Minutes from May 14, 2011 meeting

Meeting was called to order by President Clay Mickelsen at 10:00 am.

Reading of last month’s minutes by Sec. Tom Patterson

**Officers present:**
- Clay Mickelsen, President
- Eric Russell, Vice President
- Steve Nelson, Treasurer
- Tom Patterson, Secretary

**Members Present:**
- Ed Payne, Chicago
- Brian Reynolds, Chicago
- Aaron Simmons, Grand Rapids
- Joey Holler, Des Moines

**Trustees present:**
- Jeff Dempsey, Springfield
- Tom Fisher, Green Bay
- Greg Gartner, Oshkosh
- Randy Sites, Cincinnati
- Jerry Brimm, St Louis
- Robert Herek, Chicago

**Minutes**

Discussed back pay for the Wisconsin drivers.

CBA Negotiations start May 19th.

Talked about what wage determination is and how it compares to other mail contractors.

Discussed separating the Headouts so they can negotiate for themselves.

Discussed once a month pay compared to twice a month.

Informed the members what runs are up for renewal

Members want to know how Hartwig is affording new trucks.

Discussed pre-trip and post-trip inspections.

Talked about new GPS units.

Talked about requirements of Vacation requests.

Motions was made to pay all bills and close the meeting at 11:15 am.
Funds Disbursements for May

<table>
<thead>
<tr>
<th>May Income</th>
<th>$7800.00</th>
<th>Telephones /Internet</th>
<th>$659.18</th>
<th>Reimbursements of lost wages</th>
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<tbody>
<tr>
<td>May Disbursements</td>
<td></td>
<td>Newsletter</td>
<td>$200.21</td>
<td>Eric Russell</td>
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<tr>
<td>Office Rent</td>
<td>$950.00</td>
<td>Quarterly Taxes</td>
<td>$1810.02</td>
<td>Steve Nelson</td>
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<td>Salaries</td>
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<td>Software</td>
<td>$280.75</td>
<td>Benefit Payout</td>
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<tr>
<td>Office (Donna)</td>
<td>$1471.12</td>
<td>Investments</td>
<td></td>
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</tr>
<tr>
<td>Pres. Clay Mickelsen</td>
<td>$350.00</td>
<td>Franklin Templeton</td>
<td>$100.00</td>
<td></td>
</tr>
<tr>
<td>V.P. Eric Russell</td>
<td>$200.00</td>
<td>DWS Scudder</td>
<td>$100.00</td>
<td></td>
</tr>
<tr>
<td>Tres. Steve Nelson</td>
<td>$200.00</td>
<td>Postage</td>
<td>$255.98</td>
<td></td>
</tr>
<tr>
<td>Sec. Tom Patterson</td>
<td>$100.00</td>
<td>Trips to St. Louis</td>
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<td></td>
</tr>
<tr>
<td>Trustees</td>
<td>$405.00</td>
<td>and Oshkosh</td>
<td>$473.53</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Misc. Meals</td>
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<tr>
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<td></td>
<td><strong>Total Disbursements</strong></td>
<td><strong>$11505.39</strong></td>
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Our Investment Funds
- Franklin Templeton: $13273.00
- DSW Scudder: $14542.14
- GenWorth: $185948.18
- **Total:** $213763.32

ANNIVERSARY ACKNOWLEDGEMENTS

- Jerry Zielinski: May 25, 2007
- Anthony Cambre: May 05, 2007
- Cathy Sadoski: May 07, 1993
- Larry Huxhold: May 08, 1993
- Steve Nelson: May 07, 1984
- Tom Patterson: May 05, 1996
- Curtis Ogletree: May 31, 2006
- Tim Perkins: May 19, 2002
- James Smith: May 16, 2010
- Raymond Sparks: May 08, 2010
- Robert Stewart: May 16, 2005
- David Tanner: May 29, 2008
- Ralph Wright: May 09, 2010
- James Clark: May 03, 2008
- Charles Hayden: May 30, 2010
- Donald Lamm: May 15, 2006
- Phillip Howell: May 11, 2007
- Drew Jewell: May 12, 2006
- Jeff Tamm: May 02, 2007
- Jerry Adans: May 29, 1987
- Cara Ball: May 24, 1999
- Jeff Ball: May 03, 1998
- Larry Sadoski: May 16, 1984
- Aaron Simmons: May 21, 2004
- Stephen Duncan: May 25, 1996
- Terry Gillaspie: May 11, 2006
- Steve Van Ryzin: May 01, 1996

HAPPY BIRTHDAY

- Jojo Dulanas: May 17th
- Jeff Tamm: May 4th
- Steve Nelson: May 23rd
- Gee Zamy: May 14th
- Leo Penna: May 1st
- Tom Fischer: May 5th
- Benita Roden: May 30th
- Larry Lepak: May 24th
- James Scherder: May 10th
- Christopher Luscher: May 6th
- Randy Sites: May 19th
- David Schmude: May 29th
- Jack Strickland: May 28th
- Andy Luesse: May 29th
- David Tanner: May 15th
- George Richard: May 28th
Letter from Hartwig

These last 2 years have been very challenging to the USPS, Hartwig Transit Inc, and the drivers of Hartwig Transit. Over a year ago it was necessary to go to a monthly payroll, this change was necessary to keep our jobs-and or market share and ensure that the drivers were paid first and foremost. We are in the midst of Renewals right now, about 75% of our routes are up for renewal. The Postal Service lost over 8 Billion Dollars last year, they are looking to cut costs where ever possible. We are happy that the drivers have worked with us in the past, by going to a monthly payroll, we realize this may be burdensome on some of the drivers. We do wish to change to a bi-monthly wage payment in the future, but at this time to make change to the wage payment schedule would result in job losses. Unfortunately, these are the time we live in. We need to work together on this issue to provide for our future.

It has been brought to my attention by a union representative, Hartwig is spending money on new trucks, they could be using that money to go to a bi-monthly payroll. I would like to comment on that, Trucks are our tools for our job, without them we are unable to do our job. We don’t write checks for trucks we have a payment book. Our average new truck payment is in the vicinity of $1800.00 per month. There comes a point where you can spend $1800 in repairs a month and drive a old truck or pay the $1800 and drive new with a warranty also driving newer equipment provides a safer environment for the drivers. To put rumors to rest concerning financing, in your personal automobile purchases there are many places to obtain financing.
**Fringe Benefits Required Follow the Occupational Listing**

Employed on contracts for mail hauling services for which the "headout" point is within the named locality.

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
<th>Code</th>
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<td>(not set) - Driver/Loader</td>
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<td>(not set) - Light Vehicle Driver</td>
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<td>(not set) - Tractor Tractor Driver</td>
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.77)

HOLIDAYS: A minimum of ten paid holidays per year. New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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**Fringe Benefits Required Follow the Occupational Listing**

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<th>FOOTNOTE</th>
<th>RATE</th>
<th>Code</th>
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<td>Minneapolis - St. Paul Area</td>
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<td>20.12</td>
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HOLIDAYS: A minimum of ten paid holidays per year. New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) HEALTH & WELFARE: $3.50 per hour or $140.00 per week or $606.67 per month

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Fellow Members

A lot has been happening and a lot is still happening in and around the ICMDA and Hartwig Transit.

I have been told by Jerry Hartwig that all back pay for the Wisconsin area has been sent out. If there are any discrepancies please contact Jerry and he should be able to answer any questions you may have.

On May 19th Myself, Clay, and Steve sat down with Jerry and Kevin for the initial talks on the CBA negotiations. We talked about the once a month pay. Jerry explained that he cannot go back to a by monthly pay because he would have to pay us for an entire month and then come up with another 14 day payroll within two weeks. He said that this is not financially possible at this time.

We brought up that we would like to separate the headouts so that each headout could control what they vote on for wages, vacations, and ETC.

We also discussed what runs are up for renewal. At this time only the Cincinnati trips are up for renewal. This renewal package should be to Hartwig any day now. All other trips are under contract or have just been renewed.

On a different note. Everybody should be using the GPS units. These units are part of the contract between the USPS and Hartwig Transit. There are no exceptions on this matter. Hartwig has been told that they either get the usage percentage up or that the contracts will be terminated. If you have a unit that does not work then you need to let your supervisor know and note it on your timesheet.

Pre-trip and Post-trip inspections are a requirement of the DOT. You must do these inspections. The yellow copy stays in the truck and the white copy is to be turned in with the rest of your paperwork.

Another thing that I would like to bring to everyone’s attention is cell phone usage. Under Section 1-Conduct, page 26, Article 21, it states, No cellular or texting communication device shall be used while the vehicle is in motion. Please adhere to this.

There have also been several major and minor accidents in the past several months. We all as professional drivers need to make sure that we are doing what we can to avoid these accidents. Things like getting enough rest before your trip, getting to work with enough time before your trip so that you are not always in a rush, and doing the proper inspections to insure you are driving a safe vehicle.

Thank you for your time and I hope to hear from you at the next monthly meeting.

Thank You
V.P. Eric Russell
847-309-0744
Important Names & Numbers

Dental & Eye Care
ICMDA
206 N. York Rd.
Elmhurst IL, 60126

Disability: After 14 days disabled to receive benefits from the first day on.

Union Meetings: Held the Second Saturday of every month.

Union Numbers & e-mail

OFFICE
Main number: 630-833-4236
Fax: 630-833-4762
E-mail: icmda@att.net

Conference calling for monthly meetings: 800-977-8002
Pass code: 24164898 Follow instructions.

Web site: www.icmda.com
Credit Union: 847-678-1085

OFFICERS
Pres. Clay Mickelsen: 630-346-7586
E-mail: president.icmda@gmail.com

VP Eric Russell: 847-309-0744
E-mail: vicepresident.icmda@gmail.com

Tres. Steve Nelson: 847-274-7733
E-mail: treasurer.icmda@gmail.com

Sec. Tom Patterson: 219-617-4443