

IPWU E-BOARD MEETING
Cedar Rapids
November 4, 2005

Present: Clark, Walsh, Karol, Baumgartner, Konig, Coles, Salinas, Arnold, Matticks, Gray, Price, Spina, and Chase.

Call to order at 4:40 pm.

Trustees report – see report

Question arose to where one of the laptops owned by the Union are, Bruce has the extra laptop; it will be given to the secretary.

MMS: Coles/Konig Give authorization for Bruce Clark for attending the State Legislative meeting in Des Moines in June 2005, with necessary LWOP and expenses.
Passed unanimous

MMS: Coles/Arnold That the State cover the outstanding balance of \$330.91 from the convention pins. Passed unanimous

Bruce made note that the majority of the 1-6b reports have been done, about 265 offices, some new members were signed up. Thanks to Kim, Jim, Lance, and Cathy. The National paid the Area Reps. \$15 an hour plus mileage.

MMS: Coles/Chase That the State pay the difference in wages of the Area Reps. from the \$15 the National paid and what their actual hourly wage is, with a 40 hour a week cap, plus lost leave. Passed unanimous

MMS: Coles/Spina To send Jon Arnold to the treasurer's seminar, if there is one, at the Central State Seven Pack in Topeka Kansas next February, with necessary LWOP and expenses. Passed unanimous

MMS: Walsh/Chase To send the Trustees to the treasurer's seminar, if there is one, at the Central State Seven Pack in Topeka Kansas next February, with necessary LWOP and expenses. Passed unanimous

Reminder that the State Convention 2006 is April 28th and 29th (possible half day on the 30th) in Ames. If anyone has any resolutions, they need to start turning them in. It was also asked that Chuck send a letter to the National notifying them when and where the convention is.

Byron Preminger has resigned his position as SW Area Rep. Bruce has asked Lance to fill the position until the State convention elections next year. Bruce also said that the current boundaries for the Area Rep. sections are uneven and asks that the Area Reps. meet with him to reapportion them.

MMS: Coles/Arnold To send the Editor to the Iowa State Labor Press Association conference, in Iowa City in March 2006 with necessary LWOP and expenses. Passed unanimous

MMS: Coles/Konig To pay \$42.54 to the Postal Press Association for the two duplicate awards ordered. The duplicate awards are to be given to the winners. Passed unanimous

MCA is seeking freight business heavily. We are asking customers of Dollar General to influence their managers to start using MCA drivers again. There may be a possibility of another strike soon. Lee said that there are 4 Dollar General locations in Cedar Rapids, he would like some help handing out fliers, they are not asking for a boycott, they just want to pass along information to the customers.

Jon Arnold said that if there is anyone that needs letterheads or envelopes that he has some.

MMS: Coles/Salinas That the State purchase union printed business cards for the President, Craft Directors, and Area Reps., not to exceed 500 cards each. Passed, Spina and Baumgartner opposed Give Jon Arnold all of your contact information if you want the business cards.

There was some discussion on the Burris memo allowing victims of Hurricane Katrina to maintain their seniority.

MMS: Konig/Spina to Adjourn. Passed unanimous

Adjourned at 5:47pm

Respectfully submitted,

Chuck Konig

Trustee's Report

11-4-05

As of September 30, 2005

The committee met and examined the financial record of the IPWU. The audit consisted of examining checks with voucher, examining receipts to match voucher and checking monthly statements and balances. All Federal and State reports were checked and found to be current and correct.

Items of note:

1. Bruce 3971s 10/22/04 Trustee's Report.
2. Convention Pins still outstanding last report - \$330.91.
3. Hotel Bruce Prearb last report.
4. John Deere CU move account last report
5. Inventory question about location of both old computers.
6. Voucher for Richards for Mini State.
7. ABA for the MAL's.
8. Need authorization for Bruce Clark to State Legislative meeting in Des Moines June '05.

Head Trustee Chuck Walsh

Trustee Meri Kay Chase

Trustee Jim Spina

E-Board Meeting Sioux City 05-05-05

Present: Clark, Konig, Arnold, Spina, Baumgartner, Walsh, Salinas, Chase, Matticks, Coles, and Richardson. Area Reps.: Karol and Price. NBA Dennis Taff

Meeting brought to order at 4:40 pm.

Dennis Taff spoke about the Tri-State in Arkansas for 2006. In the past there were times where Arkansas would hold Tri-State and host a six-state with Oklahoma, Kansas, Nebraska, Texas, and Louisiana in the same year. It is thought that more classes can be given this way and Iowa and Missouri are being invited to join in. Arkansas has already planed to have next years Tri-State, at Wichita Kansas. This only applies to Tri-State for Arkansas 2006. It is just a one time deal for now.

Chuck Walsh gave the audit report (see attached).

MMS: Arnold/Coles To pay Bruce Clark's meals and registration for the IFL Convention this fall. Passed Unanimously

MMS: Arnold/Coles Strike the file cabinet that held scriptomatic cards from the inventory. Passed unanimously

The cost of the National Convention pins is still outstanding from the last report. The cost was \$55 a piece: Des Moines, BMC, Sioux City, Waterloo, Cedar Rapids, and Bi-State.

Item 13 on the trustee's report, question arose as to what the two 8hr days of union LWOP that Bruce took were for. Bruce explained that they were IFL AFL-CIO meetings for the political campaign and discussions on reorganization of the AFL-CIO.

MMS: Baumgartner/Richardson That Bruce be paid for those two 8hr days of union LWOP. Passed unanimously

MMS: Arnold/Salinas For Bruce Clark to be sent to the U of I advisory meeting in June with necessary LWOP and expenses. Passed unanimously

The NE Area Reps. Meeting will be Sunday, June 26th in Allison. The meeting is for MAL's to help keep them in the loop and let them know that the union is there to help them. Area Reps. Want to make the MAL's feel better about standing up for themselves and get a better understanding of how the grievance procedure works.

Covering MAL's for ABA would cost 53 cents per MAL per pay period.

MMS: Coles/Salinas To go ahead with ABA for MAL's, no time frame. Passed unanimously

The minutes from the last meeting need to be corrected to say: "Send all Craft Directors (not just the clerk craft) to respective conferences in 2005 with necessary LWOP and expenses."
MMS: Coles/Arnold to correct in official minutes. Passed unanimously

MMS: Coles/Richardson Send Bruce to the APWU Leadership Conference in July in Detroit with necessary LWOP and expenses. Passed unanimous

Bruce stated that Iowa's COPA goal for last year was 7 dollars per member per pay period. We need to get our numbers up. There were only seven locals that met that goal. The state did meet its goal of 18,000. It is thought that perhaps a mailing could be sent out pressing for COPA donations, and/or make it an agenda item for the Area Reps. Meetings. Bruce pressed the need for locals to send representatives to the IFL Lobbying Convention in February. We have issues that involve us not only at the federal level, but at the state level as well. Also it is good for us to help support our brothers and sisters whose jobs and healthcare depend on actions made in Des Moines.

Chris Salinas mentioned that he spoke with Grassley. Grassley brought up the fact that he thinks we should have to negotiate for our health care benefits. People need to be writing letters to Grassley.

Pitney Bowes has contacted us about renting a bar coding system for the Solidarity at a price of \$224.00 a month. It would supposedly bring down the monthly cost from \$950.00 to \$825.00.

MMS: Walsh/Salinas that this issue be tabled until more information is available. Passed unanimously

Only one applicant has applied for our scholarship. Applications are due June 1st.

MMS: Coles/Spina Send E-Board and Area Reps. to the Fall Seminar in Cedar Rapids with necessary LWOP and expenses. Passed unanimously.

MMS: Coles/Richardson Send the President and any officer/Area Rep. the President deems necessary to attend the IPWU area meetings, with necessary LWOP and expenses. Passed unanimously

MMS: Coles/Arnold Send E-Board and Area Reps. to the 2006 State Convention in Ames, with necessary LWOP and expenses, with the understanding that the trustees and treasurer will be there a day early for the audit. Passed unanimously

MMS: Coles/Arnold Send President and Legislative Dir. to the Iowa Federation of Labor Legislative Convention in 2006, with necessary LWOP and expenses. Passed unanimously

MMS: Coles/Arnold Send President to the Iowa Federation of Labor Convention fall of 2005 with necessary LWOP and incidental expenses. Passed unanimously

MMS: Coles/Konig Send President and up to three others to the Labor note Conference with necessary LWOP and expenses. The President will chose the other three if there are more than three names submitted. Passed, Spina opposed.

MMS: Coles/Richardson Send President, Legislative Dir., Editor, Craft Directors, and Area Reps. to the 2006 Tri-State with necessary LWOP and expanses. Passed unanimously

MMS: Coles/Richardson Send President and any officer/area rep. the President deems necessary to attend District Labor Management Meetings, with necessary LWOP and expenses. Passed, Salinas, Spina, Chase , and Walsh opposed.

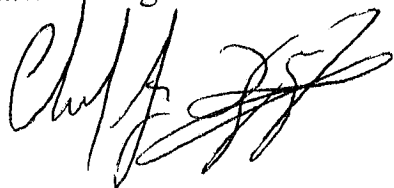
Article 1.6 B meeting at Tri-State, a survey form has been developed to discretely see how much clerk work the postmaster does in small offices. It is suggested that the Area Reps. and the Clerk Craft Dir. implement the surveys at post office's starting with level 20's and 18's and working their way down from there. It would be nice to have all the 20's and 18's done in about a year. A list of those offices will need to be made available to the Area Reps. and the Clerk Craft Dir.

MMS: Konig/Richardson To adjourn. Passed unanimously

Adjourned at 6:54pm.

Respectfully Submitted,

Chuck Konig

A handwritten signature in black ink, appearing to read 'Chuck Konig', with a stylized flourish at the end.

Trustee's Report

Cinco de Mayo, 2005

5-5-05

As of 3/30/05

The committee met and examined the financial record of the IPWU. The audit consisted of examining checks with voucher, examining receipts to match voucher and checking monthly statements and balances. All Federal and State reports were checked and found to be current and correct.

Items of note:

1. Bruce receipts for Holiday Inn Ames, Sept. 2003
2. Bruce 3971s 10/22/04 Trustee's Report
3. Advances Tuttle last report. Clark says will bring today.
4. Disbursement to Steve Miller last report
5. Convention Pins still outstanding last report
6. Hotel Bruce Prearb last report
7. John Deere CU move account last report
8. Denny Freeman last report
9. ~~Bruce Clark voucher 10830, motion was for LWOP only also paid meals and \$30 registration need motion.~~
10. Inventory questions.
11. 3971 for Price 5/23/05 Area Rep Training —
12. Signature #10934 —
13. #10847 and #10848 IFL and U of I Labor Center Advisory meeting

E. Clark - Jim Spier Mei Kay Clark

IPWU E-board Meeting
10-22-04

The IPWU Executive Board met at 4:16pm in room 206.

Members present: Clark, Grey, Walsh, Chase, Coles, Arnold, Spina, Matticks, and Konig. Area Reps. Kim Karol, Jim Price, and Waterloo Local Pres. Dwight Slaikeu were also present.

Trustees Report: Chuck Walsh and Jon Arnold reported that the cost of the State pins for the National Convention was \$1830.00. Only \$1500.00 was set aside to pay for them. It was recommended that the locals that attended the National make up the difference in the cost of the pins. The cost would be \$55 a piece: Des Moines, BMC, Sioux City, Waterloo, Cedar Rapids, and Bi-State.

MMS: Spina/Coles That any member of the E-Board or Area Reps that has a voucher that is late, will receive no advances until they are brought current. Also, there will be no payment for LWOP without a 3971. Passed unanimously.

Bruce was reminded that although he may send Area Reps to the Iowa Postal Counsel, he himself must be approved by the E-board.

MMS: Coles /Chase To send Bruce to the next IPC. All in favor except Spina who opposed.

Lance commented that Area Reps and Craft Directors need access to APWU Search and CBR's. Bruce will mail out or phone the passwords.

The State Labor Management meeting is set for Nov. 1st at 1 o'clock in Des Moines. If you have something that you want brought up please let Lance know soon.

MMS: Coles/Konig To send The President, Craft Dir., if something on the agenda deals with their Craft, and Area Reps. To the State Labor Management Meeting with necessary LWOP and expenses with the understanding that they will not be staying the night. All in favor except Spina who definitely opposed.

Bruce needs to send a letter out to all of the POOMs and Postmasters notifying them who the Area Reps and Clerk Craft Dir, are.

Bryon Preminger is now the SW Area Rep.

Coles recommended that there be four Area Reps meetings involving the President, Area Rep., Clerk Craft Dir., and local members, one in each area per year. Hopefully some of them could be tied into an IPC.

IPWU Executive Board Meeting

5-1-04

Convened 3:32

Present: Clark, Arnold, Konig, Coles, Baumgartner, Salinas, Chase, Spina, Richardson, Gray, and Matticks. Absent: Walsh

MMS: Coles/ Send Pres., Editor, Craft Directors, to the Fall 2004 Seminar in Des Moines. **MMS:** Spina/Arnold Amend motion, send E-board and Area Reps. to the Fall Seminar, with necessary LWOP and expenses. Motion PASSED unanimous.

MMS: Coles/Gray Send E-board and Area Reps, with necessary LWOP and expenses with the understanding that the trustees and treasurer will be there a day early to the mini convention 2005 in Sioux City. PASSED unanimous.

MMS: Coles/Gray Send E-board and Area Reps, with necessary LWOP and expenses to the Tri-State 2005 in Dubuque. **MMS:** Arnold/Coles to not send the trustees and treasurer to Tri-State 2005. Chase OPPOSED, rest PASSED for both motions.

MMS: Arnold/Spina To send President to next six Presidents conferences in 2004, 2005, and 2006 with necessary LWOP and expenses. PASSED unanimous.

MMS: Chase/ Spina Send Lance Coles to the PPA convention 2005, with necessary LWOP and expenses. PASSED unanimous.

MMS: Coles/Arnold Send all Clerk Craft Directors to respective conferences in 2005, with necessary LWOP and expenses. PASSED unanimous.

MMS: Chase/Arnold Send Bruce to Iowa Fed Convention Fall 2004, with necessary LWOP. PASSED unanimous.

MMS: Arnold/Chase Send Bruce Clark and Chris Salinas with necessary LWOP and expenses to the Iowa Fed Convention 2005, that should occur in February or March. PASSED unanimous.

Bruce Clark announced that Don Stusse has asked to have himself removed as a delegate to the National Convention this year and be considered as an alternate so that the State Clerk Craft Director could attend.

MMS: Arnold/Coles Stop automatic dues increase until 2006 State Convention. Chase OBSTAIN, rest PASSED.

Question was asked on who Bruce Clark contacted on E-Board for approval of Lee Gray to attend the Support Services Conference in Minneapolis March 26-28, 2004 with necessary LWOP and expenses. Bruce said he contacted Richardson, Baumgartner, Walsh, Spina, Coles, and Arnold.

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IPWU State Convention April 30, 2004

Call to order at 9:10 am by Muscatine President Marta Cadena.

Boy Scouts presented colors and led delegates in the Pledge of Allegiance. Mayor welcomed all to Muscatine. Bruce Clark introduced dignitaries and guests.

Steve Raymer, National Maintenance Craft Director, updated the delegates on happenings at headquarters. The grievance procedure has been brought down from 90,000 to 50,000 cases appealed to arbitration. National Arbitration only has one arbitrator so there are only one to two hearings a month. Gave update on cases being heard. Talked on plant consolidations and postal reform that are making your COPA dollars a necessity. The Postal Commission Report is due to be out in 7-10 days. Iowa's COPA goal is \$18,000 for the year 2004. There are 3,250 members in Iowa, that's \$10 per member. Some suggested resolutions at the National Convention this year will be four year elected terms for national officers and three year conventions. Headquarters in Washington have been making cuts putting us in the black by 5.4 million dollars. National membership is down from 293,000 to 236,000. Update on Maintenance cases.

Bruce Clark updated the committee assignments. Bruce introduced Clerk Craft NBA's Bob Kessler and Carl Cassilas.

Pat Lewis, APWU Auxiliary VP, spoke about purpose of Auxiliary. Sunday, August 22, 2004, the Auxiliary will be meeting in convention center in L.A. California. Pat spoke about Project Genesis House, a home for battered and abused women and children. Donations of money or linens for the home can be sent to the chairman:

Mary L. Clason
180 W. Apple Blossom Way
Salem, Utah 84653

Or you may send them to Pat at:

Patricia Lewis
1500 N. 30th St.
Richmond, VA. 23223

Please make checks out to the APWU Auxiliary. Pat reminded the delegates that the Auxiliary has a scholarship program. The Nilan Scholarship is for drop-

outs who wish to return and continue their education. Spoke on the importance of COPA.

Julie Earhart and Bonnie Kauth spoke about the EAP program. Reminded the delegates on who is available and the services that are provided by EAP.

Bruce Clark recognized the Clinton local for their outstanding success in raising COPA funds. He also apologized for not turning in the Clinton locals COPA funds in a timely manner.

Roll Call and Officers reports were made. All officers present.

Executive Board minutes read. **MMS:** Coles/Freeman - Adopt E. board minutes as corrected. (See minutes as corrected)

Nominations for Officers: Chair Linda Stolmeier opened nominations.

	NOMINATED	NOMINATED BY
President	Bruce Clark (elected)	Chuck Walsh/Ken Nauman
Recording Sec.	Bryon Preminger	Mike Bates/Meri Chase
	Chuck Konig	Kim Karol/Chris Salinas
Treasurer	Jon Arnold (elected)	Lance Coles/Denny Freeman
Editor	Lance Coles (elected)	Don Stusse/Bryon Preminger
Clerk Craft Director	Lori Richardson (elect.)	Lance Coles/Don Stusse
Maintenance Craft Dir.	Bill Baumgartner (elect.)	Meri Chase/Al Peeler
Motor Vehicle Cr. Dir.	Lonnie Matticks (elect.)	Denny Freeman/Lonnie Matticks
Support Serv. Cr. Dir.	Lee Gray (elected)	Lee Gray/Lee Gray
Legislative Director	Chris Salinas (elected)	Jerry Kemmer/Chuck Konig
Area Rep. NE	Kim Karol (elected)	Lance Coles/Chuck Konig
NW	Jim Price (elected)	Don Stusse/Kim Karol
SE	None	
SW	None	
Trustees	Jim Spina (elected)	Ron Krebs/Denny Freeman
	Chuck Walsh (elected)	Dwight Slaikeu/Jim Spina
	Meri Kay Chase (elected)	Denny Freeman/Kim Karol
	Mike Hansen (declined)	Don Stusse/Denny Freeman
Strike Assist. Board	Lonnie Matticks	Lance Coles/Denny Freeman
	Mike Hansen	Dan Skemp/Meri Chase
	Don Stusse	Lance Coles/Denny Freeman
	Bill Baumgartner	Don Stusse/Jim Price

MMS: Coles/Price Anyone interested in running for delegate to the National Convention raise their hand rather than nominate. **PASSED.**

NOMINATED	Nominated By
Jon Arnold	Lance Coles/Jerry Kemmer
Lori Richardson	Lance Coles/Jerry Kemmer
Meri Kay Chase	Lance Coles/Jerry Kemmer
Tony Olson	Lance Coles/Jerry Kemmer
Chuck Walsh	Lance Coles/Jerry Kemmer
Jim Price	Lance Coles/Jerry Kemmer
Don Stusse	Lance Coles/Jerry Kemmer

Convention broke for lunch, delegates return at 1:00

CREDENTIALS COMMITTEE: Chair Dwight Slaikeu reported that there are 45 delegates present, 16 locals and state, making 2,029 votes. **MMS:** committee/Stolmeier adopt report. **PASSED.**

Delegates broke into committees for rest of the day.

May 1, 2004 Delegates reconvened at 9:05 am.

RULES COMMITTEE: Chair Molly Baker reported that nothing needed changing except Resolution #25, which is affecting Article 4 Section 14. The committee reminded the delegates that under Art. 4 Sect. 18 that when they are voting on a resolution that you are voting on the resolution itself not the committees recommendation. **MMS:** committee/Walsh adopt report. **PASSED.**

CREDENTIALS COMMITTEE: Chair Dwight Slaikeu reported there are 47 delegates, 16 locals and state, 2,029 votes. Council Bluffs no representation. **MMS:** committee/Karol adopt report. **PASSED.**

Election Committee passed out ballots. Chair Linda Stolmeier reports one correction on the ballot, Meri Kay Chase has withdrawn from the National Convention Race.

AUDIT COMMITTEE: (see attached) Chair Jon Arnold expressed that this meeting was much more enjoyable than two years ago. **MMS:** committee/Freeman adopt report. **PASSED.**

CONSTITUTION COMMITTEE: Chair Kevin Beener presented report (see attached for all resolutions).

Resolution #18. committee recommended adoption. Amend: and all other references to Regional Coordinator in the National Constitution be changed to senior business agent. PASSED AS AMENDED.

Resolution #20. committee recommended non-concurrence. Substitute resolution: There be a new section "e" to article 19.1 that reads: No active officer or appointee shall draw APWU salary and APWU retirement benefits. PASSED AS NEW SUBSTITUTE RESOLUTION.

Resolution #33. **MMS:** VerSteegh/Coles to refer to Formal Resolutions Committee. Motion PASSED

Resolution #35. committee recommended adoption. **MMS:** Konig/Nauman to change the salary from \$100 to \$150. Resolution passed as amended.

Resolution #43. committee recommended adoption. Substitute resolution: Article 2, Section 2A. Delete the words "affiliated locals" and change to "our membership". PASSED AS SUBSTITUTE RESOLUTION.

Resolution #45. committee recommended non-concurrence. Resolution PASSED 26 to 16.

MMS: VerSteegh/Price to momentarily stop the constitution committee report and give the election results.

ELECTION COMMITTEE: Chair Linda Stolmeier gave the election results.

RECORDING SECRETARY		
Chuck Konig	1172	X
Bryon Preminger	757	
STRIKE ASSISTANCE BOARD		
Don Stusse	1315	
Lonnie Matticks	1419	X
Mike Hansen	1598	X
Bill Baumgartner	1410	X
NATIONAL CONV. DELEGATES		
Don Stusse	1539	X
Tony Olson	1058	X
Chuck Walsh	1779	X
Meri Kay Chase	102	
Lori Richardson	837	
Jim Price	1459	X
Jon Arnold	1726	X

CONSTITUTION COMMITTEE

Resolution #46. referred to Legislative Committee

MMS: Coles/Walsh That the State buy pizza for the delegates so that we can continue with business through lunch. **PASSED.**

Chair Kevin Beener reported that the committee had received two more resolutions that they named CC -A and CC -B

Resolution #CC -A. committee recommended non-concurrence. That Area Representatives have a voting voice on the Executive Board. **FAILED.**

Resolution #CC -B. committee recommended non-concurrence. Strike Article, 3 Section d from the IPWU Constitution (suspension of membership) **FAILED.**

UNION LABEL COMMITTEE Chair Bill Baumgartner gave the report (see attached). **MMS:** committee/Hansen to adopt report.

HUMAN RELATIONS COMMITTEE Chair Don Stusse gave the report and recommendations on resolution #44

Resolution #44, Coca-Cola. Committee recommends adoption. **PASSED.**

MMS: committee/O'Connor adopt report. **PASSED.**

LEGISLATIVE COMMITTEE Chair Chuck Konig gave the report and recommendations on Resolutions #46 and #59.

Resolution #46 committee recommended adoption. **PASSED.**

Resolution #59 committee recommended adoption as amended: strike the words "and work for" from the resolved. **PASSED AS AMENDED.**

MMS: committee/Stolmeier to adopt report. **PASSED.**

CONVENTION CITY Chair Jerry Kemmer reported the next conventions:

Fall Seminar 2004	Des Moines
Tri-State 2005	Dubuque
Mini-Convention 2005	Sioux City
Fall Seminar 2005	Cedar Rapids
State Convention 2006	Ames
Fall Seminar 2006	Iowa City

MMS: committee/Stusse Adopt report. PASSED.

ORGANIZING COMMITTEE Chair Lonnie Matticks gave the report (see attached). **MMS:** committee/Walsh adopt report. PASSED.

MMS: Stolmeier/Walsh to swear in the new officers. PASSED.

National APWU Auxiliary VP. Pat Lewis installed the newly elected officers of the IPWU.

RESOLUTION COMMITTEE Chair Lance Coles gave the report.
Resolutions passed as amended were # 1 (combined with #62), 4, 7, 10, 12, 13, 38, and 63.

Resolutions Passed were #3, 5, 6, 8, 11, 14, 15, 28, 29, 30, 40, 48, 51, 54, 56, 57, 58, and 60.

Resolutions that failed were #2, 9, 50, and 61.

MMS: committee/Arnold to adopt report.

Bruce reminded the new executive board that there will be a meeting immediately after the convention adjourned.

MMS: to adjourn. Krebs/Stolmeier. PASSED.

ADJOURNED AT 3:10 PM

Respectfully Submitted,

Chuck Konig
Recording Secretary

IPWU EXECUTIVE BOARD MEETING (Corrected)
4/29/04

Convened at 4:20 p.m.

Present: Richardson, Arnold, Coles, Gray, Konig, Walsh, Spina, Chase, Freeman, Baumgartner, VerSteegh, Clark.

MMS: Coles/Arnold To pay necessary expenses (meals and room) for each state craft director to attend their respective craft conference, prior to the 2004 national convention. This motion does not include any travel expenses. Clarification that this does not include LWOP. The craft conferences are on Saturday and Sunday prior to National Convention. PASSED unanimously.

MMS: Coles/Spina To pay for Alice Kruithoft's room for this state convention. PASSED unanimously.

MMS: Coles/Richardson To purchase 4 award plaques with engraving to be given as thank you at the 2004 IPWU convention. Baumgartner abstained. PASSED by all others present.

MMS: Coles/Arnold To purchase a \$50 gift certificate for a mall in Sioux City, as a gift for Alice Kruithoft. Passed unanimously.

MMS: Coles/Richardson That after this convention, the president elect will send a letter to the Plant Manager, Postmaster, District Manager, what ever is applicable. This letter will let the manager know that they have an elected IPWU officer in their office and there will be times when that elected official will need official union time or union LWOP, and that time should not be unreasonably denied. The president elect should also identify who the elected union officials are in the letter. PASSED unanimous.

MMS: Arnold/Coles To spend up to \$1500 for state pins to hand out at the national convention with funds to be taken from the General Fund. PASSED unanimously.

MMS: Coles/Richardson Recommend we send no more than five (5) at large delegates at \$2000 each plus President & Editor to the National Convention with funds to be taken from the convention account and all expenses must be receipted. Delegates will be mandated to stay at union hotels and use union airfare. PASSED unanimously.

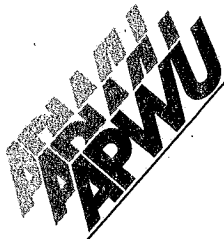
Chuck Walsh gave the trustee report without prejudice. (Report is attached)

There was general discussion regarding upcoming conferences and conventions for the next 2 years. It was decided the new executive board will discuss and make the decisions. The new executive board will meet immediately following the convention adjournment.

MMS: VerSteegh/Coles Adjourn. PASSED unanimously.

Adjourned at 5:15.

Respectfully submitted,
Barb VerSteegh
Recording Secretary



Jon Arnold

Iowa Postal Workers Union

STATE BRANCH OF AMERICAN POSTAL WORKERS UNION

AFFILIATED WITH
A.F.L. - C.I.O. AND
IOWA FEDERATION OF LABOR

IPWU EXECUTIVE BOARD TELECON 11/10/03 7:00 PM

Present on line: Clark, Coles, Spina, Arnold, Baumgartner, Richardson, Walsh, VerSteegh

Eight motions were submitted to the recording secretary prior to the telecon.

MMS: Walsh/Coles To accept the first 6 motions. They are:

1. Send the executive board to the 2004 state convention with necessary LWOP & expenses.
2. To send the president to the three President Conferences of 2004, with necessary LWOP & expenses.
3. To send the editor to the Iowa State Labor Press Conference in Iowa City with necessary LWOP & expenses.
4. To send the President, Editor, and up to 4 other delegates to the 2004 Tri-state convention in Missouri with necessary LWOP & expenses.
5. To send the President and up to three others to the Meeting the Challenge conference in St. Paul with necessary expenses.
6. To hold the state pin design contest through the newspaper with the winner receiving a \$50.00 cash prize.

All 6 motions passed unanimously.

Lance reported that the 2004 state convention would be held in Muscatine, Iowa on April 30th through May 2nd.

MMS: Arnold/Coles The IPWU monetarily support organizing when financially feasible now and in the future. Specifically, to refund one half of a local's per capita tax for a period of up to 12 months. This will not prohibit any local requesting funding after the original 12 months has elapsed.

Arnold reported that the per capita tax is currently \$1.24 per member per month for each local.

AMENDMENT: Coles/Richardson Insert private sector between support and organizing in the first sentence. **PASSED UNANIMOUSLY.**

Lengthy discussion and concerns about whether this would constitute a change in the Constitution.

The main motion as amended was withdrawn and will be presented at the 2004 state convention.

MMS: Arnold/Coles That IPWU give the Des Moines Iowa Area Local \$6,696.00 for private sector organizing.

Lengthy discussion followed. Coles called the question.

MOTION DEFEATED. Vote: Yes – Arnold & Coles

No – Baumgartner, Walsh, VerSteegh, & Spina

MMS: Spina/Walsh All IPWU representatives who are approved to travel on behalf of the IPWU and on the expenses of the IPWU will be expected to fulfill the duties of their position, and attend the daily sessions while on said travel. If in the opinion of a member of the IPWU Executive Board, a representative does not fulfill this duty, the member shall notify the President and Treasurer. At that time the President will require a full explanation from the representative before the Treasurer will be allowed to complete any travel compensation.

Bruce asked that if any Executive Board member noted someone not attending a session that they notify him immediately so he can remedy the situation immediately.

MOTION PASSED UNANIMOUSLY.

Trustees reported that they will be performing the audit on Friday, November 14, 2003 around 8:00 am.

MMS: Arnold/Coles IPWU purchase another laptop for up to \$2500 for the President's use.

Jon reported that the laptop that Bruce currently uses is quite old and is really only functioning for writing Word documents.

MOTION PASSED UNANIMOUSLY.

Jon reported that he is going to put \$500 per month from June through December 2003 into the convention fund for national convention delegate expenses.

MMS: Arnold/Coles IPWU pay the President LWOP & expenses for the last 2 President Conferences of 2003. MOTION PASSED UNANIMOUSLY.

Bruce reported that Legislative Director Braunstein will be talking about the upcoming legislation at this week-end's Fall Seminar. NBA Proferl will be addressing trade deals and it's affect on us at the Fall Seminar. The seminar will be in Waterloo at the Ramada Inn (formerly Holiday Inn @ Convention Center) on 11/15 & 16/03.

MMS: VerSteegh/Baumgartner Adjourn. Vote: No – Arnold
Abstain – Coles
Yes – Spina, Baumgartner, Walsh, &
VerSteegh

Adjourned at 8:27PM.

Respectfully Submitted,

Barb VerSteegh, Recording Secretary

Trustee's Report 11/14/03

Audit Committee: Chuck Walsh, Jim Spina, Meri Kay Chase, and Jon Arnold

As of 11-14-03

The Committee met and examined the financial record of the IPWU. The Audit consisted of examining checks with vouchers, examining receipts to match vouchers, checking monthly statements and balances. All federal and state reports were checked and found to be current and correct.

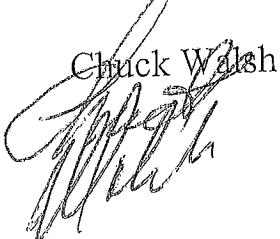
1. Advances for Tuttle for February and April of 2002, Freeman for April 2002, Clark for April 2002 are outstanding. These are still outstanding from the May 2003 audit.
2. All accounts have been moved to the First Class Credit Union except the John Deere account which will be moved shortly.
3. Need paperwork from Bruce Clark to justify disbursement to Steve Miller. Still outstanding from the May 2003 audit.
4. Hawkeye Local needs to receipt for Fall Seminar (\$500.00). Still outstanding from the May 2003 audit. Iowa City.
5. Need car rental receipt from Bruce Clark from Enterprise of March 2003.
6. The DMI Local is completely current in past due and current payments of per capita and paper.
7. Recommendation of moving insurance from Brooks-Lussem to Union Labor Life Insurance Company will be done in January 2004.
8. Bruce Clark needs to repay State for the grievance shakeout hotel expenses from the Holiday Inn WDM.
9. Checked on the property of the IPWU. Letters to locals from Chuck Walsh to follow.

As predicted the 2003 budget has come in under budget.

Chuck Walsh

Jim Spina

Meri Kay Chase.





Iowa Postal Workers Union

STATE BRANCH OF AMERICAN POSTAL WORKERS UNION

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IOWA FEDERATION OF LABOR



Jon Arnold

IPWU EXECUTIVE BOARD MEETING 5/2/03 5:00 pm

Present: Clark, Walsh, Spina, Roehle, Arnold, Gray, Richardson, Coles, VerSteegh, Konig, Freeman.

Bruce reported that Lance, Kevin Beener, Richardson and he met with Joleen Baxa, Kim Harbeck, Mark Talbott, Steve Thalken and Jim Shipman to discuss issues relating to the state. The agenda and management's response are attached. Att. #1.

MMS: Coles/Walsh Send the editor to the Postal Press Association Conference in Milwaukee, Wisconsin in July with necessary LWOP & expenses. PASSED UNANIMOUSLY.

MMS: Coles/Richardson Send the President and up to three (3) others to the Labor Notes Conference in Detroit on September 12-14 with necessary LWOP & expenses. If more than 3 express interest the President will select.

AMENDMENT: Arnold/Spina Drop the LWOP and add that rooms will be shared or IPWU pay only ½ of the room rate if rooming alone. PASSED UNANIMOUSLY.
MAIN MOTION AS AMENDED. PASSED with no vote from Spina and abstain from Freeman.

MMS: Coles/Arnold Send Bruce Clark and Lance Coles to the "Train the Trainer" in St. Paul on May 16th with necessary expenses (no LWOP). PASSED UNANIMOUSLY.

MMS: Coles/Richardson Send President, Editor and Craft Directors to the 2003 IPWU Fall Seminar in Waterloo with necessary LWOP and expenses on 11/15 & 11/16. Rooms will be shared or IPWU will pay ½ if person not willing to share. The audit will be held Friday, 11/14, in Des Moines with necessary LWOP & expenses for trustees and treasurer.

AMENDMENT: Arnold/Coles Add Legislative Director & Area Reps. PASSED UNANIMOUSLY.
MAIN MOTION AS AMENDED PASSED unanimously.

MMS: Arnold/Coles Send up to 10 people and pay registration only to the Iowa Conference on Fair Trade on Saturday, May 31, 2003 from 10:00am to 3:30pm at the Machinist Hall at 2000 Walker in Des Moines. Registration Fee is \$10.
PASSED Unanimously.

Bruce recommended that trustees check all banks to verify account balances. Trustees audit is attached.

MMS: Arnold/Coles Close the John Deere Credit Union account #1 and transfer to First Class Credit Union checking account.
PASSED unanimously.

MMS: Arnold/Coles Close Wells Fargo PR Fund and deposit into First Class Credit Union PR Fund.
PASSED unanimously.

MMS: Arnold/Coles Close Wells Fargo Strike Assistance Fund, move to First Class Credit Union and bring balance up to the \$2000.
PASSED unanimously.

MMS: VerSteegh/Coles If secretary signs any checks a copy will be sent to Bruce.
PASSED unanimously.

MMS: Chase/Coles Move insurance from Brooks-Lussem to ULICO. PASSED unanimously.

The Executive Board recommended that Jon inform all people traveling of what the IRS guidelines are for returning travel vouchers and expense money.

Jon reported that the DMI local is in arrears to IPWU and the reasons for this.

MMS: Arnold/Coles IPWU cover Sue Roehl's expenses and LWOP to attend this state convention. PASSED unanimous.

MMS: Walsh/Konig Adjourn at 7:20pm. PASSED unanimously.

Respectfully Submitted,

Barb VerSteegh, Recording Secretary

#7

Trustee's Report 5/2/2003

Audit Committee: Chuck Walsh, Jim Spina, Meri Kay Chase and Jon Arnold.

As of 3/31/2003:

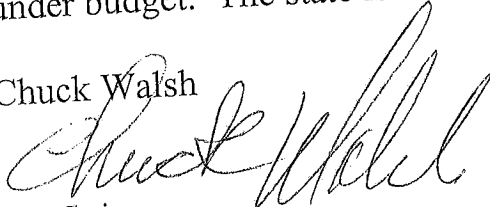
The Committee met and examined the financial record of the IPWU. The audit consisted of examining checks with vouchers, examining receipts to match vouchers, checking monthly statements and balances. All federal and state reports were checked and found to be current and correct.

Items of note:

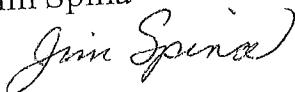
1. Advances for Tuttle, Freeman, Clark and Baumgartner are outstanding.
2. Committee again recommends Bruce Clark schedule time to move all accounts to First Class Credit Union.
3. Need paperwork from Bruce Clark to justify disbursement to Steve Miller.
4. Hawkeye Local needs to receipt for Fall Seminar (\$500.00)
5. Questions on car rentals and misc. (missing) receipts for Bruce Clark.
6. DMI Local is in arrears for 2002 in the amount of \$12,204 combined per capita and paper.
7. Recommends we move insurance from Brooks-Lussem to Union Labor Life Insurance Company. (Labor oriented company)
8. Committee recommends closing John Deere Community Credit Union savings account.
9. Two checks need second signature.
10. Recommends establishing a savings account for convention expenses.
12. Readdress the budget.

Per diem vs receipts was discussed at length. As predicted 2002 came in under budget. The state is financially sound and properly documented.

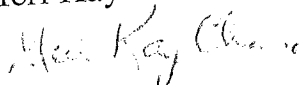
Chuck Walsh

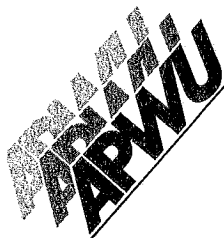


Jim Spina



Meri Kay Chase





Iowa Postal Workers Union

STATE BRANCH OF AMERICAN POSTAL WORKERS UNION

AFFILIATED WITH
A.F.L. – C.I.O. AND
IOWA FEDERATION OF LABOR

IPWU Executive Board Telecon
11/9/02 11:00 AM

Present: Spina, Walsh, Arnold, Coles, Gray, Baumgartner, Konig, Clark, Richardson,
and VerSteegh

Agenda:

- 1) Meeting the Challenge
- 2) Tri-State
- 3) State Convention
- 4) Audit

MMS: Coles/Gray We send up to 4 people to the Meeting The Challenge Conference in St Paul with necessary expenses and no LWOP. Delegates will share 2 rooms and mileage costs as much as possible.

NO – Spina

ABSTAIN – Walsh

YES – Arnold, Coles, Gray, Baumgartner, Konig, Richardson, VerSteegh

PASSED.

MMS: VerSteegh/Arnold We send 2 people to the Tri-State Convention in Ft. Smith, Arkansas with necessary LWOP and shared expenses. This would be the President and one other person. If more than one person expresses interest, the President will select other delegate. Travel and room will be shared.

NO – none

ABSTAIN – none

YES – unanimous

PASSED

MMS: Coles/Gray We send the IPWU Executive Board to the State Convention in Des Moines the first week-end in May 2003 with necessary LWOP and expenses with the Treasurer and Trustees a day early to do the audit. Des Moines Executive Board members will not get a room. All others will share a room and travel to the maximum extent possible. There will be an Executive Board meeting in conjunction with the State Convention.

NO – none

ABSTAIN – none

YES – unanimous

The trustees reported that they were working on the audit. Trustees will get a copy of the audit report to Barb to be included in the mailing of the minutes.

Lance asked that all state grievances be sent to him and that you call him for a number for grievance tracking.

Bruce talked about the union activity around the state. He once again stated that we needed Area Reps, especially in the western part of the state. There was much discussion about the Western Area Function 4 team going around the state performing Function 4 audits on Level 21 and above offices.

MMS: Arnold/Coles We postpone the automatic state dues increase due with the November pay increase until the May 2003 Executive Board Meeting.

NO- none

ABSTAIN – none

YES – unanimous

MMS: VerSteegh/Baumgartner Adjourn.

YES – unanimous

Telecon adjourned at 11:38 AM.

Respectfully Submitted,

Barb VerSteegh
Secretary

Trustees Report 11/9/02

Audit Committee Chuck Walsh, Jim Spina, and Jon Arnold

As of 10/31/2002:

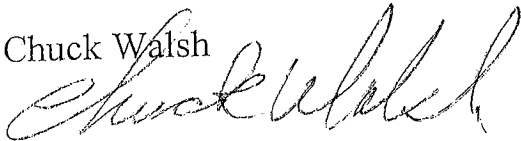
The committee met and examined the financial record of the IPWU. The audit consisted of examining checks with vouchers, examining receipts to match vouchers and checking monthly statements and balances.

Items of note:

1. Vouchers for Chase, Clark, Freeman, Arnold, Tuttle need to be turned in.
2. Jon overpaid Lance by \$10.00 for PPA dues, will request money back.
3. Checked Savings Accts. (PR, Strike Assistance, JDCCU, Wells Fargo).
Committee recommends Bruce schedule time during next visit to Des Moines to move all accounts to Iowa Postal Credit Union.
(Approximately 2-3 hours during business hours).
4. Newspaper cost has stabilized, BMC and DMI will be billed accordingly.

Good news: income has exceeded expenses for the year by \$5,900.
Newspaper cost has dropped to approximately \$4,400 per issue mailed only eight issues out this year. Looks like payroll for the year will come in well under budgeted amount. The audit was performed without any LWOP incurred.

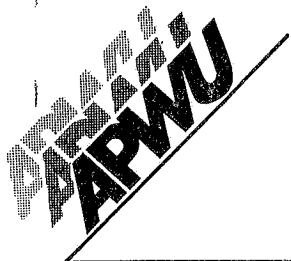
Chuck Walsh



Jim Spina



Mary Kay Chase was not in attendance



Iowa Postal Workers Union

STATE BRANCH OF AMERICAN POSTAL WORKERS UNION

AFFILIATED WITH

A.F.L. — C.I.O. AND

IOWA FEDERATION OF LABOR
IPWU EXECUTIVE BOARD MEETING
5/4/02 3:55 P.M.

Present: Clark, Richardson, Baumgartner, VerSteegh, Gray, Freeman, Spina, Chase, Arnold, Coles, Konig, Walsh.

Fall Seminar: Suggestions for topics were the Transformation Plan of the USPS, MS 47 for Maintenance, Excessing, PMRs, Retirement Counseling, and the National Election if the seminar is held before election day in November. It will be scheduled for all day Saturday and ½ day Sunday.

MMS: Coles/Freeman Send the President, Editor, Craft Directors and Area Reps to Fall Seminar with necessary LWOP and expenses.

AMENDMENT Versteegh/Walsh Send only the President and Craft Directors. Arnold offered friendly amendment to send President, Editor, Legislative Director, Clerk Craft Director, and Maintenance Craft Director as long as we pay no more than 16 hours LWOP, no more than 2 rooms and meals and travel. Rooms and travel will be shared if possible. All in attendance voted yes. **PASSED.**

Main motion as amended **PASSED.** All in attendance voted yes.

MMS: Coles/Chase Send trustees and treasurer to Des Moines with necessary expenses to audit the books the week-end prior to the fall seminar. All in attendance voted yes. **PASSED.**

Bruce brought up the cost for video projection equipment to show the WTO video (\$203.40) and for the John L Lewis performer (approx. \$800) at the Tri-State seminar.

MMS: Coles/Walsh Reimburse the \$203.40 cost to the Council Bluffs local for the video projection equipment used to show WTO video. All in attendance voted yes. **PASSED**

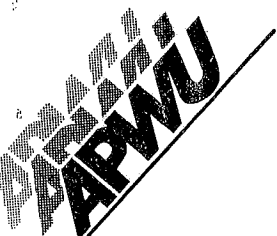
MMS: Coles/Freeman Pay the bill for the John L. Lewis performer at approximately \$800. Chase voted no. Spina and VerSteegh abstained. Remainder voted yes. **PASSED.**

MMS: Walsh/VerSteegh Adjourn. All in attendance voted yes. **PASSED**

Adjourned at 4:35 pm

Respectfully Submitted,

Barbara J VerSteegh
Secretary



Iowa Postal Workers Union

STATE BRANCH OF AMERICAN POSTAL WORKERS UNION

AFFILIATED WITH
A.F.L. — C.I.O. AND
IOWA FEDERATION OF LABOR

IPWU EXECUTIVE BOARD MEETING 5/2/02 4:05PM

Present: Clark, Freeman, Coles, Walsh, Hansen, Dutcher, Chase, Tuttle, Arnold, Gracey, VerSteegh.

There were no suggestions submitted for pin design for the National Convention.

MMS: Arnold/Gracey Have no pin for National Convention. Discussion was that in the past this has run over \$1,000. **PASSED.**

Lance inquired as to whether last year's winners of the IPWU Scholarships have been notified and paid. Bruce responded no. Lance will send this years applicants to the Labor Center at the University of Iowa. Bruce will notify last year's winners and send the money.

The trustees reported that we are spending more than bringing in but the cuts in the newspaper and the reduction in the phone bills will make up a major portion of the over expenditure. Bruce will also draft a letter to be sent to the members of S locals to encourage them to drop local status if they are not active and become MALs which would bring in more money. Audit report will be given at the convention.

Lance passed out the deadline for submitting articles to the paper. See attached.

The budget committee will make recommendation on the number of delegates we send to the National Convention and the amount of money they will receive.

The Postal Council discussed the USPS Transformation Plan. They are talking about a rally in June or later. The rally will consist of informational meetings for the membership along with letter writing to congress and picketing. The council will have a planning committee meeting in May. They are looking at the 23rd of June as the rally day.

There was discussion on how far back the state would charge locals for per capita. National is going back to November 2000.

MMS: Hansen/VerSteegh Move to charge for state per capita from January 1, 2002 in accordance with the Treasurer's letter sent to all locals. PASSED.

Mike Dutcher welcomed all of the IPWU Executive Board to Fort Dodge.

MMS: VerSteegh/Walsh Adjourn. PASSED

Meeting adjourned at 6:00pm.

Respectfully Submitted,

Barbara J VerSteegh
Secretary

IPWU STATE CONVENTION MAY 3, 2002

Called to order at 9:05 am by Fort Dodge President Mike Dutcher.

The National Anthem was sung by Danielle & Ashley. Tim Anderson, a member of the Fort Dodge local, led the body in prayer. A member of the Fort Dodge NALC and Fort Dodge City Council addressed the body.

Bruce Clark talked to the body about the upcoming national elections and the critical nature to the union and the USPS. Bruce recommended Andy Tuttle to work full time from July through Election Day in November for the Labor 2002 campaign. Bruce read a letter from Senator Tom Harkin sending his regrets in not being able to attend this convention.

Officer Reports:

Editor Lance Coles talked about the reduction in the newspaper to 16 pages and 9 issues per year. Also asked locals to update their mailing list and send to him.

Recording Secretary reported on a poor choice of wording in the minutes on 11/16/01 regarding a "shortage of money". No money is missing but we are spending more than we are taking in.

Maintenance Craft Director Chris Gracey thanked the body for allowing him to serve as their maintenance craft director and that he will not be running again.

MVS Craft Director Dennis Freeman thanked the body for allowing him to serve in his capacity.

Legislative Director Andy Tuttle thanked the body and stated he would not be running again. He reminded everyone to "Reward our friends and punish our enemies" in the upcoming election.

Trustee Chuck Walsh reported on the functions of the trustees. He stated he would type and hand out the trustee report later in the convention.

Trustee Meri Kay Chase reported she was not going to quit and enjoyed working with everyone.

Trustee Mike Hansen asked everyone at the convention to take an active part in the convention since the members voted you in and you are speaking for them.

Bruce introduced national officers.

Becky Spensley from the Auxiliary introduced the Iowa and Des Moines auxiliary presidents. Becky encouraged everyone including your children to join the auxiliary. The auxiliary is active in legislative, education and organizing.

NBA Bob Kessler thanked everyone for allowing him to serve us for the past 22 years.

NBA Don Foley discussed some maintenance issues. He discussed the USPS proposal to cut custodial work, staffing and combining maintenance duties with clerk duties. He addressed some APWU resolutions that will change the national constitution.

Bruce made his officer report in telling the body the value of the Area Reps and how they have helped in representing our members in the state. He said the state was pursuing the 1.6B issue and travel cases throughout the state. Bruce also urged locals to participate in their central bodies and the state AFL-CIO. Bruce reported on the USPS Transformation Plan and the need for us to influence our senators and congressmen. He urged all locals to make a huge effort in collecting COPA money.

RULES COMMITTEE: Chair Dave Preston presented the rules as currently printed in the By-Laws. Committee recommended adoption/ seconded by Kemmer. **PASSED.**

MMS: Arnold/Chase Accept minutes as printed and handed out. **PASSED.**

CREDENTIALS COMMITTEE: Chair Mike Dutcher stated that the credentials were not issued 60 days prior to the convention. **MMS:** Committee/Chevalier Waive the 60-day requirement this time but correct in the future. **PASSED.**

Credentials for Marty Williamson from Iowa Falls local were received that morning. **MMS:** Committee/Seeley Accept the credentials and seat in convention with 1 vote. **PASSED.**

MMS: Committee/Seeley Seat Denny Lautner from Carroll, IA. With voice but no vote as he was not duly elected nor are their dues current. **PASSED.** **MMS:** Committee/Seeley Andy Tuttle did not submit white copy of credentials but President Kevin Beener verified he was a delegate so therefore he be seated with full voice and vote. **PASSED.** Mike reported that credentials were received from the Mason City and Ottumwa locals but there were no delegates present. We have a total of 48 delegates at this time.

CONSTITUTION COMMITTEE: Chair Kevin Beener presented Constitution Change #2, which would add Support Services Craft Director to the constitution. **MMS:** Committee/Chevalier Amend to add the same language to Article 7 Section 5 & 9 with pay set at \$50 per quarter. **MAIN MOTION AND AMENDMENT PASSED.**

Nomination of Officers: Chair Linda Stolmeier opened nomination

		NOMINATED	NOMINATED BY
President		Bruce Clark (elected)	Barb VerSteegh
Treasurer		Jon Arnold (elected)	Chuck Walsh
Recording Sec.		Barb VerSteegh (elected)	Jim Spina
Editor		Lance Coles (elected)	Dan Duff
Legislative Dir.		Chuck Konig (elected)	Kim Rose
		Kim Rose (declined)	Meri Kay Chase
		Andy Tuttle (declined)	Mike Allen
Trustees		Jim Spina	Barb VerSteegh
		Meri Kay Chase	Mike Hansen
		Mike Hansen	Denny Freeman
		Chuck Walsh	Kim Rose
		Kim Rose	Lance Coles
Area Reps	NE	Lori Richardson (declined)	Cathy Woodiwiss
	NW	none	
	SE	Sue Roelle (elected)	Lance Coles
	SW	none	
Strike Assist. Bd.		Dan Duff	Barb VerSteegh
		Mike Dutcher	Jon Arnold
		Mike Hansen	Denny Freeman

	Dave Preston	Lance Coles
	Frank Agnich	Dave Preston
	Denise Johnston	Ann Deniston
Clerk Cr. Dir.	Lori Richardson (elected)	Mike Dutcher
Maint. Cr. Dir.	Bob Crook	Dan LeBlanc
	Bill Baumgartner	Meri Kay Chase
MVS Cr. Dir.	Denny Freeman (elected)	Dan Duff
Support Serv. Cr. Dir.	Lee Gray (elected)	Lee Gray

National Convention Delegates **MMS:** Krebs/Stusse Recess and reconvene at 3:00pm to allow the Budget Committee to discuss finances and report the number and money allowed for National Convention. **PASSED AT A VOTE OF 20-16.**

Reconvened at 3:15 p.m.

Budget Committee Chair Jon Arnold reported that the committee recommended \$3000 to be allotted to the national conventional delegates but the body could determine the number to send. This would be in addition to the money allotted for Bruce to attend. **MMS:** Committee/Kemmer To allow \$3,000 for national convention delegates. **PASSED** **MMS:** Coles/Cindy Miller To send 3 delegates with \$1,000 each with all money receipted. **PASSED.**

ELECTION COMMITTEE Chair Linda Stolmeier opened nominations for National Convention:

NOMINATED
 Chuck Walsh
 Barb VerSteegh
 Mike Allen
 Dan Skemp
 Steve Chevalier
 Jon Arnold
 Dennis Freeman
 Marty Williamson

NOMINATED BY
 Dwight Slaikou
 Jim Spina
 Missy Seeley
 Mike Hanson
 Don Stusse
 Lance Coles
 Dan Duff
 Chris Gracey

CONVENTION CITY Chair Jerry Kemmer reported that the following was the schedule for the seminars for the next 2 years:

Fall Seminar 2002	Iowa City
Mini-Convention 2003	Des Moines
Fall Seminar 2003	Waterloo
State Convention 2004	Muscatine
Tri-State 2005	Dubuque

MMS: Committee/Stolmeier Adopt report. **PASSED.**

ONE UNION Chair Don Stusse presented his report along with 2 resolutions. The committee recommends promoting the Iowa Postal Council meeting for more locals to be involved.

Resolution #1- Design and mail a window cling or similar item, i.e. United Postal Workers or United We Stand. Run full page in newspaper so every one can post. **MMS:** Committee/Allen Adopt resolution. **PASSED.**

Resolution #2- IPWU President Bruce Clark without delegating to another member, have a union baked cookie to take to National Convention to present to President Burrus. This cookie be at least 12" in diameter. **MMS: Committee/Stolmeier Adopt resolution. PASSED.**

HUMAN RELATIONS COMMITTEE Chair Ann Deniston presented report and told delegates about some mailbox bomb incidents. **MMS: Committee/Hansen Adopt report. PASSED.**

Bruce addressed delegates about bomb put in rural mailboxes. Found 7 bombs in residential boxes in Dubuque, Farley (4 in Iowa and 3 in NW Illinois). Early reports show 5 rural carriers injured and 2 customers injured. Found anti-government literature in the mailboxes with the bombs.

UNION LABEL COMMITTEE Chair Gaylord Lahr gave report (see attached). **MMS: Committee/Freeman Adopt report. PASSED.**

CREDENTIALS COMMITTEE Chair Mike Dutcher reported that we had 48 delegates from 14 locals. The vote tally is 2,083 total votes in the general election with 280 votes in the maintenance craft election. **MMS: Committee/Freeman Adopt report. PASSED.**

MMS: Cindy Miller/Allen Recess until 9:00a.m. Saturday morning. PASSED.

CONVENED 9:10 A.M. Saturday, May 4, 2002.

Election Committee passed out ballots for the election.

BUDGET COMMITTEE Chair Jon Arnold gave the budget committee report.
MMS: Coles/Deniston Ron Krebs will review the mailing list with Lance Coles and update. PASSED.

MMS: Beener/Rose Strike recommendation #2 of Budget Committee Report that would require any delegate carrying votes from their local be paid by their local to attend state convention. FAILED.

MMS: Committee/Kemmer Accept report. PASSED.

CONSTITUTION COMMITTEE Chair Kevin Beener presented the committee report (see attached)

Resolution #1. Committee recommended non-concurrence. **MMS: Committee/VerSteegh to non-concur on the resolution. PASSED AS A NON-CONCURRED RESOLUTION.**

Resolution #3. Committee recommended non-concurrence. **MMS: Committee/Hansen to non-concur on the resolution. PASSED AS A NON-CONCURRED RESOLUTION.**

Resolution #4. Committee recommended non-concurrence. **MMS: Committee/Chevalier to non-concur on the resolution. .**

Lance Coles raised a point of information. Are we voting on the resolutions or the committee recommendation. After discussion, Bruce stated we would vote on the resolution itself .
Resolution #4. **PASSED AS CONCURRED.**

Resolution # 5. Committee recommended non-concurrence. **MMS: Committee/VerSteegh to non-concur on the resolution. .Resolution FAILED.**

Resolution #6. Committee recommended adoption as amended. (see resolutions attached)
MMS: Committee/Arnold Adopt resolution as amended. PASSED AS CONCURRED.

Resolution #7. Committee recommended non-concurrence. **MMS:** Committee/Chevalier to non-concur on the resolution. Resolution FAILED.

Resolution #8. Committee recommended non-concurrence. **MMS:** Committee/Walsh to non-concur on the resolution. Resolution FAILED.

Resolution #9. Committee recommended adoption. PASSED.

Resolution #10. Committee recommended adoption. PASSED

Resolution #11. Committee recommended adoption. PASSED

Resolution #12. Committee recommended non-concurrence. Resolution FAILED.

Kevin reported that they received one more resolution. The committee will discuss and report later.

CREDENTIAL COMMITTEE Chair Mike Dutcher reported a correction in the total number of votes for general election is 2094.

CONSTITUTION COMMITTEE Chair Kevin Beener reported that his committee had reviewed Constitution Resolution #13 and recommended non-concurrence. Resolution FAILED.

MMS: Hansen/Skemp Change roman numerals to Arabic numbers in constitution. PASSED.

LEGISLATIVE COMMITTEE Chair Andy Tuttle gave the committee report. (see attached)
MMS: Committee/Hansen Adopt report. PASSED.

ORGANIZING COMMITTEE Chair Cathy Woodiwiss gave report and recommendations on resolutions 4, 7, 14, and 26.

Resolution #4. Committee recommended adoption. **AMEND:** Krebs/Allen Amend to .25 per member per pay period. Amendment FAILED. Resolution PASSED.

Resolution #7. Committee recommended adoption. PASSED

Resolution #14. Committee recommended adoption. PASSED

Resolution #26. Committee recommended adoption. PASSED

Chair Woodiwiss passed out awards to locals for percent organized.

ELECTION COMMITTEE Chair Linda Stolmeier gave the election results. They are as follows:

Trustees:	X	Jim Spina	1210
	X	Meri Kay Chase	1197
	X	Chuck Walsh	1349
		Mike Hansen	668
		Kim Rose	1079

Strike Assist. BD.	X	Dan Duff	1534
	X	Mike Dutcher	1874
	X	Mike Hansen	981
		Dave Preston	742
		Frank Agnich	277
		Denise Johnston	824
Maint. Cr. Dir	X	Bill Baumgartner	156
		Bob Crook	124
National Conv. Delegates	X	Chuck Walsh	898
	X	Barb VerSteegh	1489
	X	Jon Arnold	1312
		Mike Allen	648
		Dan Skemp	458
		Steve Chevalier	292
		Dennis Freeman	290
		Marty Williamson	543

Becky Spensley announced the new state Auxiliary Officers. Don Foley installed:

Alice Kruitoff	President
Janet Preminger	Vice-President
Tammy Preston	Secretary/Treasurer

Regional Coordinator Sharyn Stone addressed the convention. She updated the delegates on the mailbox bombs. She also informed the delegates that we now have an arbitration panel. She wants locals to update their arbitration list. She talked about a pilot in the Southern Region called PAIRS. It consists of one union and one management rep to meet to pre-arb. Any cases not settled these same 2 reps will present in arbitration. She wants to get the backlog cleaned up. We have only one advocate in Iowa. She stated some withholdings are being lifted. We need to request bids from TACS. The arbitrators for our panel are McAllister and Rommell for regular and expedited cases. Sharyn addressed the resolution wanting to eliminate the regional coordinator position.

NBA Merlie Bell addressed the delegates. He reported that we have 2 advocates in the Central Region for MVS arbitration hearings. One is from Minnesota and the other from Ohio. He reported that BPI teams are coming in and looking at MVS costs. He also addressed private sector organizing.

MMS: LeBlanc/ Accept all resolutions. Died for lack of second.

Recessed for 45-minute lunch break.

Reconvened at 2:00 p.m.

RESOLUTION COMMITTEE Chair Lance Coles gave committee report. Committee recommended non-concurrence on Resolutions 16, 18 and 20. The committee recommended amendments to Resolutions 1, 2 and 15.

Resolutions Passed as Amended were #1, 2, and 15.

Resolutions Passed were #3, 5, 8, 10, 11, 12, 17, 19, 21, 22, 23, 27, 28, 29, 30, 32, 33, 34, 35, and 37.

Resolutions that Failed were #9, 13, 16, 18, 24, 25, 31, and 36.

Resolution #6 was passed after President Clark broke the 18-18 tie.

Resolution #20 was passed on a vote of 21-15.

The Organizing Committee dealt with resolutions #4, 7, 14, and 26.

Unfinished business – none.

New Business. Regional Coordinator Sharyn Stone installed the newly elected officers of the Iowa Postal Workers Union.

Bruce reminded the new executive board that we would have a meeting immediately after the convention adjourned.

Bruce extended the COPA drive until July 1, 2002. All locals are to send their COPA donations to:

Chuck Konig, Legislative Director
APWU Local 451
PO Box 387
Waterloo, IA. 50704

Mike Hansen urged everyone to send a check to Senator Harkin in addition to his or her COPA contribution.

MMS: Deniston/Beener Adjourn. PASSED.

ADJOURNED AT 3:50 P.M.

Respectfully Submitted,

Barb VerSteegh
Recording Secretary



Jon

Iowa Postal Workers Union

STATE BRANCH OF AMERICAN POSTAL WORKERS UNION

AFFILIATED WITH
A.F.L. — C.I.O. AND
IOWA FEDERATION OF LABOR

IPWU EXECUTIVE BOARD TELECONFERENCE CALL January 28, 2002 5:30 PM

Present: Coles, Freeman, Gracey, Arnold, VerSteegh, Hansen, Clark, Dutcher, Tuttle, Chase.

MMS Coles/Freeman Send the IPWU Executive Board and Area Reps to the Tri-State Seminar in Council Bluffs March 15th through the 17th with necessary LWOP and expenses. PASSED.

MMS Hansen/Dutcher Send Lance Coles to the Iowa State Labor Press Conference in Iowa City April 4th & 5th with necessary LWOP and expenses. PASSED.

MMS Dutcher/Coles Send Andy Tuttle and Bruce Clark to the Legislative Conference at Adventureland in Des Moines February 25th through the 27th with necessary LWOP and expenses. PASSED

MMS Dutcher/Chase Send the President to the President's Conferences for the year 2002 with necessary LWOP and expenses. PASSED.

Bruce discussed the fact that he is the 2nd District VP for Iowa Federation of Labor but is not sure what will happen with the redistricting. The VP from Davenport and Bruce could end up in the same district. Bruce also reported that in the past he had charged all expenses to the Fed. and LWOP to IPWU. Consensus of the Executive Board was to have Bruce bill Iowa Fed for all LWOP and expenses to include the meeting on 1/25/02 and the upcoming Legislative Conference.

MMS Coles/Freeman Send the Executive Board and Area Reps to the State Convention in Fort Dodge on May 3rd through the 5th with necessary LWOP and expenses. Bruce noted that Stussie and Rawson had resigned and he would not be filling the 2 area rep positions before state convention.

AMENDMENT Arnold Strike Area Reps. Died for lack of second.
Main motion PASSED.

MMS Coles/Arnold Send the President, Clerk Craft Director and Area Reps to the TACS/RMO & Problems in Window Training on February 8th and 9th at the DMI-APWU Union hall in Des Moines with necessary LWOP and expenses. PASSED.

MMS Arnold/Coles Purchase notebook computer compatible with Treasurer's programs not to exceed \$2500. **PASSED.**

Jon reported that we had 2 large Certificates of Deposit worth over \$6,000 each. He will be taking the money and putting in the savings account for National Convention expense. He also reported that the state would be getting a 19-cent per capita increase. Jon will also make up credentials for State Convention on the computer.

Bruce reported that he had a cell phone but was not happy with it. He is looking at getting a different one.

Meri Kay reported that there are 27 people on strike at Cedar Valley Metal Works in Waterloo. They are members of GMP and have been on strike since November. Strike Assistance Committee members Hansen and Dutcher recommended sending \$500 to the local. This passed the Executive Board.

Jon reported that the mileage rate had increased to .365 per mile and will be paid accordingly.

Bruce and Lance reported the agenda for the Tri-State is Casuals in Lieu of, Kernigan will speak on Sweat Shops, Video from the WTO protest, and Craft breakouts. Percy Harrison has been invited to present training on Dealing with Inspectors. Bruce may give a training session on Travel. Senator Tom Harkin and John Norris have been invited to speak.

Mike Dutcher asked Bruce to investigate keeping our COPA money in state since we have some critical races in the state. Bruce is to check into having the Iowa Fed assist us in the goal.

MMS Dutcher/Hansen Adjourn at 6:20 PM. **PASSED.**

Respectfully Submitted,



Barbara J VerSteegh, Secretary

Jon Arnold

Iowa Postal Workers Union

STATE BRANCH OF AMERICAN POSTAL WORKERS UNION

AFFILIATED WITH
A.F.L. — C.I.O. AND
IOWA FEDERATION OF LABOR

IPWU EXECUTIVE BOARD MEETING

11/16/01 4:05 P.M.

Present: Clark, Walsh, Freeman, Dutcher, Hanson, Arnold, Chase, Coles, Richardson, Gracey, Tuttle, VerSteegh.

Agenda:

1. Money
2. Buttons, pins, and throwables for National Convention
3. Tri-State Agenda
4. State Convention
5. Meeting the Challenge
6. Big 10
7. Scholarship
8. Grievance Tracking
9. Area Rep vacancy
10. Area Rep. Duties
11. BMC- pins
12. Laptop

1. Trustees reported on the audit and shortage of money. (See attached) The biggest cost appears to be the newspaper. The mailhandlers are paying for two pages, the BMC paying for 2 pages, IPWU paying for 8 pages, and the DMI-APWU is paying for 8 pages. The printing cost is now \$217.50 per page and the state has not passed this cost on to the other 3 organizations. The board questioned why the state is paying more than double what anyone else is paying. Currently the BMC and DMI are paying \$150 per page and the Mailhandlers are paying \$150 per page plus an additional \$100 for postage. **MMS:** Hanson/Dutcher The state charge the other 3 organizations the corrected rate of \$217.50 per page, notify all of the new cost and the reason including a breakdown. Mailhandlers will continue to pay \$100 for postage. **PASSED.**

2. **MMS:** Coles/Hanson We boycott the Parade of States. It is embarrassing to see grownups trample kids to get the candy and trinkets. **PASSED.**

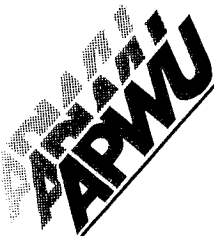
MMS: Hanson/Coles We run another contest to determine a new design for pins to be passed out at National Convention with \$100 Savings Bond as the prize. PASSED.

3. If you have something you want on the agenda for Tri-State you must submit it to Bruce before this Fall Seminar is over. The Tri-State will be in Council Bluffs at the Ameristar Hotel and Casino on March 15, 16, 17, 2002. Lance suggested "casuals in lieu of" by Kessler and Cassillas. Also suggested Charles Kernaghan from the National Labor Committee for Worker & Human Rights and Karen Vuranch on Mother Jones.
4. The State Convention will be at the Starlite Best Western in Fort Dodge on May 3, 4, 5, 2002. It will be all day Friday and Saturday. The local has blocked 60 rooms and meeting rooms. The banquet will be Friday night. The room rate is \$66.95 per night and can be reserved by calling 1-800-903-0009 and stating you are with the Iowa Postal Workers Union.
5. **MMS:** Coles/Freeman The IPWU send the President and up to 3 people to the "Meeting the Challenge" Conference in St. Paul, MN. with necessary LWOP and expenses. **AMENDMENT:** Arnold/Chase Strike the LWOP. PASSED. Main motion as amended PASSED.
6. There was discussion regarding a conference with Minnesota, North Dakota, South Dakota, Wisconsin, Nebraska, Kansas, Illinois, Michigan, Missouri and Iowa postal workers in convention years to discuss resolutions and constitution changes that the organizations want to send.
MMS: Coles/Freeman Send the President and up to 3 other people to such a meeting if it is held with necessary LWOP and expenses. PASSED.
7. Lance reminded Bruce that nothing has been sent out to last years (May 2001) scholarship winners. Bruce will check into this and send.
8. Lance talked about setting up a statewide grievance tracking system for IPWU grievances. Bruce will revise the letter suggested and send out.
9. Bruce will talk to Annice Thacker about being the Area Rep for the SE area of Iowa but Bruce reminded all that Charlie Rawson has not officially resigned. Bruce will call Charlie.
10. Lance wants to know who he should refer MAL calls to, i.e. President, Craft Director or Area Rep. Bruce responded that all calls should be referred to the Area Rep and the Area Rep will contact Bruce. Bruce will also contact the new Regional Coordinator to inquire about the new panel of arbitrators or lack thereof. He will specifically inquire about a removal case in Fort Dodge which has been waiting for nearly one year.
11. The BMC suggested getting "United We Stand" pins but at this point the state took no action due to funding.
12. Jon reported that the laptop and printer the state had provided the treasurer does not work with the treasurer's programs. Jon would like a new laptop that is compatible with his programs when money allows. Jon suggested that the laptop he currently has maybe good for the craft directors or area reps.
13. **MMS:** Freeman/Coles Send \$1,000 to the Memphis Local for the strikers at HB & JB Phillips Trucking from the Strike Assistance Fund. This was concurred by the Strike Assistance Committee. PASSED.

14. Jon reported that he has new phone cards for .049 per minute. **MMS:**
Arnold/Chase State reimburse people for recharging their phone cards they
use for state union business. **PASSED.**

MMS: Dutcher/Hanson Adjourn. **PASSED.** Adjourned at 6:10 P.M.
Respectfully Submitted,

Barbara J VerSteegh
Recording Secretary



Iowa Postal Workers Union

STATE BRANCH OF AMERICAN POSTAL WORKERS UNION

AFFILIATED WITH
A.F.L. — C.I.O. AND
IOWA FEDERATION OF LABOR

IPWU EXECUTIVE BOARD MEETING
5/6/01 8:15 A.M.

Present: Clark, Freeman, Arnold, Chase, Hansen, Coles, VerSteegh

Executive met to consider endorsements for the upcoming APWU election.

MMS: Hansen/Freeman Endorse Leo Persails for President. PASSED UNANIMOUSLY.

MMS: Coles/Hansen Endorse Cliff Guffey for Vice-President. PASSED UNANIMOUSLY.

MMS: Coles/Freeman Endorse Steve Raymer for Director Maintenance Craft and Greg See for Assistant B – Maintenance Craft. PASSED UNANIMOUSLY.

MMS: Freeman/Coles Endorse Tom Maier for Central Region Coordinator. PASSED UNANIMOUSLY.

MMS: Coles/Freeman Endorse Roy Pacifico for Western Region Coordinator. PASSED UNANIMOUSLY.

MMS: Hansen/Coles Per the recommendation of the Strike Assistance Board recommendation, we give \$500.00 to the Machinists for the strikers at Quaker Oats. PASSED.

MMS: Coles/Freeman Send the President and Clerk Craft Director to the Clerk Craft Conference in November in Las Vegas. PASSED WITH ONE DISSENTING VOTE.

MMS: Freeman/Chase Adjourn. PASSED.

Adjourned at 8:45 a.m.

Respectfully submitted,
Barb VerSteegh, Secretary

Lance

EXECUTIVE BOARD MEETING
5-4-01 4:15 P.M.

Present: Clark, Chase, Arnold, Coles, Hanson, Walsh, Freeman, VerSteegh, Tuttle.

The Trustees reported that they had completed their audit. Their report is attached. Profit and Loss statements will be made available upon request.

MMS Coles/Freeman Donate the old Tandy computer to a charity. PASSED.

The trustees stated that the host local needs to provide a room for trustees to audit books.

Discussion was held regarding an Informational Picket/Rally regarding the issues being brought up by the Postal Service, i.e. postal reform, negotiations, 5 day delivery, etc. If this rally is held it will be in August or September.

MMS Coles/Walsh To spend up to \$2,000 from the PR Fund for costs of rally (copies, advertising, etc.) PASSED.

Sioux City is hosting the Fall Seminar on October 20 and 21st at the Sioux City Hilton. The Trustees will be auditing the books at 8:00 a.m. on October 19th. The Executive Board will be meeting at 4:00 p.m.

MMS Coles/Freeman Send Executive Board and Area Reps to the Fall Seminar with necessary LWOP and expenses. PASSED.

The Iowa Federation of Labor convention will be August 15th through the 17th in Waterloo.

MMS Coles/Freeman Send the President, Editor and 2 other to the Iowa Fed Convention with necessary LWOP and expenses.

AMENDMENT Arnold/ Coles Before convention see if feasible to send 2 others and see if Bruce will be sent by the Iowa Fed. WITHDRAWN

AMENDMENT VerSteegh/Chase To send the President and Editor only with necessary LWOP and expenses. PASSED. MAIN MOTION AS AMENDED PASSED.

Lance reported that we needed to pay last years scholarships as soon as we can get a congratulatory letter to send with the money.

MMS Coles/Freeman Subscribe to the Huck/Konapacki Labor Cartoons at the cost of \$240 per year. PASSED.

Bruce discussed the District Manager Jolene Baxa's editorial in the Des Moines Register. He will be running a response to that editorial.

Bruce also discussed the new payroll deduction for COPA authorization. He encouraged all locals to talk to all employees to encourage them to have payroll deduction. He wishes all locals to get these deduction forms filled out during their big COPA drive.

Bruce reported a problem with the Southeast Area Rep not being actively working on grievances in his area. Bruce will talk to the rep if at this convention. If not Bruce will call him to see if we need to replace him.

Quaker Oats in Cedar Rapids are on strike. We may be marching with them on Saturday afternoon. The Strike Assistance Committee will be meeting for discussion on contributions to Quaker Oats and Titan Tire. It was reported that we need to put information in the state paper regarding the Strike Assistance Committee and Fund.

MMS Freeman/Hanson Adjourn. PASSED.

Respectfully Submitted,

Barbara J. VerSteegh
Recording Secretary

Executive Board Meeting March 16, 2001

In attendance:

Bruce Clark, Lance Coles, Mike Dutcher, Chuck Walsh, Mary Kay Chase, Mike Hansen, Dennis Freeman, Lori Richardson

Discussion on mini-state convention itinerary, plan for Thursday audit and Friday e-board meeting

Walsh/Dutcher mms to authorize Jon Arnold LWOP and pay expenses to create grievance form cd's for distribution to state locals. Motion carried.

Hansen/Dutcher mms to reimburse Bruce Clark for receipted expenses for the Meet the Challenge conference in St Paul. Motion carried.

Discussion on financial situation of the State Union.. Look into change of Constitution/Bylaws for government per diem?

Rooms filled for mini-state convention. Have Cedar Rapids look into alternatives.

Hansen/Dutcher mms to adjourn. Motion carried.



Jon Arnold

Iowa Postal Workers Union

STATE BRANCH OF AMERICAN POSTAL WORKERS UNION

AFFILIATED WITH
A.F.L. — C.I.O. AND
IOWA FEDERATION OF LABOR

IPWU EXECUTIVE BOARD MEETING January 29, 2001 1:30 p.m.

Present: Clark, Arnold, Coles, Freeman, Gracey, VerSteegh, Hanson (phone), and Chase (phone).

The Tri-State Conference will be held in St. Louis, MO. on March 16th and 17th. Travel dates are March 15th and 18th.

MMS: Coles/Freeman Send the Executive Board and Area Reps to the Tri-State with necessary LWOP and expenses. PASSED.

The State Mini-Convention will be held in Cedar Rapids at the 4 Point Sheraton on May 5th and 6th. The Executive Board will meet at 4:00 p.m. on May 4th. The Trustees and Treasurer will meet at noon on May 3rd to start the audit since it will be a full year audit.

MMS: Coles/Arnold Send the Executive Board and Area Reps with necessary LWOP and expenses to the state convention. The trustees and treasurer will be allotted additional expenses and LWOP for the audit. The Executive Board will be allotted the additional expenses and LWOP necessary for the Board meeting. PASSED.

MMS: Coles/Gracey Send the President and up to 3 other volunteers to the Labor Notes Convention on April 20th through the 22nd in Detroit with necessary LWOP and expenses. PASSED.

MMS: Freeman/Hanson Send craft directors to their respective craft conferences for the remainder of the year with necessary LWOP and expenses. PASSED.

MMS: VerSteegh/Freeman Send the President to all President's Conferences for the year 2001 with necessary LWOP and expenses. PASSED.

Bruce announced that the 2nd Vice President of the Iowa Federation of Labor, Gene Redmon passed away. This left a vacancy on the Executive Board for the Iowa Fed. Mark Smith, President appointed Bruce to fill the position until the next election.

There was general discussion about the state IPWU renting an office from the DMI Area Local for all state officers to work and for separation of records for the state and the DMI local. The area would include a desk, file cabinet, etc. We will discuss further at the IPWU Executive Board Meeting at the state mini-convention in Cedar Rapids.

MMS: VerSteegh/Arnold Adjourn at 2:45 p.m. PASSED.

EXECUTIVE BOARD MINUTES

10/22/00 12:15 P.M.

Present: Clark, Coles, Gracey, Walsh, Hanson, Freeman, Tuttle, Dutcher, Versteegh.

MMS: Dutcher/Freeman Send Bruce and Lance to the Rebuilding Our Movement class at Labor Center in Iowa City on November 17, 2000 with necessary LWOP and expenses. PASSED.

MMS: Coles/Dutcher Send Bruce to the Labor Short Course at the Labor Center in Iowa City from April 30 through May 4, 2001 with necessary LWOP and expenses. PASSED.

MMS: VerSteegh/Freeman Adjourn. PASSED.

Adjourned at 12:40 p.m.

Respectfully Submitted,

Barb VerSteegh
Recording Secretary

EXECUTIVE BOARD MEETING

10/20/00 4:55 P.M.

Present: Clark, Coles, Gracey, Walsh, Stusse, Richardson, Rawson, Hanson, Freeman, Tuttle, Dutcher, VerSteegh.

Bruce reported on the District Labor/Management Meeting held earlier that day at the District office. He reported there was general discussion primarily dealing with associate offices. Lance and Bruce felt the meeting was productive. The 3 main issues discussed were forcing people to go to other offices, annual leave usage, and travel pay. Employees have quit because of being forced to other offices. The union is trying to make it a voluntary process. A pilot project will be tried in Decorah. Jim Shipman, Mgr. Human Resources, will draft a trial policy and send it through Bruce for approval before implementing. Employees are being forced to use annual leave even if they are not scheduled in another office in order to be guaranteed the time off. Some POOMs are averaging the last 13 weeks and this determines the amount of leave they are required to take. Mr. Shipman will draft a policy and send it through Bruce for approval before issuing. The travel pay issue could not be resolved nor did anyone expect it to be. The issue is in the grievance process.

Discussion on November schools at the Labor Center but chose to defer until after the training session tomorrow with Roberta.

Discussion was held on seminars for the mini-convention next May. Several suggestions were made and the following is the priority:

1. Sunday morning – Peter Rachleff on Work To Rule and Labor History.
2. Saturday – All day class on steward's training or Organizing and Safety.
3. Banquet – Speaker Byron Orton

MMS: Coles/Walsh – Send Editor, President and 2 other volunteers to the Meeting The Challenge seminar in St. Paul, MN. in February 2001 with necessary LWOP and expenses. PASSED.

MMS: Gracey/Hanson – Send Lance to Iowa State Labor Press Association meeting in April 2001 with necessary LWOP and expenses. PASSED.

MMS: Hanson/Dutcher – Send Editor to PPA Conference in Orlando, FL. in July 2001 with necessary LWOP and expenses. PASSED.

Discussion on whether a motion had previously been passed to send Bruce to the President's Conference. Research showed a motion was passed to send him to the Presidents Conferences through December 2000.

MMS: Hanson/Coles – The Treasurer will purchase phone cards and issue to Area Reps to use for official state union business and to people on travel for state business.

AMENDMENT – Dutcher/Coles – Also give to craft directors upon request to be used for official state union business. PASSED. Main motion as amended. PASSED.

MMS: Coles/Hanson – Send the Maintenance Craft Director to the Maintenance Craft Conference in Puerto Rico in January 2001 with necessary LWOP and expenses with the BMC paying ½ the cost. PASSED.

LANCE
LORI
BRUCE

The trustees reported they were unable to perform an audit of the IPWU books because the treasurer was absent.

MMS: Freeman/Coles – Send \$500 to Titan Tire from the Strike Assistance Fund as recommended by the Strike Assistance Board. PASSED.

Lance reported that the DMI Area Local would be moving to a new union hall at 1200 E. Euclid and will be having an open house after everything is moved in.

MMS: Freeman/Hanson – Adjourn. PASSED.

Adjourned at 6:50 P.M.

Respectfully Submitted,

Barb VerSteegh
Recording Secretary

EXECUTIVE BOARD MEETING

5/13/00

Present: Clark, Coles, Gracey, Freeman, Tuttle, VerSteegh, Walsh, Hanson, Arnold, Dutcher, Chase.

Bruce welcomed newly elected members to the Executive Board.

MMS: Coles/Dutcher – Purchase 1,000 pins for National Convention not to exceed \$2.00 per pin with money coming from the PR Fund. PASSED.

MMS: Dutcher/Arnold – Boycott Parade of States. FAILED

MMS: Dutcher/Arnold – State Delegates not be required to attend Parade of States. PASSED.

MMS: Arnold/Gracey – Open a PO Box in Des Moines. Lance pointed out that we already had a PO Box in Des Moines that he used for the paper. MOTION WITHDRAWN.

Jon and Meri Kay will make arrangements to change accounts and get them set up in Des Moines.

Bruce Oked LWOP for Barb to get resolutions sent into National immediately.

MMS: Hanson/Chase – Send Bruce to the President's Conferences through December 2000 with necessary LWOP and expenses. PASSED.

MMS: VerSteegh/Freeman – Send the Executive Board and 4 Area Reps to the Fall Seminar with necessary LWOP and expenses. PASSED.

MMS: Arnold/Freeman – Give 8 hours LWOP and expenses to Jon and Meri Kay to set up books and accounts in Des Moines. PASSED.

Training for Area Reps will be at the DMI Union Hall in Des Moines.

MMS: Coles/ - Spend up to \$2,000.00 for Stress Balls for the Parade of States. NO SECOND.

MMS: VerSteegh/Walsh – Spend up to \$1,000.00 for Stress Balls for the Parade of States. PASSED.

Barb will send out Impact Statements to each local and return them to Bruce.

MMS: VerSteegh/Freeman – Adjourn. PASSED.

Respectfully Submitted,



Barb VerSteegh
Recording Secretary

IPWU STATE CONVENTION
MAY 12, 2000

Convened at 9:10 a.m. by Bruce Clark.

Welcome from Ann Thacker from the Burlington, IA. Local.

Presenting the flag was the Burlington Troop 9 of the Boy Scouts.

Discussion on changing the convention date. Delegate Krebs raised the point that this violated the constitution. Bruce assured all delegates that we would follow the Constitution.

MMS: Beener/Rose We approve the date change for this convention. PASSED.

Lance Coles reported on organizing the MC of A drivers and the nation-wide organizing efforts.

Bruce reported on the National Organizing Committee activities. National AFL-CIO is very excited about organizing effort by the APWU. A lot of controversy from within our ranks about this organizing.

Bruce reported that he had received the withholding orders for around the state due to the new FSM 100s.

Bruce asked all delegates to read his article in the state paper regarding travel problems. He stated that our members are being shorted money and pay that is due them.

Bruce further reported on the state level grievance activity.

The CREDENTIALS COMMITTEE reported that we had 41 delegates from 15 locals at this convention. One delegate failed to bring his credentials and the Cedar Rapids local did not bring credentials. The former treasurer resigned and did not give the credentials to the President to send in. MMS Rose/Hansen To accept Cedar Rapids delegates and the delegate who failed to bring his credentials and seat them. PASSED.

Lance Coles gave his Editor's Report by asking all locals to report any membership changes to him. He stated this is a MUST as we have managers, scabs, and people who no longer work for the post office getting the paper and other mailings.

The RULES COMMITTEE reported that they met and wished to retain the rules as printed in the current Constitution. MMS Committee/Wilson To accept the report. PASSED.

NBA Carl Cassillas spoke to the delegates. He commented on the APWU home page on the Internet. A lot of current information is kept on the Web page. He reported on the status of grievances and arbitrations. He stated that we can not get current when you have more appeals to arbitration each month than are scheduled.

NBA Bob Kessler reported that the grievance procedure is a mess. We have cases appealed to Step 3 that should have been direct appeals and vice versa. We have a major increase in Step 3 appeals even with the new direct appeal process. ALL DISCIPLINE should be direct appeals. When making an appeal the USPS number MUST be on all Step 3 and direct appeals. The Step 2 USPS advocate must give you this number. The system is broke and the new process is not working.

Bruce reported that he still had last years COPA money. He will pass this process on to the Legislative Director. MMS Dutcher/Wilson Bruce will turn all COPA Funds over to the Legislative Committee who will be responsible for collecting and turning over to the National. PASSED.

The CONSTITUTION COMMITTEE reported that a new provision for 4 Area Representatives was submitted for their consideration. They would be for the Northeast, Northwest, Southeast and Southwest areas using Interstate 35 and Interstate 80 as the borders. The provision would be inserted in Article VI Section 1 after Legislative Director. The committee recommended concurrence. Seconded by Coles. The vote was 30 for and 5 against. The Constitution change PASSED.

The CONSTITUTION COMMITTEE gave the delegates the duties proposed for the Area Representatives that would become Article VII Section 7: AREA REPRESENTATIVES. Seconded by Coles. AMENDMENT Stussie/Staddon With a salary of \$100.00 per quarter to be paid from the IPWU treasury. The amendment failed. The main motion passed by a vote of 32 for and 5 against.

The nomination of officers followed:

POSITION	NOMINEE	NOMINATED BY
President	Bruce Clark	Duff/Coles
Fin. Sec.	Jon Arnold	Coles/Duff
	Linda Stolmeier	Chase/Staddon
Rec. Sec.	Barb VerSteegh	Duff/Stussie
Editor	Lance Coles	Hansen/Rose
Clerk Cr. Dir.	Mike Dutcher	Walsh/Stolmeier
MVS Cr. Dir.	Dennis Freeman	Duff/Freeman
Maint. Cr. Dir.	Chris Gracey	Arnold/Chase
Legislative Dir.	Andy Tuttle	Gracey/Coles
	Kim Landis-Rose	Chase/Hansen
Trustees (3)	Chuck Walsh	Blankenship/Dutcher
	Vanda Blankenship	Rose/Staddon
	(later withdrew)	
	Ron Krebs	Wilson/Duff
	Mike Hansen	Walsh/Rose
	Barb Wilson	Krebs
	(declined)	
	Meri Kay Chase	Stolmeier/Kemmer
Area Reps. NE	JoAnn Jurisic	Stolmeier/Rose
	(not present to accept)	
	Jerry Kemmer	Coles
	(declined)	
	Lorie Richardson	Coles/Skemp
NW	Dave Soppeland	Dutcher
	(declined)	
	Chuck Walsh	Staddon
	(declined)	
	Don Stusse	Rose/Coles
SE	Charlie Rawson	Barkley/Wilson
	Ann Thacker	Stolmeier/Rose
	(declined)	
SW	Doug Phillips	Preston/Stolmeier

MMS Chase/Duff To adopt the Executive Board's recommendation of 5 delegates in addition to the president to send to the National Convention. PASSED.

Convention Delegates (5)

Dennis Freeman	Duff/Gillespie
Chuck Walsh	Kozelka/Rose
Jon Arnold	Coles/Arnold
Barb VerSteegh	Duff/Spina
Dave Soppeland	Dutcher/Stolmeier
Bill Kozelka	Knipper/Rose
Meri Kay Chase	Kemmer/Staddon
Richard Staddon	Staddon/Coles
Mike Gillespie	Barkley
(declined)	
Mike Dutcher	Albright/Coles

Ron Krebs questioned whether the delegates could attend the Workshops and Craft Convention since the Constitution says they would be delegates to the National Convention and that is defined as Monday through Friday. **MMS** Tuttle/Duff Include among expenses allowance to attend work shops and craft conventions. Krebs challenged the chair due to Article 6 Section 3 stating that the Constitution says the delegate is to the National Convention only and the National Convention is Monday through Friday. The chairs position was that funds were not restricted to Monday through Friday but should include the workshops and craft conventions since that is an integral part of the National Convention. The vote was 25 to uphold the chair and 10 to uphold the challenge. The challenge was defeated. The Main Motion was passed after the challenge.

National Convention Delegates (cont)

Andy Tuttle	Beener/Duff
Linda Stolmeier	Phillips/
(declined)	

Strike Assistance Board

Mike Hansen	Coles/Duff
Mike Dutcher	Walsh/Duff
Dan Duff	Arnold/Chase.

Convention recessed for lunch. Committees will meet after lunch.

Banquet was held Friday night with the main speaker being Rob Strunk, National Clerk Craft Assistant.

Convention reconvened on Saturday morning at 9:10 a.m. Troop 71 presented the colors.

The ELECTION COMMITTEE passed out the ballots. Vanda Blankenship withdrew from the Trustee Race.

The ONE UNION COMMITTEE reported. (See Attached) **MMS** Committee/Coles To accept the report. PASSED.

The CONVENTION COMMITTEE reported:

The Fall 2000 Convention will be in Des Moines.

The Mini 2001 Convention will be in Cedar Rapids.

The Fall 2001 Convention will be in Sioux City.

The Tri-State 2002 Seminar will be in Council Bluffs.

The State Convention 2002 will be in Fort Dodge.

MMS Committee/Kemmer. To accept the report. PASSED.

The BUDGET COMMITTEE reported. (See Attached) **MMS** Committee/Coles. To accept the report. PASSED. The Trustee's audit was read and recommended to be accepted. **MMS** Committee/Beener To accept the trustee's audit. PASSED.

The LEGISLATIVE COMMITTEE reported. (See Attached) **MMS** Committee/Seeley To accept the committee's report. PASSED.

The HUMAN RELATIONS COMMITTEE reported. (See Attached) **MMS** Coles/Rose Send the Savings Bond to Judy Metcalf from Hudson, IA. PASSED. **MMS** Committee/Stolmeier To accept the Committee report. PASSED.

The ORGANIZING COMMITTEE reported. Committee recommended concurrence with resolution 37. (See Attached) **MMS** Committee/Coles To accept committee's recommendation. PASSED. Committee recommended concurrence with Resolution 56. (See Attached) **MMS** Committee/Freeman To accept committee's recommendation of concurrence. PASSED. Committee recommended changes to the National Constitution on page iv, Article 3 Section 1 on page 3, Article 3 Section 4a on page 4, Article 3 Section 4c on page 4, Article 8 Section 8 on page 15, Article 11 Section 3 on page 28, Article 10 Section 2 b and c on page 22, and a new Article 23. (See Attached) **MMS** Committee/Stolmeier To accept committee's recommendation of concurrence. PASSED. **MMS** Committee/Freeman To accept the committee's report. PASSED.

The CONSTITUTION COMMITTEE reported. Recommend change to Article 4 Section 1. (See Attached revised Constitution. **MMS** Committee/Coles To accept change. PASSED. Change to Article 4 Section 3. **MMS** Committee/Stolmeier To accept change. PASSED. New Article 6 Section 4 Delegates to IPWU State Convention. **MMS** Committee/Coles To accept change. PASSED. A resolution was submitted to the committee to strike any reference to SCF Representatives. The committee recommended non-concurrence. The body adopted the committee recommendation of non-concurrence. Bruce assured the body that the National Executive Board's mandate to strike all references to Special Delivery would be complied with. The Committee recommended striking all of Article 8 Section 1. **MMS** Committee/Coles. To strike all of Article 8 Section 1. PASSED. The committee interpreted the IPWU Constitution Article 8 Section 2 to mean that IPWU Per Capita can not include dues increases from

COLA increases. **MMS** Committee/Coles To change Article 8 Section 2 to now be Section 1. PASSED. **MMS** Committee/Coles To non-concur with the resolution to add the Area Reps to the Executive Board. Delegates voted non-concurrence to the resolution.

The ELECTION COMMITTEE reported the results of the contested races. The non-contested races were President, Recording Secretary, Editor, Clerk Craft Director, MVS Craft Director, Maintenance Craft Director, all Area Representatives and the Strike Assistance Board. The following are the results of the contested races:

Financial Secretary	Jon Arnold	1516 votes (winner)
	Linda Stolmeier	843 votes
Legislative Dir.	Andy Tuttle	1188 votes (winner)
	Kim Rose	1171 votes
Trustees	Chuck Walsh	1838 votes (winner)
	Ron Krebs	1473 votes
	Mike Hanson	2078 votes (winner)
	Meri Kay Chase	1595 votes (winner)
Nat. Conv. Del.	Dennis Freeman	1393 votes
	Chuck Walsh	1504 votes (winner)
	Jon Arnold	1625 votes (winner)
	Barb VerSteegh	1607 votes (winner)
	Dave Soppeland	623 votes
	Bill Kozelka	759 votes
	Meri Kay Chase	1019 votes
	Richard Staddon	229 votes
	Mike Dutcher	1571 votes (winner)
	Andy Tuttle	1465 votes (winner)

The GREETINGS/SERGEANT-AT-ARMS COMMITTEE reported. (See Attached) **MMS** Committee/Kemmer To accept the Committee report. PASSED.

The RESOLUTIONS COMMITTEE reported. **MMS** Rose/Chase To accept the Committee Report in toto except for resolutions 7, 16, 19, 26, 38, 40, 49, 72, 75, 80, 96, 98, 101, 102, 105, and 107. The committee voted concurrence on all other resolutions. PASSED.

Resolution # 7 **MMS** Hansen/Krebs To adopt the committee recommendation of non-concurrence. The delegates voted 19 to accept the resolution and 17 to not accept the resolution.

MMS Beener/Spina Recess for lunch and check out. PASSED.

Reconvened at 1:00 p.m. New Officers were installed by National Officer Rob Strunk.

Resolution #16 **MMS** Hansen/Denniston To refer Resolution #16, 40 and 72 to Resolution #26. PASSED.

Resolution #19 **MMS** Hansen/Stolmeier To accept committee recommendation of non-concurrence. **PASSED** non-concurrence.

Resolution #26 **MMS** Committee/Rose To accept committee recommendation of non-concurrence. **FAILED** on non-concurrence.

Resolution #38 **MMS** Committee/Beener To accept the resolution as amended and concurrence. **PASSED**.

Resolution #49 Committee recommended non-concurrence because of the wording on the resolve. **MMS** Freeman/ To insert 32 hours in the resolve. Amendment failed for a lack of second. Delegates voted non-concurrence.

Resolutions # 75, 80, 96, 98, 101, 102, 105, and 107. Committee recommended non-concurrence and the delegates also voted non-concurrence.

MMS Chevalier/Preminger Adjourn. **PASSED**.

Respectfully Submitted,



Barb VerSteegh
Recording Secretary

Executive Board Meeting
5/11/00 4:15 P.M.

Present: Clark, Hansen, Walsh, Dutcher, Chase, Blankenship, Coles, Tuttle, Gracey, and VerSteegh.

Bruce received a letter from the District Office regarding a Joint Statement on Eliminating Sexual Harassment. Bruce declined to sign as we have ongoing problems with postmasters sexually harassing employees.

Bruce has impact statements for offices Level 20 and above. Lance and Barb will make copies for those who want them.

- AGENDA:
1. Credentials for non-elected delegates.
 2. Audit committee report.
 3. Letter from Doug Phillips.
 4. New Ballots.
 5. Travel.
 6. Private Sector Organizing
 7. President's Conference.

Old Business: Walsh questioned whether the Davenport local had provided receipts for Tri-State. Bruce stated he had those receipts and would turn them over to the treasurer.

Credentials for non-elected delegates – According to Judy Beard if you are not an elected delegate you have voice but can not vote at a convention with elections. Executive Board felt we may need to look at a change in the constitution to be an automatic delegate to the state convention if you are elected as a state officer.

There was discussion as to what constitutes being in arrears for dues. Meri Kay stated her letter stated that the local had to be paid through the end of 1999. The Executive Board recommended a Constitution to clarify this issue.

Audit Committee Report – There was no I-9 on Mike Dutcher. There is no W-4 for Vanda Blankenship. The Committee recommends a phone log since phone bills are quite high. They recommend a constitutional change to establish a formula for dues increases to achieve uniformity. They recommend a constitutional change to allow \$1500.00 to the Iowa local hosting the Tri-State Convention. They recommend the Constitution Committee clean up some of the conflicting language in the Constitution, i.e. Article 6 Section 4 and Article 7 section 1. They recommend deleting all references to Special Delivery in the Constitution. They felt that the 3 Savings Accounts (regular, Strike Assistance Fund, and Public Relations Fund) should be moved to a financial institution paying a higher interest rate than the current .5%. Bruce will instruct the next treasurer to do so. Committee reported that the Des Moines Iowa Area local, the Mail Handlers Union, and the BMC Local were in arrears on paying for the newspaper. There was some discussion on sending out bills to each on a regular basis.

Letter from Doug Phillips – Lance received a letter from Doug Phillips requesting to run a campaign letter in the state paper. Since there is no language in the Constitution to allow this, Lance did not honor the request.

New Ballots – Meri Kay reported that she had bought stock from the Democratic Party for the elections at this convention. She will turn them over to election committee for their decision on how to use.

Travel – Bruce ran an article in the paper 2 months in a row regarding this issue. Some locals have filed grievances. Bruce thinks we could use this as an organizing tool by sending travel information out to non-member MALs. Bruce is trying to set up a District level Labor/Management Meeting to discuss travel issues and other issues in small offices, i.e. leave.

Private Sector Organizing – Bruce wants Lance to report on what is going on with private sector organizing and negotiation in Des Moines. Bruce wants locals with MVS employees to feel them out on their feelings on organizing in the private sector. National has a list of employees in private sector in the mailing industry. There are about 2 million unorganized employees in such areas as pre-sort bureaus, mailers, contract drivers, star route drivers, etc.

President's Conference – Petitions were circulated at the last President's Conference to reverse a National Executive Board motion that states Locals must support AND participate in private sector organizing if they are to get assistance from the National. The NEB meets today and does have the petitions to discuss.

MMS Coles/Dutcher Adjourn. Passed. Adjourned at 6:40 P.M.

Respectfully submitted,



Barb VerSteegh
Recording Secretary

E. Board 3-11-00 4:30 p.m. Excelsior in Little Rock.

- Tri-State Davenport
 - S/T hospitality
 - ISLPA
 - Meeting the Challenge
 - Burlington give aways
 - State Convention
 - Per Capita Increase
 - Bruce Phone
-
- Tri-State: MM/S/P Walsh/Coles to give \$1,500 to Davenport for Tri-State expenses as long as it is receipted. MM/S/P Hansen/Walsh to pay the Labor Center for Tri-State.
 - S/T hospitality: DMI-APWU will provide staff and some food, Rapid Area will contribute leftover liquor from Fall Seminar, National will provide the suite, State will pay for reasonable expenses.
 - IA State Labor Press Assoc.: MM/S/P Walsh/Gracey to send Editor Lance Coles with reasonable and proper expenses.
 - Meeting the Challenge: Lance and Bruce generally go, both unable to this year. No one else able to attend.
 - Discussed left over "give away" items from Tri-State. Request that Davenport bring them to Burlington for the State Convention.
 - State convention: Have resolutions ready and mail to DMI-APWU. Credentials have to go out immediately. Delegate lists have to be sent as soon as possible.
 - MM/S/P Walsh/Gracey to inform local Treasurer's of per capita increase to \$1.14 as of April 1, 2000.
 - MM/S/P Coles/Hansen to purchase 2 cell phones at the best price possible for the president and the Clerk Craft director.

Bruce Clark announced his appointment of Mike Dutcher as Clerk Craft Director and Barbara VerSteegh to Recording Secretary until State Convention.

MM/S/P Walsh/Dutcher to pay for envelopes and postage for a letter to members soliciting those who feel they haven't been fairly paid for travel. We are requesting a District Labor Management meeting through the Postal Council to resolve travel issue abuses and other current issues.

Bruce requests that the treasurer periodically forward copies of the DCO for MAL's and State Locals.

National Convention: 10 days hotel, \$120 a day, \$1,200. Flights \$350, \$500 meals. MM/S/P Walsh/Gracey Recommend sending 5 additional delegates (President is automatic) with \$2,000 flat rate for expenses to be receipted. MM/S/P Walsh/Hansen to reserve 6 rooms on the State's credit card.

At approx. 6:45 p.m. Meeting was adjourned, (abandoned)

Meri Kay Chase,
Fin. Secy/Treas.

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Executive Board Meeting Oct. 29, 1999

- Audit report
- Recording secretary
- REC closings
- State pins
- State convention
- Resolutions
- Tri-State
- Secretary/Treasurer's conference
- Truckers

Meeting called to order at 8:40 p.m. at Collins Plaza, Cedar Rapids. Officers attending were: Bruce Clark, Chuck Walsh, Lance Coles, Meri Kay Chase, Andrew Tuttle. Chuck gave the audit report.

Possible replacements for retiring Recording Secretary Barb VerSteegh were discussed. Bruce will announce the opening and appoint someone.

Lance pointed out the loss of income expected with the REC closings. Some of the shortfall will be absorbed by smaller costs for *Solidarity*.

Will continue the contest for pin design with a \$100 bond as prize. Mailing deadline April 15, decision to be made at State convention.

State convention will be May 6, 7 in Burlington. Credentials will be mailed in March, and Call to Convention will be in the paper at that time. All National officers will be invited. Bruce will remind seminar attendees to make their resolutions and mail in advance or bring sufficient copies to convention.

Tri-State will be March 20, 21 in Little Rock, AR. MM/S/P Lance Coles/Chuck Walsh to send the entire executive board with all necessary and proper expenses with an effort to carpool.

A Secretary/Treasurer's conference will be held in Des Moines on March 30, April 1 at the Embassy Suites hotel. MM/S/P Lance Coles/Chuck Walsh to send the executive board with necessary and proper expenses.

MM/S/P Lance Coles/Chuck Walsh to approve paying expenses for MC of A organizing drive to be reimbursed by National. MM/S/P Lance Coles/Andrew Tuttle to pay 1/2 of expenses for Rick Smith of MC of A to go to the organizing conference in Denver, CO Nov. 4,5,6,7.

Bruce told us about the discussion at the Alaska President's Conference about organizing a network of union people to plan where the union is going and set up principals for the union to adhere to. He also spoke on POV use and travel pay to another postal installation.

MM/S/P Lance Coles/Chuck Walsh to adjourn at 10:30 p.m.

Audit Renort October 1999

The audit committee consisting of Trustees Chuck Walsh, Vanda Blankenship and Mike Hansen audited the state's books on Oct. 29, 1999.

All checks and expense vouchers were shown to be in order and were verified with monthly statements.

All I.R.S., state tax and unemployment forms were checked for accuracy and timeliness.

Chief Trustee,

Trustee,

Chuck Walsh

Mike Hansen

Addendum to Board Meeting 10-29-99

Meeting called to order at 11:30 a.m., October 30, 1999 by Bruce Clark. Due to information about Democratic convention dates falling on the same weekend in May as the State Convention, Bruce will check with Burlington about changing State convention dates.

MM/S/P Coles/Hansen to have the state sponsor the hospitality at the Secretary/Treasurer's Seminar in Des Moines, March 30-April 1, 2000. Rapid Area Local donated leftover alcohol from the Fall Seminar and DMI-APWU will help with staff and food. Meri Kay and Lance will check with Judy Beard to try to get a comped room for the hospitality.

Discussed appointing area reps. and the necessity of haveing an orientation officer in each office.

MM/S/P Coles/Hansen to adjourn at 11:45 a.m.

S/T Meri Kay Chase



Iowa Postal Workers Union

STATE BRANCH OF AMERICAN POSTAL WORKERS UNION

AFFILIATED WITH
A.F.L. — C.I.O. AND
IOWA FEDERATION OF LABOR

IPWU STATE CONVENTION 5/1/98

Bruce Clark called the convention to order at 9:20 a.m. Alice Kruitoff led the delegates in the Pledge of Allegiance.

Bruce announced the National Officers that would be in attendance. They are George McKeithen, Leo Persails, John Hermann, Bob Kessler, Carl Cassillas and Bonnie Sevre.

MMS COLES/ BEENER Suspend normal order of business to convene the Constitution committee to look at 2 constitutional changes the would impact the election. PASSED.

ROLL CALL OF OFFICERS: Clark, Coles, Chase, VerSteegh, Krubeck, Crook, Hansen, Stolmeier, Walsh. Absent: Housh

NBA Carl Cassillas addressed the delegates. Carl reported on the arbitrations for the Nixon Day of Mourning and Letter Carriers assigned in our crafts. He reported that we had lost the RI 399 case on mail handlers spreading the mail to the letter carrier cases. He updated the delegates on the Level 4 Mail Processor upgrade arbitration. He briefly reported on the upcoming events for this year: National Convention, Contract Negotiations, and Election of Officers. He strongly urged all members to participate in the nationwide picketing scheduled for May 27th. Lastly he updated us on the arbitration backlog.

Bonnie Sevre, 4th District Coordinator for the Auxiliary, reported on the auxiliary support of the upcoming rally to protest the contracting out of our Priority Mail. She urged all present to join the auxiliary. She reported on several upcoming issues: Auxiliary scholarships, the Two-Can-Do program, the Mystery Party at the National Convention with all proceeds going to the American Diabetes Association and several legislative issues.

REPORTS OF OFFICERS:

Recording Secretary reported that in lieu of reading all of the past Executive Board Meeting minutes they are copied and laying on a table in the back of the room. If any local or individual wants copies of the minutes as they are sent to the Executive Board they need to notify the recording secretary.

The Editor urged everyone to paint one sign for the 5/27 Rally. He reported on the Rally activities that will include letter writing in addition to picketing in front of the Des Moines P & D facility. He reported on the new newsletter format and urges everyone to write articles for the state paper.

The chief trustee gave the trustee report that is enclosed.

The President reported on our duty of representing MALs.

The Treasurer reported that the November Audit Report has been cleared for all items in question. The missing checks were obtained in the form of microfilm and placed on file. The problem addressed in #4 of that audit has been corrected.

The Rules Committee Report was moved and seconded to accept. This passed by 2/3rds as it would change Rule 9 in Constitution. See attached report.

The Credentials Committee report was moved and seconded to accept. PASSED. See attached report.

The Constitution Committee report was moved and seconded by Hansen to accept their report of non-concurrence on Constitutional change #1.

MMS COLES/ LANDIS-ROSE All constitutional changes be voted on in writing by secret ballot at this convention only. PASSED.

Constitutional change #1- Moved by committee to recommend non-concurrence. Seconded by Hansen. 45 delegates voting by secret ballot to accept committee recommendation of non-concurrence. For- 25 Against-14. Passed as a non-concurrence. See Report of the Constitution Committee.

Constitutional change #2 - Committee amended and recommended concurrence. Seconded by Coles. 2nd Amendment to add "For services rendered when authorized by the Executive Board" Hansen/Duff This amendment passed. The delegates voted by secret ballot by a vote of 44 yes and 3 no votes to accept the committees recommendation of concurrence.

Nomination of Officers:

	CANDIDATE	NOMINATED/ SECONDED
President	Bruce Clark	Walsh/Rose
Treasurer	Meri Kay Chase	Stolmeier/Walsh
Editor	Lance Coles	VerSteegh/Chase
Recording Secretary	Barb VerSteegh	Coles/Rose
Clerk Craft Dir.	Dan Krubeck Mike Dutcher (declined)	Dutcher/Stolmeier Coles
MVS Craft Dir.	None	
Maint. Craft Dir.	Mike Ferlitsch Chris Gracey	Arnold/Crook Chase/ Crook
Special Del. Cr. Dir.	Mike Hansen	Booker/Hansen
Legislative Dir.	Kim Landis-Rose Andy Tuttle	Hansen/Chase Beener/Bostwick
Trustees	Cindy Housh Chuck Walsh Ron Krebs (declined) Linda Stolmeier (declined) Vanda Blankenship	VerSteegh/Bostwick Rothe/Rose Stolmeier/Spina Rose Rose/Slaikeu

Strike Assistance Bd.	Mike Dutcher	Coles/Krubeck
	Dan Duff	VerSteegh/Coles
	Steve Chevalier	Walsh/ Spina
	Bruce Clark (declined)	VerSteegh

MMS VERSTEEGH/ COLES Accept the Executive Board recommendation of sending 6 state delegates to the National Convention with up to \$1500 in receipted expenses. PASSED.

Convention Delegates	Bob Crook	Arnold/Stolmeier
	Chuck Walsh	Rose/Kozelka
	Bill Kozelka	Slaikue/Masur
	Ron Krebs (declined)	Coles/Spina
	Meri Kay Chase	Meaker/Stolmeier
	Kim Landis-Rose (declined)	Hansen
	Dan Krubeck	Dutcher/Walsh
	Vanda Blankenship	Rose/Coles
	Barb VerSteegh (declined)	Beener
	Richard Staddon	Kozelka/Spina
	Dan Duff (declined)	Gracey

Recessed until Saturday.

5/2/98

Credential committee report.

Treasurers Report on account balances.

Election Committee passed out ballots for the election.

Committee Reports: (All are attached)

Convention City Report. Second by Rose. PASSED.

Legislative Committee Report. Second by Beener. PASSED.

Human Relations Committee Report. Second by Beener. PASSED.

One Union Committee Report. Second by VerSteegh. PASSED.

Union Label Committee Report. Committee had to reconvene to get a slogan for the stress balls. Election Committee Reported on the results of the election. In the contested race for Maintenance Craft Director, Chris Gracey received 193 votes and Mike Ferlitsch received 40. Chris Gracey was declared the winner. In the contested race for Legislative Director, Kim Landis-Rose received 1043 votes and Andy Tuttle received 1414 votes. Andy Tuttle was declared the winner. In the contested race for National Convention delegates, Bob Crook received 1590 votes, Chuck Walsh received 2049 votes, Bill Kozelka received 1978 votes, Meri Kay Chase received 2288 votes, Dan Krubeck received 2187 votes, Vanda Blankenship received 1782 votes, and Richard Staddon received 1804 votes. Walsh, Kozelka, Chase, Krubeck, Blankenship, and Staddon will be the state delegates to the National Convention.

Constitution Committee Report. Resolution #3 Committee recommended concurrence as amended by the committee. Second by Walsh. 44 delegates voting by secret ballot. 39 yes and 4 no. Delegates accepted the committee recommendation of concurrence.

Resolution #4 Committee recommended concurrence.

Amendment VerSteegh/Slaikeu Add after event, "any overage of said moneys will be returned to the IPWU treasury." PASSED.
Resolution and amendment was voted on by 45 delegates. 44 yes and 1 no to accept committee recommendation of concurrence.

George McKeithen spoke to the delegates about the upcoming merger between the Special Delivery Craft and the Clerk Craft.

COMMITTEE REPORTS:

Resolutions Committee Report. Committee reviewed 67 resolutions. The delegates address the first 14.

MMS ROSE/KRUBECK Accept all resolutions that committee concurs and non-concurs with and only vote on amended ones. FAILED.

Delegates addressed resolutions 15 through 33.

MMS BEENER/ SOPPLAND Recess for a 1 hour lunch. PASSED.

RECONVENED.

MMS DUTCHER/ BEENER Resolutions 40 through 60 adopt these in toto as they are all concurrence. PASSED.

Delegates addressed resolutions 61 through 64.

MMS BEENER/DUFF Suspend order of business to Install Officers. PASSED.

NBA Bob Kessler installed the new officers of the IPWU.

Delegates addressed the remaining resolutions.

MMS CHEVALIER/ ROSE Adjourn. PASSED.

Respectfully Submitted,

Barbara J. VerSteegh
Recording Secretary