

Minutes of the TLBAA Board Conference Call Meeting
Tuesday, December 14, 2010
8 pm Central Time

Topics for Discussion: Registration Department request regarding Brantley/Appalachian Trail Sale cattle transfers, Limited Amnesty period for registration of older animals at a reduced registration rate, update on Treasurer's findings on Employee vacation/comp time, TLBAA Employees/personnel request.

The meeting was called to order by Chairman Steven Zunker at 8:04 pm. Chairman Zunker said that the office had said that Secretary Theo Kocian would be absent. Chairman Zunker called roll.

Directors present: Dora Thompson, Ron Walker, Mark Stuck, Scott Simmons, Terry King, Gene Juranka, Lana Hightower, Darlene Aldridge*, Donnie Taylor, Kerry Mounce, Robert Richey, Steven Zunker, Steve Quarry, Rich Spooner, Randy Briscoe, Doug Hunt, and Ray Beadle.

Directors absent: Doc Hyder, Carl Brantley, Charlie Buenger, Theo Kocian, Jim Rombeck, and Terry Fuhriman. Note: Doc Hyder and Carl Brantley had called ahead to say Doc Hyder would not attend and Carl Brantley would be in Mexico and would not attend. *Darlene Aldridge joined the call at 8:08 pm.

A quorum was established.

Chairman Zunker asked for a volunteer to fill in for the Secretary and Robert Richey agreed to do so.

Chairman Zunker then called for a motion to approve the minutes for the October 16, 2010 meeting. Donnie Taylor moved to accept the October 16, 2010 minutes as presented. Terry King seconded the motion. There being no changes, the minutes were approved unanimously. Next, Chairman Zunker called for a motion to approve the minutes for the November 9, 2010 phone conference meeting. Donnie Taylor moved to accept the November 9, 2010 minutes as presented. Gene Juranka seconded the motion. There being no changes, the minutes were approved unanimously.

Chairman Zunker told the Board that the Registrations Department had requested what action to take regarding the Brantley/Appalachian Trail Sale cattle transfers. The Registrations Department reported that TLBAA members who had purchased cattle at the Appalachian Trail Sale were upset that the transfers were coming from ITLA and due to the length of time that had passed; it would cost the TLBAA member \$25.00 to register the animal with TLBAA. The members wanted the Board to consider transferring at the \$15.00 rate due to the circumstances. Donnie Taylor made a motion to allow TLBAA members that had purchased at the Appalachian Trails Sale to transfer the animals into TLBAA at the \$15.00 rate. Doug Hunt seconded the motion. During the discussion that followed it was agreed that the \$15.00 rate would extend to January 31, 2011. Donnie Taylor restated the motion to allow transfers from the Appalachian Trails Sale at the \$15.00 rate into TLBAA to extend to January 31, 2011. Doug Hunt seconded the motion. The motion passed unanimously.

Darlene Aldridge made a motion for the Board of Directors to send a letter of censure to Carl Brantley stating the Board's displeasure at his having advertised himself as a TLBAA Board member, that he used the TLBAA logo and then transferred and registered through ITLA and this behavior is not befitting a TLBAA Board member. Gene Juranka seconded the motion. In the discussion that followed, Doug Hunt made a motion to table the main motion until the Board has further information. Randy Briscoe seconded the motion. During discussion, several members expressed concern with the use of the word censure. Darlene Aldridge offered to revise the main motion and stated I would make a motion that we send a letter to Carl Brantley stating our disapproval that as a Board member, he chose to transfer animals by the ITLA Registry without giving notice to participants of his sale and he represented himself as a TLBAA Board of Director and that we disapprove of his use of the TLBAA logo without permission. Gene Juranka seconded the motion. Following the motion and second, Doug Hunt and Randy Briscoe agreed to withdraw their motion and second. There being no further discussion a roll call vote was held. The motion passed with 12 yes and 4 abstentions.

Next, Chairman Zunker asked Donnie Taylor to introduce the question of a limited amnesty for registration of older animals at a reduced rate. Donnie Taylor made a motion for an amnesty period from January 1, 2011 through February 28, 2011; all registrations would be at a \$15.00 rate regardless of age of animal. Lana Hightower seconded the motion. Steve Quarry moved to amend the motion to include 'and transfers'. Mark Stuck seconded the amendment to the motion. Following discussion, a roll call vote was called on the amendment. The vote was 6 yes and 9 nos. The amendment failed. After discussion, a roll call vote was called on the main motion. There were 13 yes and 1 no. Motion passed.

Next, Chairman Zunker asked the Treasurer for an update on her findings on Employee Vacation and Comp time. After explaining the current vacation language in the Employee Handbook, Treasurer Darlene Aldridge made a motion to amend the Employee Handbook to say that after twelve months of continuous employment as a full time employee, they will become eligible for five days vacation annually or a prorated amount based on five days per year for the remainder of the year in which they become eligible. The next year on January 1, employee gets 5 days vacation for that year and that vacation days cannot be carried over from one year to the next. Donnie Taylor seconded the motion. Chairman Zunker called for a voice vote, motion passed unanimously.

Treasurer Aldridge then related a history of comp time. Chairman Zunker suggested that the Employee Handbook should be reviewed and someone should check with Texas Workforce Commission to be sure that TLBAA was in compliance with the Labor Law. Following further discussion, no formal action was taken. Chairman Zunker suggested that the Treasurer or Bookkeeper Dawn LeBlanc do some further research on this subject.

Chairman Zunker indicated as it was Christmas; that it would be nice to give staff a Christmas bonus, possibly a nominal cash bonus. Donnie Taylor made a motion, to show appreciation for our employees for a Christmas bonus of a \$100.00 bonus for full time employees and a \$50.00 bonus for part-time employees if the Treasurer says we have the money to do so. Dora Thompson seconded the motion. There being no discussion, Chairman Zunker called for a voice vote. Motion passed unanimously.

Donnie Taylor made a motion to adjourn. Gene Juranka seconded the motion. Motion passed unanimously.

The meeting was adjourned at 10:04 p.m.