"THANK YOU! NOW LET’S GET TO WORK!"

Dear Members:

First, I’d like to take a moment to thank the Local 292 membership for electing me as Business Manager. I am humbled. I would also like to thank Rodger Kretman as well as Keith Anderson, Jeff Heimerl, Randy Pullis, and Andy Snope for their service to our Local.

As we get settled in, the new business office is taking shape. The office staff and the reps have quickly stepped-up and are doing a great job. As of early September, the office support staff is complete. With respect to the Business Representatives, I am going to operate the office with one less Business Representative, based on previous levels. There are now ten Representatives on staff, and I will continue to search for that final rep. Please visit the Local’s website to see the reps’ jurisdictional assignments. Jobsite visits will be a priority.

With respect to our work, there’s good news on several fronts, however, there are still many challenges.

TOWER CRANES AND MARKET SHARE. As you drive through the Twin Cities, our skyline has become decorated with tower cranes. Local 292 has not seen this much activity in over a decade. Though this is a very promising change,

one must realize that the non-union sector is also sharing in this improvement. After examining electrical permits from a variety of cities, it’s clear that there is much to do. To improve our market share, I will be focusing on Targeting, Salting, Organizing, and Stripping key employees from non-union shops. This is as important now as ever. We must take advantage of this market switch.

APPRENTICES AND TRAINING. The Local has also added many new apprentices over the last year. With these additions comes the responsibility of the Journeyman. We must train these new members as those before us trained us. They are the future. However, if we choose to become complacent, we will surely lose the battle.

NEW UNION SHOP AND MORE TO COME. I am also very proud to announce that after five years of hard work and persistence, Dennis Kalthoff, along with the help of Local 343, has organized a twelve-member
shop in Hutchinson, Minnesota. e2 Electrical services has operated in the Hutchinson area for the last nine years. I have been told that this is the largest Inside Construction shop to be organized in the last two years throughout the sixth district. We must make sure that this is only the beginning.

CONTRACTS RATIFIED AND OPPORTUNITIES PURSUED. We have been very busy with contracts over the last two months. Since July 9th, the 12 County contract has been negotiated and ratified, the Egan Panel Shop contract has been negotiated and ratified, and we are extremely close to having our very first contract with the Minneapolis Public Housing Authority (MPHA). Along with these accomplishments come a couple of challenges we must face. We are currently in mediation with the StarTribune, and I will also attempt, with the help of Business Representative Kent Blachowiaik, to recover a manufacturing shop (Control Center) that walked away from the Local last fall. We must continue to successfully negotiate, ratify, mediate, and maintain our contracts.

With respect to our personal benefits and legislative supporters, there’s a bit of good news and some important support to offer.

HEALTH CARE IMPROVED. During the summer trust meeting in mid-August, the contractors agreed with us to increase the health care premium bank from six months up to nine months. As the work picture improves, hopefully most of our members will benefit from the change.

LABOR-FRIENDLY ELECTED OFFICIALS NEED OUR HELP. The heart of the political season is upon us. Now, more than ever, we need to support those elected officials who have supported us. There are a number of ways you can help this fall, with many opportunities throughout this season. Whether you door knock, phone bank, or pound signs, Labor-Friendly elected officials need our help. Please visit the Local’s website for these opportunities and others.

Remember that Local 292’s General Membership Meetings are still the second Tuesday at 7:00 p.m. All members are welcomed.

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

In Solidarity,

Pete
TIME TO QUIT SMOKING?
IBEW Local 292 Health Care Plan can help you!

If you are an active, eligible member, call:

**STEP 1**

Blue Cross and Blue Shield of Minnesota
at 1-888-662-2583

If you are interested, they will sign you up for the:

**STEP 2**

Blue Cross and Blue Shield of Minnesota
Basic Stop-Smoking Support® program

**STEP 3**

When you actively participate in the program, you will get:
- Free phone calls with a quit coach to help you strategize about your quit plan & support you in sticking to your plan.
- Free over-the-counter tobacco quit aids like nicotine patches, gum, inhalers, or lozenges – whichever you prefer!
- Covered doctor’s office visits about quitting (with a co-pay) – this will allow you to get a prescription quit aid or medication through IBEW 292 Benefit Plan’s prescription drug benefit, Prime Therapeutics.
  - When you pick up the medication from the pharmacy, you will only pay 20% of the cost of the medication.*
- Eligible dependents or family members who are covered by your health plan and want to quit smoking will be covered too!

*For eligibility questions, contact:
IBEW Local 292 Benefits Office
6900 Wedgwood Road, No., Suite 425,
Maple Grove, MN 55311
(763) 493-8830 or 1-800-368-9045

If you are not eligible for the program, call
1-800-QUIT-NOW (1-800-784-8669) to be connected with your state and local quit services.

betterwaytoquit.org

*Once enrolled in the program, if prescribed Chantix, please contact the IBEW 292 Benefits Office at (763) 493-8830 so they can put in the 6 month override for your prescription.
Picnic August 23 Minnehaha Park

Fishing June 25 Mille Lacs
PLEASE REMEMBER TO VOTE ON TUESDAY, NOVEMBER 4TH

“For our jobs, our children’s education, our health care, our future.”

Voting is an American basic.
It’s the way we choose our government’s elected officials, and it’s the way we “talk” to them, both before they get into office and then while they’re in office. All it takes is an hour of our time once a year on Election Day.
And it can get action!

Voting is a Union necessity.
It’s the way we get what we have, and it’s the way we’re going to keep it and make it better.
Organized Labor’s “fight” has always included the ballot box on Election Day.
And Organized Labor’s solidarity and “numbers” give us an advantage.

Voting creates the greater value.
It’s the way each of us shares some of our own values with society. Actually, it’s the way “your” values join with everyone else’s to become “our” values.
Each of us gets to contribute.

This year, we’ve got a choice for Governor at the top of the state ballot. One of the two major candidates is going to serve as Governor for the next four years. One of these candidates has consistently represented Labor’s interests in the Governor’s Office for the past four years. The other candidate seems quite different on many issues, some of which are very important to our members and their families. The same is true for many other offices down-the-ballot: U.S. Senator, U.S. Representatives, State Representatives, County Commissioners, and more. Each of these elected officials can have some power over our lives: our work opportunities and our licenses, our investments and our pensions, our families and our friends.

Here’s how to decide.
50 years ago, a Minnesota U.S. Senator told us to check our pocketbook before we voted: our union card, our credit card, our social security card. What do they have in common?
20 years ago, a candidate for U.S. President spelled-it-out for us:
It’s the Economy!

How you vote will impact so much in our lives:
Whether or not our sometimes-fragile construction industry continues to prosper;
Whether or not our fractured economy recovers the way we want, or not; and
Whether or not our future in retirement remains secure.

It’s important. Every vote counts.
Now that you’ve thought about it, please vote on Tuesday, November 4th. The polls are open from 7 a.m. to 8 p.m.
IBEW Local 292 Labor Endorsed Candidates

**U.S. Senate**
- MN: U.S. Senator Al Franken

**U.S. House**
- CD 2: Mike Obermueller (DFL)
- CD 3: Sharon Sund (DFL)
- CD 6: Joe Perske (DFL)
- CD 8: U.S. Rep. k Nolan (DFL)

**MN Governor & Lt. Governor**
- Governor Mark Dayton (DFL) & Tina Smith (DFL)

**MN Secretary of State**
- Rep. Steve Simon (DFL)

**MN Attorney General**
- Lori Swanson (DFL)

**MN State Auditor**
- Rebecca Otto (DFL)

**MN State House**
- HD 1A: Bruce Patterson (DFL)
- HD 1B: Eric Bergeson (DFL)
- HD 2A: Rep. Roger Erickson (DFL)
- HD 2B: David Sobselski (DFL)
- HD 3A: Rep. David Dill (DFL)
- HD 3B: Rep. Mary Murphy (DFL)
- HD 4A: Benjamin Lien (DFL)
- HD 5A: Rep. John Persell (DFL)
- HD 5B: Rep. Tom Anzelc (DFL)
- HD 6A: Rep. Carly Melin (DFL)
- HD 6B: Rep. Jason Metsa (DFL)
- HD 7A: Jennifer Schultz (DFL)
- HD 7B: Rep. Erik Simonson (DFL)
- HD 8A: Jim Milich (DFL)
- HD 8B: Jay Siehl (DFL)
- HD 9A: Don Bye (DFL)
- HD 9B: Al Doty (DFL)
- HD 10B: Rep. Joe Radinovich (DFL)
- HD 11A: Mike Sundin (DFL)
- HD 12B: Gordon Wagner (DFL)
- HD 13A: Emily Jensen (DFL)
- HD 14A: Don Wolgamott (DFL)
- HD 14B: Rep. Zachary Dohol (DFL)
- HD 15A: Dale James Ketterer Jr. (DFL)
- HD 15B: Brian Johnson (DFL)
- HD 16A: Laurie Drissen (DFL)
- HD 16B: James Kenne (DFL)
- HD 17A: Rep. Andrew Falk (DFL)
- HD 17B: Rep. Mary Sawatzky (DFL)
- HD 19B: Rep. Jack Considine (DFL)
- HD 20B: Rep. David Bly (DFL)
- HD 21A: Lynn Schoen (DFL)
- HD 21B: Mark Schneider (DFL)
- HD 22A: Diana Styrer (DFL)
- HD 22B: Cheryl Avernel-Navara (DFL)
- HD 23A: Pat Bacon (DFL)
- HD 24A: Beverly Cashman (DFL)
- HD 24B: Rep. Patti Fritz (DFL)
- HD 27B: Rep. Jeanne Poppe (DFL)
- HD 31B: J.D. Hofsommer (DFL)
- HD 32A: Paul Garmn (DFL)
- HD 32B: Laurie Warnier (DFL)
- HD 33A: Todd Miltkenso (DFL)
- HD 33B: Paul Alegi (DFL)
- HD 34B: David Hoden (DFL)
- HD 35A: Peter Perovich (DFL)
- HD 35B: Jennifer Fietek (DFL)
- HD 36B: Rep. Melissa Hortman (DFL)
- HD 37B: Susan Vitt (DFL)
- HD 38A: Patrick Davern (DFL)
- HD 38B: Greg Parisi (DFL)
- HD 39A: Timothy Stender (DFL)
- HD 39B: Tom DeGraw (DFL)
- HD 40A: Rep. Mike Nelson (DFL)
- HD 40B: Rep. Debra Hilstrom (DFL)
- HD 41B: Rep. Carolyn Laine (DFL)
- HD 42A: Barbara Yarussi (DFL)
- HD 42B: Jason "Ike" Isaacson (DFL)
- HD 43A: Rep. Peter Fischer (DFL)
- HD 44A: Dave Munson (DFL)
- HD 44B: Rep. Carolann Smith (DFL)
- HD 45A: Rep. Lyndon Carlson (DFL)
- HD 45B: Rep. Mike Freiberg (DFL)
- HD 46A: Ryon Winkler (DFL)
- HD 46B: Cheryl Youkim (DFL)
- HD 47A: Matthew Gieske (DFL)
- HD 48A: Rep. Yvonne Selby (DFL)
- HD 50A: Rep. Linda Slouc (DFL)
- HD 50B: Rep. Ann Lenczewski (DFL)
- HD 51A: Rep. Linda Fenton (DFL)
- HD 51B: Rep. Laurie H волосен (DFL)
- HD 52A: Rep. Rick Hansen (DFL)
- HD 52B: Rep. Joe Atkins (DFL)
- HD 53B: Rep. Kay Hendriksen (DFL)
- HD 54A: Rep. Daniel Schoen (DFL)
- HD 54B: Don Stple (DFL)
- HD 55A: Jay Whiting (DFL)
- HD 56A: Don Kimmel (DFL)
- HD 56B: Rep. Will Morgan (DFL)
- HD 56D: Rep. Dan Grink (DFL)
- HD 58A: Amy Williams (DFL)
- HD 58B: Marla Vogt (DFL)
- HD 59B: Rep. Raymond Dehn (DFL)
- HD 60A: Rep. Diane Loeffler (DFL)
- HD 60B: Rep. Phyllis Kahn (DFL)
- HD 61A: Rep. Frank Hornstein (DFL)
- HD 61B: Rep. Paul Thissen (DFL)
- HD 62B: Rep. Susan Allen (DFL)
- HD 63B: Jean Wagenius (DFL)
- HD 64A: Rep. Erin Murphy (DFL)
- HD 64B: David Pinto (DFL)
- HD 65B: Rep. Carlos Mariani (DFL)
- HD 67A: Rep. Timothy Mahoney (DFL)
- HD 67B: Rep. Sheldon Johnson (DFL)

Local Candidates
- Jim Kordish: Anoka County Board Dist. 4
- Mike Gamaro: Anoka County Board Dist. 5
- Tim Wilson: Brooklyn Center Mayor
- Dan Ryan: Brooklyn Center City Council At Large
- Joy M. Stephens: Brooklyn Park Mayor
- Reva Chambis: Brooklyn Park City Council, East Dist.
- Joseph Selton: Crystal City Council, Ward 2
- Mike Freeman: Hennepin County Attorney
- Marion Greene: Hennepin County Commissioner, Dist. 3
- Peter McLaughlin: Hennepin County Commissioner, Dist. 4
- Rich Stone: Hennepin County Sheriff
- James Moore: Hennepin County Judge 4th Dist. Court 16
- Paul Scoggins: Hennepin County Judge 4th Dist. Court 43
- Bev Benson: Hennepin County Judge 4th Dist. Court 53
- Amy Dawson: Hennepin County Judge 4th Dist. Court 61
- Iris Altamirano: Minneapolis School Board At Large
- Rebecca Cagnon: Minneapolis School Board At Large
- Jenny Arness: Minneapolis School Board Dist. 1
- Sidd Ali: Minneapolis School Board Dist. 3
- Nelson Inc: Minneapolis School Board Dist. 5
- Debbie Goettel: Richfield Mayor
- Michael Howard: Richfield City Council

Endorsement information current as of mid-August 2014. For updates, check these websites:

IBEW Local 292 respectfully recommends that its members support these candidates in the November 4th General Election.
Some information provided by the Minnesota AFL-CIO and the Minneapolis Regional Labor Federation.
This listing is intended for distribution only to members of IBEW Local 292.
Notes from the field and from the office

SALTING / INTERNAL ORGANIZING
by John Lutz, Organizer

Local 292 is looking for members willing to organize from within a non-union shop. Organizing from the bottom up is a key element to the education of possible new members and their shops. Market share is the life blood of unions and their members.

Remember that the members of a Local Union are oftentimes the best Organizers. Please take time to talk with any non-union workers, and let them know how our Union has provided for you and your family. With your help, our market share will grow. We can give the next generation a brighter future.

SHOP AND JOB STEWARDS
by Ted Swenson, Business Rep South Metro

Having effective Stewards and utilizing them properly is a key element in becoming a strong and more efficient Union. Those who have been appointed Stewards are granted job protection, and they should be the voice for the rest of the crew that do not have such protection. Our members’ trust of remaining anonymous when voicing a concern is critical if we are to succeed. The same responsibility of trust also falls on the Business Reps and the Business Manager.

Shop Stewards provide a key role since their protection is basically for the life of the shop until they step down or are replaced. As this Union has done in the past, we will again be giving every member that comes in for a referral a card with the Shop Steward’s name and telephone number. If anyone does not know who their shop steward is, they should call the Hall for that information.

Job Stewards are very important, as well, but they are not appointed for every job. We will do our best to appoint them when necessary; and we always appreciate calls from members informing us of jobs they feel may need a Job Steward.

Proper chain-of-command is critical. This will help us perform more efficiently while keeping everyone on the same page. If a problem or issue arises on the job; the member should first talk with the Job Steward if one is available on that site. If there is no Job Steward, or if the issue does not pertain to that specific job, the member should then consult with the Shop Steward. If the issue is still not resolved, please contact the Business Representative assigned to that area.

Stewards following the proper chain of command will help us in our efforts to make this Local Union stronger as well as cause fewer disruptions to the customers we serve. At all times we must remain professional and continue to show our customers that we are their best choice for serving their electrical needs.

Working together as a team and working hard in the field in a professional manner will improve our ability to regain the market share we have lost to the non-union sector.

VOTE ON TUESDAY, NOVEMBER 4TH
by Ray Zeran, Political Director

Local 292 members are respectfully asked to remember to vote in the Minnesota General Election on Tuesday, November 4th. The polls are open from 7 a.m. to 8 p.m.

It is important that we say “thank you” to those elected officials who have supported Labor’s issues and projects in recent years, including authorizing many recent construction projects such as the new Minnesota Vikings stadium. The easiest way to show our thanks is by voting for these “Labor-friendly” state officers, state legislators, and municipal office-holders.

LABOR-FRIENDLY CANDIDATES. A listing of Labor-friendly candidates for the November Minnesota General Election is in this issue of Keeping Current along with two website URLs for use in checking for the latest-endorsed Labor-friendly candidates.

RIGHT TO TIME-OFF FROM WORK TO VOTE. Remember talk to your shop steward, employees can take paid time-off from work to vote in Minnesota, especially if job-related travel time and special circumstances exist. You will want to make these arrangements in advance of Election Day. See your Shop or Job Steward for details and assistance.

NO EXCUSE ABSENTEE BALLOTS. You may also vote early with an absentee ballot, through the mail or in person. You no longer need to give a reason for requesting an absentee ballot. Check with your county or municipal government office for more information. To learn about voting, where to vote, absentee voting, and who are the candidates in your election district, you may wish to start on-line at www.mnvotes.org

Let’s make sure that we say “thank you” to our Labor-friendly elected officials.
Retirements

Congratulations!

DeWayne Barlage  LU  1 Sep 2014
Charles R. Bartels  LU  1 Feb 2014
James D. Bartkovicz  LU  1 Feb 2014
Randall C. Band  LU  1 Jan 2014
Dennis R. Becker  N  1 Apr 2014
Daryle K. Berg  N  1 Feb 2014
Bruce L. Bowen  LU  1 Aug 2014
Patrick L. Bowman  LU  1 May 2014
Vincent S. Carbonell  LU, N, IO  1 May 2014
Jeffrey A. Carlson  LU  1 Apr 2014
Kenneth M. Clark  LU  1 Apr 2014
Mike D. Crichton  IO  1 Dec 2014
Bradley W. Duesken  LU  1 Apr 2014
Wolfgang B. Donon  IO  1 Jan 2014
Gerald M. Eckstrom  LU, N, IO  1 May 2014
William R. Gallatin  LU  1 May 2014
Glen S. Grachek  IO  1 Oct 2014
Dennis G. Gulbranson  IO  1 Aug 2014
John W. Hill  IO  1 Jan 2014
James M. Hjelm  LU  1 Jul 2014
John R. Huscott  LU, N, IO  1 May 2014
Louis G. Hokanson  N  1 Mar 2014
Gerald M. Janssen  IO  1 Jun 2014
David E. Jenkins  LU  1 Apr 2014
Gary L. Kellevig  LU  1 May 2014
Paul J. Klesmit  N  1 Apr 2014
Roger K. Knutson  IO  1 Sep 2014
Donald M. Legge  LU  1 May 2014
David P. Long  LU  1 Jun 2014
Richard J. Lowsley  N  1 Mar 2014
Louie J. Luuz  N  1 Jan 2014

Harold R. Mackenzie  LU  1 Jul 2014
Anthony G. Maghrani  LU  1 Feb 2014
Bruce L. Martiz  LU  1 Aug 2014
James D. Malard  IO  1 Jun 2014
William R. McGee  LU  1 Sep 2014
William J. McMahon  LU  1 Mar 2014
Jeffrey C. Mead  LU  1 Feb 2014
Brian D. Nelson  LU  1 May 2014
Sung T. Ohno  IO  1 Jan 2015
Ronald E. Nykanen  LU  1 Jun 2014
Brian D. Olson  LU  1 Apr 2014
Eric G. Olson  LU  1 Mar 2014
Gary R. Olson  LU  1 Sep 2014
Frank J. Osmol  IO  1 May 2014
Thomas L. Peddic  LU, N, IO  1 Aug 2014
Thomas O. Pendroy  LU, IO  1 Sep 2014
Thomas W. Peterson  LU  1 Apr 2014
Jerry R. Popma  IO  1 Jun 2014
Michael A. Prak  LU  1 Jan 2014
Howard D. Sahl  LU  1 Mar 2014
Steven R. Shannon  LU  1 Jul 2014
Gary T. Shayan  LU  1 Sep 2014
Gary C. Swanson  N  1 Feb 2014
James W. Trende  LU, IO  1 Jun 2014
Mike J. Vavra  LU  1 Aug 2014
Jason P. Viol  LU, N, IO  1 Apr 2014
Michael L. Walker  LU  1 Aug 2014
Van G. Welke  IO  1 Aug 2014
Dan L. Wendel  LU  1 Sep 2014
Michael J. Widmer  LU  1 Feb 2014
Linda R. Wong  IO  1 Apr 2014
Carl F. Woods  IO  1 Aug 2014
Den A. Zieman  LU, N, IO  1 Jun 2014
Curtis J. Zimmerman  LU, IO  1 Jul 2014

LU = Retired Local Pension
N = NEBF
IO = IBEW PBF

Deaths

Active Members
Raymond Chaplin  19 Jun 2014
Kathleen Driscoll  3 Jun 2014
Eric Hingt  8 May 2014
Russell Meyer  18 Jul 2014
Justin Noggle  7 May 2014

Retired Members
James Adams  6 Aug 2014
Lewin Boser  29 Jun 2014
Robert Doshan  22 Jun 2014
Kermit Exinger  6 Jul 2014
John Gdhamer  7 Apr 2014
Duane Hansen  16 Jul 2014
Everett Hespert  10 Apr 2014
Theodore J. Hursch  9 Jul 2014
Roger Knutson  18 Jul 2014
Jerome Kraemer  7 May 2014
William Lund  12 Jul 2014
Francis Mays  28 Apr 2014
Richard Newton  9 Jul 2014
John D. Quinn  16 May 2014
George Reasoner  24 Jul 2014
Gordon Slates  2 Dec 2013
Robert Wies  29 Apr 2014

GIVE & GET IT BACK!

POLITICAL CONTRIBUTION REFUND PROGRAM

The 2012 Election year proved the importance of Labor's role in political elections. We can do it again in 2014 and ensure that the Governor's office and the Minnesota State House remain Labor-friendly.

This year, all Minnesota House of Representatives members and all the constitutional officers, including the Governor, will be up for election. In addition to volunteering a little time and remembering to vote on November 4th, we can also provide a little financial support at no cost to ourselves.

Last year, the State of Minnesota reinstated the Political Contribution Refund Program. This program allows you to give a political contribution to a candidate for a state office, the state legislature, or a state major political party and get it back from the State of Minnesota. This program provides an excellent opportunity to contribute to Labor-friendly candidates at no cost to you. You can make a contribution and receive a refund each year.

You can help financially by making a $50 per individual or $100 per married couple refundable contribution for this year. Respectfully, please consider making your donation to Labor-friendly candidates. If you have any questions about who the Labor-friendly legislative candidate is in your area, please check the "endorsed candidates" list in this issue of Keeping Current or contact Local 292 Political Coordinator Ray Zeran at 612-620-4238 or rz@ibcw292.org

You can find out more about how the Political Contribution Refund Program works at the Minnesota Campaign Finance Board’s website at www.cnboard.state.mn.us/publicsubsidy/conrefund.htm and at our own website at https://www.ibcw292.org/Political

Please take a few minutes to send your donation today.
October 2014
2 St. Cloud Informational meeting. 6 p.m. St. Cloud union hall, 2803 Clearwater Road.
11 Pheasant Season Opening.
13 Columbus Day.
14 Retirees Club meeting. 12:30 p.m. Stewards meeting. 6 p.m.
14 General Membership meeting. 7 p.m.
24 United Nations Day.
28 Executive Board meeting. 4 p.m.
31 Halloween.

November 2014
2 Daylight Savings Time ends.
4 Minnesota General Election. Polls Open 7 a.m. to 8 p.m.
6 St. Cloud Informational meeting. 6 p.m. St. Cloud union hall, 2803 Clearwater Road.
8 Deer Season Opening.
14 Retirees Club meeting. 12:30 p.m. Stewards meeting. 6 p.m.
14 General Membership meeting. 7 p.m.
25 Executive Board meeting. 4 p.m.
27 Thanksgiving Day. Office closed.

December 2014
4 St. Cloud Informational meeting. 6 p.m. St. Cloud union hall, 2803 Clearwater Road.
6 Children's Christmas Party.
Minneapolis Convention Center. 9 a.m.
9 Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
10 Retirees Christmas Party. RSVP req'd.
UCFW Local 653 Hall. 12 p.m.
12 Members Only Christmas Party.
UCFW Local 653 Hall. 6 p.m.
16 Executive Board meeting. 4 p.m.
24 Christmas Eve. Office closed.
31 New Year's Eve. Office closed.