

## **TEAM 2016 Quarterly Meeting Minutes**

**April 23, 2016**

Baymont Inn, **Jefferson City**

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### **In attendance:**

**Robert Tripp, State Vice-President**

**Dave Taylor, State Treasurer**

**Duke Wrisinger, State Retiree Representative**

**Shawn Nilges, Jennifer Smith, SW Chapter**

**Roger Wittler, NW Chapter**

**Duane Kliethermes, CD Chapter**

**Wendy Brooks, Larry Brooks, Kelly Didriksen, SL Chapter**

**Zach Green, SE Chapter**

**Amy Nash, KC Chapter**

**Harry Hill, TEAM Lobbyist**

**NE Chapter absent**

**Guest: Ed Hassinger, MoDOT Chief Engineer**

Meeting called to order by Robert Tripp, TEAM Interim President at 9:10 am.

Robert discussed the Fallen Worker memorial addition of name for Lyndon Ebker. Memorial will be updated by July 1. Costs for adding a name is \$100. However, the first one should have been no cost, but they had charged us when Clifton Scott's name was added. Robert will request this in writing from the Memorial company.

Larry Brooks asked for a moment of silence for Lyndon and also SW TEAM President Eddie Smith, who passed away suddenly on February 19, 2016.

Robert introduced Ed Hassinger, MoDOT Chief Engineer.

Ed addressed the group. He spoke about leaderships' view of TEAM, and that they are very supportive of our organization. He appreciated the opportunity to be able to speak with us. Communication between TEAM and Administration had been non-existent in the past, but he let us know that it did not need to be going forward. It was important that we felt we could communicate with leadership and that we feel that we can.

He gave his views on the difference between the EAC (Employee Advisory Committee) and TEAM. Basically, EAC was established by MoDOT management and can be directed to work for management and is an internal part of MoDOT whereas TEAM is autonomous. TEAM consists of MoDOT employees, but it really outside the department and direction of MoDOT. Robert asked Ed his thoughts on having a TEAM member as part of the Statewide EAC. Ed would like Robert, or a representative of TEAM, meet with him and Rudy Nickens to work out those details.

Ed also discussed MoDOT's direction with the group. We are over the bad years (Bolder 5 Year Direction) and things are much better with our funding, even from where MoDOT was a year ago. Biggest changes are lower gas prices have produced higher revenue projections – even higher than predicted. A lot of maintenance work is now eligible for federal funds and a Federal Highway funding bill has passed. The new MoDOT director, Patrick McKenna, has stated he will not make any major changes. He has redirected our values (three S's – Safety – Service – Stability).

Leadership will try to restore stability with the workforce. Will deal with facts regarding turnover – and keep this in the forefront of the Commission, which appears to be pro-employee. Just last year, raises were given for Maintenance Employees, also employees that had been with MoDOT for greater than 5 years who were either not in a career ladder position or at the top of their position along with a 2% across the board COLA. MoDOT will address the facts of employee turnover and the limited pool of resources with today's workforce.

Ed was asked if it was "taboo" in leadership's eyes for TEAM to approach the Commission directly regarding employee benefits. Ed stated he had no issues with us doing so, but to communicate intent so that we all understood each other.

Some legislative items Ed discussed were the study the legislature commissioned regarding all state employees' salaries. Hopefully the report will come out this summer. Bills in the legislature include putting a 5.9 cent gas tax increase on the ballot. Ed would like all employees to look at the value of increased taxes – what the real cost increase would be per driver and the value that would reap.

Ed took time to answer questions of the group. One was if there had been any talk regarding the 10 year vesting of State employees going back to 5 years – if that was hurting or helping employee retention. He stated there has been discussion from other agency leaders, but might be one of those things TEAM may want to work with other state association members.

Ed was thanked for taking time to come address TEAM. Motion made for break.

After break, meeting resumed and Robert asked Harry Hill, TEAM lobbyist, to give an update.

### **Harry Hill Update**

- Harry appreciated meeting Ed and hearing him speak.
- Harry discussed HB1422 – 10 hour day/40 hour week workers not required to take 2 hours vacation for holiday. Passed the house with 100% voting to pass HB1422. Now in Senate. Hearing was held, but not scheduled for vote at this time.
- HB2592- Increase states match for deferred compensation to \$100/month. However, don't see this gaining much traction. The legislature appears to be putting any extra money to general raises.
- HB2228 – introduced to grant ten workdays off for the birth or adoption of a child.
- SB623 – 5.9 cent/gallon tax increase. Would go to a vote of the people.

- We asked Harry to get us a list of gubernatorial candidates and list them in his next report. We would like to know where they stand on transportation issues.
- Primary is the first Tuesday in August.

### **Statewide Business**

- Robert has a new email address – Robert\_Terry2004@sbcglobal.net
- Dave Taylor presented the Finance Report. Members reviewed. Motion made and approved to accept report.
- Reviewed draft changes to Constitution.
  - Clarified the retiree representative in Article V Chapters.
  - Motion made to amend Section 6 definition of quorum from ten directors to 2/3 of the directors. Motioned seconded and passed.
  - Motion to approve revisions, as amended, made and passed.
- Discussed survey results.
  - Wendy/Kelly will post on website
- Update on new logo for TEAM
  - Still need to set up parameters for the competition. Wendy and Kelly will review how we can collect the designs and set up a voting process. Will report at the August meeting.
- January Meeting Minutes
  - Motion to approve minutes made and passed.

### **New Business**

- Duane asked about link to payroll deduction form. It is not on the website. This is an internal MoDOT form, and is in SharePoint.
- Robert asked if TEAM would like to work on legislative efforts regarding workzones. Such as increasing the fine for speeding.
- Wendy asked if we could find out what other statewide associations exist and contact information for each. Duane said he would look into it. The Secretary of State may have a list.
- Wendy asked what we could do regarding recruitment efforts of TEAM members. All local chapters have been invited to Districtwide meetings, but are there other ways to get the word out about team? Could this be a Statewide effort – getting time at new employee orientation, publishing a statewide brochure? TEAM will brainstorm efforts at August meeting.
- Wendy asked about providing lunches at the Statewide meetings. Motion made and passed to have lunch at the August meeting.

### **Chapter Reports/Information**

- Statewide membership is 2060 as of February 2016. Same time in 2015 it was 2096
- SW Chapter

- Loss of Eddie Smith has brought a new officer to the SW Chapter. Jennifer Smith from the Springfield Project office has agreed to be the Secretary/Treasurer for the SW Chapter. Shawn will take over as President.
- Hosting a Night at the Ballpark on June 24<sup>th</sup>. Everyone is invited. Will have season tickets again available for members. Anyone from Statewide board can use the tickets also.
- 561 members Districtwide.
- SL Chapter
  - Not much new news. Need to schedule a spring meeting.
  - 244 members districtwide.
  - Will get Lyndon Ebker's families address to Robert.
- KC Chapter
  - KC Chapter sponsors a corporate challenge by sponsoring the meal.
  - 234 members.
- CD Chapter
  - Dedicated their Fallen Worker memorial – laid pavers with the names of those from the CD who have died in the line of duty.
  - Trying to get interest in local chapter board.
  - 168 CD members, 139 CO members for 307 total.
  - Duane is retiring July 1, 2016 and has agreed to become the retiree representative for TEAM. Duke Wrisinger will step down at that time after 60 years of membership with TEAM.
- NW Chapter
  - Need to get interest in TEAM
  - 176 members.
- NE Chapter – no report, not present. 161 members as of last report.
- SE District
  - Zach Green is representing the District
  - Working on a memorial that will merge the Willow Springs and Sikeston fallen worker memorials together
  - 422 members
- NE District
  - No representation at statewide meeting
  - Robert needs to contact Keith to see where their chapter stands
  - 187 members

**Items from Floor**

Duane will contact somebody at Central office to see about maintenance/general cleaning of the Fallen Worker Memorial at the Capitol.

Motion to adjourn meeting at 11:45 am and was passed.

**Action Items**

<b>Who</b>	<b>What</b>	<b>When</b>
Robert Tripp/or TEAM Rep	Schedule and meet with Ed Hassinger/Rudy Nickens to discuss/work out details of TEAM rep on Statewide EAC	August 13, 2016

Robert Tripp	Contact Keith Long, NE Chapter, to discuss TEAM representation/participation	August 13, 2016
Wendy Brooks/Kelly Didriksen	Research how to collect and vote on web design	August 13, 2016
Wendy Brooks	Update modified Constitution – post on website	ASAP
Wendy Brooks/Kelly Didriksen	Post survey results on website	ASAP
Duane Kliethermes	List of statewide associations and contacts	August 13, 2016
Duane Kliethermes	Contact somebody at Central office about cleaning of Fallen Worker memorial on capitol grounds	August 13, 2016

**Next Meeting – Saturday, August 13, 2016, 9:00 am**

Baymont Hotel, Jefferson City