

Vanguard

VOLUME 64 ISSUE 76

JANUARY 2010

UAW LOCAL 2000



UAW Local 2000's Women's Committee

Lunch with Santa

Anniversaries

Congratulations to the following...



October
David Miller
40 years



October
Del Hall
40 years



October
Ernest Ferrell
40 years



October
Jerome Williams
35 years



October
K. Outland
25 years



October
Larry Comer
40 years



October
Robert Francis
35 years



October
Robert Leaser
40 years



October
Steve Cunningham
35 years



October
Tom Greulich
40 years



November
Bob Dickson
35 years



November
Ralph Davis
35 years



Vanguard

UAW LOCAL 2000

3151 ABBE ROAD
SHEFFIELD VILLAGE, OHIO 44054
440-934-3151 or 1-888-UAW-3151
www.uawlocal2000.org

“Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause.”

~ Samuel Gompers



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(Voluntary gifts or contributions to the Local Union or International Union are not tax deductible.)



President's Report



Another year is nearly behind us. This past year has been similar to the recession back in 1980: We had the two line speed reductions, there were 172 Local 2000 members laid off indefinitely and our order bank slipped to a historic low for our plant in September, with our orders falling below 3000.

Recently things appear to be improving. As of Monday, November 13, 2009 our order bank was 14,035, which is the highest it has been since May 27, 2008. Our members who were laid off either took a temporary loan to the Brook Park or Sandusky plants or were recalled back to our plant. We are scheduled to work two 5-day weeks for the first time since we went to the 4-day work schedule. I am cautiously optimistic that we are through the worst of this recession and hoping and praying that we all have a much better year in 2010 than we did this year.

There will be changes in healthcare providers for our

Unit 1 Report



We have had a trying couple of years in the auto industry, but we have survived. During this time I have been working diligently with the local, state and national governments to secure work for OHAP that will keep this plant operating beyond 2016. These governments are willing to work with Ford to keep the plants they have in northern Ohio open. We all know that manufacturing jobs have been decreasing quite a bit over the last decade. We are fighting to maintain the jobs we have but increasing the number of jobs in Ohio is also an important objective.

We have had some orders come in and the Company has said we would be working two Fridays in December: December 4 and 11. There have been some rumors on the floor about more overtime after the first of the year, but as of yet the Company has not committed to any after January 1st. As soon as I am advised, I will advise your Bargaining and District Committeepersons know so they can inform you.

I would like to thank everyone who donated to our "Feed the Needy for Thanksgiving" drive. This year, we were able to feed more than 250 families, which means more than 1200 people had a hot meal for Thanksgiving. Considering all the recent down time we've had that was fantastic. We wouldn't have been able to feed that many if not for different local businesses donating to and offering discounts for this important charity.

by Tim Donovan

retired members, which will be effective January 1, 2010. Please pay special attention to any correspondence that you may receive between now and then to be up to date regarding the details of these changes.

If you have internet access and you aren't currently receiving e-bulletins from Local 2000, please sign up to receive them at our homepage, www.uawlocal2000.org. When the need arises to communicate important information to you, the auto alerts from our website are the most effective and quickest method of reaching you. We will not share your email addresses with any other entities.

Given recent issues with unemployment and concerns regarding the upcoming changes in the retirees' healthcare providers, our incoming call volume at the union hall has increased significantly. If you are unable to reach one of us, please be sure to leave a message with your phone number. We respond to our messages as quickly as possible and all of your concerns are of the utmost importance to us. We appreciate your patience during these trying times.

Wishing you and yours a safe and happy Christmas holiday period and a healthy and prosperous New Year.

by Nick Gallogly

Another way of helping the less fortunate this holiday season is by picking up an informational ticket from the Christmas Angel trees. Some of these kids' only gifts this Christmas will be the ones that we buy for them. If you take an informational tag from the tree please sign the sheet on the table so we can track who has the tags. This way if you lose the angel we can give you a copy of it. We will also be having the Mary Lee Tucker Cloth-A-Child Collection this month. It has been a rough year for those of us with jobs; just imagine how hard it is for so many people without jobs to make it through these times. I thank everyone who has donated so much in the past and I hope we can continue to help those in need.

I was able to negotiate the return of the remaining people that were on ILO (indefinite layoff). It may only be temporary for now but I am trying to secure work for them after the first of the year. As of right now we do not have anyone on the streets.

The LSR (line speed reduction) is over. If the company is still trying to move elements around on your job, you should contact your Committeeperson and they will get involved. John Pena is working on the jobs that the Union hasn't bought off on. The company has this notion that they can do anything they want at any time. I have been working with National UAW to change the Company's way of doing business. The Company keeps coming back to us for a bail out but they are only making our jobs harder and harder by adding more work to us.

Again I want to thank everyone for being so charitable in these poor economic times and I hope everyone has a Merry Christmas and a Happy New Year. Be safe!

Cars, Crossovers drive Ford's November share gain

Strengthened car and crossover sales fueled Ford, Lincoln and Mercury's U.S. sales performance in November. Car sales were up 14 percent and crossovers were up 26 percent for the month, with total sales of 118,536, essentially equal to year-ago sales.

"Consumer demand for our new high-quality, fuel-efficient products is driving Ford's market share gains," said Ken Czubay, Ford vice president, U.S. Marketing Sales and Service. "Customers are rewarding Ford for its new vehicle lineup, featuring new technologies including SYNC, MyKey and Adaptive Cruise Control."

Ford estimates its total market share in November was higher than a year ago and higher than its share in the first 10 months of 2009. Ford's November retail share was up for the 13th time in 14 months.

"The Ford plan is working, led by the strength of our product lineup and customer demand for our new cars, utilities and trucks," said Czubay. "Consumers increasingly are noticing that the Ford difference is our great products, our strong business and our leadership in quality, fuel efficiency, safety, smart technologies and value."

November Sales Highlights

- All-new Ford Taurus sales totaled 4,669, up 54 percent versus a year ago. Dealers reported retail sales were nearly double year-ago levels.
- Ford Fusion, recently named Motor Trend magazine's Car of the Year, also posted a sales increase of 54 percent versus year-ago levels. In early November, Fusion set a new full year sales record. With November results now complete, Fusion year-to-date 2009 sales total 161,819. The previous full-year record, set in 2007, was 149,552.
- Other Ford, Lincoln and Mercury cars posting increases included Ford Focus (up 24 percent) and Mercury Milan (up 40 percent).
- Crossover utilities also posted strong sales increases: Ford Escape was up 51 percent and set a new November sales record; Ford Edge up 27 percent; Mercury Mariner

Ford Brand Nov. 2009 U.S. Sales

	November %		
	2009	2008	Change
Econoline	4,705	6,915	- 32.0
	November YTD %		
	2009	2008	Change
Econoline	77,179	116,763	- 33.9

up 5 percent. In addition, sales of the all-new Lincoln MKT crossover totaled 648, its highest sales month to date.

• Ford's new EcoBoost engine technology and hybrid vehicles are winning customers, too. For example, the conquest rate for the Taurus SHO is 60 percent. EcoBoost provides customers up to 20 percent improvement in fuel economy and a 15 percent reduction in emissions versus larger-displacement engines. EcoBoost is standard on the Taurus SHO and available on the Ford Flex, Lincoln MKS and Lincoln MKT.

• Sales of hybrid vehicles totaled 2,361, up 73 percent versus a year ago. Ford hybrid models include the Ford Fusion, Ford Escape, Mercury Milan and Mercury Mariner.

Ford Fiesta

The all-new Fiesta – which debuts Wednesday at the Los Angeles International Auto Show – will further grow Ford's car lineup. This new entry in the U.S. – available in four- and five-door body styles – will set a new small car benchmark for fuel economy, safety, connectivity and powertrain technology in its segment.

North American Production

Ford plans to build 550,000 vehicles in the first quarter 2010, an increase of 201,000 units (58 percent) compared with the first quarter 2009.

Ford's fourth quarter production plan is unchanged from the previous forecast of 570,000 vehicles.

For Your Information *A Hopeful Report?*

Payroll employment held steady in November, falling by just 11,000 jobs. That was by far the best monthly jobs report since December 2007.

The manufacturing sector did not fare as well, losing another 41,000 jobs over the month; roughly the same as in each of the last five months.



Source: Bureau of Labor Statistics



"We'd better hurry up and aspire to the middle class... while there still is one."

Industry's future was uncertain a year ago

by Ty Granakis

It's hard to believe it was already a year ago when our future seemed uncertain. Truly this has been an interesting time for the auto industry. Over the last year, we made a lot of history. Between the concessionary agreements, plant closures and government involvement, we covered a lot of new territory. I'm glad that's over. ... Oh wait - it isn't, is it? Anyone foolish enough to believe that our troubles are behind us needs to wake up. We are not through the woods, but in the thick of it. And as Ford employees we have the benefit of believing everything's fine because Ford wasn't on the bankruptcy list. Well, if we don't start changing our ways as Americans, we'll ALL be on the next list.

For years I have had the "Buy Union, Buy American" mantra stuffed down my throat. I often pass it on in the articles I write, so it's nothing new to any of us. Many of us have faced the uncertainty of shift elimination, product line ending, or even a plant closing. But this year, we faced the potential of a company (or three) going out of business. That's pretty frightening stuff for those of us who have enjoyed the luxury of job security. I hope this was enough to scare us straight.

I've always written articles in a very straightforward manner. I can see what's happening, and so can my readership. We are smart enough to know better, but many of us continue to shop where we want, buy what we want, and try to pay as little as possible for it. Some of us occasionally look for U.S.A. made products, but even then we often buy what we really want and make excuses for the purchase. (I know this to be true by the number of non-Ford vehicles I continue to see in the parking lot).

Here's one of my favorite examples: "I bought it used. Toyota already got their money. I needed an affordable car for my child to drive. I supported the AMERICAN Toyota dealership, and helped the AMERICAN employees that

work there earn a living. When I buy a new car, I'll buy an American car." This argument used to make sense even to me. I used it to justify my purchase of a used Camaro convertible in 1996. I even bought it from a Ford dealership. It's a Union built American car, so this argument works. Or does it?

Actually, here's what happens: Your child's first car is a Toyota. They love it. They graduate college, get a job and they're ready to replace the car that got them through school with a new one. They think to themselves; "This was a great car. Toyota is a good company, this car lasted me through college. I want a new Toyota. And after all, some Toyota's are made in America..." Your child who will potentially buy many new cars in their life has learned "brand loyalty", and it's your fault. Another example... Your neighbor knows you work for Ford. They see you buying a different product. This sends a signal to them that if you don't have faith in what you build they certainly won't.

With the quality and affordability of American made products, this excuse doesn't work for anyone anymore. Buying foreign products at this stage of the game could easily finish us off. If you doubt this fact, you weren't paying attention in 2009.

In 2010, I would like us to all share our efforts to buy American, and even better – Union. I will continue to provide helpful information to assist in this quest. Every issue of the Vanguard this year will contain a web-site or story to help people find American Made products. I invite everyone to share their experiences, and will be happy to share them with the membership.

This month I invite everyone who is on Facebook to become a fan of "UAW Local 2000" and "Bring it back home." Both are helpful tools to help hard working Americans stick together. See you next issue.

UAW announces results of voting at Ford

The following statement is attributable to UAW President Ron Gettelfinger and Vice President Bob King:

The ratification process for the October 2009 modifications to the 2007 UAW-Ford master agreement have been completed. Seventy percent of the membership in production and 75 percent in skilled trades voted to reject the agreement. Our membership has spoken, and on behalf of the International Executive Board and the National Negotiating Committee we appreciate the participation of our Ford members who took the time to debate the modifications and cast their vote. The ratification process proves once again that the membership is the highest authority in our union and we are respectful of the final outcome.

We recognize that the modifications negotiated with Ford in February 2009 and ratified by our membership were critical in helping our UAW Chrysler and General Motors negotiators shape the agreements at those compa-

nies prior to them filing for bankruptcy. UAW Ford members can be proud of the leadership role they played at that time in protecting our members at Chrysler and GM. Our UAW Ford members can also be proud of their contributions that have positioned Ford to be a strong competitor in a tough market. The positive quarterly results released by Ford this morning are further evidence of the contributions that Ford workers have made.

The additional modifications that were recently negotiated contained product commitments which insured long-term job security for Ford workers. While we will not be returning to the bargaining table, our International Executive Board, staff, local union leadership and membership will continue to work with Ford on a daily basis in an effort to keep new products coming into our plants. We will also continue to work with Ford to insure they maintain the highest ratings in quality and productivity and insure that they remain competitive.

True loves given something to be happy about

PNC Christmas price index shows modest 1.8 percent increase

Thanks to the weak economy in 2009 the PNC Christmas Price Index increased by a modest 1.8 percent compared to last year in the whimsical economic analysis by PNC Wealth Management based on the prices of gifts in the holiday classic, "The Twelve Days of Christmas."

According to the 26th annual survey, the price tag for the PNC CPI is \$21,465.56 in 2009, just \$385.46 more than last year. It is the smallest increase since 2002, when the index fell 7.6 percent.

The PNC CPI exceeds the U.S. government's Consumer Price Index, the widely used measure of inflation calculated by the Bureau of Labor Statistics, which is down 1.5 percent this year.

Among the 12 gifts in the Index, three items fell measurably from last year while five increased in cost and four remained steady.

As part of its annual tradition, PNC Wealth Management also tabulates the "True Cost of Christmas," which is the total cost of items gifted by a True Love who repeats all of the song's verses. This holiday season, very generous True Loves will receive a bargain and pay \$87,402.81 for all 364 gifts, a mere 0.9 percent increase compared to last year.

The sharp rise in gold prices proved to be the main contributor to the dramatic 42.9 percent jump to \$499.95 for the Five Gold Rings. Typically when the value of the dollar decreases, as it has in the last year, investors buy more gold driving up prices.

The cost of the Seven Swans-a-Swimming, which generally provide the biggest swings from year to year in the PNC CPI, fell this year by 6.3 percent to \$5,200 following last year's eye-opening 33.3 percent rise. As the most volatile item in the Index, the swans are removed to determine the underlying inflation or core PNC CPI, which pushed the rate up 4.8 percent this year.

Should the Fed Be Fed Up?

Should Fed Chairman Ben Bernanke be concerned that the Core PNC Christmas Price Index is running hotter than the Government's measure of underlying inflation?

Not so fast, said James Dunigan, managing executive of investments for PNC Wealth Management.

"The core Consumer Price Index excludes volatile energy and food costs and is generally steadier than the headline figure," Dunigan said, adding "This year's PNC Christmas Price Index again reflects the patterns in the broader economy.

"In general, though, we saw a moderation in the PNC CPI and the Bureau of Labor Statistics' CPI due to the dramatic drop in energy, fuel and shipping costs. The reverse was true last year, which showed a major spike in transportation costs," he added.

The PNC CPI's sources range from retailers to the

National Aviary in Pittsburgh and the Pennsylvania Ballet Company in Philadelphia and a retail jeweler in suburban Indianapolis.

Birds Take a Dive

Declines in the cost of birds in the index were a major factor in the moderate increase. The Partridge in a Pear Tree is down 27.3 percent to \$159.99. The partridge came in 50 percent below last year at \$10.00 and the pear tree is \$149.99, off 25 percent. Also, the Six Geese-a-Laying are down a sizable 37.5 percent to \$150.00.

The cost of the Four Calling Birds was even with last year at \$599.96. The only birds to increase in price were the Two Turtle Doves, which rose a paltry 1.8 percent to \$55.98, and the Three French Hens, flying up 50 percent to \$45.00; the largest percentage increase in this year's index.

Another Pay Raise for the Milkmaids

As the only unskilled laborers in the PNC Christmas Price Index, the eight Maids-a-Milking received an automatic raise for the third straight year due to another increase in the federal minimum wage. Before 2007, they had not received a raise since 1997.

The federal minimum wage increased this year to \$7.25 per hour, following last year's increase to \$6.55. In the last two years, the Maids-a-Milking have seen their wages rise by \$2.10 per hour, a total increase of 33 percent. Hiring the maids this year cost \$58.00, only \$5.60 more than a year ago.

The cost of most performers in the index -- the Drummers Drumming (\$2,475.20), Pipers Piping (\$2,284.80) and Lords-a-Leaping (\$4,413.61) -- saw no increase at all from 2008, reflecting the labor market in which the unemployment rate rose to 10 percent after sitting around 5 percent for much of the decade. Only the price for the Ladies Dancing is higher this year, up 15 percent to \$5,473.07.

Cyber Prices: The Cost of Convenience

For those True Loves who prefer the convenience of shopping online, PNC Wealth Management calculates the cost of "The Twelve Days of Christmas" gifts purchased on the Internet.


This year, the trends identified in the traditional index are repeated in the Internet version, with the core rates significantly more than total rates.

True Loves will pay a grand total of \$31,434.85 to buy the items online. That is less expensive than last year, however it is still about \$10,000 more than in this year's traditional index.

"In general, Internet prices are higher than their non-Internet counterparts because of shipping costs for birds and the convenience factor of shopping online," Dunigan said.

An early Christmas

by J.A. Varner



As a youngster growing up in the early sixties, I recall the cheery red and green Christmas decorations winding around the light poles in downtown Lorain, Ohio, brightly glowing on either side of the main street of Broadway. As you faced north, the snow drifted down easily in flakes clumped together, making a feathery puff of white lace which I tried to catch on my tongue. I think I inhaled more snow than I tasted but the crystals pleasantly stung the lining of my throat. I remember the Sears building where my Dad liked to browse for tools and such, just past the theatre. Next door to the hardware store was a furniture store called Lee's, I think, with a picture of a bear on the sign. Right in front of the Palace was a small cart selling nuts, but it was lit up brightly and the warm interior kept the glass clear so you could see the hot cashews inside.

Across the street was the Woolworth's dime store that had all sorts of neat things to look at and touch. The wooden floors creaked as you walked on them and out of the large plate glass window in front I saw a row of children standing on the sidewalk, waiting to visit with Santa in his little red shack as others walked away with a contented smile on their face, a candy cane held tightly in their fists. The area teemed with happy families and it was so pretty with the colored lights creating a festive glow.

Inside, my mom liked to check out the sewing things and selection of fabric while I went to the toy department to look over options. Candy canes and dots hung in long strips of plastic and the carefully placed tinsel and shiny glass bulbs reflected all the bright colors of Christmas throughout the store. The music being piped in to the store's speakers was one of my favorite memories. Bing Crosby sang about "...dreaming of a white Christmas" and I think the sound of sleigh bells rang anytime the heavy entrance door opened and closed. I remember a long counter on the north side of Woolworth's where you could get a nice bottle of Coca Cola and spin around on one of the green stools. On this night, I recall lots of people milling around outside and it seemingly made no difference that it was snowing. The women would simply pull scarves tighter around their heads and the men tugged their hats down in front and turned up their jacket collars. Everybody wore boots over their shoes with the little buckles that made their own happy jingling as snow was stomped off, entering the store.

As beautiful as downtown was, my next favorite place to visit was the department store, O'neils. Later on it became known as the May Company at the Sheffield Center. I'll always remember going to visit the talking Christmas Tree (while parents apparently shopped covertly). It was a pretty big deal back then and as you waited in line you could hear the things the other kids were asking for and it

sorta helped you to make up your mind about what you'd like. This huge Spruce tree stood outside all year round but around Christmas time, you could go and tell it the things you hoped to get for Christmas and it would talk back and even ask if you'd been good! Man, Santa had spies everywhere!

At home, my brother and sister helped change the music on our record player and I remember mostly listening to "Santa Claus is Comin' to Town" and "Silver Bells." There was another song that Bing sang about "Christmas in Hawaii" but I could never get the words quite right. Mr Jingleling was on the tv with his funny bald head, bushy side hair and big ring of keys. His face was always the same three colors. In fact everything on our TV was the same three colors. You see, my Dad bought this plastic film and taped it to the front of TV screen. It consisted of three horizontal bands of colors; blue at the top to simulate the sky, orange in the middle (flesh tones?), and green at the very bottom (for simulated grass). All my friends thought we had color TV and came over to watch with us.

I remember one Christmas Eve, while waiting for Santa, there was a noise outside and my brother looked out of our bedroom window to investigate. Pulling back quickly, he turned to me and yelled that Santa was out there and had all of his reindeer with him! I became so excited I scrambled to the bunk bed and hid underneath the bottom bunk till all was quiet again. No amount of coaxing by my big brother could make me come out to see Santa and his reindeers for myself. After spending countless hours confiding in bearded elves, talking trees, aunts and uncles, and anyone else who'd listen, I was not going to get pushed into doing something that would likely get my name scratched off the "who's been nice" list this late in the game!

I woke the next morning to sounds of tickled squeals and ripped wrapping paper. I sped out of the bedroom, sliding sideways in my pajamas, eyes wide in disbelief as I surveyed the piles of colorfully wrapped packages. I was handed one of the big ones and I quickly tore off the paper. Inside was a really cool, red-painted, metal fire truck that had a long ladder, lights, a siren... everything. It was battery operated and there was a little fireman who climbed almost all the way to the top of his ladder before sliding all the way back down. Immediately he began climbing again. What genius invented this remarkable toy which imparted simple lessons about never giving up!

It didn't really matter what I'd asked of white bearded Santas or pungent evergreens, friends at school or brother and sister at home because I'd gotten everything that a little boy could ever have dreamed of... a special toy to transport my imagination to places only a boy could go!

Lunch with Santa

Held December 5 at the UAW Local 2000 Union Hall



Photos courtesy of and a special thank you to Ozzie Figueroa & Ozzie Figueroa, Jr.



Lunch with Santa

Held December 5
at the UAW Local 2000 Union Hall



Photos courtesy of and a special thank you to Christine Yarber

Lunch with Santa

Held December 5
at the UAW Local 2000 Union Hall



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Lunch with Santa

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Photos courtesy of and a special thank you to Ozzie Figueroa & Ozzie Figueroa, Jr.

“FEED THE NEEDY” SPAGHETTI DINNER

The annual Thanksgiving food drive benefit spaghetti dinner was held on Sunday, Nov. 1, 2009 at the V.F.W. Post 1662 in Amherst. The Local was able to raise over \$6,250 which went to feeding 305 families over the Thanksgiving Holiday. All proceeds benefitted the needy in Lorain County. The event featured great food, a 50/50 raffle and a huge silent auction. A special "Thank you" to UAW Local 2000's Women's Committee for the baked goods and their help year after year.



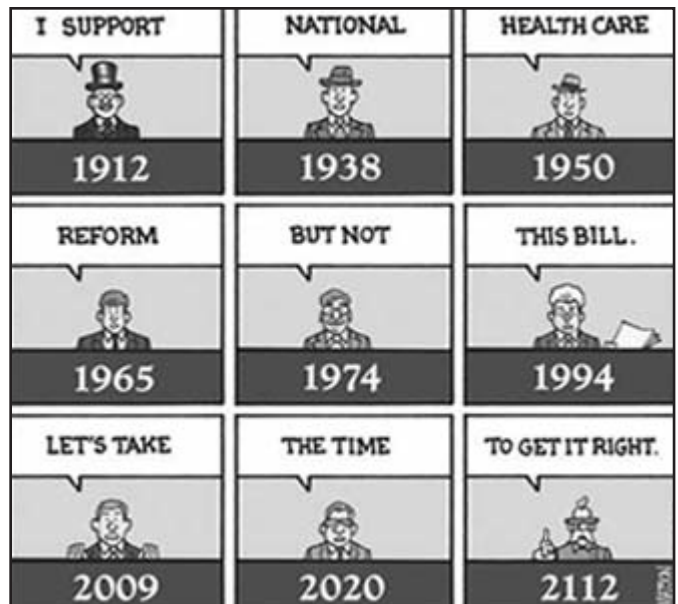
Photos courtesy of Ben Davies

REMINDER UNION MEETING

Our next membership meeting is
Sunday, Jan. 17
at 2:30 p.m.

RETIREE MEETING

The next retiree meeting is
Thursday, Jan. 7

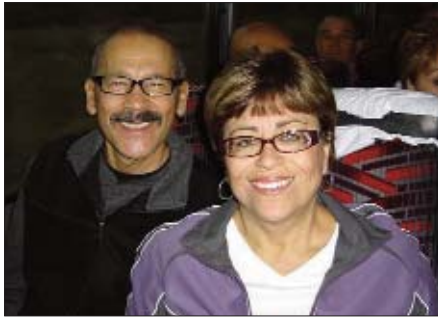


Wheeling & Oglebay Bus Trip

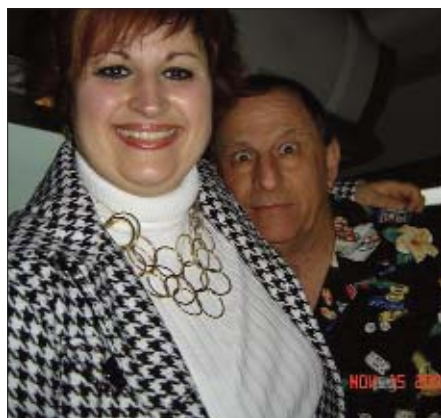
On Sunday, Nov. 15, 2009 the Recreation Committee put on a casino bus trip to Wheeling, WV. We had a good time at the casino, of course we left there broke! Afterward, we headed on to Oglebay Resort to see the Christmas lights with our onboard tour guide.

We're looking forward to our next casino trip to Greentown on Sunday, Jan. 17, 2010. We hope you can join us! Further information will be provided in upcoming Local 2000 information bulletins.

Photos courtesy of Sophia Langer

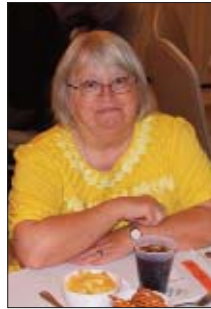


Wheeling & Oglebay Bus Trip



Retirees' Thanksgiving Dinner

November 12 ~ Tom's Country Place



Photos courtesy of Roger Deuley

Retirees' Thanksgiving Dinner

November 12 ~ Tom's Country Place



Photos courtesy of Roger Deuley

Retirees' Thanksgiving Dinner

November 12 ~ Tom's Country Place



Photos courtesy of Roger Deuley



2010 Paid Holidays



JANUARY 2010

SUN	MON	TUE	WED	THUR	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY 2010

SUN	MON	TUE	WED	THUR	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH 2010

SUN	MON	TUE	WED	THUR	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL 2010

SUN	MON	TUE	WED	THUR	FRI	SAT
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4	5	6	7	8	9	10
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18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY 2010

SUN	MON	TUE	WED	THUR	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE 2010

SUN	MON	TUE	WED	THUR	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

JULY 2010

SUN	MON	TUE	WED	THUR	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

AUGUST 2010

SUN	MON	TUE	WED	THUR	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SEPTEMBER 2010

SUN	MON	TUE	WED	THUR	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OCTOBER 2010

SUN	MON	TUE	WED	THUR	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVEMBER 2010

SUN	MON	TUE	WED	THUR	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

DECEMBER 2010

SUN	MON	TUE	WED	THUR	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



Display this 12-month calendar for quick reference.
Paid holidays are highlighted in blue.

