

**STATE HIGHWAY AND TRANSPORTATION EMPLOYEES ASSOCIATION OF MISSOURI  
FIRST QUARTERLY MEETING  
HAMPTON INN  
JEFFERSON CITY, MISSOURI  
OCTOBER 13, 2003**

President Steve Cox called the meeting to order at approximately 10:00 a.m. A list of those in attendance is attached. Introductions were made. Pens and 2004 pocket calendars were distributed. Members were encouraged to visit the Association website.

***Chapter Reports***

- Chapter 1 – 255 members, up 15; held softball tournament and raffle, raised \$2500; holding meetings.
- Chapter 2 – 282 members; \$390 in checking and \$4700 in savings; new secretary is updating records; annual meeting held Aug. 16 which Steve Cox and Mark O'Dowd attended.
- Chapter 3 – No report
- Chapter 4 – 407 active members and 200 retired members.
- Chapter 5 – 600± members; looking at providing option for “gap” insurance (dental).
- Chapter 6 – No report.
- Chapter 7 – 219 members; \$3257.12 in accounts; working on plan to recruit new members and scheduling several pizza feeds.
- Chapter 8 – Nothing new; annual picnic was a fair success.
- Chapter 9 – No report.
- Chapter 10 – 213 members; \$7800 in account; annual meeting held Aug. 29 with 2 representatives attending, was a good meeting.

Chapters were encouraged to send announcements to Steve for placement on the website.

***Special Speaker – Jeff Padgett, Benefits Manager***

Open enrollment information has been sent out; open enrollment will be during October. Employees are encouraged to take into account that this will be the last open enrollment for some time. Rates will increase for 2004, but the Commission will pick up the increase for PPO plan. MoDOT insurance plan is now has a surplus and is in a much better financial situation than last year. The surplus is due to a relative good claims experience this year and the amount of money the Commission has contributed. Our insurance rates are lower for the most part than other state agencies. Those in the Consolidated plan all pay something out-of-pocket. MoDOT is under tremendous pressure to have its employees pay something out-of-pocket. Our benefits compared very favorably.

There are no plan benefit changes for next year. Dental and vision plans will continue to be offered through the Consolidate plan. Coverage and benefits are not the best, and most MoDOT employees are not eligible

Optional life insurance rates have increased but are guaranteed for the next 3 years. Rate increase will be reflected on the Dec. 15 paychecks. Employee Assistance Program (EAP) counseling services were limited to 6 visits per person per year. This will be increased to 6 visits per person per episode per year. If referred by a physician, 6 additional visits will be allowed. Legal and financial services are added for 2004. Phone number: 1-800-808-2261.

Café plan enrollment through the website is encouraged; access will be given to all employees. Any changes in enrollment must be completed via the website. It is anticipated that enrollment next year will be strictly done via the website.

Another attempt to create a common health plan for all state employees is anticipated in the coming legislative session.

### ***General Business'***

A District 7 employee was killed while working. The employee was not an Association member, but the Association did send flowers.

The minutes of the last meeting were presented. A motion was made and seconded to receive the minutes as presented; motion carried. The treasurer's report was presented. We spent more than was taken in during the past quarter. Membership is going down because new employees are not joining the Association. Steve encouraged chapters to recruit these new employees, stating we need to get 3000 members. A motion was made and seconded to receive the treasurer's report; motion carried.

Chapter 4 was congratulated for having the most members (7) present at the meeting today. The chapter will receive \$50. The second quarterly meeting will be held on January 19, 2004 (Martin Luther King Day) beginning at 9:00 a.m.

### ***Legislative Report – Larry Thompson***

Larry reported in Harry Hill's absence, noting this year is going to be interesting. A committee is being established to look at privatization of state jobs. Many of the legislators who have helped us with bills in the past are no longer around. Everyone now wants to "bash" MoDOT, and we will need everyone's help in pushing our legislation. Because of the economy, what we work for will have to be cost effective.

Legislation can be filed after December 1. A legislative committee was formed to work on bills. The committee members are: Mark O'Dowd (chair), Charles Nyberg, Ron Wheeler, Gary McClanahan, Paul Early, Kevin Clayton, Eldon Jones, and Dennis Dobbe. Chapters need to get their ideas for legislation to this committee.

Larry stressed that members should NOT call legislators who are not in their home district, stating this will do more harm than good – contact only your own legislators. It was noted that legislators always ask, "How many people do you represent?" Therefore, it is important to recruit as many members as possible

### ***Special Speaker – Henry Hungerbeeler, MoDOT Directory***

Mr. Hungerbeeler stated he preferred to make this a question-and-answer session.

Q: With regard to the media, when are we going to fight back?

A: We take orders from the Commission, and they have chosen not to speak out. It is extremely important that we speak with one voice.

Q: What about MoDOT accountability? Why is the auditor still checking on us?

A: Because she is running for office and needs a platform. We (MoDOT) have implemented every one of her suggestions that will improve efficiency. We have not implemented the ones that do not help MoDOT or the State.

Q: MoDOT policy states qualified employees will be given first consideration for jobs before outside applicants. A member is aware of this policy not being followed.

A: Mr. Hungerbeeler stated he cannot answer this question without know the situation, and there could be many reasons. The place to start is HR. He noted the policy has been changed to allow both internal and external advertising to insure we are getting "new blood" in the department and getting the most qualified applicants.

Q: How do we stand on the issue of consolidation of maintenance buildings?

A: The Commission has put this on hold. It is up to the District Engineers to take appropriate action with regard to 3-men sheds. The department would like to get away from 4-men sheds, as this would be more efficient and save several million dollars per year. Many people, however, feel they would receive less service if buildings were closed.

- Q: The Blue Ribbon Panel draft states the department should release the results of the job study. Is this going to be done?
- A: The Commission has not chosen to comment. There will be no comment from MoDOT because the Commission says, "No." Mr. Hungerbeeler stated he still feels it is best not to release the job study results because employees would start making career decisions based on information that will not be implemented, and that would not be fair to employees. He asked, "What difference does it make, since we have already stated it will not be implemented?" It would just cause people to complain more and cause more problems."
- Q: Numbers show there are fewer people in Construction and Maintenance, but more in other divisions. We cannot do the same amount of work. Are we going to farm out our work?
- A: Mr. Hungerbeeler stated he did not believe that data. Many functions are being moved – the work is still being done, but it is being done somewhere else. Management numbers are very close to what they were 10 years ago – they just have different functions.
- Q: It was noted the employees are taking as much brunt of the public "feeding frenzy" that management is.
- A: Mr. Hungerbeeler stated we must stick together to stop this.
- Q: How do we do that?
- A: The public does not care about the fact that we are doing the best we can with the money we have. The only way to stop it is to stick together and get the truth out. We must do something to change the public perception. The Association can work with staff so all is understood and speak out, but must be careful not to make matters worse. MoDOT's problem was spending all our money on a plan that was impossible, but one that the people still want completed, and did nothing on preservation. "Money" is the answer for all other state agencies' problems. "Accountability" has become the answer for MoDOT's problems.
- Q: What contracts will be let?
- A: If it is in the STIP, it will be let. If it is not in the STIP, we do not know. Unless we get more money, it will not be within the next 5 years. This depends on priority. People do not want to hear this, so they contact their legislators who try to make us change priorities.
- Q: There was a question about buildings are losing productivity with supervisors doing office work. Several noted this is a problem in many areas.
- A: This is a good question for the DE. Mr. Hungerbeeler stated he did not know the answer, but would look into this issue.
- Q: Any idea of when the employee survey results will be released?
- A: No; it was thought it would be released by mid-November, but now it is unsure as many more people wrote comments than anticipated.

Before leaving, Mr. Hungerbeeler expressed his appreciation for being able to come and discuss employees' issues.

Steve stated there should be one person from each chapter represented on the legislative committee. With no further business, Mark O'Dowd made a motion to adjourn. Charles Nyberg seconded the motion, and the meeting adjourned.

Respectfully Submitted,

Wilma J. DeGraffenreid  
State Secretary

Attending the meeting:

<b>Name</b>	<b>Chapter</b>
Steve Cox	State President
Mark O'Dowd	State Vice President
Wilma DeGraffenreid	State Secretary
Wayne Hinkle	State Treasurer
Larry Thompson	Legislative Liaison
Dennis Dobbe	Chapter 1
Penny Reil	Chapter 1
Jimmy Bosley	Chapter 1
Eldon Jones	Chapter 2
Kent Wray	Chapter 2
Gary McClanahan	Chapter 4
Ron Wheeler	Chapter 4
Charles Nyberg	Chapter 4
Ed Barnett	Chapter 4
Becky Wheatley	Chapter 4
Tim Hibdon	Chapter 4
Paul Herzey	Chapter 4
Coleen Welter	Central Chapter
Duane Kliethermes	Central Chapter
Joe Taylor	Central Chapter
Brian Atnip	Chapter 7
Debra Lioubinski	Chapter 7
Kevin Clayton	Chapter 8
Bob Stuart	Chapter 8
Archie Daily	Chapter 8
Kent Bridges	Chapter 10
Jeff Padgett	Special Speaker
Henry Hungerbeeler	Special Speaker