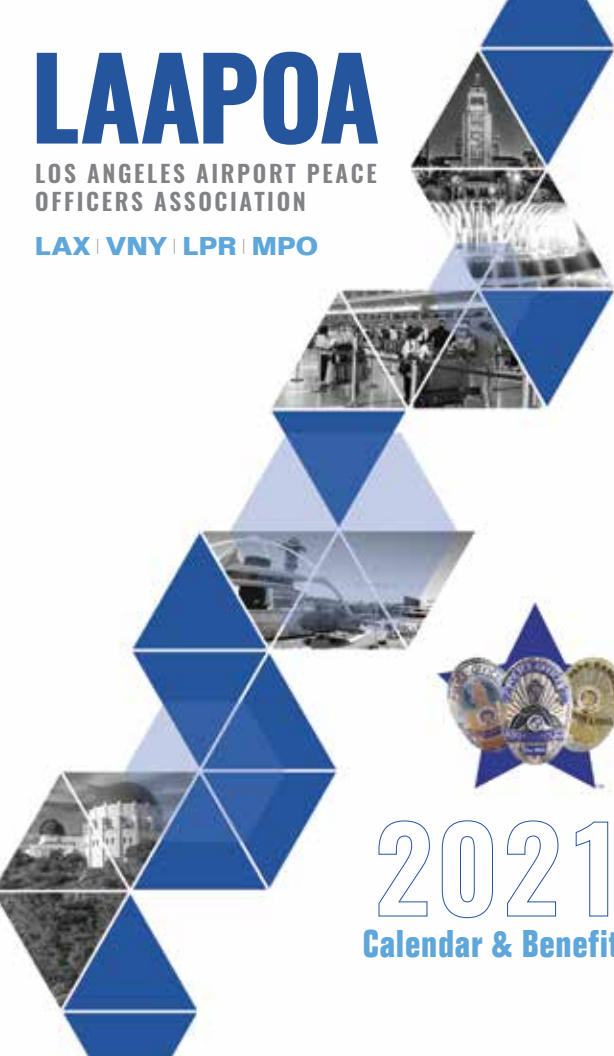


LAAPOA

LOS ANGELES AIRPORT PEACE
OFFICERS ASSOCIATION

LAX | VNY | LPR | MPO



2021
Calendar & Benefits

Since 1982, the Los Angeles Airport Peace Officers Association (LAAPOA) has proudly offered an impressive array of benefits to its membership. LAAPOA members can rest assured that the union's Board of Directors and staff strive to secure new, more rewarding benefits year after year.

This calendar/benefits booklet is designed to give LAAPOA members a brief overview of the many exclusive benefits, perks and privileges to which they are entitled.

For more information about LAAPOA or any of the benefits listed in this calendar/benefits booklet, please call (310) 242-5218 or visit our website at www.laapoa.com.



PROTECTING THE RIGHTS OF 1ST RESPONDERS SINCE 1982

LAAPOA Headquarters

6080 Center Drive, 6th Floor
Los Angeles, CA 90045-9209

Phone: (310) 242-5218

Fax: (310) 242-5201

www.LAAPOA.com

info@laapoa.com

**Save this booklet to use as a resource for
LAAPOA benefits and event dates.**

TABLE OF CONTENTS

From the President	2
Assistance	6
Negotiations.....	7
Finance	8
Communication	10
Representation	11
Payroll Calendar.....	37

911MEDIA **TNI**

Published by 911MEDIA*

911MEDIA* is a division of Trade News International, Inc.

(818) 848-6397 | 911MEDIA.com



FROM THE PRESIDENT

As we near the end of 2020, we are looking back on a complex year unlike any other in our nation's history for law enforcement, airports and every person in our great country.

Let's start and end with the good moments for the Los Angeles Airport Peace Officers Association (LAAPOA). We have expanded our ranks to include park rangers and their sergeants and captains. They have been a welcome addition. LAAPOA has benefited from their voices and is strengthened by their participation. We look forward to a continuing partnership with the park rangers and the magnification of issues of importance for both airport and park police through our combined efforts.

LAAPOA is also in the process of purchasing an 8,700-square-foot property that will house our new headquarters. This is a very exciting venture for LAAPOA that will benefit our organization financially and prestigiously. We look forward to closing on the property shortly, which will serve as a permanent legacy to LAX airport police past, present and future.

This year also saw the retirement of LAXPD Officer Verdell Lackey, who is the longest-serving officer in LAXPD history, with almost 45 years at the airport. Officer Lackey is joined in retirement by many veteran airport police officers who have opted to retire after dedicating years of service to policing at LAX. Our brothers and sisters have been stewards of an airport that has evolved into a massive transportation and economic ecosystem that houses the second busiest airport in the nation and third



most traveled in the world. LAAPOA thanks these retirees for writing the rule book on airport policing, serving as examples for generations of officers who follow them and shepherding what has become the largest airport police force in this country.

As we say goodbye to some great officers, 2020 was a year of settling in for both Chief Park Ranger Joe Losorelli and Airport Police Chief Cecil Rhambo. In 2019, both chiefs were sworn in and hit the ground running as they finished their first year leading agencies. Both bring years of policing and management experience and have already forged a great working relationship with LAAPOA leadership and its members. Having leadership who have walked the walk is important to successfully navigate our organization and each of us through a complex 2020.

Lastly, as we close out 2020, we recognize the 55th anniversary of the L.A. City Park Rangers, whose origins date back to December 1965 with the first four uniformed park rangers. We also very much welcome 2021, as LAAPOA is looking forward to marking a monumental 75th anniversary of LAXPD. As we navigate the many changes that have taken place over the course of a single year since my last President's Message, I am hopeful for a new year and thankful for the brother and sisterhood bonds that link LAAPOA. May we all find peace and better days in 2021.

Merry Christmas and Happy New Year. May God bless you all.

Marshall E. McClain, President

JANUARY

- 1 New Year's Day**
18 Martin Luther King Jr. Day

FEBRUARY

- 14 Valentine's Day
15 Presidents Day
17 Ash Wednesday

MARCH

- 14 Daylight Saving Time Begins
17 St. Patrick's Day
31 Cesar Chavez Day (Observed)

APRIL

- 4 Easter Sunday**

MAY

- 9 Mother's Day
15 Armed Forces Day
31 Memorial Day

JUNE

- 20 Father's Day

JULY

- 4 Independence Day
5 Independence Day (Observed)

SEPTEMBER

- 6 Labor Day**

OCTOBER

- 11 Indigenous Peoples' Day
31 Halloween

NOVEMBER

- 7 Daylight Saving Time Ends
11 Veterans Day
25 Thanksgiving Day
26 Day After Thanksgiving

DECEMBER

- 24 Christmas Eve**
25 Christmas Day
31 New Year's Eve

Dates above in bold are
holiday premium paydays.

- Premium Pay
 Payday

JANUARY 2021

Su	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30

APRIL 2021

Su	M	T	W	Th	F	S
				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 2021

Su	M	T	W	Th	F	S
				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

OCTOBER 2021

Su	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30

YEAR AT A GLANCE

FEBRUARY 2021

Su	M	T	W	Th	F	S
	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 2021

Su	M	T	W	Th	F	S
	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			

MAY 2021

Su	M	T	W	Th	F	S
						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 2021

Su	M	T	W	Th	F	S
		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			

AUGUST 2021

Su	M	T	W	Th	F	S
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 2021

Su	M	T	W	Th	F	S
			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		

NOVEMBER 2021

Su	M	T	W	Th	F	S
	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 2021

Su	M	T	W	Th	F	S
			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	

ASSISTANCE

Peace Officers' Assistance

Active and retired members can take part in the fun. The **Los Angeles Airport Police Athletics & Activities League (LAAPAAL)** is a charitable-giving organization that assists its members and other members of the community.

Short- and Long-Term Life, AD&D Needs

Available through our membership in the **Peace Officers Research Association of California (PORAC)**, these plans are administered by **Myers-Stevens & Toohy & Co. Inc.**, which has countless years of serving its clients.

Long-Term-Care Plan

All active members receive the optional initial benefit amount of \$1,000 per month in coverage from the **City Employees Club of Los Angeles**.

Legislation

For over 35 years, LAAPOA has had a record of legislative involvement. It definitely helps that a current LAAPOA Board member is a member of the Board of Directors for PORAC, one of the largest statewide organizations at over 75,000 members. PORAC is a strong component of our legislative success.

Political Action

With voluntary contributions to the LAAPOA PAC coupled with great political advice from some of the best in the business, LAAPOA's PAC has been used wisely and is a direct part of the success or demise of many campaigns.

Bargaining Unit

LAAPOA is the exclusive bargaining unit for the officers of the Los Angeles Airport Police, Los Angeles Municipal Police (MPO) and Los Angeles Park Rangers (LPR). LAAPOA is the only union recognized by the City of Los Angeles to negotiate wages, hours and working conditions, and only LAAPOA members have the right to ratify a potential contract.

Standing Committees

Standing committees are composed of the Board of Directors and LAAPOA members. Committees include:

- Activities/Fundraising
- Discipline/Grievance
- Legislative/PAC
- Members/Benefits
- Negotiations/Bylaws
- PAL
- Public Information
- Scholarship
- Training/Equipment
- Retiree Liaison

Fringe Benefits

Due to LAAPOA's PORAC membership and experienced negotiators who contract directly with the City for fringe benefits, there is more to offer you and your family, such as added medical, dental, vision and, of course, your vacation and sick leave benefits.

Accounting

Since 1941, **Miller Kaplan Arase, LLP**, has been committed to providing clients with the highest level of personal service and attention. So it only makes good sense to ensure that LAAPOA maintains an accurate account of its funds.

Investing

LAAPOA has partnered with **UBS Financial Services**, drawing on its 150-year heritage to serve private, institutional and corporate clients worldwide by combining wealth management, investment banking and asset management businesses to deliver superior financial advice and solutions. As a LAAPOA member, you have access to the UBS wealth management team to assist with any investment needs.

Banking Needs

LAAPOA is partnered with several banks to offer the best service to our members. These full-service banks have been in business for years and have sound track records.

Check with the different banking institutions to see which best fits your needs.

Shared Branch Locations

With over 1,300 credit unions nationwide, you have access to over 5,800 locations in 47 states, as well as in Puerto Rico, Japan, South Korea, Italy, Guam, the United Kingdom and Germany.

Citibank

LAX Area, 8800 S. Sepulveda Blvd., Los Angeles, CA 90045
(888) 248-4226

VNY Area, 6750 Van Nuys Blvd., Van Nuys, CA 91405
(818) 997-3607

Hours: MAIN/TELLER M – F 10 a.m. – 5 p.m.,
SAT 10 a.m. – 2 p.m.

For more information or locations, call or check online at
www.citibank.com.

Los Angeles Police Federal Credit Union

Academy Branch
Los Angeles Police Academy
1880 N. Academy Drive
Los Angeles, CA 90012

Santa Clarita Branch
19195 Golden Valley Road
Santa Clarita, CA 91387

Jesse Brewer Branch
Ahmanson Recruit Training
Center
5651 W. Manchester Ave.
Los Angeles, CA 90045

Van Nuys Branch
16150 Sherman Way
Van Nuys, CA 91410

Hours: M – F 8 a.m. – 5 p.m.

For more information or locations, call (877) 695-2732 or
check online at www.lapfcu.org.

The Police Credit Union

For information and locations for The Police Credit Union,
call (800) 222-1391 or check online at www.thepolicecu.org.

***BOLO* Newsletter and *PORAC* Law Enforcement News**

All members receive complimentary copies of the print *BOLO* newsletter, providing timely updates on law enforcement issues and association news. In addition, members receive, at no cost, the Peace Officers Research Association of California (*PORAC*) monthly publication, *PORAC Law Enforcement News*, which contains information on statewide legislative issues, reports from the Legal Defense Fund, member association news and career-related articles.

Website

LAAPOA's extensive website (www.laapoa.com) is full of useful information for the public, in addition to an exclusive members-only section containing sensitive, ongoing union information.

The LAAPOA App

Available in the Google Play and Apple App Store, the LAAPOA app provides access to the latest LAAPOA news and updates, the American Alliance of Airport Police Officers press releases and the latest issue of the *BOLO* newsletter.

Other communications with LAAPOA members include:

- Free calendar and benefits booklet
- "Eye on Aviation" daily e-newsletter
- Biweekly *BOLO* electronic newsletters
- LAAPOA Twitter account
- LAAPOA Facebook page
- LAAPOA Instagram page
- LAAPOA Pinterest page

Labor Representatives

LAAPOA takes protecting your rights seriously. This is why we have teamed up with the best law firms the state has to offer. As a member, you can rest easy knowing your reps are trained by the best, and you also have experienced labor attorneys available 24 hours a day, 7 days a week to help you with filing a grievance, Internal Affairs interviews, administrative-appeals hearings and much more.

Mastagni Holstedt, APC, is the general counsel for LAAPOA.

PORAC Legal Defense Plan

Members of LAAPOA receive membership in the Peace Officers Research Association of California (PORAC) and its Legal Defense Plan. The plan provides members with access to a host of attorneys and law firms specializing in everything from workers' compensation to the Peace Officers' Bill of Rights and contract negotiations.

- **Gordon, Edelstein, Krepack, Grant, Felton & Goldstein, LLP** (workers' compensation)
- **Mastagni Holstedt, APC** (workers' compensation)
- **Straussner Sherman** (workers' compensation)
- **Stone Busailah, LLP**

The above are available in addition to the list of PORAC panel attorneys.

LAAPOA members can call one of the panel attorneys and ask for advice or referrals free of charge.

2021

JANUARY

SUNDAY

MONDAY

TUESDAY

DECEMBER 2020

Su	M	T	W	Th	F	S
	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 2021

Su	M	T	W	Th	F	S
	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						

3

4

5

10

11

12

17

18

Martin Luther
King Jr. Day

19

24

25

26

31

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1

New Year's Day
Premium Pay

2

PP 14 End

6

7

8

9

13

Excess Sick Pay

14

15

16

PP 15 End

20

PORAC Training
– Association
Leadership

21

PORAC Training
– Association
Leadership

22

23

27

Payday

28

29

30

PP 16 End

2021

FEBRUARY

SUNDAY

MONDAY

TUESDAY

1

2

Groundhog Day

7

8

9

14

Valentine's Day

15

Presidents Day

16

21

22

23

28

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

3

4

5

6

10

Payday

11

12

13

PP 17 End

17

Ash Wednesday

18

PORAC Training –
Internal Affairs

19

PORAC Training –
Internal Affairs

20

24

Payday

25

26

27

PP 18 End

JANUARY 2021

Su	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
²⁴ / ₃₁	25	26	27	28	29	30

MARCH 2021

Su	M	T	W	Th	F	S
	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			

2021

MARCH

SUNDAY

MONDAY

TUESDAY

1

2

7

8

9

14

Daylight Saving
Time Begins

15

16

21

22

23

28

29

30

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

3

4

5

6

10

Payday

11

12

13

PP 19 End

17

St. Patrick's Day

18

19

20

24

Payday

25

26

27

PP 20 End

31

Cesar Chavez
Day (Observed)

FEBRUARY 2021

Su	M	T	W	Th	F	S
	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						

APRIL 2021

Su	M	T	W	Th	F	S
				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	

2021

APRIL

SUNDAY

MONDAY

TUESDAY

MARCH 2021

Su	M	T	W	Th	F	S
	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			

MAY 2021

Su	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
²³ / ₃₀	²⁴ / ₃₁	25	26	27	28	29

4

Easter Sunday
Premium Pay

5

6

11

12

13

18

19

20

25

26

27

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1

2

3

7

Payday

8

9

10

PP 21 End

14

15

PORAC
Symposium
Dana Point, CA

16

PORAC
Symposium
Dana Point, CA

17

PORAC
Symposium
Dana Point, CA

21

Administrative
Professionals Day
Payday

22

Earth Day

23

24

PP 22 End

28

29

30

2021

MAY

SUNDAY

MONDAY

TUESDAY

APRIL 2021

Su	M	T	W	Th	F	S
				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	

JUNE 2021

Su	M	T	W	Th	F	S
		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			

2

3

4

9

Mother's Day

10

11

16

17

18

23

24

25

30

31

Memorial Day
Premium Pay

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1

5

Payday

6

7

8

PP 23 End

12

13

14

15

Armed
Forces Day

19

PORAC Training
– Basic Collective
Bargaining
Payday

20

PORAC Training
– Basic Collective
Bargaining

21

PORAC Training
– Basic Collective
Bargaining

22

PP 24 End

26

27

28

29

2021

JUNE

SUNDAY

MONDAY

TUESDAY

1

6

7

8

13

14

Flag Day

15

20

Father's Day

21

22

27

28

29

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

2

Payday

3

4

5

PP 25 End

9

10

11

12

16

Payday

17

18

19

PP 26 End

23

24

25

26

30

Payday – No
Deduction Pay

MAY 2021

Su	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
²³ / ₃₀	²⁴ / ₃₁					

JULY 2021

Su	M	T	W	Th	F	S
					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

2021

JULY

SUNDAY

MONDAY

TUESDAY

JUNE 2021

Su	M	T	W	Th	F	S
		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			

AUGUST 2021

Su	M	T	W	Th	F	S
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				

4

Independence Day

5

Independence Day
(Observed)
Premium Pay

6

11

12

13

18

19

20

PORAC Training
– Association
Leadership

25

26

27

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1

2

3

PP 1 End

7

8

9

10

14

Payday

15

16

17

PP 2 End

21

PORAC Training
– Association
Leadership

22

23

24

28

Payday

29

30

31

PP 3 End

2021

AUGUST

SUNDAY

MONDAY

TUESDAY

1

2

3

8

9

10

15

16

17

22

23

24

29

30

31

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

4

5

6

7

11

Payday

12

13

14

PP 4 End

18

19

20

21

25

Payday

26

27

28

PP 5 End

JULY 2021

Su	M	T	W	Th	F	S
				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 2021

Su	M	T	W	Th	F	S
			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		

2021

SEPTEMBER

SUNDAY

MONDAY

TUESDAY

AUGUST 2021

Su	M	T	W	Th	F	S
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				

OCTOBER 2021

Su	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30

5

6

7

Labor Day
Premium Pay

12

13

14

19

20

21

26

27

28

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1

2

3

4

8

Payday

9

10

11

PP 6 End

15

16

17

18

22

Payday

23

24

25

PP 7 End

29

30

2021

OCTOBER

SUNDAY

MONDAY

TUESDAY

SEPTEMBER 2021

Su	M	T	W	Th	F	S
			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		

NOVEMBER 2021

Su	M	T	W	Th	F	S
	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				

3

4

5

10

11

Indigenous Peoples' Day

12

17

18

19

24 United Nations Day

25

26

31 Halloween

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1

2

6

7

8

9

Payday

PP 8 End

13

14

15

16

20

21

22

23

Payday

PP 9 End

27

28

29

30

2021

NOVEMBER

SUNDAY	MONDAY	TUESDAY
	1	2
7 Daylight Saving Time Ends	8	9
14	15	16
21 PORAC Annual Conference of Members Monterey, CA	22	23
28	29	30

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

3

Payday

4

5

6

PP 10 End

10

11

Veterans Day
Premium Pay

12

13

17

Payday

18

PORAC Annual
Conference of
Members
Monterey, CA

19

PORAC Annual
Conference of
Members
Monterey, CA

20

PORAC Annual
Conference of
Members
Monterey, CA
PP 11 End

24

25

Thanksgiving Day
Premium Pay

26

Day After
Thanksgiving

27

OCTOBER 2021

Su	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
²⁴ / ₃₁	25	26	27	28	29	30

DECEMBER 2021

Su	M	T	W	Th	F	S
			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	

2021

DECEMBER

SUNDAY

MONDAY

TUESDAY

NOVEMBER 2021

Su	M	T	W	Th	F	S
	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				

JANUARY 2022

Su	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23 ³¹ / ₃₀	24 ³¹ / ₃₁	25	26	27	28	29

5

6

7

12

13

14

19

20

21

26

27

28

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1

Payday

2

3

4

PP 12 End

8

9

10

11

15

Payday

16

17

18

PP 13 End

22

23

24

Christmas Eve
Premium Pay

25

Christmas Day
Premium Pay

29

Payday – No
Deduction Pay

30

31

New Year's Eve
Premium Pay

PAYROLL CALENDAR

CITY OF LOS ANGELES






Office of the Controller

2021

PAYROLL CALENDAR

2021

	S	M	T	W	T	F	S	PP		S	M	T	W	T	F	S	PP	
J A N						1	2	14							1	2	3	1
	3	4	5	6	7	8	9		J	4	5	6	7	8	9	10		J
	10	11	12	13	14	15	16	15		11	12	13	14	15	16	17		
	17	18	19	20	21	22	23			18	19	20	21	22	23	24		
	24	25	26	27	28	29	30	16		25	26	27	28	29	30	31		
	31																	
F E B		1	2	3	4	5	6		A	1	2	3	4	5	6	7		
	7	8	9	10	11	12	13	17		8	9	10	11	12	13	14		
	14	15	16	17	18	19	20			15	16	17	18	19	20	21		
	21	22	23	24	25	26	27	18		22	23	24	25	26	27	28		
	28								29	30	31							
M A R		1	2	3	4	5	6		S	5	6	7	8	9	10	11		
	7	8	9	10	11	12	13	19		12	13	14	15	16	17	18		
	14	15	16	17	18	19	20			19	20	21	22	23	24	25		
	21	22	23	24	25	26	27	20		26	27	28	29	30				
	28	29	30	31														
A P R					1	2	3		O	3	4	5	6	7	8	9		
	4	5	6	7	8	9	10	21		10	11	12	13	14	15	16		
	11	12	13	14	15	16	17			17	18	19	20	21	22	23		
	18	19	20	21	22	23	24	22		24	25	26	27	28	29	30		
	25	26	27	28	29	30			31									
M A Y						1			N		1	2	3	4	5	6		
	2	3	4	5	6	7	8	23		7	8	9	10	11	12	13		
	9	10	11	12	13	14	15			14	15	16	17	18	19	20		
	16	17	18	19	20	21	22	24		21	22	23	24	25	26	27		
	23	24	25	26	27	28	29			28	29	30						
	30	31																
J U N		1	2	3	4	5			D				1	2	3	4		
	6	7	8	9	10	11	12	25		5	6	7	8	9	10	11		
	13	14	15	16	17	18	19	26		12	13	14	15	16	17	18		
	20	21	22	23	24	25	26			19	20	21	22	23	24	25		
	27	28	29	30			ND			26	27	28	29	30	31			ND

	PAY DAY		NO DEDUCTION PAY		END OF PAY PERIOD
	HOLIDAY		EXCESS SICK PAY		

START OF 2021 SICK CREDIT - 1/1/2021



**EXCLUSIVE
CLUB MEMBER
EVERYDAY DEALS**

Zero Handling and Processing Fees

**ENJOY A HUGE SELECTION OF
DISCOUNTS ON DINING, SHOPPING,
SERVICES, AND TRAVEL ACROSS THE
UNITED STATES AND CANADA.**

EXPLORE YOUR MEMBER DEALS ONLINE



**ELEVATE YOUR
EVERYDAY
SAVINGS**

EMPLOYEESCLUB.COM