



The Informer

Representing Workers of Goodyear Tire and Rubber/Service/Goodyear Service Store/URW 831 Credit Union

Here we go Again!!

As President, Danny Barber said at the March union meeting, "Here we go again. It appears, that our union brothers and sisters at Bridgestone/Firestone (BFS) are headed down the same road they took in 1994." With the concessions Bridgestone/Firestone is asking from their employees it does appear that a strike is immanent!

In 1994, union employees from BFS struck the company for two years to keep from losing benefits. BFS has refused to follow the pattern that was set in the 2003 negotiations with the United Steelworkers in which Goodyear was

the target company. BFS wanted to be the target, can you imagine? Now the company wants even more! They are refusing to commit to grow, invest in and bring new high-margin products to their U.S. plants, despite their plans to do so about everywhere else, from Asia to South America. The company already has plans to build a facility in Mexico to produce tires for the U.S. and Canada markets.

The United Steelworkers of America started strike preparations sessions March 9, for the ten locals that will be involved. There are approximately, 6,000 union members at these locals. The locals

that are affected are; Des Moines, Iowa (local 310); LaVergne, Tennessee (local 1055) and Russellville, Arkansas (local 884). Five other locals involved in master contract negotiations - Local 7, Akron, Ohio; Local 138, Noblesville, Indiana; Local 787, Bloomington, Illinois; Local 998, Oklahoma; and Local 1155, Warren County, Tennessee.

"In negotiations, the company still resists our demands that it grow and invest in our plants in order to secure the future of our plants and increase their share of new and higher margin products," said USWA executive vice

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Working Women

Women's History Month has been designated for the entire month of March with International Women's Day on the 8th. During the 1980's the United Steelworkers set aggressive plans in motion to educate, inform, and mentor women throughout International unions and into all levels of it's structure. By doing this, it gives women the opportunity to be equal partners in the movement that would change the culture but not the basic principles. This month is an occasion for looking back on past accomplishments and for looking ahead at potential opportunities that await the future generations of women who are and will be a part of the union.

"Women of Steel" networks are growing in all local unions and communities. Sisters are changing the images of the labor movement to be inclusive of all working families and their issues. Building community solidarity and mutual respect beyond the workplace are some of the main issues that are focused on.

Participation of women decision-making activities of the unions continue to increase as we have seen for example at Constitutional Conventions: 18 delegates in 1942 to well over 300 women in 2002. There has been a steady increase in the number of female servicing staff representatives: from 12 in 1992 to over 35 today.

The USWA is proud of the accomplishments in moving sisters closer to whatever goals they wish to pursue in the organization by facing the challenges of a changing culture and removing the barriers for them wherever they may occur. More still remains to be done and the commitment is there to work with sisters in continuing to build a special union that takes action on behalf of the female membership rather than just talking about it.



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MARCH 9, 2005

President Jack Dodson called the meeting to order. All Board members were present. There were 82 members present.

Opening prayer led by Raymond Parks followed by the Pledge of Allegiance.

Minutes of the February meeting and the Treasurer's report were read and approved.

Members voted to have the Soar picnic on July 12 at Dan Daniel Park at 4:30 followed by attending the Danville Braves ballgame.

A trip is planned to travel to Lancaster, Pa. on June 28th for a two day, three-night trip to see two new plays - RUTH AND PSALMS OF DAVID. We will have dinner at an Amish home plus much more including time at Hershey Chocolate World. Call Jack Dodson at 792-0043 for reservations.

Benny Toller announced changes in the retiree insurance benefits. Starting April 2005, a premium must be paid by all retirees monthly for health benefits. Medicare members beginning April 1st will have Blue Cross-Blue Shield instead of One Nation cards. Medicare deductible is \$100.00 instead of \$110.00 per the agreement between Goodyear Tire and Rubber Co. and United Steelworkers.

Name drawn for the door prize was Jim Neighbors, who was not present. Next month's total will be \$20.00. Remember, you must be present to win the money.

Door Prize - Lester Davis and Raymond Hurley each won a lube and oil change from Perry Bros. on Piney Forest Road. Eileen Danko and Paul Southard each won a lube and oil change from Goodyear Service Store compliments of Gold Adkins on Mt. Cross Rd.

Fifty-fifty won by Raymond Parks.

Motion made by George Stewart and seconded by Earl Guill to adjourn. Motion passed.

Respectfully submitted,

Nancy Guill, Secretary

Local 831 will be distributing stickers in observance of workers Memorial Day.

GOOD JOBS

Protect Workers Now

SAFE JOBS

THIRTY-FIVE YEARS AGO, Congress passed the Occupational Safety and Health Act (OSHA Act), promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality, winning protections that have saved hundreds of thousands of lives and prevented millions of workplace injuries. Nonetheless, the toll of workplace injuries, illnesses and deaths remains enormous. Millions of workers are killed or injured unnecessarily every year.

Some groups of workers are particularly at risk, suffering very high rates of job injuries and fatalities. These include Hispanic and immigrant workers, who often work in the most dangerous jobs and are exploited by employers, have no union protections and are afraid to speak out.

Unfortunately, the Bush administration has done little to address this pressing problem and other key safety concerns. Instead, the administration has turned its back on workers and workplace safety. Dozens of important workplace protections have been overturned or blocked.

Voluntary compliance has been favored over issuing new protective standards and enforcement. And in the next four years, renewed assaults on the OSHA Act and job safety programs are almost certain.

At the same time, good jobs—jobs that pay decent wages and provide health care benefits and pensions—are disappearing. Corporations are looking to export jobs and cut pay and benefits. Workers are considered more expendable than ever. Worker safety and health protections, rarely a priority for most companies, will be further threatened in a low-wage economy.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe workplaces. We will fight to make workers' issues a priority and to keep and create good jobs in this country. We will fight for the freedom of workers to form unions and, through their unions, to speak out and bargain for safe jobs, respect and better futures. We will keep fighting until the promise of safe jobs for all workers is a reality.

MOURN FOR THE DEAD ■ FIGHT FOR THE LIVING

OBSERVE WORKERS MEMORIAL DAY. APRIL 28.

ATTENTION

Retiree Medical Premiums

The 2003 bargaining agreement allowed the cost of the retiree medical program to stay within the requirements of the national accounting standards. Your bargaining team worked hard to insure that within these limits, the retirees and survivors were treated in the best possible manner under this agreement. From January 2004 thru March 2005, retiree premiums were offset due to other benefit changes for active employees and a pensioner profit-sharing plan was set up to aid retirees or survivors with the remainder of their premiums going into the future.

Effective April 1, 2005 through March 31, 2006, a monthly premium for retirees will be no more than \$50.00. This is based on the results of the profit sharing program calculation. Retirees will receive a letter on the change and how the premiums will be paid.

March Membership Meeting Minutes

USWA Local 831 held its regular membership meeting on March 10, 2005 with President Danny Barber presiding. These are the highlights:

■ David Payne opened with prayer followed by the pledge of allegiance.
■ Roll call of officers, all were present.

■ Recording Secretary, Brenda Miles presented the meeting minutes from the February meeting. They were approved as read.

■ Executive Board report for March was approved as read and contained the following items:

• Motion to allot \$100.00 for Workers Memorial Day Stickers, which the Safety Committee will hand out at the gate.

• Motion to sponsor the Pelham Volunteer Fire Department "Captains Choice Golf Tournament" for \$100.00.

• Motion to allot \$2,750.00 for the Danville Braves Package.

• Motion to present the AFLAC Insurance plan to membership.

• Motion to donate \$100.00 to "Feed the Children".

• Motion to sponsor the Providence Spring Fling Festival for \$500.00. (Gold)

• Point of Info- Union Meeting moved

to April 21, 2005 due to Convention.

• Motion to send 6 members to Asheboro, N.C on March 29 and 31st for organizing.

■ Financial Secretary, William "Stick" McLaughlin read the financial report for February and it was approved as read.

■ Pension and Insurance Representative, Benny Toller gave the P&I report to membership on 401k record keeping change, beneficiaries, workers compensation, retiree premiums and Baptist Hospital contract. (P&I report)

■ Rhonda Walker and Linwood Saunders gave the COPE committee report on the General Assembly and the different bills that they were tracking.

■ Wayne Dickerson gave the Civil Rights report.

■ Byron Taylor reported on letter signing and petition to get Tim Kaine on the ballot.

■ President Danny Barber gave these points of information:

• Bridgestone/Firestone contract negotiations update.

• Gold Colors pay system.

• Contract books are at the printers.

• Change of Plant Manager.

■ 50/50 drawings were won by Mike Fox and Tim Brown.

■ J. M. Towler 2541/5111 was drawn for the attendance prize drawing. He was not present. The April attendance prize will be \$350.00.

■ Motion to adjourn, motion carried.

DO YOU SIGN THE BOOK?

How many times have you attended a union meeting and not signed the book? Well, the book is in place for many reasons. We must keep it to ensure that a quorum was present for Local 831 to conduct business. Many other reasons also exist. Just think about this, you hear your name was drawn for the door prize and it is \$700, did you sign the book? If not, we would not be able to give you the door prize that you rightfully deserve. Elections and conventions are another reason for signing. Our bylaws and the International Constitution have attendance guidelines that determine whether you can run for office or whether you can put your name on the ballot to attend USWA conventions. So, if you don't sign the book, you may be short changing yourself.

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Here We Go Again

president John Sellers. "There is no way that our members will accept a contract that allows BFS to export our jobs and replace our production with imports and goods produced at non-union plants."

Some of the concessions BFS is asking from their employees are listed below:

Concessions

* A "split payroll week" designed to reduce current overtime pay by about (8) hours a month while maintaining the same work schedule

* Mandatory daily overtime

* Double hits under the attendance policy for days missed on weekends

* Elimination of excused absences for periods covered by A&S

* Possible plant closures

* Further restrictions on seniority

* Use of temporary employees to fill full-time jobs

Health Care Slashing

* Premiums for health care for active employees and retirees for reduced coverage-rates for retirees could exceed \$500.00 per month

* Immediate reduction of life insurance upon retirement

* Elimination of Medicare premium reimbursement

* A rollback of plant closure protections

BFS has been unresponsive to job and plant security demands. Goodyear and the BF Goodrich master agreements promise our members no plant closures; guaranteed employment levels and ticket protection.

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Accounting for Age

A young man who was an avid golfer found himself with a few hours to spare one afternoon. He headed to the links to play a very fast nine holes before going home. Just as he was about to tee off, an old gentleman shuffled onto the tee and asked if he could join the young man. Not being able to say no, he allowed the old man to join him.

To his surprise, the old man played fairly quickly. He didn't hit the ball far, but plodded along consistently and didn't waste much time. Finally, they reached the 9th fairway and the young man found himself with a tough shot. There was a large pine tree right in front of his ball and directly between his ball and the green. After several minutes of debating how to hit the shot, the old man finally said, "You know, when I was your age, I'd hit the ball right over that tree."

With that challenge before him, the youngster swung hard, hit the ball up, right smack into the top of the tree trunk. It thudded back to the ground not a foot from where it had originally lay.

The old man offered one more comment, "Of course, when I was your age, that pine tree was only 3 feet tall."

Membership Meeting Change

The regular April Membership Meeting has been changed from April 14th to April 21st.

Mark Your Calendars!

USWA Local 831 CREDENTIALS

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Providence, NC 27315-9477
(336) 388-5537 • FAX: (336) 388-5009
USWA District 8 • www.uswa831.org

■
Danny Barber
President and Editor

■
Dana Dixon
Managing Editor

■
Gloria Gravely & Danny Travis
Associate Editors



EDITOR'S COLUMN...

Set the example and we will follow!



As I grew up over the years, my parents always taught me to follow the example they set. I used that throughout my life. Now, I set the example for my children. Well, time is here that we need our corporate and local leadership to set an example. For months now, workers at the Danville plant have been urged to fill the customers needs. We've been given examples of trucks with no tires, putting customers on allocation; our business moving to China and the list goes on.

I feel it is time for our management team to show us how to satisfy the customers on time. A good example would be to get the financials in order so that we are releasing the profits and/or losses in a timely manner. We've just gotten the report on the 4th quarter of 2004. Yet, we know enough about the financials to give Keegan \$2.6 million bonus.

We are just now getting our tire rebate coupons that started on January 1. I would think that employee purchases should be a key ingredient of our sales strategy, yet we still linger in the shadows.

After communicating about overpayment for insurance and recreation association monies in early January, they (management) are dragging behind because they need a computer program in order to figure who overpaid and how much they overpaid. That's our money!

The new pay system (GoldColors) is reeking havoc on employees. We are having numerous shortages each week, yet management is dragging behind using the old "they'll get it next week" line. That's our money!

Another bad example would be our contract books. We've had a contract two years, and still no contract books for our members. Goodyear agreed to give the USWA a seat on the Board of Directors, two years later - still not filled!

I know it seems I'm being a little drastic and harsh on management, however, when I see a good example I tend to follow it. So, as we drag behind on filling orders, are we not following the exact example that our leaders have set for us? Mr. Keegan, Mr. Rich, Mr. Pauly and Mr. Tennyson, we as a team need to work together to get our priorities in order. We need to find ways to satisfy our customers' needs and we need some good sound examples set for us to follow. Get my pay to me on time, my coupons on time, get the financials out on time and share that bonus with those who gave up so much (the workers) to facilitate the turnaround we are seeing. If you can set the example, we may never need to put another truck up on blocks.

Dana Dixon, Managing Editor

ALERT! Job Posting Sign Up Sheets

When bidding on a job, Please remember that if you sign your name on the job posting sheet and later decide that you do not want to bid, in order to remove your name from the bid sheet after you have signed, a member of Human Resources MUST witness and initial the transaction. Otherwise, the cancellation WILL NOT be honored. If you sign for more than one job, you must write your preference in the space "PR" 1, 2, etc. This is being done for the protection of the person bidding.

Questions Answers

If anyone has a question for *The Informer*, please submit it to Dana Dixon, Gloria Gravely, Danny Travis or your Division Chairman.

What exactly is the formula when dealing with granting or denying weekly or daily vacation?

Red letter 3, revised 2nd paragraph The BCM or designee and the Division Chairman or their designee will calculate the daily vacation allotment, by week, for each month, by the 15th day of the preceding month. The total number of open nonscheduled weeks of vacation for each classification or groups of classifications that currently balance weekly vacation will be multiplied by 50%. If the resultant figure is five-tenth or more over a whole number, the number of people permitted per week would be advanced to the next highest number. A minimum of one person per classification or group of classifications will be allowed off.

Daily vacation requests shall be made concurrently with the overtime sign on sheets for that specific week. Employees who request a day's vacation, must submit their request by 11:00 am on Wednesday before the overtime sign on sheets for the following week comes down. This daily vacation request does not apply to employees on a traditional schedule. The company is not required to grant daily vacation if the weekly allotment is full of weekly vacation.



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COORDINATION OF BENEFITS

● The Call Center is auditing COB's that have high dollar amounts. If it is found that the spouses premium amount is not correct, the COB will be corrected and if an over payment has been made, the employee will owe the difference back to the Company.

DEDUCTIBLES AND CO-PAYS

● If an employee or any of his eligible dependents were in the hospital in December into January, the deductible and co-pay does not reset until the hospital stay has ended.

FAMILY STATUS

● If an employee gets divorced and does not notify the company within 31 days and the employee has family coverage, Goodyear will not refund the difference between family coverage and single coverage if no children are involved.

WORKERS COMPENSATION

● The last 5 months of 2004, there were 39 denied work related injuries and 34 of those claims went unchallenged by the employees.

● When meeting with a company representative, you need to take a union rep. with you.

* Note: When Jesus sent the disciples out, he sent them two by two.

DOMINION EYE CENTER

● Any Goodyear employees covered under the vision plan by Cole Vision, Dominion will only ask up front for the amount over and above what Cole Vision will pay them. They are participating B, which means they will file the claim and Cole Vision will pay them, but they do not make any insurance write-offs for non-allowed amounts. Also Dominion would like for employees to know that sometimes eye examinations are actually medical exams. In this case the Anthem BC/BS can be billed and the employee only needs to pay the \$15.00 co-pay. Dominion does not bill Anthem and Cole for the same exam, however.

● Effective 7-1-05, the new 401k Record-keeper selected will be J. P. Morgan.

BENEFICIARY

● Make sure that the person listed on your Beneficiary form is the person who you want to receive your Life Insurance. Met Life will go by the last form that they have on file, so make sure your business is straight. If you need to turn in a new form, you can get one from the Plant or the Union Hall.

● Unless a contractual agreement is reached between BC/BS, effective 6-4-05 North Carolina Baptist Hospital will no longer be a network provider.

● Retiree Medical Premiums will be announced soon and effective 4-1-05.

National Directory of Cell Phone Numbers

This may be of interest to people who wish to avoid getting telemarketing calls on your cell phone in the near future and it only takes about 30 seconds to register.

The National Directory of Cell Phone Numbers is about to be published. Once this happens telemarketers will have access to your cell phone number. Because the majority of us rely on our cell phones for business use, this will be extremely disruptive. These calls will also use your cellular minutes.

If you wish to avoid this, register your cell number on the National Do Not Call list as soon as possible. You can do this on-line by going to <http://www.donotcall.gov> or by calling 888-382-1222 from the phone you wish to register.

Common Sense Applies, in the Workplace

Even though you may think it's funny or cute to call someone a name or make fun of what a person is wearing, the person you are addressing may not! In this day and time, employees must be especially careful what they say to a co-worker. Again, you may not mean any harm in what you are saying or doing and you may be just joking around but some people may take it as a form of abuse. We must respect our co-workers feelings and know where to draw the line, if not, a person could find himself or herself in a lot of trouble.

We should never in any circumstance make threats to a co-worker whether it is intentional or playing around. Calling a person names, is a form of verbal abuse and should not be enacted on anyone. Profanity used when addressing co-workers is inappropriate. That person could take the profanity as a threat or as verbal abuse. As far as physical abuse and unwanted sexual attention, never under any circumstance, put your hands on a co-worker in an angry or sexually intent and never verbally display sexual advancement to a co-worker. Gestures of sexual intent as is any gesture that is inappropriate are also forbidden in the workplace. The bottom line is, be careful in what you say or do to a co-worker! What you say or do today may be ok to that person but tomorrow it may not!

A co-worker may put someone on notice by saying to him or her that they do not want certain things said or done to them. This means that the behavior needs to stop. Using old fashion common sense and respecting others in the workplace by being professional and courteous is the way to go in preventing any type of abuse in the workplace.

TIRES & WHEELS

On Sale!

**All tires and wheels are on sale!
Wheel rep's will be on site all week.**

March 21 - 25

During this sale only, Goodyear Plant Employees will be given an "instant rebate" using their current coupons. The rebate is as described on these coupons, except the rebate will be instant (no need to mail it in). Payroll deductions allowed for this sale.

**Buy a \$1.00 Raffle Ticket from SOAR
for a chance to win a set of tires!
Refreshments will be served.**



Visit our store at
450 Mt. Cross Road
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434-792-1022

Southside Virginia learns about Civil Rights & Organizing

Several local unions from Southside Virginia (District 8) attended a daylong event held at USWA Local 831's union hall. The event centered on Civil Rights and Organizing. Several District 8 Staff Representatives led the training. William "Bill" Harriday, Civil Rights Coordinator for District 8 led the Civil rights portion of the training, while Freddie Stroud, Virginia Organizing Director led the Organizing portion. Also in attendance to assist were Ricky Pike & Eddie Robtison, District 8 Representatives.

Guidelines involving civil rights were discussed extensively as the attendees were given various handouts to refer back to in times of need. Each local is encouraged to have committees to address the civil rights within their local. Having the necessary material to reflect on is vital in maintaining an active organization.

Locals in attendance were:

- Local 831, Goodyear Tire & Rubber, Danville, Virginia
- Local 1014, Corning Glass, Danville, Virginia
- Local 1022, Corning Glass, Christiansburg, Virginia
- Local 1023, Yokohama Tire, Salem, Virginia
- Local 8270, Lynchburg Foundry, Lynchburg, Virginia
- Local 9428, Times Fiber Communications, Chatham, Virginia
- Local 12103, Honeywell Industries, Hopewell, Virginia

The group was treated to a working lunch sponsored by the District Director, Ernest "Billy" Thompson.

Freddie Stroud shifted the focus to Organizing for the afternoon session. They discussed both internal and external organizing. Stroud presented the District 8 Organizing goals. "Building a successful organizing program in the USWA is the most important thing we can do if we, as a union, are to survive," echoed Stroud. District Director Thompson has armed district organizers with an Annual Organizing Plan as well as the USWA Open Shop Organizing Manual. The state of Virginia is a "right to work" state so a lot of focus was put on the how to organize under these conditions.

When asked about the training, President Danny Barber of the host local (831) stated, "It has always been the position of Local 831 to use whatever avenues possible to provide our representatives with proper training. We are glad to be able to extend our southern hospitality to other locals in our area." President Barber is in the process of preparing training for stewards for Local 831. This should take place as soon as the new contracts arrive.



RETIREES

Congratulations to the following retirees. We wish them much success in their future endeavors and hope they can fully enjoy their union negotiated retirement benefits.

Riley Adkins

SOAR

Presents

**Lancaster,
Pennsylvania
June 28-30, 2005**

Deposit Deadline:
April 13, 2005

For Details Call:
Jack Dodson
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We Send Our Sincere Condolences To

Barry Austin, Todd Carter, Kevin Dollarhite, Gloria Gravely, Larry Eanes, Tanya Easley, Vernard Ferrell, Robert Gauldin, Scott Gregory, Bonnie Hendrix, David Ingram (tire room), Barry Ingram, David Ingram (wire calendar), Julie Irby, Marshall Jeffries, Scott McDaniel, Russell "Pee-Wee" Moore, Sherry Moore, Jerron Morton, Ralph Motley, Keith Strange, Terry Robinson, Larry Robertson, Rylon Robertson, Terry Trull, John Wilson and To The Family of: Richard Ingram, Arnold J. Moore

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
APRIL 2005 CALENDAR						
March BD 27	AC 28	AC 29	BD 30	BD 31	April AC 1	April Fool's Day AC 2
AC 3	BD 4 Executive Board Meeting 7:30 AM	BD 5	AC 6	AC 7	BD 8 District 8 Civil Rights and Organizing Meeting	BD 9
BD 10	AC 11	AC 12	BD 13 SOAR Meeting 11:00 AM	BD 14	AC 15	AC 16
32nd International Constitution Convention						
AC 17	BD 18	BD 19	AC 20	AC 21 Union Meeting 7:30 AM/PM	BD 22	BD 23
Interim Meeting						
BD 24	AC 25	AC 26	BD 27	BD 28 Worker's Memorial Day	AC 29	AC 30