



2025



WMCA ANNUAL CONVENTION

American Family Field • Potawatomi Hotel & Casino

September 9th & 10th



WMCA ANNUAL BUSINESS MEETING
DAVE BATTERMAN, CHAIRMAN
September 10, 2025
American Family Field Milwaukee, Wisconsin

AGENDA

-  Welcome and Sign In
-  Secretary's Report
-  Membership Report
-  Financial Report
-  Foundation Report
-  Safety Council Report
-  Legislative Report
-  President's Report
-  Nominating Committee Report
-  Election of Directors
-  Other Business
-  ADJOURN

2024 WMCA ANNUAL BUSINESS MEETING MINUTES

SEPTEMBER 13, 2024

The Osthoff Resort, Elkhart Lake, Wisconsin

Dave Batterman, 1st vice chair, sat in as chairman for the meeting for Chairman Leo Naumann, with an excused absence. Chairman Batterman called the Annual Business Meeting of the Wisconsin Motor Carriers Association to order at 11:03 a.m. on September 13, 2024 at The Osthoff Resort, Elkhart Lake, Wisconsin. A sign-in sheet was distributed and a quorum was present. Chairman Batterman welcomed attendees and had them introduce themselves. He also thanked the sponsors of the convention.

The Minutes of the September 19, 2023 WMCA Annual Business Meeting, were presented by President Neal Kedzie in the absence of Secretary Jon Coca. The minutes were approved as presented on a motion made by Terry Reed and seconded by Carrie Legg. The motion carried.

The Minutes of the June 12, 2024 WMCA Board of Directors Meeting and the August 7, 2024 WMCA Board of Directors Special Zoom Meeting were presented by President Neal Kedzie. With no additions or corrections a motion to approve the minutes for both meetings was made by Terry Reed and seconded by Carrie Legg. The motion carried.

The Membership Report was presented by Committee Chair Craig Zeller. The membership consists of 921 members in the following divisions:

General Trucking	287
Allied	141
Movers	14
Milk	66
Tow	156
Coach	26
Independents	231

A motion to approve the report was made by Craig Wolf and seconded by Tom DiSalvi. The motion carried.

The Treasurer's Report was presented by Treasurer Mike Hribar. The WMCA fiscal year will end on September 30th. Between October 1, 2023 and August 1, 2024, the WMCA had total expenditures of \$605,343 and total revenue of \$630,624 with an ending fund balance of \$344,479.

In regards to other WMCA accounts as of September 1, 2024, the Political Action Committee (W-TON) account had a balance of \$33,785.41 and the Truckers for Wisconsin Fund (conduit) had a balance of

\$20,710. A motion to approve the report was made by Carrie Legg and seconded by Craig Wolf. The motion carried.

The Foundation Report was presented by Committee Chair, Dave Batterman. As of September 1, 2024, the balance in the WMCA Foundation was \$158,766. The 2024 Sport Shooting Clays event was the most successful fundraiser to date for the Foundation, raising nearly \$17,000. The event will return during the first week of June next year. The WMCA and the Wisconsin Warehouse Association (WAA) have finalized an agreement to transfer \$66,000 to the WMCA Foundation, which in turn will distribute \$11,000 to six Wisconsin Technical College Foundations for Supply Chain Management scholarships. A motion to approve the report was made by Zach Trepanier and seconded by Terry Reed. The motion carried.

The Safety Report was given by Safety Programs Coordinator, Kim Conradt. Included in the report were: safety programs , seminars, Hiway Heroes, Wisconsin Safety Management Council (86 members at present), PSDC (1,929 drivers honored from 73 companies), TDC (96 drivers), 2023 Driver of the Year (Danny Tankersley with WEL Companies), Safety Director of the Year (to be announced), Thank-a-Trucker, Trooper in a Truck, TAT Coalition, etc. Of note, WMCA earned the Summa Cum Laude award once again from ATA. This is the 33rd time in 35 years.

The Legislative Report was presented by WMCA President, Neal Kedzie, focused on the following topics:

- Redraft nuclear verdict, tort reform legislation for reintroduction in 2025. The legislation will cap non-economic damages in cases involving CMVs.
- State Legislative Elections update
- State Primary Referenda Question Results
- Wisconsin Supreme Court Race update
- Federal Legislation update
 - Transportation Security Screening Modernization Act
 - FY 2025 Appropriations Bill
 - Safe Driver Apprenticeship Pilot (SDAP) Program
 - Multistate Tax Commission
- WisDOT Secretary Craig Thompson departure
- WMCA Legislative Day 2025 update

The President's Report was presented by WMCA President, Neal Kedzie, focused on:

- Divisions of the WMCA – Conventions/Annual Meetings:
- Quarterly WMCA Board of Director Meetings
- WMCA Special Board Meeting
- WMCA Events
- Call on Washington
- The 12th Annual Sport Clay Shoot

- Two WMCA Golf Outing Fundraisers
- The Annual Brewers Tailgate Fundraiser
- Special Speaking Engagements
- Transportation Infrastructure Letters of Support
- WWA Funds Transfer Agreement
- Challenges/Accomplishments
- WMCA Team

The Nominating Committee Report was presented by committee chair, Rick Smith. The WMCA Nominating Committee recommends the following 17 individuals be elected to the WMCA Board of Director for a 3-year term ending in September 2027:

- | | |
|-----------------------|-------------------------------|
| 1. Jim Schulenburg | W&A Distribution Services |
| 2. Dan Armstrong | Truck Country of Wisconsin |
| 3. Jeff Gerdin | Cummins Sales & Service |
| 4. Dustin Ohlman | Bison Transportation |
| 5. Craig Zeller | Zeller Transportation |
| 6. Bob Schmit | Paul Schmit Trucking |
| 7. Jon Coca | Diamond Transportation System |
| 8. Bill Skinner | Skinner Transfer Corporation |
| 9. Carrie Legg | HUB International |
| 10. Terry Reed | U.S. Special Delivery |
| 11. John Meier | Badger Coaches |
| 12. Dave Whealon | Whealon Towing |
| 13. Ethan Zeimet | Millis Transport |
| 14. Mike Schwersenska | Brakebush Transport |
| 15. Antonio Hernandez | Certco, Inc. |
| 16. Steve Stanaszak | Scopelitis |
| 17. John Tramburg | Vita Plus |

The Nominating Committee recommends the following individuals be elected to fill three vacant WMCA board positions each with a term ending in September, 2025:

- | | |
|-------------------|---------------------------------|
| 1. Mandi Hinrichs | FLASH Trucking |
| 2. Andy Ryther | Penske Transportation Solutions |
| 3. Chris Cook | Valley Express |

The Nominating Committee recommends the following individuals be elected to fill vacancies due to the recent retirements of John Schingen (Wisconsin Kenworth – term ending in 2025) and Terri Kraus (BMO Harris Bank – term ending in 2026):

- | | |
|----------------|--------------------|
| 1. Dan Crombie | Wisconsin Kenworth |
| 2. Nick Hilger | BMO Harris Bank |

The Nominating Committee recommends the following individuals to serve on the WMCA Foundation Board of Directors for a 1-year term:

- | | |
|---------------------------|------------------------------|
| 1. Dave Batterman (Chair) | North Central Utility |
| 2. Chris Greenberg | West Bend Transit |
| 3. Rick Smith | Independent Contractor |
| 4. Pauline Jaske | Fairway Transit |
| 5. Josh Marquardt | Birchwood Transport |
| 6. Terry Reed | U.S. Special Delivery |
| 7. Chris Schmidt | Baker Tilly |
| 8. Tim Kordula | Skinner Transfer Corporation |
| 9. Kurt Kruger | Next Logistics |

The Nominating Committee recommends the following individuals to serve as the ATA State VP and Alternate VP for a 1-year term:

- | | |
|-------------------------------|-----------------|
| 1. Rick Roehl (State VP) | Roehl Transport |
| 2. Susan Jaske (Alternate VP) | Fairway Transit |

The Nominating Committee recommends the following individuals to serve as Board Officers (a.k.a. Executive Committee) for a term of two consecutive 1-year terms that expire in September, 2026:

- | | |
|---|-------------------------------|
| 1. Dave Batterman – Chairman | North Central Utility |
| 2. Chis Dahlby – 1 st Vice Chair | Kwik Trip |
| 3. Jon Coca – 2 nd Vice Chair | Diamond Transportation System |
| 4. Mike Hribar – Secretary | Amston Trailer Sales |
| 5. Mandi Hinrichs – Treasurer | FLASH Trucking |
| 6. Leo Naumann – Immediate Past Chair w/voting rights | |

A motion to approve the report was made by Chris Schmidt and seconded by Carrie Legg. The motion carried. Acting Chairman, Dave Batterman, called three times for any other nominations from the floor. With no other nominations offered, a motion to close nominations was made by Craig Wolf and seconded by Terry Reed. The motion carried. A motion to approve the entire slate of candidates as presented in the Nominating Committee Report was made by Chris Schmidt and seconded by Carrie Legg. The motion carried.

With no other business, a motion to adjourn was made by Carrie Legg and seconded by Terry Reed. The meeting adjourned at 12:00 p.m.

MEMBERSHIP REPORT

September 10, 2025

Craig Zeller, Reporting

Membership in the WMCA consists of **871** members in the following divisions:

<u>Membership Type</u>	<u>June, 2025</u>	<u>September, 2025</u>
Trucking	274	273
Allied	134	134
Movers	13	13
Milk Haulers	64	65
Towing	174	173
Motorcoach	25	26
Independent Owner Operators	178	185
Friends of Trucking	3	2
TOTAL	865	871

Membership in the WMCA and all Divisions remains generally stable but with a slight increase in the independent owner/operator division.

The Membership Committee meets monthly to discuss new efforts for recruitment and well as ideas to retain current members.

This concludes the Membership report.

TREASURER'S REPORT
WMCA ANNUAL MEETING
September 10, 2025

Between October 1, 2024 and September 1, 2025, the WMCA had total expenditures of \$710,664 and total revenue of \$749,503 with an ending fund balance of \$223,852.

In regards to other WMCA accounts, as of September 1, 2025, the Political Action Committee (W-TON) account had a balance of \$33,785 and the Truckers for Wisconsin Fund had a balance of \$21,580.

Overall, the Association remains fiscally sound, as we met or exceeded revenue projections, kept expenses within budgeted parameters, and were able to obtain new sources of revenue through training programs and partnerships.

This concludes the Treasurer's report.

Wisconsin Motor Carriers Association

Profit Loss by Class

October 2023 through August 2024

	<u>Oct 2024-Aug 2025</u>
Other Income/Expense	
Other Income	
Administrative Income	92,583.81
Advertising	3,000.00
ATA Commissions	9,900.26
Association Meeting Income	17,340.00
Contribution Income	11,533.45
Convention Income	68,735.00
Diamond Club	60,000.00
Dues	290,911.20
Golf Outing Income	63,995.00
Independent Operator Fees	12,679.04
Interest Income	7,240.03
Legislative Day	1,000.00
Mover Dues	1,800.00
Processing Fee Income	8,351.44
Seminar Income	11,005.00
Services Royalties	4,008.77
Sporting Clays Shootout	34,195.98
Tailgate Income	50,025.00
Thank A Trucker	1,200.00
Total Other Income	<u>749,503.98</u>
Other Expense	
Office Services	3,175.70
Accounting Services	48,559.54
Advertising & PR	87.00
Association Meetings	24,630.73
ATA-TAEC Expenses	2,342.37
Banking Fees	369.33
Business Insurance	10,358.37
Convention Expenses	37,185.73
Convention Entertnmt/Speakers	6,000.00
Golf Outing Expenses	40,086.51
IT Equipment & Maintenance	1,506.90
Legal Services	1,102.29
Legislative/Business Day	15.25
Lobbying Licensing Fees	1,178.10
Membership Dues/Subscriptions	12,477.70
Merchant Fees	24,235.08
Miscellaneous Expense	50.00
Office Supplies	5,384.85
Payroll & Related	374,054.84
Pension Plan Admin Fees	1,356.00
Postage & Mailing Supplies	4,860.42

Wisconsin Motor Carriers Association
Profit Loss by Class
October 2023 through August 2024

	Oct 2024-Aug 2025
Professional Fees	38.42
Rent	33,836.00
Seminar Expenses	5,400.10
Sporting Clays	33,195.98
Tailgate Expenses	21,534.20
Telephone & Internet	3,181.52
Thank A Trucker Expenses	4,160.26
Travel Expenses	5,575.89
Utilities	3,681.21
Washington D.C. Trip	1,044.10
Total Other Expense	710,664.39
Net Other Income	38,839.59
Net Income	38,839.59

Wisconsin Motor Carriers Association
Balance Sheet
As of August 31, 2025

	<u>Aug 31, 25</u>
ASSETS	
Current Assets	
Checking/Savings	
Checking - General (OCB)	51,451.12
Money Market - General (OCB)	40,186.43
Reserve Fund (OCB)	170,778.03
Petty Cash	276.50
Total Checking/Savings	<u>262,692.08</u>
Total Current Assets	<u>262,692.08</u>
TOTAL ASSETS	<u>262,692.08</u>
LIABILITIES & EQUITY	
Liabilities	
Total Liabilities	0.00
Equity	
Fund Balance	223,852.49
Net Income	38,839.59
Total Equity	<u>262,692.08</u>
TOTAL LIABILITIES & EQUITY	<u>262,692.08</u>

WMCA FOUNDATION REPORT
WMCA Board Meeting
September 10, 2025

As of September 1, 2025, the balance in the WMCA Foundation account was \$103,578.

The Foundation provides grants up to \$1,500 to the truck driving diesel technician programs at the Fox Valley, Chippewa Valley, Waukesha County and Milwaukee Area technical colleges, and selected charitable organizations.

The Foundation will also be providing a dollar-for-dollar match to the 'Thank a Trucker' event in October.

The 2025 Sport Shooting Clay event was another successful fundraising event to date, raising nearly \$15,500 for the Foundation. We're looking forward to the 2026 event, which again be scheduled for the first week in June next year.

Thank you to everyone who continues to support the Foundation and we look forward to implementing new ideas to provide support to those in need.

This concludes the Foundation Report.

**Wisconsin Motor Carriers Association
Legislative Report
September 10, 2025**

2025-27 State Budget Enacted

The 2025–2027 Wisconsin State Budget, totaling \$111 billion, was signed into law by Governor Tony Evers in early July 2025. While many predicted a long, drawn out budget process, the Governor and Legislature moved very quickly in the last days of June due to the pending signing of the federal ‘One, Big Beautiful Bill’, which was signed into law on July 4th.

The budget needed to be enacted prior to the enactment of the OBBB, or Wisconsin would have lost more than \$1.5 billion in Medicaid funding because the state would not have been able to increase its hospital assessment to the maximum rate allowed under federal Medicaid provider tax rules.

The speed by which the budget was enacted was critical, but by doing so, provisions that will negatively impact the trucking industry could not be stopped. Most notably, there will be an increase of Truck Registration Fees, and trucks over 6,000 pounds gross weight will see a 10% increase in registration fees.

The budget does, however, include support for the Agricultural Roads Improvement Program with a \$150 million investment, which is intended to improve road conditions for trucks carrying agricultural products from farm to producers.

Governor Evers Will Not Run in 2026

Governor Evers announced on July 24, 2025, that he will not seek a third term as Wisconsin’s governor in the 2026 election. His departure sets the stage for Wisconsin’s first open gubernatorial race since 2010, with both Democratic and Republican fields expected to be competitive. His decision also comes at a pivotal time, as Democrats aim to capitalize on newly redrawn legislative maps and potentially gain control of the state legislature.

Federal Update

The **One Big Beautiful Bill Act** was enacted in July 2025, and while it is primarily focused on tax law changes, there are several benefits to the trucking industry.

Financially, the law reinstates 100% bonus depreciation for eligible trucks and trailers and increases the passthrough deduction, offering substantial tax relief to fleet owners. The new law allocates billions toward repairing and expanding highways and freight corridors, which is expected to reduce delays and improve safety for truckers.

Pro-Trucker Initiative

In tandem with the OBBB, DOT Secretary Sean Duffy introduced a Pro-Trucker Initiative to improve working conditions for truckers. The initiative includes:

- \$275 million for truck parking expansion.
- Withdrawal of the speed limiter mandate.
- Pilot programs for more flexible Hours-of-Service rules.

Speed Limiter Mandate Repealed

In July 2025, the FMCSA officially withdrew the proposed speed limiter mandate for heavy-duty trucks. The rule would have required commercial motor vehicles over 26,000 pounds to be equipped with devices limiting their maximum speed. The decision followed overwhelming public opposition, arguing that speed limiters would reduce driver income by limiting miles traveled, increase fuel costs, and create safety risks due to speed differentials between trucks and other vehicles.

GHG Phase 3 Repeal

Announced in July 2025 by the EPA, the repeal eliminates the greenhouse gas (GHG) emissions standards for heavy-duty trucks and engines, including the Phase 3 rules introduced under the Biden-Harris administration.

The rules aimed to accelerate the transition to electric trucks and reduce carbon emissions across the freight sector, but opponents of the proposed rule said the goals were unachievable and be very costly for consumers.

According to the EPA, the repeal is expected to save an estimated \$54 billion annually in regulatory costs and is considered a significant win for the trucking industry.

Visa Suspension for Foreign CDL Holders

On August 21st, the U.S. Department of State announced an immediate suspension of new work visas for foreign commercial truck drivers. U.S. DOT and FMCSA have launched a nationwide audit of CDL issuance practices. More than 55 million visa holders are being reviewed for compliance, including criminal activity and overstay.

FMCSA Changes Coming

- FMCSA is adding four new non-preventable crash categories to ensure carriers aren't penalized for accidents beyond their control.
- FMCSA plans to phase out Motor Carrier (MC) numbers in favor of USDOT numbers by fall 2025 to reduce fraud.
- FMCSA is rolling out the Medical Examiner's Certification Integration rule to replace paper certificates with digital records, reducing fraud and improving enforcement .

2025 President's Report

Wisconsin Motor Carriers Association

As we look to the future of the Wisconsin Motor Carriers Association, I believe the focus should not be on where we have been, but on where we are going. There will always be challenges and obstacles on our path to success, but I strongly believe there are positive opportunities to explore, and with this Board advice, counsel and approval, I would like to put forth a newly defined organizational strategy to lead with purpose, clarity, and strength.

A Clear Mission and Vision

The mission is to strengthen WMCA's organizational goals by advancing favorable public policies for the trucking industry, delivering valuable services to our members, offering meaningful educational opportunities, and producing successful, engaging events.

In addition, the vision is to be the leading voice and resource for the Wisconsin trucking industry, providing members with measurable benefits that demonstrate the value of their membership.

Strategic Pillars for Progress

This strategy is built on five core pillars:

- 1. Legislative and Regulatory Advocacy**

As always, we will advocate for a pro-business, pro-transportation legislative agenda, building long-term relationships with policymakers, and enhancing our influence in regulatory discussions. Initiatives include reactivating the Legislative Committee, creating biennial issues papers, and creating a Legislator of the Year program.

- 2. Membership Recruitment and Retention**

The goal is to grow total membership by 10% over two years while maintaining a 90%+ retention rate. Over the last year, we have taken proactive steps to enhance member benefits, launching segmented campaigns, and hopefully expanding regional outreach. In 2026, it is my intent to hire one additional staff person to support those efforts in membership services and engagement, while also serving in a leadership role.

- 3. Financial Sustainability**

At the request of the Board Chair and others, we will re-align the annual operational budget with strategic priorities, maintain a six-month operating reserve, and ensuring that non-dues revenue accounts for at least 40% of our budget. A zero-based budget review and, most notably, we will transition to a new fiscal year structure, a true January to December budget.

4. **Operational Efficiency and Management**

We are optimizing staffing roles, increasing executive and staff engagement, and will implementing regular performance reviews. Embracing digital tools and automation will enhance our efficiency, and we are exploring relocation to a more cost-effective office space in 2026. The current WMCA office is too large and too costly to maintain, as shown in this slide. We simply do not need this much space and at the price we're paying.

5. **Industry Leadership and Public Image**

The WMCA is committed to being a visible, respected leader in the industry. Through strategic advocacy, member engagement, and public outreach, we will continue to elevate the image of trucking in Wisconsin.

This strategy is not just a plan — it's a commitment to our members, our industry, and our future. Working together, we would like to drive forward with purpose, ensuring that the WMCA remains a powerful advocate and essential partner for Wisconsin's motor carriers.

This concludes the President's Report.

Respectfully submitted,

Dan Johnson
President
Wisconsin Motor Carriers Association

2025 WMCA NOMINATING COMMITTEE REPORT

September 10, 2025

WMCA Board of Directors whose 3-year terms expire September, 2025 are:

- | | |
|-------------------|-------------------------------------|
| 1. Cliff Johnson | Acuity Insurance |
| 2. Michael Hribar | Amston Trailer Sales and Rental |
| 3. Mike Cotter | ATC Transportation LLC |
| 4. Chris Schmidt | Baker Tilly |
| 5. Mike Holloway | Blackhawk Transport, Inc |
| 6. Marty Draxler | Draxler Transport Inc |
| 7. Mandi Hinrichs | FLASH, Inc. |
| 8. Jill Rettler | Kreilkamp Trucking, Inc. |
| 9. Howie Heaton | Kriete Group |
| 10. Rob Durham | Lakeside International Trucks, Inc. |
| 11. Wendy Miles | Lighthouse Trucking LLC |
| 12. Greg Gmeinder | America's Service Line LLC |
| 13. Andy Ryther | Penske Truck Leasing |
| 14. Tom DiSalvi | Schneider |
| 15. Bruce Tielens | WEL Companies, Inc |
| 16. Dan Crombie | Wisconsin Kenworth - CSM Truck |
| 17. Chris Cook | Valley Express |

The WMCA Nominating Committee recommends the following 17 individuals be placed in nomination for Board Director seats which expire in **September, 2028**:

- | | |
|------------------------|-------------------------------------|
| 1. Nicholas Jamie | WSW Logistics |
| 2. Michael Hribar | Amston Trailer Sales and Rental |
| 3. Victoria Dorweiller | ATC Transportation LLC |
| 4. Chris Schmidt | Baker Tilly |
| 5. Mike Holloway | Blackhawk Transport, Inc |
| 6. Marty Draxler | Draxler Transport Inc |
| 7. Mandi Hinrichs | FLASH, Inc. |
| 8. Jill Rettler | Kreilkamp Trucking, Inc. |
| 9. Howie Heaton | Kriete Group |
| 10. Rob Durham | Lakeside International Trucks, Inc. |
| 11. Wendy Miles | Lighthouse Trucking LLC |
| 12. Greg Gmeinder | America's Service Line LLC |
| 13. Andy Ryther | Penske Truck Leasing |
| 14. Eric Imlay | Schneider |
| 15. Bruce Tielens | WEL Companies, Inc |
| 16. Dan Crombie | Wisconsin Kenworth - CSM Truck |
| 17. Chris Cook | Valley Express |

The Nominating Committee recommends the following individuals fill a vacancy with a term that expires in **September, 2026**.

- Austin Freeman – JX Truck Center
- Mike Hansen – Schroeder Moving (WI Movers Association seat)

The Nominating Committee recommends the following individual fill a vacancy created by one board member with a term that expires in **September, 2027**.

- Kevin Pence, Johnsonville Trucking

WMCA Foundation Board of Directors (1-year term ending in 2026)

The Nominating Committee recommends the following members to serve on the WMCA Foundation Board:

1. Dave Batterman (North Central Utility) Chairman
2. Chris Greenberg (West Bend Transit)
3. Josh Marquardt (Birchwood Transport)
4. Chris Schmidt (Baker Tilly)
5. Tim Kordula (Skinner Transfer Corporation)
6. Kurt Kruger (Next Logistics)
7. Rick Smith (retired)






The Nominating Committee recommends the following members to ATA State VP & Alternate State VP (1-year term ending in 2026)

1. Rick Roehl (Roehl Transport) State V.P.
2. Susan Jaske (Fairway Transit) - Alternate

This concludes the Nominating Report.

WMCA BOARD OF DIRECTORS MEETING
DAVE BATTERMAN, CHAIRMAN
September 10, 2025
American Family Field Milwaukee, Wisconsin

AGENDA

-  Welcome and Roll Call
-  Secretary's Report
-  2025 WMCA Operational Bridge Budget
-  Other Business and Next Meeting
-  ADJOURN

2025 MINUTES QUARTERLY WMCA BORD OF DIRECTORS MEETING

June 25, 2025

Acrisure De-Risking Center, New Berlin, WI

Chairman: Dave Batterman

Reports

Approval of Previous Minutes

The Wisconsin Motor Carriers Association (WMCA) Board of Directors meeting was held on June 25, 2025, and was called to order by Chairman Dave Batterman at 10:01 a.m. The meeting began with attendees introducing themselves and their guests, followed by expressions of gratitude to the sponsors. The attendees were:

Andy Ryther, Chis Dahlby, Christopher Schmidt, Craig Zeller, Dan Crombie, Dan Johnson, Dave Batterman, Dave Whealon, Ethan Zeimet, Greg Gmeinder, Jerrold Schroeder, Jill Rettler, Jon Coca, Josh Marquardt, Kim Conradt, Kurt Kruger, Mandi Hinrichs, Matt Grove, Michael Hribar, Paige Anderson, Pauline Jaske, Ryan Leslie, Sarah Seifert, Craig Wolf, Jim Stowell, Pam Jones, Chris Greenberg, Pat George, Nick Hilger, Dan Armstrong, Herb Ottery, Ryan Leslie, and Susan Jaske.

The minutes from the March 5, 2025 meeting were presented by Michael Hribar and approved following a motion by Jim Stowell and seconded by Craig Wolf.

Membership Report

Membership in the WMCA consists of **865** members in the following divisions:

Membership Type	March, 2025	June, 2025
Trucking	280	274
Allied	139	134
Movers	13	13
Milk Haulers	65	64
Towing	166	174
Motorcoach	25	25
Independent Owner Operators	199	178
Friends of Trucking	0	3

The report was approved following a motion by Pauline Jaske and seconded by Andy Ryther.

Treasurer's Report

Between October 1, 2024, and June 1, 2025, the WMCA had total expenditures of \$501,271 and total revenue of \$488,443 with an ending fund balance of \$225,853. In regards to other WMCA accounts, as of June 1, 2025, the Political Action Committee (W-TON) account had a balance of \$33,785 and the Truckers for Wisconsin Fund had a balance of \$21,382. The Treasurer's Report was approved on a motion by Chris Schmidt and seconded by Susan Jakse.

Foundation Report

As of June 1, 2025, the balance in the WMCA Foundation account was \$87,724. Over the last twelve months, the Foundation has provided \$6,000 in scholarships to various tech schools for their CDL and diesel technician students, \$3,000 to Hurricane Helene relief efforts, \$2,500 to the Wisconsin Special Olympics, \$500 to the October Thank-A-Trucker program, and a total of \$66,000 to six technical colleges for Supply Chain management scholarships. Those funds were generously donated by the Wisconsin Warehouse Association.

The 2025 Sport Shooting Clay event was held on June 4th at Milford Hills and it was another well-attended and fun event. While we don't have all the final expense numbers just yet, total revenue was \$35,110 – our highest number to date! The motion to approve the Foundation Report was made by Mandi Hinrichs and seconded by Zach Trepanier, and it was carried.

Safety Management Report

Kim Conradt presented the Safety Management Report, noting high attendance at seminars and various safety initiatives, including the PSDC and Safety Banquet. Other highlights included upcoming seminars, SWEF visits and National Truck Driving Championship.

Legislative Report

Dan Johnson presented the Legislative Report, covering state and federal legislative activities. Key items included ongoing work of the Wisconsin State Budget and the following legislative initiatives:

- LRB-0692: Caps noneconomic damages in commercial motor vehicle (CMV) lawsuits. Revision of the "nuclear verdict" legislation, which Evers vetoed in 2024.
- LRB-1765: Protects motor carriers and owners from liability for not installing optional Commercial Motor Vehicle equipment.
- LRB-0345: Under current law, if a person's failure to wear a seatbelt greatly worsened their injuries, damages could only be reduced by 15% — no matter how much the lack of a seatbelt contributed. This bill eliminates the 15% reduction limit.
- AB 271/SB 273: Allows for Camera Monitor Systems to replace traditional mirrors.

Additional information was provided regarding federal issues, such as the repeal of the EV Mandate, English Proficiency test, Department of Labor rule reversal, and third party funding legislation.

Other Business

The remaining 2025 WMCA Calendar was shared. The members discussed the upcoming convention and a tribute to Neal Kedzie, who is retiring after 11 years of service. Jonathan Lucroy was announced as a featured speaker for the opening night. The group discussed staffing plans, with Dan Johnson indicating they would continue managing operations through October before seeking a new hire in early 2026 to focus on membership duties. The conversation ended with a brief discussion about the Highway Trust Fund and the challenges of securing funding for infrastructure projects.

Next Meeting

- **Date:** September 10, 2025 at the WMCA Convention in Milwaukee

Adjournment

- **Motion:** To adjourn the meeting.
- **Moved by:** Pauline Jaske
- **Seconded by:** Zach Trepanier
- **Outcome:** Motion carried.
- **Adjournment Time:** 10:30 a.m.

Submitted by,

Dan Johnson
President
Wisconsin Motor Carriers Association



**RESOLUTION OF THE BOARD OF DIRECTORS
OF THE WISCONSIN MOTOR CARRIERS ASSOCIATION**

WHEREAS, the Board of Directors has determined that it is in the best interest of the Wisconsin Motor Carriers Association to change its fiscal year;

NOW, THEREFORE, BE IT RESOLVED, that the fiscal year of the Association shall be changed from beginning on October 1 and ending on September 30 to beginning on January 1 and ending on December 31, effective September 30, 2025.

BE IT FURTHER RESOLVED, that the President, Treasurer, or Executive Vice President is authorized and directed to take all necessary steps to implement this change, including filing any required forms with the Internal Revenue Service and updating financial reporting systems accordingly.

Adopted by the Board of Directors on this 10th day of September, 2025.

David Batterman
Board Chair

Michael Hribar
Secretary

Wisconsin Motor Carriers Association

Profit & Loss by Class

October through December

**PROPOSED 3 MONTH
OPERATIONAL BUDGET**

Cash Basis

MOTOR CARRIERS

Other Income/Expense

Other Income

	Oct - Dec 24	Oct - Dec 25
Administrative Income	25,250.13	25,250.13
ATA Commissions	4,143.93	0.00
Association Meeting Income	950.00	0.00
Contribution Income	3,193.56	3,000.00
Convention Income	15,440.00	5,000.00
Diamond Club	10,000.00	5,000.00
Dues	66,865.25	65,000.00
Golf Outing Income	0.00	0.00
Independent Operator Fees	2,821.50	4,500.00
Interest Income	2,013.70	1,800.00
Mover Dues	450.00	450.00
NATMI Training Income	0.00	0.00
Postage Income	0.00	0.00
Processing Fee Income	358.73	2,250.00
PSDC Income	0.00	0.00
Road Team Income	0.00	0.00
Safety Banquet Income	0.00	0.00
Seminar Income	3,265.00	3,000.00
Services Royalties	153.00	150.00
Sporting Clays Shootout	0.00	0.00
SWEF Visits	0.00	0.00
Tailgate Income	2,875.00	0.00
Thank A Trucker	650.00	500.00
Truck Driving Champ Income	0.00	0.00
Truck Tech Competition	0.00	0.00

Total Other Income	138,429.80	115,900.13
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Other Expense

Office Services	895.70	900.00
Accounting Services	9,962.82	10,000.00
Administrative Fees	0.00	0.00
Association Meetings	14,996.18	500.00
ATA-TAEC Expenses	1,000.00	2,000.00
Automobile Allowance	0.00	0.00
Banking Fees	220.21	200.00
Business Insurance	1,548.00	1,600.00
Continuing Education	0.00	0.00
Contributions & Scholarships	0.00	0.00
Convention Expenses	7,106.22	5,000.00
Golf Outing Expenses	1,140.70	0.00
IT Equipment & Maintenance	0.00	0.00

Wisconsin Motor Carriers Association

Profit & Loss by Class

October through December

**PROPOSED 3 MONTH
OPERATIONAL BUDGET**

Cash Basis

Motor Carriers

	Oct - Dec 24	Oct - Dec 25
Membership Dues/Subscriptions	2,677.40	2,500.00
Merchant Fees	3,416.61	2,000.00
Office Supplies	1,251.63	1,000.00
Payroll & Related	112,972.36	73,086.00
Pension Plan Admin Fees	339.00	350.00
Postage & Mailing Supplies	1,216.82	1,200.00
PSDC Expenses	0.00	0.00
Rent	9,228.00	9,300.00
Road Team Expenses	0.00	0.00
Safety Banquet Expenses	0.00	0.00
Seminar Expenses	669.99	600.00
Sporting Clays	0.00	0.00
Tailgate Expenses	526.93	500.00
Telephone & Internet	926.23	900.00
Thank A Trucker Expenses	4,160.26	4,000.00
Travel Expenses	1,026.89	2,000.00
Truck Driving Champ Expenses	0.00	0.00
Truck Tech Competition Expenses	0.00	0.00
Utilities	844.38	900.00
Total Other Expense	176,126.33	118,536.00
Net Other Income	-37,696.53	-2,635.87
Net Income	-37,696.53	-2,635.87

**PROPOSED 3 MONTH
OPERATIONAL BUDGET**

Milk Haulers

	Oct - Dec 24	Oct - Dec 25
Other Income/Expense		
Other Income		
Contribution Income	90.00	100.00
Convention Income	300.00	0.00
Dues	2,747.50	2,500.00
Total Other Income	3,137.50	2,600.00
Other Expense		
Administrative Fees	3,900.00	3,900.00
Association Meetings	0.00	0.00
Contributions & Scholarships	0.00	0.00
Convention Expenses	11,379.09	10,000.00
Total Other Expense	15,279.09	13,900.00
Net Other Income	-12,141.59	-11,300.00
Net Income	-12,141.59	-11,300.00

Towing

PROPOSED 3 MONTH OPERATIONAL BUDGET

	Oct - Dec 24	Oct - Dec 25
Other Income/Expense		
Other Income		
Contribution Income	734.00	750.00
Convention Income	0.00	0.00
Dues	12,048.50	12,000.00
Seminar Income	700.00	0.00
Total Other Income	13,482.50	12,750.00
Other Expense		
Administrative Fees	13,850.01	13,850.01
Association Meetings	0.00	0.00
Contributions & Scholarships	0.00	0.00
Convention Expenses	400.90	0.00
Seminar Expenses	3,359.12	3,000.00
Travel Expenses	115.24	300.00
Total Other Expense	17,725.27	17,150.01
Net Other Income	-4,242.77	-4,400.01
Net Income	-4,242.77	-4,400.01

Safety

PROPOSED 3 MONTH OPERATIONAL BUDGET

	Oct - Dec 24	Oct - Dec 25
Other Income/Expense		
Other Income		
Association Meeting Income	340.00	300.00
Contribution Income	0.00	0.00
Dues	400.00	200.00
NATMI Training Income	0.00	3,500.00
Postage Income	10.00	0.00
PSDC Income	1,285.00	1,000.00
Road Team Income	7,000.00	5,000.00
Safety Banquet Income	2,500.00	2,000.00
SWEF Visits	160.00	150.00
Truck Driving Champ Income	2,000.00	2,000.00
Truck Tech Competition	0.00	0.00
Total Other Income	13,695.00	14,150.00
Other Expense		
Administrative Fees	4,450.11	4,450.11
Association Meetings	183.01	200.00
Membership Dues/Subscriptions	125.00	125.00
PSDC Expenses	460.15	1,000.00
Road Team Expenses	676.27	500.00
Safety Banquet Expenses	623.47	1,000.00
Travel Expenses	179.56	200.00
Truck Driving Champ Expenses	9,403.46	8,000.00
Truck Tech Competition Expenses	0.00	0.00
Utilities	0.00	0.00
Total Other Expense	16,101.03	15,475.11
Net Other Income	-2,406.03	-1,325.11
Net Income	-2,406.03	-1,325.11

Motorcoach

PROPOSED 3 MONTH OPERATIONAL BUDGET

	<u>Oct - Dec 24</u>	<u>Oct - Dec 25</u>
Other Income/Expense		
Other Income		
Contribution Income	0.00	0.00
Convention Income	1,200.00	1,000.00
Dues	1,000.00	1,000.00
Total Other Income	2,200.00	2,000.00
Other Expense		
Administrative Fees	3,050.01	3,050.01
Association Meetings	7.98	0.00
Total Other Expense	3,057.99	3,050.01
Net Other Income	-857.99	-1,050.01
Net Income	<u>-857.99</u>	<u>-1,050.01</u>

WISCONSIN MOTOR CARRIERS ASSOCIATION, INC.

BYLAWS

(As amended December 15, 2017)

(As amended December 15, 2021)

ARTICLE I

Name

Section 1. This association shall be known as the WISCONSIN MOTOR CARRIERS ASSOCIATION, INCORPORATED, under the laws of the state of Wisconsin, hereinafter referred to as 'the Association'.

Section 2. The location of the principal office of this Association shall be the City of Madison, County of Dane, State of Wisconsin.

ARTICLE II

Purpose

Section 1. To foster, promote and protect the inherent advantages of transportation by motor vehicle and other like business and pursuit. To develop social, scientific and industrial interests and promote the general welfare of its members through and by such means as the Association shall from time to time determine.

Section 2. To develop a better highway transportation system properly adapted to the needs of commerce and the national defense of the United States of America.

Section 3. To advocate just, reasonable and equitable taxation for the operation of motor trucks within and between all states.

Section 4. To advocate that certain funds derived from taxation of motor vehicles be appropriated and used exclusively for the enforcement of regulatory laws.

Section 5. To promote harmony and cooperation among motor truck operators in order to coordinate their efforts in carrying out the aims and purposes of this Association.

Section 6. To pledge this Association to mobilize ever-growing forces of safety and give them wide support and leadership.

Section 7. To conduct seminars and provide information to its members to help insure that they are as productive and efficient as possible in internal operations.

Section 8. To engage in any lawful business incidental to or of a similar nature to the foregoing, which may be deemed advisable, and to do and perform all of the lawful acts and things which may be deemed necessary or convenient in the conduct of the business of said Association.

ARTICLE III Membership

Section 1. Any person, partnership or corporation, who is directly or indirectly engaged in transportation by motor vehicles may become a member of this Association by executing and filing with the Association a verified application agreeing to become bound to and to abide by the articles of Association and By-Laws of the Association and faithfully to discharge all duties and obligations imposed thereby, which application shall be accompanied by the necessary fees to cover such membership. Such application shall be subject to the approval of the Board of Directors and membership shall become effective upon acceptance by the Board of Directors.

Section 2. Any divisional or geographical group, or any association bureau or organization representing carriers engaged in motor vehicle transportation or any group fostering motor vehicle transportation may become a member of this Association by executing and filing with the Association a verified application agreeing to become bound to and to abide by the Articles of Association and By-Laws of the Association and faithfully to discharge all duties and obligations imposed thereby, which application shall be accompanied by the necessary fees to cover such membership. Such application shall be subject to the approval of the Board of Directors and membership shall become effective upon acceptance by the Board of Directors. Any such membership shall be known and is hereafter referred to as a Division. Membership in any Division is predicated upon membership in the General Association unless provided otherwise by the Board of Directors.

Section 3. Membership of any member or Division may be terminated by:

- a) Voluntary resignation upon not less than sixty (60) days' notice in writing to the Association;
- b) Expulsion of such member by order of the Board of Directors upon sixty (60) days' written notice for failure to pay or cause to be paid any amount owing the Association for dues, or any other account whatsoever;
- c) Expulsion of such member by order of the Board of Directors for failure to cure any breach of any duty or obligation of such member within sixty (6) days' after formal written notice by the President to do so.
- d) Expulsion of such member, by order of the Board of Directors through a two-thirds majority vote of the Directors present at a special meeting called for such purpose, for engaging in conduct, activities, or practices that are contrary to the mission of the Association, destructive to its reputation, deemed illegal or in conflict with the best interests of the Association and its trucking industry members.

Section 4. The property rights of the members of this Association shall be equal and all property rights, interests or other rights and privileges in or to this Association of any member or Division shall cease upon the termination of membership by voluntary withdrawal, expulsion, death or other causes. Upon dissolution of any Division any monies or properties shall revert to the Association.

Section 5. In the event of the dissolution of this corporation, the assets of the corporation shall be transferred or conveyed to one or more domestic or foreign corporations, societies or organizations engaged in activities substantially similar to those of this corporation, with the particular recipient to be designated pursuant to a Plan of Distribution duly adopted by the membership in accordance with the Wisconsin Statute then applicable.

ARTICLE IV Voting

Section 1. Each person, partnership or corporation who is a member of this Association and qualified under Article III, Section 1 hereof, shall be entitled to one vote in all matters relative to the conduct of the affairs of the Association. Membership only in a Division does not entitle such member to vote upon affairs of the Association. Only one vote shall be allowed per member.

Section 2. Each Division qualified under Article III, Section 2 hereof, shall be entitled to the number of votes, as the Board of Directors shall from time to time direct.

Section 3. Members may not vote by proxy. Votes by a Division shall be cast by an authorized representative of said Division in a unit.

ARTICLE V Meetings

Section 1. The Board of Directors may designate any place as the place of meeting for any annual or any special meeting.

Section 2. The annual meeting of the membership shall be held on a date to be fixed annually by the Board of Directors, and it shall be the duty of the President to give ten (10) days' notice of such meeting to each Director, said notice to state the time and place of such meeting and to be addressed to the member either by postal mail or electronically, but failure to give such notice shall not affect the validity of such meeting or proceedings thereat. At such meeting, any business may be transacted not requiring a special notice.

Section 3. Special meetings of the membership may be held upon call by the President when directed by the Chairman of the Board, or upon direction in writing of a majority of Directors then in office, or upon written direction of a majority of the members. The President shall give five (5) days' notice of such meeting in the same manner as is provided in Article V, Section 2, hereof for the giving of notice, save that such notice shall, in addition specify the purpose or purposes of the meeting.

Section 4. A meeting of the membership may regularly and validly be held whenever a majority of the Board of Directors shall be present at any meeting, however notified, and shall sign a written consent to the holding thereof upon the records, and at such meeting any business may be transacted which could lawfully be transacted at meeting regularly called and notified.

Section 5. Presence at any meeting of twenty (20) Directors shall constitute a quorum, save as otherwise provided by law; but less than a quorum meeting at any time pursuant to notice, shall have power to adjourn from time to time until a quorum shall be present.

Section 6. The Chairman of the Board, or in his absence, the Vice-Chairman, shall preside at meetings of the membership, and the Secretary shall act as Secretary thereof, but should such officers not be present, their function may be performed by any of the members present, as chosen by those in attendance.

ARTICLE VI Board of Directors

Section 1. The affairs of this Association shall be managed by a Board of Directors composed of fifty-one members and all active past chairmen representing the person, partnership or corporation who is a member of the Association. No company may have more than one voting member on the Board of Directors. No director may be an Honorary Director and an active past chairman at the same time.

The fifty-one general directors shall be nominated from the membership at large and shall serve for terms of three years each, with seventeen directors being elected each year. Each division of the Association shall have at least one member on the Board of Directors. The President shall also serve as a non-voting, ex officio member of the Board of Directors.

The Nominating Committee shall make its recommendations to the full membership at each annual meeting relative to positions on the Board of Directors. In making its nominations, the Nominating Committee shall try to insure that the Board of Directors represents a good cross section of the members from a geographical, size of company, and type of operations perspective. It is also the responsibility of the Nominating Committee to insure that every division within the Association has at least one representative on the Board of Directors.

The Board of Directors is authorized to also name Honorary Directors. To be eligible for designation as an Honorary Director, an individual must have been a past director and must have made significant contributions to the Association and the industry over an extended period of time. If a person is approved by at least a two-thirds vote of the Board for designation as an Honorary Director, he or she is specifically invited to every Board function, but would not have voting rights.

Section 2. The Board of Directors shall have power, in addition to all others lawfully vested in them:

- a) To purchase or otherwise acquire, lease, sell, convey, transfer, or assign any property, rights, interests or privileges of the Association, upon such terms and conditions, and for such price as such Board sees fit.
- b) To employ a President upon such terms and conditions as said Board may see fit. Such appointment shall be made by a majority vote of the elected Board of Directors.
- c) To select and retain outside consultants and agents as the Board deems necessary upon such terms and conditions as the Board sees fit. Such appointment shall be made by a majority vote of the elected Board of Directors.
- d) To remove or suspend any of the above personnel, or all or any of the said officers of the Association by two-thirds vote of the elected Board, and said Board may delegate to any officer of the Association by resolution or to any committee or members of the Association, all or any of the powers stated in this section, or any part of such powers.
- e) To authorize the borrowing of money for Association purposes, as in the discretion of said Board seems fit, and for that purpose to execute or cause to be executed in the name of the Association such bills, notes or other evidences of debt as may be expedient.
- f) To establish branch offices or places of business for the carrying on of the business of this Association at any place within this state, or elsewhere.
- g) To elect the individuals who will serve as the Board of Directors of the Wisconsin Motor Carriers Foundation.

Section 3. If a Director, representing his or her company, terminates his or her employment with that company, the Director shall be replaced according to the provisions outlined in Section 6.

Section 4. A Director may resign at any time by filing a written resignation with the Secretary, and said resignation shall be effective from the filing thereof, unless a later date be fixed by its terms.

Section 5. The membership, at any special meeting called for such purpose, may remove from office any or all of the Directors, by a two-thirds vote of the members present.

Section 6. Vacancies on the Board of Directors, from any cause whatsoever, shall be filled by election by the Board of a successor or successors from among the qualified members of the Association, and the person or persons so elected shall serve until the next annual meeting of the membership.

Section 7. The Board of Directors shall meet annually, and from time to time, thereafter as herein provided:

- a) Annual meetings of the Board of Directors shall be held the same place as the annual membership meeting. At such meeting, any business may be transacted.
- b) Special meeting shall be held upon call of the President as directed by the Chairman of the Board or upon the written request of three (3) of the Directors; it shall be the duty of the President to give five (5) days' notice of such meeting to each Director personally or by mail as specified in Article V, Section 2. But meetings may be held at any time or place, all Directors being there and then in attendance and waiving notice and consenting to the holding thereof, and at such meetings, any business may be transacted which could have been transacted had notice regularly been given.

Section 8. The Chairman of the Board, and in his absence the First Vice-Chairman, shall preside at meetings of the Board of Directors, and the Secretary shall act as Secretary thereof, but in the absence of either or any of such officers, their functions may be performed by any members of the Board elected by those present.

Section 9. The regular order of business shall be:

- a) Call of the roll
- b) Reading of the minutes of the previous meeting
- c) Report of officers and committees
- d) Unfinished business
- e) New business

Section 10. Any Director who is absent from three or more Directors' meetings during a calendar year shall be removed from the Board and replaced according to provisions outlined in Section 6, Subject to concurrence of the Board.

Section 11. Executive Committee -- The Chairman of the Board may appoint an executive committee subject to the approval of the Board of Directors. This Executive Committee shall have the power to act on behalf of the Board of Directors as outlined in Article VI except that the powers conferred by Section 2 (b) of Article VI shall be retained by the Board of Directors, except that the Executive Committee may suspend the President until the next meeting of the Board. At any meeting of the Executive Committee, two-thirds of the duly appointed members shall constitute a quorum, and a two-thirds vote of the total membership of the committee shall be necessary for the adoption of any matter voted on by the committee.

Section 12. "Each voting member may designate another person from the same company to represent that director at any WMCA Board meeting as an alternate. Such alternate may, in the absence of the regular board member, vote and act in all affairs of the Board of Directors, but would not be eligible to hold office".

ARTICLE VII Officers

Section 1. The general officers of this Association shall be a Chairman of the Board, First Vice-Chairman, Second Vice-Chairman, Secretary, Treasurer, and President.

Section 2. The Chairman of the Board, First Vice-Chairman, Second Vice-Chairman, Secretary and Treasurer shall be elected annually at a regular meeting of the Board of Directors from the general membership of the Association excepting that the office of Chairman of the Board shall be elected from the members of said Board, and each of said officers hold office for the term of one year or until his successor is elected and qualifies.

Section 3. The Chairman of the Board shall preside at all meetings of the membership and the Board of Directors shall have general supervision of the affairs of the Association subject to the control of the Board of Directors, with the power to execute contracts and instruments generally on behalf of the Association, and he shall have such other duties as may from time to time be prescribed by these By-Laws or delegated to him by the Board of Directors. Committee appointments shall be made by the Chairman of the Board with the approval of the Board. Any interim committee appointment shall be approved at the subsequent meeting of the Board.

Section 4. The First Vice-Chairman shall discharge the duties of Chairman of the Board in the event of absence or disability, for any cause whatever, of the latter. In addition, the First and Second Vice Chairmen will perform such other duties as may from time to time be prescribed by these By-Laws or delegated to them by the Board of Directors.

Section 5. The Secretary shall keep a complete and permanent record of all proceedings of the membership meetings and meetings of the Board of Directors. He shall, in addition, have general charge of the books and records of the Association and shall safely and systematically keep all books, papers, records and documents belonging to the Association, or in any wise pertaining to the business thereof, and he shall countersign all deeds, leases, and conveyances executed by the Association and such other papers as he shall be directed to countersign by the Board of Directors.

Section 6. The Treasurer shall keep and account for all monies, credits and property of any and every nature of the Association, which shall come into his hands and keep an accurate account of all monies received and disbursed, and keep proper vouchers for monies disbursed, and he shall render such accounts, statements and inventories of monies received and disbursed and of monies and property on hand, and generally of all matters pertaining to this office as shall be required by the Board of Directors.

Section 7. The President shall be responsible for all management functions. He shall manage and direct all activities of the Association as prescribed by the Board of Directors and shall be responsible to the Board. He shall employ and may terminate the employment of members of the staff necessary to carry on the work of the Association and fix their compensation within the approved budget. As President, he shall define the duties of the staff, supervise their performance, establish their titles and delegate those responsibilities of management as shall, in his judgment, be in the best interests of the Association. The President shall be further authorized to act as a spokesman for the Association before the general public and any and all public bodies. Any elected officer of the Association may delegate to the President any duty of his elected office prescribed herein, except that such delegation shall not relieve the elected officer of the responsibility for the performance of such duty.

Section 8. Whenever the Board of Directors may so order, the offices of Secretary and Treasurer may be held by the same person.

Section 9. In the case of the absence or disability of any general officer of the Association, the Board of Directors may delegate his duties to one of the other officers or to a member of the Board of Directors, until the return or recovery of the absented or disabled officer.

ARTICLE VIII Compensation

Section 1. Directors and general officers, with the exception of the President, shall not be compensated for their services. The salary of the President shall be set by the Board of Directors. Expenses for the Directors and general officers may be permitted by the Board of Directors.

ARTICLE IX Dues

Section 1. Dues of members of this Association and any Division thereof shall be fixed from time to time by resolutions of the Board of Directors adopted at any regular or special meeting, of which ten (10) days' written notice by mail that such change will be considered at such meeting has been given to all Directors. Such dues shall be paid when due. Division dues shall first be approved by any Division.

Section 2. Each member of this Association shall, as requested by the Board, submit the information necessary to compute the membership dues. This information may include but is not limited to fleet miles traveled, fleet miles traveled in Wisconsin, number of units registered, gross system revenues, and gross Wisconsin intrastate revenues.

ARTICLE X Divisions

Section 1. In addition to the Divisions, groups, associations, bureaus, or organizations accepted for membership under Article III, Section 2 hereof, the members of this Association may, with the approval of the Board of Directors, organize and establish within this Association natural or geographical divisions which shall be known and referred to herein as Divisions of the Association.

Section 2. Each Division accepted to membership in this Association under Article III, Section 2 hereof, or formed under Section 1 of this Article shall file with the President a copy of its Articles of Incorporation and By-Laws, or if it is not incorporated, there shall be filed with the President a written statement of the purposes and plan of operation of said Division.

Section 3. Divisions may hold special meetings of their members but notices of such meetings and the purpose of the same must be served upon the President in person or by mail at least twenty-four (24) hours prior to the holding of any such meeting. The President of a duly selected agent may be present at all such meetings. This requirement is made to avoid any infractions of the Association's policies and to give such assistance as is helpful to each Division.

Section 4. No Division may take any action outside of the Association without prior approval of the Board of Directors of the Association, except such matters as are in the regular course of the regular business of the members of such Division. The activities of a Division shall be restricted to the consideration of problems of the industry which directly affect the Division, and no Division shall in any matter whatsoever commit the Association to any program or for any obligation.

ARTICLE XI Litigation

Section 1. No officer, employee, member or Division may enter into or foster litigation of any character in the name of the Association or any of its Divisions without the prior approval of the Board of Directors of the Association.

ARTICLE XII Legislation

Section 1. No member and/or Division of this Association shall engage in sponsoring any matter of a legislative nature without the prior approval of the Board of Directors of the Association. There is excepted from the provisions of this Section such matters as are necessary in the regular course of the member's business.

ARTICLE XIII Penalties and Procedure

Section 1. The majority of the elected Board of Directors may impose such sanctions and such penalties as it sees fit against any member or Division that violates the provisions of the By-Laws, including expulsion from the Association.

Section 2. If the Board of Directors deems it necessary to apply Section 1, it shall provide the accused member or Division a fair opportunity to hear the charges and to present a defense against them by:

- a) Mailing by registered mail a statement of the charges.
- b) The statement shall be accompanied by a notice of the time and place of the meeting of the Board of Directors.
- c) Opportunity to appear in person or by representation to defend against any charges.

ARTICLE XIV Affiliation by the Wisconsin Motor Carriers Association

Section 1. The Board of Directors is specifically authorized and empowered to affiliate this Association with other incorporated Associations if the object of the Association to be affiliated with be similar to the object of this Association as expressed in these By-Laws.

ARTICLE XV Rules of Order

Section 1. Robert's "Rules of Order" shall be the preliminary authority of this Association.

ARTICLE XVI Mode of Amendment

Section 1. These By-Laws may be amended at any time by an affirmative vote of two-thirds of the members of the Board of Directors present at any meeting called for that purpose, except that Article VI, Section 1, shall not be amended except by vote of the membership. The Board of Directors at any time, however, does have the authority to seat a representative on the Board for any newly formed division that has been approved in accordance with Article III, Section 2, of the By-Laws.