

MICHIGAN STATE NUMISMATIC SOCIETY
Meeting of the Board 6:30 p.m., March 15, 2014
Adoba Hotel, Dearborn, Michigan

- I. Call to Order 6:34 Wostyn
- II. Roll Call Strub
- | | | | | | |
|-----------------------|---|-----------------------|---|---------------------|---|
| a. President Wostyn | y | Vice President Malnar | y | Director Anderson | y |
| b. Director Bobrofsky | y | Director Chirco | y | Director Friedman | y |
| c. Director Garvin | y | Director Irick | y | Director Klunzinger | y |
| d. Director Marzilli | y | Director Peruski | y | Director Rothfeld | y |
| e. Director Sharpe | y | Director Sirna | y | | |
- III. Introduction of Visitors Wostyn
Webmaster Jim Motley, Case Chairman Bill Summerell, Andrew Blinkiewicz, Exhibit Chairman Frank Passic, Downriver Coin Club President Dave Henderson, past Secretary-Treasurer Joe LeBlanc, his wife Lisa LeBlanc, David Hartung, and Liberty Coin Service's Pat Heller. Bourse Chairman Brian Tideswell arrived at 6:40.
- IV. Invocation Strub
Heavenly Father, we thank you for sustaining us in our preparations for this convention; for bringing us safely to it; and rewarding us with the company of friends. Bless those of us whom you have taken unto yourself since last we met. Please guide this organization to work in harmony, reflecting your wisdom and love in making the decisions you would have us make, and rejecting the temptation to put selfish desires above selfless generosity. In your name we pray. Amen.
- V. Minutes of February 8, 2014 Strub
Klunzinger moved, and Sirna seconded, a motion that the minutes be accepted as mailed and corrected, said correction being to state that Malnar is VP rather than a director. Approval was unanimous.
- VI. Emergency Additions to Agenda Wostyn
NEW BUSINESS – XII J Strub asked to present to the board the cases of two coin dealers with significant health and other hardships that prevented their attendance at our show. **Sirna moved, and Chirco seconded, a motion refund their bourse fees. Motion passed unanimously.**
- VII. Approve Agenda Board
Approved unanimously.
- VIII. Director Absences Strub
4/2/13 Telephone Conference Meeting: Rothfeld, Marzilli, Klunzinger
4/19/13 Meeting at MSNS Convention: Friedman, Marzilli
2/8/14 Meeting at Adoba: Garvin, Peruski
No action taken or recommended.
- IX. Membership Comments Wostyn none
- X. Officers Reports
A) President Wostyn

None given – Wostyn preferred to move on to other topics in which she would then speak.

B) Secretary-Treasurer Strub

1) Financial Holdings Report

- a) \$50,000.00 Life Member Savings CD at Citizens Bank – Matures 12/1/14 – earning 3.35% APY
- b) \$29,862.83 Life Member Savings Cash
- c) \$28,600.00 Life Member Savings in the form of bag of 2,000 90% silver half dollars (at cost)
- d) \$71,528.05 Checking at Fifth Third Bank (new account established 12/31/13)
- e) \$1,315.88 Checking at First Merit Bank (in process of clearing and closing - approximate)
- f) \$9,000.00 Asserted approximate value of Pruchinicki Trust Collection
- g) \$4,766.54 Schlag Memorial Funds – language for plaque is ongoing.

TOTAL Actual Funds: \$195,073.30. Life funds portion of that total: \$108,462, including silver bag at cost.

Additionally, we are owed approximately an additional \$10,513:

- h) ~\$2,253.00 Owed by dealers for convention floor tables
- i) ~\$6,560.00 Owed by MM Advertisers (3/15 paid so far of \$16,020 invoiced)
- j) ~\$1,700.00 Owed by Convention Program Advertisers (to be invoiced after show)

2) Membership Report (through and including today, March 15, 2014)

We have 555 Regular Adult Members, 408 Life Members, 70 Junior Members, and 23 Club Members for a total of 1056. We also maintain 9 libraries and periodical editors in our list gratis.

We have lost track of 12 of our life members, and have no address for one Junior and one adult.

237 of our members are dealers, of whom 99 are life members, and 138 are Regular Adult Members.

23 of our life members are Honorary Life Members.

Email/Phone Statistics:

467 active members have provided us with email addresses. We have 57 more among recent drops.

9 have confirmed that they do not have email. 1 has an email that his lawyer advises him not to give out.

492 active members have provided us with at least one phone number. 23 have given us two.

We have approximately 100 email addresses of non-members, not counting new ones gathered at this show.

Recent Drops: Active as recently as 2013, we have 218 drops, including 176 Adults, 38 Juniors, and 4 clubs (Northwest Michigan, Delta, Madison Heights, and Wayne) **(As of 3/31 all but Delta & NW are current.)**

Active as recently as 2012, we have 192 drops, including 156 Adults, 35 Juniors, and 1 club (Dearborn)

Active as recently as 2011, we have 163 drops, including 130 Adults, 31 Juniors, and 2 clubs (Battle Creek and Grosse Pointe)

Active as recently as 2010, we have 219 drops, including 180 Adults and 39 Juniors.

Active as recently as 2009, we have 195 drops, including 175 Adults and 20 Juniors.

Active as recently as 2008, we have 154 drops, including 128 Adults and 26 Juniors.

Active as recently as 2007, we have 92 drops, including 81 Adults and 11 Juniors.

3) Review of Spring 2014 Convention Budget

When Strub gets final figures, in 60 days or so, he is asked to send them to the board.

4) Correspondence

Michael Dennany wrote a letter to us about his grandson Mikey's health, requesting that we extend his eligibility to accept a previously won trip to Summer Seminar. **Sirna moved to extend Mikey Dennany's deadline to take his summer seminar trip award through 9/15/15. Klunzinger seconded, and the motion carried unanimously.**

A) MSNS Exhibit Committee Report

Passic

Our Class 8 rotating theme for this Spring 2014 convention is "Ancients."

The theme for the Fall, 2014 convention will be "World War I." (100th anniversary).

Our prizes for the Spring convention: 1st place 1/10 ounce gold; 2nd place silver eagle PROOFS (these are left over from the Fall), 3rd place silver UNC eagles. Some of the prizes are from our inventory left-over unused from previous conventions.

Our new treasurer has prepared a chart showing how much we have accumulated in our exhibits award fund. As of this writing, February 3, the amount comes to \$3,637.52. We draw from this fund when we purchase awards that go over the \$4,000 budgeted us from MSNS. This is usually in the Fall Convention when we give out bigger prizes.

There have been suggestions about the sponsorship program of which our department is one of the recipients. There was suggested adding a rule that sponsorships should be non-refundable. This is a result of a sponsor supposedly asking for a refund because the prize was not awarded because there was no placement, rather than being carried over to the next convention or awarded in a different slot. Although not a duty of our committee, since it does affect us, we would suggest that rules/policies for sponsorships be formulated by the board/sponsorship committee and published in the Michmatist or convention manual.

Mike Strub has also inventoried what is in the MSNS "vault." These materials can also be used by other MSNS departments such as the youth program or educational, as needed and charged to the appropriate department when used.

Here are the tallies of the registered displays for our Spring convention. Sponsorship committee note: On some classifications we only have 2 displays registered. That means we won't have a 3rd in that classification and therefore there should be no sponsorships. I moved Larry Tekamp 3rd place sponsorship from fall deferred, to foreign coins 3rd place.

U.S. Coins. **2 displays**, 2 cases.

U.S. Paper items. 3 displays, 10 cases.

Foreign Coins: 4 displays, 10 cases.

Foreign Paper, **2 displays**, 6 cases.

Medals, **2 displays**, 5 cases.

Tokens. 3 displays, 10 cases.

Class 8 rotating **ANCIENT** (not Federal Reserve Notes, no entries) **COINS**, 3 displays, 10 cases!

Class 9, Juniors ages 8-12, 3 displays, 3 cases.

Class 10, Juniors ages 13-17, **2 displays**, 10 cases!

Non-Competitive: 1 display, 1 case.

Miscellaneous, 3 displays, 4 cases.

MSNS awards cases: 2

TOTAL number of displays: 28 (not bad considering the circumstances!)

TOTAL number of cases needed: 73.

In future, we need a deadline for sponsorships. Plus we have to have time to print, etc. Rothfeld expressed concerns about the policy of not accepting coins directly as exhibit award sponsorships. He was asked to create a motion in advance of the next board meeting.

B) Personnel Committee Report

Anderson

The Personnel Committee has just begun it's work. A first draft of a Duties List for the Case Chairman's position has been completed with our thanks to Bill Summerell. The short interval to the upcoming Spring Conference lead us to defer the other paid position Duties List work until after this upcoming conference.

We will be working ALL SUMMER LONG.

C) Future Planning Committee Report

Wostyn

The Board and invited guests attended the Future Planning Work Session at the Adoba Hotel on Saturday, February 8. We spent approximately 4 hours going over issues and possible directions for our Society. We developed a Vision Statement and a Mission Statement, which are noted below:

A) Vision

The Vision statement derived from our meeting with Olga Holden, Ph.D., prior to the board meeting was *"Adopt cutting edge internet & digital technology to effectively educate the public, membership, and especially youth to promote numismatics."*

B) Mission

The Mission statement derived from our meeting with Olga Holden, Ph.D., prior to the board meeting was

“Promote numismatics and serve the public through education, conventions, and fellowship with particular emphasis on bringing young people into the hobby.”

We also have developed a Goals Committee, consisting of Julianna Wostyn and Tom Klunzinger. We hope to appoint one additional person to this committee. This committee will review and focus on the goals that were discussed in this session to develop these goals into plans for implementation.

As you can see from our Vision and Mission Statements, we intend to be proactive in updating how the organization functions, with special focus on digital and internet technology to promote the Society and numismatic education, with a special emphasis on bringing youth into our organization and the hobby. Our first step was to redefine and reinvent our web presence, by completely revamping our web-site, which was launched in January of 2013, with the assistance of our new Web-Master, James Motley. The new web-site is a huge step in the right direction. Mr. Motley spent countless hours of research and writing to present what you see today at Michigancoinclub.org. Keep in mind that this site is still in progress. Mr. Motley has many ideas and suggestions on additional features we can add and this Board will be working closely with him to expand our exposure.

The second step was to develop e-mail databases with regard to membership, dealers and the general convention attending public. Our new Secretary/Treasurer, Michael Strub has spent a huge amount of time cross-referencing data sources we already had in table applications and prior e-mail data received, as well as the information collected at the Fall 2013 convention at my request by the host clubs manning the registration tables. This has enabled our Society, for the first time ever, to e-mail a press release to approximately 600 individuals. This is absolutely free advertising for our convention and is the way of communication today, especially with our youth.

One of the most refreshing things to come out of this meeting was a Board that was willing to work together towards common goals.

These are just a few of the items that we have been working on. More positive results will be seen this year!

We have become more cohesive as a result of our work session; perhaps annually we should follow up on it. We adopted a vision statement and goals. More goals will be coming as a result of this committee’s work ALL SUMMER LONG.

- D) Sponsorship Committee Chirco
\$3475 in sponsorships were received, still under budget. We advertised more locally.

XII. New Business

- A) By-Laws Revision Wostyn

At our November board meeting we passed a by-law revision which separated the Secretary-Treasurer position into a Secretary AND a Treasurer position, and revised the term downward from a lifetime appointment to a two-year appointment, with a 6-4 vote with no recorded abstentions. However, Robert’s Rules of Order do not permit abstention without a stated conflict of interest. **Director Sirna therefore repeated the motion for said by-law change, and Bobrofsky seconded it. Bobrofsky requested a roll call vote.**

President Wostyn	y	Vice President Malnar	y	Director Anderson	y
Director Bobrofsky	y	Director Chirco	y	Director Friedman	y
Director Garvin	n	Director Irick	y	Director Klunzinger	y
Director Marzilli	y	Director Peruski	n	Director Rothfeld	y
Director Sharpe	y	Director Sirna	y	Motion passes 12 to 2	

- B) 3 Year Contract Proposal - MCCC Wostyn

We would incur a \$3000 savings for the first year if a multi-year contract is signed. Compared to \$12k last year, were we to sign for just one year, the cost would be \$15,000. We get 45,000 square feet. Sirna negotiated and brought price down significantly from the original proposal. Although it is comparing apples to oranges, we pay the hotel within \$1-\$2k of these numbers but gain over 15,000 square feet of space. MCCC has much more space at a lower pro-rated cost per area.

Klunzinger moved, and Sirna seconded, a motion to accept and empower our President to enter a contract for 3 years – which unanimously passed.

Strub, Sirna, Wostyn agreed to meet after the board meeting to format a table application for the fall show.

C) MSNS Web Site Proposal

Motley

Currently the website is being hosted for free by a gentleman named John Nebel. Its adequate for what we have today. However, I would like to set up a section for members only that could house current and past issues of the MichMatist. It could also be used for information that we need to relay to dealers etc. This section would require a user name and password to enter. I would also like to have the ability to see how many people we have visiting the site. Once we determine how many hits we have on our website, I think down the road we should be able to entice dealers to start advertising on the website. Currently we have no data available to give to a dealer to show traffic statistics. This project is about a year away (need time to build data). As it is now, we can say we have a website and people are using it.

To move the website to a new host would cost ~\$75 a year. This would include the security needed to make private sections, and all the statistics we would need. One other thing that I would like to see happen sooner than later is that we setup a webmaster email account that could be passed along to the next webmaster with all the information on who owns the domain etc..

I would also like the Society to have a PayPal account, Mike Strub would have to do this part. I want to setup links on the website so that members can renew their memberships online, the cost for MSNS is minimal ~ .60 cents for a membership renewal. The money is there, no hesitation on the member's part. I have found with another club I am involved with that this is a GREAT tool for retaining membership. We could also use this same setup for Mr. Strub to collect Dealer Bourse table fees. Basically we can add anything that we use this tool to receive funds for anything that the Society receives monies for. Clubs could use it to pay for sponsorships, etc... I would suggest that the PayPal account be connected to a new bank account and a minimal amount of money be left in that account. Mr. Strub and I have discussed this already. It is just a matter of transferring the funds from point A to point B.

The website is 1/3 of the way to where Jim wants it. Beyond what is in his report, Jim noted that his local coin club's site gets 11,000 visits a month. **Sirna moved, and Friedman seconded, the following motion: The MSNS Webmaster, James Motley, is authorized to investigate and retain a secure web host which will provide the Webmaster with the security needed to gather data, build private member access sites and secure on-line banking functions. Mr. Motley is authorized to spend up to \$150 on a secure web host. MOTION PASSED UNANIMOUSLY.**

The Domain is in Joe LeBlanc's name – Mr. Motley has given him instructions on what to do to move the site out of Mr. LeBlanc's name, instructions which would require no more than 5 minutes to complete. He can log in and change the owner name from himself to a generic email address, such as Webmaster@michigancoinclub.org. This will facilitate future such movements.

President Wostyn asked Mr. LeBlanc if he would do it. Mr. LeBlanc responded that he would begin this task on the next Monday and, if he needed more than a few minutes, Mr. LeBlanc would charge the Michigan State Numismatic Society \$50 to do this work. It was noted that this work should have been done by Mr. LeBlanc during December, when he was still being paid to transition the job of Secretary-Treasurer to his successor as well as the new webmaster, despite Mr. LeBlanc's refusal during December to do certain treasurer tasks such as writing checks for our organization.

Mr. Sirna pointed out that the domain name belonged to MSNS, not Mr. LeBlanc, and it was improper for him to expect payment for what he is legally obligated to do: turn over property belonging to MSNS to MSNS. Mr. Sirna then offered that he would be willing to commence a pro bono lawsuit on behalf of MSNS against Mr. LeBlanc if this work is not promptly done by Mr. LeBlanc without charge.

Director Friedman spoke for many board members when he expressed extreme displeasure that Mr. LeBlanc wanted to be paid again to do a job for which he was already paid, pointing out that such a demand for money

from our club was a slap in the face to all the directors who do far more time-consuming tasks for the club without compensation.

Secretary's Note: During the above exchange, several directors specifically requested that it be preserved in the minutes.

D) Audit Account Proposal

Friedman

Friedman moved that the club shall earmark \$1,000 per year to be put into an "Audit Savings Account," so that the audit is always budgeted with sufficient available funds in advance. Bobrofsky seconded. Sharpe considered the audit expense paid last time to be too high compared with his own experience having his own books audited.

A roll call vote was requested:

President Wostyn	y	Vice President Malnar	y	Director Anderson	y
Director Bobrofsky	y	Director Chirco	y	Director Friedman	y
Director Garvin	y	Director Irick	y	Director Klunzinger	y
Director Marzilli	y	Director Peruski	y	Director Rothfeld	y
Director Sharpe	y	Director Sirna	y	Motion carried unanimously.	

E) ANA Table Proposal

Wostyn

We can have a free table at an ANA convention, being a member club. We should be there to promote our show. It must be manned, and on a rotating basis. **Sirna moved that MSNS request a club table for the 2014 ANA world's fair of money, August 5-9, contingent on us getting sufficient members signed up to man it. Chirco seconded.** Klunzinger said we would need a coordinator. Sirna could help, and would need help. Assistants should be solicited from among our own member clubs. To man a table, we would have to have ANA members. The show is from Tuesday at 10am to Saturday night. We'll need MichMatists, application forms, etc.; and expertise in the nitty-gritty details of our show in case there are any questions from visitors. **Motion passed unanimously.**

F) Election Coordinator

Wostyn

For years, Pat Heller has been our election coordinator. There is a possibility that an employee of Heller's might run for the board. Heller does not personally allow involvement with the election process by anyone who is running for a Board position when this is the case. **Sirna recommended that we table the vote until we know whether anyone from Liberty Coin Service will be up for election. Second from Irick. Tabling motion passed with two nays.**

G) Renewal of liability insurance

Sirna

Sirna moved to renew our liability insurance at a cost of up to \$1200. This was seconded, and motion carried unanimously.

H) Revenue proposals

Sirna

a. Fall thanksgiving show has made it difficult to get an auction. Sirna has been working about 6 months on fixing this problem. Has anyone heard of Stacks Bowers? Sirna read an email from Chris Napolitano, in which Stacks Bowers stated that, as a trial for both parties, they would be willing to be our official auctioneer for Fall, 2014, taking a table to show i-auction lots. They would pay \$2500 for the right, and if both parties were satisfied, we could revisit the arrangement in future shows. They will earmark a portion of the record-size hoard of collector coins which they recently acquired for this purpose. **Sirna moved, and Friedman seconded, a motion to accept this arrangement, including giving Sirna authority to sign a contract for the Fall show. Eyes were 14!**

- b. Director Sirna has a signed agreement from NA Collectibles Association proposing to provide our members the opportunity to get insurance through Ship-n-insure. They would enjoy a 40% discount on Fedex shipping too. MSNS members would have to join to enjoy these benefits – normally \$135 per year – but could instead pay a trial rate of \$45 for their first 6 months. Should they choose to renew it would cost \$90 for following year. MSNS would receive a commission in this joint venture. Sirna had previously negotiated this for the ANA, and has now done so for MSNS. Note that this is purely optional for any individual MSNS member to participate. We will print it in our MichMatist that we have this. **Sirna moved, and Anderson seconded, a proposal to allow our president to sign this agreement so we can provide this benefit to our members who may choose it. The motion carried unanimously.**

*** Executive Session ***

*** Out of Executive Session ***

- c. **Sirna moved that we provide a free appraisal service for the public, with a limit on quantity, to be manned by our dealers on Saturday of our fall show, and that we advertise this service.** This will increase our traffic. It was inspired by the antique road show on public television. There will be no written appraisals. Gary Adkins participated in this at another show and was very enthused about it. No private buys would be permitted by those participating in the free appraisals. Concerns were expressed about making sure the process is safe, legally, for all involved. Many held their judgment until there are more specifics on the rules of engagement. Sirna would get the parameters from the ANA. **Seconded, and the motion passed unanimously.**

I) ANA Bus Trip Klunzinger

Klunzinger proposed the same arrangement as last year, that MSNS endorse the Lansing Coin Club's Friday bus to the ANA coin show in Chicago. Klunzinger asked an endorsement and \$100 for snacks. **Klunzinger moved with second from Anderson that MSNS endorse his club's bus trip and the \$100 for snacks. Motion passed unanimously.**

XIII. Old Business

A) Silver Bag status & expiration of standing sale order Wostyn

At the present time, MSNS is holding two bags of silver in its life funds account. When this "investment" was made, the initial purchase price was \$28,500. Silver has depreciated since the purchase of this "investment", which was deemed to be a long term investment. Since these funds are membership property, the principle must be maintained in this account. It would be in the best interest of this organization to transfer the silver "investment" out of the life funds account and replace the "investment" with cash to maintain the integrity of the life funds account. Once the funds are replaced and the silver has been transferred into the general account, MSNS can then do what it wishes with its investment of silver.

Klunzinger moved, and Sirna seconded, that MSNS shall transfer the silver "investment" into its general account and replace the silver "investment" with the original cash utilized to purchase said investment. Passed with one dissenting vote by Dany Rothfeld.

B) Spring Show Location 2015 Wostyn

Kalamazoo wants more information. Their executive board seemed to like the idea of a show there, but wanted to run it by their membership and their dealers. Al Bobrofsky feels there isn't time to put this show into the 2015 schedule. Andrew Blinkiewicz represented Kalamazoo Numismatic Club (KNC) and spoke. His club wanted a proposal in writing, and was concerned that only half of their dealers could afford \$300 for a table. He also noted that their leadership has not made any final decisions yet. Their board meetings are the first Saturday of every month. We could send a representative or several for further discussions. **Marzilli moved, and Bobrofsky**

seconded, that we now consider Macomb for Spring 2015 and authorize Julie to negotiate it. A roll call vote was requested:

President Wostyn	y	Vice President Malnar	n	Director Anderson	y
Director Bobrofsky	y	Director Chirco	y	Director Friedman	y
Director Garvin	n	Director Irick	y	Director Klunzinger	n
Director Marzilli	y	Director Peruski	n	Director Rothfeld	n
Director Sharpe	n	Director Sirna	y	The motion passed 8 to 6.	

- C) Spring Show 2016 & 2017 Adoba Proposals Wostyn
Sirna moved, and Klunzinger seconded to table Negotiation of the spring 2016 and 2017 Adoba convention hosting proposals pending outcome of above negotiations. Passed Unanimously.
- D) Club Membership Application Strub
SIRNA requested to add Officer signature and title, and Irick asked that a checkbox be added asking whether the recipient club wants a membership card. Strub agreed to add these items, and so **Sirna moved, Irick seconded to accept the new club membership application including these changes, which passed unanimously.**
- E) Life Membership Application Strub
Sirna asked that the reference to 365 days be changed to 1 year, and to add a checkbox asking if the applicant is 55 or older. Strub agreed to add these changes, and so **Sirna moved, Irick seconded to accept the new club membership application including these changes, which passed unanimously.**
- F) ANA Exhibit Wostyn
Wostyn presented two options from the ANA – exhibits that cost either \$6k or \$10k to have visit us. While the cost is huge, we have not presented such an educational forum or exhibit for the public in years. We put forth a majority of our effort into the coin show aspect of our convention. It is time to begin focusing on our goal to educate the public and our youth in the hobby of Numismatics.
Wostyn has spoken with our sponsorship committee chair to develop a tiered sponsorship program to help defray the cost of the ANA Road Show. With the right promotion and backing, we can really set a new standard for our Fall 2014 convention. Such an exhibit will attract more people to our convention from a larger area than Metro Detroit. Coupled with our presence at the August ANA convention to promote our show, we can show the country that MSNS is back on the map and is not a dying organization.
In turn, by inviting the Henry Ford Research Team to this convention to show what we are capable of, we can focus on building a relationship with the Henry Ford. Goals...youth...education...promotion of numismatics...this could be the start of a great new beginning!
Sirna moved we accept the tier 2 proposal from the ANA (see doc). Cost is \$6k, with requirements additional. Bobrofsky seconded. Sirna indicated that he had dealers already committed to sponsorships. **Garvin pledged \$1000 at that moment, with a promise to get \$2000 further in pledges by the next day. PASSED UNANIMOUSLY.**
Sirna said we should commit to sufficient advertising to make this work. Friedman said we'll get free TV coverage. Wostyn said Macomb Now will do a spread in their magazine if we bring this exhibit to Macomb! Bobrofsky may bring his 25 case chocolate coin exhibit.
- G) The Henry Ford Wostyn
Tomorrow (Sunday, March 16) at 11am President Wostyn will meet with a curator from The Henry Ford, and give her a tour of the exhibits. Exhibitors will be asked, during the awards breakfast, to leave their exhibits in place until this VIP has had a chance to view them.

BOARD THOUGHTS

Rothfeld – wants it on the record that there should not be drinking at a board meeting.

Wostyn – wants it on record that she was drinking only water

MEMBERSHIP COMMENTS

Summerell – asked about our insurance whether workers are covered by it? Sirna can't answer without a look at the policy, and stated that policy should be reviewed.

Old signs can be re-used with stickers to update them.

XIV. Adjournment

Klunzinger moved, and Peruski seconded, a motion to adjourn that was unanimously approved at 9:40pm.