

# GOLDEN LODGE NEWS

Volume 68, No. 11

December 2021

*To members of Golden Lodge No. 1123, S. W. O. C. and their families; it is my desire to extend sincere Holiday Greetings.*

*In these days of great anxiety, it is (all) the more important that we rededicate ourselves to the common creed that all men are brothers; all children of God; all united with a grim determination to restore permanently, "Peace on Earth, Good Will toward Men."*

*In this herculean and humanitarian endeavor, all of us engaged in war industry will do our part in the vast war effort to crush dictatorships so that we may pursue our democratic way of life in peace and happiness. As to the union itself, the year 1941 will be marked as one of greatest progress.*

*The economic, industrial and social status of our members has been greatly elevated. But let us not rest here. This advance has only prepared us to achieve greater things ahead with courage and faith of a type that can exist only in a Brotherhood of Man dedicated to a common cause that is guided by the teachings of Christ, whose birth we so humbly honor.*

*To each and every member of our Union, our Ladies' Auxiliary and those near and dear to you, my sincere Christmas Greetings are extended. And it is my cherished wish that throughout the coming New Year, an abundance of life's blessings may be yours.*

*Fraternally yours,*

*I. W. Abel*

*President Golden Lodge*

*December 1941*

*Seasons Greetings*

*From the Officers, Committee Members and  
Office Staff of the Golden Lodge*

# Golden Lodge News

Championing the Interests of the Members of Golden Lodge, No. 1123, S. W. O. C.—C. I. O.

Vol. I. No. 1

Canton, Ohio Wednesday, December 10, 1941

5c per Copy

## WILL TIMKEN FOLLOW FORD?

### Canton Protests Rep. Smith's Back To Slavery Bill

Over 30,000 Messages Sent As CIO and AFL Rally Forces.

More than 30,000 friends of labor in the Canton area have already written to President Roosevelt and Senators Taft and Burton denouncing the Smith bill now resting in the Senate. Hundreds more have sent telegrams.

Typical of the cards sent on to Washington is one which reads: "The Smith Bill is one of the most violent pieces of anti-labor legislation to be found anywhere. This bill has no place in our great democracy. It must not pass and I request that you use your influence and position to defeat it. I also urge conference of government, labor and industry as specified in the Kelly bill."

Among those sending telegrams were: Harry R. Smith, William Smith, Eric Smith, Christine Stokoe, W. E. Foraker, H. J. Alexander, John Dermer, Alvie R. Wilhelm, L. F. Monroe, Wayne Israel, William S. Merriman, II, John A. Baker, Lee Paris, Charles J. Wright, Alexander Kama, William Bricker, W. R. Johnson, Frank Hunt, R. O. Willaman, Herb Secker, C. R. Miller, Finas Reynolds, A. Z. Wilson, E. M. Campbell.

#### Merchants Join.

The flood of mail, telegrams and phone calls pouring on Washington has resulted largely through the concerted efforts of both the C. I. O. and A. F. of L. and merchants who realize the effect it would have upon the gains made by labor in recent years.

Commenting upon the Smith bill, Herb Secker, 2nd vice president of Golden Lodge, said, "Some people might wonder why Labor is so incensed over passage of labor legislation. Well, just what is proposed and who proposed it?"

#### Would Break Morale.

"The Smith Bill, forcing unions to register, give a strike notice, balloting by Union and non-union employees, cooling-off period, etc., would immediately break the morale of American working men and consequently end in dissolution of Unions and your labor movement."

"It is interesting to note this bill was submitted by Congressman Smith, representing the eighth Virginia district in which the total vote was 17,774. He is staunchly supported by men like Cox of Georgia, where the total votes cast were 3,369. Poll tax conditions and doubtful election systems kept the working people in these districts from voting so you can easily see whom Smith and Cox serve."

"It is vitally important to everyone, labor and small business alike, to bombard Washington insisting on stoppage of such legislation."

"Twenty-four years ago prices

(Continued on next page)

#### TAKE YOUR PICK

At the time of the captive mine strike Timken management advertised that operations would have to be curtailed soon because of a pig iron shortage and blamed John L. Lewis.

Last Sunday's paper carried an ad explaining that the slowing down of operations was necessitated by a re-tooling program.

Was the management trying to fool the public and Timken workers in the first instance? And is it trying to kid us now? All of which raises the further question—has Timken really tried its best to get defense orders?

### Westinghouse Workers Sign With UE-CIO

Early A. F. of L. Lead In Bargaining Race Is Cut Down.

During the past weeks the United Electrical, Radio and Machine Workers have been making rapid progress on the organization of the Westinghouse Naval Ordnance Plant. Eventually this shop will employ over two thousand workers and will be an important addition to the CIO in Canton.

Although the International Association of Machinists, A. F. of L., has asked for certification, the Labor Board has not as yet acted on this case. The UE-CIO has asked that any certification be delayed until at least fifty per cent of the workers are employed. While at present the IAM claims a majority of the workers the UE-CIO is signing up more and more workers each week and most of these have switched their affiliation from the A. F. of L. to the CIO.

Many workers from other CIO shops in Canton are going to work in the Ordnance Plant. If you know any who have, see to it that you get them to join and be active in the UE-CIO immediately. Let's keep the mills in Canton CIO.

### Board Dissolves Bearing Union

A decision outlawing the Independent Bearing Workers Union at the Bower Roller Bearing Company has just been handed down by the National Labor Relations Board. By implication it affects the status of the so-called Union's local at Timken's Columbus plant.

Objection had been raised that the Bower Co. unit was a company-controlled one and the same would appear to apply to the Columbus outfit.

#### JOIN CREDIT UNION

Get the saving habit. Join the Credit Union.

### Lewis Rings Bell Again In Winning Union Shop Fight

Arbitration Board Decides Against Owners of Captive Mines.

News of the United Mine Workers' victory in the captive mines case was jubilantly received by SWOC leaders and members in the Canton area this week.

In the opinion of labor leaders here, the ordering of a union shop for the mines, the first to be established in the steel industry, sets a precedent for the industry as a whole and the steel plants in Stark county in particular.

The decision was announced by Dr. John R. Steelman, chairman of the national arbitration board.

John L. Lewis, president of the union, agreed with Steelman in the majority opinion. Benjamin F. Fairless, president of the United States Steel Corp., dissented and returned a minority opinion.

#### Covers 53,000 Men.

Fifty-three thousand miners will be covered by the steel companies' forthcoming signing of the Appalachian agreement. The decision was the climax of the union's 40-year-old battle for a union shop in the captive mines.

Companies involved were: United States Steel Corp., Bethlehem Steel Corp., Republic Steel Corp., Woodward Iron Co., National Steel Corp., Youngstown Sheet and Tube Co., Crucible Steel Co., The Wheeling Steel Corp., and the Semet-Solvay

### Heads U. S. Forces in War



PRESIDENT ROOSEVELT

### Endorse Payroll Plan for Bonds

Full cooperation of Golden Lodge in the war effort was evidenced recently by its endorsement of the voluntary pay-roll allotment plan for the purchase of Defense Savings Bonds.

The Timken Company was requested to install the machinery to carry out the operation of the plan. The company has done so and Union members are reported to be subscribing liberally.

In addition Golden Lodge completed arrangements for the purchase of Defense Savings Stamps. They can be obtained at the offices of your lodge.

### Open Letter to Mr. Klinedinst

Mr. L. M. Klinedinst, Vice-Pres., Timken Roller Bearing Company, Canton, Ohio.

Dear Mr. Klinedinst:

During the past year you, as vice-president of the Timken Roller Bearing Co., have been flooding the mails month after month with letters to your employees. The meat of each of your letters is such that there can be no question your purpose is to inflate the minds of our people with the importance of Timken products to our National Defense. We are fully aware of our own obligations required in the processing of these products, and above all we are fully aware of the obligations of the Timken Roller Bearing Co. to practice democracy in their dealings with their employees as well as preach it.

While you have been carrying forward this campaign of propaganda by letter writing, shop posters, newspaper ads, etc., your company, its supervisors and foremen, have been steadily attempting to crush and obliterate the practice and principle of Democracy in the Timken plants.

Not only are we, your employees, and public aware of this fact, but you as well are aware of it, evidenced by your constant statements that nothing should be permitted to interrupt the production of Timken bearings, steel, rock bits, etc. Your statements remind one of the man who whistles in the dark. Paraphrasing the immortal words of Abraham Lincoln permit us to say, "You can have no conflict without being yourselves the aggressors. Certainly you have no oath registered to destroy OUR UNION; while we shall have the most solemn one to preserve, protect and defend it."

Respectfully,  
Your Employees and  
Members of Golden Lodge.

### Urge Timken Adopt Ford's "All Out" Union Cooperation.

WAR DEMANDS UNITY

### Can Only Be Achieved Thru Workers Sharing Burden of Management

That declaration of war by this country against Japan has brought home to every Timken worker and every Timken official the vital need for labor and industry to work shoulder to shoulder in complete harmony to the end that our nation's enemies shall be crushed is the consensus of opinion expressed throughout the plants during the past few momentous days.

After studying the report of President Abel, following his visit to the Ford plant at Dearborn, Mich., which appears below in full, a prominent Golden Lodge official declared:

#### Ford Cited in Past.

"In the past when progressive labor policies were suggested to Timken management the stock answer ran something like this, 'Well, we would like to do this or that, but Henry Ford is a big customer. He's a mean old man and if we went too far he'd take his business away.'

"If Henry was the stumbling block to more liberal Timken labor policies and as a result the model to be followed, then why does not Timken follow Ford now that he has gone 'all out' C. I. O. and wiped out his private gestapo and consequently enjoys peace, tranquility in one big, happy family?"

"So, if it's good enough for Henry why is it not good enough for Hank?"

"Whether Timken knows it or not, there is just as much patriotism and desire to produce the utmost in war materials that the Timken plants are capable of producing, in the hearts of the Union member workers of Timken as there is on the part of Timken management."

"It is my belief and that of my fellow officials and members of the Lodge that if Timken would take the Timken workers into full confidence and give them the same measure of self-government that Henry Ford has his workers, that then, and only then, will the Timken Company do its full share in the stupendous task before our nation today."

"We insist that Democracy begin at home at the Timken plants. By so doing Timken would unleash to the full extent the driving power of free men, working in a free plant in a democratic and free land."

#### OUR PRESIDENT'S REPORT

During the recent CIO convention in the city of Detroit, your president was privileged along with other CIO delegates, to make a tour through the great Ford Empire (the Ford Dearborn plant). In busses provided by Henry himself, we were transported from the Staller Hotel to the huge Ford plant, around the driveways for an outside

(Continued from page 3)

# Golden Lodge News turns 80

Eighty years ago on December 10, 1941, three days after the attack on Pearl Harbor, the first edition of the Golden Lodge News was published. We are lucky enough to have copies of that first edition and it serves as a time capsule of organized labor's community involvement, national interests, local politics, gearing up for the war effort and shop life working at "Timkens".

At that time, the members of Golden Lodge were not yet Steelworkers (May 1942). We were not yet a closed shop and the CIO had not merged with the AFL (1955). The range of articles run the gamut from the competition between the AFL and the CIO, to a Swappers Column, to hunting advice offered by the guys in Department 75. There are notices for buying defense bonds, the women's auxiliary chicken dinner and an interest chart provided from the Golden Circle Credit Union for a \$100 loan.

This first edition features a Christmas greeting by then Golden Lodge President I. W. Abel. It is reprinted on page one of this edition. It includes an article he wrote on his recent trip to a Ford plant in Michigan. His praise for the cooperation between Ford and its employees was held up as a shining example of labor / management cooperation for the war effort. That management / labor cooperation was new to Ford, who had violently resisted organization by the United Auto Workers.

Although the attack on Pearl Harbor signaled the United States entry into the war, Timken, like many other companies had been involved in war production for our allies. The push for increased production in the name of patriotism irked Golden Lodge members who stated in an open letter to then TRB Vice President Klinedinst that they were "fully aware of our own obligations in the processing of these products and above all . . . are fully aware of the obligations of the Timken Roller Bearing Co. to practice democracy in their dealings with their employees . . ."

The Golden Lodge News, Volume 1, ran for 11 editions, ending in December 1942. During that run, it featured articles about the war and highlighted the advent of the United Steelworkers of America. It ended abruptly in December 1942. Possibly a result of paper rationing. It was revived 11 years later, starting at Volume 1 again, in April 1953. The Golden Lodge News has been in print since then. We have scanned this 80-year-old first edition of the GLN and

posted it on our website and on our Facebook page:

<https://uswlocals.org/golden-lodge-local-1123>

[USW Local 1123 Golden Lodge | Facebook](#)

Take a few minutes and look through it. It is an interesting window into the early days of the Golden Lodge as well as the USW and the home front at the beginning of our active involvement into World War II.

~ Ron Roberts Associate Editor

## GOLDEN LODGE NEWS

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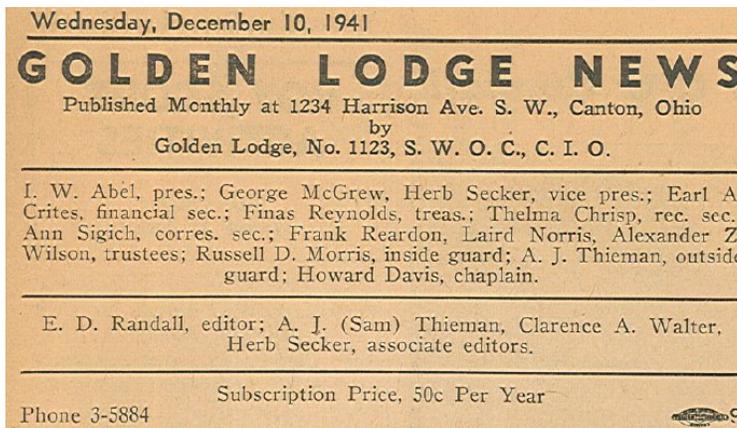
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Published monthly, except July, by the United Steelworkers, Golden Lodge Local 1123, AFL-CIO, in the interest of its members and to further the aims and programs of the Union. USW Local 1123 represents the bargaining unit workers at the Canton, Gambrinus, and Faircrest plants of The Timken Company, Timken-Steel Corp., and the Golden Circle Credit Union.

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# 2021 USW Cares District 6 Jefferson Award Winner, Local Union 9329

USW Local Union 9329 represents the service workers and registered nurses of a long-term care home in a rural area of Ontario. President of the local for the last three years, Lisa Cook, nominated her local's health care units for the 2021 Jefferson Awards because of the incredible compassion and strength the members showed during two serious Covid-19 outbreaks at the CV Homes facility they work at.

Because of the sacrifices these members made in order to save lives, stop the spread, and support lonely residents isolated from the world, Local Union 9329 is District 6's 2021 USW Cares Jefferson Award winner.

The care home Local 9329 members work at was the first facility in the region to have a Covid outbreak. "It was a scary time because it affected lots of families: people's spouses and kids lost their jobs and were sent home from their work; some of our members were down to one income and everybody still stepped up," said Cook.

Because members working at the care home are constantly exposed to the virus and risked spreading it, the family members they lived with were let go and weren't allowed to go to work. In order to keep their families safe and allow for their partners to continue working, some members moved in together and shared accommodations.

For two months several members, some of who were moms of young children, were only able to contact their families digitally. One of these sisters, who left her home so her partner could work, has four children under the age of twelve, another has two kids under the age of seven, and another has two kids that are twelve and ten.

"We didn't have any option. Even my own two children, they were both sent home from their jobs the day it was announced that the nursing home had an outbreak, so they immediately became unemployed," said Cook.

"Family and friends didn't want to be around us, because we were in the middle of it. There were so many unknowns when it first came out.

We've learned a lot since, but nobody knew if it was safe to leave our work and go to the grocery store in scrubs."

"People in scrubs were frowned upon almost. We were heroes because we were doing it, but to go out in the community with your scrubs on, people were fearful of you because they didn't know if you were spreading the virus."

The nursing home lost a quarter of their resident population to Covid, and 29 out of 110 staff tested positive for the virus. One staff member was hospitalized and put on a ventilator. Most of the staff members who tested positive, have long-term effects, like heart palpitations and trouble breathing, to this day.

During the outbreaks it was all-hands-on-deck for these members. It didn't matter which department someone worked in, everybody helped everywhere. The dietary staff would help with lifts or changing residents, because many people were off sick.

"We were a team. We came together to provide the best care we possibly could with so many staff off. Nurses worked sixteen hour shifts fourteen days in a row. People came in whenever they could to help and wore full-gown PPE to try to protect themselves," explained Cook.

The outbreaks were incredibly hard on staff and residents. The residents were isolated to their rooms for a long period of time; they weren't allowed to have outside visitors, including family, so the only interaction they had was with the staff.

"We were the people who kept them company; we were their connection to the outside world," said Cook. Members used their personal devices to connect residents with their families so the families could see that their loved ones were still alive.

They used their breaks and lunches to keep residents company, FaceTime residents' families, sometimes to be with residents while they were passing.

Many residents passed away without family by their side, and the members of Local 9329 were the ones who were holding their hands when they passed away.

“They’re our family. We spend more time with the residents than we do at our homes, so we care for these people like our own grandmas and grandpas or moms and dads,” said Cook. “We feel like a family. We’re a rural home in a small community, we knew we had to do it.”

Before Covid, when a resident would pass away at the care home, the funeral home would come to take away the deceased. The deceased would be covered with a special blanket and when they left the home, the staff would do an honor guard to send them off with dignity and respect.

During Covid the funeral homes didn’t come in. “The nurses had to literally put people that we cared for every single day into body bags and wheel them to the door. The body bags would be sanitized by us and then pushed outside to the people from the funeral home who were in PPE. Usually, they’d wear a suit, but they had to wear coveralls that could be washed because of contamination. It wasn’t any dignity or respect. You didn’t feel like they were leaving with dignity and respect,” said Cook.

“And it was hard. Those are people that we cared for and we love the residents, we really do. And now you’re the person putting them in a body bag. It’s devastating, mentally. Mentally it’s hard on everyone.”

Cook’s own mother passed away in long-term care during the pandemic and Cook said it was because none of her family was able to visit her and she gave up: “She stopped eating and drinking because she thought we stopped caring. Nobody was visiting her. It’s a reality of the pandemic,” said Cook.

The members felt isolated too. If they weren’t too exhausted from working long shifts, nobody wanted to be around them because they were so afraid.

But the community outpouring of support for the care home staff was incredible. Community members would drop off food and gifts bags for the staff. One person dropped off hand-knitted hearts for the staff to put in the hands of residents who were passing so they knew they were being thought of with love as they were passing. Staff would then decontaminate the knitted hearts and were able to give them to the deceased’s family.

The Local Union, which is amalgamated, donated money to do moral builders, like bringing in snacks and getting the staff t-shirts. They did weekly give-aways, raffles and creative favors for their healthcare workers in the care home; the other units of the local are not health care units.

The Local also paid to have a memorial tree planted at the entry of the care home. The tree is a flowering Tulip Tree; every spring, it will flower and then the flowers will fall to the ground to remind the staff of the residents they lost to Covid, since they lost most of their residents in the spring of 2020.

Local 9329 has won the 2021 District 6 USW Cares Jefferson Award because of the incredible sacrifices these members made to support each other and patients living in long-term care through the pandemic. They are representative of all USW healthcare workers who have gone above and beyond for their jobs and their patients while working short-staffed in unsafe conditions through a world-wide crisis.



# Infrastructure Bill, good for Golden Lodge



**By Pat Eslich**  
*President*

Manufacturing and the steel industry will be beneficiaries of the Infrastructure Bill passed in early November. Ohio alone will receive \$9.2 billion for roads, \$483 million for bridges and \$1.2 billion for transportation.

These investments will in turn mean jobs for us and jobs for many more of our union brothers. Our products will be a big part of making the infrastructure improvements Ohio desperately needs.

I realize that we do not directly make the steel for roads and bridges but, we do make the steel that produces the machinery and equipment necessary to build these infrastructures.

Just as important, this bill included the strongest Buy American Provisions, which also insures more business for us and our employers. Investments in our industry means job security.

In line with this focus on Buy American, is also the supply problem the US is currently facing. Although, according to reports from the AFL-CIO, over 4700 companies have already brought their operations back to the US, too many of our goods are still produced overseas.

The head of the Reshoring Initiative, Harry Moser, pointed out that companies can lower their costs by as much as 30% and there is a push as well as a need for more companies to return to our shores. This too will create more jobs and more importantly, more union jobs.

Closer to home, grievances have dropped considerably. The negotiators have reviewed all documents and the union and company officially signed the agreement December 1st.

Negotiated in the 2021 USW/TimkenSteel BLA was a lowering of the threshold for vacation allowance. If, because of your continuous service date, you cross the new threshold before the next vacation year begins, you will be eligible for an other week of vacation.

You should see that reflected in your vacation request period which will begin in January. Also if you crossed a new threshold you should notice a 2% increase in the amount of vacation pay accrual on you pay stub.

As a reminder the new vacation allowances are:

- 121 working days and less than 3 years = 1 week, 2% vacation pay accrual
- 3 years and less than 7 years = 2 weeks, 4% vacation pay accrual
- 7 years and less than 14 years = 3 weeks, 6% vacation pay accrual
- 14 years and less than 21 years = 4 weeks, 8% vacation pay accrual
- 21 years or greater = 5 weeks, 10% vacation pay accrual

Another change in the new BLA is the allotment of single day vacations. It has increased from 15 day to 20 days. And as a reminder you still can be eligible for an extra \$250 for any vacation week taken by the employee during the twelve (12) consecutive week period after the week which includes New Year's Day.

As a cost savings measure, we will be reducing the Golden Lodge News to a quarterly publication. Any news between publications will be posted on Facebook, our website or we will handbill the gates.

Ron Roberts, our Administrative Assistant, will be retiring after the first of the year. I would like to thank him for his years of service and wish him well.

I also would like this opportunity to wish all the members and their families a very Happy Holiday and a healthy and Happy New Year.



#USWMADE #USWVOICES

## *Coming Events*

### January 1

Paid Holiday\*

### January 5

Union Meeting  
4:30 pm

### January 12

Stewards Class  
9:00 am & 4:30 pm

### January 19

Union Meeting  
9:00 am

*\*Union negotiated benefit*



*The following members of the Golden Lodge have passed away and Bibles have been presented to their families.*

**ROBERT HANSHAW**, Age 82, Dept. 36, passed away October 3<sup>rd</sup>, 2021. Brother Hanshaw joined the Union in 1959 and retired in 2000.

**THEODORE MAKOWSKI**, Age 52, Dept. 190, passed away October 6<sup>th</sup>, 2021. Brother Makowsky joined the Union in 1997 and was active at the time of his death.

**ROBERT J. CLAY**, Age 83, Dept. 753, passed away October 28<sup>th</sup>, 2021. Brother Clay joined the Union in 1966 and retired in 1998.

**RONALD P. MILLS**, Age 74, Dept. 65, passed away November 2<sup>nd</sup>, 2021. Brother Mills joined the Union in 1969 and retired in 2000.

**CARL C. SCHWEITZER**, Age 91, Dept. 91, passed away November 2<sup>nd</sup>, 2021. Brother Schweitzer joined the Union in 1948 and retired in 1982.

**DONALD MCCORD, JR.**, Age 79, Dept. 74, passed away November 4<sup>th</sup>, 2021. Brother McCord joined the Union in 1966 and retired in 1999.

**LARRY C. ANDERSON**, Age 83, Dept. 179, passed away November 9<sup>th</sup>, 2021. Brother Anderson joined the Union in 1964 and retired in 2000.

**ROBERT J. CROFUT**, Age 90, Dept. 68, passed away November 12<sup>th</sup>, 2021. Brother Crofut joined the Union in 1955 and retired in 1994.

**JAMES L. WAGGONER**, Age 78, Dept. 750, passed away November 17<sup>th</sup>, 2021. Brother Waggoner joined the Union in 1966 and retired in 2016.

**RICHARD J. TEBROSKI**, Age 83, Dept. 59, passed away November 18<sup>th</sup>, 2021. Brother Tebroski joined the Union in 1960 and retired in 2000.

## *Recent Retirees*

*Congratulations to the following members who have recently retired and will now enjoy their Union negotiated retiree pension and healthcare benefits.*

*Randy Fast*

*Donald Datkuliak*

*Donald Ady*

*Michael Killian*

*Teddy Stephens*



## 2022 pension deposit dates

There are different pension deposit dates each month for Golden Lodge retirees depending on whether they retired from steel or bearing. And if they retired from bearing, the date of their retirement.

TimkenSteel is paid out on the 28th of the month, unless it falls on a weekend. Then it will deposit on the last business day before the 28th. TimkenSteel does not send monthly statements. Those retirees can access their statements by creating an account on the Northern Trust website.

[www.northerntrust.com/bppweb](http://www.northerntrust.com/bppweb)

Timken Company Annuity (retired prior to December 31, 2014) is supposed to be deposited on the last day of each month. If that date is not a business day it seems to depend on the financial institution when it is deposited.

Timken Company Post Annuity (retired after January 1, 2015) is deposited on the last business day of each month. This chart represents dates using the information provided to us and we apologize for any discrepancies.

Social Security deposits are on the Wednesdays of each month and depend on the date of the recipient's birth.

Birth date 1<sup>st</sup> - 10<sup>th</sup> Second Wednesday of month.

Birth date 11<sup>th</sup> - 20<sup>th</sup> Third Wednesday of month.

Birth date 21<sup>st</sup> - 31<sup>st</sup> Fourth Wednesday of month.

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U.S. POSTAGE PAID  
PERMIT NO. 973  
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Steelworkers Local 1123, Golden Lodge  
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Canton, OH 44706

ADDRESS SERVICE REQUESTED

Month	TimkenSteel	Timken Company Annuity	Timken Company Post Annuity	Month	TimkenSteel	Timken Company Annuity	Timken Company Post Annuity
January	28th	31st	31st	July	28th	31st	29th
February	28th	28th	28th	August	26th	31st	31st
March	28th	31st	31st	September	28th	30th	30th
April	28th	30th	29th	October	28th	31st	31st
May	27th	31st	31st	November	28th	30th	30th
June	28th	30th	30th	December	28th	31st	30th