

AMALGAMATED TRANSIT UNION BY-LAWS OF LOCAL NO. 1287

Affiliated with AFL-CIO



Chartered September 16, 1941
REVISED AND APPROVED BY
LOCAL NO. 1287
May 7, 2008

**INSIDE FRONT
COVER**

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OUR PRINCIPLES

- Resolved: That we hold it as a sacred principle, that trade union men above all others should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and to their organization.
- Resolved: That we hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer and also increases the demands for labor and the price of a day's work.
- Resolved: That we hold a liberal education of the young to be a preeminent preparatory to life's social and industrial work, and that the principles and purposes of organized labor demand free and compulsory education.
- Resolved: That we encourage and stimulate our members to take a lively interest in the civil affairs of their country in order that they can vote intelligently and effectively for the interests of the working people.

BYLAWS OF LOCAL NO. 1287

Article 1

NAME

- Sec. 1. This organization shall be known as Local Division No. 1287, of the Amalgamated Transit Union, holding a legal charter duly granted by the said International.
- Sec. 2. Said charter cannot be voluntarily surrendered while 10 members in good standing object thereto, it being a Division of, and operated in accordance with the rules and laws of the Amalgamated Transit Union, affiliated with the A.F.L.-C.I.O.

Article 2

OFFICIAL STAFF

- Sec. 1. The Official Staff and Executive Board of this Local, shall consist of President, Vice-President, and a combined office of Financial, Recording Secretary-Treasurer to be elected at large. There shall be two members from the Metro Transportation Unit, two members from the Metro Maintenance Unit and one member from the Office-Clerical Unit and one member from the Johnson County Transit Unit. If additional properties are organized they will also be given appropriate representation on the Board. The Metro Transportation and Maintenance Department members shall be designated as Positions No. 1 and 2 for purposes of election only. (Any miscellaneous employees not herein before des-

ignated shall be considered a part of the unit in which they are working.) Board members of the above-mentioned units will be elected by and from the members of their respective units.

- Sec. 2. The Executive Board shall constitute a Board of Trustees for all property owned by Local No. 1287.

Article 3

DUTIES OF OFFICERS

- Sec. 1. It shall be the duty of the President to preside at all meetings of the Local; to preserve order and enforce the Constitution and General Laws of the International and the bylaws of the Local; to see that all officers perform their respective duties and appoint all committees not otherwise provided for; he shall appoint the necessary Wardens, Sentinels, Conductors and Correspondents; he shall decide all questions of order, subject to an appeal to the meeting; he shall have a right to vote in secret ballot votes at the same time and along with other members who cast their ballots, otherwise he shall have a right to vote only in case of a tie when there is a standing or hand vote, when he shall give the deciding vote, he shall call special meetings of the Local upon request of a majority of the Executive Board, or upon written request of one-third or more members in good standing, and when such special meetings are requested, he shall see that notices of the same are posted at each station at least five days prior to such meetings; he shall sign all checks issued on the Local Treas-

surey for such moneys as shall, by the Constitution and General Laws or by a vote of the Local, be ordered paid; he shall be governed by the Constitution and General Laws of the International and by the bylaws of the Local in signing of all checks and drafts; he shall, in person, investigate all grievances arising between the members and the employing Company and report regularly to the Local; he shall have the power, when necessary, to call on members of the Executive Board to assist him on any question concerning the welfare of the Local, he shall visit each station as often as his schedule allows, but in no case less than once a month and his office hours shall be, when not engaged in other work of the Local, from 8:30 A.M. to 5:00 P.M., Monday through Friday, with one-half hour off for lunch. He shall notify the Vice-President in case he is unable to be present at a meeting of the Local or attend to his duties; he shall, by virtue of his office, be Chairman of the Executive Board; he shall, by virtue of his office, be first delegate to all conventions; his vacation period and holidays shall be governed by the contract provisions of his employer.

- Sec. 2. It shall be the duty of the Vice-President, in the absence of the President, to perform the duties of the President when officially called upon to do so. In case of a vacancy in the President's office: the Vice-President shall, by virtue of his office, serve as President until a President is elected by the Local.

- Sec. 3. It shall be the duty of the Recording Secretary to keep a correct account of the proceedings of the Local meetings and to perform such other duties as pertain to his office and at the expiration of his term of office, deliver to the Local all property entrusted to his care.
- Sec. 4. It shall be the duty of the Financial Secretary Treasurer to keep a true and proper account between the Local and its members; to receive all moneys due the Local and deposit same, under the name of Local No. 1287, in a bank or banks approved by the Local, and render a true account when required, he shall report to the Local monthly with statements of receipts, expenditures and balances; and deliver his books to the Auditor when so desired for authentication; he shall read all current bills at the first regular meeting of each month for the preceding; he shall perform all other duties pertaining to his office and see that the Local is kept in good standing with the International Office by forwarding all reports to the General Office and receiving receipts for the same; he shall make no disbursements without consent of the President, authorized by the membership, except minor office expenditures and the Per Capita Tax to the International; he shall be placed under such bond as the Local may require; he shall, by virtue of his office, be a member of the Executive Board and shall act as its secretary; he shall devote his entire time, 8:30 A.M. to 5:00 P.M., with one-half hour off for lunch, Monday through Friday, to the execution of these duties, his vacation period and holidays shall

be governed by the contract provisions of his employer.

- Sec. 5. The duty of the Executive Board shall be to supervise and direct the management of the Local. They shall assist the President, when necessary, in all matters affecting the welfare of the Local. They shall appoint the necessary election commissioners who shall act as judges and clerks. They shall appoint the contract negotiating committee and the trial board. They shall meet at least once each month to consider the welfare of the Local and shall report regularly, to the meetings of the Local, their findings and also their recommendations. They shall, when conditions necessitate an arbitration, see that the arbitrators are appointed and the arbitration is conducted in accordance with the Constitution and General Laws of the International and under the instruction of the Local. They shall, at all times, be governed by the Constitution and General Laws of the International and the bylaws of the Local. A majority of the Executive Board shall constitute a quorum to do business.

Article 4

TERMS OF OFFICE

- Sec. 1. The terms of office for all elected officers shall be for a period of three (3) years, unless changed by amendment of these bylaws. (This is to comply with Section 14.1 of the International Constitution and General Laws.) The regular term of office shall expire on June 30th.

Article 5
SALARIES AND ALLOWANCES

- Sec. 1. The salary of the President shall be 120% of the current top operator rate plus \$400.00 per month expense money.**
- Sec. 2. The salary of the Recording financial Secretary-Treasurer shall be 120% of the current top operator rate plus \$150.00 per month expense money.**
- Sec. 3. The President and Recording Financial Secretary-Treasurer, having unused vacation, shall be paid at the end of the year and/or when they leave office, if they are unable to take vacation during the tenure of the office.
- Sec. 4. The President and Financial Secretary-Treasurer shall be entitled to all benefits and bonuses provided for in the Labor Agreement between the Company and this Local. Effective May 1, 2005, when the President or Financial Secretary-Treasurer leaves office they will be paid for unused sick leave not accrued by their employer while holding union office. The rate of pay for said sick leave shall be the current rate, when leaving office, for the job classification they held before assuming the President or Financial Secretary-Treasurer's position. Accrual of sick leave for this section shall have begun November 1, 1996. The Financial Secretary-Treasurer shall keep accurate records of sick leave accrual and usage, to be reviewed by the Executive Board, and hold funds in a separate account to pay for this obligation.

- Sec. 5. The Executive Board shall be allowed eight (8) hours pay at the Class "A" Mechanic's rate of pay for each regular and special meeting of the Executive Board.
- Sec. 6. Members of the Executive Board shall be allowed an amount equivalent to their regular monthly dues if they attend the regular membership meeting for that month, all meetings called by the President (unless excused for good cause) and submit all required written reports on a timely basis. The President and Financial Secretary-Treasurer shall be considered members of the Executive Board as concerns this section.
- Sec. 7. When the Vice-President is periodically called upon to substitute for the President, he shall receive an allowance of eight (8) hours at the Class "A" Mechanic's rate of pay for each day while assuming the duties of the President.
- Sec. 8. When it is necessary to call a qualified member to substitute for the Financial Secretary-Treasurer, he shall be allowed eight (8) hours at the Class "A" Mechanic's rate of pay for each day while assuming the duties of the Financial Secretary-Treasurer.
- Sec. 9. The salary of the President and Recording Financial Secretary-Treasurer shall automatically be governed for increase or decrease as the top operator's rate is increased or decreased.
- Sec.10. An expense allowance to Election Commissioners, Judges, Clerks and Committeemen shall be

equal to their regular rate of pay for the time used.

- Sec. 11. In connection with computing expense allowances on a daily basis, all over four (4) hours shall constitute a day. In all cases requiring services of four (4) hours or less shall constitute one-half day, unless the loss of time at his regular duty would pay a greater amount and in this case, he would be paid for lost time.
- Sec. 12. Members of the Contract Negotiating Committee shall be allowed eight (8) hours pay at the Class "A" Mechanic's rate of pay. Each member of the Contract Negotiating Committee shall be allowed twelve dollars (\$12.00) per day expense money for each day they are engaged in negotiations.
- Sec. 13. When Executive Board members and Union Stewards are engaged in Union business and there is a loss of pay or they are called in, when off duty, they shall be made whole from time called out to time returning at their rate of pay.
- Sec. 14. Stewards who actually attend a regular monthly membership meeting, the Stewards' meetings and completes and submits written reports, as required by the President, will be allowed an amount equivalent to his regular monthly dues for that month.
- Sec. 15. The President and Financial Secretary-Treasurer shall not be allowed to receive Executive Board or Contract Negotiating Committee allowances

and compensation at the same time, which in effect would cause double compensation.

ARTICLE 6 QUALIFICATIONS OF OFFICERS

- Sec. 1. Any member in good standing with the Local shall be eligible for office, unless he is otherwise excluded by the Constitution and General Laws of the International.

ARTICLE 7 QUALIFICATIONS OF VOTERS

- Sec. 1. Any member who is in good standing with the Local shall be eligible to vote, except those who may be excluded by the Constitution and General Laws of the International.

ARTICLE 8 MEETINGS

- Sec. 1. The regular meetings of this Local shall be at such time and place as the Local may determine. Twenty-five (25) members shall constitute a quorum to do business at the meetings of Local No. 1287.
- Sec. 2. The minutes of the Executive Board meeting will be made available, at the Union Hall, to the membership by noon (12:00 P.M.) the Monday preceding the general membership meeting. In the event that the Monday preceding the general membership meeting is a holiday, the minutes will be made available, at the Union Hall, the Friday before the general membership meeting.

- Sec. 3. The President shall post notice of the monthly meetings, at least five days prior to the union meetings.
- Sec. 4. Motions to spend money out of the building fund must be submitted to the President in writing and posted, by the President, on the union's bulletin boards at least five days prior to the union meetings for them to be considered. Otherwise they will be addressed at the following month's union meetings.

ARTICLE 9

NOMINATIONS AND ELECTION OF OFFICERS

- Sec. 1. The nominations of all elective officers shall take place at the first regular meeting in May. The election shall be held as soon after the nominations as is reasonably possible and the existing laws will permit.
- Sec. 2. The Executive Board shall appoint the necessary election commissioners who shall act as judges and clerks, and who shall conduct the election in accordance with the Constitution and General Laws of the international and the bylaws of the Local.
- Sec. 3. Nominations shall be made from the floor and persons desiring to make nominations shall address the Chair and receive permission before so doing. All candidates nominated for office shall file their acceptance with the Financial Secretary-Treasurer, in writing, within forty-eight (48) hours after nomination, otherwise, their

name will not appear on the ballot. The names of candidates who have qualified and who have accepted the nomination shall be placed on the ballot in alphabetical order.

Sec. 4 The following additional rules and conditions shall apply to, and be required for, nominations and elections of candidates for offices for President and Financial Secretary-Treasurer of the Local Division only:

- (1) If only Two (2) persons have been nominated, and qualified, for either of the said offices, and one of such two persons so nominated and qualified shall become deceased or disabled prior to the scheduled election for such office, that office shall not be voted upon at such election, and the Executive Board, by proper and legal notice to the membership, shall schedule another nominating meeting and election to fill such office in conformity with the other provisions of this Article 9;
- (2) The occurrence of such an event and the conducting of such an additional nominating meeting and election shall not postpone, stay, or otherwise affect the regularly scheduled election to fill all other offices of the Local, but such election shall be conducted on the date originally scheduled;
- (3) Article 10 of these bylaws shall not apply to the installation of a person elected at such postponed or rescheduled election, to

the office of either President or Financial Secretary-Treasurer, but such elected officer shall be installed at the first regular night meeting following such election.

Sec. 5. Notices of the elections, together with sample ballots shall be placed at each station at least five (5) days prior to each such election.

Sec. 6. Where two (2) or more members are nominated and qualified for an office, a candidate must receive Fifty Percent (50%) plus one (1) of the votes cast. If more than two (2) candidates are nominated and the necessary votes are not received by a candidate, a run off election between the two (2) candidates that received the most votes will be held. In the event of a tie for second place a coin toss will determine the member who will be the run off candidate. All rules set forth in Article 9 will be followed for the election.

Sec. 7. Ballots and other records pertaining to the election shall be held intact for a period of one year.

Sec. 8. Should a vacancy occur in any elective office, it shall be filled by an election and in accordance with the Constitution and General Laws of the International, placed on the ballot in alphabetical order. When there is but one candidate for an office, the President may declare the election by consent.

ARTICLE 10
INSTALLATION OF OFFICERS

- Sec. 1. The installation of officers shall take place at the first regular night meeting in July.

ARTICLE 11
STEWARDS

- Sec. 1. The Stewards shall be nominated and elected in accordance with Article 6, Section 1, of the bylaws of this Local.
- Sec. 2. It shall be the duty of the Stewards, in acting as duly accredited representatives of the Local to work in conjunction with their Executive Board members or the President in attempting to settle any grievances which may arise within his respective group, subject to the approval of the President of the Local.

ARTICLE 12
DUTIES OF MEMBERS

- Sec. 1. It shall be the duty of each member of this Local to assist the Officers in the discharge of their respective duties by strictly adhering to his obligation and by obeying the Constitution and General Laws of the International and the bylaws of the Local.
- Sec. 2. No member shall be allowed to injure the interest of a fellow member by undermining him in place, wages, or falsely reporting him to the Officials of the employing Company, or in any

other willful act by which the reputation or employment of any member may be injured.

- Sec. 3. It shall be the duty of each member to see that his conduct is such as not to cause undue criticism to the organization.
- Sec. 4. Members are required to keep the Financial Secretary-Treasurer notified of their correct place of residence.
- Sec. 5. Any member leaving the service of the employing Company or taking a disability allowance or pension shall be required to notify, the Financial Recording Secretary-Treasurer within thirty (30) days after leaving the service of the Company or going on disability allowance or pension and failing to do so, it will be deemed that they do not wish to continue their membership in our International and their names will be removed from the membership rolls.

ARTICLE 13

PENALTIES OF MEMBERS

- Sec. 1. All business of this Local must be kept strictly private from persons outside the Local, unless publication is authorized by the proper Officials of the Local. Any member giving information, selling or misusing working cards, buttons or other properties of this Local, or giving such to persons not entitled to the same, shall, if found guilty, be subject to any penalty the Local may deem necessary.

- Sec. 2. It shall be unlawful for any member or members of this Local to promote dances, balls, parties, picnics or raffles, in the name of this Local, or induce the public to believe that they represent Local No. 1287, of the Amalgamated Transit Union, or any portion thereof in so doing, unless authorized by the Local so to do. Any member or members found guilty of the above violation, or any portion thereof, may be fined, suspended or expelled, as decided by the Local. Any member violating Article 12 of these bylaws, or who is found engaged in activities that are detrimental to the Local, shall be subject to penalty as the Local may determine.

ARTICLE 14

PENALTIES OF OFFICERS AND STEWARDS

- Sec. 1. Should the Executive Board find any officer guilty of actions detrimental to the welfare of the Local, or of failure to perform his regular duties as an officer, it shall request the resignation of such officer. If such officer refuses to so tender his resignation as requested, then charges shall be referred directly to the Local trial committee, as provided for in the Constitution and General Laws of the International.
- Sec. 2. Any officer or steward accepting a job with his employer which is outside of the collective bargaining unit, permanently or temporarily, under any conditions, shall be deemed to have automatically resigned such office with the Union.

ARTICLE 15
INITIATION FEES, DUES, FINES AND
ASSESSMENTS

- Sec. 1. The Initiation Fee of this Local shall be \$150.00 for each employee. This is to be effective April 1, 1976.
- Sec. 2. A Ways and Means Fund shall be maintained from Union dues, a balance of \$300 shall be maintained in this fund The Executive Board will make rules for administering this fund.
- Sec. 3. Effective March 1, 1999 the portion of dues retained by this local division after per capita payments are made to the ATU International Union, the Missouri state AFL-CIO, and the Greater Kansas City AFL-CIO, shall be \$26.35 for all members who were under 65 years of age when joining. (The total dues as of March 1, 1999, will be \$35.85 and on January 1, 2005, will be \$40.05) Thereafter, the portion of any necessary adjustments in per capita obligations, will be increased annually each January by the same percentage as the increase that year in the operator's rate at the KCATA. The increase in the Local Union's share of dues mandated by this Section shall be waived for the calendar year 2001.
- Sec. 4. The dues of this Local Division are \$2.50 per month for all members who were 65 years of age or older when joining prior to January 1, 1993, and \$4.50 after December 31, 1992; members of special disability allowance;

members on regular disability allowance; members having taken their permanent total disability; members who are on pension and members who retire on Social Security.

- Sec. 5. All dues are due on the first day of each month and become delinquent fifteen (15) days thereafter.
- Sec. 6. Special assessments and fines shall be governed by a majority vote, of the membership voting, of the property involved and collected from those members.
- Sec. 7. Any employee represented by this Local Division who is subject to a security clause conditioning continued employment on the payment of dues or fees has the right to become an objector to expenditures not related to collective bargaining, contract administration, and other chargeable expenditures. A non-member of the Local Division, by reason of this subsection, will not be entitled to any rights or privileges of membership. The Local Division executive board shall establish and maintain a policy governing the calculation of the non-member proportionate share fee, notice of the proportionate share fee to non-members, an interest bearing account for fees to which a challenge has been made and procedures by which any non-member objector's challenge to the amount of the fee may be resolved promptly by an impartial body.

ARTICLE 16

MEMBERS IN ARREARS

- Sec. 1. All members of this Local shall be required to pay the regular monthly dues, fines and assessments as established by this Local. A member allowing himself to become suspended or expelled from this Local, while in the service of the employing Company, and accepting the benefits secured to the membership as established by this Local shall be required to reinstate himself by applying to the Financial Secretary Treasurer and paying all back dues, fines and assessments as defined in the Constitution and General Laws of the International.

ARTICLE 17

TRIALS, APPEALS AND GRIEVANCES

- Sec. 1. All matters of charges, appeals and grievances of this Local shall be governed by the Constitution and General Laws of the International, except as provided in Section I of Article 14 of these bylaws.
- Sec. 2. All grievances between the members of this Local and their employer shall be made out in writing and a copy presented to the President of the Local. The Maintenance Department will present their grievances in writing on the second step of the grievance procedure, in compliance with the current contract.

ARTICLE 18
WITHDRAWAL CARDS

- Sec. 1. Withdrawal cards will be issued in accordance with the Constitution and General Laws of the International, upon payment of twenty-five cents (.25).

ARTICLE 19
DELEGATES TO THE GREATER KANSAS CITY
AFL-CIO AND MISSOURI AFL CIO

- Sec. 1. Delegates to the Greater Kansas City AFL-CIO, and Missouri AFL-CIO shall consist of the President, Financial Secretary-Treasurer and other delegates elected from and by the Executive Board.
- Sec. 2. Delegates to the Missouri AFL-CIO conventions shall consist of the President and other delegates to be selected from and by the Executive Board as concerns this section.

ARTICLE 20
DELEGATES TO CONVENTIONS

- Sec. 1. The President shall, by, virtue of his office, be first delegate to all Amalgamated Transit Union conventions. The Financial Secretary-Treasurer shall, by virtue of his office, is second delegate to all Amalgamated Transit Union conventions. The remaining delegates shall be selected from and by the Executive Board. Such selected delegates shall rotate their turn in attending these conventions.

- Sec.2. Delegates to all out of town conventions shall be allowed transportation charges(air fare where possible), room and per diem per IRS Publication 1542 for city of attendance and shall be allowed their lost wages while thus engaged.**
- Sec. 3. Delegates to all hometown conventions shall be allowed their lost wages while attending these meetings.
- Sec. 4. When a delegate is to attend an out of town caucus, he/she shall be allowed transportation, registration, room, per diem per IRS Publication 1542 and lost wages.**

ARTICLE 21 DONATIONS AND COLLECTIONS

- Sec. 1. All donations in excess of \$20.00 must first be approved by the membership of the Local.
- Sec. 2. No collections, subscriptions or soliciting shall be permitted inside the meeting hall, except such collections or soliciting which shall benefit the entire membership, upon approval by the majority of the Executive Board.

ARTICLE 22 MEMORIAL OFFERINGS

- Sec. 1. A regulation memorial piece shall be furnished at the death of each member of this Local, or at the death of each member's Wife, Husband, Father, Mother, Son or Daughter, providing the

Local headquarters have sufficient knowledge of such death.

ARTICLE 23

RULES OF ORDER

- Sec. 1. When the presiding officer takes the Chair, the officers and members will take their respective seats and at the sound of the gavel, there shall be general silence. The meeting shall then be considered organized.
- Sec. 2. Any member desiring to speak shall address the Chair, and upon recognition, shall then proceed.
- Sec. 3. All questions of order shall be governed by "Robert's Rules of Order Revised".
- Sec. 4. Any members in the meetings of this Local, who makes use of profane or unbecoming language, or refuses to obey orders from the Chair, or uses disrespectful expressions toward the Officers or members, may be ejected from the place of meeting not be allowed to enter again at that session, and may be further punished, if deemed advisable by the Local.
- Sec. 5. Gambling or use of intoxicating liquors at the Local's meetings shall be prohibited, and members found guilty of same shall be subject to suspension or expulsion from the Local. Raffles which conform to the guidelines of Article 21. Section 2, shall be exempt from this Article and Section.

ARTICLE 24

REQUESTS FOR CONTRACT CHANGES

Kansas City Area Transportation Unit (KCATA)

- Sec. 1. All requests for contract changes shall be in writing, signed and delivered, to the office of the President of Local No. 1287, at least two hundred seventy (270) days before the expiration of the current contract.
- Sec. 2. Negotiated contract proposals will be presented in writing, to the membership at a special meeting. The proposals will be read to the membership along with the old contract section. The proposals will only be discussed and explained, at this time. There will be a study period of not less than three (3) days. Immediately following the study period, a ratification vote will be conducted, at the Union Hall, for two (2) consecutive days from 8:00 A.M. to 6:00 P.M. Members may vote at any time during this period. Notice of the dates of the special meeting and the voting will be posted on the Union bulletin boards at the Authority. These notices will be posted five (5) days prior to the special meeting. Any member who doubts that the voting will be conducted in an honest manner can make themselves available, on their own time, to observe the voting process.

Johnson County Transit (JCT)

- Sec. 3. All requests for contract changes shall be in writing, signed and delivered, to the office of

the President of Local No. 1287, at least ninety (90) days before the expiration of the current contract.

- Sec. 4. Negotiated tentative agreements shall be presented in writing to the JCT membership at a special meeting for ratification. The tentative agreements shall be explained to the membership with reasonable time allowed for questions and answers. Notice of the date, time, and location ratification meeting shall be posted on the Union bulletin Board at JCT at least seven (7) days prior to the ratification meeting.

ARTICLE 25
MATTERS NOT PROVIDED FOR.

- Sec. 1. Should any question arise in this Local, not herein provided for, the Constitution and General Laws of the International shall govern in such cases.

ARTICLE 26
NEGOTIATION, ARBITRATION OR
MEDIATION COSTS

- Sec. 1. Any cost incurred in Negotiation or Arbitration to secure a new Labor Contract, shall be borne equally by all active members at the property involved and if necessary, shall be collected by an assessment on each active member at the property involved for his or her equal share of the cost.

ARTICLE 27

AMENDMENTS

- Sec. 1. Any changes desired in these bylaws shall be read at two (2) consecutive regular meetings before the same can be acted upon. If two-thirds majority, of the membership voting desire such change, it shall be so effectuated, providing, such change does not conflict with the Constitution and General Laws of the International. These bylaws, as revised, were read to the membership, at a membership meeting, and approved by the membership of Local No. 1287, in accordance with these bylaws.

BYLAWS COMMITTEE

William L. Wilson	President
Freddy L. Ersery	Vice President
Robert B. Roach	Secretary
Sharon L. Bradford	Executive Board
John Cullinan	Executive Board
Louis Duncan	Executive Board
Dave Ellifrits	Executive Board
Ronald Love	Executive Board
Brenda Tillman	Executive Board

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