

# *Voice of 2069*

*This Labor Day,  
We celebrate you,*



*Local 2069.*

*Thank you for your hard work and dedication.*

*Proud to be members of UAW Local 2069.*

Local 2069 Hall Hours: Mon. - Thurs. - 7:30 a.m. - 4:00 p.m. Friday 6:00 a.m. - 2:00 p.m.

P: (540) 674-5130 ~ F: (540) 674-2531 ~ Uaw2069.org ~ voiceof2069@yahoo.com

# UAW Local 2069 President

*Billy Ogle*



Greetings all,

It has been a busy few months. I met with our Region 8 Representative Jim Bledsoe on Tuesday, August 1 to discuss using our Local as a mini 'Black Lake' for training purposes. There are classes offered to Standing Committees, Bargaining Committees and for other functions that we can request to host and have the appropriate trainer come from Region or International to our Local. Doing so will save the local money.

We will have to have enough participants to justify making this happen though. As of now we have reached out to Metalsa, and a few other Locals for By Laws training to be hosted by Jason Thomas from the International Training Department. The dates have yet to be determined as we are waiting on replies from a few of the other Locals.

As many of you have already heard, there are major changes coming to the retiree non-Medicare healthcare plan for the upcoming year starting on January 1, 2024. Kenny held meetings for both current retirees and for the affected Membership to give out information and answer questions. Several attended. If you are thinking of retiring next year and you qualify for retiree healthcare, please see Kenny in time to get prepared, as it may take some time to get it in place, so you won't have a lapse in coverage.

Summer shutdown is almost over at the time of writing this. As I walked the plant, I saw a few major changes in equipment and a lot of cleaning for us to come back to. Remember, it takes some time after every shutdown to get things running well again, so hang in there, we are the best in our business.

In closing, I would like to congratulate Willie Price on being elected President of the NC/SC/VA Veterans Sub Council. I know he will represent our Local and all Veterans well.

In Solidarity,

*Billy Ogle*





# Salary Bargaining Chair

*Bill Richardson*

Greetings all,

Summer shutdown is now behind us, and there was a lot of activity on the floor. Contractors were everywhere you looked. In Salary we are expecting a lot of movement with people with a new seating arrangement after shutdown to more open environment. They will probably be doing this in stages, so listen for information from the Company on these moves. I have mixed emotions on the open environment. The bad part about this may be the timing of it. I hear there has been a slight uptick in Covid recently. Hope that does not affect us moving forward again.

Our Mack brothers and sisters are in negotiations currently. I do wish them well. They are our suppliers of engines and transmissions. If their negotiations do not go well, and they are out for a labor dispute / strike, then it is very possible that we will be down too. Please put back a little money to be prepared for this just in case. If you do not use the money, it will be sitting there for Christmas funds.

Recently we had one of our SBU employees retire, Sherree Perdue. Sherree was a one-of-a-kind person. She was one that would have no problem giving you her opinion if asked. She is a very spirited young lady! Sherree worked in our Sales Engineering group at retirement and did an excellent job. She had over 35 years here at the plant. Congrats to you Sherree and enjoy your retirement. You will be missed

Speaking of retirement, hope most of you have heard the latest information about the retiree insurance changes beginning January 1, 2024. It takes the premium away, and you have a choice to pick your own plan that suits your needs. This is for the pre-65, or pre-Medicare group. The post 65 age group, or the Medicare eligible group, their insurance remains the same. I know Kenny Shepherd has worked hard on this. Insurance has handcuffed a lot of people in this plant. Now you may have options for your future. Contact Kenny with all the questions you may have about this important change to our insurance for those eligible. (Hired February 1, 2005, or prior to)

I want to thank President Billy Ogle for the support he has shown the Salary group. He has worked with me on several important issues to our group. It is important for all Salary members to know that, and the Company too for that matter. We are all together as a Union should be.

Finally on a fun note. Football is here, it is only around 6 months from the Superbowl to preseason, but it feels like forever. I know there are a lot of people that feel that way too. Enjoy it while it is here, I know I will.

***Remember red shirt Wednesdays, and your monthly Union Meetings***

In Solidarity,

*Bill Richardson*





# Hourly Bargaining Chair

## *Tony Burnette*

Greetings all,

I hope everyone enjoyed their much-needed time off during shutdown this year and made lots of great memories with family and friends. For those of you who worked during this time we saw the magnitude of what was done in just two weeks. A lot of changes took place in all areas of the plant, and we can expect more to come as we transition into our future. This was one of the largest planned two-week shutdowns that has ever happened in this facility. Some setbacks did occur, but most projects were completed as planned. Change is sometimes hard but knowing that we are building our future helps us all to accept and grow with it.

As we move forward, we still have a lot of issues at hand. One of those issues is Pay. There was a Disaster of payroll issues that we all experienced before, during, and the weeks following shutdown. Your President, committeeman, alternates, and I are working diligently with HR to get these pay issues resolved.

Reed group (Alight) keeps causing issues for many of those out on S&A, FMLA, etc. If you must file with Reed group (Alight), make sure ALL Documentation Is Correct! Keep a phone log, all copies of emails, and everything you turn in and receive. Make sure your time off is allotted for.

If you see an issue on a truck that has come from any subcontracting service, document it, and let your supervisor and your Committeeman know. If you see an issue with any contract work done by Mechanical, Electrical, HVAC, etc., document it and report it also. Most of these issues and more come from the company contracting jobs out. Any work that We can do whether it be at an hourly or salary position should stay in house.

### **In other news**

There are several classifications in the plant right now that have openings that require a proficiency test to move into that position. If you have passed a proficiency test, please be advised. If you have not taken a proficiency test, then I encourage each one of you to do so to advance yourselves. These tests are given twice annually in anticipation of future openings. There are also several openings in the Weld shop, and Skilled Trades. If you know of anyone interested, have them to test and apply.

Billy Ogle, Bill Richardson, and I met with Jim Bledsoe, our new Region 8 representative last month to go over grievances at step 4 and to discuss various issues. A meeting was also held with Matt Blondino on step 4 termination grievances. In both meetings we addressed several issues regarding contract violations.



## Know your rights

Before you meet with management during any type of interview or investigation where your answers may result in discipline or other adverse consequences, invoke your “Weingarten Rights.” Request Union Representation any time before or during the interview. If you believe you are being harassed at any level or area whether it be verbal, physical, or sexual, make that situation known to your Committeeman and HR immediately. We have a set of rules and code of conduct to abide by, and so does management. The company has an obligation to provide a Safe Work Environment free of hostility.

We as union members are set to abide by an ethical code of conduct per our UAW constitution and in it states *“Each member shall have the right freely to criticize the policies and personalities of Union officials; however this does not include the right to undermine the Union as an institution; to vilify other members of the union and its elected officials with complete disregard of the rights of other members and the interest of the union”*. Let us unite and not fight amongst ourselves but grow stronger in our Union. The membership is the union and we all must do our part to educate our new members to stand strong in solidarity and believe that they are a part of something that’s much bigger than themselves.

As we celebrate Labor Day this month let us remember those that fought before us so future generations can reap those benefits today.

**We all trade our time for money and let us never waiver in the belief of how much each of our lives our worth.**

In Solidarity,

*Tony Burnette*



# Benefits Representative

*Kenny Shepherd*



Greetings all,

I wanted to give everyone an update on the switch for the non-Medicare eligible retiree plan. We have agreed to switch all non-Medicare retirees, spouses, and surviving spouses to a Health reimbursement account starting January 1, 2024.

There will be information sent from the Company in September and then a notice from Via benefits, the Company that Volvo has chosen to use for this transition, sometime in October. Anyone in this group must enroll through Via benefits during open enrollment which is November 1<sup>st</sup> through December 15<sup>th</sup>. If you are a current retiree, spouse of a retiree, or surviving spouse and you are non-Medicare please start looking for this information starting in September.

If you do not receive the information and believe that you should please contact me with any questions or concerns.

At this time, I am still working on the Medicare advantage plan for retirees but should have the cost and any changes to this plan for 2024 in the next few weeks. When it is finalized. I will let the membership know what the cost will be for 2024.

In Solidarity,

*Kenny Shepherd*





# Veteran's Committee Chair

*William Price*

Greetings all,

I would like to thank all the folks that made it out to the Cruise In held at the Union Hall on July 15<sup>th</sup>. The Cruise In/Car show was a great success. Steady crowds enjoyed the 50 cars, trucks, and bikes on display. Special thanks to committee members who helped plan, sell hot dogs, and hosted. Thanks to our merchant partners for the donations for the door prizes and raffle.

A successful gun raffle was held with Christina Pagan being the lucky winner of the Ruger 10/22 rifle. Plan for another raffle coming soon, this time a Henry H001L Classic .22LR.

I would like to thank the local for allowing members to attend the following conferences/councils:

- \* Standing Committee Institute at Black Lake.
- \* Region 8 Veterans Committee sub council meeting in Statesville, NC.
- \* The Veterans Conference at Black Lake.
- \* Standing Committee Conference in St. Pete Beach, Fla.

The Veteran's Committee is working hard to train and become the most effective and efficient committee within our local. Be on the watch for upcoming events planned with the Salem VA hospital, benefiting the residents there in addition to some things for our local Veterans. We thank you all for your continued support. Everything we do is made possible by the support of our local and your financial support.

The membership and interest in the Veterans Committee has grown substantially and we are approaching 35 members. If you have an interest in being a part of the group, please click on the QR code below and contact me or any of our committee members.

In Solidarity,

*William Price*





# Community Services Committee Chair

*Lora Reeves*

Greetings all,

I hope everyone enjoyed their much-needed time off. The Community Services Committee has started planning for our annual vendor event. The proceeds will go to purchase gifts to the local nursing homes for the upcoming holiday season.

We also had the opportunity to distribute over seventy-six bags of school supplies in the community. I want to express gratitude to the community services committee for showing up and helping the community where it is needed. We are here to help. Keep watching for more activities hosted by the Community Services Committee. As always, if you would like to join our committee, please see any community services committee member.

I know there have been many changes in the plant and with the upcoming holidays please be mindful of your co-workers, check on your neighbors, not everyone is ok. Reach out, know the signs and be a friend. Suicide/ crisis lifeline is 988.

In Solidarity,

*Lora Reeves*







## Women's Committee Chair

*Tena Simpkins*

Greetings all,

The Women's Committee has been remarkably busy this year. We have been working hard to sell the cookbooks and candy bars to help raise funds to give back to our members and community. We would like to thank everyone that supported us in our fundraising events. Everyone on our team has done an amazing job and I am proud of our Women's Committee.

We are currently in the process of getting our breast cancer awareness t shirts to be available for purchase. Hopefully we will have them ready by the second week of September. Breast cancer awareness is the month of October, so please support us by wearing pink during the month.

We also are gearing up for a bake sale/hot dog sale on November 18<sup>th</sup> at the union hall while the Community Services Committee has their vendor event. Keep on the lookout for more information. If you are interested in being a part of a busy, caring, hardworking committee we would love to have you join. Please contact me or anyone on the women's committee.

In Solidarity,

*Tena Simpkins*





# Chaplaincy Committee Chair

*Scott Wright*

Greetings all,

Hello everyone, I hope that this time finds everyone doing well. The Chaplains are planning to partner with the Recreation Committee in selling calendars to raise funds for both committees. So, if you see some of us running around selling calendars, you know it is for a great cause.

Calling all who believe! We are also going to start having collective prayer around the flagpole. This will be on the days we work off before a holiday. The next holiday is Labor Day, so we will gather Friday, September 1<sup>st</sup>, right after work at 2:35 – 2:40ish. Then the next holiday is Veterans Day. It will be November 9<sup>th</sup> (You do not have to be a part of our committee to be a part of our prayer group).

We are here to serve the membership, and if anyone has a need or concern that we can help with, please let us know. We know it can be fast paced in the workplace. You can reach out to us on breaks, lunch breaks, and before or after shifts.

You can email us at:

[uaw2069chaplaincy@yahoo.com](mailto:uaw2069chaplaincy@yahoo.com)

We also have a private Facebook page:

“Local 2069 Chaplains.”

In Solidarity,

*Scott Wright*

LOCAL 2069 CHAPLAINCY COMMITTEE



*“To help our fellow workers in times of need when hearts are broken, opportunity is open”.*

Email: [uaw2069chaplaincy@yahoo.com](mailto:uaw2069chaplaincy@yahoo.com)

Facebook Group: Local 2069 Chaplains

*faith*







# Human & Civil Rights Committee Chair

*Vicky Meadows*

Greetings all,

From your civil in human rights committee, hope you all had a great summer vacation and we would like to thank you for your continuous support in our education and training. We would also like to let you know of some of the upcoming events.

First, there will be some trivia questions to help educate the membership about your local Union, Human and Civil Rights, and your UAW. And there will be prizes. Second there will be two 50-50 raffles in November and December to support our community projects. So please keep a watch for more information regarding these events.

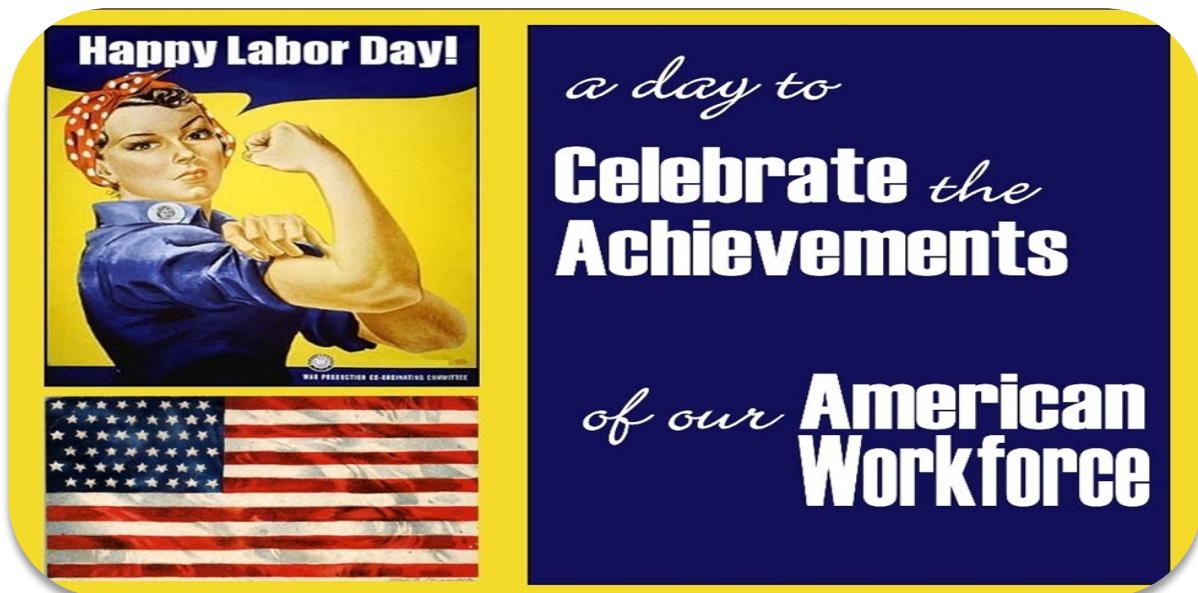
In Solidarity,

*Vicky Meadows*



**“There is no greater calling than to serve your fellow man. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well. There is no power in the world that can stop the forward march of free men and women when they are joined in the solidarity of human brotherhood.”**

**Walter Philip Reuther**





# Union Labels Committee Chair

*Erroll Hash*

# BACK TO SCHOOL



LOOK FOR THESE UNION-MADE PRODUCTS FROM THE UNITED STEEL WORKERS AND THE PRINTING, PUBLISHING, AND MEDIA WORKERS CWA. DON'T FORGET TO THANK YOUR UNIONIZED SCHOOL STAFF, TEACHERS, ADMINISTRATORS AND BUS DRIVERS FOR ALL THEY DO.

### ACCO BRAND PRODUCTS:

- » Five Star school supplies and organizational gear
- » Mead School Supplies
- » Tetra Pak milk cartons made by USW Local Union 171 in Vancouver, Washington

### ROARING SPRING PAPER PRODUCTS:

- » Modern Jen Journals and Folders
- » Construction Paper
- » Poster Board

- » Drawing Pads
- » Sketch Books
- » Composition Notebooks
- » Wire-bound Notebooks
- » Binders and Portfolios
- » Index Cards
- » Envelopes
- » Folders

### BOISE PAPER PRODUCTS:

- » Boise X-9
- » Business Choice
- » Flagship
- » Office Depot
- » FasCopy

- » Xerographics
- » USA Xerographics
- » Grand and Toy
- » W.B. Mason

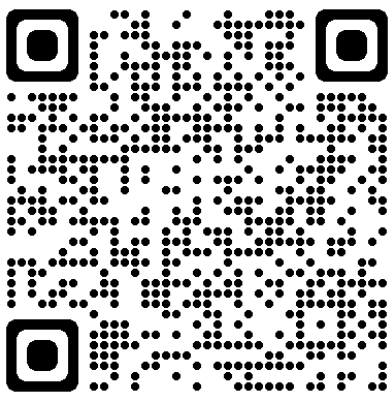
### PACON BRAND PRODUCTS

- » Art 1st drawing/sketch pads
- » Array card stock & bond paper
- » Art Street construction paper
- » Bordette Decorative Border
- » Classroom Keeper Storage
- » Colorwave Tagboard
- » Colorbuff 3D decorative background
- » Decoral Art Roll Paper
- » Ecology recycled paper

- » Ella Bella photography backdrops
- » Fadeless paper
- » GoWrite! dry erase pads
- » Kaleidoscope colored paper
- » Little Fingers construction paper products
- » Peacock colored paper products
- » plast'r Craft modeling material
- » The Present-It easel pads
- » Rainbow Colored Kraft duo-finish paper
- » Riverside Construction paper
- » Spectra ArtKraft duo-finish paper
- » Spectra Glitter
- » Trait-tex yarn
- » Tru-Ray construction paper



**QR Code for UAW Local 2069 Webpage**





# Union Labels Committee Co Chair

*Chris Via*

Greetings all,

Since 2017, we have worked to get a permanent union label on the truck. This sticker was originally won back in 2005, but misinterpreted through the years and only used as a window cling that got peeled off along with other process stickers.

This was a hard fought but rewarding accomplishment to get this resolved. Union pride and quality workmanship should always go hand in hand. This sticker is our symbol of pride at NRV.

In Solidarity,

*Chris Via*







# Education Committee Chair

*Benny Arnold*

Greetings all,

The Education Committee would like to say thank you again to the Local for allowing us to attend the Annual Education Conference at Black Lake. We learned a lot of things while there that we are going to be implementing here at our Local.

Upon arrival we were given a welcome kit that included a Red Bandana. Which in turn got us to thinking who, what, and when is this in here for. Well, we did some digging and researching, rather fascinating indeed. Again, I can't help being a History Teacher at heart.

### **The Term “Redneck” and the Red Bandana.**

#### **The Oxford English Dictionary definition:**

Finds derogatory usages for *redneck* when defined as “a poorly educated white person working as an agricultural laborer or from a rural area in the southern United States, typically considered as holding bigoted or reactionary attitudes” much earlier than 1921: 1891, 1904, 1913.

#### **Historical Scottish Covenanter usage:**

Some wore red cloth around their neck to signify their position and were called rednecks by the Scottish ruling class to denote that they were the rebels in what came to be known as The Bishop's War that preceded the rise of Cromwell. (Which everyone knows most of Appalachia was settled by Scotts and Irish).

#### **Where Does the Term Redneck Come From?**

A recent trend has attributed it to a 1920s union uprising in Appalachia, misses a more complex and less sunny history. A 2006 article by historian Patrick Huber in the journal *Western Folklore* that she said formed the basis for her own interpretation. Huber's argument that *redneck*, in the 1910s through the 1930s, sometimes meant “Communist,” or at least “a miner who was a member of a labor union,” especially one on strike made it clear that this usage was a strategic reclamation of a word that has been used as a slur. Some union organizers, Huber found, used red bandanas and the term *redneck* as a way to culturally integrate groups of white, black, and immigrant miners who were often set against each other by owners eager to divide labor's power into a single identity. Because miners often wore red handkerchiefs to protect their faces and necks from coal dust, the bandana was a symbol of labor that was universal among ethnicities and races.

As I mentioned before the Education Committee will be bringing lots of new things to our Local. Be on the look-out for workshops soon to include Understanding Bargaining and Money Matters. You as members can look at the different types of trainings / workshops we can provide by reading the recent article on the International UAW site <https://uaw.org/standing-committees/education-committee/>.

**Remember wear your RED shirts on Wednesday's. Until next time.**

In Solidarity,

*Benny Arnold*





Cap Committee Chair

*Chris Via*

## Walter Reuther's Enduring Speech on Politics



**“There's a direct relationship between the ballot box and the bread box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls.”—Walter Reuther**

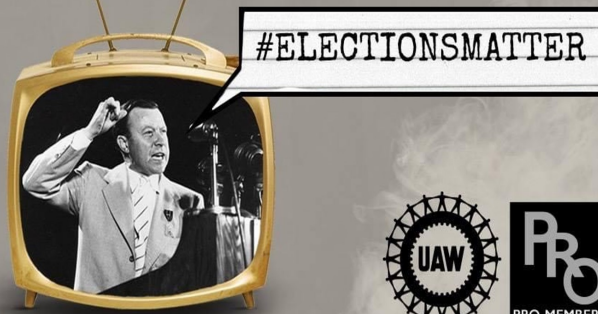
Reuther said these famous words on November 9, 1947, at the Eleventh UAW-CIO Convention. His speech was called “The Job Ahead” and was delivered on the heels of almost 16 million veterans integrating back into the civilian workforce after World War II. At the time, legislators were considering a raft of anti-worker legislation including restrictions on organizing and tax programs benefitting mainly the rich. Reuther's speech was both a warning and a rallying cry for the American worker.

In 1947, the economy was in disarray. Prices, inflation, and profits were up, while purchasing power and wages were down. Corporate greed was rampant. Despite the sacrifices of millions of union members who both enlisted and put their collective bargaining interests aside for the good of the country during the war, working men and women were not being rewarded in the post-war economy.

Despite the sacrifices of millions of union members who both enlisted and put their collective bargaining interests aside for the good of the country during the war, working men and women were not being rewarded in the post-war economy.

With the writing on the wall, Walter Reuther knew that UAW members had to look to the halls of government to protect their gains at the bargaining table. This speech was a call to action: to take our role as citizens and voters as seriously as we take our role as union members.

Decades later, his words have not lost their relevance.





## Do you know your

Every union-represented employee has rights that are protected by law. One advantage you have as a union member is the right to have a union representative with you when your employer asks you to answer questions that could lead to your discipline or employment termination.

The right to have a union representative with you during an “investigatory interview” is from the United States Supreme Court decision *National Labor Relations Board v. J. Weingarten, Inc.* The union member rights that are established by that decision are called Weingarten rights.

You may wonder why you would want or need a union representative in the room with you during an investigatory interview that could lead to your discipline or termination. What could go wrong? You’re a good worker and have nothing to hide!

There are many reasons why your Weingarten rights are important and you should feel free to exercise them whenever the need arises.

- You can consult privately with your union representative and receive advice before answering employer questions.
- Your union representative can serve as a witness to your answers and defend your version of the investigatory interview if necessary.
- Your union representative can ask the employer to clarify unclear or confusing questions on your behalf.
- Your union representative can raise contract language and other facts that may cause the employer to shorten or end the investigatory interview.

These are only a few of the reasons why it’s important to know that you can count on your union representative to help you through what is likely to be a stressful meeting with your employer.







# Weingarten Rights?

## STEP-BY-STEP PROCEDURES TO GET YOU THROUGH

1. As soon as the employer contacts you to ask questions about a matter that you think could result in your discipline or discharge, say that you want your union representative to accompany you. The employer does not have to raise this option with you unless your collective bargaining agreement requires that notification. In any case, it's always best to say that you want your union representative to be with you in the interview.
2. When your union representative arrives, the employer must tell the representative what is being investigated.
3. You have the right to meet privately with your union representative before the investigatory interview.
4. During the investigatory interview, your union representative can make sure that the employer's questions to you are clear and fair. They can also raise contract language and other facts to support you.
5. After the interview ends, your union representative can make arguments to the employer to support you and meet with you to discuss next steps.

## WHAT IF THE EMPLOYER DOESN'T WANT TO CONDUCT THE INTERVIEW WITH MY UNION REPRESENTATIVE PRESENT?

While you have a right to have your union representative present during an investigatory interview, the employer is permitted by law to take one of three actions.

- The employer can grant your request.
- The employer can refuse your request and end the interview.
- The employer can ask you to choose whether you want to 1) have the interview without your union representative or 2) end the interview. We recommend that if the employer asks you to make one of these two choices, you choose to end the interview.

Note that the employer cannot refuse your request for a union representative when your collective bargaining agreement requires that your union representative be contacted and present for members who are called by the employer to an investigatory interview.

## WHAT SHOULD I SAY TO THE EMPLOYER TO REQUEST MY UNION REPRESENTATIVE?

We recommend that you say the following to preserve your rights:

***If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer or steward be present at the meeting. Without representation, I choose not to answer any questions.***

# Happy Retirement

## *Benzena Eaves*

Benzena Eaves or now known as Queen B, worked at Volvo for 47 years. Then White Motors was only building fifteen trucks a day in production. Benzena feels that the biggest thing she learned at Volvo was to be aware of quality and when she sees a truck on the highway, she sees what she did as part of the process. Benzena has seen the NRV plant change many times and seen several expansions and products leave. Benzena always believes that keeping a clean working environment makes it safe and more productive. She believes that attendance was important too because it does not leave co-workers in a bad position.

Ms. Eaves was always a strong union member. Prior to working for Volvo, she worked at Radford Arsenal and was a member of their local. She was prominent in helping organize our local and informing coworkers of the benefits of a union. She held many positions in the local, including women's committee chairperson for 37 years. She was a delegate to the 2022 Constitutional Convention. A member of the Chaplaincy Committee, Recreation, and Civil Rights Committee. She was also the Chairperson for the Consumer Affairs Chairperson.

She has represented the local for CLUW in Chicago. She was Region 8 representative for Virginia, Tennessee, North Carolina, and South Carolina for the Women's Council. She was Region 8 Chaplaincy Committee Secretary under director Joe Tate. She was always fundraising and helping others.

Mother of three college graduate daughters. Diane Barden who is a supervisor at Volvo and a graduate of Virginia Tech ROTC. Her twin Denise Cartwright is a social worker at UVA and a Virginia Tech ROTC graduate. Brenda Cuffee is a health inspector for the city of Virginia Beach and a Radford University graduate. Granddaughter Allison Cartwright attended Mary Baldwin at 13 years old and graduated at 17 years old. At 21 years old graduated with a master's degree at Vermont Law School and works for the environmental department in Washington DC. She has a total of six grandkids, five are college graduates and the other is 15 years old straight A student who is a top prospect in baseball. She was married for 50 years to Henry Eaves who passed in 2011.

She is now a member of the VCU Health Center. She is in excellent health and contributes that to being active and working and serving God. She is part of the seven women's mission for Christ. She enjoys serving others. She believes that her co-workers are like family, and they should love one another and watch out for each other. Her mission is for everyone to love each other. She has a business now of flipping houses and she has a contractor's license. She designed and built her retirement home in 2017. She paid for it in full with union wages.

**Queen B, October 11,1976 - July 1, 2023 - 47 years.**



Celebrate

*Labor Day!*



**"All labor that uplifts  
humanity has dignity  
and importance and  
should be  
undertaken with  
painstaking  
excellence."**

**- Martin Luther King, Jr.**






**Happy Labor Day.**

**UAW Local 2069**  
**P.O. Box 306**  
**Dublin Va 24084**



**Return Service Requested**

# September 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	 4 Labor Day Union Won Holiday	5	 6	7	8	9
10	11 2nd & Salary	12 1st, 3rd & 2nd shift Maintenance Meetings	 13	14	15	16
17	18	19	 20	21	22	23
24	25	26	 27	28	29	30