

October 2017

Volume 25 Number 4

KEEPING CURRENT

*With Local 292, International
Brotherhood of Electrical Workers*



UPCOMING HOLIDAY EVENTS

DECEMBER 2

Children's Christmas Party
9:00 a.m. Minneapolis
Convention Center

DECEMBER 8

Members ONLY Christmas Party
6:00 p.m. Labor Centre

DECEMBER 13

Retirees Christmas Party
11:00 a.m. Church of St. Patrick

KEEPING IN TOUCH

Local 292, International
Brotherhood of Electrical Workers
United Labor Centre
312 Central Ave. SE, Suite 292
Minneapolis, MN 55414

Phone: (612) 379-1292

Fax: (612) 379-9326

Web: www.ibew292.org

Email: office@ibew292.org

FROM THE BUSINESS MANAGER'S PERSPECTIVE

By PETE LINDAHL



THANKS

Dear Members,

I would like to start my article by saying thank you to Ted Swenson. For about 40 years, Ted has been a member of Local 292. For the last three years, Ted has worked in the Local 292 office. I couldn't have asked for a better Business Rep and now friend. The membership has been Ted's focus for his entire career. Ted's last day was Sept. 29, and he will be greatly missed by all of us. Thank you, Ted. Taking over for Ted is Dave Frary. Dave is a second-generation member, has been very active in the Local and will fit in well as we move forward. Dave will take care of the south metro along with the airport and several stand-alone contracts.

When I started as the Business Manager three years ago, I reduced the staff by one Business Rep. The work picture was slow, and I couldn't justify an additional Rep—until now. I hired Derrick Givens from Black Box Network Solutions. Derrick brings both management and field experience that will be a definite asset to our Union. Derrick will be working with Dan Ferguson as well as handling several stand-alone contracts. Please welcome Derrick as you see him on the job, in the office or at our meetings.

THE VALUE OF MEMBERSHIP

I have been asked a couple times by our early retirees, "How long do I need to pay my dues?" For an A member, the short answer is, "Until your retirement has been approved by the International office." This question got me thinking about membership and all the value it brings. I have been a member of Local 292 for 30 years. In that time, wages, benefits and all other aspects have been taken care of for me. All I've been asked to do in return is to work hard (8 for 8) and give back to the Local when possible. Since coming into the Local's office eight years ago, I have talked with non-union contractors and their employees. I can tell you that there is no better place than Local 292. Our wages are higher, our benefits are superior and the work conditions are second to none. Please remember to stay current in both your International dues as well as the working dues.

I recently attended the 6th District Progress meeting in Milwaukee, Wisc. Right to Work (for less) was a hot topic. Be thankful that Minnesota is not operating like Wisconsin. Sometimes we take it for granted how good we have it. Unions are under attack daily in Wisconsin and in other states that have removed workers' rights. Let's not let that happen here.

I have always tried to deliver great service at a reasonable cost. My top priority is you, the membership of Local 292. We will be faced with some big decisions over the next couple years. One of those decisions is whether to stay in this building (312 Central) or look for a new home. Our lease is up in the spring of 2020. I think it's important that we recognize that the rent will go up and it may be the right time to find a place we can call our own. The time to think about that isn't the spring of 2020.

If we work together, there isn't anything we can't do.

Pete

Profile *Business Rep, Kent Blachowiak*



**Business Representative
Kent Blachowiak**

Kent Blachowiak has never enjoyed being the center of attention. Even through his many sports successes through high school and college – all-state in track, state baseball champions, and all-conference in football – he was always focused on being a team player.

This personality trait makes him a good fit as the Manufacturing Business Rep of Local 292, which he's been since 2014. Instead of strong-arming people into submission, being a rep is more about compromise: "You need to be a good listener," he says. "There's a lot of confrontation and conflict resolution." He highlights the listening as the biggest component to his work. "If you're talking all the time, all you're doing is listening to yourself talk about something you already know," he points out. "But if you're trying to figure out how to solve a problem, especially between other individuals, you've got to observe and listen and figure out what they're really asking."

And "what they're really asking" can vary quite a bit for the manufacturing business rep. While the electricians mainly work under the same agreement, every company that Kent represents has their own agreement with IBEW, presenting individual challenges.

To find the compromise, Kent uses his 27 years of manufacturing experience to focus on "understanding the uniqueness of that company and what's important to them"—which is why he's the first rep coming from the manufacturing sector, as opposed to the electrical field, in the union's history.

Pete brought him into the office to use that experience to represent the manufacturing members of the Local.

The benefit of his manufacturing background is two-fold. First, of course, he can easily identify when the companies are trying to take advantage of the situation—such as when there are language changes during negotiations. "They might want to change an 'and' to an 'or' or just one word here or there, but whoa, that's going to open up the door to letting them being able to make you work whenever they want, or that's going to open up the door to make a lot of changes that are going to adversely affect the workplace," he points out. "The knowledge from being in that environment really helps in understanding what they're proposing."

In addition, by acknowledging and understanding the individual company needs based on their specific products and culture, he can leverage those needs to achieve better agreements. "I'm one of them. I come from them," he says. Because he has that background, he can say, "I understand how hard it is to run your business and the challenges you have and I'll try to work with you, but I've still got to look out for the best interests of the members.'...That instance alone gives me an opening; I'm not viewed so much as the outsider."

Before becoming an IBEW Business Rep, Kent worked at FMS Corp (a manufacturer of custom powder metal components) and Fargo Electronics (where they made ID card printers). At FMS, he worked in Shipping/Inventory Control and served as the Union Steward, which is where he met Pete. His time at Fargo Electronics "helped hone my skill set of working with numbers and data collection," which he utilizes now to pull and organize information to help others locate work in the field. (This is done "in my spare time," he says with a laugh.)

Kent is a proud father of two daughters, Kayla and Ava, and one son, Matthew. His family has a union background as well. His grandfather was an outside lineman, so as a child, Kent remembers him walking around the house talking about "IBEW, the greatest organization on earth." Kent saw firsthand how being in the union allowed his grandfather to have a secure and comfortable lifestyle. Between his grandfather "always talking about how good the union was for the people" and his parents being strong role models who were "very high-moral individuals who would go out of their way to help anyone they could," he had this all-for-one mentality instilled in him at a young age. As he entered the workforce, he knew one thing: "Go find yourself a union job, because you're going to be taken care of better, so you can take care of your family better." When he was looking at the manufacturing jobs available to him, the choice was easy: "I picked the one I did because it was union."

Safety Corner

COLD WEATHER DRIVING

Brothers and Sisters, with all the modern cars and trucks these days, it seems that we become more and more complacent driving in cold weather. Even though we feel confident driving on the roads, there are guidelines that can help us travel safely and be prepared for emergencies.

1. Be aware of road conditions, as they may change during the course of the day. Overpasses and underpasses may be slippery or icy despite not having the apparent appearance of ice.
2. Inspect your vehicle to see that it is in working order and safe for winter travel. Make sure you have tires that are in good condition and are properly inflated. Good windshield wipers and plenty of washer fluid are a must! Maintain a decent level of fuel in the tank to ensure the ability to handle long travel times and slow commutes.
3. Keep yourself a safe distance behind other vehicles; you cannot be sure what lies ahead of someone else that may require a sudden stop.
4. Avoid distracted driving. Cell phones and even radios can be a hazard when driving in slippery conditions. Give the road your undivided attention.
5. Be prepared for the worst! Proper clothing, such as hats, gloves, boots, scarves and extra jackets, can prove to be very useful if an emergency situation should present itself. Perhaps a blanket and an emergency kit put in the trunk or back seat could save you from dangerous cold if stranded on the road. Also, keep some extra washer fluid on hand to make sure you don't run out; all the salt Minnesota puts down on the roads makes it tough to see without it.

Remember to plan your trip and determine whether it is worth going out and leaving the comfort of home. BE AWARE, STAY SAFE and make sure every trip ends with you reaching your destination.

In solidarity,
Brother John Winkels

Reminder:

Election Day (always Tuesday), November 7th, 2017. Go to MNVOTES.ORG for a sample ballot and candidate research. Minneapolis Mayor and City Council are up and there is about \$1 billion on worth of bonds on the ballot to build and remodel schools, so go vote your pocket book, Vote YES on the bond issues. Email RZeran@ibew292.org for endorsed candidate information, early voting is already under way.

Local 292 Phone Directory

Minneapolis

612-379-1292 or 1-800-337-8310

Hiring Hall / Jobline

612-378-2860

St. Cloud

320-253-1292

Inside Agreement JATC-St. Michael

763-497-0072 or 1-888-244-3146

Statewide LEA JATC

763-571-5922

Benefit Office

763-493-8830 or 1-800-368-9045

TEAM Employee Assistance

651-642-0182 or 1-800-634-7710

Building Trades Credit Union

763-315-3888 or 1-800-496-2460

Electrus Federal Credit Union

763-569-4000 or 1-800-252-4239

Direct Dial & Voice Mail

612-617-4 _ _ _

Business Manager

Peter Lindahl 237

Metro Business Representatives

Kent Blachowiak 242

Dan Ferguson 239

Dave Frary 233

Derrick Givens 234

Jennifer Gaspersich 225

Chris Kohn 240

John Kripotos 244

John Lutz, Organizer 249

Eric Peterson, Hiring Hall 224

Ray Zeran, Political Coordinator 238

St. Cloud Business Representatives

Steve Ludwig 254

Jason Carlson 243

Office Staff

Joan (Office Manager) 221

Gayle (Bookkeeping) 227

Julie (Admin) 236

Yolanna (Admin) 222

President

Dan Ferguson 239

Financial Secretary

Jennifer Gaspersich 225

Executive Board

John Hall, Chairman 241

Anthony Carter xxx

Myles Lembke xxx

Dan McConnell xxx

Jeff Orth xxx

Richard Ramberg xxx

Kurt Tulp xxx

Brotherhood Committee

Message Line 247

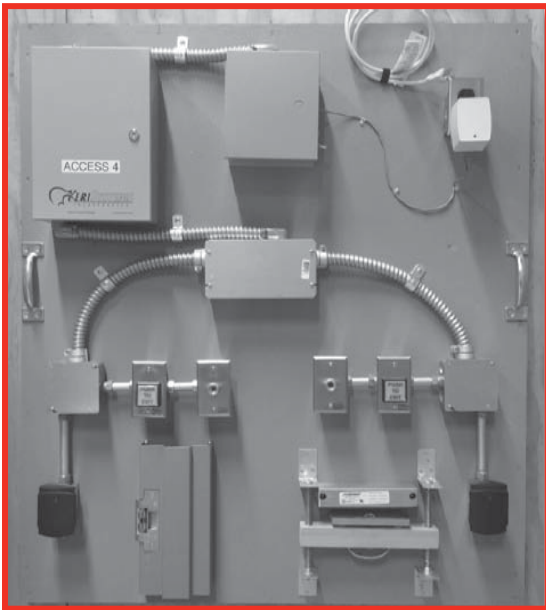
New Face at the Limited Energy JATC

By Dave Dressler, Training Director

The Limited Energy JATC is pleased to announce the recent hire of Jason Rolf, who will join the team as an instructor and curriculum developer. Jason will teach second year as well as work on the development of curriculums for apprenticeship- and journey-level continuing education.

Jason comes to the JATC with over 20 years' experience in the Limited Energy field. He has worked for IBEW contractors, as sales/technical support for Alarm Products Distributors, and for limited energy installation companies. He has also been a continuing education instructor for more than 10 years. This background has helped Jason make an easy transition to his current position at the JATC.

Not only did we add a new member to the staff, we



redesigned the access control lab stations. Equipment is mounted to a backboard that can be removed when not in use. This is in keeping with our space-saving modular design for the lab area. Apprenticeship- and Journey-level continuing education students will have the opportunity to put their classroom knowledge to work on these new stations.

If you would like more information on the Limited Energy Apprenticeship program, please feel free to contact us at 763-571-5922 or visit our NEW website www.statewidelea.org.

Minneapolis Electrical JATC Continuing Education Registration

Continuing Education Registration began Tuesday, September 5, 2017.

Visit www.mplsjatc.org to register online.

You can also register in person at the JATC in St. Michael.
Normal office hours are 8am – 4pm, Monday through Friday.

Questions? Call 763-497-0072.

News from the JATC

By Derrick Atkins, Training Director

As summer winds down and fall approaches with the return of school, the Minneapolis Electrical JATC is experiencing a number of changes. We congratulate and wish the best to our former Training Director, Jim Nimlos, as he enters retirement. Jim worked diligently and tirelessly at the helm of one of the best JATCs in the country. Thank you, Jim, for all your hard work!

Gordon Mitchell has stepped up into the role of Assistant Training Director, bringing valuable management experience with him. Two new full-time instructors were hired. Trevor Turek and Joseph Germundson, who both previously taught continuing education code update courses, will be teaching second-year and first-year apprenticeship classes, respectively. We are excited to have them be part of the JATC team.

The staff and instructors at the JATC work very hard to provide the best in education for our members, and they rank as top performers in our industry. I

cannot express enough appreciation for their hard work and dedication; it truly is a team effort, and we all succeed together.

We will be offering a few new continuing education classes, such as motor controls; consider enrolling in some new classes. We will be updating the JATC website, and at that time, we will be listing the Electrical Training Alliance's (formerly NJATC) approved 16-hour online 2017 Code Update class, offered through BlueVolt for \$160. Members have frequently asked for an online option, and our parent organization has made it available. Remember, if we aren't trained to do the work, someone else will do it. With the state of Minnesota seeing phenomenal growth in solar, it's important to keep your skills up to date and think about taking additional classes to build your knowledge base. We will soon be seeing other emerging technologies, such as energy storage. Brothers and Sisters, we need to keep up with the times and train in these new technologies so the IBEW will be the only choice for doing the work!



Political

A Look at Union Values

By Ray Zeran, Political Coordinator

I'd like to take some time to review our Union values and make the moral case for voting for those who support collective bargaining rights. First and foremost, it starts with the basic truth that all prosperity and profit is created by workers. Flowing from that is the idea that this created prosperity should be used to improve the lives of workers, families and communities.

Unions protect the right to collectively bargain because all work has worth and dignity. It's when there is a lack of collective bargaining that work's worth and dignity is deeply discounted. Union members protect fair treatment in a safe workplace and ensure high standards of workmanship. It's only through solidarity that we make capital by workers, be for the workers. In my opinion, solidarity is the food for the desperate soul, and despair kills solidarity. I believe that everyone is born

with solidarity in their heart. As union members, we fight for everyone, and we further these values through elections. The result is a more just and humane society.

But why do I believe this? Why do I think this is "right" and why am I so passionate about voting for those who support collective bargaining rights? Inspired in part by an article I read about teacher's unions, I recently began looking at the bigger picture, identifying and highlighting a moral case for voting union. For the next few issues, I'll be doing a short series on this, taking deeper looks at each of the points I've made above. Upcoming articles will discuss the values of the union, the morality of collective bargaining (union history, religious precedents), and the benefits of collective bargaining for workers and for communities. I invite you to join the conversation.

"SENIOR SPARKIES NOTES"

Fall is Upon Us

By Paul Klesmit, Retirees Club President

Fall is upon us, and as we prepare for the end of 2017, we have a couple retiree events planned. Our fall casino trip to Treasure Island is Oct. 24, and invitations should be headed your way by now. We are also planning our Annual Christmas Luncheon at the Mahon Center (Church of St. Patrick) in Edina on Dec. 13. Invitations will be coming around the first part of November. We also wish all our retiree snowbirds luck with your winter getaways, considering all the devastation in Texas and Florida as well as wildfires out west; we hope you can still avoid the upcoming winter. The work picture here has been very good, and a sign of that is our extra pension check this month. Thank you, Local 292!

We had many opportunities to volunteer this summer at the picnic, the state fair, and the game fair and had fun at all of them. There is even an opportunity for people to volunteer at the Super Bowl in February. We're hoping the Minnesota Vikings will be in it. The Minnesota Twins are still in the hunt for a wild card slot, and by the time you read this, the results should be in.

We had 80 people attend our summer boat trip on the Magnolia Blossom on the Mississippi River, and it was a wonderful day. We are planning on having another boat trip in 2018 as well as a tour of the Target Field Stadium. Monthly meetings of the retirees are at 12:30 on the second Tuesday of every month, and we invite you to join us.

Here's hoping for a long fall to enjoy the fall colors. It's supposed to be a banner year with all the moisture.

*"The only difference between a regular electrician and a retired electrician is...
WE ARE A LOT HAPPIER."*



Transitions

Retirements

Congratulations!

Last Name	First Name	Mi	Pension Effective Date
BARR	THOMAS	J	9/1/17
COLLINS	TIMOTHY	R	6/1/17
KAMHOLZ	JOEL	A	7/1/17
LUNDBERG	RICHARD	M	8/1/17
MCCALL	STEVEN	M	9/1/17
MILLAGE	MARK	G	9/1/17
NYKANEN	RONALD	E	7/1/16
PETERSON	CHARLES	W	8/1/17
TKACH	DAVID		7/1/17
WALDEMAR	RICKY	D	8/1/17
WHEELER	GERALD	P	9/1/17
WING	DANIEL	L	7/1/17

Deaths

Active Members

Last Name	First Name	Mi	Date of Death
MCKAY	CAVIN	L	7/13/17

Retired Members

ALBERTINE	GERARD	J	8/28/17
LANE	DUANE	M	9/3/17
OLSON	HAROLD	M	9/3/17
RAUSCH	LEWIS	R	7/17/17
REITER	ROBERT	J	7/6/17
RIEGER	LEO	R	9/3/17
STARK	RICHARD	L	8/12/17
WAPLES	WILLIAM	R	9/11/17



Retirees Boat Trip



From the Hall...

It's a bittersweet time in the Local 292 hall. After many years of service to our Local, we have two key parts of our staff moving on. At the same time, we are welcoming two new individuals to our team.

THANK YOU

TED SWENSON and JEANA KUNKEL

Ted Swenson started as a Local 292 member in 1978 and continued his career in the field for 36 years. He entered the hall as a business rep in 2014. Ted has been an invaluable asset to both the members and the hall.

Jeana Kunkel started as the Hiring Hall Assistant for Local 12 in early 2014. She was known as the smiling and welcoming face to many members.

Thank you both for your hard work as part of our team here at Local 292. Your contribution and enthusiasm made a difference to both membership and staff.

It has been a pleasure working with you, and we wish you all the best in your future endeavors.

WELCOME

DAVID FRARY and DERRICK GIVENS

It is our pleasure to welcome Business Representative David Frary and Business Representative Derrick Givens to the Local 292 team. David will be taking over Ted Swenson's area and Derrick will be working with Statewide Limited Energy. Stop into the hall and say hello to our new team members.

Holiday Parties

CHILDREN'S CHRISTMAS PARTY

SATURDAY, DECEMBER 2, 2017

9:00 AM TO 1:00 PM

Minneapolis Convention Center
Room 200
1301 2nd Avenue South
Minneapolis, MN 55403

****The Children's Christmas Party is for Members children and grandchildren only.****

MEMBERS ONLY CHRISTMAS PARTY

FRIDAY, DECEMBER 8, 2017

6:00 PM TO 11:30 PM

Labor Centre
Rooms 216, 217 & 218
312 Central Avenue SE
Minneapolis, MN 55414



A MONETARY DONATION TO THE FOOD SHELF IS ENCOURAGED.

RETIRES CHRISTMAS PARTY

WEDNESDAY, DECEMBER 13, 2017

11:00 AM

Church of St. Patrick—Edina
Mahon Center
6820 St. Patrick's Lane
Edina, MN 55439

2018 SNOWBALL DINNER AND DANCE

SATURDAY, FEBRUARY 10, 2018

6:00 PM TO 11:30 PM

Church of St. Patrick—Edina
Mahon Center
6820 St. Patrick's Lane
Edina, MN 55439

Members:

At the 39th IBEW International Convention, an amendment to Article IX of the IBEW Constitution was passed.

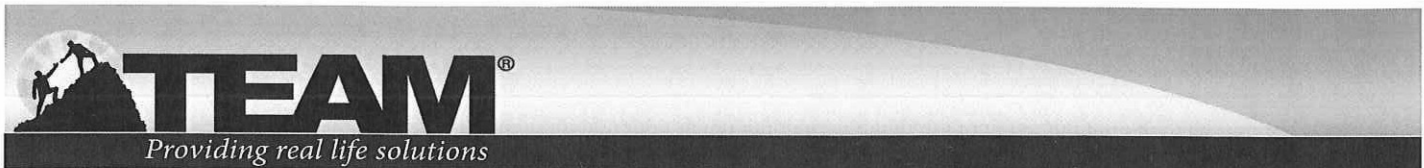
Effective January 1, 2018, there will be an International Monthly Dues increase of one dollar (\$1.00) per month for all "A" and "BA" members.

Annual Picnic



Golf Tournament





Lights Out! Sleeping Well

With a good night's sleep, you feel better, are more productive, and are more resilient to stress. Here are some suggestions to help you get your Zzzzzz's

- **Follow a regular schedule.** Go to sleep and wake up at the same time, even on weekends. Sticking to a regular bedtime and wake time schedule helps keep you in sync with your body's circadian clock, a 24-hour internal rhythm affected by sunlight.
- **Try not to nap too much during the day.** You might be less sleepy at night.
- **Exercise at regular times each day.** Exercising regularly improves the quality of your nighttime sleep and helps you sleep more soundly. Try to finish your workout at least three hours before bedtime.
- **Get some natural light in the afternoon each day.**
- **Be careful about what you eat.** Don't drink beverages with caffeine late in the day. Caffeine is a stimulant and can keep you awake. Also, if you like a snack before bed, a warm beverage and a few crackers may help.
- **Don't drink alcohol or smoke cigarettes to help you sleep.** Even small amounts of alcohol can make it harder to stay asleep. Smoking is dangerous for many reasons, including the hazard of falling asleep with a lit cigarette. Also, the nicotine in cigarettes is a stimulant.
- **Create a safe and comfortable place to sleep.** Make sure there are locks on all doors and smoke alarms on each floor. A lamp that's easy to turn on and a phone by your bed may be helpful. The room should be dark, well ventilated, and as quiet as possible.
- **Develop a bedtime routine.** Do the same things each night to tell your body that it's time to wind down. Some people watch the evening news, read a book, or soak in a warm bath.
- **Use your bedroom only for sleeping.** After turning off the light, give yourself about 15 minutes to fall asleep. If you are still awake and not drowsy, get out of bed. When you get sleepy, go back to bed.
- **Try not to worry about your sleep.** Some people find that playing mental games is helpful. For example, think black—a black cat on a black velvet pillow on a black corduroy sofa, etc. Or, tell yourself it's five minutes before you have to get up and you're just trying to get a few extra winks.

If you are so tired during the day that you cannot function normally and if this lasts for more than 2 to 3 weeks, you should see your family doctor or a sleep disorders specialist. Check out our website at www.team-mn.com for additional information and resources.

National Institutes of Health, National Institute on Aging. (December 2012). Sleep and aging: Sleeping well.

Total Employee Assistance Management®

700 Transfer Road St. Paul, MN 55114 p 651-642-0182 f 651-642-1809 Toll Free 1-800-634-7710

Web Site: www.team-mn.com

KEEPING CURRENT

Local 292, International Brotherhood of Electrical Workers, publishes KEEPING CURRENT four times a year to open a communications channel between the local's leadership and its members.

Postmaster: send address corrections to Local 292, International Brotherhood of Electrical Workers, United Labor Centre, 312 Central Ave. SE, Suite 292, Minneapolis, MN 55414.

IBEW Local 292 is committed to Equal Employment Opportunity and Affirmative Action for our members and employees.

Business Manager/Peter Lindahl
President/Dan Ferguson
Editor/Traci Nigon

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International Brotherhood of Electrical Workers
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KEEPING CURRENT

12

OCTOBER 2017



Calendar

October 2017

- 5 **St. Cloud Informational** meeting. 6 p.m.
St. Cloud union hall, 2803 Clearwater Rd
- 10 **Retirees Club** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 12 **Safety Committee** meeting. 4:20 p.m.
- 18 **Brotherhood Committee** meeting. 4:30 p.m.
- 19 **History Committee** movie night. 6 p.m.
- 23 **Electrical Workers Minority Caucus** meeting. 6 p.m.
- 24 **Executive Board** meeting. 4 p.m.
Senior Sparkies Casino trip
- 25 **RENEW** meeting. 4:30 p.m.
- 26 **Sisters in Solidarity** meeting. 4 p.m.

November 2017

- 2 **St. Cloud Informational** meeting. 6 p.m.
St. Cloud union hall, 2803 Clearwater Rd

- 5 **Daylight Saving Time Ends.**
- 9 **Safety Committee** meeting. 4:20 p.m.
- 11 **Veterans Day.**
Provisional Holiday. Office closed.
- 14 **Retirees Club** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 15 **Brotherhood Committee** meeting. 4:30 p.m.
- 16 **Sisters in Solidarity** meeting. 4 p.m.
(moved one week due to holiday)
- 22 **History Committee** movie night. 6 p.m.
- 22 **RENEW** meeting. 4:30 p.m.
- 23 **Thanksgiving Day.** Office closed.
- 24 Office closed.
- 27 **Electrical Workers Minority Caucus** meeting. 6 p.m.
Executive Board meeting. 4 p.m.
IBEW Founders' Day, 1891.

December 2017

- 2 **Children's Christmas Party** 9 a.m.

- 7 **St. Cloud Info.** meeting. 6 p.m.
St. Cloud union hall, 2803 Clearwater Rd
- 8 **Members only Christmas Party** 6 p.m.
- 12 **Retirees Club** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 13 **Retirees Christmas Lunch** 11 a.m.
- 14 **Safety Committee** meeting. 4:20 p.m.
- 18 **Electrical Workers Minority Caucus** meeting. 6 p.m.
(moved one week due to holiday)
- 20 **Brotherhood Committee** meeting. 4:30 p.m.
- 21 **History Committee** movie night. 6 p.m.
- 22 **Christmas Eve Day.** (observed)
Office Closed
- 25 **Christmas Day.** Office Closed
- 26 **Executive Board** meeting 4 p.m.
- 7 **RENEW** meeting. 4:30 p.m.
- 28 **Sisters in Solidarity** meeting. 4 p.m.
- 31 **New Years Eve**