

The Twig of the Branch



Branch 1477 West Coast Florida Letter Carriers



Serving:

**St. Petersburg — Largo — Dunedin — Pinellas Park — Indian Rocks Beach
Punta Gorda — Englewood — Bradenton Beach — Palmetto — Ellenton**

VOLUME 659

VOICE OF BRANCH 1477

APRIL, 2025

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PRESIDENT'S REPORT

By President Joe Henschen

Twitter @ JaHe1

Food Drive History

For many years, a number of branches had collected food for the needy as part of their community service effort.

The national, coordinated effort by the NALC to help fight hunger in America grew out of discussions in 1991 by a number of leaders at the time, including NALC President Vincent R. Sombrotto, AFL-CIO Community Services Director Joseph Velasquez and Postmaster General Anthony Frank. A pilot drive was held in 10 cities in October of 1991, and it proved so successful that work began immediately on making it a nationwide effort.

Input from food banks and pantries suggested that late spring would be the best time because most food banks start running out of the donations received during the Thanksgiving and Christmas holiday periods by that point in the year.

A revamped drive was organized for May 15, 1993, the second Saturday in May—with a goal of having at least one NALC branch in each of the 50 states participating. The result was astounding. More than 11 million pounds of food was collected—a one-day record in the United States—involving more than 220 Union Branches.

From Alaska to Florida and Maine to Hawaii, Letter Carriers did double duty—delivering mail and picking up donations. It just grew and grew from that point. In the more than 30 years since it began, the food drive has collected approximately 1.9 billion pounds of food for those in need.

NEXT BRANCH MEETING AT THE HALL AND VIA ZOOM: THURSDAY, APRIL 10, 2025

Branch 1477 and the entire State of Florida have consistently been among the top success stories in the Food Drive. Branch 1477 has finished in the top of our category (Branches with 1,000 – 1,499 members) with eleven second place finishes, six first place awards and was recognized number one overall National winner.

However, in 2020 and 2021 the Food Drive went virtual due to the COVID 19 pandemic. Sponsorship with the Food Drive bags waned. In 2022 the Branch collected about one third of the food from previous years without a good coverage of the bags, only delivering the Food Drive Cards in most of our cities.

This Year, special thanks to Dunedin Cares Community Food Pantry, Rosie's Tavern, and Flanagan's Irish Pub of Dunedin. We received funding for enough Food Drive Bags to cover the Branch.

Now, for the hard part. In the coming weeks we will be planning out the details on volunteers and drop off locations throughout the Branch. We have solid support of the United States Post Office at every level. We need to step up for the communities we serve.

With all the uncertainty that is lead story on every feed and newscast, it is important that our patrons see the community service we do as an organization. We need the support of our customers too, when it comes to ensuring that Congress is contacted in support of the United States Post Office moving forward.

On Sunday, March 23, NALC Branches hosted local rallies to say, "Hell No!" to dismantling the Postal Service. With Branches holding events nationwide on the same day, sending a clear, unified message: Hands off USPS! You can be sure when the time comes our customers will also make Congress know their thoughts and support the USPS.

On Saturday, May 10, let's try to get back to our past successes. I've seen everything from Pancakes Breakfasts in Seminole, Chocolate Shakes at the St. Petersburg Open Air Station, cookouts at Madeira Beach. Plan for your office and let's have a historic Food Drive.

USPS's Heat Illness Prevention Program (HIPP) and Management's Responsibilities

In 2022, the USPS issued instructions to management which detail their ongoing

responsibilities relating to their Heat Illness Prevention Program (HIPP).

For Supervisors The United States Postal Service (Postal Service) implemented the Heat Illness Prevention Program (HIPP) to protect employees from heat related illnesses and to educate them on how to stay safe during hot weather. Included in this HIPP Safety Talk ("HIPP Safety Talk" or "Safety Talk") is the HIPP document and the Safety Talk that is to be given to all employees. The Heat Illness Poster, which must be posted in all facilities, has been mailed to all Level 18 and above facilities. The Heat Illness Poster can be printed from the Safety Resource Tools (A-Z OSHA Topics–Heat Illness Prevention) for all other facilities. Additional collateral material can be ordered from the Topeka NDC.

This Safety Talk serves as the HIPP Certification for your facility.

By certifying this Safety Talk you are verifying that the following tasks have been completed:

1. The HIPP is posted in the facility in a conspicuous location.
2. The Heat Illness poster is posted in the facility in a conspicuous location.
3. The HIPP Safety Talk has been given to all employees.
4. Employees have been provided with Heat Illness Prevention badge cards.
5. Heat Illness Prevention stickers have been placed in all owned and leased Postal Service vehicles. You should not certify this Safety Talk unless and until each of the five tasks identified above have been completed.

Training and Mobile Delivery Device Messaging Training. The Postal Service will require annual completion of a HERO training course on heat stress by all employees in every facility, regardless of exposure assessment findings. This course will discuss the effects of heat on the body, outline the risk factors for heat-related illness, and describe the associated treatments for each. This training will also explain several control measure techniques and safe work practices that can be used to prevent heat-related illness, as outlined in this document.

It is the responsibility of each installation head to ensure that employees complete the above referenced HERO course.

Employees must complete this training prior to April 1 each year.

Employees who are absent when the training is provided are required to be provided with the training prior to returning to street duties, during the period April 1 through October 31.

All Carriers are encouraged to monitor your training in the Hero Platform. If you are recorded as receiving the training listed above and any of the items listed above were not fulfilled, please let your Steward know. This is a no-nonsense way to protect all Letter Carriers from heat-related illness.



Hubble's Troubles

*By Executive Vice President,
Chris Hubble*

Losing and Replacing Leaders

While it is difficult to get people to join the ranks of union activists, it is very easy to lose people. How much does a branch lose in energy, experience, skills and wisdom when a 30-year Branch Officer retires? It's hard to measure, but most would agree that one good leader can make a real difference in a local union. So, a sudden departure can leave a major void.

The challenge, then, is replacing retirees with new branch leaders. To remain strong, the branch needs to have somebody ready to step into the shoes of retiring leaders. The only way to guarantee that the branch remains strong is to make developing leaders a top priority.

Current leaders must identify, train, mentor, support, and encourage a group of capable leaders in the branch. Branches that do this successfully will always be strong, because they will never be dependent on a particular leader. And a strong union is the greatest legacy a union leader can leave behind.

The steward...

The quality of life for Letter Carriers in the workplace varies greatly from office to office. One of the most important factors in determining that quality is the presence or absence of a knowledgeable, effective Shop Steward. It is fundamentally important to a

unit's Letter Carriers for the Shop Steward to protect their rights. The importance of that protection is exceeded only by the difficulty of achieving it.

Shop Stewards have positions of great responsibility. It means putting their own self-interests on the back burner and putting everyone else's on the front. Stewards can be overburdened with responsibilities and demands. The day simply isn't long enough to accomplish all the essential duties of the job at times.

It is not easy to be an effective Steward either. Reasons for this include the complexity of workplace rules, the individual personalities in the workplace, and competing demands from family and other non-work issues. It means objectively looking at the workplace and understanding what everyone else's needs are—not wants but needs. Carriers have needs. For some Carriers it's to capture as much overtime as possible. For others it's 8 and skate!

More significantly, it is not easy for a Steward to be effective because managers, consciously or not, view the Steward as a challenge to their power and perceive it to be in their own interest to act to preserve that power.

To quote the abolitionist and renowned orator Frederick Douglass: *"Power concedes nothing without a demand; it never has, and it never will."*

Management never has and never will readily concede limits on its power in the workplace. Fortunately, there are limits to postal management's power. Power tends to corrupt, and absolute power corrupts absolutely." These limits on management's power are found in the National Agreement.

For instance, management has the power to suspend, discharge or take other disciplinary action against employees. But Article 16 of the National Agreement limits such discipline to cases where there is just cause. Similarly, management has the power to assign employees to positions within the Postal Service. But Article 41 of the National Agreement limits that power by providing rules for the Letter Carrier Craft.

These limits on management's power would be empty promises without an enforcement mechanism. There is such a mechanism. It is the grievance-arbitration procedure found in Article 15. That procedure culminates in binding arbitration decisions which can be enforced through federal courts. But even the grievance arbitration procedure is not self-enforcing. It requires effective Stewards to force compliance with the National Agreement.

In assuming this role, Shop Stewards take some of management's power away and assume it themselves on behalf of the Letter Carriers they represent. Of course, it is often not enough to simply point to the contract and the law. Sometimes it is necessary to fight a protracted campaign to wrest power away from management. This article provides guidance on how to conduct such a campaign.

Stewards fight to enforce and maintain the limits on management's power established by our National Agreement.

NALC Activist



Retiree Update

By Director of Retiree Affairs,
O.D. Elliott

Recently, I received a call from a Carrier who said he was getting ready to retire and would like my assistance. He told me he was thinking of retiring in about 3 months. He said he would be turning 60 in 3 months and wanted to retire then. I asked how many years of service he had, and he told me 10 years. He told me someone had told him he could retire at age 60 with 10 years of service. That's true, but such a retirement would be with reduced benefits. Carriers who have reached their MRA and have at least 10 years of service can retire with "Reduced Benefits". Under this provision, he would face a 10% (5% times the two years he is short of age 62) reduction in his annuity. That reduction would be permanent and does not stop when reaching the age of 62. Also, under this provision, the Carrier would not be eligible for the Supplement from OPM.

For immediate retirement (with unreduced benefits) under FERS, a Carrier must have reached the *Minimum Retirement Age (MRA)* and meet one of the following criteria: *age 62 with 5 years of creditable service; or age 60 with 20 years of creditable service; or at their Minimum Retirement Age (55 to 57) with 30 years of creditable service.

There are several other types of retirement, such as Disability Retirement, Deferred Retirement, and Alternative Annuity, but all are for special circumstances. I will touch on these in future articles. Good News! If you are a CSRS Carrier and still working, you can retire at any time, basically at a moment's notice.

If you are ready to retire, received your retirement package from HR Services and feel somewhat overwhelmed or intimidated by the numerous forms and instructions and would like some assistance, give me a call. I would be happy to meet with you and go over the forms with you.

Steward Meeting Attendees

Meetings were held at the Hall and on Zoom and led by President Joe Henschen and Executive Vice President Chris Hubble.

February 25th and 27th: (In person at the hall)

Jody Dodd, Ken Domingos, Wyatt Stribling, Jillian Iuliucci, Olbin Flores-Elvir, Patrick Jacques, Al Baldwin, Tony Cook, Gary Johnson, Tiffany Naughton, Alisha Henry, Alex Perez, Nadir Alwani, Scott Archbold, Laurann Rose, Anthony Roger, Alan Pollard, Brian Andrews, Scott Held, Devin Price, Tim Cox, Daevid Brown, Karen Peck, Sheldon Jones, Javier Urrutia, Erica Baker, Eric Short, Donny DeMilta, Jon Negrón

March 20th:

Karen Peck, Jon Robinson, Eric Short, Donny DeMilta, Jillian Iuliucci, Scott Held, Al Baldwin, Alan Pollard, Anthony Roger, Daevid Brown, Brian Andrews, Wyatt Stribling, Javier Urrutia, Nadir Alwani, Olbin Flores-Elvir, Ken Domingos, Alisha Henry, Alex Perez, Tony Cook

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Palm Harbor, FL	Postal Fax: (888) 724-7882
ROY TAILORS UNIFORM CO., INC.	
Postal Uniforms - Shoes Your Union Preferred Uniform Company Spouse of NALC Branch 1477 Member	
TERRI ANNEKEN Sales Representative	1905 Dalton Avenue Cincinnati, Ohio 45214



**“Mary Lou Jackman - William Corbeau”
2025 Florida State Association of
Letter Carriers Scholarship Application**
Al Friedman, President



*****PLEASE DO NOT CUT OR REDUCE THE SIZE OF THIS APPLICATION, AND PRINT LEGIBLY*****

Name of Student: _____

Male Female

(You must select only ONE box. If more than one child is eligible, please use separate/additional forms.)

Address: _____

City _____ State _____ Zip: _____

NALC Branch Name and/or Number: _____

Branch Contact Phone Number: _____

NALC Branch Member’s Name: _____

Applicant/Member Phone number: _____

By signing below, I certify the above-named member of the FSALC is in good standing.

Signature of Local Branch President or Secretary *Date*

(DO NOT CUT THE APPLICATION, MAIL ENTIRE FORM. PLEASE PRINT LEGIBLY)

******* TO QUALIFY, THE FOLLOWING REQUIREMENTS MUST BE MET: *******

1. The student must have graduated from an accredited High School or have a GED.
2. The Student must be a dependent of a member or the spouse of a deceased member of the FSALC who has not remarried.
3. Applicants must enroll as a full-time student in an accredited college or university and submit proof of enrollment to receive the funds if awarded. Winners will be notified by mail. **DO NOT SUBMIT PROOF OF ENROLLMENT AT THIS TIME.**
4. **Applications must be postmarked on or by July 1, 2025.** Entries received with a postmark after July 1, 2025, will not be open or returned. Only one application per applicant will be accepted.

This scholarship award is based on a random drawing, not on academic records or qualifications. There will be a total of four (4) scholarships awarded - two for female applicants and two for male applicants - each in the amount of \$2,000.00. **This drawing will be held during the NALC 78th Biennial Convention, August 14-17, 2025 in Orlando, FL.** Winners will be notified via mail.



FSALC USE ONLY

**RETURN ALL APPLICATIONS TO:
Cory R. Gibson, Sr.
Secretary, FSALC
4075 Button Bush Circle
Lakeland, FL 33811**



Scholarships available for Florida Colleges

The **Costas G. Lemonopoulos** Scholarship Trust, established by the late St. Petersburg, Florida Branch 1477 member **Costas G. Lemonopoulos**, will award scholarships to children of NALC members attending public, four-year Colleges or Universities supported by the State of Florida or St. Petersburg College (no private Colleges or Universities and no other community colleges). For an explanation of the rules governing the awards and instructions as to how you can complete, fill out and send the form at the bottom by June 1, 2025 to the **Costas G. Lemonopoulos Scholarship Trust**, NALC, 100 Indiana Avenue NW, Washington, DC 20001-2144.

Lemonopoulos Scholarship Application

(Please print clearly)

Date _____

Check if renewal

Please send details on how I can complete for a scholarship award.

I am the _____ of active Letter Carrier _____
Son retired
Daughter Deceased (Name)

Of Branch No. _____ City _____ State _____

My name is _____

My home address is _____

City _____ State _____ Zip _____

Signature of NALC parent member
(or spouse if deceased)

Signature of Branch Officer

NALC parent's Social Security No.

Title

Date



Treasurer
Article by
Chuck Cavicchio

I would like to introduce myself. My name is Charles “Chuck” Cavicchio. I have been the Treasurer of the branch for 10 plus years. I have been given the honor of working full-time at the Union Hall to take over for Chris Hubble who stepped down from full-time.

This is my first in a series of articles pertaining to OWCP (workers comp) claims, procedures, and resources.

One of the last things any of us want to have happen while at work is to get injured. As our job evolves, injuries are becoming a far more common place. When we are younger, we take our health for granted, we write off injuries as they usually heal faster and are not as intrusive. Any injury can be life altering. Tasks that used to be simple, i.e. tying a shoe, lifting or holding a baby, or even putting on a shirt, can be extremely difficult with an injury.

When injured on the job, no matter how minor we feel it is, needs to be reported to our supervisor immediately. Let me repeat that, immediately. Do not downplay your injury. What seems like no big deal right now can turn into something serious later. After reporting your injury management should give you two (2) forms to seek medical treatment if that is your choice. Management must give you a CA-16, authorization for treatment, which tells the medical provider the Post Office will pay the bill. The next is a CA-17. This form allows the attending physician to state what limitations you will have upon returning to work, if you are able to.

Every injured worker has the right to choose their own doctor. You do not need to go where the Post Office wants you to go. There are several doctors locally that handle worker compensation cases. Do not forget to inform the physician that this is a FEDERAL workers compensation claim. The federal workers compensation laws are different from state workers compensation laws.

Every employee, even employees who are not injured, should go to Ecomp <https://www.ecomp.dol.gov/#/> and make themselves an account. So if they are ever injured they are able to log on to their account and file a CA-1 or CA-2, without waiting for management to provide them

with one. If you are injured and need help filing a claim, contact your Steward or call the Union Hall for assistance.

The longer you wait to receive medical treatment, the worse an injury can be.

Minutes of March 13, 2025 Membership Meeting



**Recording/Financial
Secretary**
Ken Grasso

Meeting called to order at 7:00 p.m. by President Joe Henschen.

Invocation: by Greg Welsh.

Pledge of Allegiance: led by President Joe Henschen.

Minutes of previous meeting: Motion to accept February minutes by Kyle Garlow, seconded by Patrick Jacques. Motion passes.

Branch by the Numbers: As of the PP 5 dues roster, 770 Active 750 Members paying dues. Retirees-560 with 11 awaiting 1189's. (124 Gold Cards) – 1330 Total Members.

Recognize Absolute Quality Interpreting Services Kelly Bins.

Treasurer: Chuck Cavicchio-Read ending balances for February. Motion to accept Treasurer's Report by O.D. Elliott, seconded by Eric Short. Motion passes.

Director of Retiree Affairs: O. D. Elliott—Getting a lot of calls from carriers interested in retiring. Some CSRS retirees have received their lump back pay from Social Security due to the passing of the Social Security Fairness Act.

Director of Insurance: Tom Phillips—Eyeglass Plan Report: 9 members for \$610 and 3 dependents for \$137.96 for a total \$747.96. If you are under Medicare, you should make sure all the information on you is correct.

Political District 13 Liaison: Tom Phillips—I attended a Social Security Town Hall meeting.

Trustee Report: Brian Andrews—Trustees met, and

December and January books are in order.

Vice President: Greg Welsh—Talked about having a conversation with a Carrier who was not happy with other people working, however he was on the overtime list and making a lot of money. Do not depend on other people to make you happy.

Executive Vice President: Chris Hubble—We processed 46 cases at Informal A. 20 cases appealed to Formal A, 6 cases appealed to Step B.

Welfare Reports:

Sad:

- Don Hyde, Gold Card Retiree St. Petersburg—Passed away.
- Donny DeMilta, Steward Seminole—Broke his hand.
- Pauline Wilson, St. Petersburg Madeira Beach—Going to undergo surgery.
- Dave Fay, St. Petersburg Madeira Beach—To have a procedure.
- Zulma Betancourt, St. Petersburg Gulfwinds—Father and Sister were hospitalized.
- John Kieck, Ellenton—Father passed away.

Glad:

- Joe Brickman, St. Petersburg Retiree—Reported he received a direct deposit from Social Security as the Social Security Fairness Act rolls out back payments.
- Brittney and Dural Mosley, St. Petersburg Northside—Welcomed a new baby boy.
- Aaron Trubey, Pinellas Park and his wife—Welcomed a new baby.
- Clay Hansen, St. Petersburg Indian Rocks Beach—Construction on station has begun at Indian Rocks Beach.
- Donny DeMilta, Steward Seminole—Got his cast off his hand.

CCA Promotions

David Slack—St. Petersburg

Michelle Kelley—St. Petersburg

Roberta Leslie—Punta Gorda

Stephanie Duval—Punta Gorda

Retirees

Marlene Preusz—Ellenton

Presidents Report:

COLA for next year is projected at 1.2% for CSRS and FERS Retirees as of March 25 and FECA COLA projected at 1.1%.

On March 10, 2025, the Senate confirmed Lori Chavez - DeRemer as the 30th Secretary of Labor. She previously was a one term Congresswoman from Oregon.

Interest Arbitration is scheduled to begin on March 17, 2025. Dennis Nolan is the neutral Arbitrator and

will begin the week of November 17, 2025.

Food Drive is coming up this year on May 10. A majority of our members have not participated in one. We have been able to secure funding for 150,000 bags with the help of Dunedin Cares Food Bank, which is enough to cover all of Branch 1477.

Next Thursday at the Stewards Meeting we are going to discuss the Food Drive along with some training.

Postmaster General Louis DeJoy reportedly signed an agreement with the agency DOGE and their plan is to offer early out incentives to eliminate 10,000 employees.

The Postal Service is planning on an outside audit to occur this year.

NALC is planning on a nation-wide rally to take place on March 23, 2025. This rally locally will take place in St. Petersburg at Tyrone Blvd and 66th Street N. This rally will be from 12:00 pm-2:00 pm. Branch 1477 along with Tampa 599 and Clearwater 2008 as well as some other unions will participate. The whole purpose is to express that we do not want the Postal Service to be dismantled.

Region 9 is having a **Summer Legislative/Contract Training** on May 16-18, 2025, at the Miramar FL Branch 1091 Union Hall.

The Executive Board recommended that the Finance Committee consider the cost and determine how many we can send. Their recommendation is: Lodging \$525, Transportation \$90.00 via Amtrak from Tampa to Miami, Receipted Expenses \$69.00 on the first and last day. \$92.00 in the middle. The Finance Committee recommends sending 10 with 15 possible names on this training course for approximately \$1,000 per attendee. Motion by O.D. Elliott, seconded Scott Archbold. Motion passes.

FSALC State Convention August 14-16, 2025, will be in Orlando at the Double Tree across from Universal Studios. We have sent out letters of commitment, so we know how many are going to go.

Bylaw Proposal: Article 6, Section 2, Executive Vice President-to delete 2F and add Article 6, Section 18. As printed in the Twig. Motion to accept by Eric Short, seconded by Tom Phillips. Motion passed. The Bylaw proposal was discussed with how it changes the current Bylaw. Voting online as well those present in the hall by secret ballot took place. After counting the ballots, the Bylaw passed.

President Henschen then put up on the screen of a photo of one of Managements POD observers texting while driving.

Door Prize Drawing: Lotto – Scratch Off Ticket
Clay Hansen

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VICE PRESIDENT

Greg Welsh. (727) 804-4726

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DIRECTOR OF INSURANCE

Tom Phillips. (727) 458-4127

SERGEANT AT ARMS

Eric Short. (727) 251-9846

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Brian Andrews. (941) 807-5669

Patrick Jacques. (727) 218-2721

The Twig of the Branch is published monthly by Branch 1477 West Coast Florida Letter Carriers. Articles and opinions printed herein are those of the writer and do not necessarily reflect those of Branch 1477 or the NALC. We invite all members to contribute material for possible publications. The editor reserves the right to edit or reject such material for reasons of good taste, legality, space, or the good of the Branch. Articles should be of general interest, be 350 words or less and be submitted by email to the branch by the 10th of the month.

STEWARDS OF BRANCH 1477

St. Petersburg:

Crossroads 9	Jody Dodd	(727) 768-2562
Crossroads 10	Ken Domingos	(716) 598-1205
Euclid	Wyatt Stribling	(727) 480-6121
Gateway	Jillian Iuliucci	(727) 458-1623
Gulfwinds 7,11,15	Olbin Flores-Elvir	(913) 671-0397
Madeira Beach	Patrick Jacques	(727) 218-2721
Midtown 5	Al Baldwin	(727) 754-0199
Alt	Tony Cook	(727) 244-3194
Midtown 12	Gary Johnson	(316) 209-3764
Northside 2	Tiffany Naughton	(727) 642-5466
Northside 16	Alisha Henry	(618) 554-0145
Alt	Alex Perez	(786) 413-8220
Open Air	Nadir Alwani	(813) 305-6136
Alt	Scott Archbold	(727) 422-4766
St. Pete Beach	Laurann Rose	(727) 226-3291
St. Pete Main 13	Anthony Roger	(813) 574-9971
St. Pete Main 14	Alan Pollard	(727) 667-4254
Alt	Anthony Roger	(813) 574-9971

Bradenton Bch	Brian Andrews	(941) 807-5669
Dunedin	Scott Held	(727) 418-5742
Alt	Devin Price	(803) 944-2706
Englewood	The Hall	(727) 531-1477
Indian Rocks Bch	Tim Cox	(727) 481-5348
Largo 71/78	Daavid Brown	(727) 657-5606
Largo 70/73	Karen Peck	(727) 418-1990
Palmetto	Sheldon Jones	(941) 580-1058
Pinellas Park 81/82	Javier Urrutia	(813) 484-2499
Punta Gorda	Erica Baker	(941) 661-5196
PC Annex	Erica Baker	(941) 661-5196
Seminole 72/74	Eric Short	(727) 251-9846
Alt	Donny DeMilta	(727) 430-4413
Seminole 76/77	Donny DeMilta	(727) 430-4413
Alt	Eric Short	(727) 251-9846

Congressional Liaisons:

District 13: Tom Phillips (727) 458-4127
District 15: Gene Carroll (727) 742-1640



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April, 2025

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1 St. Pete Retiree Breakfast	2 Largo Retiree Breakfast	3 Executive Board Meeting	4	5
6	7 Pinellas Park Retiree Breakfast	8	9	10 General Membership Meeting	11	12
13	14	15	16	17 Steward's Meeting	18	19
20 Easter	21	22	23	24	25	26
27	28	29	30			