

“INDEPENDENT” UNION NEWS

November 2009

Non-profit Org.
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Affiliated -Service Employees International Union -AFL-CIO, CLC
CT EMPLOYEES UNION INDEPENDENT, SEIU LOCAL 511
MUNICIPAL EMPLOYEES UNION INDEPENDENT, SEIU LOCAL 506

LOCAL 511
LOCAL 506



110 Randolph Road, P.O. Box 1268, Middletown, CT 06457

Phone: 860-344-0311 Toll Free: 1-800-622-3359

Fax: 860-344-8648 WEB SITE: www.ceui.org

Office Hours: Monday-Friday, 8:30am—5:00pm



**HEALTHY &
HAPPY
HOLIDAYS
FROM
MEUI & CEUI
STAFF
and
EXECUTIVE
BOARD**

MEMBER STRENGTH AND INNOVATION COMMITTEE

BE PART OF OUR UNION'S FUTURE!

**NEW COMMITTEES FORMING IN 2010
GET INVOLVED ...CALL 860-343-8718**

The Member Strength Committee will promote an active Union membership and develop our Union leaders of the future.

The Innovation Committee will get members involved in innovative ways to do our jobs creating efficiency, savings, and improving the quality of the services we provide.

WORKER MEMORIAL IN PROGRESS

The ground for the Worker Memorial in Bushnell Park has been broken and the building of the memorial has begun. Members of the Operating Engineers Local 478 are filling in the earth around the monument.



The monument will honor those who have been killed or injured on the job. It is located near the Sailors and Soldiers Memorial in Bushnell Park, across the street from the carousel. The Health and Safety Committee of the Connecticut AFL-CIO has worked for years to raise funds and to lobby for the memorial.

NP-2 CONTRACT INFORMATION

NP-2 contracts are in the process of being printed and will be distributed to members as soon as they are ready. However, in the meantime, here is the important compensation information:

Fiscal Year 2010 (From July 1, 2009-June 30, 2010)

- Annual Increments Paid on Time (July 2009 or January 2010 depending on your increment date)
- Top Step Bonuses Paid on Time (July 2009 or January 2010 depending on your increment date). Bonus is 2.5% of base salary and may be denied for a less than good service rating per Article 9, Section 3
- Effective July 1, 2009 Safety Shoe Allowance increased by \$10.00
- Effective July 1, 2009 Article 23, Section 1 Shift Differential increase of \$0.05 cents/hour
- Effective July 1, 2009, Article 42 Meal Allowances increased by \$1.00 per meal (Breakfast = \$7.50, Lunch = \$9.50, Dinner = \$15.00)

Fiscal Year 2011 (From July 1, 2010-June 30, 2011)

- 3% General Wage Increase (July 2010)
- No Annual Increments
- No Top Step Bonuses

- Effective July 1, 2010, Article 53 Snow & Ice Premium Payment increased by \$0.10 cents/hour

Fiscal Year 2012 (From July 1, 2011- June 30, 2012)

- 2.5% General Wage Increase (July 2011)
- Annual Increments paid with a 3 month delay (October 2011 or April 2012 depending on your increment date)
- Top Step Bonuses paid with a 3 month delay (October 2011 or April 2012 depending on your increment date)

DOT STEWARDS PREPARE FOR WINTER DUTIES

On October 23rd, DOT stewards gathered in Middletown for their annual meeting to discuss snow & ice issues for the coming winter season. Stewards met by districts to discuss how staffing levels can affect snow work. Suggestions were made for dealing with the stress of snow and ice work.

CEUI Staff Rep Bill Kluytenaar led a discussion about the importance of organizing each work location. Organizing the location means sticking together as a Union to solve problems - in a word: solidarity.

In the afternoon, small groups listed ways that the steward can promote a good working environment when the winter work is being done. Special attention was paid to how to mediate conflicts that may emerge.

NOTICE: To Employees represented by the Connecticut Employees Union Independent, affiliated Local 511, Service Employees International Union, AFL-CIO, who are not members of the Union and are subject to a Union security clause and, therefore, must pay dues or fair share fees to CEUI, Local 511, as a condition of employment.

The United States Supreme Court has held that federal law does not permit a labor union to utilize union funds collected from nonmember employees pursuant to a union security clause on union activities unrelated to representational activity, if the nonmember employee objects. Representational activity has been construed by the courts to include all matters germane to collective bargaining, are justified by the government's vital policy interest in labor peace and avoiding "free riders" who benefit from union efforts without paying for union services and do not significantly burden free speech, contract administration, and grievance adjustment.

CEUI, Local 511, believes that the funds it expends on activities which the Supreme Court has deemed non-representational, and therefore not chargeable to objecting nonmembers, including certain types of legislative lobbying, litigation, public relations and communication, are all vitally necessary to fulfilling the union's role in representing employees and of improving the working conditions for all employees.

Employees who have not joined the Union are urged to consider the benefits of full Union membership. Employees who choose, for whatever reason, not to join the Union may nonetheless continue to support the efforts the Union makes on their behalf by not objecting to paying an agency service fee equal to the dues that Union members pay.

For the fiscal year ending December 31, 2008, 75.0% (percent) of the Union's expenses were for representational functions; 25.0% (percent) of the expenses funded is what has been classified by the courts as nonrepresentational activity. The fair share fee, also known as the agency service fee, of objecting nonmembers for the period of 2008 is calculated from these figures and is, therefore, 75.0% (percent) of Union dues.

Nonmembers do have the right to object to paying the 25.0% portion of Union dues which finances nonrepresentational Union activities. Nonmembers who file such objections are classified as objecting nonmembers. Objecting nonmembers are required to pay only the agency service fee amounting to 75.0% of the full Union fees required under the Union security clause.

To object to that portion of Union fees which supports nonrepresentational activity for the period January 1, 2010 to December 31, 2010, nonmembers must send a letter of objection to:

Leslie Maddocks, Secretary/Treasurer
Connecticut Employees Union Independent
P.O. Box 1268
Middletown, CT 06457

Objecting nonmembers should include in this letter their name, address, employer, and Social Security number. Objections must be filed and received by CEUI, Local 511, on or before December 31, 2009. Objections must be renewed each year. Objecting nonmembers who file timely objections will be required to pay only the agency service fee required under the terms of the Union security clause for the period from January 1, 2010 to December 31, 2010.

In addition, objecting nonmembers have the right to challenge the Union's calculation of the agency service fee. The fiscal basis for the Union's calculation of the agency service fee is set forth in the Financial Report published with this Notice. Objecting nonmembers who wish to challenge the Union's agency service fee calculation must (1) submit a letter contesting the calculation, (2) state the percentage they believe their agency service fee should be, and (3) request a hearing to determine the accuracy of the Union's calculation. The percentage of the agency service fee which is contested will be placed in an interest bearing escrow account until the dispute is resolved. Letters challenging the Union's calculation should be addressed to the Treasurer and must also be filed and received at CEUI, Local 511, on or before December 31, 2009. After the challenge deadline has passed, all calculation challenges will be consolidated and a hearing date will be set within 30 days before the Union's Executive Board. At the hearing, all objecting nonmembers requesting an additional fee reduction will be given the opportunity to present evidence and explain their position. The Board will consider all the evidence and issue a decision within 10 days of concluding the hearing.

If an objecting nonmember challenging the agency service fee is not satisfied with the Executive Board's decision, an appeal must be submitted to and received by the Board in writing within 15 days of the decision. Timely appeals will be submitted to arbitration before an impartial fact-finder appointed by the American Arbitration Association. Multiple appeals will be consolidated into a single hearing. The hearing will be conducted under the American Arbitration Rules For Impartial Determination of Union Fees, and will be held within 120 days of the date the appeal is timely received by the Union. The Union will pay the arbitrator's fee. The objecting nonmember who appeals is responsible for personal expenses such as travel, lost wages, and attorney's fees and other related expenses.

CEUI POLITICAL DIRECTOR WINS AWARD

The Coalition for a Safe and Healthy Connecticut held its annual awards program on November 12 at the UAW in Farmington. CEUI is a member of the Coalition which is dedicated to reducing exposure to toxic chemicals. The Coalition successfully worked with other groups and legislators in 2009 to pass legislation requiring green cleaning practices in schools, as well as an act prohibiting the manufacture and sale of all reusable food and beverage containers containing BPA, a toxic chemical, in Connecticut. Jim Vigue, CEUI's Political Director was active at the Legislature to pass both of these laws and received one of the Coalition's Citizen Leadership Awards. Congratulations, Jim, for promoting the health of Connecticut's families.

Connecticut Employees Union Independent, Inc. Statement of Income, Expenses and Net Worth For the Calendar Year Ended December 31, 2007

INCOME	\$2,686,448
Less payments to the International Union—Schedule A	(\$679,510)
Net Revenues for the Year	\$2,006,938
EXPENSES	
Payroll and Related Expenses—Schedule B	\$1,137,221
Affiliations—Schedule C	\$66,439
Operating Expenses—Schedule D	\$246,149
Professional—Schedule E	\$230,033
General and Administrative Expenses—Schedule F	\$155,707
Total Expenses	\$1,835,549
Net Income for the Year	\$171,389
Net Worth—Beginning of Year	\$1,248,516
Unrealized Investment Portfolio Market Increase (Net)	\$(90,493)
Net Worth—End of Year	\$1,329,412

Connecticut Employees Union Independent, Inc. Schedule of Chargeable and Nonchargeable Expenses Supporting Schedules for Statement of Income, Expenses and Net Worth For the Calendar Year Ended December 31, 2008

	Total Expenses	Chargeable	Non-Chargeable
A. Payments to Int'l. SEIU			
Per Capita - Dues	\$679,510	\$411,783	\$267,727
Totals	\$679,510	\$411,783	\$267,727
B. Payroll and Related Expenses			
Salaries	\$819,191	\$710,566	\$108,625
Related Benefits, Taxes & Health Ins.	\$253,865	\$220,203	\$33,662
Travel and Auto Expenses	\$64,165	\$55,657	\$8,508
Totals	\$1,137,221	\$986,426	\$150,795
C. Affiliations			
Connecticut Labor Organizations	\$66,439	\$0	\$66,439
Totals	\$66,439	\$0	\$66,439
D. Operating Expenses			
Printing and Publications	\$11,167	\$9,686	\$1,481
Supplies	\$14,957	\$12,974	\$1,983
Equipment Repairs and Maintenance	\$1,839	\$1,595	\$244
Building Repairs and Maintenance	\$14,852	\$12,883	\$1,969
Rubbish Removal	\$1,417	\$1,229	\$188
Security	\$1,084	\$940	\$144
Telephone Expense	\$27,500	\$23,854	\$3,646
Advertising	\$11,316	\$0	\$11,316
Annual Convention	\$5,622	\$5,622	\$0
Meetings	\$29,969	\$25,995	\$3,974
Equipment Rentals and Leases	\$22,263	\$19,311	\$2,952
Depreciation Expense	\$35,037	\$30,391	\$4,646
Member Welfare	\$24,657	\$0	\$24,657
Picnic Expense	\$8,780	\$0	\$8,780
Safety Expense	\$6,636	\$6,636	\$0
Computer Expense	\$25,078	\$21,753	\$3,325
Steward Training	\$3,975	\$3,975	\$0
Totals	\$246,149	\$176,844	\$69,305
E. Professional			
Negotiation Expense	\$39,327	\$39,327	\$0
Arbitration and Transcripts	\$25,839	\$25,839	\$0
Legal Fees and Expenses	\$97,708	\$97,708	\$0
Accounting	\$7,913	\$6,864	\$1,049
Financial Review	\$17,554	\$15,226	\$2,328
Other Professional Fees	\$41,692	\$36,164	\$5,528
Totals	\$230,033	\$221,128	\$8,905
F. General & Administrative Expense			
Utilities	\$21,540	\$18,684	\$2,856
Property Taxes	\$17,409	\$15,101	\$2,308
Insurance	\$40,973	\$35,540	\$5,433
Office Expense	\$818	\$710	\$108
Postage and Mailing	\$19,371	\$16,802	\$2,569
Scholarship Expenses and Grants	\$23,516	\$0	\$23,516
PAC Contributions and Expenses	\$25,605	\$0	\$25,605
Dues, Licenses and Subscriptions	\$5,810	\$5,040	\$770
Donations	\$665	\$0	\$665
Totals	\$155,707	\$91,877	\$63,830
Total Expenses	\$2,515,059	\$1,888,058	\$627,001
Percent Chargeable		75%	

CONFINED SPACE TRAINING AT SCSU

SEIU Safety Trainers spent three days at the Facilities center at Southern Connecticut State University conducting Confined Space training. John Birtwistle, John Marchese, Willis Ballard and Paul Kalajian taught the essentials of working safely in a permit-required confined space. Attending the training were Bill Burton - Plumbing Dept., John Alseph - Facilities Dept., Joe Oleschuk - Electrical Dept., Kevin Moran - Plumbing Dept., Theodore Peters - HVAC Dept., Wally Batista - HVAC Dept., and Giovanni Lacerva - Stationary Engineer.



Service to Members by Stewards & Staff

WORKERS' COMP

Michael Choquette, DOT Maintainer 4, DOT/Bolton Maintenance, was denied a claim because of the lack of medical documentation. The Union wrote and requested medical documentation to support the claim, submitted it to GAB Robins and the claim was accepted. **Joseph Rascoe, Custodian, Department of Education/Emmett O'Brien Technical High school**, was denied the payment of benefits for the first three weeks of June due to Mr. Rascoe's retirement. The Union filed for a hearing to argue that the three weeks were due to the claimant regardless of his retirement because the Form 36 was denied at a previous hearing. A call and email to GAB Robins regarding the Union's position was agreed to and GAB Robins paid without prejudice the weeks missing for the beginning of the month.

CONTRACT VIOLATIONS

Jeffrey Carr, QCW Carpenter, SCSU, filed a grievance after a non-bargaining unit member installed shelving after Mr. Carr was issued a work order to do the installation. A Step 1 conference was held, and the university agreed to instruct the individual to cease & desist these practices.

The **Department of Public Safety** violated Article 55 when a decision was made to take away the right to garage assigned vehicles at home; contractually State Police Radio Technicians\Electronics Technicians are granted this under the auspices of the Contract. A grievance was filed to address said issue and Electronics Technicians are still allowed to garage their assigned vehicles at home.

MEDICAL

Richard Doucette, Material Storage Supervisor 3 (retired), CO Newington HQ, contacted the Union after being overcharged for prescription co-pays. The Union contacted the pharmacy insurance company, and the member was reimbursed by the pharmacy.

Norman Colburn Jr., QCW Mechanic, DOT/East Haven Repair, due to an error was denied the opportunity to change his dental insurance after completing the necessary forms during open enrollment. After failing to solve the problem at the department level, the Union contacted the Employee Benefits Unit of the Retirement division. As a result, Mr. Colburn was allowed to make the requested insurance company change.

Tye Allen, Skilled Maintainer, UConn/Storrs, contacted the Union seeking assistance in getting reimbursed for a pharmacy bill of \$125.34. The Union contacted the pharmacy insurance company, and Mr. Allen was reimbursed minus his co-pay.

Wayne Donahue, DOT Maintainer 2, DOT/Mansfield Maintenance, contacted the Union seeking assistance in getting reimbursed for an overpayment of insurance premiums due to a department error. The Union contacted the Employee Benefits Unit of the Retirement & Benefits Services Division after failing to get the problem solved through the department. As a result, Mr. Donahue was reimbursed for the overpayment.

John Decker, Maintenance Supervisor 2/Grounds, UConn/Storrs, contacted the Union seeking assistance in getting two medical bills for his wife paid. The bills totaled \$2714.22. The Union contacted the hospital and insurance company on several occasions, and the bills were paid in full.

Louissette Wasilewski, Maintainer (retired), Norwich Tech/Norwich, contacted the Union after being overcharged for prescription copays. The Union contacted the pharmacy insurance company, and upon returning to the pharmacy, Ms. Wasilewski was reimbursed.

Micheal Cyr, QCW Painter, ECSU/Willimantic, contacted the Union seeking help in getting \$1332.85 in medical bills paid. The Union contacted the medical insurance company on numerous occasions and the bill was finally paid.

Charles Kessler, Maintainer, Department of Agriculture Station/New Haven, called the Union for help in getting a \$788 medical bill paid. The Union called Mr. Kessler's medical and dental insurance companies numerous times over several months, and the bill was ultimately paid.

Gary Ott, QCW Electrician, UConn/Storrs, contacted the Union seeking assistance in getting a bill for medical equipment paid. The Union contacted the insurance company and Mr. Ott's bill was paid in full.

Luciano Lauria, QCW Electrician (retired), DMHAS/CVH, contacted the Union seeking assistance in getting a \$127 dental bill for his daughter paid. The Union contacted the dental insurance company, and the insurance company paid their share of the bill.

Richard Sherwood, DOT Maintainer 4 (retired), DOT/Vernon Maintenance, contacted the Union seeking help in getting a \$37.36 pharmacy bill for his wife paid. The Union contacted the pharmacy insurance company, resulting in Mr. Sherwood being reimbursed for his out of pocket expenses.

John Green, Skilled Maintainer (retired), UConn/Storrs, contacted the Union for help getting a medical bill for \$6270 paid. The Union contacted the insurance company, and they paid Mr. Green's entire bill.

Steven Cone, QCW/HVACR, UConn/Storrs, contacted the Union seeking assistance in getting two medical bills totaling \$4959 for his wife paid. The Union contacted the insurance company, and the bills were paid leaving the member a zero balance.

Robert Quintal, DOT Maintainer 4, DOT/Putnam Maintenance, contacted the Union seeking help in getting \$549 in hospital bills paid. The Union contacted the medical insurance company over the course of several months. After harassing Mr. Quintal for months the creditor finally agreed to write off the debt, remove the member from collections and restore his credit.

THANK YOU'S

Dear Ron McLellan,
I would like to thank all the CEUI staff for all the support during my 19 years of State service at the DAS Central Warehouse, Riverview Children's Hospital and Middlesex Community College. I would especially like to thank Union staff representatives Steve Koch, Gary White, Bill Kluytenaar and Rich Cormier during my State service. I would also like to thank Workers Comp Representative Christine Carver for her professionalism during my workers comp injury and the entire staff for their support. All of the staff at CEUI are professional and caring individuals who do their job well. Once again thank you for your support.

Sincerely, Tom Pantano

To Mr. Ron McLellan,
I am writing this letter to express my sincere appreciation for all the help I have received from CEUI Rep Mr. George Spurlock.

Since my husband, Melvin Rosenberg's retirement in 2006, I have dealt with Mr. Spurlock on various health insurance issues. He has been most helpful. I feel that he has gone above and beyond to help understand and feel comfortable to ask questions. He gives detailed explanations and is reassuring. Also, before ending the conversation, Mr. Spurlock makes sure the situation is fully covered so I have all the correct information. He is very knowledgeable, courteous and sympathetic to the needs of his clients. Mr. Spurlock is a valuable asset to the Union and as always to me.

Respectfully, Mrs. Jeanette Rosenberg

REMINDER:

Article 18, Section 18: DOT Short-term temporary pre-arranged evening/early morning work schedules. There have been a number of calls from members over the last few months with questions about Article 18, Section 18 of the Contract regarding temporary night shift operations in DOT. Therefore, we thought it would be helpful to review the most common questions and answers for everyone's review.

Question: How much is the night shift differential? **Answer:** Article 18, Section 18(c) states that the shift premium is \$4.00 per hour (Per Arbitrator Greenbaum's arbitration award)

Question: Will I receive the night shift differential if I am on paid leave (Vacation/Personal/Sick)? **Answer:** Article 18, Section 18 (c) states "A shift premium of \$4.00 per hour will be paid in lieu of any other shift or weekend differential to employees who are assigned to such temporary shifts for all such hours worked or on paid leave."

Question: How will selection for these shifts be made? **Answer:** Per Arbitrator Greenbaum's award, selection for these shifts is as follows "Assignments to such schedules shall first be sought on a voluntary basis and may be from one or more garages within a District. If there are not enough qualified volunteers for the work to be performed, involuntary assignments will be made from one or more garages within a District (or from the nearest location of the qualified employee(s) by inverse seniority, by class specification, and by specialty (i.e. welding, electrical, special equipment operator, et cetera)."

Question: If I am working 4 day/10hour shifts, will I earn overtime for 2 hours each day? **Answer:** No, Article 18, Section 18(a) states "If a 4-day, ten (10) hour per day, work week is implemented by the Department, time and one-half will not be paid until after 40 hours in the work week or after ten hours in the work day."

Question: Will I receive the \$4.00 Shift Premium on Holidays that occur during the scheduled work assignment?

Answer: Yes, you will receive the \$4.00 Shift Premium on Holidays that occur during the scheduled work assignment.

JANUARY 2010 MEMBERSHIP MEETINGS

The seven statewide January Membership Meetings have been scheduled. **We encourage active members as well as retired CEUI members to attend** these important meetings. Remember, your attendance at these meetings guarantees you the most up-to-date information on state happenings affecting you and your family. Please plan on attending.

*****INCLEMENT WEATHER ADVISORY*****

Please note that meetings will begin at 7:00 pm for those regularly scheduled evening meetings. If there is a question whether a membership meeting will be held due to inclement weather, please call the Union and listen to the Union's update line at 1-800-622-3359 x905 for pertinent information. Members may call this number 24 hours a day. A meeting canceled due to inclement weather will not be rescheduled.

Monday, January 11

Oliver Wolcott Tech, Torrington/Library 4:30 pm
Naugatuck Valley CTC, Waterbury/Library 7:00 pm

Tuesday, January 12

Public Works Garage, 309 Buckingham St, Hartford Noon
UConn/ Storrs, St. Thomas Aquinas 4:00 pm
Yantic Firehouse, Norwich 7:00 pm

Wednesday, January 13

Gateway CTC, New Haven, Rm 160 7:00 pm

Thursday, January 14

CEUI Headquarters, Middletown 7:00 pm

✂-----cut and save-----

REMINDER:

SPECIAL SNOW & ICE PHONE #

The Union works when you do. During a snow and ice storm with a call out of 50% or more, a staff representative is on duty day and night to answer any questions you may have, or to take care of any problems. Call the Union office with snow & ice questions during normal, daytime work hours at:

(860) 344-0311 or (800) 622-3359 x0

or after hours, weekends and holidays at:

(860) 343-8715

✂-----cut and save-----

SCHOLARSHIPS AVAILABLE FOR CHILDREN OF CEUI/MEUI MEMBERS

Applications are now available for the 2009-2010 Salvatore Perruccio Scholarship. CEUI offers four (4) \$2,500 scholarships and MEUI offers one (1) \$1,000 scholarship to a deserving child (note: grandchildren are excluded) of an active (not retired) dues paying member of CEUI/MEUI. The specifics for qualifying are:

1. You must be a senior in high school about to enter a four-year accredited college by the Fall of 2010.
2. You must fill out a **preliminary application** and return it by April 16, 2010.
3. You must return a **final application** postmarked by May 15, 2010.
4. Qualifying students will be individually interviewed by the Scholarship Committee.
5. Winners will be expected to attend the 23rd Annual Salvatore J. Perruccio Golf Tournament held June 24, 2010.

To obtain a preliminary application please call Tracy at 800-622-3359 x712 or at 860-343-8712. You may also request an application by email: tdeegan@ceui.org. Please be sure your email indicates both the name of the parent and the child.

SEIU Scholarship Program 2010. Applications are available from the SEIU web site www.seiu.org, by contacting the SEIU Scholarship Program at International Scholarship and Tuition Services, Inc. (ISTS) at www.applyists.net or through the Union office by calling Tracy at (860) 343-8712. The SEIU applications must be submitted by March 1, 2010.

DO YOU KNOW A MEMBER DESERVING OF A HUMANITARIAN AWARD?

The Salvatore J. Perruccio Humanitarian Award is presented to a member for outstanding recognition of his/her time spent serving the community by volunteering and/or providing his/her leadership and lending a helping hand whenever needed. The award is presented to a CEUI member who demonstrates qualities such as being humane, kindhearted, public-spirited, idealistic, generous, merciful, considerate and exceptionally kind. If you would like to nominate a "special" CEUI member whose efforts are deserving of this award, please submit his or her name by May 14, 2010, to Tracy Deegan at the Union office or email it to: tdeegan@ceui.org. The Humanitarian Award will be presented at the 23rd Annual Salvatore J. Perruccio Golf Tournament on June 24, 2010.

REMINDER: HOLIDAY PARTY

December 12th Elks Club / Pleasant St, Willimantic. Call the Union for tickets.

CITIZEN'S OIL CO-OP

For more information and ways to join: call: 860-561-6011 or visit them on the web at www.oilco-op.com.

VOLUNTEERS

We are looking for volunteers to join the Golf Tournament Committee to help obtain sponsors and additional golfers. Please submit your name to Tracy at the Union. The tournament will be held on June 24th.

SAVE THE DATE

The Union will again be a sponsor for the **Rock Cats Baseball Labor Night** on Saturday, June 26th. The Rock Cats will play the Portland Sea Dogs that night.

<p>January 2010</p> <table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							<p>February 2010</p> <table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28							<p>March 2010</p> <table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
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2010 STATE HOLIDAYS

HOLIDAY	OBSERVED ON
New Year's Day	January 1
Martin Luther King Day	January 18
Lincoln's Birthday	February 12
Washington's Birthday	February 15
Good Friday	April 2
Memorial Day	May 31
Independence Day	July 5
Labor Day	September 6
Columbus Day	October 11
Veteran's Day	November 11
Thanksgiving Day	November 25
Christmas Day	December 24
New Year's Day	December 31

PAY DAYS IN 2010

January 15, 29	July 2, 16, 30
February 11, 26	August 13, 27
March 12, 26	September 10, 24
April 9, 23	October 8, 22
May 7, 21	November 5, 19
June 4, 18	December 3, 17, 30

Note: check dates are published, not check distribution dates since direct deposit, distribution and check dates can differ

OTHER IMPORTANT DATES

Longevity Payments: April 23 & October 22

3-Paycheck Months: July, December

Safety Shoe Check: on or about July 16 unless initially hired after July 1, 2007, on or before February 13, 2009

23rd Annual Golf Tournament: June 24

CALENDAR KEY

Pay Days ○ Holidays △

Premium Holidays ▲