th 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. Payments commencing on the 57th day of the strike will be \$600.00 per week per Executive Board and membership approval. This money will be \$400.00 from the International and \$200.00 from the Local Strike Fund. Any of these amounts may be adjusted.

Signed, IUE-CWA Local 201



Health & Safety Notes

By CARMEN DEANGELIS

Local 201 Health & Safety Director

As the site faces staffing challenges in many areas, the desire to create new shop floor layouts can tempt management to take what appears to be the path of least resistance by avoiding Management of Change. As I listened to potential safety concerns related to a future Plant 1 second floor Iron Worker shop move, I started to consider just a few of the programs that may need to be addressed BEFORE the Company directs areas to be relocated. There needs to be a floor plan layout and Management of Change so that health, safety, and/or environmental risks are assessed. A completed MOC process will address important risk factors associated with iron shop welding, grinding, or brazing, especially related to fire prevention. A new Iron Worker/Welding shop must consider combustible materials that may be present in the proposed new location, hot work designation, documentation and requirements, adequate ventilation, fire extinguishers (within 25 feet of the hot work area), and the ability to control sparks. Openings in floors and walls within 35 feet of hot work must be covered. An inventory of flammable gases, vapors, dust or where explosive mixtures are located in the area must be completed. Affected people in the future location must also be protected from ultraviolet light, arc exposure, slag and burn throughs. Guards or protections like tinted fire-resistant curtains may need to be installed. There

must also be an effective delivery of any hazard communication to affected employees (members) in the area and training if needed. If hazards such as lead, and asbestos are suspected they are to be tested and abated if necessary. Environmental controls like heating systems should be identified and tested beforehand, along with consideration of windows and garage doors. An area to protect gas cylinders with an approved chain or snap needs to be identified before they are relocated. Potential eye wash needs are to be determined, and if necessary, installed within 10 seconds from a hazard or about 50 feet. Regulation compliance, updated SDS hazard communication, chemical review, engineering, Dig Safe, air, water, environmental, and Haz-Waste requirements are also captured through the Management of Change process. Plumbing and electrical requirements/updates, cranes, fall protection, vehicle storage and charging stations (requiring eye wash), ladder storage, and changes if any related to LOTO and asset location. As a bonus, the above items and more will provide us with the information needed to develop a new risk assessment for the area, and act as a checklist during the change. Most importantly, members affected and included by this change should be part of the MOC process to ensure all concerns are being considered along the way.



EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE

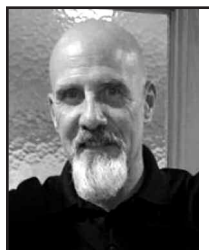
EAP Director

The past few weeks have brought some warmer days, making me excited for the arrival of Spring. Spring symbolizes new beginnings and growth, not just for nature but for ourselves as well. Last month, I celebrated 12 years of sobriety—a milestone that has brought so much positive change to my life. For more than 25 years, alcohol was a major part of my life. Other substances also played a role, but alcohol was my main addiction. I didn't get sober until my early 40s, and I truly wish I had made the change sooner. But looking back, I realize the most critical step in my journey was admitting that I couldn't do it alone. Acknowledging the problem and seeking help was hard, but it was a decision I will never regret.

My recovery journey began when I went to Salem Hospital's emergency department seeking help. After many hours, I was transferred to Bayridge Hospital in Lynn, where I took my first steps toward a new life. This experience taught me that recovery is possible, no matter how difficult it may seem. I'm sharing my story not for recognition, but to let others know that change is achievable. Recovery looks different for everyone. Although it is highly recommended, getting help does not always have to involve an extended stay in a rehab facility. There are outpatient programs (IOP), partial hospitalization programs (PHP), and medication-assisted treatment (MAT), among others. The important thing is to find the right path for you.

When I decided to change my life, I didn't know where to start. But there are many resources available to support those seeking a better future. For those in Local 201, we're fortunate to have an Employee Assistance Program that can guide members toward recovery and help them achieve their goals.

Please reach out if I can be of any assistance or if you have any questions. I can be reached by voice or text at 339-338-2508. I can also be contacted by email at dwhite@local201iuecwa.org. Laura O'Neal, our Optum on-site dedicated workplace consultant for EAP services at GE Lynn, is available at the Medical Center and can be reached at 763-330-4942. **All communication is strictly confidential.**



LPS/M&E Report

By JOHN LEIGHTON

Crafts Executive Board

WEINGARTEN RIGHTS

Read word for word to your supervisor:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative, officer, or steward be present at this meeting.

Without union representation, I choose not to answer questions."

LCM Executive Board

By CHRIS MOODY

Hello Brothers and Sisters!!!!

It's starting to feel like were finally getting to the other side of this fairly brutal winter. Thankfully, we didn't break any snowfall records, but we had quite a few stretches of freezing cold weather.

Things were slow to begin the new year, but I've recently gotten back to having subcontracting meetings with each plant. While it's not a plethora of great news, there is good news in general and the bad news is at a minimum.

Plant 1

First, I'll start with farm-in. Plant 1 probably has the most to be excited about, more specifically RPMO. Q1 of this year RPMO should see the return of 5144T01P02 op #50, 5144T03P01 op #50 and 6072T93P02 op #s 20-24 and 30-40. Q2 in RPMO should see the return of 5144T03P01 op #s 5-30 and 5144T03P01 op #s 5-20. Those are the only parts coming back to Plant 1 as of right now. I have to say, RPMO's farm out list is getting pretty small. I guess it all depends on how you want to look at it, but despite no other cell in Plant 1 bringing work back, likewise nothing new is being sent out. Outside of individual disciplinary cases, no major news has come up for Plant 1 recently.

Plant 2

Unfortunately, there are no plans as of right now for more

parts to make a return to Plant 2. Matter of fact, Plant 2 is the only business that's served a farm-out notice this year. 5 X-Ray operations have been given a backup source. The 3 parts belonging to the F110 engine line are 2063M18G01, 2063M38G01 and 2255M73G02s. The 2 parts belonging to the CF6 engine line are 2254M26G04 and 1465M46G09. For background, this was initially served as a dual source, sending 160 parts of each F110 parts and 24 each on the CF6 parts. Of course, I had requested bargaining immediately and with the help of the Plant 4 X-Ray operators we were able to knock it down to a backup source and drop the numbers from 160 to 80 and 24 to 20, respectively. I always say this openly, I will not have knowledge of each area the same way the operators do. That is why I lean on all of you so much. While I wasn't able to get the notice rescinded altogether, through the help of the operators we were able to water it down significantly.

Plant 4

Similar to Plant 1, there is only one cell that reported work that came back or is coming back. Building 32 Punch Press brought back 17A137-174P03 op #s 80-160, 9977013-329P01 op #s 10-74, 9977013-439P01 op #s 10-90, 9977013-440P01 op #s 10-74 and

9977013-668P01 op #s 10-77. That farm-in is significant as it gives more control to Punch Press, but also Blue Cell as that cell gets fed by Punch Press. Also similar to Plant 1, no new part numbers will be getting farmed out. Of course, due to the aforementioned farm-out taking place in Plant 2, Plant 4 X-Ray operators are affected. One member over there recently told me that some 4-and-the-doors were offered after the bargaining had ended. Leaving one to wonder, was the farm-out even necessary?

One thing I want to point out to everyone is to keep an eye out for management doing bargaining unit work. We all know that public notices were put out on the shop

floor signed by the Company stating that management shall not move parts or fixtures. The first instance each week will be investigated by the Union and thus upheld, or denied by the Union. For a short period of time "management doing bargaining unit work" cases had really slowed down. For some reason though, some managers just can't keep their hands off of our work. File the grievance every single time, do not sit on your rights as a union member.

That's all I have for this month and as always, if you need me for anything then feel free to reach out to me directly or down the hall.



Machinist Training Opportunity

The E-Team machinist training program is currently recruiting and accepting applications for its next class. We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits, and a career with opportunities for growth. Students are enrolled tuition free in our demanding 5.5-month training program. Classes are Tuesday, Wednesday, and Thursday nights 6pm-9pm and Saturdays 7am-3pm. Applications may be submitted on our website: www.eteamhome.net

GE Aerospace recently donated \$1 Million dollars to the E Team and E Team programs (Night Hawks and Gloucester High School). This will go a long way to keeping these training programs viable. Thank you for recognizing the hard work that has gone into training and the dividends it has paid to our community.

**Facebook.com/ETeammachinisttraining
Call us at 617-699-1071**

The E-Team is associated with the Essex County Community Organizations, IUE-CWA Local 201, and the Boston Tooling and Machinist Association.



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427 Lynnway
Lynn, MA 01905
(781) 599-2773

FREE PARKING

EVENING AND SATURDAY HOURS



Researchers at Harvard's Ash Center want to hear from IUE-CWA Local 201 members about how union membership affects your views on voting and democracy. They're running confidential interviews, on Zoom, that take less than an hour and are scheduled at your convenience.

Interested?

Email Eli Melendrez at emelendrez@hks.harvard.edu

All participants
receive a \$50
Visa gift card



FleetLogix Negotiations Update

by Local 201 Organizer Nick Becker

Lot Attendants (Guards) Update: Our biggest update at FleetLogix is the recent transfer of work of the Lot Attendants (also known as guards) services to another subcontractor. FleetLogix informed the Union in late February that Avis requested the termination of the Lot Attendants services FleetLogix provided by the start of March. Fifteen hard-working FleetLogix 201 members work in this classification, including a member with the most seniority (9+ years) in the entire unit. Lot Attendants worked hand in hand with Local 201 FleetLogix transporters to ensure smooth operations at the Avis HQ, Wonderland, and Charger St. lots. The fact that Avis demanded this massive change with little notice demonstrated a huge lack of respect to our members and to its relationship with FleetLogix as a long-standing vendor.

Local 201 immediately requested decision bargaining with FleetLogix over this situation, who has engaged with us in good-faith. Through initial negotiations, the Company and the Union were able to AVOID LAYOFFS by temporarily assigning Lot Attendants to a Transporter crew in a manner that honored our members' seniority. This is a huge temporary relief that ensured no member missed a paycheck, and we appreciate the Company's efforts to work with us on this stop-gap solution in a timely fashion.

To be clear, we are still in bargaining and our ultimate goal is to restore the Lot Attendants jobs to our members. If Avis thinks they can play off different

subcontractor crews against one another in a race to the bottom in wages and conditions, they would be sorely mistaken. We have already heard that non-union subcontractors are asking about the pay and benefits that come with a strong Local 201 union contract. Stay tuned.

New Hires: As spring approaches and the busy season for rentals begins, the Company has begun hiring more. If you are a new FleetLogix hire: welcome aboard to a strong union workplace! A lot has happened in the last year. Please take some time to speak to your elected leaders on site to get updated on the contract bargaining, where we are negotiating to win fair wages, better benefits and rights on the job. Your Stewards are Khalil Saddiq (9AM Crew) and Carlos Nunez (8AM Crew), and other Bargaining Committee members are Ledaber de Sosa Coca (7AM Crew), Santos Castillo (7AM Crew), Henry Reyes (7AM Crew), Brian Greene (9AM Crew), and Linda Marino (9AM Crew).

First Contract Bargaining: No new updates since February. We hope to be back at the table with the Company this month. As we stated in the last update, our remaining hurdle is WAGES! After almost a year of bargaining, FleetLogix workers deserve a fair wage package to reward the value they create for the Company and for Avis. To show our unity in pursuit of this goal, remember to wear your Local 201 UNION LANYARD on Thursdays! If you don't have one, ask a Steward or Bargaining Committee member.

President's article continued from page 12

ported on your check, so people have trouble verifying if they were paid correctly. The Company said that the new Workday payroll system does not recognize the night shift bonus for first shifters who come in early for change of shift. Building 29 had the OT just turned on recently, so they got whacked. Shout out to Eric and Greg in 29. Stewards led a delegation of workers to payroll throughout the day adding needed pressure while the Company dragged their feet. Through this pressure GE put out a letter admitting the mistake and clarified how the correction was being fixed, and how it would be treated going forward. Members were paid the next day. The letter is posted on Local201.org and Facebook. I want to thank all the stewards, safety reps, and board members who have been working week after week all year helping members track down and fix pay issues. The Union has filed a grievance on these issues, we demand they fix the pay system and the pay stubs. The problem seems to be coming from Workday and GE Corporate – we have an emergency step 3 meeting on that grievance this week. CHECK YOUR PAY CHECK WEEKLY.

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Business Agent's article continued from page 12

past, management had been ok with listening to their workers and taking care of their issues one on one. The new wave of managers, however, has not been so considerate, and have resorted to bullying and disrespecting their employees and undermining the contract. **It takes each and every one of you to push back against any hint of unfairness.** If you have any concerns or issues, continue to send them our way, **WE NEED DETAILS**, so write things down and document any issues. Chief Steward Sam Sanchez has been hard at work pushing these grievances forward!

Company Union Relations is away during these weeks, so we postponed February Step-2 until March. We have also

requested several grievances be heard at step-3 and we have yet to schedule these meetings.

Veolia Report

Contract expiration continues to approach! Your Bargaining Committee met with myself and our IUE Staff Rep Byron Waterman last month to continue reviewing the contract and drafting proposals. We have asked Byron to take the lead on this negotiation since I will most likely be pulled away as GE Bargaining comes up. Byron comes from a BAE Shop in Western Massachusetts and oversees a wide range of IUE Locals; he has decades of experience in the position. I rely constantly on Bryon for guidance; this contract could not be in

better hands. See Chief Steward Fred Hogan's Article in pg. 3 for more details.

VP Election:

The election is March 26! If you have not read the candidate readers I strongly encourage each and every one of you to do so (they are on page 8 of the February issue). In my brief tenure in the VP position, I got to play a role in every single aspect of this great organization, and I am confident that both candidates are more than well suited to excel in this position. This is a great responsibility, and I would like to extend my deepest respect and admiration to our candidates for throwing their hats in the ring. Good luck to both of you.

-Jeff



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent



President's Column

By ADAM KASZYNSKI
President

GE Report

Greetings from 2025 GE & Aerospace Conference Board! During the first week of March, our President Adam Kaszynski and I traveled to Florida to meet for Step-3, 2025 GE Aerospace Bargaining Prep, and Conference Board.

Step-3: We were able to settle a handful of grievances locally prior to our Step-3 meeting and we met with the Company on Monday to present our arguments to corporate of the remaining. We will have those responses back in the coming weeks.

2025 GE Aerospace Bargaining Prep: On Tuesday and Wednesday we met with the chair of the GE Conference Board and representatives from 301, 701, and 1004. We discussed the state of the locals and continued to review contract proposals. It was a jam-packed agenda, and we were able to get through a lot of bargaining preparations. We also touched base over zoom with the leadership of Local 775 in Vandalia, who are a recent addition to the GE Conference Board and who, although not currently sharing our contract, will continue to be part of our negotiations. We also debriefed with our Mobilizing and Organizing departments who looped the Bargaining Committee of the mobilizing and organizing campaigns. Several parts of the contract preparation are now well in place, and we will continue to make sure everything is set and ready to go. Be on the lookout for word from your Campaign Chairs, Captains and Stewards, our next action in March!

GE & Aerospace Conference Board: We gathered with 13 other GE and GE legacy Locals, from appliances to plastics as well as with the leadership of the IUE. We discussed and reported on the state of the Labor Movement as well as the IUE and all the Locals. Meeting face to face with the National and Local leadership of the IUE from across the US is an invaluable part of our role. We take this opportunity to discuss any issues, continue advocating for our local interests, as well as making connections and building solidarity. This was my first Conference Board, and it certainly prepared me to continue working for our Local in this stage and to make sure our word and our presence is felt at every level of the IUE-CWA. It's a great crowd of people with so much knowledge and experience; I look forward to working with all of them.

Avis/Budget Group Report

I have been in touch with several of you in the past couple of weeks and I have been hearing from many of you about the favoritism and uneven application of certain rules and policies. I truly appreciate you reaching out and letting your concerns be known, and the courage it takes to provide the union with the details needed to pursue grievances. In the

continued on page 11

Unfreeze COLA: GE Workers Missed \$2.87 per hour since 2019

We are heading into National Contract Negotiations, and GE workers are demanding General Wage Increases and COLA to protect our negotiated wages.

Why COLA? Many of us remember when a couple times a year, we would get a Cost-of-Living Adjustment. They were small increases, nobody ran out and bought a new truck, but they added up. The period of history we needed cost-of-living-adjustments the most, 2019 through today, we didn't have them - had our modest COLA been in the contract, you would be making 3\$ an hour more than you are making today. COLA is inflation protection, if there isn't inflation you may not get an adjustment - but when there's inflation your wages are protected. Unfreeze COLA!

Top Of Market Shows GE Lynn Workers Paid Under Market

In our last issue we published the Top of Market results that are based off the 90th percentile of wage rates on "similar" jobs. The Company job market survey results say we are all UNDER paid. \$10-\$15 away from 90th percentile an hour depending on your job. That's even using the Company's "math". GE Workers Demand a RAISE.

Healthcare: GE Pay Your Share

All GE workers agree our weekly healthcare costs are too damn high. I pay \$161 dollars a week just for premiums - that doesn't count my deductible. The Union is demanding the Company shoulder healthcare costs instead of putting them on our backs. We make a lot of money for this company; they should pay for our healthcare.

31% of the survey respondents said they or a dependent have delayed or skipped a doctor's appointment, medicine, or other medical care due to cost. This is the disastrous effect of the high deductible plans corporate America has imposed across the country, including GE. When GE went from the old plan to the new plan in 2012, the Company said with free preventive screening and checkups, the plan would favor preventative maintenance which would improve health outcomes for workers and reduce costs for the Company. Well, our health plan has certainly reduced the Company's costs, but GE workers are avoiding the doctor, which makes GE workers sick.

Post GE Split: Successorship Still Key Issue

13 IUE Locals from across the country just attended our GE Aerospace Conference Board Meeting. These are all locals that used to be GE workers, but the Company sold or split them off over the years, into smaller groups with now totally different contracts. If we had a successorship clause in the GE National Agreement prior to 2023, shops that were spun off before 2023 would have protected the rights of those members. With talk of acquisitions and mergers, Honeywell, NorthStar Aero Space, etc we will need to renew the successorship language won in 2023. A successorship clause preserves the rights and benefits in a union contract when there is a change in ownership of a business. In the instance that a company is sold, faces a corporate merger, or in the case with GE, splits into three separate companies. A successorship clause requires the new company to retain the workforce and continue to follow the union contract.

GE Pay Issues: The Disgrace Continues

2 weeks ago, there was over 300 paychecks that were shorted. To add insult to injury GE still hasn't fixed the way your OT pay is re-

continued on page 11

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