

Official Publication  
Of Branch 111  
Home of the  
"Wasatch Branch"  
Branch 111  
Chartered  
January 24, 2003

# The Pavement Pounder



JANUARY 2006

Bountiful \* Lehi Magna \* Midvale \* Murray \* Salt Lake \* Sandy \* Taylorsville \* Tooele \* West Jordan \* West Valley

## The President's Corner

Well the elections are over and thank you for your support and confidence in electing me as your President for another 3 years. These past three years have been great and we did accomplish a lot. I appreciate your selection of officers you as a body have elected to serve with me over the next three years, we have a great team this term and much will be accomplished because of it. And I would like to thank all of those who were not elected for having participating in the election process, and for those who served in the last administration for all of the hard work they gave for the membership. The past administrations was the best I have ever worked with and I am sure that the new administration will help bring this branch to new levels of excellence. We appreciate all those who campaigned positively in their endeavor to serve the members of Branch 111.



**Mike Miller**

The installation dinner for installing the new officers of Branch 111 and the Auxiliary will be held on January 3<sup>rd</sup> at the Gathering Place in Gardner Village at 7 pm, tickets can be obtained from your steward in your zone or by calling the branch office, the cost will be \$20 per head to attend. Paul Price will be attending to install all of the new officers.

I hope all of you had a Merry Christmas and I wish you all a Happy New Year. With a lot of hard work and Solidarity from all of us this New Year stands to be one of the best years ever. I encourage all of you to sign up to be a Legislative Activist on the NALC's Nation web site, **www.NALC.ORG**. January is the month that we expect to have a vote on Postal Reform in the Senate and we need your help and support to make this happen. If you have signed up in the past and have not received any emails from our national office, chances are that your form that was sent to national was not logged in and you need to sign up again, please log on and sign up. And while you're on the computer log on and sign up for COL-CPE at <https://liteblue.usps.gov>, all you need is your Postal ID number and your PIN number. Once you get into liteblue go to PostalEASE and then click onto allotments under Payroll. All you need to sign up for is \$2 per pay period, \$1 per week, less than the cost of a soft drink, but if you want to contribute more that's great, but all we are asking for is \$2 per pay period, you will never miss it!

Now there has been a lot of talk in each of the offices as to our last two Pavement Pounder articles concerning Skabs, both positive and negative. Our intent was to get a reaction from the

membership as well as the Skabs who refuse to join the union and pay their way. And we did in fact get the reaction we had hoped for.

What we hoped to get across to them is that we, as dues paying members, are getting tired of supporting those who refuse to join the union and pay their fair share of the expense of negotiating those rights and benefits we all enjoy. Especially when each and every single raise we have received in the past few years has equaled more than the cost of our dues each and every time. You need to understand that an excess of \$3 out of each member's dues is spent supporting a non-member Skab every pay period. And I don't know about you but that pisses me off when I have to pay someone else's way. I hate it when we go out to lunch and someone conveniently forgets their wallet and then never pays me back, or never pays for their drinks, or never chips in for donuts but they're always the first to eat more donuts than anyone else. That is why we call them parasites, free riders, and

users who always take but never contribute to the cause, and I don't care how you look at it, it's wrong in so many different way.

We need to let those that we associate with, who are not members of the union, know that it is unacceptable to be a Skab. For too long now we have given them the wrong impression that it is Politically Correct to be a Skab, "when it is not." There is nothing politically correct about a Skab, and we need to let them know that. Especially if a friend of yours is a Skab, friends are supposed to tell each other when their wrong about something. So next time your having lunch with a Skab, let them know that it is unacceptable not to belong to the union and ask them to do the right thing and join up. Let them know that we need them to be a part of the team, and that we only have strength in numbers. The only time management listens to us is when we are strong in numbers, together we stand, divided we fall. We can't accomplish anything unless we stand together united. Solidarity, that's what we're talked about!!!

## The Vice President's Report



Mike Wahlquist

To start off, I'd like to thank the members of Branch 111 for electing me to the position of Vice President. I look forward to serving the members of this great Branch over the next three years. Since I am now writing The Vice President's Report, Jeff Asay has volunteered to take over writing "The Concerted Action Corner". I am looking forward to reading his articles. I am very pleased that he has decided to continue the column, and I wish him well in whatever direction he decides to take it.

I'm sure that we're in for quite a ride in the near future. We have a new Postmaster in the Salt Lake City Installation: Scott Norris. Many of us have worked under him in his prior assignments. In fact, he was my first Station Manager in Utah. Postal reform still looms large on the horizon. Gas prices are finally coming down (Thank goodness). I was getting tired of paying more for a gallon of gasoline than for a gallon of milk.

Partly due to the season, I am reminded of how many things we have to be thankful for. Even as I write this article, New York City is undergoing a "Transit Strike". The New York subways and bus lines

have all shut down. People can't get to work, and even those that manage to make it to work, after hours of walking or car-pooling, often find that there is no work to be done, as businesses have very few patrons. We are so lucky to be able to get to work. Imagine having to wake up at three in the morning, just so you can walk to work in the freezing cold, arriving just in time to begin your route, only to face another three hour, freezing walk when you finish for the day. That is what some New Yorkers are enduring.

And it is all because labor is once again getting the proverbial shaft. Management wants the transit workers to sacrifice their retirement age and up their mandatory pension savings. The transit workers have refused to sell out their future-fellow workers, and so they are striking for their benefits. A judge has fined the transit workers (Local 100) one million dollars for each day of the strike, and should this ruling stand, the Local 100 will be bankrupt within four days. I hope things are resolve quickly, for everyone's sake.

Well, enough about the labor problems in New York. I have noticed that we have a couple problems here in Utah as well. In the past two months, I have seen several Salt Lake City Letter Carriers fired for seemingly unproven offenses. These cases are the worst I have yet seen from the USPS. It appears that we are working for a harsher and more severe Postal Service. I hope this is not representative of the way things are going to be from now on.

However, on the off chance that management will go after a few more good men and women, I have the following advice to offer all Letter Carriers regarding investigations:

1. Whenever you take part in an investigation, always ask for your Shop Steward. If you don't know if it is an investigation, ask: "could this lead to discipline?" If the answer is yes, then you need a Steward. The bottom line is if you "reasonably believe" that the discussion could lead to discipline, you have the right to a Stew-

ard. Also, please note that there is no time limit for asking for a Steward. Even if you have already answered some questions, you can still invoke your right to have representation.

2. Always invoke your right to have a pre-investigation consultation with your Shop Steward. You have the right to know what the investigation is about prior to having the consultation with your Steward.

3. Always answer direct questions honestly, but do not elaborate. A formal investigation is much different than a regular conversation. Answers should be precise and concise. Yes and no are the best answers of all. It has been my experience that long, elaborate answers do more damage than anything else, because, as often as not, management will then have more information to use against you. So, keep your answers as short as possible, and be perfectly honest.

4. The correct response to the question "Do you have anything else that you want to add?" is always "No". Unless you have a perfect "Perry Mason" ending to share which completely exonerates you (I.E. "Actually, Colonel Mustard committed the infraction in the Break-room with the Scanner, and here are the Polaroid's to prove it"). Trust me, even though you are perfectly innocent, it is still better to not offer additional information, unless, as I just stated, you have an explanation that perfectly exonerates you.

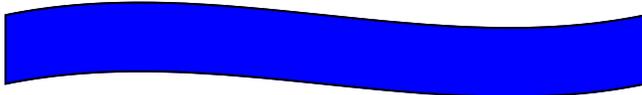
If you are being investigated by Postal Inspectors, or by Officers of the Inspector General, all of the above mentioned rights and advice still apply. You still have the right to representation and consultations from your Steward. However, if at any time they read you your Miranda Rights, you should get a lawyer. Never waive any rights that you are entitled to, and never allow the Postal Inspectors to "help" you write a statement. Remember, Postal Inspectors are allowed to lie. They will make all kinds of promises. I remember one time when they promised a carrier to go easy on him in return for a full confession. After helping him write his confession (without the presence of the Union, since this unfortunate carrier never asked for his steward or for his lawyer), the Postal Inspectors stood back and watched him burn (figuratively

speaking).

I hope that none of us ever find ourselves as the focal point for a management sponsored witch-hunt, but if the unfortunate victim turns out to be you, remember your rights as stated above (also known as your Weingarten Rights),

Drawings for the January Branch Meeting

|                                       |                 |
|---------------------------------------|-----------------|
| <b>Branch Progressive drawing -A</b>  | <b>\$750.00</b> |
| <b>Branch Progressive drawing -B</b>  | <b>\$25.00</b>  |
| <b>Retirees Progressive drawing</b>   | <b>\$100.00</b> |
| <b>Brookfield Progressive drawing</b> | <b>\$30.00</b>  |
| <b>Skaggs gift cert.</b>              | <b>\$50.00</b>  |
| <b>2 Door prizes</b>                  | <b>\$25.00</b>  |



Legislative - Phillip Rodriguez

Postal Reform.

It has been almost three years since President Bush created a commission for Postal Reform. Three long years! Countless lobbying trips, phone calls, letters and emails. I still remember Rep. Bishop chastising the NALC and other postal unions for “taking too much money for just putting mail in boxes.” I also remember sitting in Senator Bennett’s luxurious office in Washington D.C. stating that he would prefer “postal reform modeled after the Chrysler’s corporation reorganization of the 80’s.” A model that caused massive wage and benefit cuts to the union workers while at the same time top executives reaped millions in pay and stock options. This attitude towards Postal Reform was common with the majority of the legislatures-fix the financial needs of the Postal Service at the expense of NALC, APWU and Mail handlers.

The NALC goal was to change and educate our elected officials concerning the needs of our customers as well as keeping our bargained wages and benefits. The NALC had a plan for Postal Reform-a plan that would allow the consumers to have universal access to our service-a plan that maintained our goal of servicing every

address at a universal rate. A plan that allowed financial stability in the ever-changing technological economy that has caused billions of dollars of loss in first class revenue. The plan would release financial burdens that were placed on the Postal Service by an administration that wanted to reduce the escalating national debt by transferring 27 billion dollars of military retirement obligations to the USPS rather than the Dept of Treasury. It would release the 70 plus billion dollars that the Postal Service over paid in the CSRS retirement. And finally, and most important, it would guarantee that our wages and benefits were guaranteed by the collective bargaining process.

The NALC took the lead concerning Postal Reform. The NALC created coalitions with the Direct Marketing Association, the Postal Service and many major mailers in the hope that if reform was passed; it would be vital that the legislation benefited the public as well as our 700,000 plus employees. For three years our coalition lobbied every Senator and Representative with our detailed plan. Slowly, one by one, Senators and Representatives committed to our plan. And finally, last summer, legislation was passed overwhelmingly in the House of Representatives. It seemed certain for passage in the

Senate sometime in September of 2005. Passage of the bill was so high that the NALC was invited to the White House to “create dialogue” over the “concerns” that the Bush administration had with the legislation. Our legislative activist network of over 130,000 letter carriers was vital in the passage of the bill, and probably the most important was our COLCPE. When a group of conservative Legislators proposed an amendment that had a provision with escalated wage and benefit cuts, our legislative activist’s inundated their offices with phone call’s and letters and eventually the group withdrew the amendment. They, as well as many in the DC political circle, recognized the power of our COLCPE and Legislative network. The elected officials were more than happy to meet with the NALC knowing that our growing COLCPE was available to those who supported our legislation. I was amazed how quickly they would meet with me knowing that fact.

Hurricane Katrina stalled the legislation but Senator Collins assured the NALC that she would release the bill from her committee for vote in the full Senate. The NALC and our coalition was optimistic but still had reservations. Closely before release to the full Senate, a Senator from Missouri maintained a procedural hold on the pending legislation that he had placed shortly before the summer recess. Senator Bond, from Missouri, represents Hallmark. This lone Senator stalled Postal Reform legislation. The good Senators concern with this legislation was with the language in the bill that allowed flexibility in the Postal Service ability to adapt postage rates as the economy fluctuated. The Senator stated that this provision would hurt mailers such as Hallmark; causing higher postage rates at the expense of consumers who use Hallmark products. His concerns, and stalling tactics, did one thing. It allowed the 2-cent rate increase to become effective in January of 2006. The Postal Service in early 2005, testified that if a Postal Reform bill passed, a rate increase would not be necessary in 2006. If the Senator allowed a timely vote on the bill a rate increase was not necessary and Hallmark’s customers would not be paying an additional two cents on

every card and letter they send. Postmaster General Potter released a statement stating:

**“The January 8, 2006 rate increase was compelled by legislation enacted in 2003 requiring the Postal Service to put aside over \$3 billion per year into an escrow account beginning in 2006. Efforts to change the escrow requirement have been stalled in Congress.”**

Yet again our legislative network of carriers and their families lobbied Senator Bonds asking him to allow a vote on Postal Reform. Phone calls, emails and pickets were staged outside his office in Missouri. Mailings were sent to his constituents in his home state. Television crews reported outside his office in Missouri. Fox news even reported a segment concerning the rally. Two hours of informational picketing orchestrated by members of the NALC on Tuesday, December 6. The picketing was conducted outside of the Senator’s state offices in St. Louis, Kansas City, Springfield, and Jefferson City. Activism at it’s best.

In mid December, the Associated Press (AP) reported that Senator Bonds predicted that a vote on Postal Reform would take place in February. It is expected to pass the Senate and reach the President’s desk in March. When this bill is slated for a vote every shop steward will notify his/her zone of the legislation. This is when our branch members need to step forward. Every carrier will be asked to place a call to Senator Bennett and Senator Hatch’s office stating their support of Senate Bill 662. Please take the five minutes to make this call. Your shop stewards will provide phone numbers and a sample call. It is painless and relatively easy.

COLCPE

I have been the Branch 111 legislative liaison for almost three years. I have talked to Senators and Representatives from our state as well as many other states. Of the many things I have learned from these officials is they all want to be re-elected. From the first day in office their primary concern is staying in DC. I have witnessed up close how effective our COLCPE fund is to every Senator and Representative. In a relatively short time our union has become a powerful voice on the hill. Let's keep it that way. I urge every letter carrier to contribute electronically to this fund. The NALC asks for two dollars a pay period. Two dollars. Again, your stewards will provide forms that allow every carrier to have this deducted from their paycheck or even easier allowing electronic deductions from their checking or savings account. All carriers should fight for their wages and benefits and a donation to COLCPE is the very best way to guarantee our future. This is your union! Remember next year is a mid-term election.

OIG

On January 26<sup>th</sup> I, with Kirk, will be giving a class on the OIG. The OIG is the Office of Inspector General that has taken over most functions of the Postal Inspectors. The OIG is a very powerful entity that has been given almost unlimited powers to investigate every aspect of the Postal Service. In a short time they have investigated and prosecuted over 1200 cases involving crimes, injury fraud, theft, clock rings, drug abuse, computer fraud, and many other functions of both management and craft. Their success rate is high and when they flash that badge it is very intimidating. Find out what your rights are if OIG officers show up and ask you to sign a Garrity or Kalkine warning. I urge as many members to attend as possible, especially if you are currently in a light/limited duty status. The OIG has notified the union that next year 70% percent of their budget will be used for OWCP claims for potential fraud and

waste. The class will be at the union hall (2261 S Redwood Rd.) at 7 PM. Please, as soon as possible, notify your steward if you plan to attend. If more than one class is necessary I will schedule additional classes. If you have questions please call Mike Miller at 973-6705 or send me an email at prodriq@comcast.net.

MBA/ COMPENSATIONBY: Jim Kerekes

By the time this is in the Pavement Pounder, the Holidays will be over. Hope all of you had a good one.

Congratulations to all in the past elections.

My article for Compensation is basic but also will contain some important reminders. When claims are filed specific evidence is required. There are two basic claims that we use a lot. They are CA-1 ( Traumatic Injury) and the CA-2 ( Occupational Injury). There are others but they're not used as much.

For the Labor Department to approve a claim five basic steps need to be met and especially assured by you that the information you send the Department of Labor is complete.

These five things are the following and found in the ( ELM 542.21 ).

- The claim must be filed within the time limits.
- Must be an employee of the U.S.
- The fact of injury occurred.
- The injury or disease occurred while in the performance of duty.
- Medical evidence is causally related to the injury or disease.

These five points apply to both Traumatic and Occupational injuries.

If you have either injury, you should notify the employer within 30 days of the injury,

preferably immediately. If you have a Traumatic injury and you are going to be out of work the day after or many days after that, you need to mark continuation of pay on your CA-1 form. To review Continuation of Pay please refer to the ELM 542.23.

When you mark that on form CA-1 you have two important points to provide.

1. The medical evidence supporting disability resulting from the claimed traumatic injury, including a statement as to when the employee can return to his or her date-of-injury job, is provided to the control office or control point within 10 calendar days after the claim for continuation of pay is filed.
2. The treating physician specifies work limitations and provides them to the control office or control point and representatives of the Labor Department.

So if you think you have injured yourself on any workday- promptly report it to the supervisor and on paper in writing and have them sign it. This will allow for your 30-day notification that you had an injury one day and it didn't bother you or cause any harm until the next day or two.

You need to provide "prima fascia" medical documentation from your initial visit from the physician right away otherwise the Labor Department won't be able to determine causal relationship to the injury. The CA-16 can be used as the Prima Fascia medical documentation for the OWCP to adjudicate a Traumatic Injury, so always insist that your supervisor give you a CA-16, and choose your own physician to go to. Do not go to the USPS contract physician. If you can't get in to see your physician go to the emergency room, believe me you do not want to go to the USPS contract physician, you want to make sure that you get real unbiased medical treatment

Again, have a good year and keep those realistic resolutions.

## The Concerted Action Corner

### **Ebenezer Scabbe**

By: J. Asay

**Y**ou know him. He seems to exist in every station. The one who descends like a vulture at the mere mention that some one has provided donuts, 5 or 6 disappear down his gullet at a pace that astonishes all. In the memory of all who have worked with him lo these many years, no one can recall him ever contributing a cent towards the purchase of the treat, and guffaw the thought that old Ebenezer actually provide the donuts. Scabbe is also the guy who loads up his plate at the holiday potluck, but has never considered buying so much as a bag of chips to add to the feast. He can't believe the gullibility of his co-workers to provide him with such a marvelous repast at no expense to himself. He has been seen skulking back at lunch to consume the sad remains of said feast.

This guy is so cheap he wears his uniform until the shabby remains seem almost ready to disintegrate. All the better to spend his uniform allowance for items like shoes, socks, belts and other sundries which he can wear during off duty hours and prevent the expenditure of his own preciously guarded capital.

Of course ol' E. Scabbe would never consider for a moment joining the union and paying for the insurance that protects his lucrative situation. He is, however, quick to review the ODL equitability report and lodge a complaint with the steward at the mere hint that he has been deprived of a single second of precious overtime.

Let us hope that as in the Dickens tale Ebenezer gets haunted by the ghosts of Christmas. The ghost of Letter Carrier Past who struggled thru the 1970 strike that made a proud nation realize the wrongs done to those who had served so valiantly, and gave birth to the U.S.P.S. we know today where carriers earn a livable wage, are protected from layoff, receive a fair benefits package, and most importantly are represented

and protected by a union that has the best interests of letter carriers at heart.

The ghost of Letter Carrier Present, that true brother of the N.A.L.C. who knows that the fight begun so long ago goes on still, visits next of Scabbe. Postal reform is a must and the negotiation of a new contract looms. The management wolf is ever at the door. It is a struggle to maintain, that which has been gained. Ebenezer sees, at the ghost's behest, the fellow carrier subjected to unjust discipline at the capricious whim of a supervisor. He sees the inside of the Washington room as senior postal management plots to deny the raise, justly requested, and strip away those bothersome cost of living adjustments. Negotiate in good faith, management laughs at that nonsensical idea.

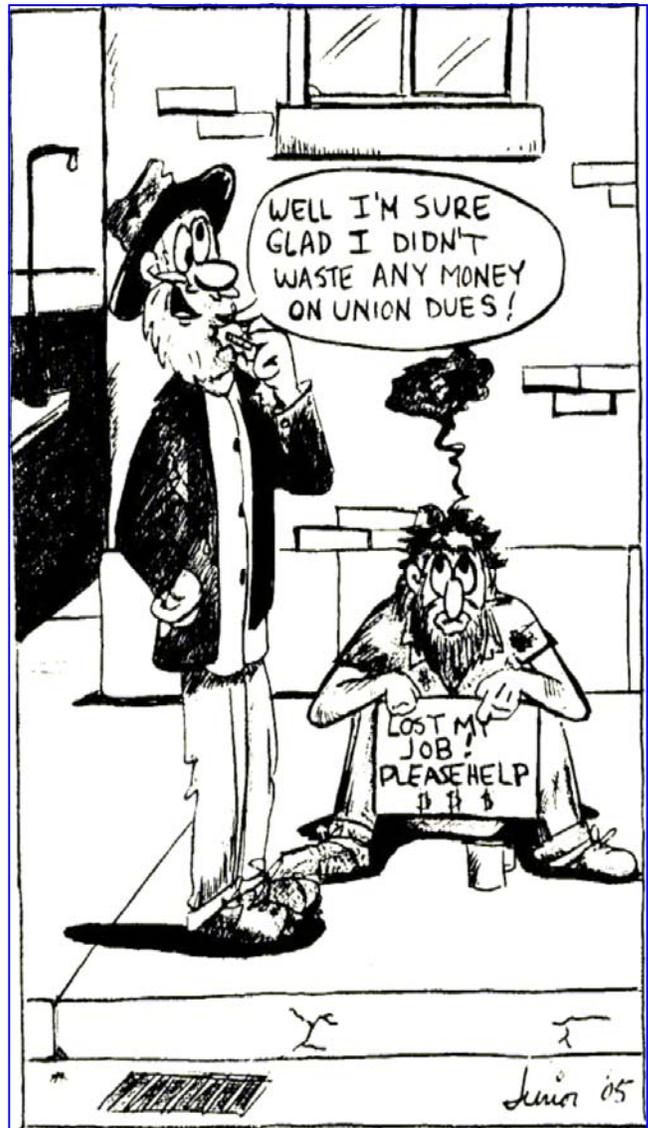
Finally comes a visit from Letter Carrier Future, a dark and gloomy place where apathy and ignorance have won the day, the union is but a memory, and the title "Letter Carrier" is reserved for those unable to obtain employment at the filthy Wal-Mart. Poverty stricken carriers have no health insurance for their families or any other benefits. A vacation is the time while on unemployment after removal because the boss did not like the way you look. Oh, and that FERS and ISP fund, which Ebenezer had counted on to ease his retirement, gone, with all else he had steadfastly refused to contribute even a nickel to protect. Scabby ends his days as a destitute old man filled only with regret.

Now this is just a tale, but Ebenezer Scabbe is a reality. You know Scabbe. You work with him. He is the scab who refuses to join our union for one reason and only one reason "Money". His ignorance in the guise of frugality may be the undoing of us all. As union members we must educate, persuade, and if no other options work, be an unrelenting thorn in the side of these scabs. We cannot rely on ghosts to do the work.

**PAVEMENT POUNDER ARTICLES**

Any Branch 111 member may submit articles to the Pavement Pounder for publication. All articles submitted must comply with the Pavement Pounder "statement of Policy". No articles attacking or criticizing another member of the branch will be printed in the Pavement Pounder. Articles rejected by the Editor may be taken to the Executive Board.

**Editor**





As the year comes to an end, I am happy to report good news. **Sen. Kit Bond (R-MO) appears to have committed to permitting a vote on postal reform in early 2006.** He did so because our members – led by e-Activists – in the state of Missouri really stepped up to the plate last week. I asked them to undertake a week of action aimed at Senator Bond, who has single-handedly stalled the legislation in Congress, and they delivered for us all.

Earlier, I reported that Senator Bond placed a "hold" on the Postal Accountability and Enhancement Act in the Senate, blocking its passage by unanimous consent. NALC had hoped to get the bill (S. 662) through the Senate by the end of 2005 so that work could begin on the difficult tasks of reconciling it with the version that passed the House in July and fixing the remaining problems NALC sees in the legislation.

**I wrote to Senator Bond on November 30 asking him once again to lift his hold and to allow an up-or-down vote on the reform, which has overwhelming support in Congress. He refused to even reply to my letter and I asked our members in Missouri to help send him a follow-up message when he was home for the Thanksgiving recess. Led by National Business Agent Art Buck and assisted by our Legislative Department's four regional field coordinators, I am proud to report that NALC members responded beautifully:**

- o **Hundreds of carriers turned out in 15-degree weather on December 6 to conduct informational picketing outside Bond's offices in St. Louis, Kansas City, Jefferson City and Springfield.** They handed out flyers and answered questions from television, radio and newspaper reporters.
- o **On Tuesday and Wednesday last week, dozens of active and retired carriers worked phone banks to call our 6,300 members in Missouri and urged them to call Bond's offices on Wednesday and Thursday to demand a vote on postal reform, which they did in huge numbers.**

In Washington, **I tried to do my part by giving interviews with radio stations across Missouri.** I made the case for postal reform and countered a number of false and reckless claims made in support of Senator Bond's position. I also submitted an [opinion piece](#) on postal reform to the *St. Louis Post-Dispatch*, which printed it on December 8.

By the end of the week, **Senator Bond told a Kansas City television news reporter that he would lift his hold in February. It was the first time he has committed to allowing a vote on reform.** I am extremely gratified that our week of action in Missouri played a role in changing his mind.

**I want to congratulate and thank all the carriers and e-Activists in Missouri for a job well done.** Special thanks go to Art Buck and his RAAs Mike Weir and Dan Pittman, and to branch presidents Keith Gentry (St. Louis), Dave Gwinn (K.C.), Gerard Henke (Florissant), Mike Bish (Jefferson City) and Mark Sims (Ozark Mountain). Their quick action – on just three days' notice – and dedication show the potential power of our e-Activist network. I hope this serves as a role model for all our e-Activists nationwide in the months ahead. **Together we can help secure the future of the USPS and stand up for letter carriers and the American people at the same time.**

In-Solidarity,  
William H. Young



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## THE PAVEMENT POUNDER POLICY AND NOTICES

**Union meetings are held at the Union Labor Center on the second Thursday of each month.**

NALC Branch #111

2261 S Redwood Rd #14

Salt Lake City UT 84119-1330

**Business Hours:**

Mon, Wed, Fri 7:30 AM – 6:00 PM

Tues, Thursday 9:00 AM – 6:00 PM

Please call before visiting the Branch office to ensure someone is there.

**Change of address:** Please send your new address to the branch office if you have moved recently or are planning to move in the near future.

### Statement of Policy

The Pavement Pounder newsletter is published twelve times a year. The Pavement Pounder is a publication of Branch 111. The articles printed in the newsletter are submitted by the senior union officers, members and Auxiliary of the branch to inform the members of events, news, educational matters and other material deemed for the good of the association. The appropriateness of articles published is determined by the editor. The Editor reserves the right to edit or reject articles submitted based on appropriateness. Articles attacking or criticizing others will not be published. The Pavement Pounder will not be allowed to be used as a weapon against anyone or group of people. The Pavement Pounder is to be used to educate and edify the membership of the branch. The opinions expressed in the newsletter are not necessarily the opinions of the NALC or of Branch 111 or of its officers or editor.

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**JANUARY 2006 CALENDAR**

| Sun                 | Mon                            | Tue | Wed                           | Thu                         | Fri               | Sat |
|---------------------|--------------------------------|-----|-------------------------------|-----------------------------|-------------------|-----|
| 1<br>New Year's day | 2<br>New Year's Day Holiday    | 3   | 4                             | 5                           | 6                 | 7   |
| 8                   | 9                              | 10  | 11                            | 12<br>Union Meeting 6:00 PM | 13<br>Pay Day - 1 | 14  |
| 15                  | 16<br>ML King Birthday Holiday | 17  | 18<br>Steward Meeting 6:00 PM | 19                          | 20                | 21  |
| 22                  | 23                             | 24  | 25                            | 26                          | 27<br>Pay Day - 2 | 28  |
| 29                  | 30                             | 31  |                               |                             |                   |     |