

PROFESSIONAL VIEW
PEA'S NEWSLETTER FOR OCTOBER-DECEMBER, 2003

FROM THE PRESIDENT

Mike Wilde

I am happy to report that the executive committee recently reached a contract agreement with Mike Wilde that will allow us to benefit from his expertise through the year 2005. Professional Employee Association executive committee members come and go, but having a talented, enthusiastic, hard working business agent/legal counsel like Mike Wilde on staff will help insure the continued success of our Association.

When Mike left us in 2001, the board worked extremely hard to replace him with a person of equal experience and enthusiasm and who also was a Minnesota licensed attorney. We spent many hours, during several weeks, interviewing numerous candidates without finding a comparable replacement. We did have one or two candidates who were certainly good choices but they lacked one or more of the critical elements we wanted from our business agent. When it seemed we would have to put out feelers to find more candidates to interview, Mike recommended we interview an acquaintance and attorney friend of his, Chuck Bethel. Chuck was a perfect fit. Chuck brought special skills and talents that were most helpful during a trying time for the Association. I speak for the entire board when I say how much we enjoyed working with Chuck. Unfortunately his work schedule became overwhelming and he had to discontinue working with us.

When Chuck resigned he contacted Mike Wilde and learned Mike was willing to serve as PEA's business agent again on a part-time basis. Mike took over where he left off and we haven't missed a beat since. Mike has grown tremendously as a business agent/legal counsel over the nine years of experience he has had with our Association and through his experience with another large union. Because of the breadth and depth of his knowledge he is able to quickly dispose of irrelevant issues while honing in on the critical elements of more important issues. I want to thank Mike for agreeing to work with PEA on a continuing basis. Although I will not be on the executive committee after June 2004 I am proud to have been involved in helping reach an agreement that keeps Mike Wilde as our business agent/legal counsel into the future.

December General Membership Meeting

Slightly more than 60 members attended the December 3, 2003, general membership meeting at Mancini's Char House. This number is less than past years and I am not certain why. As always we were provided a private meeting room, a variety of hors d'oeuvres and an excellent main course of fish, chicken or steak. The main item on the meeting agenda, other than updates from the business agent/legal counsel and the committee reports was a vote to amend the constitution and by-laws. Unanimously, the members agreed to accept all of the proposed changes. If you read the last newsletter you may remember my comments regarding the proposed changes. Let

December General Membership Meeting (con.)

me reiterate my comments regarding two important changes and provide additional comments to explain what these changes may mean for the Association in the future.

1. Change the administrative year from July 1 to

June 30 back to January 1 to December 31.

The date of the administrative year was changed several years ago to avoid changing the negotiation chairperson in the middle of the negotiation process. Very seldom has this been a problem. Typically we negotiate two and three year contracts but elect officers every year. To provide continuity from one negotiation cycle to another, the City negotiation committee has made sure we have two or three City employee executive committee members serving on the negotiation committee at all times. Also, both the City and School District negotiation committees benefit from having the business agent/legal counsel serve on them. During City negotiations, the business agent/legal counsel has performed the function as the lead spokesperson. Another reason for requesting the change was because the December meeting usually draws the greatest number of members and thus is a better time to hold elections (I may have to rethink this if the attendance remains as low as it was this year).

2. Article VIII- 3. Groups of Stewards. Change the number of employees assigned to a steward from 25 to 30 and eliminate the thirteen steward groups.

This change will allow more flexibility in assigning employees to stewards and will create more equity among the stewards. Some stewards currently represent only four or five members while others represent 25 to 28 employees. This will help achieve equity. An additional benefit to the Association will be fewer dollars spent for stewards. Currently each steward is reimbursed their dues, which amounts to \$240.00/year, in most cases. These savings are not significant and in themselves would not be an adequate reason to reduce the total number of stewards. A greater reason for making the reduction, which will only occur through attrition, is the significant role our business agent/legal counsel plays in handling most employee gripes and grievances. Mike is frequently the first contact by employees and stewards when an employee believes they have a grievance. The executive committee and Mike Wilde are working to increase the involvement of the stewards in the first two steps of grievances. Their involvement will help the stewards learn the grievance process, gain leadership experience in the union and will remind the employer and our fellow PEA employees that in accordance with the Fair Labor Standards Act the union and the employer share equal footing and responsibility for dealing with employee contract issues.

FROM THE PRESIDENT (con.)
To my wife Carol

At the December 3rd general membership meeting I received the Professional Employees' Association special recognition award for 2003. I was surprised but truly honored to receive this award. During my acceptance comments I tried, without much eloquence, to tell how much my wife has supported me and meant to me. Without her continual support I could never have been involved in PEA to the extent I am. I hope I can better articulate my feelings about my wife in this newsletter.

Carol and I met in freshman English at the University of Minnesota. We dated for about a year and a half, then married. We were married 37 years ago this past August 13th. During these past 37 years I have been involved in a variety of supplemental jobs, professional organizations and personal activities that have kept me away from the home too many days, evenings and weekends. I did many things to earn extra money including door-to-door sales, teaching at the Community College level and becoming a licensed truth-in-sale of housing evaluator in the City of Minneapolis. The truth-in-sale of housing certification led to my becoming a charter member and officer in the Minnesota Society of Housing Inspectors. In turn, I was asked to help start an organization for government housing inspectors called the Minnesota Association of Housing Code Officials. In addition to my work and professional organization involvement, I also did canoe and fishing trips to Canada I share this so you can have some understanding about how much I have depended upon and continue to depend upon my wife.

In addition to the many outside activities I have listed I also had my fair share of bodily injuries. I broke my neck in 1973, broke my leg in eight places in 1981, broke my hand and wrist and cracked two ribs in 1993, had knee surgery and a heart attack, within three weeks of each other, in 2002 and had a drug reaction to an experimental drug this past summer. During each of these events Carol was there to nurse me back to health. She usually sacrificed her summer relaxation time while helping me recuperate.

I can never repay Carol for her love and devotion, but I want to say how lucky I am to have married a most wonderful woman. Carol - I love you

Steve Roy, President

FLSA Highlights

Submitted by David Peterson

The Fair Labor Standards Act (FLSA) has four main components: minimum wage requirements, over-time requirements, child labor regulations, and equal pay provisions. The FLSA is enforced by the Wage/Hour division of the Department of Labor (DOL). Below is a brief summary of the FLSA, but the entire law is very complex, with a number of exceptions and implications.

The minimum wage rules apply to any employee of any company who produces goods for interstate commerce or engages in duties affecting interstate. The law applies to most employees, although there are exceptions for certain industries and locations. Currently, workers who are covered by the FLSA are entitled to a minimum wage of not less than \$5.15 an hour. Overtime rules require pay at 1.5 times the hourly rate of the employee for all hours worked over 40 in any work week, unless the employee performs work which is considered "exempt" from overtime. Generally, to be exempt, the work must be of a "professional" character (e.g., work performed by a "knowledge worker", such as a lawyer, doctor, accountant, teacher, or other person in a profession which is predominantly intellectual in nature); or the person must be

FLSA Highlights (con.)

performing work primarily as a manager or supervisor (working foreman often are not exempt); or the person must be performing work of a high level executive or administrative nature (e.g., work as a negotiator or agent, with substantial discretion and authority); or the person must be commissioned outside sales representative.

Employees who are not paid in compliance with the law may complain to DOL or can file their own actions in federal court. They can recover the sums which they should have been paid (going back 2 years from the dates of suit, or 3 years if the violation is found to have been willful), and also can recover an equal amount in liquidated damages unless the company can establish substantial justification for failure to comply with the law. They also may recover attorney fees.

Overtime provisions are being reviewed by the Bush administration, and may change in the near future.

The child labor portion reads that an employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs under the following conditions:

No more than:

- 3 hours on school day or 18 hours in a school week;
- 8 hours on a non-school day or 40 hours in a non school week. Also, work may not begin before 7 a.m. or end after 7 p.m., except from June 1 through Labor Day, when evening hours are extended to 9 p.m. Different rules apply in agricultural employment.

The FLSA does not, however, require severance pay, sick leave, vacations, or holidays. These benefits are not required by Federal law. They are considered to be a matter of agreement between an employer and employee. If an employee quits, the employer is not obligated to pay the employee for unused sick time. The Family and Medical Leave Act (FMLA) provides for up to 12 weeks of unpaid leave for certain medical situations for either the employee or a member of the employee's immediate family.

An employee who files a suit or a complaint is protected against retaliation and may seek damages for emotional distress, as well as punitive damages, if retaliation is shown. The DOL has extensive regulations concerning the FLSA, and also has several publications which may be useful to covered employees which are available from the DOL website <http://www.dol.gov/esa>

Submitted by Brian Krawiecki, Secretary

MEMBERS PRESENT: Steve Roy, President; Steve Olson, Vice-President; Dave Peterson, Treasurer; Brian Krawiecki, Secretary, Sheila Winderlich, City Negotiations Chair, Jaber Alsiddiqui ISD Negotiations Chair, Karin Anderson, Personnel Chair, John Larson, PEA Website Committee Chair, Mike Wilde, Business Agent and 54 regular members.

MINUTES OF THE LAST GENERAL MEMBERSHIP MEETING JUNE 19, 2003: The minutes were adopted as presented.

BUSINESS AGENT'S REPORT There are no grievances pending. The lease for the PEA Office will be renewed for the next year. Mike has been monitoring negotiations with other unions so he will have a basis for the upcoming PEA negotiations.

The Taxpayers League is attacking public employees with defamatory accusations that are half truths at best. Mike read some examples from a glossy pamphlet that the Taxpayers League is distributing. The Taxpayers League compares public employees with part-time indentured servants. The Taxpayers League is run by a group of wealthy business men. They want to reduce public employee wages and retirement funds. Steve Olson spoke about the political climates that public employees must be concerned with.

[Note from the Editor: Colleen Shields has pointed out to me that the "glossy pamphlet" referred to above is called "A Pretty Good Deal" and can be found on the Taxpayers League of Minnesota web site at: <http://www.taxpayersleague.org>. Colleen says that it is a very interesting read.]

Marsha Panos asked why the State of Minnesota employees have a better health insurance package. Mike said that the State employees health insurance package may be better but their wages may be slightly less. Steve Olson said that PEA has been very active with the Labor Management Committee on Health Care Insurance LMCHCI and that the State plan would have to be compared with ours to see what parts of the plan might be better. Mike attended a seminar on health care issues about two weeks ago and there are some new ideas that might help to reduce health insurance costs.

COMMITTEE REPORTS:

Vice-President/External Affairs: There were several issues that Steve Olson is concerned with. Steve Olson wants the membership to start recruiting replacements for executive board members that will be retiring in the next couple years. Steve Olson wants the membership to share their thoughts about PEA becoming more politically aligned.

Personnel: Karin is preparing a list of members that will be distributed in the next newsletter. She wants to be kept informed by the stewards of any corrections or changes that occur with the membership. As of December 1, 2003 since the last General Membership Meeting in July we have 4 new stewards: Jim Jeffery in the City Attorney's Office, Mary Ann Miller in Libraries, Craig O'Brien in Planning and Economic Development and Colleen Shields at the School District. There are 10 new members including 2 at the School District:

Andre Best - CAO, Michael Klassen - PW Office, Chad Kulas - LIEP, Tami Laughlin - CAO, Patricia Perez - CAO, Michael Rohricht - TMS, Edward Tossey - Fire, Jodi Wallin - Water, Robert Huntley - ISD and Angela Selb-Sack - ISD. There are 4 more invitations to new hires that are outstanding. Nine members have left PEA including: Anne B Cisek - Public Health, Betty Lasorella - Libraries, David Mortensen - CAO, Peter Pangborn - CAO, Karl Strohmeier - CAO, David Villanvicencio, Deborah J. Willms - Libraries, James Zdon - PED and Michael Wegs - ISD. This brings our total membership to 310 with 245 in the City and 65 in the School District. Twenty-seven members in the City are fair share and 5 members in the School District are fair share.

Karin presented the PEA Employee of the Year Award for 2003 to Steve Roy.

Treasurer: Dave said the PEA fund balance is OK. Treasurers reports are presented to the Executive Committee on a monthly basis. Any questions about PEA's financials should be submitted to Dave.

City Negotiations: Sheila will be meeting with Mary Ann Miller to discuss ideas for the upcoming City contract negotiation meetings. Please contact Sheila with any contract issues or ideas for city contract negotiations.

ISD Negotiations: The new Teachers' contract is going to have a 2% salary increase for the first year and 0% for the second year. This will give the ISD negotiations committee an idea of what to expect for the next contract. The committee will meet next week. Susan McMahon stated she would like to see a single + 1 plan for health insurance.

CONSTITUTION AND BY-LAWS CHANGES: The proposed changes were presented to the membership and a vote was taken to adopt the changes. The changes were unanimously approved as presented.

OLD BUSINESS: none.

NEW BUSINESS: Mike will present a framework/discussion to help PEA decide how to become more politically involved at the June general membership meeting.

DOOR PRIZE WINNERS: Bill Voss, Robin Nogai, Therese Scherbel, Susan Henry, Greg Simpson, Mary Ann Miller, Jim Boche, Joan Gens and Marsha Panos.

ADJOURNMENT: 8:42pm

Meet The Board and Stewards

Name: Jim Jeffery

Dept.: City Attorney

Title: Legal Assistant

Brief Description Of Current Job With City: Assist in the prosecution of misdemeanors and gross misdemeanors. Interview victims and witnesses, investigate defendant's prior records, Prepare files for court.

Current Office In PEA: Steward

Held Current PEA Office Since: About 12-1-03

Other PEA Offices Held and When Held: None

Years With City:

City Jobs: None

Other Union Memberships, If Any: AFSCME, City Attorney Professional Association

Brief Statement On Issues Currently Facing PEA and Other City Unions: I think the main issue facing PEA is apathy of membership.

Optional Personal Information: I am married to Andrea Backes. We have one child, Alev. I was born and raised in St. Paul and am a St. Paul resident. I graduated from Highland High School. I have a Bachelors degree from Augsburg and a legal assistant certificate from Inver Hills CC.

CONTACT YOUR LEGISLATOR!

Submitted by Sheila Winderlich, City Negotiations Chair

Do you see things on television, or read things in the paper just make you sad or angry? Do you ever think to yourself "I'm going to call my legislator and tell them what a bonehead move this is?" And then, because you don't have their number, and it's not all that easy to find, do you just let it go without sharing your feelings with them? If this sounds familiar, I have a suggestion for you. Program their phone numbers into your cell phone. Don't know their phone numbers? Call your local library. They'll have them for you in minutes. Or call the Saint Paul Central Library's Phone Reference Center at 266-7000. And then use those phones. Our legislators need to hear from us.

Break Anyone?

Submitted by Jamal S. Anderson, Steward

Not very long ago, I was contacted by a fellow PEA member and asked a simple question. In general, this member wanted to know how City PEA employees are regulated in reference to breaks (i.e. how many, when, how long, etc.)? This simple question is a significant one because it was asked, but also because many members appear to believe it is covered under our contract.

Many believe that Article 6 - Hours of Work and Overtime regulates our "coffee" break time. This is not true, though it is related. Some even believe that professionals are not subject to any breaks at all, merely because they are professionals. God forbid!

Though there are many unspoken and unwritten rules or traditions in regard to this issue, one thing is most certainly true. Breaks or rest periods are mandated by State law. MN Statutes 177.253 and 177.254 dictate that all employees are required to provide restroom time and sufficient time eat a meal (Article 6 related). In fact, for each four consecutive hours of work, an employer must provide or allow a paid break of less than twenty minutes. This typically translates to two breaks per day (e.g. 10-12 min/break). Though some unions or associations are further governed by their collective bargaining agreement on this topic, PEA is not specifically. That's approximately forty minutes of break time! However, this can include lunch, restroom, and "coffee" breaks).

I am not trying to restructure how breaks take place in your department or area. I am merely trying to inform you of the law. How breaks are administered or allowed in your section should not necessarily be changed. However, if the standard, mentioned above, is not being met, maybe a discussion should be promoted. Until then, break on, as usual!

PEA MEMBERSHIP LIST

CITY ATTORNEY

1. Anderson, Karin
2. Best, Andre
3. Etoll-Devault, Regina
4. Frickson, Laura
5. **Jeffery, James - Steward**
6. Jones, Howard
7. Kilgus, Mary C.
8. Knutson, Lynne
9. Larson, Kristen
10. Laughlin, Tami A.
11. Perez, Patricia
12. Mitchell Sexton

TECH & MGMT SVCS

13. Guy, K. Darlene

FIRE

1. Cahill, Christopher
2. Lacasse, Jill
3. **Peterson, Paula J - Steward**
4. Tossey, Edward M.

TECH & MGMT SVCS

5. Yin, Chin-Ming

LIEP

1. **Berg, Francis J. Jr. - Steward**
2. Cheney, Donald E
3. Kaisersatt, Mark R

4. Kishel, Peter T
5. Krawiecki, Brian S
6. Kulas, Chad M.
7. Lor, Fong
8. Mathews, Vernon
9. McMonigal St. Dennis, Barbara A
10. Olson, Diane L
11. Olson, Steven J
12. Roy, Steven R
13. Spong, Amy
14. Weisberg, David

HUMAN RESOURCES

15. Haider, Fred S
16. McKeown, Lisa J

RIVERCENTRE

17. Marver, Joseph

OFFICE OF FINANCIAL SERVICES

1. Banks, Patricia
2. Germain, Patricia
3. **Haas, Corrine - Steward**
4. Hurley, Todd P

HUMAN RIGHTS

5. Belladonna, Anastacia
6. Ebert, Leslie
7. Hall, Erin
8. Nymoen, Richard
9. St Ores, Linda K

10. Spears, Darrell A

CITIZEN SERVICES

11. Sandberg, Constance

COUNCIL RESEARCH

12. Johnson, William

PARKS - LABOR

1. Balfanz, Brian
2. Black, Ellen J
3. Boche, Chris D
4. Exner, Susan M
5. Kendall, Karen
6. McNulty, Kathleen
7. Reese, Gregory A
8. Smith, Armstead B.
9. **Sundmark, David J - Steward**
10. Thompson, Karyn
11. Ulrich, Linda M
12. Anderson, Julie
13. Neiger, Sunni J
14. Nogai, Robin R
15. Rohman, Kari L.

PARKS - OFFICE

1. **Anderson, Jamel S - Steward**
2. Anglo, Kathleen W.
3. Brewer, James L

4. Dixon, Gwen Y
5. Freeman, Patricia
6. Martinez, Jody L
7. Pesek, William B
8. Stenberg, Rebecca
9. Tourtelotte, Brian
10. Varney, Harry D III
11. Wehrle, Kenneth P
12. Wirka, Jason
13. Wolfe, Sharon R.

POLICE

1. Eide, RuthAnn
2. Gillquist, Rhonda K
3. Heinsch, Matthew J
4. Kraus, James
5. **Panos, Marsha A - Steward**
6. Vogland, Meredith

TECH & MGMT SVCS

7. Brintnall, Randy
8. Rohricht, Michael

PUBLIC HEALTH

1. Bogut, Christine M.
2. Butler, Susan G
3. Cheesebrow, Norma
4. Delong, Allison P
5. Duffy, Kathleen M

6. Grimm, Mary B
7. Henry, Paula M
8. Huberty, Colleen A
9. Koral, Megan
10. Kuettel, Anne L
11. Marshall, Elizabeth
12. Myran, Susan M
13. Smith, Mary Ellen
14. Torgerson, Peggy L
15. **Wittgenstein, M. Kay - Steward**

PUBLIC WORKS OFFICE

1. Basques, Robert
2. Beeman, Monica M
3. Bots, Jeffery
4. Brown, Laura J
5. Byrne, Patrick W
6. Chehouri, Rafic C
7. Cotroneo, Louis P
8. Daka, Girma C
9. Davis, Dennis M
10. Ekobena, Richard
11. Falk, Lisa A
12. Grupp, Roger W
13. Hally, Edward F
14. Hansen, Charles
15. **Kassan,**

	M	14.	Michaud, Michael		Pemberton-	29.	Haustein, Sandra		Greg
	ic			5.	Lenz,			13.	Vogt, Jim
	ha	15.	Morin, Barbara		Jeremy	30.	James, Patricia	14.	Vrieze, Scott
	el			6.	Mordorski, Paul			15.	Willms, Deb
	G.	16.	Nguyen, Dan			31.	Lesch, Judith		
	Jr			7.	Simison, Penelope	32.	Ross, Ron	16.	Winderlich, Sheila
	-	17.	Riebe, Bruce - Steward			33.	Swanson, Michele		
	St			8.	Trulsen, Joan	34.	Torstenson, Allan		
	ew	18.	Stevens, Dale R						
	ar			9.	Vander- Schaaf, Mark	35.	Ulrich, Beth		
	d	19.	Thompson, Richard			36.	Wolfe, Jennifer		
16.	Klassen, Michael C.			12th Floor					
17.	Ludins, Eriks V			10.	Carslon- Heins, Cynthia		Ramsey County Workforce Development,	17.	Anderson, Ada
18.	Moe, Tracy C			11.	McMahon, Darold		North St Paul Location	18.	Blue, Jacqueline
19.	Mundahl, Barbara			12.	O'Brien, Craig - Steward		Others	19.	Bowman, Kristen
20.	PageI, Glenn A			13.	Sitz, Thomas		37. Kathy, Korf	20.	Comford, Mary
21.	Shah, Ila G			14.	Turner, Marshall			21.	Fedoruk- Carroll, Samantha
22.	Vos, William			13th Floor				22.	Hawkins, Marchelle
23.	Weber, Anne M			15.	Carlson, Allen			23.	McMahon, Susan - Steward
24.	Xiong, Ka Kayla			16.	Drummond, Donna			24.	Neurer, Wendy
	TECH & MGMT SVCS			17.	Franchette, Marie			25.	Peterson, Dennis
1.	Anderson, Roger			18.	Hawkinson, Stephanie			26.	Scherbel, Therese
2.	Basten, Mark			19.	LaPointe, Paul			27.	Sippel, Barbara
3.	Chinn, Joan Hagen-			20.	Lilledahl, Patricia			28.	Walters, Casey
4.	Feuerherm, Susan E			21.	Nordquist, Diane			29.	Zolotukhin- Ridgway, Erin
5.	Gits, Michael S			22.	Sanchez, Tom				
6.	Graves, Rodney			23.	Schieckel, Martin				
7.	Hauge, CeCe			24.	Smith, Dan				
8.	Hawkinson, Gale			25.	Spoonheim, Joel				
9.	Hogrefe, Paul C			26.	Thompson, Lucy				
10.	Hoover, Joan			27.	Zhang, Yang				
11.	Kroll, Duane			14th Floor					
12.	Lorbach, Steven E.			28.	Geurs, Bob				
13.	Mendez, Pamela								

37.	Doheny, Peg	13.	Butterbaugh , Donna Jo	39.	McGlory, Andrew	Janet
38.	Foreman, Rose	14.	Canlas, Edmund B	40.	Miller, Bradley T	65. Zurn, Rhonda L.
39.	Gens, Joan	15.	Coffey, Julie	41.	Miller, Holly A.	
40.	Kelley, Greg					
41.	Koeppe, Karen	16.	de Juan Gomez, Anabel	42.	Moody, Mark P	
42.	Krezowski, Patricia	17.	DeGidio, Bryan	43.	Moore, Shirley A	
43.	Lipp, Rodney	18.	Ekstrand, Carol	44.	Myles, Marilyn	
44.	Miller, Mary Ann - Steward	19.	Engen, James O.	45.	Nguyen, Jordan L.	
45.	Smith, Karen	20.	Ferrier, Nicole	46.	Olawsky, Laura Lee	
46.	Sullivan, Mary Margaret	21.	Fitzgerald, Teresa	47.	Parker, Guy	
47.	Valen, Linda	22.	Gjelhaug, Christina	48.	Peterson, David C	
48.	Van Tassel, Janet	23.	Griffin, Lyla - Steward	49.	Porter, Cynthia Dell	
49.	Wahl, Doris	24.	Grinberg, Elena M.	50.	Rahman, Syed G.	
50.	Wittman, Jodi	25.	Groskopf, James	51.	Rodriguez, Daniel	
ISD # 625				52.	Sanneman, Steven	
1.	Alwmu, Baherly	26.	Hall, Marilyn K	53.	Schrul, Marie G	
2.	Alsiddiqui, Jaber	27.	Heitzman, Shirley	54.	Selb-Sack, Angela	
3.	Anderson, Joel	28.	Hempel, Douglas A.	55.	Sherburne, Andrew	
4.	Anderson, Virginia	29.	Her, Brian F	56.	Sherman, Ted I	
5.	Aswegan, Sonia	30.	Hill, Martha A.	57.	Shields, Colleen Mary - Steward	
6.	Athams, Kieu Oanh	31.	Hines, Mary A	58.	Simon, George P	
7.	Atkins, John A	32.	Hoglund, Meslissa	59.	Taschuk, John J	
8.	Atkinson, David J	33.	Huntley, Robert G	60.	Tranberg, Trinh Ngoc P	
9.	Barrett, Amy E	34.	Kinder, Brian J	61.	Vievering, William	
10.	Bassi, Kuldip S	35.	Kistler, Marilee	62.	Werner, Linnette R.	
11.	Belton- Kocher, Evelyn	36.	Krosch, Dale D	63.	Wroblewski , Christine	
12.	Blomquist, Joseph	37.	Leyang, Maxwell	64.	Yannarely,	
		38.	Linders, Steve M.			

