

9/30/95

AGREEMENT

between

WAYNE STATE UNIVERSITY

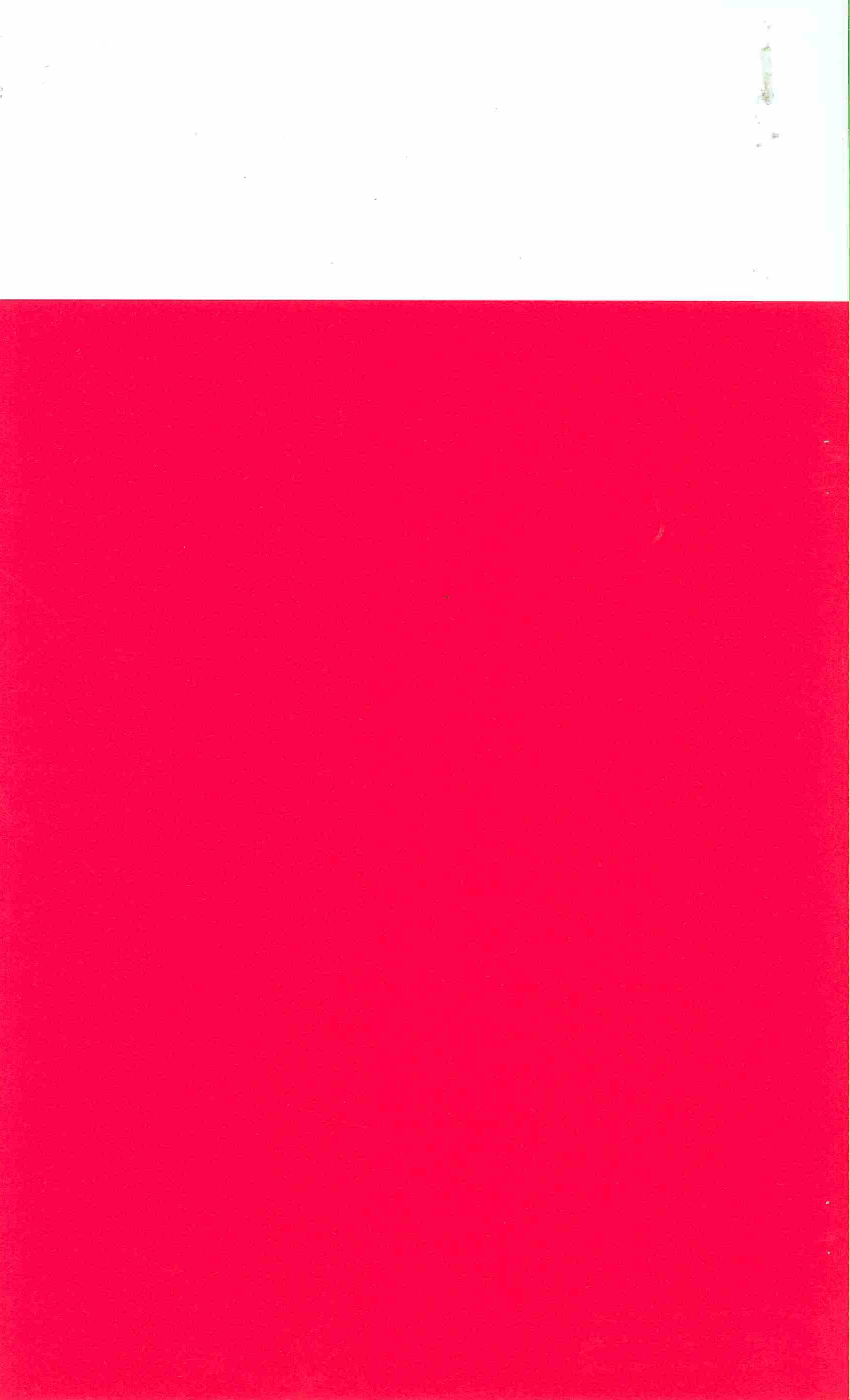
and

THE DETROIT BUILDING AND CONSTRUCTION
TRADES COUNCIL

Covering the Period

October 1, 1992 - September 30, 1995

Wayne State University



AGREEMENT

between

WAYNE STATE UNIVERSITY

and

**THE DETROIT BUILDING AND CONSTRUCTION
TRADES COUNCIL**

Covering the Period

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A G R E E M E N T

This Agreement effective October 1, 1992, by and between Wayne State University (hereinafter referred to as "Wayne State") and the Detroit Building Trades Council (hereinafter referred to as the "Council") on behalf of its affiliated Local Unions (hereinafter referred to as the "Union").

ARTICLE I. RECOGNITION

A. Wayne State recognizes the Council as the sole and exclusive bargaining representative for all building tradespersons employed by Wayne State in the unit of Facilities Planning and Management in the classifications outlined below (all of whom are hereinafter referred to as "Employees"), but excluding all Supervisors and Administrative employees.

B. Bargaining Unit Classifications

Carpenter
Electrician
Painter
Pipefitter
Plasterer
Plumber
Roofer
Sheet Metal Worker
Building Maintenance Carpenter*
Building Maintenance Electrician*
Building Maintenance Painter*
Building Maintenance Pipefitter*
Building Maintenance Plasterer*
Building Maintenance Plumber*
Building Maintenance Roofer*
Building Maintenance Sheet Metal Worker*

* These classifications apply only to those persons assigned to the Maintenance Crew who are hired on/after June 30, 1988.

ARTICLE II. AGENCY SHOP

- A. Employees employed in the bargaining unit or who become Employees in the bargaining unit, who are not already members of their craft Unions, shall within thirty (30) days of the effective date of this Agreement, or within thirty (30) days of the date of their hire by Wayne State, whichever is later, become members or in the alternative, shall within thirty (30) days of the effective date of this Agreement, or within thirty (30) days of their date of hire by Wayne State, whichever is later, as a condition of employment, pay to the particular craft Union each month a Service Fee in an amount equal to the regular monthly Union membership dues uniformly required of Employees of Wayne State who are members.
- B. An Employee who shall tender a Service Fee in an amount equal to the regular monthly Union membership dues uniformly required of Employees of Wayne State shall be deemed to meet the conditions of this Article so long as the Employee is not more than sixty (60) days in arrears of payment of such Service Fees.
- C. Wayne State shall be notified, in writing, by the Union of any Employee who is sixty (60) days in arrears in payment of Service Fee.

ARTICLE II. AGENCY SHOP (continued)

- D. If any provision of this Article is invalid under Federal or State law, said provision shall be modified to comply with the requirements of said Federal or State law or shall be renegotiated for the purpose of adequate replacement.
- E. The Council and the particular craft Union agree that in the event of litigation or administrative proceedings against the University, its agents or Employees, arising out of this provision, the Council and for the particular craft Union will co-defend and indemnify and hold harmless the University, its agents or Employees for any monetary award arising out of such litigation.

ARTICLE III. STEWARDS

- A. There shall be a Steward selected by each craft Union on each crew who will be on the job or shop at all times when Employees of his/her craft are working during the regular shift.
- B. The Steward shall be permitted a reasonable time to perform the usual duties of a Steward but shall not receive any extra pay from the University because of the performance of such duties. The Steward shall, to the extent possible, perform his/her duties as Steward without interference with his/her own job functions or the job functions of other Employees. The Steward shall not leave his/her job to conduct his/her duties as Steward without first securing the permission of his/her Supervisor.
- C. The Steward shall act as safety man/woman for Employees of his/her craft.
- D. Any new Employee shall be referred to the Steward before starting to work to be added to the Steward's Report.
- E. Before any Employee is to be laid off or discharged, the Steward shall be notified one working day prior to such layoff or discharge. If, however, summary suspension or discharge is justified in unusual circumstances, Wayne State may exercise such right of suspension or discharge but shall be subject to the grievance procedure to determine if the suspension or discharge was justified.

ARTICLE IV. LABOR RELATIONS COMMITTEE/GRIEVANCE PROCEDURE

- A. The representatives of Wayne State and two representatives of the Council shall meet upon request of either party for the purpose of discussing Wayne State policies and problems in regard to this Agreement.
- B. Any grievance or dispute which may arise between the parties under and during the term of this Agreement which involves the application or interpretation of express provisions of this Agreement shall be settled in the following manner:
1. STEP 1. Any employee having a grievance shall, within five (5) working days of the occurrence of said grievance first engage in informal discussions with his/her immediate supervisor in an attempt to resolve the matter.
 2. STEP 2. If the grievance is not resolved in the manner set forth above, the Building Trades Council representative shall submit the Employee grievance to the Administrative Head of the Unit or his/her designee in writing within five (5) working days after the informal discussions referred to in Step 1 above. The Administrative Head or designee shall answer the grievance in writing within five (5) working days of receipt of the grievance, or of a meeting, if requested. All grievances must be presented on forms provided by the Employer and signed by the affected Employee in order to be valid grievances.

ARTICLE IV. LABOR RELATIONS COMMITTEE/GRIEVANCE PROCEDURE

(Continued)

3. STEP 3. If the grievance is not resolved at Step 2, the Building Trades Council representative shall submit the appeal in writing within five (5) working days of the Step 2 disposition to the Department of Labor Relations or its designee. Representatives of the University, not to exceed three (3) in number, will meet with representatives of the Council, not to exceed three (3) in number, and shall attempt to resolve the problem and reach an agreement. Additional persons may be present by mutual agreement.

4. In the event the parties are unable to settle their differences as provided in Step 3 hereof, either party may, within fifteen (15) days, request arbitration of such differences of the American Arbitration Association and expenses thereof shall be borne equally by both parties. However, each party shall be responsible for compensating its own representatives and witnesses. Arbitration shall be under the rules of the American Arbitration Association, and the decision of the arbitrator shall be final and binding on the Council, on all the Bargaining unit Employees and on the Employer.

ARTICLE IV. LABOR RELATIONS COMMITTEE/GRIEVANCE PROCEDURE

(Continued)

5. Should either the University or the Council indicate that a particular grievance or dispute is of such a nature as to require expeditious determination, said party may waive the Arbitration procedure as set forth above and request that the grievance or dispute be submitted to Expedited Arbitration. Under this process, the parties shall mutually agree to select an arbitrator on an ad-hoc basis within seven (7) working days from the date that the request for arbitration is made. Failure to mutually select an Arbitrator within the above stated time period will require the parties to (within three (3) days thereafter) alternately strike arbitrators from a panel of five (5) to be immediately established by the parties upon the close of negotiations. This panel shall remain in effect throughout the life of this Agreement.

6. The jurisdictional authority of the arbitrator is defined and limited to the determination of any grievance which involves a controversy concerning compliance with any provision of the Agreement. The arbitrator shall have no power to add to, or subtract from, or modify, any of the terms of this Agreement. The award of the arbitrator shall be based exclusively on the evidence at the arbitration hearing.

ARTICLE IV. LABOR RELATIONS COMMITTEE/GRIEVANCE PROCEDURE

(Continued)

7. The Employer shall not be required to pay back wages for more than thirty (30) calendar days prior to the date any grievance is filed. Claims for back wages shall be limited to the amount of wages that the Employee otherwise would have earned less any unemployment compensation, or additional or new wages for personal services that such Employee may have received from any source during the period in question.
8. The decision of the arbitrator in any case shall not require a retroactive wage adjustment in any other case, except in representative cases when there is mutual agreement.
9. Arbitrators shall be requested to issue their decision within thirty (30) calendar days after the conclusion of testimony, argument, and submission of briefs.
10. A grievance filed by the Council on behalf of an entire craft or a larger group may, at the option of the party filing the grievance, begin at Step 2. A grievance over a suspension, disciplinary layoff, or a discharge, shall begin at Step 3, and said grievance must be filed in writing within three (3) working days of its occurrence and signed by the Employee.

ARTICLE V. INFORMATION

The Employer shall make available to the Council, upon a reasonable request and within a reasonable period of time, any and all available information, statistics and records relevant to negotiations or necessary for the proper enforcement of the terms of this Agreement. It is understood that nothing in this Article shall be construed to require the Employer to compile information and/or statistics in the form requested if not already available in that form.

ARTICLE VI. SENIORITY

- A. Seniority is defined as the length of an Employee's total University service as per craft with Wayne State.
- B. Employees hired on/after June 30, 1988, who are assigned to the Reimbursable Crew shall have no seniority.
- Newly hired Employees assigned to the Maintenance Crew shall have no seniority for the first 180 calendar days of their employment. If such an employee continues beyond 180 calendar days, his/her seniority shall date back to his/her date of hire. In the event two or more Employees have the same seniority date, seniority shall be determined by the time card if it is available.
- Employees hired to replace seniority employees who are absent due to long term illness or injury, will have no seniority for the first 9 months of employment. If such employee continues beyond 9 months, his/her seniority shall date back to his/her date of hire. Current employees who have attained seniority under the terms of the Agreement shall be grandfathered and retain their seniority.
- C. Employees assigned to the Maintenance Crew who have acquired seniority and who are subject to layoff shall receive one (1) work day's notice of layoff.

ARTICLE VI. SENIORITY (Continued)

- D. Any employee who acquired seniority prior to June 30, 1988 and who is laid off will be recalled to any vacancy which arises within his/her craft for which he/she is qualified for a period equalling length of service up to eighteen (18) months. Employees hired on/after June 30, 1988 who are assigned to the Maintenance Crew and who are laid off shall have recall rights to vacancies within their craft on the Maintenance Crew for a period equalling length of service up to eighteen (18) months. Employees hired on/after October 1, 1989 who are assigned to the Maintenance Crew and who are laid off shall have recall rights to vacancies within their craft on the Maintenance Crew for a period equalling length of service up to nine (9) months. Any laid off employee shall receive five (5) work days notice of recall. Such notice will be sent by certified mail with a copy to the Union. Failure to report to work on the day required will be construed as a voluntary resignation.
- E. Wayne State shall have no obligation to re-employ an Employee assigned to the Maintenance Crew if he/she is laid off before the 180 calendar days and an employee so laid off shall begin his/her 180 day period anew if he/she is rehired by Wayne State after six (6) months have elapsed.

ARTICLE VII. WAGES AND FRINGE BENEFITS

- A. Salary improvements for all employees in classifications covered by this Agreement are in accordance with Appendix A. (See Appendix A for hourly rates and salary increases.)
- B. Effective October 1, 1987 the University will begin submitting Fringe Benefit payments at the appropriate rate for each trade. Thereafter, the University will submit Fringe Benefit payments (as defined by existing practice) on the date applicable to the particular classification for all employees represented by the bargaining unit. The University will not be liable for any penalties assessed for failure to pay the appropriate rate to any fringe benefit fund which may have accrued during the negotiation of this Agreement.
- C. As vacancies arise on either the Maintenance or Reimbursable Crew the University will initially seek to fill such vacancies with referrals from the craft Union hall. If no acceptable candidates are referred, the University may advertise to fill such positions at its discretion.

ARTICLE VIII. VACATION

Vacations are to be scheduled in advance with the Supervisor and are based upon operational needs.

ARTICLE IX. WORK DAY/WORK WEEK AND OVERTIME

- A. The regular work week shall consist of five (5) consecutive eight (8) hour working days, Monday through Friday between 7:00 a.m. and 4:30 p.m. for a total of forty (40) hours per week. The regular work week shall be followed by two (2) consecutive days off.

- B. An overtime premium of time-and-one-half ($1\frac{1}{2}$) will be paid for work in excess of eight (8) hours per day during the regular work week.

- C. All work performed on Saturday shall be at the rate of time-and-one-half ($1\frac{1}{2}$).

- D. All work performed on Sundays or Holidays shall be at double time (2X).

- E. Separate overtime lists will be maintained by the Stewards for both the Maintenance and Reimbursable Crews and will be assigned to employees in the crew where the overtime exists. The overtime lists will not be used when overtime results from the need to work beyond the end of the shift in order to complete a project. In such cases, the Employee(s) assigned to the project may be retained on an overtime basis to complete that job. In that event, subsequent opportunities for overtime will be equalized by the steward.

ARTICLE X. HOLIDAYS

- A. Employees who work any of the Holidays outlined below shall be entitled to an overtime premium under the provisions of Article IX, Work Day/Work Week and Overtime:

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

The day before Christmas and the day before New Year's Day may be taken off but will not be paid at the premium rate if worked.

- B. When one of the six (6) official Holidays falls on a Saturday or Sunday, another day shall be designated by the University to be observed as the Holiday. If the Holiday falls on Saturday, it will be observed on Friday. If it falls on Sunday, it will be observed on Monday.
- C. The University may, at its discretion, determine that work performed by members of the bargaining unit will not be performed on the day after the Thanksgiving holiday and/or during some or all of the period between the Christmas Holiday

ARTICLE X. HOLIDAYS (Continued)

C. (Continued)

and New Year's Day Holiday. During these periods only, the University may layoff employees based on total University seniority within the maintenance and/or reimbursable crews as temporarily separate seniority units. Employees subject to layoff during these periods will receive one (1) day's notice of recall to their positions. The University will provide each employee laid off during its holiday closure with a notice indicating layoff due to lack of work and with recall date specified.

ARTICLE XI. TOOLS

All power tools are to be furnished by Wayne State for an Employee's use. If an Employee's power tools are used, it shall be considered a violation of this Agreement.

ARTICLE XII. JURY DUTY

Wayne State agrees to pay the Employee the difference between his/her regular daily wage and fees received by him/her for loss of time incurred when such Employee is called for jury duty or subpoenaed as a witness by City, State, or Federal courts.

ARTICLE XIII. MANAGEMENT RIGHTS

A. Wayne State shall have the right to exercise customary and regular functions of management, including the right to hire, promote, transfer, or to suspend, discharge, or demote Employees for just cause subject, however, to the Employee's right to bring a grievance if any provision of the Agreement is violated by the exercise of such management function. All rights, powers and interests which have not been granted to the Union by the provisions of this Agreement are expressly reserved to Wayne State.

B. The Union agrees that there shall be no solicitation of Union membership at a time which will interfere with an Employee's work.

C. The Union recognizes the responsibilities imposed upon it as the exclusive bargaining agent of the Employees covered by this Agreement and realizes that in order to provide good working conditions and fair and equitable wages, Wayne State must operate efficiently.

The Union therefore agrees that it will cooperate with Wayne State to assure a fair day's work on the part of its members.

ARTICLE XIV. STRIKES

The Union recognizes that strikes by Public Employees are prohibited by Act 336, Public Acts of 1947, as amended by Act 379, Public Acts of 1965, and agrees that it will comply with said Act as well as all other Federal, State, and local laws affecting this Agreement.

ARTICLE XV. NON-DISCRIMINATION

- A. The Employer and the Union both recognize their responsibilities under federal, state, and local laws pertaining to fair employment practices as well as the moral principles involved in the area of civil rights. Accordingly, both parties reaffirm by this agreement the commitment not to discriminate against any person or persons because of gender, race, creed, color, religion, national origin, marital status, age, physical handicap, sexual orientation, or political beliefs.
- B. Employees who believe that they have been discriminated against for the above listed reasons may choose to pursue their claim through the University's internal discrimination complaint procedure administered by the Department of Equal Opportunity or through the grievance procedure of this agreement.
- C. The initial choice of one of these two internal procedures binds the employee and the Union as to the discrimination aspect of any claim and prohibits the processing of that same discrimination claim through any other internal procedure.

ARTICLE XVI. SUBCONTRACTING

The right of contracting or subcontracting is vested in the Employer. The Employer shall require that contractors or subcontractors comply with applicable statutes governing the payment of prevailing wage rates. At the Union's request, the Employer shall provide a certified payroll from contractors or subcontractors. The privilege to request payroll data shall not be abused by the Union. The Employer may exercise the right to contract or subcontract as long as it does not result in the layoff of any current employee who has attained seniority under this Agreement. There shall be no monetary liability incurred by the University for the contractor or subcontractor's failure to pay the prevailing wage rate.

If subcontracting by the University becomes necessary, no tradesperson working for the University will be required to work on a joint or combined crew with members of their same craft from a non-Union contractor.

ARTICLE XVII. TUITION ASSISTANCE PROGRAM

- A. To encourage staff members to further their formal education, the University has established a Tuition Assistance Program which provides payment of tuition for a maximum of two classes during each of the Fall and Winter semesters and one class during the Spring/Summer semester. Tuition assistance will apply to tuition fees only; incidental fees which may be charged are the responsibility of the Employee.
- B. It is the responsibility of the Employee's Dean or Director to determine and certify eligibility of said staff member by signing the Tuition Assistance Application form.
It is the responsibility of the Director of Staff Benefits to authorize and issue the Tuition Fee Credential Card, after reviewing and approving a signed Employee Tuition Assistance Application submitted by the student Employee.
- C. Admission to a degree program in the University, academic advising, registration, payment of fees, etc., shall be administered by the respective College and service offices responsible for these functions.
- D. Tuition Fee Credential Cards shall be issued for courses elected in any school or College of Wayne State University. Tuition Fee Credential Cards for non-credit courses offered by Wayne State University, shall be issued only if the Director of Staff Benefits or designee, has given prior approval of the course(s) as being "job related."

ARTICLE XVII. TUITION ASSISTANCE PROGRAM (Continued)

E. Eligibility:

1. All full-time regular Employees on the Wayne State University payroll, as of the last day of final Registration.
2. College admission requirements are met.
3. Courses must be taken after normal working hours, unless the Dean/Division Head verifies:
 - a) The course is offered only during working hours.
 - b) The Supervisor is able to arrange adequate coverage of the position.
 - c) Time taken off is charged to vacation or additional hours are worked to make the time up (working during the lunch period will not satisfy this make-up arrangement).

F. Employees must not fail the class.

G. Employees must remain on regular payroll status during the term of Tuition Assistance. Any Employee who is terminated, leaves employment with the University during the term of Tuition Assistance, not including layoff or leave of absence, fails to successfully complete any courses(s) in which they enroll or who fails to withdraw in accordance with the policy of the Registrar's office, will thereby forfeit their Tuition Assistance and be required to reimburse the University promptly for the appropriate amount of tuition and any other applicable fees. Failure to remit the proper amount will render the Employee ineligible for continued participation in the Tuition Assistance Program.

Additional information regarding the Tuition Assistance Program is available from the Department of Staff Benefits.

ARTICLE XVIII. CHANGE AND TERMINATION

This Agreement shall remain in full force and effect until September 30, 1995 and thereafter shall be renewed from year to year unless any party hereto shall notify the other party, in writing, at least ninety (90) days prior to any anniversary date of this Agreement of its desire to change in any way or terminate this Agreement. Such written notice shall be sent by registered or certified mail to the other party.

ARTICLE XIX. SAVING CLAUSE

If any provision of this Agreement shall be found to be contrary to Federal or State law, that portion only shall be deemed null and void and such a determination shall not affect any other portion of this Agreement.

WAYNE STATE UNIVERSITY

**DETROIT BUILDING TRADES
COUNCIL**

Thomas P. Ryman

Harold McCullers

Edward A. Everett

Michael D. ...

Golden Murray

Ray ...

Jane ...

J. ...

Date: 3/23/93

APPENDIX A

EFFECTIVE 10/1/92:

Employees paid at the Reimbursable Crew Rate shall receive 2.0% Across-the-board.

Employees paid at the Maintenance Crew Rate shall receive 2.5% Across-the-board.

EFFECTIVE 10/1/93:

Employees paid at the Reimbursable Crew Rate shall receive 2.0% Across-the-board.

Employees paid at the Maintenance Crew Rate shall receive 2.5% Across-the-board.

EFFECTIVE 10/1/94:

Employees paid at the Reimbursable Crew Rate shall receive 2.0% Across-the-board.

Employees paid at the Maintenance Crew Rate shall receive 2.5% Across-the-board.

HOURLY RATES

For all employees assigned to the Reimbursable Crew and for employees assigned to the Maintenance Crew who were hired before June 30, 1988:

<u>Classification</u>	<u>Effective 10/1/92</u>	<u>Effective 10/1/93</u>	<u>Effective 10/1/94</u>
Carpenter:	\$ 19.47	\$ 19.86	\$ 20.26
Electrician:	21.71	22.14	22.58
Painter:	17.93	18.29	18.66
Pipefitter:	19.00	19.38	19.77
Plasterer:	20.19	20.59	21.00
Plumber:	19.50	19.89	20.29
Roofer:	18.88	19.26	19.65
Sheet Metal:	19.59	19.98	20.38

For all employees assigned to the Maintenance Crew and hired on/after June 30, 1988:

<u>Classification</u>	<u>Effective 10/1/92</u>	<u>Effective 10/1/93</u>	<u>Effective 10/1/94</u>
Bldg. Maint. Carpenter:	\$ 16.95	\$ 17.37	\$ 17.80
Bldg. Maint. Electrician:	19.20	19.68	20.17
Bldg. Maint. Painter:	15.41	15.80	16.20
Bldg. Maint. Pipefitter:	16.48	16.89	17.31
Bldg. Maint. Plasterer:	17.67	18.11	18.56
Bldg. Maint. Plumber:	16.98	17.40	17.84
Bldg. Maint. Roofer:	16.36	16.77	17.19
Bldg. Maint. Sheet Metal:	17.08	17.51	17.95

LETTER OF AGREEMENT #1

October 6, 1989

Mr. Norm Wood
Greater Detroit Building and
Construction Trades Council
1640 Porter Street
Detroit, MI 48216

Dear Norm:

During negotiation, the parties discussed the need for seniority employees to have reasonable assurance of continued employment following an extended period of illness, disability or injury.

The parties agree that seniority employees who are medically disabled from work shall be granted an unpaid leave of absence of up to nine (9) months, during which seniority will be frozen, subject to the following conditions:

- a) The employee must submit medical documentation satisfactory the University to justify the leave and its proposed length.
 - b) One week prior to returning, the employee must provide a note from the physician returning the employee to work without restrictions.
- Employees who fail to return to work upon expiration of a leave shall lose their seniority.
 - The University per Article VI, may designate a medical replacement, temporary employee for up to nine (9) months. That replacement employee shall not achieve seniority unless retained beyond nine (9) months, in which event seniority shall date back to the date of hire.

Very truly yours,

Brenda R. Malone
Asst. Vice President
Labor Relations

LETTER OF AGREEMENT #2

October 6, 1989

Mr. Norm Wood
Greater Detroit Building and
Construction Trades Council
1640 Porter Street
Detroit, MI 48216

Re: Overpayments

Dear Norm:

In the event that an Employee is overpaid by the University, such Employee is required to repay the University promptly the amount of the overpayment.

Effective October 1, 1989, it is understood that, where no dispute exists as to the overpayment or as to the amount owing, the University may recoup the overpayment through payroll deductions. Nothing contained in this letter shall preclude the parties from making alternate arrangements to repay the amount owing.

Very truly yours,

Brenda R. Malone
Asst. Vice President
Labor Relations

LETTER OF AGREEMENT #3

December 7, 1992

Mr. Michael Diamond
Greater Detroit Building
and Construction Trades Council
1640 Porter Street
Detroit, MI 48216

Re: Smoke-Free Campus

Dear Mr. Diamond:

It is agreed that the University may establish a committee comprised of representatives of the University and of each bargaining unit for the purpose of studying the needs for, the feasibility of, and the cost projections for a smoke-free campus. The committee may also invite other individuals to participate in its deliberations.

This committee shall begin to meet _____ 1993, and shall present a report to the bargaining agents and to the University by May 1, 1993.

Sincerely yours,

Gail McCullers
Contract Administrator
Labor Relations

This conforms to our agreement.

Mike Diamond, Business Representative

LETTER OF AGREEMENT #4

December 7, 1992

Mr. Michael Diamond
Greater Detroit Building
and Construction Trades Council
1640 Porter Street
Detroit, MI 48216

Re: Pre-Qualification Employment Pool

Dear Mr. Diamond:

During the course of the 1992-95 collective bargaining agreement the parties agree to meet and discuss the feasibility of developing a pool of pre-qualified applicants who would be available for temporary employment with the University.

Very truly yours,

Gail McCullers
Contract Administrator
Labor Relations

This conforms to our agreement.

Mike Diamond, Business Representative

1992

S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
JANUARY							FEBRUARY							MARCH							APRIL						
1	2	3	4				1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
5	6	7	8	9	10	11	8	9	10	11	12	13	14	8	9	10	11	12	13	14	8	9	10	11	12	13	14
12	13	14	15	16	17	18	15	16	17	18	19	20	21	15	16	17	18	19	20	21	15	16	17	18	19	20	21
19	20	21	22	23	24	25	16	17	18	19	20	21	22	22	23	24	25	26	27	28	18	19	20	21	22	23	24
26	27	28	29	30	31		23	24	25	26	27	28	29	29	30	31					26	27	28	29	30		
MAY							JUNE							JULY							AUGUST						
1	2						1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
3	4	5	6	7	8	9	8	9	10	11	12	13	14	5	6	7	8	9	10	11	8	9	10	11	12	13	14
10	11	12	13	14	15	16	15	16	17	18	19	20	21	12	13	14	15	16	17	18	15	16	17	18	19	20	21
17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22	23	24	25	18	19	20	21	22	23	24
24	25	26	27	28	29	30	28	29	30					26	27	28	29	30	31		23	24	25	26	27	28	29
SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER						
1	2	3	4	5			1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
6	7	8	9	10	11	12	4	5	6	7	8	9	10	8	9	10	11	12	13	14	6	7	8	9	10	11	12
13	14	15	16	17	18	19	11	12	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19
20	21	22	23	24	25	26	18	19	20	21	22	23	24	22	23	24	25	26	27	28	20	21	22	23	24	25	26
27	28	29	30				25	26	27	28	29	30	31	29	30						27	28	29	30	31		

1993

S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
JANUARY							FEBRUARY							MARCH							APRIL						
1	2						1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
3	4	5	6	7	8	9	7	8	9	10	11	12	13	7	8	9	10	11	12	13	4	5	6	7	8	9	10
10	11	12	13	14	15	16	14	15	16	17	18	19	20	14	15	16	17	18	19	20	11	12	13	14	15	16	17
17	18	19	20	21	22	23	21	22	23	24	25	26	27	21	22	23	24	25	26	27	18	19	20	21	22	23	24
24	25	26	27	28	29	30	28	29	30	31				28	29	30	31				25	26	27	28	29	30	
MAY							JUNE							JULY							AUGUST						
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	4	5	6	7	8	9	10	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21	11	12	13	14	15	16	17	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28	18	19	20	21	22	23	24	22	23	24	25	26	27	28
29	30	31					29	30						25	26	27	28	29	30	31	29	30	31				
SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER						
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	7	8	9	10	11	12	13	5	6	7	8	9	10	11
15	16	17	18	19	20	21	15	16	17	18	19	20	21	14	15	16	17	18	19	20	12	13	14	15	16	17	18
22	23	24	25	26	27	28	22	23	24	25	26	27	28	21	22	23	24	25	26	27	19	20	21	22	23	24	25
29	30	31					29	30						28	29	30					26	27	28	29	30	31	

1994

S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
JANUARY							FEBRUARY							MARCH							APRIL						
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9
15	16	17	18	19	20	21	15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16
22	23	24	25	26	27	28	22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23
29	30	31					27	28						27	28	29	30	31		24	25	26	27	28	29	30	
MAY							JUNE							JULY							AUGUST						
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	10	11	12	13	14	15	16	7	8	9	10	11	12	13
15	16	17	18	19	20	21	15	16	17	18	19	20	21	17	18	19	20	21	22	23	14	15	16	17	18	19	20
22	23	24	25	26	27	28	22	23	24	25	26	27	28	24	25	26	27	28	29	30	21	22	23	24	25	26	27
29	30	31					29	30						31							28	29	30	31			
SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER						
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	6	7	8	9	10	11	12	4	5	6	7	8	9	10
15	16	17	18	19	20	21	15	16	17	18	19	20	21	13	14	15	16	17	18	19	11	12	13	14	15	16	17
22	23	24	25	26	27	28	22	23	24	25	26	27	28	20	21	22	23	24	25	26	18	19	20	21	22	23	24
29	30	31					29	30						28	29	30					25	26	27	28	29	30	31

1995

S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
JANUARY							FEBRUARY							MARCH							APRIL						
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	5	6	7	8	9	10	11	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21	12	13	14	15	16	17	18	16	17	18	19	20	21	22
22	23	24	25	26	27	28	22	23	24	25	26	27	28	19	20	21	22	23	24	25	23	24	25	26	27	28	29
29	30	31					29	30						28	29	30	31				30						
MAY							JUNE							JULY							AUGUST						
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	9	10	11	12	13	14	15	6	7	8	9	10	11	12
15	16	17	18	19	20	21	15	16	17	18	19	20	21	16	17	18	19	20	21	22	13	14	15	16	17	18	19
22	23	24	25	26	27	28	22	23	24	25	26	27	28	23	24	25	26	27	28	29	20	21	22	23	24	25	26
29	30	31					29	30						30	31						27	28	29	30	31		
SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER						
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12																							

