

**STATE HIGHWAY AND TRANSPORTATION EMPLOYEES ASSOCIATION OF MISSOURI**  
**53<sup>ND</sup> ANNUAL GENERAL ASSEMBLY**  
**HAMPTON INN**  
**JEFFERSON CITY, MISSOURI**  
**AUGUST 8, 2003**

President Steve Cox called the 53<sup>ND</sup> Annual General Assembly to order at approximately 9:20 a.m. Introductions and announcements were made. District 8 President announced they are having their annual picnic tomorrow and invited everyone to attend. District 2 announced they are having their annual meeting August 16 at Lake Nehai.

***General Business***

Minutes of the Fourth Quarterly Meeting, May 8, 2003, were presented. The minutes were accepted as presented by acclamation.

The treasurer's report was presented. Wayne reported we are in a little better financial shape than at this time last year; this is partially due to the Benefit Fund. He reminded chapter that when the Benefit Fund reaches \$15,000 chapters will no longer have to pay into this fund. We are down in payroll deduction with only 2890 members. Chapters were reminded of the importance of replacing members who retire. For each \$2 paid, \$.25 goes to the State, .50 goes to the chapter, and .25 goes to the Benefit Fund. Chapters were reminded of the need to pay sales tax on everything.

There was some discussion on methods of recruiting members. Chapter 4 stated they keep it before them all the time – working on new employees, stressing the importance of standing together in order to get things done. Steve stated we need to try for 3500 members. Steve expressed appreciation to Wayne for his work on the books. Tim Hibdon made a motion to receive the treasurer's report. Charles Nyberg seconded the motion. The motion carried.

***Chapter Reports***

- Chapter 10 – (email report) 213 members; down 20 from last year's total which may be due to a spreadsheet error; \$7,669.86 in credit union account; annual meeting to be held Aug. 29; elections to be held at end of the month.
- Chapter 9 – (email report) 177 members; down 15 from last year's total; \$2,567.49 in accounts; having problems getting people to run for office; Fall fishing and golf tournaments are scheduled.
- Chapter 8 – 380 members; \$2300± in account; annual meeting is tomorrow.
- Chapter 7 – Annual meeting was held last weekend, a canoe trip in the rain; only 39 attended but all had a great time; officers have been elected and they are getting some younger people involved; making an effort to recruit members.
- Chapter 6 – 291 members; \$7300 in account; having problems with communication.
- Central Chapter – 605 members; 12,000± in account; have lost 16 members in the last 3 months due to retirements and 9 more are going in September; may amend by-laws to allow two-year terms of office; thinking about having an annual picnic.
- Chapter 4 – 408 members; \$18,000± in account.
- Chapter 3 – 248 members; annual picnic was held; golf tournament scheduled for Columbus Day.
- Chapter 2 – Approximately \$6,000± in account; annual election in progress; annual meeting scheduled for Aug 16; T-shirts are given to members.
- Chapter 1 – 252 members; 5 new members since July; \$5988 in account; \$22,000 in needy family fund; softball tournament scheduled for Aug. 16 and sponsoring a raffle through September.

Chapters were encouraged to get information of activities to Steve for placement on our website. There was discussion on getting information out. Some feel we need to use the US Postal Service to distribute

information rather than the website. Steve stated there is neither time nor money to send out everything through the mail. He stated the website is more effective and that the chapters are not putting forward enough effort. He suggested that each chapter designate one person with a computer to be responsible for checking the website regularly and to print and distribute information to chapter members.

Chapter 8 reports many members are asking, "What are you doing for me?" Steve stated a summary of bills is on the website and noted not everything is for retirees. The number one thing we ask for is more money – there are other things, but they are down the list. Association accomplishments over the years is something Steve passes out at new employee orientation, and it is available on the website. He cautioned members to be aware of MoDOT policy and use good judgment when using state facilities.

Steve reported his time is pretty well filled as far as the Association goes -- he attends the insurance and retirement board meetings as well as legislative hearings; he meets with Wayne to discuss financial issues; he meets with Harry to discuss possible bills for the coming legislative year. He noted Larry Thompson is working hard contacting legislators.

### ***Legislative Report, Harry Hill***

Steve read a letter from Harry (the letter was distributed to those in attendance), who was unable to attend this year's General Assembly due to his vacation schedule. Harry reports, "The desperate financial condition of the state has budgetary people looking for money..."

SCR 13: Senate Concurrent Resolution (SCR) 13 was passed to set up a subcommittee to investigate the possibility of reducing state costs through more privatization. He stated if the Association presents its position in testimony before the committee on this issue, we must be especially well prepared with specific examples. Harry strongly recommended the need for a sound strategy and much preparation for the 2004 legislative session.

Following discussion, we will rely on Harry to gather as much information as possible so we can prepare our case. Harry will present more information at our next meeting. Steve emphasized that we are not against outsourcing if it can save the state money. We will, however, mount a concentrated effort to oppose anything that will hurt MoDOT.

A legislative committee will be formed to plan our strategy. Volunteers for this committee should contact Wilma. Steve reminded members they must take vacation time when attending legislative hearings. Steve meets with MoDOT management every other week during the legislative season.

### ***Old Business***

American Income Life Insurance: This company is still bothering our members. Steve apologized again, stating we have done everything we know to do to stop this. He also has the number for the public relations director if anyone needs it.

Over Maximum Leave Balance: There was a question about getting the over-maximum leave balance date changed from October 31 to December 31. Steve reported this was no problem with the Office of Administration and the Governor's office, but it was MoDOT's choice not to change. Steve will go back to management with this question.

Pens & Calendars: Pens and calendars are ordered (500 each) and scheduled for delivery in October. The website address will be included in the information printed on them.

Wellness Program: There was a question about increasing the wellness amount from \$100 to \$200. We are pursuing this. The insurance board is looking into this, but they are concerned that insurance rates are going up. The insurance board is going through an auditing procedure at present. There is to be an open period coming.

### ***New Business***

There was discussion on the \$500 per year raise for some state employees. It was noted the Governor down through municipal judges all received salary increases, but the legislature was selective about other state employees pay raises. Steve will check this out.

The State VicePresident offered \$50 to the chapter who brings the most officers and delegates to the next meeting.

It was noted the Gold Card is "just a piece of paper." Steve suggested chapters give something of value to retirees. Chapter 5 noted they get various businesses to give a discount to gold card holders. Chapter 2 gives a \$25 check; some chapters give a plaque.

Suggestions for what we would like to accomplish this coming year were made: early retirement, dental plan, holiday bill, raise allowed leave for employees with over 20 years service. Chapters were encouraged to talk to their members for ideas of things to work on. This will be discussed at our next meeting.

Charles Nyberg made a motion to renew Harry Hill's contract for \$16,000 per year. Ron Wheeler seconded the motion. In discussion, it was noted that Harry is respected and well liked at the Capital and has done an excellent job for us; we cannot afford to be without a good lobbyist. The motion carried.

Honorariums (\$500) were presented to State Board officers for all their work this past year. Steve gave his annual President's Report.

The First Quarterly Meeting was scheduled for Monday, October 13, 2003. Location will be announced. Suggestions for possible special speakers were: Henry Hungerbeeler, Commissioner Jim Anderson, and Jeff Padgett.

#### *Adjournment*

With no further business, Gregory Lay made a motion to adjourn. Kevin Clayton seconded the motion and the meeting was adjourned.

Respectfully Submitted,

Wilma J. DeGraffenreid  
State Secretary

Attending the meeting:

Name		Chapter
Steve Cox		State President
Mark O'Dowd		State Vice President
Wilma DeGraffenreid		State Secretary
Wayne Hinkle		State Treasurer
Dennis Dobbe		Chapter 1
Deanna McClurg		Chapter 1
Penny Reil		Chapter 1
Eldon Jones		Chapter 2
Eldon Turner		Chapter 2
Sam Hartung		Chapter 2
Gregory Lay		Chapter 3
Paul Earley		Chapter 3
Gary McClanahan		Chapter 4
Ronald Wheeler		Chapter 4
Charles Nyberg		Chapter 4
Kathy Hibdon		Chapter 4
Tim Hibdon		Chapter 4
Duane Kliethermes		Central Chapter
Lance Tipton		Central Chapter
Betty Pannell		Central Chapter
Tommy Atkins		Chapter 6
Brian Atnip		Chapter 7
Ben Bridges		Chapter 7
Kevin Clayton		Chapter 8
David O'Connor		Chapter 8
Linda Dickison		Chapter 8
Archie Daily		Chapter 8