

State Highway and Transportation Employees Association of Missouri
Second Quarterly Meeting
January 20, 2003

President Steve Cox called the first quarterly meeting to order at 9:15 a.m. The names of those in attendance are attached.

General Business

Introductions were made. The minutes of the first quarterly meeting were presented. It was noted incorrect membership was listed for the following chapters. Correct numbers are:

- Chapter 3 – 265 members
- Chapter 4 – 384 members
- Central Chapter – 615 members

Daryl Simmons made a motion to receive the minutes as amended. Gregory Lay seconded the motion. The motion carried.

The treasurer's report was presented.

Chapter Reports

Chapter 1: 256 members; 3 families were helped at Christmas; a meeting was held last quarter and another is scheduled for next week.

Chapter 2: Sponsored 2 families at Christmas; other information basically the same.

Chapter 3: 265 members; \$4000 in account; Children's Christmas party was held; Spring and fall golf tournaments and sporting clay shoots being planned, which are open to all; annual picnic scheduled for June 7; plan to draft a letter to legislators in area and meet with them.

Chapter 4: 11 new members since last meeting; \$9345 in checking and \$18,000 in CD; a meeting is scheduled for next week; membership drive in process; working at keeping members informed; plan to take out legislators in area out and go over issues one-on-one.

Chapter 5/Central Chapter: 619 members; approximately \$12,000 in account; sent out newsletter; membership drive, giving free membership to the one who signs up the most new members; giving free T-shirt or hat to members who attend Lobby Day; another newsletter will go out before Lobby Day.

Chapter 6: Approximately 225 members; approximately \$6000 in account; about 50 attended the Christmas dinner held the first Friday in December; Daryl announced his resignation as Chapter 6 President effective at the end of this meeting due to work load; he introduced Tommy Atkins who will serve as acting president the remainder of the year.

Chapter 7: 225 members; working out details for a crappie tournament to be held at the end of April; will be holding a meeting in the next few weeks.

Chapter 8: Membership the same; \$1433 in checking; gave mugs to members; newsletter was sent out and received some good comments.

Chapter 9: No report.

Chapter 10: 230 members; \$7400 in account; purchased watches with Association logo on the face to give to retirees; other chapters wanting information on the watches can let David know and he will send it to them; having a board meeting next week.

Steve distributed copies of a letter Steve Torbet (Chapter 10) sent to Kevin Keith addressing remarks Mr. Keith allegedly made at a meeting in District 10 and Mr. Keith's response. Steve was commended for his excellent letter expressing the Association's viewpoint. The letter and response will be posted on the website.

Steve requested that the chapters send any information to him and it will be posted to the website.

Legislative Report, Harry Hill

Harry reported with term limits now in place, there are 90 new members out of 163 total in the House and all new chairpersons for committees this year due to Republican control of the Missouri House. Harry has much extra work this year due getting to know the new members. It is reported the economy this year is the worst since the Depression.

To date three bills have been introduced that would affect us. HB86, introduced by Dan Ward, would require MoDOT to have a comprehensive job study every 5 years, establish a maximum of three pay brackets for each pay grade, and require an annual pay raise based on the CPI.

Two bills (SB100 and SB118) have been introduced which would lower the minimum age for "80 and Out" from 50 to 48. Both bills are virtually the same.

Harry stated we should keep in mind that it is vital to keep the price tag down or to make them cost neutral in order to get them passed. Introducing a pay raise bill is okay, however, because we need to get this issue out. We need a message to take to the legislature, but we must be careful not to make it too broad.

The conversion of unused sick leave to retirement credit, day for day, was discussed last year. He reported there are some who are in a position to help with this if we are still interested in pursuing this again this year. There was discussion on last years bill to convert unused annual leave to share leave, retirement credit, or deferred compensation. Harry noted there are a couple in the Senate who would help with this one.

Public Service Accountability Act legislation was also discussed last year. There is a legislator who is willing to sponsor this bill, but we need good examples of where outsourcing wastes money. He noted there are some at MoDOT who will oppose this bill. Members were

encouraged to get examples to Steve as quickly as possible. Association members were also encouraged to consider testifying on behalf of this bill when the time comes.

There was a question about getting these bills written up. Harry stated changes in the House caused some delays in getting bills written this year. Some have already been written, but some could not be written because we must know who will chair committees before we can proceed. Committee chairs were only announced this past Friday. He recommended that no more than two bills be our major focus on Lobby Day this year, but we need to wait until we get some issues with momentum.

There was a question regarding the Governor's proposal to appoint a Secretary of Transportation for MoDOT. Harry noted everything the Democratic Governor says must be "taken with a grain of salt" at this point due to Republican control of both the House and Senate. Any changes with regard to the Commission are remote at the present time, but it is certainly okay to speak out on this issue.

The open container issue was discussed. This would help the state receive more Federal funds. The Association has told MoDOT administration we would help with this bill.

Regarding the toll road issue, it was noted this is for new roads only. There is a Federal bill that prohibits imposing tolls on roads that are already established. This issue has been discussed with administration and there is a question of who would maintain the toll roads once built. Administration has never given us any information on this question. There was a question about whether or not this issue could be incorporated into the Public Service Accountability Act.

Lobby Day activities will take place March 11-12, 2003. This will be discussed in more detail later in the meeting. Harry recommended the new committee chairs be invited as speakers at the breakfast.

There was some discussion about chapters paying for Lobby Day last year and legislative contributions. Chapter 5 stated invoices would be nice. Steve can provide a copy of who contributions went to.

Treasurer's Report

Wayne presented the treasurer's report. We have a balance of \$16,133.40. He stated payments into the benefit fund would be stopped when it reaches \$15,000. He reminded chapters that Lobby Day is coming up, which cost approximately \$10,000 last year. There are 2940 members on payroll deduction. This is down from a high of 3500 and probably due to retirements. It was asked what HR is doing to let new employees know about the Association. Chapter 4 noted they are given an opportunity to tell them about the Association since we represent all employees. Steve reported he is allowed to do the same at General Headquarters. He stated there is a list of what the Association has accomplished for employees on the website which can be printed and given to new employees. David Wyman made a motion to receive the treasurer's report. Charles Langewisch seconded the motion. The motion carried.

Old Business

Chapter were encouraged to utilize the website and to get any information they want posted to Steve.

Chapters were reminded we are NOT tax exempt and were cautioned to charge sales tax on any items they sell and to submit the taxes.

Steve and Mark were meeting with administration every few weeks; however, they have not been invited since Mike Golden and Pat Goff exchanged positions.

Many would like a dental insurance plan. The availability of our present plan is very limited. Steve will talk to Jeff Padgett about this.

The open container bill was again briefly discussed. It was decided by consensus that the Association would support MoDOT's legislative bills as long as they benefit the employees.

2003 Legislation

2003 legislation was discussed. Larry distributed copies of last year's "Super 10".

1. Salaries and Cost of Living, is presently being written and is basically the same as last year. This bill would put a structure in place – only 3 brackets per pay grade. Last year this bill was reported to have a \$750,000 price tag due to the job study. There should be no price tag this year since MoDOT would be allowed to utilize the current job study, which has not yet been implemented. This bill would get employees up to market rate. It was noted the Governor has proposed giving \$50 per month salary increase to employees making less than \$40,000 annually.
2. There is a bill to reduce the age limit for "80 and Out" to 48. We would like to totally eliminate the age limit. There should be a savings along with the cost. We will ask for a fiscal note showing savings (from those who retire) along with cost.

It was also noted OA and the Commission on Total Compensation have been very receptive toward "resetting the clock" – the maximum level of allowed leave rollover on December 31 instead of October 31. This looks promising; no cost.

3. Increased contribution to Deferred Compensation – high cost
4. Public Services Accountability Act – working on this and have a sponsor.
5. Flexible Benefits Bill – 50% of allowed leave over the maximum could be rolled into Deferred Compensation, cash benefit (may not be an option under current budget constraints), retirement credit, or share leave. It is recommended an employee have a minimum of 160 hours before this option is available to ensure employees have an ample balance to meet unexpected needs.
6. Increased vacation after 25 years service – not much hop on this one due to high cost.
7. Health insurance paid after 30 years service – high cost

8. Passed last year
9. COLA on retirement benefits – we will stick this one out there if we can find someone to write the bill.
10. Sick leave conversion (day for day conversion instead of month for month) – The department may be interested in supporting this bill.

Post-Employment Health Care Plan (PEHP) bill would establish a new optional benefit package to allow all state employees to redirect their existing \$10 per month into an approved Post-Employment Health Care Plan. This would be used to offset retirees' health care costs. There would be no cost to the state except for administrative costs. This would be all or none for MoDOT. No taxes would be paid on this money, as benefits are not taxable. It was noted all state agencies should be kept as separate entities rather than lumped together in this.

Gregory Lay made a motion to move ahead on items 1, 2, and the PEHP (items 3-7 and 9-10 were voted on at last meeting) as legislation to pursue. Mark Adams seconded the motion. The motion carried.

It was noted, after Harry's comments this morning, we will not push items 3 and 6 due to the high cost. Larry will get the bill numbers to chapter presidents as soon as they are available.

New Business

Lobby Day activities are scheduled for March 11-12. The Director and Commissioners will be invited to the dinner. Two members from each chapter may also attend. It was suggested the HR director and the new IG be invited to the 3rd quarterly meeting and the dinner. Norm Robinson will also be invited. The schedule is as follows:

Third Quarterly Meeting -- March 11, 2:00-5:00

Dinner and Reception – March 11, 5:30-7:00

Evening Meeting – March 11, 7:30-9:30

Lobby Day Breakfast – March 12,

Chapter presidents were reminded to ask members to be tactful at the meeting. Anyone from the districts is encouraged to attend the evening meeting and the breakfast. Gregory Lay made a motion to make chapters responsible for paying for their no-shows. Larry Parsons seconded the motion. The motion carried. Chapters are encouraged to get as many members as possible to attend Lobby Day.

With no further business, Bob Allen made a motion to adjourn. David Wyman seconded the motion, and the meeting adjourned.

Respectfully submitted,

Wilma J. DeGraffenreid

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Members Attending – January 20, 2003

Name	Chapter
Steve Cox	State
Mark O'Dowd	State
Wilma DeGraffenreid	State
Wayne Hinkle	State
Larry Parsons	Chapter 1
Charles Langewisch	Chapter 2
Bob Allen	Chapter 3
Gregory Lay	Chapter 3
Ronald Wheeler	Chapter 4
Coleen Welter	Central Chapter
Betty Pannell	Central Chapter
Duane Kliethermes	Central Chapter
Lance Tipton	Central Chapter
Paul Samson	Central Chapter
Daryl Simmons	Chapter 6
Tommy Atkins	Chapter 6
Brian Atnip	Chapter 7
Mark Adams	Chapter 8

Janice Moore

Chapter 8

Linda Dickison

Chapter 8

David Wyman

Chapter 10

Harry Hill

Lobbyist

Larry Thompson

Legislative Liaison

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