

TEAM 2015 Quarterly Meeting Minutes
November 7, 2015
Truman Hotel, Jefferson City
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In attendance:

Robert Tripp, State Vice-President

Zachariah Grey, SE Chapter

Eddie Smith, Shawn Nilges, SW Chapter

Roger Wittler, NW Chapter

Duane Kliethermes, CD Chapter

Wendy Brooks, Larry Brooks, Kelly Didriksen, Scott Boyer, Dan Deters, SL Chapter

Amy Nash, Brandon Cracraft, KC Chapter

Harry Hill – TEAM Lobbyist

NE Chapters absent

Meeting called to order by Robert Tripp, TEAM Vice-President at 9:30 am.

Dave Taylor was unable to attend due to family illness. Expenses can be requested by email to dbt197001@gmail.com

Robert informed the assembly the Truman Hotel is no longer accepting reservations and will be demolished at some point in the near future. Duane Kliethermes volunteered to help Robert find a new meeting location.

Harry Hill Update

- Robert asked Harry to address the assembly.
- Harry discussed the issue with not having his 2-week updates posted on the website. That should be resolved at this point now.
- Harry summarized what occurred in the last legislative session, bill had been drafted regarding the change to workers who are required to work 4-10 hour days. Harry passed a copy of the bill out to the assembly to review (HB750). He asked us to help add wording regarding those who are 'required' to work these shifts vs. those who 'choose' to work the 4-10's. He stated it normally takes 2 to 3 years for a bill to go through the entire process.
- Harry asked the assembly if we had heard anything regarding the abuse of administrative leave, and proposals made to stop this (HB519). Discussions resolved this was not something that TEAM felt MoDOT abused.
- Discussed with Harry TEAM's legislative priorities for the next session: Inequities have been caused due to 4% increase being added to the middle crew members – salaries have been compressed and younger, less experienced workers are making the same or even more than their supervisors.

- Deferred compensation match – need to get this added to the FY17 general budget and not restricted. TEAM supports the bill to allow up to \$100 match for deferred compensation (HB1087).
- TEAM has directed Harry to start lobbying on Deferred Compensation match push into budget and pay raise for employees.
- Harry also told the assembly he had submitted a document to the past president regarding what a lobbyist does. Wendy will check with Nicole to get a copy of this to post on the website.

Statewide Business

- Discussed survey results.
 - There were very few submitted electronically. However, there are very many that were manually filled out.
 - Each Chapter will compile their results and submit a summary to Wendy Brooks in order to get the complete results from our statewide members.
 - Results to be posted on the website.
- Discussed updated website
 - Website is updated and current. Wendy and Kelly have access to Facebook and Twitter. Will meet with Nicole in the next 2 weeks to get full access to the site for updating. Domain had been changed over to new hosting account.
 - Wendy and Kelly asked all chapters to send in any updates.
 - KC stated Diana Johnson had retired and needed to be removed from the KC Chapter.
 - SW District needs Ryan Melton added as VP.
 - Need to add beneficiary form to the website. TEAM needs to explain when the benefit is paid.
 - Wendy made a motion for her and Kelly Didriksen to take over current website contract for the quarterly amount of \$200, plus actual costs incurred. Motion seconded and passed.
- Invite New Director to January meeting
 - Robert asked if we should invite Patrick McKenna and Jay Wunderlich to the January meeting.
 - Wendy reported on her action item to invite Ed Hassinger to a future meeting. She has been in contact with Ed's assistant, and she will let Wendy know when Ed is available to attend.
 - The assembly agreed to extend the invitation to the director.
- Discussed possible new logo for TEAM
 - Need to set up parameters for the competition. Where do we collect the submissions? Will we allow members to vote on submissions, and if so, how do we do this?
 - Must be a TEAM member to compete.
 - Motion made and passed to have \$250 top prize for winning design.
 - Wendy and Kelly will review how we can collect the designs and set up a voting process. They will report at the January 2016 meeting.

- Lobby Day
 - Robert asked the assembly if we needed to schedule a lobby day in 2016.
 - Discussion had on effectiveness of these efforts. The last lobby day TEAM sponsored wasn't really effective.
 - Meeting directly with committees regarding our efforts is highly effective.
 - Motion made and passed to have Harry contact the Appropriations Committee to again pursue pay raises and deferred compensation match.
- TEAM Constitution and By-Laws
 - Robert passed out copies of the current TEAM Constitution and By-Laws
 - Last revised January 14, 2006
 - Need revisions made
 - Motion made and passed to dedicate specific time at each meeting to review sections and propose changes.
- Beneficiary Cards and Qualifications
 - Discussion held on what qualifies for the benefit – accidental death (anytime) or in the line of duty (at work). There is some confusion over this.
 - Beneficiary card read out loud, just states 'accidental' – nothing regarding where this occurs.
 - Roger Wittler to research old policies, prior to self-insurance, as to intent.
- Posting of draft meeting minutes
 - Motion was made and passed to post the draft minutes on the website. Further discussion regarding the distribution and approval of the minutes was held, and it was then motioned to distribute the minutes via email to all Chapters, then have approval made within one week of distribution, and post the virtually approved minutes on the website. This motion was then passed.
- September 26, 2015 Minutes
 - Minutes were reviewed and approved.
- Association of Retired Missouri State Employees
 - Discussion regarding this group, if we were aware, existed (ARMSE.ORG)
 - They attended the SW Chapter's fall meeting
 - They also have a lobbyist
- Converting unused vacation to pay
 - Dan Deters discussed idea of converting unused Annual Leave to pay
 - Assembly felt this had been brought up before, but not sure what the result was
 - Brandon Cracraft will bring this idea forward with the Employees Advisory Committee (EAC)

Chapter Reports/Information

- KC Chapter – Attended employee meeting, mood was not very exciting. They will push to recruit new members at their spring 2016 meetings.
- NW Chapter – Attended fall meetings and handed out Surveys and beneficiary cards.

- NE Chapter – no report, not present.
- CD Chapter – Attended fall meetings, had a raffle to raise funds for local Fallen Worker Memorial, handed out survey.
- SL District – Attended most of the fall meeting, handed out survey, signed up around 10 new members. Holiday Happening is November 21, 2015.
- SW District – Attended fall meetings and passed out surveys to all of their members. They have about 30 people respond they are interested in being involved locally or statewide.
- SE District – Attend 4 fall meetings, passed out cups, notepads and hats.

Motion to adjourn meeting at 12:15 pm and was passed.

Action Items

Who	What	When
All Chapters	Compile survey results, send totals to Wendy Brooks	December 1, 2015
All Chapters	Review constitution and by-laws; be prepared at next meeting to discuss revisions	January 18, 2016
Brandon Cracraft	Take idea of converting AL to pay to EAC	January 18, 2016
Duane Kliethermes	Locate new meeting location in Jefferson City	January 1, 2016
Harry Hill	Contact appropriations committee to set up meeting with TEAM	January 31, 2016
Robert Tripp	Invite Jay Wunderlich and new Director, Patrick McKenna, to January 2016 meeting	December 1, 2015
Roger Wittler	Research old insurance policies regarding benefit intent	January 18, 2016
Wendy Brooks	Follow up with Ed Hassinger’s assistant on his availability for upcoming meeting	January 1, 2016
Wendy Brooks	Email action items to all chapters	November 21, 2015
Wendy Brooks/Kelly Didriksen	Research how to collect and vote on web design contest	January 18, 2016
Wendy Brooks/Kelly Didriksen	Post beneficiary form on website; Remove Dianna Johnson from KC officers; add Ryan Melton as VP for SW District; What a lobbyist does – collect and post on website; Post Survey Monkey results on website	December 15, 2015

Next Meeting – **Saturday, January 18, 2016 (snow date 1/23/16) – 9:00 am**

Location to Be Determined, Jefferson City