POLISH ROMAN CATHOLIC UNION OF AMERICA

63rd QUADRENNIAL CONVENTION

Hilton Chicago/Oak Brook Hills Resort & Conference Center

3500 Midwest Rd.

Oak Brook, IL 60523

1st OFFICIAL BUSINESS SESSION

Friday, August 12, 2022

President James Robaczewski: Good afternoon, ladies and gentlemen. Welcome to the 63rd Quadrennial Convention of the Polish Roman Catholic Union of America. By the power vested in me by our Constitution, I declare this Convention open.

I want to do some housekeeping items before we start. This Convention is being live streamed for members to watch from home. Please be mindful of your language and comments, especially if you're close to a microphone. Also, remember to silence any electronic devices. As usual, we will be collecting a $50 donation for the Polish Roman Catholic Union of America Education Fund for any electronic device that goes off. So please silence everything. At this time, I'd like to appoint our parliamentarian for the Convention, he served at this position at the last Convention and did an astounding job of it, our Legal Counsel, John Chitkowski.

President James Robaczewski: Do you accept the position Mr. Chitkowski?

John Chitkowski: Okay.

President James Robaczewski: Okay, I have very few opening remarks. I know people think I like to talk and I'm very quiet, but dear delegates and friends, I'm happy to see all of you at this Convention. I will be brief in my opening remarks. The Polish Roman Catholic Union of America is doing fine. We are financially sound, and at this time we are looking for ways to continue to grow, not only financially, but also to increase our membership. How do we do this? It is done by change and by adapting to the world around us. Some of the changes will be presented to you over the course of the next few days.

I ask you to listen to it and absorb the proposals with an open mind. 2020 changed everything with COVID-19 pandemic. We needed to make quick decisions that changed our life, both professionally and personally.

The PRCUA was able to adapt our work environment and how we do business. We did not hide in a corner. We tackled it head-on and came out on top. We learned how efficient virtual meetings are and that we can collaborate with each other via a screen. We have survived and continue to thrive today. You will hear from committees that have been charged with looking at our budget and our Constitution. The suggestions that are being made to you as a supreme governing body of the Union will allow us to be more fluid and adaptable to the world around us.

The world of fraternal benefit society is quite different than it was in 1873 or 1973. And flexible is how we face these challenges. In short, I ask all of you to be open-minded and think about the future of the PRCUA as we continue throughout the 21st century. Now, I would like to ask our Chaplain to give us an opening prayer.

Reverend Canon Walter Ptak: I'd ask you to please rise. In the name of the Father, Son, Holy Spirit.

Delegates: Amen.

Reverend Canon Walter Ptak: Heavenly Father, once again we ask you to send your Holy Spirit, to open our hearts and our minds, to help us as we deliberate about things important to moving this union forward in this 21st century. We ask your blessings upon all that we do. May we be aware of your presence here among us, your spirit moving us to challenge us, to guide us, to watch over us. We ask that you bless those who are dear to us, our family and friends, those at home unable to be with us, those who have died with the gift of eternal life. And we ask this and make this request as all things in the name of Your Son, who is our Lord forever and ever.

Delegates: Amen.

Reverend Canon Walter Ptak: Sacred Heart of Jesus, have mercy on us. In the name of the Father and of the Son and of the Holy Spirit.

Delegates: Amen.

President James Robaczewski: Thank you, Father. At this point in time, I'd like to call up the Credentials Committee to give their report.

Credentials Committee Report

Krystyna Lech, Society # 1634, Palos Park, Illinois: Good afternoon, ladies and gentlemen and members of PRCUA, my name is Krystyna Lech. I am from Society 1634 from Palos Park, Illinois.

Kathleen Fezler, Society # 1598, Elmwood Park, Illinois: I'm Kathy Fezler from Elmwood Park, Illinois. Society 1598.

Kristi Mihalic, Society # 87, Canton, Michigan: And I'm Kristi Mihalic from Society 87, Canton, Michigan. Before I begin, we would like to thank Ms. Julie Prado, Home Office manager, and her staff for all the help they extended this Committee over the course of the following dates, June 9th, 10th, 11th, 30th, and July 28th, 2022, the Credentials Committee met, and the results are as follows: 157 delegates were accepted and approved; one was rejected for not meeting qualifications, and 32 were accepted as late; 22 alternates were accepted and approved. Two were rejected for not meeting qualifications. And three were accepted as late. Motion to approve the report and to approve and seat the 32 qualified individuals whose requests were accepted as late. Do I have a second?

Anna Sokolowski, DAL, Downers Grove, Illinois: Second.

President James Robaczewski: All those in favor accepting the delegate report as read, please say aye.

Delegates: Aye.

President James Robaczewski: Those against. Thank you very much.

Kristi Mihalic Society # 87, Canton, Michigan: As of now, we have 124 delegates registered.

President James Robaczewski: Seeing that motion was accepted, could please everybody who is a delegate, registered delegate, please rise and Father will give you the Oath of Office.

Reverend Canon Walter Ptak: So, I'd ask you to raise your right hand and repeat after me. (Oath given).

Reverend Canon Walter Ptak: Congratulations.

President James Robaczewski: So, those of you who are the late delegates, could you please go ahead and get your credentials? And first I'd like to appoint Sergeants-At-Arms for the Convention:

John Frankowicz, Society # 1034, Palos Hills, Illinois

Paul Pawlowski, Society # 1579, Chicago, Illinois

Pawel Truchan, Society #1626, Chicago, Illinois

David Bezdziecki, Society # 162, Sterling Heights, Michigan

Paula Vitello -Vultaggio, Society # 1368, Warren, Michigan

John Godin, Society # 1593, Clinton Twp, Michigan

Danielle Kroplewski, Society # 1575, Lemont, Illinois

Theresa Pazdziora, Society # 546, Hickory Hills, Illinois

David Wildhirt, Society # 33, Lockport, Illinois

Michael Goleb, Society # 2159, Lorain, Ohio

Could you meet with Mr. Frankowicz in the back of the room if I called your name.

President James Robaczewski: One other committee I'd like to appoint at this point is the Election Committee. Could I have:

James Rustik, DAL, Woodridge, Illinois

Benjamin Pearson, Society # 850, Carmel, Indiana

Thomas Lisiecki, DAL, Warren, Michigan

Anthony Zasuwa, Society # 1552, Grand Rapids, Michigan

Janice Swinnich, Society # 540, Buffalo, New York

Gail Yurosko, Society # 2220, Parma, Ohio

Sharon Quinn, DAL, Philadelphia, Pennsylvania

Arlene Prugar, Society # 1578, Chicago, Illinois

Mark Grzymala, Society # 1219, Wilmette, Illinois

Dennis Yurosko, Society # 2220, Parma, Ohio.

Mr. Rustik, are you in the out room? Will the other people, if they're here, please meet me on the side of the stage over here please? We're going to wait a little while until some of the people get their credentials and come back in the room. So, if we could just relax for one moment.

Sergeant at Arms in the back there, could you try to get the people back in the room if they're just standing around out there? If they don't have their things. We're going to continue because more people are drifting back in. Now I'm looking for everyone who had a chance to review the minutes to the last meeting. Okay. So, is there a motion from the floor to accept the minutes of the last meeting, the 62nd Quadrennial Convention? Mic number one?

Colleen Bonkowski, Society # 1618, Warren, Michigan: I accept. I make a motion to accept the minutes.

President James Robaczewski: Thank you. Is there a second?

Thomas Lisiecki, DAL, Detroit, Michigan: I second that.

President James Robaczewski: And what town are you from, sir?

Thomas Lisiecki, DAL, Detroit, Michigan: Detroit, Michigan.

President James Robaczewski: Thank you very much. So, with a first and a second to that motion to accept the minutes of the last Quadrennial Convention, do I have a vote? All those in favor with aye.

Delegates: Aye.

President James Robaczewski: Those against? The ayes have it. Thank you very much. Now I call upon the Budget and Grievance Committee to come and give their report please.

Budget and Grievance Committee Report

Jerome Lubiarz, Society # 1368, Warren, Michigan: Good afternoon everyone, we are the Budget and Grievance Committee and we wish to assure the Convention that in preparing this

report we did so with the best interests of the Polish Roman Catholic Union of America in mind. We, therefore, propose such recommendations, courses of action and economies which we deem most beneficial to our organization.

The Budget and Grievance Committee would like to express its appreciation to officers, James Robaczewski, Micheline Jaminski, and Agnieszka Bastrzyk, and all departments of the Union for their cooperation and helpful assistance in preparing this budget. The Budget and Grievance Committee was composed of the following members:

Jerome Lubiarz, Society 1368 Warren, Michigan, that's myself.

Ms. ViktoriaJean Mixon, Society 1584, Toledo, Ohio

Mrs. Magdalena Panozzo, Society 1597, Homer Glen, Illinois

Mr. Robert Bugielski, Society 1580, Chicago, Illinois and

Mr. Gerald Tarka, Society 495, Calumet City, Illinois

The Committee respectfully submits this report to the 63rd National Convention for its approval.

The recommendations of the Budget and Grievance Committee relative to compensation of the officers and committees of the 63rd National Quadrennial Convention of the Polish Roman Catholic Union of America. Chairperson $7,500; Vice Chair, $1,000; Secretary, $3,250. The Election Committee Convention, the Chair, $300, members of the committee, $75.

The Chair and members of all other Convention committees shall receive $75 for their services. Remuneration of the Convention Chair and Secretary would be paid in two increments. The Chair at $3,750 following conclusion of the Convention and $3,750 upon completion of the Minutes. The Secretary will be paid $1,625 following conclusion of the Convention and $1,625 upon completion of the Minutes. Do I have a motion to accept the report?

Sharon Haberski, DAL, Greenfield, Wisconsin: I make the motion to accept.

Barbara Toboy, DAL, Wyandotte, Michigan: I second the motion.

President James Robaczewski: All those in favor of the report read and seconded. Please say aye.

Delegates: Aye.

President James Robaczewski: Those against? Thank you very much. Okay, now we're looking to seat our Presidium for the rest of the Convention. We are now entertaining nominations for the Chairperson of the 63rd Quadrennial Convention. Are there any nominations? Microphone number three.

Joan Smuda, Society # 408 Chicago, Illinois: Thank you, Mr. President. And I rise with the nomination for Chair of this 63rd Convention who is uniquely qualified for the post. Barbara

Toboy of Wyandotte, Michigan is a successful business executive. She's been associate director of WPP Ford for 11 years. She's a long-time participating member of the Polish Roman Catholic Union of America.

She is a member of Societies 1368, 162, and 1593. She serves as a choreographer and instructor with the Rogalin Dance Group, a PRCUA sponsored dance group. And she served the Union in the past as a National Director, as Vice Chair of the Committee on Budget and Grievance and also as the Vice Chair of the Committee on Constitution and By-Laws.

She's proven herself as a capable shepherd of this meeting by serving as the Chairman at the last two Conventions. Barbara is the loving wife of Ron and devoted mother of Ania and Zosia, and Ania is a delegate to this meeting following in her mother's footsteps. Yes, Barbara is still the whole package and I happily rise to nominate Barbara Toboy to Chair this Convention.

President James Robaczewski: Thank you very much. Is there a second to that nomination?

Anna Toboy, Society # 1593, Wyandotte, Michigan: I second the nomination.

President James Robaczewski: Thank you. Are there any other nominations from the floor for Chair of the Convention? Are there any other nominations. With none heard I declare the nomination process for the Chairperson of the Convention closed. Now I'm looking for the nomination for Vice Chair. Mic number two.

Mark Ozog, Society # 1593, Warren, Michigan: Mark Ozog, Society 1593, legally, Warren, Michigan.

President James Robaczewski: What about illegally? No.

Mark Ozog, Society # 1593, Warren, Michigan: I travel and live in different places, we'll talk about that later. I nominate my brother Christopher Ozog, former District 10, State of Michigan Director, also very active within the Polish community throughout Southeastern Michigan. So, I nominate Christopher Ozog.

President James Robaczewski: Thank you. Is there a second to that nomination? Microphone number one.

Natalia Bonkowski, Society # 1618, Warren, Michigan I second that nomination.

President James Robaczewski: Thank you very much. Are there any other nominations for Vice Chair? Any other nominations for Vice Chair? With not hearing any, I declare the nominations for Vice Chair as closed. Next, we need a Secretary to the Convention. Is there a nomination for Secretary of the Convention?

Myron Cislo, DAL, Lockport, Illinois: Hello, my name is Myron Cislo, Delegate At Large from Lockport, Illinois Society 1575. I nominate Wiesia Wildhirt to be Secretary of the Convention.

President James Robaczewski: Thank you. Is there a second?

Elizabeth Cislo, Society # 1575, Lockport, Illinois: I second the motion.

President James Robaczewski: And your society number please.

Elizabeth Cislo, Society # 1575, Lockport, Illinois: 1575.

President James Robaczewski: Thank you. Are there any other nominations for the Secretary to the Convention? Any other nominations for Secretary to the Convention? If not, I deem the nominations for Secretary to the Convention closed. And seeing that they are uncontested we-- I am going to instruct the Secretary to the Convention to put one unanimous vote for the three members of the Presidium. Barbara Toboy, Christopher Ozog, and I'm going to say the first name wrong, Wiesia Wildhirt. Thank you very much. If you could approach so we can swear you into office. Father Wally, I need you to swear at people again. (The oath of the office was given to the Presidium).

President James Robaczewski: Thank you, Father.

President James Robaczewski: Congratulations. Now you can move all your stuff up here.

Chairperson Barbara Toboy: First order of business, 10-minute recess while we get our ducks in a row up here on the Presidium. 10 minutes.

(Recess taken)

President James Robaczewski: Sergeant-At-Arms, can we get people coming back in please?

Chairperson Barbara Toboy: Delegates, please take your seats. Surveying the room, I do see a quorum present so we can go ahead and proceed. Thank you. Per the Constitution of the Polish Roman Catholic Union of America, I am going to assign delegates to committees. First off, I'd like to assign two more people to the Credentials Committee, Michael Ozog and Joseph Lecznar. And if I could have the Credentials Committee come up to the podium once again for a report.

Credentials Committee Report

Kristi Mihalic, Society # 87, Canton, Michigan: As of the start of this session after the break, we have 143 registered delegates.

Chairperson Barbara Toboy: Motion to accept the committee report. Microphone number one.

Colleen Bonkowski, Society # 1618, Warren, Michigan: I accept.

Chairperson Barbara Toboy: Thank you. Number two.

Myron Cislo, DAL, Lockport, Illinois: I second that motion.

Chairperson Barbara Toboy: Thank you. All in favor to accept the Credentials Committee Report say, aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed, nay; ayes have it. Thank you. The delegates that have not taken the oath of office to be seated, please come toward the podium. Father Ptak, please give the oath of office.

Reverend Canon Walter Ptak: So again, those who have not been sworn in, please come forward. Delegates who have not been sworn in, please come forward. I'd ask you now to please raise your right hand and repeat after me. (Oath given).

Chairperson Barbara Toboy: Thank you very much. At this time, I would like to appoint the Committee on Rules and Order:

Anna Kraszewski Winkler, Society # 880, Orland Park, Illinois

Mark Ozog, Society # 1593, Warren, Michigan

Debra Federico, Society # 261, Warren, Michigan

If you can see Vice Chair Ozog at the side of the podium, he will give you instructions. They will set the agenda for the rest of this evening's proceedings. Moving on with additional committees of the Convention.

Interrogation Committee:

Michael Dykla, Society # 1580, Boynton Beach, Florida

Joanne Zajac, DAL, Philadelphia, Pennsylvania

Constance Bonin, DAL, Athens, Wisconsin

Resolutions Committee:

Elizabeth Cislo, Society # 1575, Lockport, Illinois

James Cwiek, Society # 261, Grosse Pte Woods, Michigan

Alicia Sokolowski, Society # 122, Downers Grove, Illinois

Stanislaw Skoczen, Society # 1219, Chicago, Illinois

Sharon Haberski, DAL, Greenfield, Wisconsin

Press Committee:

Mary Anselmo, Society # 1605, Lincolnshire, Illinois

Cynthia Cooper, Society # 1593, Warren, Michigan

Dennis Yurosko, Society # 2220, Parma, Ohio

Information Committee:

Lucia Seranko, Society # 1620, Arlington Hts, Illinois

Alice Johnson, Society # 1493, Taylor, Michigan

Theodore Pawlowski. Society # 1579, Chicago, Illinois

Chairperson Barbara Toboy: And I would like to have everyone who is a first-time delegate to the Convention, please stand and be recognized. First-time delegates. Please applaud these people. We are very happy to have you with us today and on the dais as well. Please, be seated. As you saw, many of them are very young. So, I am putting together a special committee, the Youth Committee.

Youth Committee members are as follows:

Nicole Romek, Society # 1624, Chicago, Illinois

Jennifer Yurosko, Society # 2220, Parma, Ohio

Kristin Mihalic, Society # 87, Canton, Michigan

Michael Federico, Society # 261, Warren, Michigan

Danielle Krass, Society # 261, Eastpointe, Michigan

Grace Ozog, Society # 1593, Westland, Michigan Ryan

Ozog, Society # 1593, Westland, Michigan

Anna Toboy, Society # 1593, Wyandotte, Michigan

Madison Withers, Society # 1593, Warren, Michigan

Natalya Bonkowski, Society # 1618, Warren, Michigan

Steven Sadus, Society # 354, Beecher, Illinois William

Cooper, Society # 1593, Warren, Michigan

A majority of these members are from Society Number 1593 out of Michigan. They have 15 delegates to this Convention.

Chairperson Barbara Toboy: Is the Committee on Rules and Order ready to give their report?

Elizabeth Sadus, DAL, Chicago Heights, Illinois: Point of order.

Chairperson Barbara Toboy: Yes.

Elizabeth Sadus, DAL, Chicago Heights, Illinois: It's not the Youth Committee. It was approved as a Young Adult Committee.

Chairperson Barbara Toboy: Thank you.

Elizabeth Sadus, DAL, Chicago Heights, Illinois: Two Conventions ago.

Chairperson Barbara Toboy: Note taken. At this time, I would also like to point out, for those of you who have been delegates to the Convention before and are used to seeing a stenographer taking notes at the Convention. Due to COVID, they are not sending stenographers out to do the notes of the Convention. They are, however, going to be taking our audio and the film that is being created here back to the office and transcribing it, and then we will have that to work with as our official record, note of record for the Convention.

At this time, I'd like to entertain a motion to ratify and adopt all prior actions, elections, and motions taken by the Board of Directors, Standing Committees, and Ad Hoc Committees of the Board of Directors prior to the election and Oath of Office of this Presidium. Do I have anyone to make a motion? Microphone three.

Joan Smuda, Society # 408 Chicago, Illinois: I so move.

Chairperson Barbara Toboy: Thank you.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Second.

Chairperson Barbara Toboy: Thank you. A motion has been made and seconded. All in favor?

Delegates: Aye.

Chairperson Barbara Toboy: Any opposed? The Ayes have it. Thank you very much. I'd like to call the Committee on Rules and Order for the agenda of the evening.

Anna Kraszewski-Winkler, Society # 880, Orland Park, Illinois: Good afternoon. My name is Anna Kraszewski-Winkler and I'm from Society 880.

Debra Federico, Society # 261 Warren, Michigan: I'm Debbie Federico from Society 261, Warren, Michigan.

Mark Ozog, Society # 1593, Warren, Michigan: Mark Ozog, Society 1593 Warren, Michigan. So, our agenda today, we're going to go over the budgets and grievances and then recess until tomorrow. Right? That's our agenda today. Two things. Motion to accept. Okay. We're going to go over budgets and grievances and then recess until tomorrow. Anyone on the floor to accept?

Joseph Lecznar, Society # 2109 Seven Hills, Ohio: I make a motion to accept.

Chairperson Barbara Toboy: Thank you. Number three.

Thomas Jesionowski, DAL, Toledo, Ohio: I second that motion.

Chairperson Barbara Toboy: Thank you. The motion's been made and seconded. All in favor, signify by saying, aye.

Delegates: Aye.

Chairperson Barbara Toboy: Those opposed? Ayes have it. Thank you. The Budget and Grievance Committee, the floor is yours. Again, I want to remind everyone when they approach the mic to state their name, society number, and city. And also, for the new delegates in the room, we conduct these meetings based on Robert's Rules of Order, which takes a motion and a second and any discussion and then a vote. So, more of a teaching moment here as we bring up the Budget and Grievance Committee, we'll follow that rule going forward.

Budget and Grievance Committee Report (cont.)

Jerome Lubiarz, Society # 1368, Warren, Michigan: So, as the Chairperson of the Budget and Grievance Committee we are going to discuss four main areas today or present four main areas. All of these are in your book, and you can follow along. Officer salaries, the director and committee stipends, and meeting payments, the four-year operating budget of the Union. And finally, we will discuss the plan to address executive officers' compensation moving forward.

As far as the officers, directors, and the members of the committee, I'm going to just read through the items that have changed since the last Convention, items that have not changed are the hotel specifics, the per diem details, and mileage for each of these positions is at the current IRS rate of 62.5 cents per mile. So as far as the President and the CEO, the annual salary will be $155,000. The Vice President annual salary will be $110,000. The Secretary-Treasurer will be $105,000. The Chaplain, the annual salary will be $7,500. Moving on to the directors, directors will receive $225 per meeting of the Board. All directors are to receive $250 per month as expenses pertaining to their office and as has been the case, a monthly report of activities must be submitted. The Constitution Committee, $175 daily for meetings. The Budget and Grievance Committee, $175 daily for meetings. Nominations and Qualifications Committee, $175 daily for meetings. Any other committee to function during the next four years appointed by the Chairman of the Convention shall receive $175 per meeting. Flag bearers, three flag bearers will be approved to the Board. Their compensation should be $75 daily.

Regarding the remuneration for officers and directors I will read through this entire page, $0.175 for official representation and transportation costs. All other expenses incurred by the officers and directors on representation shall be paid unless authorized by the President or Executive Committee-- shall not be paid, excuse me, unless authorized by the President or Executive Committee. A letter of official representation must accompany any remuneration. Unofficial representations, the cost of the banquet tickets will be reimbursed.

Members of the committee of the Board of Directors appointed by the President and approved by the Executive Committee will be paid $75 per meeting. Any director using his or her own means of transportation will be paid according to the federal guidelines, which for 2022, is 62.5 cents per mile. Evidence of air travel coach only must be presented for remuneration. Ground transportation will be calculated according to the federal guidelines. Again, 62.5 cents per mile. Two additional notes, the Budget and Grievance Committee in accordance with the dictates of the Constitution and By-Laws of the PRCUA published notices in the official publication, *The Naród Polski* for filing grievances. Over the last four years, the Committee has received no grievances.

The next section we'll address is the four-year annual operating budget for the Union. This was changed slightly over the last few years as we have developed a department-level budget. Budgeting out each of the years separately and including involvement from the three officers. So, you'll see, I'll touch base on the four-year total amounts. In the total income section $113,894,719. The Associated Life and Investment expenses, $70,253,207. So, the net profit for this section $43,641,512.

We've broken down the expense items into specific categories and we've relied on the officers to provide us with that information. The components we have here are salaries and wages at $11,246,588, directors' and officers' compensation, $445,158, marketing expenses $1,092,700. Occupancy and maintenance as it relates to the Home Office, $1.272 million, total utilities $859,550. And then total other expenses, total is $12,966,922. The net profit or loss for the next four years is anticipated to be $15,758,535.

The last section that we will review would be the change to the annual officers' salary increase process. And I'll read through this so it's very clear. Recommendation of the Budget and Grievance Committee relative to salaries of the Executive Officers of the Polish Roman Catholic Union of America. Per the Constitution, Section 4, article O4-A, the Committee believes that Executive Officers' salaries should be set at a rate that provides equity to all future candidates for office. Running for an office when you're not sure what the salary is unfair to the candidate and may preclude some from seeking office because of that uncertainty. It should be noted that the following starting salaries and longevity schedules will not adversely affect any of the current officers.

Current officers will take their place in the longevity schedule in accordance with their number of years – the number of years they have relative to their individual date of hires. So, I talked about what the annual salaries will be for those officers. What you see here is an example of what if we had three new officers in these positions, what they would start at.

Per the Constitution Section 4, article O4-A number seven, the Budget Committee shall review annually and adjust accordingly the salaries of the Committee. In addition to the salary amount set forth in the base compensation for each member of the Executive Committee. In the annual adjustments, we're also proposing the following. In order to attract and maintain the most educated, experienced, and professional Executive Committee, mindful that experience on the job is an invaluable asset to the organization, the Executive Committee should be additionally rewarded for their continued service to the Union by longevity steps taking place during the course of their tenure.

So effective December 1st, 2022, the end of the second year of service will constitute a 3% increase. At six years, it will be a 6% increase, 10 years of service, 9%, end of 14 years, 12%, the end of 18 years, 15%, and then 22 years-years of service if that is achieved, would be 18%. Executive Officers with more than 22 years of service shall receive a longevity increase of $2,500 annually.

These longevity steps shall be added to the base salary for all purposes but are not to be compounded. Executive Officers shall receive such longevity, pay increases divided equally by

the 26 annual pay periods, immediately following their individual anniversary date. And you can see an example below. Any member of the EC that is elected to one office and then subsequently elected to another office will carry his or her longevity to the newly elected position. Motion to accept the report of the Budget and Grievance Committee. Mic, number one.

Michael Dykla, Society # 1580 Boynton Beach, Florida: I make a motion to accept the report presented by the Committee.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Mic number three.

Kristi Mihalic, Society# 87, Canton, Michigan: I second the motion.

Chairperson Barbara Toboy: We have a motion to accept and a second. Any discussion? Microphone number three.

Andrew Lech, DAL, Redondo Beach, California: I was just wondering, where in this plan, is there an incentive for performance?

Jerome Lubiarz, Society # 1368, Warren, Michigan: You're referring to the officers' compensation?

Andrew Lech, DAL, Redondo Beach, California: Yes.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Yes. That will be at the discretion of the Board of Directors.

Andrew Lech, DAL, Redondo Beach, California: Is that in the report though? If this report is accepted and ratified, does the Board have that ability based on this?

Jerome Lubiarz, Society # 1368, Warren, Michigan: You know what we can, I believe that's always been an option for the Board, but we can definitely add that in. Someone should make a motion then to add that to the report.

Andrew Lech, DAL, Redondo Beach, California: Sure. So, I'd like to make a motion to add that the Board of Directors has, at their discretion, the ability to add performance incentives to the compensation for the Executive Committee.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Microphone number one.

Elizabeth Dynowski, DAL, Orland Park, Illinois: I second that motion.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Discussion on that motion.

Myron Cislo, DAL, Lockport, Illinois: I second that motion.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Any more discussion on the topic?

Chairperson Barbara Toboy: Microphone three.

Stanley Pasko, Society # 162, Wyandotte, Michigan: Point of order. We have two motions on the floor, and I don't think we can do that with Robert's rules.

Chairperson Barbara Toboy: Correct. You're right. We are going to vote on the motion that was just made by Mr. Lech. We are going to add to the Budget and Grievance Committee.

Legal Counsel, John Chitkowski: So, the motion to accept the Budget and Grievance Committee report has been tabled. The motion to add the Board of Director discretion is on the floor. Discussion is now open. Once that discussion is closed, that motion will be voted on and perhaps there'll be an amendment to the motion to accept the Budget and Grievance report.

Chairperson Barbara Toboy: Any further discussion on the Board of Directors performance review of the officers? No more discussion. I am going to call the question. Microphone number one.

Steven Cieslicki, DAL, Chicago, Illinois: I want to understand the amended motion. So, we're talking about a performance review. Is this on top of the bonuses or for the longevity bonuses or is this something separate to where they can have additional bonuses to the salaries based on performance review?

Chairperson Barbara Toboy: Mr. Lech, could you please clarify?

Andrew Lech, DAL, Redondo Beach, California: So, if you look at the schedule here, it plays out what the compensation would be year by year based on years. And what we are saying is that as the Board of Directors, after reviewing the – obviously every quarter we meet and we review the performance of the Executives. And at that time, we would have the discretion to provide bonuses or monetary compensation on top of the performance incentives for the Executive Committee based on their performance in addition to this schedule.

Chairperson Barbara Toboy: Thank you. Is there further discussion on that point? Microphone one.

Steven Cieslicki, DAL, Chicago, Illinois: I made this point four years ago at a Convention, we talked about bonuses. In our previous Constitution, we had a section that said no bonuses could be given to officers based on their performance. And I just want to make that a point. This is something that we took out of the Constitution before. It was in our previous Constitution before we came to this new Constitution after the task force. Thank you.

Chairperson Barbara Toboy: Microphone one.

President James Robaczewski: It's point of clarification and let me just get this – let me understand this here. James Robaczewski, Director At Large Chicago, Illinois, Delegate At Large, whatever I am. I'm one of those guys. I rarely get up to the mic to speak on the Convention floor. So, I'm out of practice, I only do it every four years anyway. I think the proper terminology that is, and Mr. Lech, you may correct me on this, is that the Board of Directors would review the performance of the officers and give them a yearly raise, not a bonus. Am I wrong on this? And I don't, we're not saying a bonus. We're not saying anything. It would be here's a 4% raise

for your – for what you did for the year. Am I correct on that? Okay. Because right now they-we're looking at this schedule. I'm just saying, look at the schedule here we're just saying that you would get a longevity raise. Well, from year one – so you're telling me from year two to year six, you're not going to get another raise. That's what it's looking like. But when the Board of Directors evaluate the performance of the Executive Officers, they can say, Steve you are going to get a 4% raise.

Andrew Lech, DAL, Redondo Beach, California: Maybe I have a better way to put this.

President James Robaczewski: Pardon me?

Andrew Lech, DAL, Redondo Beach, California: This is open discussion, right?

Chairperson Barbara Toboy: Yes. It's open discussion.

Andrew Lech, DAL, Redondo Beach, California: So, my concern with this schedule is that there is no incentive for the Officers to perform, only to stay in office. What I'm proposing maybe is a better solution, now that I'm thinking about this, pardon me for my jet lag, is that the Board of Directors has the ability to modify the percentage of the longevity based on performance. Is that reasonable? Right? Like the situation I want to avoid is we're trying – the goal of this whole schedule here, is to get the best talent we can for our Executive Committee. But there's no incentive for performance, right? So, if the PRCUA is doing negatively, the Executives still make money, which shouldn't be the case, right? I mean, to be fair, but if the PRCUA is doing phenomenally, there is nothing, yeah. It just doesn't make sense to me. So, what I'm saying is that we should make some kind of provision that the Board of Directors, based on performance, has the ability to modify these percentages at that time timeframe.

Legal Counsel, John Chitkowski: I just want to make sure that we're doing this the right way. So, technically what you just indicated was not your prior motion. So, then you should withdraw your motion. If you wish to make a new motion, you make it, but if your motion is to amend the report, then that's not a proper motion. Okay. So, would you want to pursue your prior motion, which is on the table for discussion, or do you want to withdraw that motion?

Andrew Lech, DAL, Redondo Beach, California: What's the option to amend it? You can't do it at all.

Legal Counsel, John Chitkowski: You can't amend the Budget Grievance report before it's been voted on. You can voice your objection to it in discussion. So, at this point right now, you made a motion for what I believe is a performance incentive discretion afforded to the Board. That was what's being discussed. If that's not correct, or if that's no longer your intention, then you should withdraw that motion. Then if he withdraws that motion, then we're back to discussion on the original motion to accept the Budget and Grievance report. So, right now you have the floor.

Andrew Lech, DAL, Redondo Beach, California: I'm going to withdraw my motion.

Legal Counsel, John Chitkowski: So, then we're back in discussion on the original report.

Chairperson Barbara Toboy: Original report. Number two

James Rustik, DAL, Woodridge, Illinois: Thank you, I think what Andrew was pointing out is a valid point. I don't – I think that he got a little tongue twisted in what he said. I think, and this is for point of discussion for everyone, I'll make a motion to amend along the lines of what the purpose of Andrew's statement was. But if we were to grant authority to the Board, and this is question for Mr. Chitkowski before I say anything. If we're going to grant the authority to the Board, would we not be moving to amend the report of the Budget and Grievance Committee to add a clause for performance-based review? A power of which the Board of Directors shall have in between Conventions?

Legal Counsel, John Chitkowski: Yes.

James Rustik, DAL, Woodridge, Illinois: That's my question.

Legal Counsel, John Chitkowski: Yes. But the only person who can amend a motion is the person who originally made the motion.

James Rustik, DAL, Woodridge, Illinois: Right.

Legal Counsel, John Chitkowski: So, you cannot amend his motion.

James Rustik, DAL, Woodridge, Illinois: I understand.

Legal Counsel, John Chitkowski: All you can do is object to his motion.

James Rustik, DAL, Woodridge, Illinois: No, no. His motion's been withdrawn.

Legal Counsel, John Chitkowski: No. The original motion to accept the report as it is, that's back on the table now, that's not been withdrawn.

James Rustik, DAL, Woodridge, Illinois: So, I cannot, okay, so –

John Chitkowski: So, you can make a new motion, but then you can't move –

James Rustik, DAL, Woodridge, Illinois: All right. I'll make a new motion. But before I make that new motion, I do have a question for the Budget and Grievance Committee. If we were to place the power for performance review of the Executive Committee on the Board of Directors, to examine their performance in between Conventions and possibly grant an increase, do we want to limit on the increase to be granted? That's a question I have for everyone here, specifically for the Committee and for everyone here, of course, to chime in. And I'll sit down and let them, you know, say what they want. And then if everybody else wants to be heard, then I can think I can come up and make one single motion, which would work, I think, and maybe Mr. Lech would second it if I do that. So why don't I sit down and let the Committee answer my question.

Jerome Lubiarz, Society # 1368, Warren, Michigan: So just to clarify, and I think what was said in both places here is legitimate. What the longevity plan is put in place to do is to reward the Executive Committee members for their time of service, in addition, as has been the case, the,

Budget and Grievance Committee will make recommendations for COLA increases or annual increases. And then the Board of Directors does have the ability to include performance-based bonuses or include additional bonuses in addition to what we have listed here. And I believe that has always been the case.

James Rustik, DAL, Woodridge, Illinois: Yes, the Board has had that power. And in the past, there's been questions as to what extent that power exists. Does the Board only look at the Executive Committee? Can the Board look at their own salaries like our Congress can and possibly increase any stipends, per diem or anything else that maybe the Budget and Grievance Committee has not recommended and go above and beyond that. So, if I can suggest something, and maybe we can – maybe I'll toss – as they say, we'll toss the bone and let's see if we can all chew on it and get a little meat. I will make a motion to amend the report of the Budget and Grievance Committee to say that between Conventions, the Board of Directors shall have the power to perform a performance evaluation of the Executive Committee for purposes of granting additional increases in compensation, of course, based on performance of the organization. And now, let's see, everybody jump up not to exceed 5% per annum. That's my motion. Mr. Lech, I invite you to –

Andrew Lech, DAL, Redondo Beach, California: I'm already here.

James Rustik, DAL, Woodridge, Illinois: – second.

Andrew Lech, DAL, Redondo Beach, California: No, I also want to add the words increase or decrease, right.

James Rustik, DAL, Woodridge, Illinois: Increase or decrease. I'm going to get out of here. Okay. If you want – if you want a friendly amendment to increase or decrease, the problem is that the set salaries of the Board of Directors are set by the Convention and that we can give more – I'm sorry. I'm not on the Board anymore. I have flashbacks. You can give more, but you can't necessarily take away that. I believe, Mr. Chitkowski, I could be wrong? You might have to chime in. That, I believe, would require a recommendation and a change to the authority of the Convention in setting salaries as recommended by the Budget and Grievance Committee. Um, because it's the Budget and Grievance Committee that says, "We've looked at the budget and we find that these salaries are okay for the President with these types of increases. Same thing for Vice President, same thing for Secretary Treasurer." They look at those and say, "This is what it is." Then they go to the Convention with the motion to accept the Budget and Grievance report, which we may be seconded, may be amended. And when the Convention says, "Aye," the Convention, the ultimate power, and the Constitution has just set the salaries. So, I don't think, Andrew, we can decrease. That might be a question of Constitution, might be question for a General Counsel. I don't think we can decrease, but I think the Board has the ability to increase. Now, I know where you're coming from, Andrew. You also have the power under my amendment to say, "Sorry, guys. Nothing this year. You get what the Convention gave you." So, have I kind of answered your question, Andrew? I should really be saying Mr. Lech, Director Lech.

Andrew Lech, DAL, Redondo Beach, California: Delegate At Large.

James Rustik, DAL, Woodridge, Illinois: I know, but you're a Director. I mean, you know any more of singing to Misia, and I may be just calling you Andrzej the end of the day.

Andrew Lech, DAL, Redondo Beach, California: True, but –

James Rustik, DAL, Woodridge, Illinois: You see what I'm saying?

Andrew Lech, DAL, Redondo Beach, California: I see what you're saying. But I don't think that affords us, right. This is set. And if we accept this report, those increases are guaranteed, right?

James Rustik, DAL, Woodridge, Illinois: The increases are set because the Convention sets them; the Committee reports and makes recommendation to the Convention. The Convention votes on it. When the Convention is in session, it is the authority of PRCUA. John, am I right with that?

Legal Counsel, John Chitkowski: Yes. But let me –

James Rustik, DAL, Woodridge, Illinois: Okay.

Legal Counsel, John Chitkowski: Let's clarify because we're getting way off track.

James Rustik, DAL, Woodridge, Illinois: Okay.

Legal Counsel, John Chitkowski: Okay. So, again, let's make sure that we're doing this the right way. You don't have the ability to amend his motion. Okay.

James Rustik, DAL, Woodridge, Illinois: Whose motion?

Legal Counsel, John Chitkowski: Amend the Budget and Grievance Committee's motion. You cannot amend their motion. They can amend their own motion. You can voice opposition to their motion that's on the table.

James Rustik, DAL, Woodridge, Illinois: The motion to accept?

Legal Counsel, John Chitkowski: Right. And you could suggest that if they were to amend the motion in a way you would suggest that you would support that motion. And then at that point, the Budget Grievance Committee has the option, once discussion is closed, to go forward with their motion or to move to table their motion to consider the discussion. Otherwise, we're going to have amendments and amendments and amendments.

James Rustik, DAL, Woodridge, Illinois: Okay.

John Chitkowski: And we're going to get lost. Okay. So –

James Rustik, DAL, Woodridge, Illinois: Okay.

Legal Counsel, John Chitkowski: – there's a motion on the table right now, and that's to accept the Budget and Grievance Committee report as it is. His other motion, which was outside of that, to add to it, has been withdrawn. So, we're in discussion on that motion. The discussion is good. You guys should proceed with your discussion until the discussion's closed.

James Rustik, DAL, Woodridge, Illinois: Okay.

Legal Counsel, John Chitkowski: And then the Budget and Grievance Committee will decide if they're going to still call their motion to a vote or move to table their motion based on the discussion.

James Rustik, DAL, Woodridge, Illinois: We have a motion to accept the report of the Budget and Grievance Committee. That's the motion that was--

Legal Counsel, John Chitkowski: On the table right now.

James Rustik, DAL, Woodridge, Illinois: That's on the table. That was also seconded.

Legal Counsel, John Chitkowski: Correct. And that's the discussion we're having.

James Rustik, DAL, Woodridge, Illinois: All that stuff that I said that people jotted down notes, let me preface it one section before that. I would ask the Committee to amend its report to include the language that I had as a recommendation to the Convention for vote.

Legal Counsel, John Chitkowski: Can you clarify what your suggestion was?

James Rustik, DAL, Woodridge, Illinois: Okay. Boy, I hope I can do this again as clear as I did last time. I am requesting, I know where we go. I am requesting that the Budget and Grievance Committee consider a suggestion for amendment to your report from the floor that said, "The power to increase the salaries of the Executive Committees between Conventions shall lie with the Board of Directors." And the Board of Directors may have the authority to increase compensation for the Executive Committee based on performance in an amount not to exceed 5%. That was my suggestion. Would you consider amending that? I think then Mr. Lech said and decrease, right? Increase and decrease. So now we have a recommendation, the Lech Rustik recommendation, to the Committee to consider. And when-- Mr. Chitkowski, I think said is, "You have the ability to table it to discuss with us and move forward with another Committee report holding off on the vote to accept your report. We can talk about it." Then you can come back and say, "We will do this." "We will do this. We will not do anything." See what I'm saying? Am I right, Mr. Chitkowski?

Legal Counsel, John Chitkowski: Yes.

James Rustik, DAL, Woodridge, Illinois: Okay. So if you would consider right now those amendments and table your motion to accept your report, let's have a little discussion about what we're thinking about, and then you can make a determination whether you want to amend your – withdraw your motion to accept, amend in the fashion that I have - which I can

make into a motion should you accept that, amend your report along the lines of what we've been discussing, and then have a vote on that. Did I get it? I'm trying.

Legal Counsel, John Chitkowski: More discussion.

Kevin Kucik, DAL, Chicago, Illinois: I would like to add to the discussion and simply say that the longevity increases that you have established or listed here should be considered the maximum that can be awarded. And it's all based on performance. So, to get the 3%, performance must be met. If performance is not met, the 3% was not awarded. That kind of gets a little bit of the decrease. In other words, an Officer might get zero because of lack of performance. But if performance is very good, then the full amount of what you've recommended on longevity would be awarded. And I'm just saying that to counter the 5% number.

James Rustik, DAL, Woodridge, Illinois: No. No. Okay.

Kevin Kucik, DAL, Chicago, Illinois: Because you've established the whole range of percentages, and they could all be capped at that level, but they're all based on performance. That's –

James Rustik, DAL, Woodridge, Illinois: No.

Kevin Kucik, DAL, Chicago, Illinois: – The only point I'd like to add. Okay.

John Chitkowski: More discussion.

James Rustik, DAL, Woodridge, Illinois: Mr. Committee Chairperson, I urge you to table your motion for acceptance of your report at this time. Let your Committee and Mr. Lech, myself and Mr. Kucik go off in a corner and maybe I can come back and make, you can withdraw it. I will make a motion that you guys will be willing to accept. Okay. Fair. And then the Chairperson can move to another committee in line that's waiting to give a report while we discuss this and bring this back.

Jerome Lubiarz Society # 1368, Warren, Michigan: More discussion. Microphone three. More discussion. Microphone one.

Liz Dynowski, DAL, Orland Park, Illinois: I don't know if this is the right time. I'm not sure these are the times to ask these questions, but I have some clarification questions. So, number one, why is the Vice President and the Secretary-Treasurer making the same amount of money for your –

Jerome Lubiarz Society # 1368, Warren, Michigan: Why is it the –

Liz Dynowski, DAL, Orland Park, Illinois: So, Yes.

Jerome Lubiarz, Society # 1368, Warren, Michigan Yes. That was the scale that we determined as a Budget Committee, if you look at their salaries now, they're very, very close.

Liz Dynowski, DAL, Orland Park, Illinois: But why are they very, very close? We have a difference of experience currently. And I think in most companies, your VP should be closer to your President in salary than to your Treasurer. That's just my thoughts, opinions.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay.

Liz Dynowski, DAL, Orland Park, Illinois: I don't know if everybody else feels the same way.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Sure.

Liz Dynowski, DAL, Orland Park, Illinois: Then my next question is, in your longevity your percentages is off the base salary. So, let's say in 10 years, your example here was out of 9%. Is it still off the base or is it what their salary would be at 10 years? The numbers would be different.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Right. It's off the base. It's not accumulated, it's off the base.

Liz Dynowski, DAL, Orland Park, Illinois: Okay. So, can you make sure that it says off the base not cumulative?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Sure. More discussion?

William Seranko, Society # 657, Chicago, Illinois: Yes. I have a question. What is the definition of length of service?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Length of service, years of service with the organization in an executive role.

William Seranko, Society # 657, Chicago, Illinois: So, is that in each individual office?

Jerome Lubiarz, Society # 1368, Warren, Michigan: It is in any of three executive office positions. So, you could be the Secretary-Treasurer for 12 years, become the Vice President for 12 more, and then become the President for 12 and essentially have 36 years, of service. So, it's length of service in an Executive Committee role, not with the organization as an employee, as an Executive Committee member.

William Seranko, Society # 657, Chicago, Illinois: And then how does that tie in with the date of hire? If they're elected at a Convention?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Yeah. That it is based on their date of hire.

William Seranko, Society # 657, Chicago, Illinois: Is that from-- through the Convention? They're elected. Does that mean they're hired?

Jerome Lubiarz, Society # 1368, Warren, Michigan: It is from their election date. So, yeah, it would be if there were –

William Seranko, Society # 657, Chicago, Illinois: Or when they’re sworn in?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Yeah, I mean, it would be – If there was a new officer, for example, brought that was elected this year, their date would be September 7th or first or whatever the swearing in date is. So that's – that time of service begins then. Microphone two.

James Rustik, DAL, Woodridge, Illinois: I just want to offer an example to Mr. Seranko. Okay, Director, Secretary General, Secretary Treasurer. If she went on to become the Vice President or the President of the organization, those would be terms years of service in an executive capacity with PRCUA. So, if you think of her and her career, which was spanned over 20-something years I guess it was maybe close to 30, that was the person that I think, embodied her as the perfect example of what your question is as to somebody like that and what it constitutes and Mr… I'll step aside because Christopher Ozog had a question. So let me step aside.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Michael. Microphone two.

Michael Ozog, Society # 1593, Warren, Michigan: There was talk about holding off and the discussion and the motion on this, on the compensation. But what about other questions? Can we talk about other topics on here? Like for example, you have miscellaneous, almost a million dollars. Can you break that down? That's a million dollars. That's a quarter of your other expenses. Is that for like--

Jerome Lubiarz, Society # 1368, Warren, Michigan : Okay. We're gonna hold off on that, and we'll address that. We're gonna take other questions.

Michael Ozog, Society # 1593, Warren, Michigan: Okay. So, we'll focus on compensation.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Yeah.

Michael Ozog, Society # 1593, Warren, Michigan: And then before you leave, we'll talk about the other questions.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Yeah.

Michael Ozog, Society # 1593, Warren, Michigan: Okay.

Patrick Kosowski, DAL, Land O'Lakes, Florida: As somebody who was on the Budget and Grievance Committee and now on the Board of Directors, I commend you for attacking this. I think there's still a gap here. I think the best body in this organization to do, to evaluate the EC is the Board. I don't think that should rest with the Budget and Grievance Committee. I was on it for eight years. It's extremely challenging to come in and make those decisions. Albeit it's not perfect, I don't-- I am not in favor of just arbitrarily increasing at a set percentage based on longevity. I do think that the EC, just like everybody under them, department heads and employees, should be evaluated for performance. And yes, there is the danger of not getting reelected in four years, but in between that time, I think that decisions should rest. I think we're pretty close. Mr. Rustik, Mr. Lech, Mr. Kucik, I think we're all on the same page where we're kind of thinking let that decision rest with the Board of Directors and give them parameters of –

I'm not in favor of decreasing, of deciding whether there is some type of increase up to 5%. I think that is very fair. And the Board meets four times. We're meeting all the time. I think we're the best group to make those assessments.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay. Thank you. Any further discussion?

James Rustik, DAL, Woodridge, Illinois: Boy, I promised my wife I wasn't going to do this at this Convention. But there are concerns from Mr. Ozog, Michael, concerns from Mr. Lech. Patrick now has given us concerns, and I'll give us something else to think about. As I was listening to him say that you made recommendations for years of service and automatic increases. Okay. Why don't you, in your report, amend those, to cut those all in half, and give the board the option to look at performance to return that other half that you've recommended every year based on the evaluation of the Executive Committee. It's something else I'm throwing out there. I'm doing it right here, so everybody thinks about it. So, if we take a recess and go step off in a corner and, you know, talk about this, and that's something that you would consider, I want you to be able to consider as much as possible. I think though that that might be a good compromise because what you're doing is not taking any power away from the Budget and Grievance to set the salaries, but not taking any power away from the Board to tell its Executive Committee it doesn't like what it's doing, which is its responsibility. Plus, you give a four-year budget after this Convention, next year, we could be in a depression, not a recession. And the Board might have to say, "We're sorry," but we're not entertaining any performance-based at this time 'cause we need to keep bailing the ship and keep our own heads afloat". So, it gives them the opportunity. So, maybe a little blending of the two. Your first one is a 3%, then you should say that it'll be 1.5%. And the Board shall, for purposes of evaluating performance, consider raising that to 3% or giving the other 0.5% back. See what I'm saying?

Jerome Lubiarz, Society # 1368, Warren, Michigan: I do. Yeah. Makes sense.

James Rustik, DAL, Woodridge, Illinois: Anybody – Everybody's kind of – see what I'm saying? If not, get up here to the mic and tell me I'm an idiot. I don't care. But that might be a good compromise.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Yeah.

James Rustik, DAL, Woodridge, Illinois: Okay. Look, we can talk.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Very constructive. Yes. Additional discussion.

Patrick Kosowski, DAL, Land O'Lakes, Florida: Part of the issue is the ambiguity in the Constitution. And it gives both the Budget and Grievance Committee the power to set salary, and also adjust that annually. And it also hints at the board's ability to do that. I know that we're going to be talking about the Constitution tomorrow, but I think we really need to draw clear lines on who does what. And I'm not so sure that the Budget and Grievance Committee should give anything automatically. I would disagree with that. I think you could budget a 5% increase for the EC or whatever that percentage looks like. And then the Board decides if

there's an increase based on performance. So, you would set the budget and the Board, you can always explain away why it might go over. I don't know if we want to tell the Board that we have to cap that at 5%, but, you know, if we have an extraordinary performance and, you know, everything is just going great, why not reward the EC for their performance. But I do think that the Budget and Grievance Committee should set the budget and it should be a range of zero to whatever. And then the Board decides annually what that should be for each member of the EC.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Thank you. Microphone number one.

President James Robaczewski: Just a point of information. James Robaczewski, Delegate At Large, Chicago, Illinois. At this time, for the past 12 years, it's been recommendations of the Budget and Grievance Committee as to what the salary action is for the Executive Committee being a 2% raise, 3% raise at times they've given a bonus and no- and no raise and that was all approved by the Board of Directors upon their recommendation. In the past four years, there's been recommendations by this Budget and Grievance Committee to give us raises, the one year, because of COVID, we did not take the recommended raise because we were worried about the bottom line of the PRCUA. As a matter of fact, the raise that you suggested for this year, we didn't take as well and so that was because of the concern for the organization. Those raises can be those suggestions by the Budget and Grievance Committee can be, I'm looking for the right word, can be adjusted by the Board of Directors. So, if they want – if you – if you folks suggested a 3% raise, they could have said no, a 2% raise or a 6% raise, whatever they felt. So, for the past 12 years that I've been on the Executive Committee, my salary has been, on the approval or disapproval of the Board of Directors. So, I just want to clarify that that's how that works. As far as this longevity bonus and stuff like that, if it would be less painful for people, and I don't mean to – the hard work you folks have done over the past few years, that page can be withdrawn. You know, if that is what's holding us up, and people have a problem with that longevity bonus, maybe it's something that needs to be looked at in the future for the next four years or something like that, if that's what you want to do. I'm not just trying to say this to speed it along, but we're getting a raise in compensation and then, oh, no, raise or lower your compensation. So, if we're looking to get people to take these positions over and we're going to tell you, "Well, here's your job, and we could give you a 5% bonus raise next year, or we're going to take 5% away." I've never heard of a company that takes salary away from somebody for a review. And I've worked for quite a number of them that are Fortune 500, Fortune 100 companies and things like that. I've never heard that happen before. So that's where I leave this.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay. Thank you. One moment.

Patrick Kosowski, DAL, Land O'Lakes, Florida: Again, point of correction in the Constitution. I'm sorry I didn't walk up here with that section. It gives the Budget and Grievance Committee the power to adjust the EC salary or compensation. When we presented prior to this administration, it was – and that was always read that way the Board could feasibly vote on it, but the Constitution gave the Budget and Grievance. That's – I'm going to bring the – I'll find it. I mean, we had talked about this at length. Who has this? Personally, it scares me that we would

want an organization where we arbitrarily just give 3% or 6% or whatever. I want my leadership to say, "If I kill it, the Board should give me something," right? And we have different issues if that's not happening. And I get that. But I want people that are driven to success to be rewarded for high performance. I don't want to get into a job where you get 3% every year or whatever. I think that's a comfort area. And I'm not accusing anybody on EC of falling prey to that. But I think the board should still – I keep saying that we should word it that the responsibility rests solely with the Board to assess annually and from there, the Budget and Grievance Committee just sets that budget every year for whatever that range is, up to 5%. I feel strongly about that.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay. So essentially the Convention decides who, you know, the next four years of the Officers will be. So, that person will be there for four years. That's when they will be rewarded. If they're on another eight years as deemed by the vote of the Convention, then they would get that next eight years. So, it's not as much an arbitrary thing. Those people are already in those positions for four-year blocks of time. So, I know what you're saying about the arbitrariness of it, but the Convention makes the decision to put that person in for four years. We just apply this to those four years.

Patrick Kosowski, DAL, Land O'Lakes, Florida: Understood. The Convention puts them in, but we don't want to create a situation where a Convention puts them in and there's no accountability.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Right.

Patrick Kosowski, DAL, Land O'Lakes, Florida: Right. Ultimately, the EC is accountable to the Board, the Board is accountable to the Convention.

Jerome Lubiarz, Society # 1368, Warren, Michigan : Right.

Patrick Kosowski, DAL, Land O'Lakes, Florida: Right. So, we just want, I think, to make sure that the Board is driven, that we are evaluating.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Right.

Patrick Kosowski, DAL, Land O'Lakes, Florida: And sometimes a no raise is a nudge, right. That corrective action needs to happen. When you get up the chain, and you're working with the CEO, the President, I mean, they're accountable to somebody, and they have to be. We have to have some measure to enforce that accountability as the Board of Directors to act on behalf of the Convention in the organization to make sure that the EC is performing as they should, rewarded when they do and when they're not, nudge to keep going. So again, this is not attacking anybody on EC, just drawing it up on paper. I think that's the right way to go if you have to start it from square one.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay. Thank you. Microphone two.

James Rustik, DAL, Woodridge, Illinois: It is the Convention that increases or decreases the salary of the President every four years. They have the authority to do it. The Budget and

Grievance Committee is a standing committee of the Convention. It wields a certain amount of the Convention's authority in between the Conventions. So that's why the Budget and Grievance and Constitution are standing committees. What the Budget and Grievance Committee is doing today is making this as a recommendation, which will then be voted on by the Convention. If the Convention does not vote in favor, their recommendation is denied and they go back to work on another recommendation, maybe at their Convention, maybe not.

And they have the ability to do that. The Board doesn't work for the Executive Committee. The Executive Committee does not work for the Board. The Board of Directors has an obligation to the members and to the Convention to keep an eye on the EC. The EC has the same thing that it can do for the Board of Directors. And there's procedures in the Convention to deal with a problem and or problems of a nature that is not financial. So, what all that means, and me going on is this if the committee says 3% and the Convention votes on it, it's 3%.

The Board's ability to increase that or not give any increases is what the Board has ability between the Conventions. But it has a Budget and Grievance Committee with the authority somewhat granted to it between the Conventions by the Convention, by the governing body to look at that. So, the power is there. You can ask the Budget and Grievance Committee as a Board of Directors that you would like to look at Executive Committee compensation and make a recommendation to the Board to change something the Committee has done at the previous Convention. John, I'm sorry. Mr. General Counsel, isn't there normally a standard certification of the actions of the Board of Directors between Conventions for the purpose of the organization by the Convention, all of the past. So, you have a Convention.

Legal Counsel, John Chitkowski: We did it.

James Rustik, DAL, Woodridge, Illinois: We just did it. Right. So, the reason why you do that is because your standing committees have the ability with the Board of Directors to change things with the grant of authority from the Convention. I'm correct. That's the only limited amount of authority that the Convention gives to them outside of what's in the Constitution.

Kevin Kucik, DAL, Chicago, Illinois: So, it's called a ratification.

James Rustik, DAL, Woodridge, Illinois: Yes.

Legal Counsel, John Chitkowski: And that is done every four years. And the Board does have, as well as the Executive Committee, to act upon their authority in between. Now, to your point. Just so that we can get past this. Oh, sorry. So, in the Budget and Grievance report, they refer to sections Article 04A sub paragraph 7, which is the “operative paragraph”. And this is what's been sort of bantered back and forth. "The salaries of the Officers and Board of Directors shall be approved by the Convention upon the recommendation of the Budget Committee and shall be reviewed annually and adjusted accordingly by the Budget Committee. The salaries of the appointed-- of all appointed heads of departments and office staff shall be determined-- set by Executive Committee." So, the Board of Directors as it presently stands in the Constitution, does not have the authorization to adjust the salaries.

However, the Budget Committee is to review those salaries annually and make adjustments accordingly. Certainly, it can take reports and recommendations from the Board of Directors in its decision making, and then adjust those salaries as it deems fit. So that – there doesn't need to be any new motion to create that authority that's vested in the Constitution as it presently stands.

James Rustik, DAL, Woodridge, Illinois: And if I can add to that because our Convention and our Constitution says we elect these officers, President, Vice President, Secretary Treasurer, those officers or officers of the corporation, officers of the Convention, what you're saying is the ability to control would be more as if the Board of Directors had executive director or a chairman of the Board. You would then have the authority over that individual as the liaison between the Board and the organization or the company. John, anywhere I'm going wrong, stop me. Okay. But you would then have to be able to set that person's salary where that person's will be drawn from.

You have the ability to, if the authority was in the Constitution, the ability to choose from one of your own, to make to create a chairman of the Board or an Executive Director to run it. The President is the officer that the Convention the governing body says, "We want a President. We want a Vice President. We want a Secretary-Treasurer. They'll be elected by us. They will serve for four years. Here's what their salary's going to be." That I kind of – I'm trying to break it down as simple as I possibly can.

Legal Counsel, John Chitkowski: Right. So, Article Four of the Constitution is entitled "Supreme Governing Body Executive Power". It's two and a half pages long. It provides for a very long laundry list of what the Board of Directors can and cannot do. It carves out and accepts the ability to set the salaries. So, let's not go down that path. You're going to have to move for an entire constitutional amendment to vest the Board with that authority. That is – that does not exist presently. The Board can certainly make recommendations to the Budget Committee. There's a reason why the drafters of the Constitution created a Budget Committee that has independent authority from both the Executive Board and Board of Directors.

James Rustik, DAL, Woodridge, Illinois: James Rustik, Delegate At Large, actually, Woodridge, Illinois. I don't live in Chicago. I live in Woodridge. I'm going to see if I can end this. Do I have the authority at this time to say I object to a vote being taken on the recommendation of the Budget and Grievance Committee, and I moved to place the recommendations, the report of the Budget and Grievance Committee upon the table for further discussion and move forward with our other reports. So maybe they can come back, take into account the concerns of the people who have stood up here and spoke, and then come back and make a report, which will pass. Do I have the ability to do that?

Legal Counsel, John Chitkowski: That may be a valid suggestion, but you would be out of order in making that motion. But the Budget and Grievance Committee can certainly consider that and move to table their motion. What might be a good thing right now…

James Rustik, DAL, Woodridge, Illinois : How about we just…

Legal Counsel, John Chitkowski: How about just a recess?

James Rustik, DAL, Woodridge, Illinois: How about a recess, would be great. Madam Chairperson, I request a recess.

Chairperson Barbara Toboy: Yes. Recess for 15 minutes.

James Rustik, DAL, Woodridge, Illinois: Thank you.

Chairperson Barbara Toboy: In the meantime, any of the committees that I had assigned earlier, if they could meet to the side of the dais, and we will give you your instructions for meeting and potentially reporting this evening.

Chairperson Barbara Toboy: 5:05, be back in the room. Any delegates that are in the room that did not pick up any of their meal tickets yet, please go to the registration desk out in the lobby. They will have your meal tickets for you.

(Recess taken from 16:49 until 17:12)

Chairperson Barbara Toboy: All right. I'd like to call this session to order. I forgot I have a gavel. Surveying the room, I see we have a quorum. Sergeant-At-Arms, can you give me an official number please?

Paul Pawlowski, Society # 1579, Chicago, Illinois: As of this moment Paul Pawlowski, Sergeant-At-Arms. Society 1579. As of now, 103 and people are coming and being sworn in, so we should have a quorum.

Chairperson Barbara Toboy: Thank you very much. At this time, I would like our General Counsel to take the podium to address the procedural issue.

Legal Counsel, John Chitkowski: During the recess, it was brought to my attention that delegate Joan Smuda would, may not have been – may not have taken the oath as delegate when she made the motion to appoint her as the Chairperson. So, she then came back in and was sworn in, she was registered. I think it was a procedural mix up. Can someone make a motion just to ratify those actions so that we can proceed forward with Barbara as the Chair?

Celeste Grabowski, Society 1593, Warren, Michigan: I make a motion that we go ahead and ratify the previous appointment of Ms. Toboy.

Legal Counsel, John Chitkowski: The election. Thank you.

Kristi Mihalic, Society # 87, Canton, Michigan: I second that motion.

Chairperson Barbara Toboy: Thank you.

Legal Counsel, John Chitkowski: You have to call to question.

Chairperson Barbara Toboy: I get to call?

Legal Counsel, John Chitkowski: You're the Chair.

Chairperson Barbara Toboy: Good. I can.

Legal Counsel, John Chitkowski: Well, actually, you know what, you should call it.

Chairperson Barbara Toboy: There you go. You call the question.

Legal Counsel, John Chitkowski: Call the question.

Vice Chairperson Christopher Ozog: All those in favor. Say aye.

Delegates: Aye.

Vice Chairperson Christopher Ozog Opposed? Ayes have it. Thanks.

Chairperson Barbara Toboy: Great. Thank you. All right. I'd like to call upon the Committee of Rules and Order.

Committee of Rules and Order Report

Anna Kraszewski Winkler, Society # 880, Orland Park, Illinois: Anna Kraszewski-Winkler, 880, I didn't say my city last time, so, Orland Park, Illinois. As the Rules and Order Committee report, we're going to start with the report of the credentials and then an oath would be administered to any new delegates. And then the continuation of the Budget and Grievance report, and then recess until tomorrow. Motion to accept that report.

Anna Sokolowski, DAL, Downers Grove, Illinois: I accept that motion.

Chairperson Barbara Toboy: I need a second.

Kristi Mihalic, Society # 87 Canton, Michigan: I second that motion.

Chairperson Barbara Toboy: Motion to accept the report. All in favor?

Delegates: Aye.

Chairperson Barbara Toboy: Nays. Ayes have it. Thank you. Report of the Credential Committee.

Credentials Committee Report

Kristi Mihalic, Society # 87, Canton, Michigan: The count of registered delegates remains at 143. Motion to accept this report.

Chairperson Barbara Toboy: Number one.

Michael Dykla, Society 1580, Boynton Beach, Florida: I make a motion to accept that report.

Chairperson Barbara Toboy: Thank you. Mic three.

Elizabeth Sadus, DAL, Chicago Heights, Illinois: I second the motion.

Chairperson Barbara Toboy: Thank you. Motion to accept. And second. All in favor, say aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed? Ayes have it. Thank you. Any delegate that needs to be seated. Any delegate in the room that has not taken the oath of office, please come forward.

Reverend Canon Walter Ptak: Wow. Look at that. Last call. Anyone else? Oh, so we have four now. Anyone else? Okay. I ask you to raise your hand and repeat after me. (Oath given).

Colleen Bonkowski, Society # 1618, Warren, Michigan: Chairperson Toboy. Point of question. Everything that Mr. Lech got up and discussed, what do we do about it? Considering you just got sworn in.

Chairperson Barbara Toboy: It was just discussion. Nothing was voted on. He did not place a vote. So, it was just an order of discussion.

Colleen Bonkowski, Society # 1618, Warren, Michigan: Okay.

Chairperson Barbara Toboy: The original motion on the floor to accept the report of the Budget and Grievance Committee, is there any further discussion on the original motion? Anything new to discuss before I bring the Committee back to report? All right, thank you. I bring up the Budget Committee.

Budget and Grievance Committee Report (cont.)

Jerome Lubiarz, Society # 1368, Warren, Michigan: So, during our recess, excuse me, we had a discussion with the Committee with General Counsel and some of the other contributors. And what we've decided, is to make a few adjustments and include a couple of additional statements. So, one of them being the Board of Directors shall submit a confidential written report to the Budget and Grievance Committee regarding the Executive Committee for compensation at its annual meeting. The Budget and Grievance Committee will then consider the Board of Directors report, as well as the longevity of service of officers in its review. I'd like to make a motion to amend the prior motion.

President James Robaczewski: I have a question. It's a point of information.

Jerome Lubiarz, Society # 1368, Warren, Michigan: A motion to amend, the previous motion.

James Rustik, DAL, Woodridge, Illinois: I will make a motion to accept your report based on amendments you just proposed.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Is there a second?

Michael Dykla, Society # 1580 Boyton Beach, Florida: I second that motion.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Open discussion. Microphone one.

President James Robaczewski: Just quick question, and then I don't know if the point of information or discussion on it. The Board of Directors is going to submit a confidential letter to the Budget and Grievance Committee based on what objectives that have been placed upon us? How can they evaluate us if we have never received any objectives? Does that make sense?

Everybody works at some place. If you have objectives for your job, we have objectives for our staff. But if the Board of Directors is going to evaluate us, what are they basing that criteria on? And as of this point, we've never had objectives from the Board of Directors. So, I'm willing to have them. I mean, I'm not saying I don't have – I don't want them, but then we need to have advanced notice of what our objectives are that we need to meet.

Chairperson Barbara Toboy: Microphone number three.

Patrick Kosowski, DAL, Society #718, Land O'Lakes, Florida: I agree with that. We shouldn't be submitting a confidential report. The EC should have vision to our analysis and how we came up to our recommendations to the Budget and Grievance Committee. I think that's totally fair. And it is an effective part of that tool that they see how we're viewing them and, you know, congratulating or whatever that might be. So, I do want to make one additional point, and this isn't an attack, it is not an attack on anybody. I keep throwing clarifiers out there. The Board is elected by the Convention. The Officers are elected by the Convention. The Budget and Grievance Committee are selected by the President after the Convention. So, there's an opportunity to feel some type of obligation just to give. And I'm not – I know that's not happening, but I think we safeguard that by giving the Board, and this is a nice meet in the middle, where the Board comes up with analysis of job performance that does go and they have vision to the Budget and Grievance Committee. You should use that in part how you present what you're going to do for that year on, increase or hold still or whatever that looks like.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay, Patrick, would you want to remove the confidentiality portion of that or are you just questioning the criteria by which you'd write the review.

Patrick Kosowski, DAL, Society # 718, Land O'Lakes, Florida: Yes, I wouldn't know if I need to make a motion because I don't think we've done anything with it yet. But, yes, I do suggest that we remove the confidentiality piece. And then the Board will submit a report to the Budget and Grievance Committee.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay. You're fine with that part if we strike that.

Patrick Kosowski, DAL, Society #718, Land O'Lakes, Florida: I am personally, yes.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay.

Patrick Kosowski, DAL, Society #718, Land O'Lakes, Florida: I would support that.

James Rustik, DAL, Woodridge, Illinois: Okay. To answer my question, I wanted to know confidential from who? Number one, James Rustik, Delegate At Large, Woodridge, Illinois. I wanted to know confidential from who? So, that's been handled. I'm fine with that. Wouldn't that report, which was formally referred to as the confidential compensation reports to the Budget and Grievance Committee, which is now not confidential, wouldn't that report in order to balance, to determine what criteria are going to be addressed as to whether a performance increase is given or not, wouldn't that criteria require the Board to set exactly the goals and objectives that it would like for its performance evaluation along the lines of what Mr. Robaczewski had said earlier.

I'm just wondering because I don't know if we need to make that clear, which I think Mr. Robaczewski, actually probably had the same question. I don't know if we may need to make that clear or – because if the Board fails to set the goals that it would like to look at, you know, in addition to the fiscal ability of the organization and everything else, in addition to that, what other goals it wants to set for the Executive Committee, it would have to do that. If it doesn't do that then they don't get any performance bonuses. So, in effect, what you might do without that report, without those qualifications, what you might do is give the ability to the Board of Directors to sit on its hands, not establish goals and objectives. Therefore, it can't give a report to the Committee on performance of the Officers.

So that's a good idea, Patrick, that's a great idea. And Andrew, that's a great idea. Submit the report. Yes. Fantastic idea. But I think you need to let them know what your goals and objectives are going to be. And if you don't, and here's the incentive then for the Board, if the Board doesn't do that and doesn't provide that with you, they automatically get a 2% or a 3% raise. So now, everybody's got responsibilities. Everybody's got a little skin in the game. The Directors, the Executive Committee will know what their duties and obligations are for the year because Board of Directors will set it.

They want performance evaluation, they want performance increases, and of course, the Board of Directors has the authority to do that. But also, the Board of Directors got a little skin in the game that if they don't set up and tell them what they have for the upcoming year, well, then you're going to have a little bit too much power to the Board of Directors, and maybe Board of Directors needs to cede some, so if they don't do it, they automatically get 3%. That's up to you. I'm suggesting. Okay, I'm suggesting. I'm not making it as a motion.

I'm suggesting that since the Board wants the ability to perform the performance evaluation and to advise the Budget and Grievance Committee, the Board needs to have a little skin in the game and need to establish by no later than, let's say, January 15th, what the goals for the upcoming year are. Those goals can be addressed effective January 1st, January 15th. Those goals can be addressed at the December meeting. The Board can sit down and say, "These are the goals we want for this year." They can vote on them, and now the officers know what it's going to take to get a performance-based increase. But if the Board doesn't, they automatically get 3%. I'm suggesting that.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay.

James Rustik, DAL, Woodridge, Illinois: I'm sorry.

Jerome Lubiarz, Society # 1368, Warren, Michigan: No, you're good.

James Rustik, DAL, Woodridge, Illinois: I apologize. I'm sorry. I kind of look at things for balances of power a little bit.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Sure. Absolutely.

James Rustik, DAL, Woodridge, Illinois: And that would seem to me, you know, that some smart guy, you know, like me would be: “Well, I don’t like Jim Robaczewski, and I barely tolerate Misia. I do like Agnes, though.” I could say that and then say, "Okay, no-no-- you know what, let's not set any goals." And then we can't give a report, and then they can't get evaluated for performance.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay. Thank you.

James Rustik, DAL, Woodridge, Illinois: Okay.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Any other discussion? Andrew Lech. Go ahead. I'm sorry, Andrew. Number three. Go ahead, Andy.

Andrew Lech, DAL, Redondo Beach, California: My only objection with that is we struggle as a Board or as an organization to be nimble. We had this issue four years ago. And I think we mutually do have goals that we set as a Board and with EC that we have in our meetings. For example, had we have set goals in January of 2019, we would've been expecting different numbers for the end of the year versus when the pandemic hit in March, and everything shut down, and the expectations changed. So, I think the Board should have some form, some way to be able to be more nimble. And that's I think where we were getting with. If the report is transparent, it's a conversation between the Executive Committee and the Board of Directors on what we are evaluating based on. Right. It's an open discussion and I think we talk about this all the time. That then gets submitted to the Budget and Grievance Committee. But I think that holds us accountable, EC accountable but also doesn't set precedence that could change and then negatively affect you. So that's my only comment.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Microphone two.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: I would like to have the Budget and Grievance Committee review with the delegates here of what is on page 7 and how we justify, or you justified giving salaries to the officers. All right. When you look on page 7, how does a PSU operate? Income. And income is where it says total income. These are various parameters each of the years for the next four years.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Correct.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: What happens if they don't meet? What happens if they exceed this? The Officers, would they do a good job, or it was a bad job?

Did the premium income come in? Was the marketing not performing? So, I think you should tell us what you think you would use as parameters for how you justify an adjustment in salary.

Jerome Lubiarz, Society # 1368, Warren, Michigan: So, as it is right now, there are no parameters on the increases. So, that is left to the Budget and Grievance Committee. So, that is one of the decisions that we do make, and there are no parameters as far as if income is at this level, or profits are at that level, or new members are brought in. So, that does not exist now. And to the best of my knowledge, has not existed.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: This country suffered through a two-year recession.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Correct.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: How would this impact in the year 2022, 2023, 2024 if this occurs again?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Well, historically, what our recommendations were as a group, were to provide in, I don't have the exact amounts per year, but in some of those years where the profits weren't there, we gave just COLA allowances to the group. So, just the cost of living. And I believe there was even one year where we did not give any raise or any bonus.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Did you tell us that?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Pardon?

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Did you tell us that? Or you're just telling us that now?

Jerome Lubiarz, Society # 1368, Warren, Michigan: I'm telling you that now.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Okay.

Jerome Lubiarz, Society # 1368, Warren, Michigan: But we have communicated that to the Board in the past.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Okay. But now, you should have told our delegates.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Correct.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Thank you.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Patrick?

Patrick Kosowski, DAL, Land O'Lakes, Florida: I just think we've come a long way. Now we're talking, we're getting down in the weeds on how we're going to judge, you know, let the Board work that out with EC. Mr. President Robaczewski's comments are very fair, you're going to

judge us on what? And I think the Board should be charged with coming up with how you'll be judged, what the President should, or Vice President, how they can be successful. And that should be a mutual conversation. That's beyond fair. That's smart. So, I would just like us to move beyond this because I think we all agree that the Board giving you the recommendations is a good path or a good path to take and let the board and EC work that out. Right? And I think one comment came up like, "I don't like this officer. I like that officer." I think you protect that a little bit more, because the Board, again, is elected across the whole Convention as opposed to individuals that are selected by the President. So, I think you safeguard against that. Nothing will happen because one Board member isn't happy as a consensus. So, I'd just like to see us move past this point. I think we've beaten it up a little bit.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay. Thank you. Any further discussion? Microphone two.

Vice President, Micheline Jaminski: Micheline Jaminski, Director At Large. Where do I live now? Homer Glenn, Illinois. I just want to direct this. I know I'm talking to you, but I want to really direct this to all the delegates. If you are asked to serve on any of the committees, I want you to understand that this is a really important responsibility. You in some cases are playing with our lives. You are playing with our livelihood, and you don't know some of the stuff that actually is required of us. Now, came to the Convention, and was elected in 2014, and what the Constitution said the Vice President does was different than what it does now. During my first four years – and I need you all to know this because, obviously, I learned the hard way that some of us don't read the reports, and we make judgements on it. My role changed greatly. I wasn't only in one department. All of a sudden, I was responsible for some of the hardest departments, even though people don't look at it that way. Sales is really tough. Marketing was treated at one time, it's there, but you could do other things as well. The marketing director came a long way.

And right now, the last four years, we have so developed sales and marketing, but we don't have the people on the ground that can make these suggestions or fulfill all the desires of our Board of Directors. I remember in my first four years, there was one director, who I have great respect for, but he said that I should demand - we should demand 3,000 applications a year. That wasn't even in our history. We were averaging 300 applications for the longest time. We've come a little bit further nowadays.

Why am I saying that? Because, when you get nominated to the Budget and Grievance Committee, you have to know what was expected of us before when you get there. So, if any of you ever are asked to be on the Budget and Grievance Committee or any of the committees, learn what your responsibilities are, your budget is. I know it was agreed on. It is very hard. A budget is only a plan if you have the funds, and you know that. And, we have done really well. And if you want me to tell you, last year was a gangbuster, we did really, really well.

I'm not saying I should get a cut of that. I was saying my staff should have got a cut on that, but we're not going to go there. I believe that we have to really seriously think, I would ask every delegate to study that budget. I want you to look at that. Those people that presented this to

you did the best they could. We've changed so much. We've evolved so much with that budget, and I commend you. It was really tough. But, right now, I'm asking the body to understand that when you're talking about these salaries, and this, and this, and this, that you really have to understand what we all do. We're all doing the best we can. The Board asks and requires of us to report to them. And then, when you are all deciding what we should get as a compensation, you have to take into consideration all that we've put into it. It's a little different. I don't know if you understand what I'm saying. Familiarize yourselves with what the officers are doing.

And that is not to say, because I will tell you, I'm in a position that I encourage everybody to really run for the office in four years. I want all of you, I want to see many of you, because I want you to understand, you're not just sitting, laying, and waiting for somebody to leave office by winning a lottery. You are really a productive member of that Board – of the EC. And I think sometimes we don't understand how much we all work. We don't come in, it's, you're not a CFO, and you walk in as a Treasurer. Our Comptroller is the CFO. The Treasurer has so much to learn. The Secretary has so much to learn.

I think I'm asking you to reevaluate the way you see us. We're great at sports tournaments. We love to dance. Some of us sing. But I want you to know we are professionals that come in with a plethora of experience, and you have to treat us accordingly. And I'm saying that it's not that I don't believe that I was, or anybody here is, but I want you to really take seriously that the Board of Directors has given me many opportunities. One particular wasn't even a Board member, it was the Legal Counsel who added something to my plate, but I was very happy that they felt that I could do it.

I just want you to know that every time something's added to our plate, we don't get compensated for it. And it's a whole new experience. So, what you decide today made our responsibilities or our requirements, or what the Board will want may change. And with that, you have to take that into consideration. Am I making any sense that I'm trying to tell you? When you add more on our plate, you must understand we have to do the research for it. We have to do that. We have to – those are demands on us. We come in every day working to the highest level that we can. That is what I want you to all consider.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay. Two quick things I wanted to add to that. And I think what we're going to put in place here is going to help us do that. I'm not sure if everybody is familiar with the compensation, how compensation is determined for the Officers, but the Budget and Grievance Committee comes in once a year, talk to members of the EC, talk to employees of the company, and then we are to give a recommendation on an increase, which collectively as a group, we thought was not a fair process. What we wanted to do was take some of that decision making out of the hands of the Budget and Grievance Committee, just because we're not there, and I think what we're doing, having the Board who meets four times a year, who's more in step, in tune with what you do, they're going to give us a report, and that report's going to say, "Hey, this last quarter, these things happened positive, these things happened negative." They'll tell us if these types of duties changed. And, if that's the case, then we would take that into consideration in our recommendation.

But as it is now, we spend two days in the office, and then we're set to make that determination, which is very, very difficult, and that's why we wanted to change this procedure. So, I've thought about it myself. If anyone of you came to my company for two days, talked to my coworkers, and then recommended a salary increase, I don't think that's fair. So, we wanted to change that process and make it more equitable. Get more information from the folks that are there day to day. So, yeah, that's what our hope is that this will do.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Mr. Lubiarz, I have a question. What you just said. You mentioned that you come in once a year, in December, look at the reports. Do you get quarterly reports from the Board meetings?

Jerome Lubiarz, Society # 1368, Warren, Michigan: We get reports, we get the information as well from the "Naród-

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Do you get results quarterly from Board meetings that takes place three times--

Jerome Lubiarz, Society # 1368, Warren, Michigan: No, we have not.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Who stopped this, President?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Pardon?

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Mr. Drobot Sr. was President of the Polish Roman Catholic Union had the Board of Directors direct him to send quarterly reports from the Board meeting to the Budget and Grievance Committee. Mr. Dykla, continued that practice. Mr. Ozog continued that practice. Why was it stopped? I think you should get updates quarterly of what took place at the Board of Directors meetings. So, you don't get that?

Jerome Lubiarz, Society # 1368, Warren, Michigan: No, we –

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Thank you.

Jerome Lubiarz, Society # 1368, Warren, Michigan: – we can address that going forward. Thank you.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: We as delegates or you as Budget and Grievance, or Board of Directors, who should address that issue?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Who should address the issue of?

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: You getting Board of Directors minutes of the meeting. Okay?

Jerome Lubiarz, Society # 1368, Warren, Michigan: All right. Thank you.

President James Robaczewski: As far as the minutes to the Board meetings, when I was Secretary-Treasurer, I was never directed to send them out to the Budget and Grievance

Committee. I did not know that was taking place. So, I will, you know, fall on the sword for this, that if that was supposed to be done, I was not aware that that was a practice, because, in the eight years as the Secretary-Treasurer, I was not aware that practice was being done. So, if I'm at fault for that, I apologize to you for not keeping you informed. We try to keep everyone informed in the organization with our quarterly results. They're published in "Naród Polski" so you see financially what we're doing, and we also—we are open to any questions that you would have. So, again, if I was supposed to supply those reports to you, I apologize that they were not.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Okay. So, I'm going to make a motion to accept the items we've added here to the "Executive Compensation" section. Should I read through them again? Okay. Make a motion to include these in the report.

Chairperson Barbara Toboy: Yes, discussion is closed. The motion had been made and accepted earlier on. Is everyone clear on what we were voting on? No. May I have your notes, please? If I can read them. It is to accept the report as presented with the addition of – I can't read it.

Jerome Lubiarz, Society # 1368, Warren, Michigan: The Board of Directors shall submit a written report to the Budget and Grievance Committee regarding the Executive Committee for consideration at its annual meeting. The second point, the Budget and Grievance Committee shall consider the Board of Directors report, as well as longevity of service of the Officers in its review. Yes. Microphone two.

Michael Ozog, Society # 1593, Westland, Michigan: So, question, is it that we're accepting the full report or just the inclusion of this in the report? And then we could talk about the rest of the report?

Jerome Lubiarz, Society # 1368, Warren, Michigan: The full report.

Michael Ozog, Society # 1593, Westland, Michigan: Okay. So, then I have a question on other topics, on two topics. One is, so, that part about the longevity: that whole formula, 22 years, that's out?

Jerome Lubiarz, Society # 1368, Warren, Michigan: No. We will leave that in as part of the consideration.

Michael Ozog, Society # 1593, Westland, Michigan: So, that's a definite consideration that 22 years you got 18% bonus?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Correct.

Michael Ozog, Society # 1593, Westland, Michigan: Plus, so, you could potentially have 23% increase on your salary?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Yes. It can be adjusted going forward. But that is how it is in the report. And it's not compounded, it's based on the base pay.

Michael Ozog, Society # 1593, Westland, Michigan: Correct. So, right now, President makes 155.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Right.

Michael Ozog, Society # 1593, Westland, Michigan: 12 years service, whatever that value is. So, he gets every year, not 155, but 175 of whatever, plus whatever the Board agrees on?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Well, the Board will take that into consideration when providing, or when granting that amount.

Michael Ozog, Society # 1593, Westland, Michigan: Okay. So, it's 175 plus whatever--

Jerome Lubiarz, Society # 1368, Warren, Michigan: It's based on the base.

Michael Ozog, Society # 1593, Westland, Michigan: Okay.

Jerome Lubiarz, Society # 1368, Warren, Michigan: The base salary, not compounded.

Michael Ozog, Society # 1593, Westland, Michigan: Okay. So, my next question is, what about on the other topics? Like, why do you have a million dollars of miscellaneous? Can you explain that?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Let me see if we haven't. I don't have the detail of what makes that up right here.

Michael Ozog, Society # 1593, Westland, Michigan: Okay. Because, for example, I don't see sports tournaments. There's no expense budget for that.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Let's see. Okay. So, we changed the structure of how the budgets are. And that would be in the fraternal section, and there should be a line for that. But that miscellaneous line item has, - I can read what's in there: blanket insurance, there's a whole list of items. There's an audit that's included in there, check and supply ordering for billing, Pitney Bowes service plan, annual statement printing, software upgrades, Microsoft Office upgrades, building access control readers, migration of current security system, upgrade of phone system, upgrade of printers, extending support plans for information, service level agreements, vulnerability scanning, IT audit issues, Xerox services, and ADP payroll.

Michael Ozog, Society # 1593, Westland, Michigan: So, probably, half of that, IT expense? Would you say?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Quite a bit of it, yeah.

Michael Ozog, Society # 1593, Westland, Michigan: I would think you would want to expand that out a little bit more.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Well, we do have that in the IT department budget that rolls into this total budget.

Michael Ozog, Society # 1593, Westland, Michigan: Oh, it does?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Yes, and we've added some line items, so it makes it – it's different than it had been in the past. So, we're still adding items as we need, but that's why that miscellaneous is kind of a catch-all for a lot of things that we have in there.

Michael Ozog, Society # 1593, Westland, Michigan: Okay. And then, so then, with the sports tournaments- where is that?

Jerome Lubiarz, Society # 1368, Warren, Michigan: That's in the – let's see here, it is here. I know it is here because I went through this but let me see if I can find the line item. Yeah, you know, I can research that. I don't have that detail right here in front of me. I mean, we--

Michael Ozog, Society # 1593, Westland, Michigan: So, my concern is like, we have this budget, how did we perform the last four years? So, there are other reports that have numbers, and they really don't match this budget.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Correct.

Michael Ozog, Society # 1593, Westland, Michigan: They're a lot higher. So, are they hidden in other, like this miscellaneous or other categories?

Jerome Lubiarz, Society # 1368, Warren, Michigan: You know, when we moved to this budget system, we knew that there was going to be some disconnect between what was there before and what's in now. If you ever looked at the budget before, there were about a dozen items. So, we wanted that transparency, that visibility to have more items so that we could see these things, and really calculate out what they are. In the past it was impossible to do with the small group of items we had.

Michael Ozog, Society # 1593, Westland, Michigan: Okay.

Jerome Lubiarz, Society # 1368, Warren, Michigan: So, I know, there's going to be that transition from a few accounts to many. Microphone two.

Valerie Brumm, DAL, # 1593 Warren, Michigan: Thank you for the explanation of miscellaneous. How does that differ from other expenses down at the bottom of the same section?

Jerome Lubiarz, Society # 1368, Warren, Michigan: You know, again, with this migration from that very small line item budget to this one, we had to have a few accounts that would catch all the items that didn't get picked up in the other areas. So, we've got two miscellaneous and the other expenses that have a lot of items like I just read through there.

Valerie Brumm, DAL, # 1593 Warren, Michigan: So, point of clarification, please. So, the list that you just provided, we could possibly find that in either of those lines?

Jerome Lubiarz, Society # 1368, Warren, Michigan: No, it's in that is what is in the miscellaneous line. The other expenses have different items in them.

Valerie Brumm, DAL, # 1593 Warren, Michigan: Understood. And I assume you don't have those readily available to.

Jerome Lubiarz, Society # 1368, Warren, Michigan: I do not have those in front of me. No.

Valerie Brumm, DAL, # 1593 Warren, Michigan: Thank you.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Microphone three.

Jennifer Yurosko Society # 2220, Parma, Ohio: Jennifer Yurosko, Society # 2220, Parma, Ohio. I'm just curious about the internet and social media. It's 9,000 across. I'm not saying that we're going to go through another lockdown. I'm just curious of how that is compared to the other print items. When you're really trying to get a lot of the younger crowd, the younger generation to really into – interact with this society – and it's like social media is the way to go.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Great, good point. You know, these are the items that we were provided by the department. So, what their plans were moving forward. It's something we can discuss with them at some point.

Jennifer Yurosko, Society # 2220, Parma, Ohio: Okay.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Anything else? Any other questions? All right, I'll turn it over to you, Barb.

Chairperson Barbara Toboy: All right. Mr. Robaczewski, microphone number one.

President James Robaczewski: James Robaczewski, Delegate At Large, Chicago, Illinois. I'd like to commend this Budget and Grievance Committee for stepping forward. Most of them, this is the first time on a Committee. They're first-time delegates up there. And I asked advice of other – of some of our Directors and the other Executive Committee members to give me people who they know in their area who have a financial background. So, we have people up there. They're not just my cousin, Larry, or my brother John. I don't have a cousin, Larry and brother John.

But you know, they're people that we talk to them, what's their background? Where do they work, what do they do for a living? So, they have a financial background. We looked at the old budget that was the same type of formatting of budget that we've been using for 30-some years, and said, "We have to expound on this." And so, that's where we went into getting the actual figures, and breaking them down as you see broken down, and you've never seen this detail and expense of that, we looked where we're spending money, and how we're spending money.

You've seen just marketing expense, and no breakdown, sales expense, no breakdown. You're seeing what we're looking at, and what we spend money on. You know, we do have the miscellaneous and the other costs because those were costs like with the miscellaneous, with

the upgrades to Microsoft, the upgrades and things like that. We were trying to figure out the best way to break that out. So, do you put the expense and say there's eight people in this department, so they get eight shares, there's two people in this department, they get two shares, but these two people may use that software more than the other eight.

You know, so that's why it goes into the miscellaneous, cause there wasn't a fair way to break that down for everything. So, I mean, seriously, they've done a great job in trying to give us more detail in our budget. They changed from 2014 to 2018 into a different format. But this is, wanted to give you more detail, and you can see a breakdown of what our expenses are, and how we look at it. And as far as putting out a four-year budget, that's a four-year projection. A budget should be made every year. So, you could tell, as I said earlier, so you could see what the climate is.

We, going into 2020, didn't know COVID was going to hit, and how that was going to affect us. And if that's a slowdown in income. But if we were going off that budget, if there was something highly projected, we couldn't adjust. So, actually, the budgets, that this would actually be a financial forecast for us and not a budget. A budget should be set yearly, and probably put forth by interior, our interior people to have the Budget and Grievance Committee review when they come in. That's just my comment on that.

Chairperson Barbara Toboy: Thank you. Are we ready to call the vote?

Jerome Lubiarz, Society # 1368, Warren, Michigan: Yes.

Chairperson Barbara Toboy: All right. Would you like to come back up? So, I'm going to have Mr. Lubiarz explain again what specifically we are voting on, and then we'll call the question.

Jerome Lubiarz, Society # 1368, Warren, Michigan: Thank you. So, we are adding these two items to our report. “The Board of Directors shall submit a written report to the Budget and Grievance Committee regarding the Executive Committee, for consideration on its annual meeting. Budget and Grievance Committee shall consider the Board of Directors’ report, as well as the longevity of service of officers in its review”. And if I can direct you to page 10, where we have got, at the top, Executive Officers with more than 22 years of service “shall” receive. We're going to change that to “may” receive. So that gives us the ability to adjust that number accordingly. So, where you see shall three different times in those two paragraphs, that will change to may. So, that longevity won't be stated at those particular levels. We have the ability to put it to that level. Okay?

Chairperson Barbara Toboy: All right. I'd like to call the question.

Patrick Kosowski, DAL, Land O’Lakes, Florida: I just want to be clear. So, Jerry, if you can just answer, on your, I know we changed it to “shall” receive, but can you expound on that model? So, you have it tiered on longevity, so it's after 12 years, you would get 9% annually? Roughly adding $40,000 to the salary of a person that would be making $100,000. Is that accurate? Over a four-year period?

Jerome Lubiarz, Society # 1368, Warren, Michigan: So, that's adjusted onto the base. And it's not done annually, it's done in increments, those yearly increments that you see. So, end of two years of service, six years of service. So, it's not an annual increase, it's one time, the thought was it-

Patrick Kosowski, DAL, Land O'Lakes, Florida: One time--

Jerome Lubiarz, Society # 1368, Warren, Michigan: -would be one time during the term. Yes.

Patrick Kosowski, DAL, Land O'Lakes, Florida: Okay. All right. Thank you for clarifying.

Chairperson Barbara Toboy: All in favor of accepting the report of the Budget and Grievance Committee as stated, please say aye.

Members: Aye.

Chairperson Barbara Toboy: Opposed?

Members: Opposed.

Chairperson Barbara Toboy: Note, two opposed. Motion carries. Ayes have it. Thank you. Thank you very much Budget and Grievance Committee.

I would like to call a recess at this time. Point of information. Microphone one.

Thomas Lisiecki, DAL, Warren, Michigan: Just the point of information. I was on the Board of Directors, I wanted to wait until all this was done before I came up. I was on the Board of Directors for 12 years, and personally, I've seen the Executive Board between the President, the Vice President, and the Secretary Treasurer jobs change so much. Okay. When they came in, they came in with a job. When I was first on the Board of Directors, in my frame of mind, the Vice President was the fraternal person. Okay? And that's what it was. That's how I walked into it.

Now you look at it, fraternal person, sales department, marketing, fraternal, publications, print shop. So, these things are going to change. So, the Board of Directors that are going to be in there, if any of these decisions, like we're doing up to these percents and stuff, that please take into consideration when you do that, all the jobs that these Executives have to do compared to what it was before.

Look at what they'll do. Look at their qualifications. They're doing their jobs, they're pulling their hair, and if they're not doing it, then you tell them, "Hey." And then they can come back and say, "Well, I have, I don't have one job." I have – and that's in all of our industries, no matter where all of us work, we all know that, but I just—I know the President got more responsibilities, and the Secretary-Treasurer got more responsibilities, but more with the Fraternal Department because I was, well, behind the years too thinking, all of this Vice President is fraternal, but it's not. Read what these guys do. Look at their resumes. Thank you.

Chairperson Barbara Toboy: Thank you. I'd like to call recess to 9:00 AM tomorrow morning. Have a good evening.

(The Convention adjourned at 18:01)

POLISH ROMAN CATHOLIC UNION OF AMERICA

63rd QUADRENNIAL CONVENTION

Hilton Chicago/Oak Brook Hills Resort & Conference Center

3500 Midwest Rd

Oak Brook, IL 60523

2nd OFFICIAL BUSINESS SESSION

Saturday, August 13, 2022

Chairperson Barbara Toboy: A second session of The Polish Roman Catholic Union of America Quadrennial National Convention is coming to order. At this time, I would like to ask Father Walter Ptak to come to the podium for prayer and pledge.

Chairperson Barbara Toboy: A few housekeeping items and quick reminders. When addressing the delegation and the Convention, please step up to the microphone. Clearly state your name, society number, and city. Also at this time, a reminder to turn off or silence your cell phones. We will make a $50 or you will make the $50 donation, and we'll put it in the education fund on your behalf. If any of the Sergeant-At-Arms hears a phone going off. I'd like to call upon the Rules and Order Committee.

Committee of Rules and Order Report

Debra Federico, Society # 261, Warren, Michigan: Today's agenda will be the report of the Credentials for today; the oath of new delegates; committee appointments; and then the business will be actuary report; and the Constitution Committee report. Motion to accept.

Chairperson Barbara Toboy: Microphone three.

Kristi Mihalic, Society # 87, Canton, Michigan: I move to accept the report of the Rules and Order Committee.

Chairperson Barbara Toboy: Microphone two.

Secretary-Treasurer Agnieszka Bastrzyk, DAL, Elmwood Park, Illinois: Agnieszka Bastrzyk, Society 1219, Delegate At Large. I second that motion.

Chairperson Barbara Toboy: Thank you. Motion's been made and accepted and seconded. I call the vote. All in favor say aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed? Abstentions? Ayes have it. Thank you. Report of the Credentials Committee.

Credentials Committee Report

Kristi Mihalic, Society # 87, Canton, Michigan: As of this morning, we have 152 delegates registered. Motion to accept.

Colleen Bonkowski, DAL, Warren, Michigan: I accept.

Chairperson Barbara Toboy: Thank you. Microphone two.

Celeste Grabowski, Society # 1593, Warren, Michigan: I second the motion.

Chairperson Barbara Toboy: Thank you. All those in favor of accepting the Credentials Committee report signify by saying aye.

Delegates: Aye.

Chairperson Barbara Toboy: Oppose nay. The ayes have it. Thank you. All those delegates that need to be sworn in, please approach the dais. Father Ptak will give the oath of office. (Oath given).

Chairperson Barbara Toboy: Thank you very much. All right. A few more committee assignments. Alicia Sokolowski to the Resolutions Committee. And Michael Mihalic to the Young Adult Committee. Next, we will have the report of our Actuary, Mr. Joseph Steimla.

Actuary Report by Mr. Joseph Steimla

Good morning. I know you have a lot to go over today, so I'll try to be brief and answer questions if I can. This is the ninth time that I've been in front of you, it's been a long time and it's been a real honor to work with PRCUA, and watch it grow over the years, ups and downs, good times, bad times.

We've made it through, and it's been very hard for fraternals because it's not like it used to be where people would want to join a fraternal. The young kids, they're not like they used- I mean, they're different now, they have more things to do, so, it's kind of a struggle, especially selling life insurance policies. We've kind of veered off to sell more annuities than life insurance policies because annuities can bring us more money in quicker, and we're able to earn money on that money that we bring in.

So, I'll go through my report and then answer any questions you have. You know, when I look at PRCUA, you know, I look at the operating gains, the rate of investment income, you know, because, most of our liabilities are reserves. And reserves assume that we have to earn interest on that money to be able to use that money to pay claims when they come.

Annuity reserves, which is the bulk of our reserves, is just theoretically the account balance. It's not that tricky. You know, you put $100,000 in, and the reserve's $100,000. It may be a little

lower because we have to pay a commission, but it's going to grow to the $100,000 at the end. The life reserve is a little different, you know, we die as we age our probability of dying increases.

So, when we pay a level premium, we're paying more in the beginning because we're going to pay less later on, because we're paying a level amount, and our mortality is going up like this. So that money that we've collected extra in the beginning, we have to use because we're not going to collect it later on. And that is how we establish reserve for the life insurance policy. So, in the annual statement, we set up a reserve, and then when somebody dies, let's say they have a $10,000 policy, and they have a $4,000 reserve, well, we pay $10,000 out, but we release $4,000 from the reserve. So, our loss is $6,000 theoretically on the statement, even though we show $10,000 is paid, the reserving decreases by $4,000. So, then we've paid only $6,000 to the gain from operations. I look at the refunds, I look at the volume of new certificates, you know, your assets have been capably managed by the Officers, and the investment people that you've hired to handle your investments. Expenses, they've increased. And that a large part of that is because of the computer conversion, which is ongoing, and it costs a lot of money to get a new computer system.

I mean, it's a hell of a business. I mean, selling computer systems because, you know, it just keeps on and on and on, and you want to be done, and it takes a long time, and you have to learn the new system, and you have to pay for them to program the stuff. And it just keeps getting going on and on. And hopefully we'll have it done sooner than later because we need to stop having to pay all this money to the computer people. I look at the premium income, now the premiums increased quite a bit, in 2021, and that was due to annuities.

We've collected over $50 million in annuities and hopefully from that $50 million, we'll be able to, you know, we've invested assets with that $50 million, and hopefully we're going to earn-- well, we will earn more than what we're going to credit, so we're going to make some gains to surplus and to operations. Now, if we look at the assets, they've increased from $200 million to $240 million, and a lot of that is from that $50 million of annuity premium.

Another way that assets increases, if our mortality is better than expected, primarily, the excess interest that we earn on the money grows surplus. We need to try to control expenses and try to make the surplus keep growing. Now, if we look at surplus, it went from $11.8 million to $11 million, so it stayed kind of constant over this period. We want to try to maybe increase that surplus over the next period. We're constantly trying to increase the surplus, but we don't want the surplus to be too big because that would be considered-- they call it “tantine to the light last people get all the money”. So, if we can grow surplus, we can increase dividends, we could pay our expenses, and make some profits, and be able to continue as a Polish organization. It's been kind of tough with interest rates so low to make money. In the old days when interest rates were 10%, 11%, we were making money, gobs of money because, we're earning 11% on the money, and credit to the reserves were like 5%, or 4% and the annuity credited rate was 6% or 7%, so we were making a big spread, and that was making a lot of money for us. Well now, since we can't earn that much, and we still have to credit a decent amount on annuity funds, it's harder to make the money to cover our overhead.

Our ratio of assets to liabilities remains level at about 105%, means a hundred-- we have a dollar five for every dollar of liabilities we own. So, if we stopped right now, everybody would get an extra 5¢ on the dollar. The other ratio that they kind of look at is the RBC. That's the Risk-Based Capital Ratio. That's something that the regulators look at quite a bit. And that's the surplus you have, and that's over the surplus that they say you need. So, if they say we need 2 million, and we have 10 million, then our ratio is 500%. Well, our ratio is 403% as of year-end, which is a very strong ratio. You want to try to stay above 200%. So, we've continually tried to keep that RBC up. Regulators look at that, and when they see that the RBC is strong, they don't look as hard at your organization as they would for somebody that has lower RBC. The rate of return on investments has stayed pretty much around 5%, which is pretty good in this day and age, you know, because the investments, those old investments that earned a lot of interest that had a high yield, they're maturing, are getting called, and then we have to buy new bonds, because we primarily invest in bonds now, and those new bonds are not going to get the 8%, 10% yield like the old ones that left got. So, it's hard to keep that rate of return up, but we've been able to keep it at 5%, which is a good rate compared to other fraternals and other insurance companies.

Actual to expect the mortality: Well, it's gone. It bounces around, and it's gone up. In 2021, it went up 28%. I had the computer people look at that to see what caused that and, they said that generally just, we just had more claims. It wasn't anything special. It wasn't the covid, or overdoses, or stuff like that. We're selling a final expense product which we've loaded for premiums. We've increased the premiums because we're not underwriting it as strictly, and that accounted for some of the increased debts, but you know, debts fluctuate. I mean, they do fluctuate, and when you're high, when you're low, bounces all around. We've been pretty consistent from year-to-year as all fraternals have been, basically because, we're not selling real big policies, and people become members because they buy a policy because they want to be a member. So, we don't have the anti-selection that a lot of bigger companies would have.

Like I said, expenses went up, and a lot of that is because of the computer conversion, and hopefully, we'll get that over with, and expenses can go back down. The issues of new policies, well, we've kind of concentrated more on the annuity because a lot of the deputies are-- it's easier to sell an annuity than a life insurance policy naturally, and they can get a bigger commission, not a bigger percentage commission, but a bigger amount of money as a commission when they sell the annuity.

You could sell like a $100,000 annuity to somebody, and you have to sell a lot of life insurance policies annual premium to get $100,000. So, it's a lot easier to sell annuities, and once we get that bigger base, we can invest in more assets, and earn excess interest, and we'll make more money. The next thing is the premiums, if you look at the premiums, you'll see that we increased the premium quite a bit on the annuity. Life premium is about $2.5 million and staying pretty steady. We went to a new mortality table we used to use in the old days it was the American Experience Table, which was an old table. And then we went to the 1941 CSO table, and then we went to the 1958 CSO table, then we went to the 2001 CSO, and then we've gone to the 2017 CSO, Commissioner Standard Ordinary, that's what that stands for. That's the tables that the NAIC makes us use to calculate reserves and cash values. But one of the things

that we had to do with the new table is, we had to decrease interest rates because cash values and reserves are based on mortality and interest, and interest is the bigger driver of that value.

So, when you use a lower interest rate it creates a higher cash value. So, we had to go to 3.5% cash values and so, that's going to produce higher cash values for us, but it's also, since we have to provide higher cash values, we had to increase the premium somewhat to provide enough money to pay for that extra reserve we have to set up. Like I said, dividends have been $150,000. When I get a question on dividends, I know. But I'm going to finish up. It's been a privilege working with everybody from PRCUA over all these years. I really appreciate the opportunity to talk in front of you again, and then I'm ready to answer some questions. I hope I was quick enough.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: I'm referring my comments to page 52, the first item on the top page, 2017 refunds.

Chairperson Barbara Toboy: Excuse me, Mr. Ozog. What book are you looking at?

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Oh, his report. Report of Executive Committee.

Chairperson Barbara Toboy: Everyone, is the blue book, report of the Executive Committee. And I'm sorry, again, the page number?

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: 52, the first section. The Gain and Losses from Operations after Refunds. I'm looking at refunds, which are dividends to our members. It looks like they stayed the same for at least five years. Do you have any historical history of 2016 and prior?

Mr. Steimla: What page?

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Page 52.

Mr. Steimla: That's the wrong page, page 59. Let's go to 59. Books are different.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Oh, it is 57 in some books. 57 or 52, depending on what issue you have. First generation, the second generation.

Mr. Steimla: Okay.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Okay. In 2017, refunds in thousands of dollars to my members, which are dividends was $152,000. The following year, $153,000, the following year, $153,000, the following year, $152,000, following year, $152,000. Has this been historical for the last 20 years of paying $152,000 in dividends? What was it we paid five years prior to that? And why is it so low?

Mr. Steimla: Okay. Well, our gains have been bouncing all over the place, you know, before we paid a higher dividend than we probably should have because of the vanishing premium, or

whatever you want to call it. Policies that we had to maintain a higher dividend because we assumed a higher credited rate on the-- in our dividend calculation, that we would earn a higher rate to pay a higher dividend.

A dividend is based on three pieces. Mortality, the savings on mortality of what we assume versus what we get. Okay, so, if you look at that mortality ratio, you know, it's hovering be-between 40%-- between 30% and 60%. So, part of that is paid back in a dividend. Okay. The other part is what we assume in the premium to pay for the reserve that we have to set up. Okay, and some of them are 5%, some of them are 2.5%, depends on when they were issued. Okay, so that excess interest is paid back in a dividend. And then the third part of the dividend is the money that you save in expenses.

Now, that piece is a negative for us, okay. Because, on a lot of those older policies, we collected $10, $12, $25, whatever, to maintain the policy. And if you take our expenses and divide it by the number of life members, you know, it's probably $80, $90 to maintain a policy. You know, so we don't have the scale to make the expenses per policy go down enough so that that's a negative on the dividend.

So, I guess that that's how the dividend's calculated. Now, we've kind of left it at $152,000 because you know, we've had some gains, we've had some losses, gone up and down. You could always pay a bigger dividend. It's up to the Board to pay a bigger dividend. You know, it's just going to-- it'll decrease surplus, but we have 11 million, now, you know, what's a safe amount of surplus?

11 million is a good number, but 20 million is a better number, you know, so it's, like you want to try to be conservative enough and you want to try to gain money to be able to increase surplus. Now, you know, we've been paying for this computer system, and that's been draining-- you could say it's been draining surplus on us, you know, so maybe these people are theoretically paying for some of that computer conversion in a lower dividend. I don't know if I can answer. I probably boasted it around and didn't answer your good question but--

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Mr. Steimla, have you ever recommended an increase in dividend in the last four years?

Mr. Steimla: Have we recommended it? No. No, I have not.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: If the Board asks you, what would you recommend? You couldn't answer that question, or you shouldn't answer that question? Who determines an increase in dividends? Did you say the Board of Directors? Yes?

Mr. Steimla: Board of Directors.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: How do they determine it though? Do they get your suggestion?

Mr. Steimla: What you do, usually, you look at the gains. And then, based on the gains, you determine what's a good dividend to pay. So, if you make $500,000 in a year, and you made $500,000 a year before, then maybe you pay like $300,000 of that in dividends. You know, you'd look at the gains.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Okay.

Mr. Steimla: Just like a regular company would pay a dividend based on, they have to have gains to pay the dividend unless they want to eat into their surplus.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: So, we're looking at Board of Directors not doing their job, and not increasing dividends?

Mr. Steimla: Well, I don't know if we should increase them, because, you know, when you have some losses, we probably shouldn't have paid dividends. You know, we kept the dividends.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Yes. Five years, you had one loss here.

Mr. Steimla: Well.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: But now in 2021, we had one point-- $1,051,062 profit, but we only issued $152,000 in dividends.

Mr. Steimla: Well, you know, if you look at the net income after dividends and capital gains, we had a million last year. Which was, some of that was artificial because of the pension plan being moved, the year before we had $400,000 loss, the year before, $600,000 loss. So, that would really say we shouldn't have paid a dividend.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: That's true.

Mr. Steimla: But we're trying to pay some sort of dividend to keep – to make the members feel comfortable that we still pay dividends. You know, so we aided the surplus in a way.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Does it make it easier for an agent to sell life insurance if there is a good dividend?

Mr. Steimla: Does it make it easier to sell life insurance? Yes, yes. We project pretty low dividends because we don't – well, we got this computer conversion that's eating up expenses. You know, I don't know what the future's going to hold. You know, we're starting to sell some more annuity, now that annuity's going to make the profits for us. You know, so what do we do? Do we credit more interest to the annuity people, because they're really producing the surplus for us, or we use some of that money and pay for the dividends for the life people? You know, I mean, that's the balance we have to try to balance, you know.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Okay. Thank you.

Mr. Steimla: Microphone one.

President James Robaczewski: Just a point of information.

President James Robaczewski: You know who I am. James Robaczewski, Delegate At Large, Chicago, Illinois. We pay a conservative dividend. We try to pay the dividend to give the incentive to our life insurance holders. We're also trying to build a surplus to keep us a healthy life insurance company, so, we don't want to go over and pay as Mr. Steimla mentioned earlier about when we had the interval premium, vanishing premium, and we weren't allocating extra dividends to cover those lost what's the word I'm looking for? Lost income. So, we are keeping it conservative. We had a very good year last year, but we're determining the dividend right as we're figuring out what our last-- what our profitability was for last year and our year-end statement. But we want to keep that surplus up, as Mr. Steimla said too, part of the surplus increase was because of what we did with the pension plan for our organizations. We moved it into a trust. So, we took assets and moved them over to safely keep the income coming in for, and out of our general fund. But, to keep our general fund healthy, to keep our pension plan healthy, we moved assets out of our general fund into a separate trust. So, that's part that affected how our increase last year happened as well. But we had an astounding year last year for income with our White Eagle product, but that doesn't guarantee we're going to have it this year.

So, the conservativeness in our dividend is a healthy choice for our entire society. So, I just want to clarify that we're not hiding anything. We're not doing anything, but we can't overspend and use our surplus for things. Well, if we do, and if - and if it goes down too quickly or too much, then we have regulators looking at us going, "What's going on?" So, in the past 12 years, we've raised our surplus from $3 million to $11 million.

And so, I think it's a good thing that we're at 11 million, because that way, it gives us flexibility on what programs we can also offer through insurance and annuities and everything like that. And I will stop at that. Have a good day, morning, and thank you Mr. Steimla for presenting today.

James Rustik, DAL, Woodridge, Illinois: Mr. Steimla, nine Conventions. I applaud you. Thank you very much for nine Conventions. And as you know, probably the last four, I have always asked you a question at the Convention, and you know, I've always asked you questions at the Board of Directors. The reason why is, I didn't know what an actuary did before I sat on the board. Okay? I'm an attorney. We refer to accountants as bean counters, and actuaries as bean counters that show up once a year. But when I found out, I found out the importance of an actuary. So, what I'd like to ask you is, considering we've gone through-- this is the first question. Considering we've gone through a pandemic that shut down the country, and caused a lot of businesses, both large and small, to be gone, how did we do it?

Now, you don't have to answer that one first. You can think about that. Here's the second one. There's a lot of proposals today. Some of, some people might say quite revolutionary, some people might say completely restructuring what we're doing, especially with a Board of

Directors with the ability to give raises, which we discussed for approximately two hours yesterday. Have you taken a look at those proposals, and what is your opinion for the proposals that are being made, and how that's going to affect the organization from a standpoint of the products that we sell, the expenses that we have, and your analysis of the whole picture.

And here's my third question. I guess I could have said it was one question and, but here's my third question. "Oh, you know, these kids with their damn computers," I know it's a large expense, but I've always kidded about PRCUA operating whenever it does things, it operates at glacial speed, which means really slow. But a lot of that has had to do with the fact that we were not technologically savvy. We played a lot of catch up. And yes, there is a lot of significant outlay of funds in the beginning and ongoing to maintain a computer system that provides speed, accuracy, and protection.

So, let's say we've made a lot of those expenses and we will continue to have some, have you taken a look at it, and do you have an opinion as to how this in the future, maybe not now, but maybe in four years or whatever, is going to come back and give us the benefits that we ultimately would like to look for in this world where I have a computer in my hand that, frankly, I can go to the bathroom with.

So, we know computers are necessary, what's it going to save us in the future? So those are three questions I have and answer them in any order. But thanks, and thanks for your service, please.

Mr. Steimla: All right. Well, I feel like a presidential nominee with all those questions. I can't remember which one. Getting older here. Some of the things that you've kind of gone over, I forget that what you call it. I haven't seen the proposals to see, you know, what effect it would have. But any effect on increasing expenses without increasing revenue is not a good thing. Okay, the computer, you know, it's going to have a lot of whistles and bells, and if we utilize the computer the way it could be utilized, it'll be a big benefit to PRCUA. Okay? But, you know, we got along for 110 years without all the whistles and bells, you know, and we did all right.

You know, this'll be good. Maybe get more, if it helps with the policyholder service to the members, that'll be a good thing. If it helps with the agents making it easier for the agents to get a policy approved, that'll be a good thing. But, you know, a computer is something that, you know, you have to have to maintain a large volume of policies, and you could go overboard with the computer stuff. We're not that sophisticated that we need all the whistles and bells.

So, hopefully, this system will do what we need, and do it well, and we get it implemented sooner rather than later. And then, let's see, the other one was – How did we make it through the pandemic? Yes, that's right. Most fraternals did make it through the pandemic. You know, debts probably went up a little bit, but not that much. And people that died from COVID probably were going to die pretty soon anyway, they were up in age, and they – and we had a lot of small policies.

Chairperson Barbara Toboy: Microphone three, Andrew, please.

Andrew Lech, DAL, Redondo Beach, California: Being on the Board, I can speak to the computer system. I know we've been saying this a lot in this report, and maybe there's not a lot of context behind what this will provide for the organization, but it will directly affect our bottom line. If you looked at the Budget and Grievance report yesterday, you're going to find a line item, which is operating expenses. And what this system is doing is taking 5, 6, 7 different disjointed systems, which currently have manual people working hourly, spending money to do processes in the company, and what the system is doing. And what we are trying to do as an organization is provide operational efficiency. And that directly translates in the future. This investment we're making right now is going to translate to that number in that balance sheet dropping significantly. And that's the goal here. So, it's an investment upfront to make our organization work in the 21st century, but also to allow us to actually trim some of those expenses in the future. And that's just some context.

Mr. Steimla: That's a good point.

Valerie Brumm, DAL, # 1593 Warren, Michigan: Just another point of clarification adding to the bells and whistles. I know we're talking about the investment in IT, and I think the return on investment, especially for cybersecurity in this day and age prevents future threats. So, those aren't always costs realized on a balance sheet, but we should consider those that we're putting in safeguards today that will protect our bottom line in the future. So, I just wanted to provide that perspective. The Board of Directors, when we're talking about all these IT investments, I know that those are big bills, but it's also bringing us into this day and age and protecting us in the future.

Mr. Steimla: I agree, that's another good point. I've been through a couple conversions with computers and that it's always twice as much as they tell you it's going to be, and that's just the way it always is, I just hate to see all this money being spent. I know it needs to be done, but it hurts. We can't pay the dividend cause we're paying-- we've got a big-- we've got a high overhead. Now, a lot of our overhead is, you know, the employees.

And, if we get the computer going, that means that we may have to get rid of some employees. Fraternals don't get rid of employees. I'm sorry. We could talk all that over, but they don't, that's the way they are. Go ahead, Jim.

James Rustik, DAL, Woodridge, Illinois: That wasn't really the answer I was looking for when it came to how did we get through the pandemic? I meant, and I appreciate that. What I meant was, you obviously met with the Executive Committee, you obviously appeared at the Board of Directors meetings, and you talked with them. Are we – did we make it through the pandemic because of our proactive nature and understanding what was coming, or if we didn't, our ability to react to it as it came, or the last possibility, rewrote it out, and things happened to work out good for us, because there's a lot of businesses.

There's a lot of businesses that are gone because nobody expected this. So, nobody can look to their owners and go, "What did you do?" And our Executive Committee and our Board of Directors didn't expect this, but yet, we're still here. And I'll ask you this question, how many

fraternals aren't because of the pandemic? If you have that number, I would like you to tell us about it, that's what I'm looking for. How well did we do it, and what was this? The Board got together, put aside differences, put aside challenges, and focused, and got together with the Executive Committee, and worked together to get us through.

Did we ride it out? How? That's what I'm looking for. Because we're talking today, hopefully later today, about recommendations from our Constitution Committee about a fundamental structural change to our Board of Directors and to our organization. And that has to have some meaning for the future. But we also have to look to why the Committee found, and of course, that's not you, Mr. Steimla, I understand. I will ask the same question to the Committee, unless they know I'm going to ask it, they can now answer it before I do. But the question is, why are we going to make some moderately radical changes to how we're doing it? And should we? That's what I'm kind of looking at. Okay? And I'm sure there's a lot of people here who in their heart don't want to see the old ways changed. And you kind of tipped your hand a little bit when you said, "Well, computers are good, but we've been doing it for a hundred and something years, and we've been doing pretty fine." And I understand that and the computers are a radical change.

But if I can do that for a minute, compare computers, and what's the bottom line's going to be, versus what we're trying to do with our organization through long-run planning, through governance, and through other things. Okay? There are people out there that say, "It's been good for a hundred and something years, why should we change it?" I think I've been told to sit down.

Chairperson Barbara Toboy: Thank you.

Mr. Steimla: Okay. Just to answer one question. You know, I don't think any fraternals have – went belly up with the COVID. I think everybody hunkered down, closed the offices, and used the masks and everything else. And the deaths came as they did, maybe a little bit earlier for the people that died because they were older, and they were-- eventually, everybody's going to die. But they all hunkered down and did what they did. Their bonds were paying. I mean, if a lot of companies, if their bonds defaulted, then they would've been in trouble. But a lot of the bonds didn't default. A lot of these big companies were able to pay their dividends. Microphone three.

Andrew Lech, DAL, Redondo Beach, California: Jim, just to give you some context. I don't think, like while the pandemic was a big event that happened, the nature of it was not financial, it was health-related. So, we don't actually see financial companies or banks going under, and we didn't see a really, a big decrease in people losing money like we saw in the Great Recession. So that's, that helped us, right?

I think like, people were not running to the bank to pull money out because they were afraid, they have to pay for their hospital bills and stuff like that, or cash out their policies, or cash out their annuities. So that helped us through the pandemic because people weren't coming to the PRCUA to cash out their policies. But on the flip side, I think the Executive Committee and the

Board did release products after looking at the environment. Like we had the White Eagle, and that's where we reacted as fast as we could. And I'm going to say that because some of these changes, probably not the report to talk about those, and we'll talk about that later, but some of those changes are very hard and slow moving because of the structure of our Board and our organization.

And we'll get into that later. But I think within the parameters we had, we moved as fast as we could, and I think we made good decisions, which is what helped us with our bottom line. But that's the context. We weren't affected as an organization as much as like brick and mortar retailers who had to shut their doors, and no longer had income coming in.

Chairperson Barbara Toboy: Microphone one.

President James Robaczewski: James Robaczewski, Delegate At Large, Chicago, Illinois. To answer the question of Mr. Rustik, we are conservative, we invest our money, our funds conservatively. So, they're mostly in long term bonds. The long-term bond market wasn't writing the roller coaster of the stock exchange when the pandemic hit. We, the Polish Roman Catholic Union literally has in common stock one holding that we're-- we bought high at one time, bought low at another time, but we're waiting for that middle road so we can just drop it and get rid of it.

We don't ride the roller coaster of investments that way. What we did to get more return on our money, something different, and if you read in the reports, we're doing – they're called bridge loans basically. We're doing loans on commercial property. The first lien commercial property loans where we tie in anywhere from a half a million to a million dollars, but we're getting a two-year return of somewhere between 6% and 7% on that money. And that was something we changed our investment policy for. And we are following, this is the lead of AQS, who is our investment person, company.

And we're working with them along with the other 10 fraternals that they invest for. So, we're not always following the lead, but, again, there are few loans we said no to, you look at where they were, and it didn't look like it was the right spot we should have been in, but we're going along with 8 to 10 other fraternal organizations investing in these things, and we are getting, like I said, anywhere from 6% to 7% in two years, three years max. So, that's even better than-- it's consistent, and it-- their interest gets dropped into our account every month, so we're getting $30,000, $40,000 in interest every month from these bridge loans.

So, it's, we are doing things. We're not big in the, like I said, in the stock market because we don't want to ride that roller coaster. It was a nice train just going uphill, that's good, but when you're doing this and that and that, it's too hard to monitor. So, as far as the other question, how many fraternals have gone under, to reiterate what Mr. Steimla said, because most fraternals are conservative, they didn't go away, you know, they're still out there. You know, we did things to modify in our workplace, we did four-day work week. We split the staff when the pandemic just hit that they were working two days a week, alternating days, we all came back after about seven weeks. After doing that, we came back full force four days a week, we do the, you know, Monday, Tuesday, Thursday, Friday, work week, which people think we're-- was kind

of strange but, now everybody loves it. So, we've flexed with the pandemic, but we're on a healthy ground because we're not riding the roller coaster, plain and simple, and thank you again.

Vice President Micheline Jaminski: Micheline Jaminski, Delegate At Large, Homer Glen, Illinois. I wanted to echo, it was Andrew who took some of the words out of my mouth, or my thoughts, and Jim also, the pandemic, how did we survive the pandemic? First of all, as you all hear that you were listening to the fact that the officers and the Board were vigilant, but I want to bring it to the attention of the delegates that we have such an amazing staff. We have amazing managers that were able to redirect their energies, "Now there's this pandemic, what can we do?" Sales jumped into full force with other ideas. We have a contact with the professional agents to find out what it is that we can do to make our PRCUA more, our products, something that everybody wants to buy into, we have a connection with them.

So, yes, we, officers and Board of Directors can take some credit for the fact that we're overseeing all this, but I just wanted our delegates to know that they're in safe hands because we have an amazing staff with some of the best managers, and those coordinators -because now we have new terms – that have actually brought us through the toughest time there was. So, I just wanted you all to know that, yes, the pandemic took us all by surprise, and we all paused, and we are conservative, and our President did come up with some major wonderful ideas on how to handle this.

Our Secretary-Treasurer did as well, we worked together on that, but the fact that our managers and our staff helped us through this, I just want you all to know your money was in good hands, your company's in good hands, and you need to know that and you need to believe in us. And, Mr. Steimla, yes, thank you for all the advice you've given us, even when you said that some of our ideas was a little off the charts, and then by the end of 2021, you said, "That was a good idea." So, I want to thank you very much for your service.

Chairperson Barbara Toboy: Microphone one.

Lucia Seranko, Society # 1620, Arlington Heights, Illinois: I have a question, Mr. Steimla, about this trade off between growth, getting new members, to become a member, the member elects a product, and the future generation, I believe is more interested in an investment like an annuity versus a life insurance policy. I could be wrong, maybe you could address that idea of where the younger members would be served better, by we as a union offering a better annuity or a better life insurance offering, because with the current situation of the investment industry, we have to meet our competition. And so, I wondered if you as an actuary have some kind of a range, a trade off of staying conservative with awarding annuity returns versus, what's the range that the Union can reach for to meet the competition? That is, if we have a volume of product sales in annuities, a volume of premiums coming in for annuities, is there a range of return within staying conservative.

Chairperson Barbara Toboy: Mrs. Seranko, please speak into the mic. The other half of the room didn't hear you.

Lucia Seranko, Society # 1620, Arlington Heights, Illinois: That's the question. Is there a range of returns staying conservative, that there could be quantified, that we could offer our Executive Board to consider staying conservative, but yet meeting competition, and in an environment of having a larger sales of annuities, if I'm correct, if that's the product that is more appealing to the younger, new members.

Mr. Steimla: Okay, well, one thing, a lot of the big, big companies, not fraternals, most fraternal- almost all of fraternals sell fixed annuities, they call them, which is, we guarantee a minimum rate, we credit a rate, okay? A lot of the big, big companies sell variable annuities, okay? Those are annuities that tie into the stock market, and you have to get approved by the SEC, and it's a big – you know, it's a –

Lucia Seranko, Society # 1620, Arlington Heights, Illinois: I would like to stay apples to apples. Now, we are staying with fixed annuities, so, I just want our parameters to stay in that population.

Mr. Steimla: Right. So, but now, the kids will go to the variable annuities more. So, we couldn't do that. But, I guess, this is what we struggle with, the annuity, okay, and I always ask this question, what sells the annuity? The interest rate we credit, or the commission we pay to the agent to get them to buy the policy? What is the one that's more important? And that's the balance that we have to deal with, you know? We try to-- well, let me put it this way.

All the fraternals pay a higher interest rate than they should at annuities. If you compare most fixed annuities from commercial companies to fraternals, the fraternals are probably a percentage higher in crediting rates. Okay, they had a lot of gimmicks, and maybe more of surrender charges and other things to get the people in, and they've got the agents, and the agents sell the annuity basically, so what we try to do is say, "Well, what can we earn on our money?" Okay. "And what is a rate that we can credit to these people so that we make a little money on it?" And depending on what the interest rates are, we change and make a bonus or do something like that to try to get the people to buy the annuity. I know I'm not answering you good on this, you know –

Lucia Seranko, Society # 1620, Arlington Heights, Illinois: You know, my question is completely with fixed annuities in a conservative organization for the benefit of our members. My question does not approach variables at all.

Mr. Steimla: Right, I know, I understand.

Lucia Seranko, Society # 1620, Arlington Heights, Illinois: There's an increase of volume of selling annuities, fixed annuities. What would our range be of increasing our return based on the fact that we're getting larger premiums more to- more funds to invest and make a return conservatively, which I expect is a very good policy. So, my question isn't addressing variables at all.

Mr. Steimla: Right. I understand it. I just wanted to say about the variable annuity.

Lucia Seranko, Society # 1620, Arlington Heights, Illinois: Our organization's ability to earn funds to return to annuitants, that's what I'm asking.

Mr. Steimla: Right, okay, so, when we get the money in from the people, okay, we have to invest in a term, in a bond for a term, okay? Now, when the yield curve is normal, the longer the term, the higher the rate we're going to earn, the higher the rate we can credit to the people, but if we sell one with a short surrender charge, we probably should theoretically invest short because after the surrender charge, they could say, "We want to leave," and if they leave, depending on what interest rates are when they do leave, we could take a capital loss by selling the bonds to pay for their surrender, so we have to balance the term of what we're going to invest with the rate we can earn on that money. And then the amount that we credit will be less than that, and that spread will go into profits.

Lucia Seranko, Society # 1620, Arlington Heights, Illinois: Thank you. I understand the spread idea. Very good. But is there a range as a-

Mr. Steimla: When you say a range-- Okay. Well, the minimum guarantee that we had approved for annuities, the minimum guarantee is between-- can only be between 1% and 3%. That's the guaranteed rate. It can never be higher than three. It could ever be lower than one. If you go higher than three, you have to set up an extra reserve because you went higher than what you can, but the credited rate is whatever the company decides to credit, and they decide the credit based on what they earn on their money.

And then you get into the new money versus old money, existing money. You know, if we can get an investment now that's earning 6% so we could credit 5% theoretically, and we got a 1% spread, we're going to make money provided they stay, but then again, if we credit five and they leave and rates go down and we have to sell those bonds, we lose money.

So, we have to kind of look at everything to try to determine what is a good amount to credit that'll keep the people in that'll allow us to make money on their money. You know, if we go too low, they're going to leave. If we go too high, we're going to lose.

Lucia Seranko, Society # 1620, Arlington Heights, Illinois: Right. I don't want to go too high. I just wanted to know if there was a range to advise the –

Mr. Steimla: No, there's really no range. It's whatever you want – and whatever the competitors are crediting.

Lucia Seranko, Society # 1620, Arlington Heights, Illinois: Thank you.

Chairperson Barbara Toboy: Microphone three.

Marguerita Grzeszczuk, Society # 84, Chicago, Illinois: Hi, my name is Marge Grzeszczuk, I'm Society 84 Chicago, Illinois. I work in the sales department at PRCUA and I kind of wanted to give some clarification on who drives our products. Right now, it's the professional agents because we have a product that they want to sell. Our commission is something that they're

well with. So, I think, if we look at our products and make them sellable and a desire to do that, we can definitely move all generations for selling our products. We just have to take a look at it and revisit it, and make it something they want to sell, so. Thank you.

Mr. Steimla: Thank you.

Chairperson Barbara Toboy: Microphone two.

James Rustik, DAL, Woodridge, Illinois: You're never supposed to ask a question that you don't already know the answer to, and I did, but I feel really good because the President of the organization, the Vice President, a representative from the Board of Directors, one of our financial advisors all answered the question. And I want to thank you for that, but more importantly, if the Chairperson will allow me a point of deference, I want to say thank you, not only to the Officers and the Directors, but also to the employees. And I'd like to do so by saying thank you very much.

[applause]

President James Robaczewski: Some questions have been asked of Mr. Steimla that aren't always in his realm or to answer. What the last question from this microphone was how do we attract basically the younger person?

The problem with, because we are a conservative company, we're a conservative product, our investments, you know, we only go so high on return on our annuity product. We can't go to the variable route, like you said, we have to be licensed by the SEC, you got to get-- you have to have different designations, watch the stock market, things like that.

These big companies that you see on TV offering-- we've gone the final expense route and that-that's a volume thing. You know, you give me the final expense this way we've like downplayed final expenses the last few years is because those companies that you see on TV with, you know, grandma sit in a hospital bed, "Oh my God, I bought that from blah, blah blah for your safety."

But those guys are going out there going to millions of people advertising and they're selling huge volume and that covers their risk. Where when we're selling 10 final expense products, we need to sell thousands of them. How to attract the younger person? The younger person thinks they're, because I could speak as not being a younger person anymore, I guess, but as a younger person, they're looking at, well, you know, I get insurance through work and I'm never going to go. I'm going to live forever.

Except when they cross the street and don't look and might get hit by a bus or something, and then they don't understand that when they don't work anymore for that company, they don't have life insurance. Our big pushback we get a lot of times for younger people is that when we're going to these schools and everything like that, to insure, you have to take life insurance.

Some stories I've heard what you-- are you hoping my child dies? It's like, no, but this is the opportune time when they're small and they're young. Because right now these CSO tables go

to that you're going to live to be 120 years old. So, if I buy for a one year old, that expense goes out over 120 years compared to 96 or 94, what it used to be.

So, the thought is why do I have to insure my children? Like I said, younger people, I get insurance through work. Right? But when they lay you off next week, because they're downsizing, what are you doing? At least you could with our product because it's, except for term insurance, it accumulates a cash value, you could actually take a loan out against your policy, you know, things like that.

But how to attract a younger person, we're still-- we have ideas. We're still working through that to get younger people in the door because we have a bunch of really young people and a bunch of older people and we need that-- we have a bridge going over it. So, we need to get under the bridge into the water and we are working on that and looking for something that will help increase our membership and our business and our cash flow.

Mr. Steimla, thank you again. And if there are any other questions for Mr. Steimla, he's done a wonderful job for us. We've worked with the RCUA for at least 10 years. And so, thank you for your work for us. Is there any other question for him? If not, we can-- if we say thank you to him and I'm sure he'd like to enjoy the beautiful weather outside.

Mr. Steimla: Thanks everybody and have a safe trip back, and hopefully today.

Chairperson Barbara Toboy: Thank you Mr. Steimla, for your partnership, for your advice, for your guidance and your insights. I call for a motion to accept the report of the Actuary. Microphone one.

Natalia Bonkowski, Society # 1618, Warren, Michigan: I make a motion to accept.

Chairperson Barbara Toboy: Thank you. I need a second. Microphone one.

Michael Federico, Society # 261, Warren, Michigan: I second that motion.

Chairperson Barbara Toboy: Thank you. Motion's been made and seconded to accept the report of the Actuary. All in favor signify by saying aye.

Delegates: Aye

Chairperson Barbara Toboy: Thank you. Opposed? Abstentions? The ayes have it. A 10-minute recess as the Constitution Committee comes to the dais to prepare for their report.

Recess taken 10:18 – 10:38

Chairperson Barbara Toboy: Uwaga, uwaga. Attention. I call upon the Committee of Rules and Order.

Committee of Rules and Order Report

Mark Ozog, Society # 1593, Warren, Michigan: Report of the Credentials Committee. Oath administered to new delegates, if there are any, remaining committee appointments and the report of the Constitution and By-Laws Committee.

Chairperson Barbara Toboy: Motion to accept the report of the Rules and Order Committee. Microphone one.

Constance Bonin, DAL, Athens, Wisconsin: I move to accept the – that committee.

Chairperson Barbara Toboy: Thank you. Microphone three.

Thomas Jesionowski, DAL, Toledo, Ohio: I second the motion.

Chairperson Barbara Toboy: Thank you. Motion to accept the report. All signify by saying Aye.

Delegates: Aye.

Chairperson Barbara Toboy: Those opposed? Ayes have it. Thank you very much. The report of the Credentials Committee.

Credentials Committee Report

Kristi Mihalic, Society # 87, Canton, Michigan: The registered number of delegates, the count remains at 152, there is one delegate that needs to be sworn in.

Chairperson Barbara Toboy: Motion to accept the report. Microphone one.

Thomas Bonin, Society # 413, Highland, Indiana: I move to accept the report.

Chairperson Barbara Toboy: Thank you. Microphone two.

Cynthia Cooper, Society # 1593, Warren, Michigan: I second the motion.

Chairperson Barbara Toboy: Thank you. It's been moved and seconded. All those in favor of accepting the report.

Delegates: Aye.

Chairperson Barbara Toboy: Any opposed? Abstentions? Ayes have it. Thank you very much. The new delegate that needs to be sworn in, please approach the dais.

Reverend Canon Walter Ptak: Good morning. I'd ask you to raise your right hand and repeat after me. (Oath given).

Chairperson Barbara Toboy: I have another committee or additional committee members to the Rules and Order Committee. Joanne Kush, Desiree Sacinski. Also, one housekeeping bit of information. We determined the reason why Mr. Ozog had a different page number when he was referencing some of the reports. Those that were mailed the packet or mailed the reports

prior to the Convention, I believe that there were six. If you were mailed the report, please see Mrs. Jaminski, she has the corrected, updated version. What they found was that the numbering of the pages included the cover and the inside cover, and that was corrected.

Obviously, Mr. Robaczewski's report of the Executive Committee started on page three in some of the reports, which should have been page one in others. Everyone should have in front of them the yellow booklet, Constitution and By-Laws Committee report. This Committee had a daunting task and they did it like champs. There are 65 proposed amendments to the Constitution. It's huge. It's a lot.

It's not overwhelming as the Committee will be able to walk you through. It's not going to be as bad as you think. Keep an open mind, keep open discussion and we'll proceed as follows. Changes to the Constitution require a two-third majority vote for us to make the changes. We will have a voice vote. If it is unclear, if I cannot understand that or hear the two-third majority, we will have a hand vote, but we will start with a voice vote.

To keep things moving smoothly and efficiently, I'm going to vest my authority to the Constitution Committee, the member who is at the podium to call each proposal for a vote and to open and close discussion. And if at any time there is a reason for me to jump in, I will. With that, I'd like to bring Kevin Kucik to the podium for the Constitution and By-Laws Committee report.

Constitution and By-Laws Committee Report

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Good morning. I'm so happy that so many of you have come back, we have a lot to do today. My name is Kevin Kucik. I'm a Delegate At Large from Chicago, Illinois, and I'm the Chair of the Constitution Committee. And here with me today are members of the Constitution Committee. Directly behind me is Nicholas Nowakowski from Clinton Township, Michigan. Nicholas is one of the lawyers on our Committee.

Michael Smigiel next to him, currently living in Chicago, was previously from Michigan. He's the youngest member of our team. And Joan Smuda from Chicago, Illinois, another lawyer on the team and has background as being a chair of Conventions in the past. So, before I go into this, I just want to charge your memory with a movie of sorts.

In 1966, some of you may remember, some of you may not have any knowledge, but there was a movie that came out and it was entitled," *A Funny Thing Happened to me on the Way to the Forum"*. Some of you might say, "Oh, that was hilarious." One of my favorite comedic stars, two of them in there, actually; Zero Mostel, clever man, and a person from Silent Films, Buster Keaton.

The most important part is the title "*A Funny Thing Happened on the Way to the Forum*" because a funny thing happened to our Constitution Committee on the way coming here. Last week our report was modified by the people who printed it. So, your book has different page numbers than what you will sometimes see on the screen. We'll work through them. We'll identify the pages, and hopefully, we do a good job on that. Also, before I go further, I'd like to

thank those who provided a great deal of help and assistance to our work. Anna Grabowski, if she's in the room. Thank you very much for all the time you put in and expertise in helping to finalize our final report.

Many hours were put in there. Carlos Escobar is here someplace, I think too, and Kevin Ryba may be here. I don't see him. But, they were very instrumental in helping to set up our Webex sessions. My team met many times on Webex as opposed to in person. Julie Prado. A lot of information was provided to us and also helped us in understanding some of the items we were talking about and did research on questions.

Mary Jane Robles, another person who researched things for us. And John Chitkowski who provided input on proposals on the Executive Committee and also was a sounding board. And last but not least, the officers: Mr. James Robaczewski. Ms. Misia Jaminski, and Ms. Agnieszka Bastrzyk, they all provided support and help in our endeavors.

So, if I may ask for the slides to move, if someone can move to the objectives. So, we were given objectives by the Board of Directors, and they're on your screen. They're not in your book. We were asked to:

1. Revise the overall structure and content of the Constitution and By-Laws.
2. Focus on deletion of duplicative sections, terms, and regulations.
3. Develop more concise provisions that resolve previous ambiguities.
4. Consider the development of provisions that allow the Board of Directors greater autonomy with respect to setting operational policy without the need for approval of the membership.
5. Consider development of provisions that grant the Board of Directors authority to amend the Constitution and/or By-Laws from an operational standpoint to comply with changing laws and to modernize procedures. Any amendments would need to be ratified at the next Convention.
6. Consider development of provisions that grant the Executive Committee greater autonomy with respect to implementation of operational controls, provided they are consistent with Board policy.

To address those objectives this Committee that I've introduced to you, we had 10 Webex meetings, which started in April and continued all the way up to August 1st. And we won't even count the little meetings we had this morning. Those meetings all lasted about two hours. And in between meetings, each member was asked to research sections of the Constitution and present their ideas on what might be items to consider for changing that met those objectives from the Board of Directors.

We also had one Webex meeting at the home office. And that one lasted about seven and a half hours. Our Webex calls were usually two hours, our face-to-face were seven and a half hours. It's been my real privilege to work with the people on this Committee. They were very cooperative. It's a good team, they worked well together. Everyone put in a lot of effort, showed great flexibility on their personal time schedules and we did all we could to meet those objectives.

In the course of our work, we tried to set up some guiding principles to help us restructure the Constitution. So, if we can scroll to the guiding principles that was right under the objectives. So, in the efforts to reform the Constitution so that it contains items that relate to the purpose and structure of the organization and in general, respond to the questions who, what, when, where, and why. The book here is the Constitution and By-Laws.

So, we've tried to sort out what's in the Constitution to answer those questions, to reform the By-Laws so they contain items that relate to the mechanics of how things are done or how things are determined, and to include policies and procedures to be followed and in general respond to the question how. Now what's interesting is our current Constitution mixes all this together. You'll read an article and sometimes it's answering why, and sometimes it's answering how, and sometimes it is mechanics. And so, that was part of the devising of the guiding principles to sort out the Constitution By-Laws.

And whenever possible, we try to avoid references to specific laws, statutes, or regulations, unless it was required by such law statute or regulation to be listed in the Constitution and By-Laws. The Committee has completed the work, you have the report in front of you.

Our report begins with 42 proposals from the Constitution Committee for amendments to the Constitution By-Laws. There are eight proposals for amendments from members. In addition, there are 15 proposals for the Board of Directors Long-Range Planning Committee by way of John Chitkowski. As a team of presenters, we will go over each and every proposed amendment and vote on each of these. And as the Chair said, it requires a two-thirds of voice vote to get approval.

As my Committee goes through these items, we're going to focus on telling you what we're going to talk about. We're going to move very quickly to the bottom of the proposal on what we have proposed the changes to be, and if need be, we'll talk about the proposed language. You have the current language in front of you. We do not want to read all of that. Our goal is to try to complete this entire task, we have until four o'clock. I think we could, if we-if we stay focused and work efficiently, we should complete this by about 3:30. It's a lot of work on everyone's part, but with cooperation, I think we can do it. As we work through this, you may find many of them focusing on simplifying words. That's what we did, or inserting clarifying language or providing gender-neutral pronouns. In the prior year, it said there were at least 42 items within the Constitution that were gender specific. We're moving into the today's version of the English language, where we use a gender-neutral pronoun.

We've corrected some errors. There were actually some errors in the Constitution. There are some spelling issues. We eliminated redundancies. We worked to establish consistent formats and structures without changing the meaning of much of the Constitution. And we hope as we move through these proposals, we can do them relatively quickly.

Myself and my team will try to suggest those proposals that are very simple so that we could encourage you to have minimal discussion. But there are other ones that were-- warrant to significant discussion. And when we get to those, we want to hear your voice.

We feel that the Committee's proposal is going to make recommendations, address the objective set forth by the Board, and the Committee has made recommendations on each of these proposals. There is one that we're going to ask for support from a Board member. It is our plan to work through the Constitution report in a clear and open and efficient manner.

And as I said before, we expect that many proposals will be handled relatively quickly. If we are able to stay focused and work through this report in efficient manner, as I said, it's my hope we'll complete this by the end of the day. So, I thank you for your time and attention right now, and I'm going to turn the presentation over to Nicholas Nowakowski.

Proposal # 1

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Good morning, everyone. This is proposal number one from the Constitution Committee. And this is Article 01A, the “Preamble”. The proposal here streamlines the wording and removes the legalese expression here and after. And what we essentially do is we insert the word Union after the Polish Roman Catholic Union of America, and then delete the last sentence, quote, it will be here and after referred to as the Union.

The Committee's recommendation is that the Committee's proposal promotes clarity of language in a concise manner without changing the meaning of this section of the Constitution. The Committee, therefore, requests that we have a motion to approve and second this proposal number one.

James Rustik, DAL, Woodridge, Illinois: You proposed that as your motion, are you asking for a second to your proposed motion? Are you asking for a motion and second?

Nicholas Nowakowski, Society # 1593, Warren, Michigan: A motion and a second.

James Rustik, DAL, Woodridge, Illinois: Then I will make a motion to accept the recommendation with regard to proposal one.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Number one.

Sharon Haberski, DAL, Milwaukee, Wisconsin: I second the motion.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And we'll now call the question.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All in favor signify by saying aye.

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Any opposed? Any opposed, any abstentions? The ayes have it. Thank you. Oh, sorry. Question.

James Rustik, DAL, Woodridge, Illinois: I urge everyone in the room, particularly our young members, that we can all help the Constitution Committee and help us all get through this. That

if we can get motions and seconds together, particularly when we are changing punctuation, changing words, and doing procedural things to streamline it. So, if, I would encourage all of our Young Adults Committee, to come up and make a motion, second it, it's an important thing. You get your name in the minutes and it's a great, I think, great idea to, you know, read the minutes and say, "Hey, I remember when I did that." So please, we can all work together to get this done. Thank you.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you.

Proposal # 2

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. And now we'll move on to proposal number two, if you're following along this is page six in the report. This is relating to Article 01(b) the “Organization”. The proposal references the Fraternal Benefits Society as a defined term, it provides wording and punctuation changes to clarify the language. The Committee's recommendation is that the Committee's proposal recognized fraternal benefit society as a defined term, and it removes an undefined expression Catholic Society. It also removes the word “moral” from an unexplained expression and idea in the phrase “moral and cultural union.” The Committee's proposal promotes, again, clarity of language and modifies punctuation without changing the meaning of this section of the Constitution. May we have a motion to accept and a second on the proposal?

Michael Dykla, Society # 1580 Boynton Beach, Florida: I make a motion to accept that report.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. Is there a second?

Natalya Bonkowski, Society # 1618, Warren, Michigan: I make a motion to accept.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Second it.

Natalya Bonkowski, Society # 1618, Warren, Michigan: Second.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And unless there's discussion, we'll then call the question. All right, we'll call the question. All in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All opposed? Any abstentions? Ayes have it. Thank you.

Proposal # 3

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Next, we will move on to proposal number three and this is pages seven and eight of the report. This is relating to Article 01(c) “Purposes”, and this proposal provides wording and punctuation changes to clarify language. It re-sequences items to enhance the relationship of ideas. The Committee's recommendation here is that the Committee's proposal removes the word “objects” from the phrase “objects

and purposes". It re-sequences the items listed to enhance the expression of the relationship of ideas listed in the purposes, adds the words a "fraternal department", and expands the section on publications to recognize current activities within the Union. The Committee's proposal provides for greater clarity of language and modifies wording structure and punctuation again, without changing the meaning of this section within the Constitution. May we have a motion to accept and a second.

Chairperson Barbara Toboy: Number two.

Anna Toboy, Society # 1593, Wyandotte, Michigan: I second the motion.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And is there a second?

Patricia Johansen, Society # 1368, Warren, Michigan: I second that motion.

Nicholas Nowakowski, Society 1593, Warren, Michigan: All right. We have a motion that's been seconded. Is there any discussion on the proposal? If not, will then call the question. All in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Any opposed? No opposed. Any abstentions? Okay, well, motion carries. Thank you, everyone.

Proposal # 4

Nicholas Nowakowski, Society # 1593, Warren, Michigan: I will now move to proposal number four. This is page nine of the report. And this is Article 01(D)" Language". This proposal provides wording and punctuation changes again to clarify language and insert a new item, number three. And this wording is designed to clarify what to do if the time period or a date of a submission date were to fall on a Saturday, Sunday, or a holiday.

The Committee's recommendation is that the Committee's proposal simplifies wording, promotes clarity of language, and modifies punctuation without changing the meaning of this section of the Constitution. The recommendation also, it inserts a new item, number three, which would clarify what would occur if a time period or date were to fall on a Saturday, Sunday, or holiday. May we have a motion to accept and a second. Microphone number three.

Kristi Mihalic, Society # 87, Canton, Michigan: I move to accept the proposal.

Nicholas Nowakowski, Society 1593, Warren, Michigan: Thank you. Is there a second? Microphone number one.

Michael Federico, Society # 261, Warren, Michigan: I accept that-- I second that.

Nicholas Nowakowski, Society 1593, Warren, Michigan: Okay, is there any discussion? Yep.

Christopher Ozog, DAL, Warren, Michigan: Just quick point of information. I was involved on the task force, and I know when we did our update to the Constitution, that was a daunting task and a very daunting presentation. So, I know what you're going through right now, but I'm really glad to see this, even though it does look like a lot. I know in the wee hours of the morning while we're doing presentation, there is all these little details and the task force said, "Hey, let's get the framework and hopefully we can update some of these details." So, I just want to you know-- as I reviewed these, most of these are just small clarifications, just to streamline and avoid confusion. I did have one question on this one, though.

I know you did the time period under the language and I guess maybe there was no other place in the Constitution to put this, but this is-- if there's verbiage such as you have 30 days, 60 days, and it falls on a Saturday, Sunday or holiday, well, this is what pushes it to the Monday after because there's no other place that says it. So that's the clarification question, why we have it here.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: I think that just was-- it made sense given the way it was already structured, that we wanted to make sure that we had that in there to address any confusion about when things would be submitted and this, you know, just seems like a logical place.

Christopher Ozog, DAL, Warren, Michigan: Thank you.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All right. Is there any other discussion? If not, we'll then move to a vote. All in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Any opposed? Any abstentions? All right, well the motion carries. Thank you. I'm going to hand it off now to one of my colleagues. Thank you.

Proposal # 5

Kevin Kucik, DAL, Chicago, Illinois: Proposal number five. It relates to the “Patron and Emblem-Seal”. The proposal provides two separate paragraphs to identify the patron and emblem and removes the word “shibboleth” and inserts a more descriptive and understanding expression, meaning the “Image of the Sacred Heart of Jesus”.

And it does remove the sentences at the end of the section one, which say, “all symbols in the center shall be red except the flag poles and the field of stars of the American flag, which shall be blue. This is the only emblem that shall be used in the Union, though it may be printed in Polish when needed.” If you look at the bottom of that page, in your booklets, it is on page 10, you can see that the first part is we're just breaking out the line for the Patron of the Union, being the Sacred Heart. And in the expression of “shibboleth” we put in, as I said before, an image of the Sacred Heart.

The Committee's recommendation, the proposal separates the “patron” from the “emblem”, removes the word “shibboleth” and inserts a more descriptive and understandable expression, image of the Sacred Heart without changing the meaning of the section. The proposal does remove the sentences “all symbols in the center shall be red except flag poles and field of stars in the American flag, which shall be blue. This is the only emblem that shall be used, though it may also be printed in-in Polish when needed.”

This does not diminish the importance of the Emblem, but to recognize the Union's various marketing efforts to have-- that have been provided for other representations of PRCUA, the Committee recommends that this proposal be accepted and ask for a motion to approve or accept this proposal.

Grace Ozog, Society # 1593, Livonia, Michigan: I make a motion to accept the proposal.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Is there a second?

Sabina Slubowski, Society # 1634, Chicago, Illinois: I second the motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Discussion. Microphone one.

Christopher Ozog, DAL, Warren, Michigan: My only question for clarification as we approve this one, there is proposal 23, which impacts the exact same section. And are we going to change language again or does that proposal 33 deal with something totally different than this one?

Kevin Kucik, DAL, Chicago, Illinois: It's a good observation. It's progressive. Much of this will stay in place, but it adds something else when we get to that one. So, if this one is approved and the other ones are rejected, we have made the significant changes. If the delegates would like to continue in making another modification, that's why it's later in the book.

Christopher Ozog, DAL, Warren, Michigan: Okay. If I make the recommendation, if this does get approved, can we update proposal 33 to have this language included so it reads entirely.

Kevin Kucik, DAL, Chicago, Illinois: Okay. Yes.

Christopher Ozog, DAL, Warren, Michigan: Just so everyone can see the context that we're approving now and then adding to later.

Kevin Kucik, DAL, Chicago, Illinois: Excellent. Excellent point.

Christopher Ozog, DAL, Warren, Michigan: Thank you.

Kevin Kucik, DAL, Chicago, Illinois: Okay. Any other discussion? We call the question. All In favor say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Any opposed? Any abstentions? All right.

Proposal # 6

Kevin Kucik, DAL, Chicago, Illinois: Proposal number six relates to “Membership”. The proposal provides wording and punctuation changes to clarify a language. That's all it's really doing. But you have a handout that was given to you this morning. It's a stapled page. There's a word change in there. Throughout the document, we attempted to stop using the terminology “organization” because early on and, we said it's the Polish Roman Catholic Union of America, and every time we use that, we use the word: “Union”. So that is the change there.

So, if you're looking at the original document, it's proposed language. It still says “organization” the stapled page you received today. Now it says “Union”. So, the Committee's proposal simplifies wording, capitalize the P in purposes as it relates to Article 01(c) and provides clarity without changing the meaning of the section of the Constitution. The Committee recommends this proposal be accepted, and I ask is there a motion to accept this proposal?

Thomas Jesionowski, DAL, Toledo, Ohio: I accept this.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Is there a second?

Michael Dykla, Society 1580, Boynton Beach, Florida: I second that motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you very much. Discussion. Seeing no discussion. Call the question. All in favor say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Any opposed? Abstention? The ayes have it.

Proposal # 7

Kevin Kucik, DAL, Chicago, Illinois: Proposal number 7, Article 2(B), “The Union and its Members”. This proposal provides wording and punctuation changes. It makes gender neutral pronouns to clarify language. And we are going to try to create something in the organization. We're calling it HOOPs. So, we'd like to move the citation of the law to the Home Office Operating Procedure, HOOPs.

That system does not exist, but it's an online database that we're recommending that the home office create and be the depository of things like statutes and laws and other regulations that members of the home office would use in the course of their work activity. The Committee's recommendation at the end, the Committee's proposal simplifies wording, provides for general neutral pronouns, moves the citation of law to the Home Office Operating Procedures. These changes provide clarity without changing the meaning of the section of the Constitution.

And for those of you who are searching specifically, we're talking about the removal of a section that says “In the State of New York, when such juvenile members attain the age of 16, they shall be transferred to and become members of the adult division of the Union as required by article 45, 4507 Section C of the insurance law of the State of New York.” The Constitution

says we're doing that. We're just saying remove the reference to law and keep it in the records of the home office and take it out of the Constitution. Any discussion on this matter? Call the motion.

Desiree Sacinski, Society # 593, Homer Glen, Illinois: I call to accept this motion.

Kevin Kucik, DAL, Chicago, Illinois: Okay. All in favor? Oh, I'm sorry. Yes, please.

Madison Withers, Society # 1593, Warren, Michigan: I second that motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you very much. All right. Now discussion of any sorts. If not, call the question. All in favor?

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Any opposed, abstentions? The ayes have it.

Proposal # 8

Kevin Kucik, DAL, Chicago, Illinois: Proposal number 8 relates to the “Convention”. The proposal provides wording and punctuation changes in reference to the Chaplain to clarify language. For those of you who have been to prior Conventions, there was a time when the whole section of Chaplain was removed from the Constitution. It was replaced, but there are many places that it wasn't put in. So, we're going to solve the references of the Chaplain throughout the Constitution where appropriate. The proposal inserts language which clarifies the meaning of the word “delegate”. The word “delegate” is used in the Constitution and By-Laws and other official documents of the Union shall mean “elected Delegates”, and “Delegates At Large”, except when is specifically referenced to an elected Delegate by a Society, which in that case excludes the Delegates At Large. And as I introduced myself, I'm a Delegate At Large. Other people have introduced themselves by the society that they're a member of.

The proposal includes two significant changes that would give so authority to the Executive Committee and Board of Directors to choose the place of the upcoming Quadrennial Convention and give new authority to the Board of Directors to allow for a virtual or a hybrid Convention. I'm going to move to the recommendation, and I'll highlight parts of the proposed language. The Committee's proposal simplifies wording, promotes clarity of language, modifies punctuation, adds reference to the Chaplain, and inserts language which clarifies the meaning of the word “delegate” is used in the Constitution, By-Laws, and other official documents of the Union. These changes provide for clarity without changing the meaning of the section. The Committee's proposal also includes the significant changes to the Constitution that gives the sole authority to the Executive Committee and Board of Directors to choose a place of the Quadrennial Convention. The current Constitution says that someone from the floor could make a motion on that at the end of the Constitution, but we're asking that be given to the Executive Committee and the Board of Directors because this proposal provides the change for flexibility in the selecting an appropriate site of the Convention, and allows for consideration of the current conditions, and the costs associated with locations.

When somebody asks for something to be done four years in the future, we have no idea what we're encountering. This allows the Executive Committee and the Board of Directors to use real-time information to select those locations. This proposal also gives new authority to the Board of Directors to allow the Convention to be held virtually or a hybrid event. Most companies in our country have held their shareholder meanings with the COVID pandemic virtually, and so we're trying to put an insert in here to move our organization forward that if such a thing happens in the future, we already acknowledge that the Board of Directors can do that.

So, it gives the Board of Directors authority to hold a Convention virtually, or a hybrid. This proposed change provides flexibility to have the Constitution address unforeseen circumstances of a pandemic *force majeure* or other significant events. That change though requires, and I'm looking at proposed language item number 3, the Board of Directors may by a vote of two-thirds of its members direct that the Convention to be held virtually, or as a hybrid event. So, it's not a simple majority. They're going to do that. We ask them to have a two-thirds majority. I ask for acceptance of this proposal. Mic number one?

James Cwiek, Society # 261, Detroit, Michigan: I propose a vote to accept.

Kevin Kucik, DAL, Chicago, Illinois: Thank you.

Secretary-Treasurer Agnieszka Bastrzyk: Agnieszka Bastrzyk, Delegate At Large, Elmwood Park, Illinois. I second that motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you very much. Call for discussion. Microphone one.

Christopher Ozog, DAL, Warren, Michigan: I know there's a lot of things in here, and just wanted two comments. So, the flexibility for selection of the appropriate site. I can't remember the last time a Convention actually proposed one. So, I think that's a very valid choice. I guess giving the Board of Directors authority for a virtual hybrid. I understand, last three years, I lived at my desk and did a lot of meetings virtually. I guess I have a little concern on that because we're giving authority to the Board to basically go remote without the larger body giving any input. I think, or appropriately enough, if we wanted to include a hybrid event, put it under the special Convention. And if there is a circumstance in the world that we have to adapt and change, we do it there and offer it. But I think with the fraternal society we are, meeting with people, gathering, the informal discussions that take place outside of our Convention proceedings, like that is very valid to our culture. We're not just some shareholder company that's concerned about the bottom line. And I think if we put that in there, although it may never be used, there could always be a chance that it does. And I don't think that by removing any flexibility by the Board because, again, I would support it in the special Convention that if they want to have a virtual, or a hybrid, by all means, let's do it as a special Convention. And, I would promote it that way. So, I would go against the virtual, that's item number 3, but the rest of your changes, I think are all good and appropriate.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Microphone two.

James Rustik, DAL, Woodridge, Illinois: My understanding through a reading of this proposal is all it does is give the Board of Directors and the Executive Committee an option to hold a hybrid, and/or remote Convention of some sort. It was authority that wasn't there in the past, and it's adding a new additional authority to them to be able to do it. Not saying they will, but if the circumstances are such, they have the ability to do it. I've also looked at the subsequent proposal, which also allows for special Conventions to be done in the same fashion. This is clarifying the powers of the Board of Directors, and the Executive Committee, giving them stated powers that they can use rather than seeking emergency powers due to something that has come up that hasn't been foreseen. So, I would urge people to vote for this. Do you need a motion?

Kevin Kucik, DAL, Chicago, Illinois: We already had that.

James Rustik, DAL, Woodridge, Illinois: I'm sorry. That was a discussion.

Kevin Kucik, DAL, Chicago, Illinois: Is there any other discussion? All right. Call the vote. All in favor say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Any opposed?

Delegates: Nay.

Kevin Kucik, DAL, Chicago, Illinois: The ayes have it. Any abstentions? The ayes have it

Chairperson Barbara Toboy: Record two nays.

Kevin Kucik, DAL, Chicago, Illinois: Oh, record two nays, please. I pass this on to Michael Smigiel.

Proposal # 9

Michael Smigiel: Proposal number 9. Proposal provides wording and punctuation changes to clarify language. Proposal also includes a significant change to give new authority to the Board of Directors to allow for virtual or hybrid special events. It's the Committee's recommendation, the proposed rewords, and or simplified wording. It provides clarity without changing the meaning of this section of the Constitution.

The Committee's proposal includes significant changes to the Constitution that would give new authority to the Board of Directors to allow the special Convention to be held virtually or a hybrid event. This proposed change provides flexibility to have a special Convention and address unforeseen circumstances of a pandemic, force majeure, or other significant events. The Committee recommends that this proposal be accepted, and the Committee so moves. So, do I have a motion to vote? A motion to accept? Microphone one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I make a motion to accept.

Michael Smigiel: Can I get a second?

Anna Toboy, Society # 1593, Wyandotte, Michigan: I second the motion

Michael Smigiel: Open for discussion. Number two,

Celeste Grabowski, Society # 1593, Michigan: Since we just accepted a hybrid or virtual proposal on the last proposed language. How is this going to be-- Do we need this as another, additional article?

Michael Smigiel: This is for the special Convention.

Celeste Grabowski, Society # 1593, Michigan: And the special Convention would be held outside of our regular Convention. Is that-

Michael Smigiel: Yes, exactly.

Celeste Grabowski, Society # 1593, Michigan: So that would be okay. So that would be a special Convention that the Board of Directors would call for?

Michael Smigiel: Exactly. Number two.

James Rustik, DAL, Woodridge, Illinois: The way that I read this is that we have now given the Board of Directors the authority to have a hybrid or a different form of Convention rather than in place. And then to be consistent with that, since our Constitution provides us with the ability to have a special Convention, we have now extended the authority we've given to the Board for regular Conventions then to also exist for special Conventions. Is that correct?

Michael Smigiel: Exactly.

James Rustik, DAL, Woodridge, Illinois: Okay. And we have a motion and already a second on the floor.

Michael Smigiel: We have a motion and a second. Yep. So, all in favor?

Delegates: Aye.

Michael Smigiel: Any opposed? Abstention? The ayes have it. Thank you.

Proposal # 10

Michael Smigiel: Proposal number 10. So, this one's a simple one. Proposal provides wording, punctuation changes to clarify the language. The Committee's proposal rewords the section to provide clarity without changing the meaning of the section of the Constitution. Call motion to accept. Number two.

Grace Ozog, Society # 1593, Livonia, Michigan: I make a motion to accept the proposal.

Michael Smigiel: And then a second on that. Number one.

Michael Dykla, Society 1580 Boynton Beach, Florida: I second that motion.

Michael Smigiel: Any discussions? All in favor?

Delegates: Aye.

Michael Smigiel: Any opposed? Abstentions? The ayes have it.

Proposal # 11

Michael Smigiel: Proposal number 11 provides wording changes, removes undefined term accredited to clarify the language. The Committee proposal removes undefined term accredited and corrects word spacing to provide clarity without changing the meaning of the section of the Constitution. Motion to accept.

Anthony Zasuwa, Society # 1552, Grand Rapids, Michigan: Make a motion to accept proposal number 10.

Michael Smigiel: Okay, a second on the proposal.

Mary Anselmo, Society # 1605, Lincolnshire, Illinois: I make it second a motion to accept.

Michael Smigiel: Thank you. Discussion. Number one.

Christopher Ozog, DAL, Warren, Michigan: The only question I had is with the term – accredited. So, if we have, let's say, 300 delegates to the Convention, we get to the Convention floor, we have 200 that are registered, another 30 that have not been sworn in. I guess is there any confusion on what is the final approval count? You know, is it's based on the sworn-in delegates at the time that a vote. And I guess that's my only question, is taking the word “accredited” out, does that change any of-- you know, could someone argue that, hey, we have 300 delegates, and you know, we need this number versus we only have 200 people that are registered and sworn in and it should be that number.

Kevin Kucik, DAL, Chicago, Illinois: The word “accredited”, this is the only place in the Constitution it appears. It's never defined and we go through a normal process in all the presentations from the credentialed people and the counts, we never say these are accredited. So, we were confused as to why it was ever inserted in the Constitution. So that's why we asked it to be removed. It's never used by us.

Christopher Ozog, DAL, Warren, Michigan: Perfect. Thanks.

Michael Smigiel: Any other discussions? All in favor?

Delegates: Aye.

Michael Smigiel: Any opposed, any abstention? The ayes have it.

Proposal # 12

Michael Smigiel: Proposal number 12 changes Article 3(F) “Qualifications of Delegates Credentials” with change of wording to become the first paragraph of Article 3(E) “Delegates to the Convention”. This proposal also changes the order of paragraphs of 3(E) “Delegates to the Convention”. Proposal moves paragraphs 2, 8, 9, 10, 11, and 13 to the By-Laws Section 13, New article 13, “Determination of the Number of Society Delegates to the Convention”. Provides gender-neutral pronouns, includes reference to the Chaplain, and other wording changes to provide clarity without changing the meaning within the Constitution and By-Laws. So, it's our recommendation, in summary, it's providing consistency, also moving some things around the how as discussed to the By-Laws instead of having it within the Constitution itself. Motion to accept. And number one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I make a motion to accept this.

Michael Smigiel: Can I get a second?

Anthony Zasuwa, Society # 1552, Grand Rapids, Michigan: Second the motion.

Michael Smigiel: Discussion. Number one.

Christopher Ozog, DAL, Warren, Michigan: Everyone's wondering why is this guy up there all the time. But you have to remember I had a lot of input on this 12 years ago. But I guess just one-- a couple things. Point of information. So, in the next several articles, removing stuff to the By-Laws, and I guess, you know, when we did this separation, we had a lot of intention to move stuff to the By-Laws so we can make those modifications. So, I just want the younger people in here to understand how the Constitution and By-Laws are set up so that our organization can change and adapt. So, I think that's really good. One question on this. I guess you move stuff to article 13, 13(A), but in our write up we just have article 3(E), so was just intentional that you're saying, "Hey, we're moving it to 13(E)." But what's 13(E) look like, I guess? And it's a technicality, but in all the other ones you have the proposal and you have the new language, and I guess we're just-- we're going to have a new section in 13(E), but I don't know if we ever talk about it. Or do we?

Kevin Kucik, DAL, Chicago, Illinois: If I may interject. So, these proposals are somewhat linear and so we're introducing parts of it now and reducing just the essence into this one part. And those references that were moving later, they will appear in other proposals. At the end of this process, and you'll see the finished product. On this particular one, it may be advantageous to just look what the remnant was in the proposed language.

It's page 21. So, we took sections of 03(E), which had 13 items. We took 03(F) and then we are in the proposed language we've reduced 03(E) to six items. That's the essence of what we left there. Everything else is being moved out. And if it's moved out, if it's being modified. When we get to that section, we'll tell you about that as well. If there's something that's been deleted, it-- we'll tell you about that. But in this particular thing, all we did is took the essence and said this was what relates to the Delegates of the Convention period.

Michael Smigiel: Any other discussion? So, all in favor?

Delegates: Aye.

Michael Smigiel: Any opposed. Got one nay. And any abstain? Perfect. Thank you.

Proposal # 13

Joan Smuda, Society # 408, Chicago, Illinois: Morning.

Delegates: Good morning.

Joan Smuda, Society # 408, Chicago, Illinois: First thing I'd like to say is what a pleasure it was to work with these gentlemen on this Committee. I came into it a little bit late, and they were, they had already accomplished so much. It was stunning. And I need to thank Kevin for planting the earworm that I'll be stuck with for the rest of the day. Tragedy tomorrow, comedy tonight. Okay, we're moving on to proposal number 13, which is still page 22.

Okay. The submitter here is the Constitution Committee and it relates to article 03(G) in the existing Constitution regarding the “Pre-Convention Committees”. The proposal provides for article 3(G) to become Article 3(F) and changes the name of the article to “Committees of the Convention” and lists all Convention committees by name and moves the current content of 03(G) to the renamed article 13(C) “Convention Committee's Responsibility and Duties”.

The Committee's proposal changes article 03(G) to become 03(F) and renames the article to “Committees of the Convention”. It provides a list of committees of the Convention, and this information was gathered from articles, the existing articles 03(G) ,03(I), 03(M), 13(A), and 13(C). And before Chris stands up and says it's going to relate to something else, that's on page 65. I looked that up. Okay. It moves the particulars of the committees to renamed Article 13 (C) “Convention Committees Responsibilities and Duties” to provide clarity without changing the meaning within the Constitution and By-Laws. Basically, you're looking at an outline format rather than paragraph format. So, the Committee recommends that this proposal be accepted, and I ask if there's a motion to accept the proposal.

Mark Grzymala, Society 1219, Wilmette, Illinois: I make a motion to approve the proposal.

Joan Smuda, Society # 408, Chicago, Illinois: Number one.

Michael Federico, Society # 261, Warren, Michigan: I second that motion

Joan Smuda, Society # 408, Chicago, Illinois: Discussion? Mr. Ozog? Number one.

Christopher Ozog, DAL, Warren, Michigan: I told Jim to take a break. I'm going to take over this one. So, just real clear, we're moving to 03(F) because the previous one got rid of 03(F). And then I like what we did Committees on Convention. We list them here, and then we move the procedures and all the other details to the By-Laws.

Joan Smuda, Society # 408, Chicago, Illinois: Exactly.

Christopher Ozog, DAL, Warren, Michigan: Thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Any other comments or discussion? Seeing no further discussion, I would call for a vote. All in favor of accepting this proposal, please say aye.

Audience: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Any opposed? Any abstentions? Madam Chairman, the proposal passes unanimously.

Proposal # 14

Joan Smuda, Society # 408, Chicago, Illinois: Moving to proposal number 14, submitted also by the Constitution Committee regarding article 03(H), “Order of the Conventions Business”. The proposal provides for Article 03(H) to become 03(G) and wording changes to clarify language. The Committee's proposal moves article 03(H) to 03(G). It inserts references to the Union's Officers and Board of Directors and other wording changes to provide clarity without changing the meaning of this section of the Constitution. The Committee recommends that this proposal be accepted, and I ask whether there's a motion to accept this proposal.

Celeste Grabowski, Society # 1593, Michigan: I make a motion to accept this proposal.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number one.

Thomas Bonin, Society # 413, Highland, Indiana: I make the motion to second.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Is there any discussion on this motion? Hearing no discussion, I'll call the question, all in favor of the proposal please signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Are there any opposed? Are there any abstentions? Madam Chairman, I believe that this is passed unanimously.

Proposal # 15

Joan Smuda, Society # 408, Chicago, Illinois: Proposal number 15 also proposed by the Constitution Committee. This relates to Article 03(I) “Program of the Convention”. The proposal moves article 03(I) from the Constitution to new Article 13(E) in “Program of the Convention” within the By-Laws. It provides for gender neutral pronouns and wording changes to clarify the language. This is kind of a long one. The Committee's proposal moves article 03(I) from the Constitution to the new Article 13(E) Program of the Convention within the By-Laws. It provides for gender neutral pronouns and supplies other wording changes to provide clarity without changing the meaning within the Constitution and By-Laws. The Committee recommends that this proposal be accepted and asks for a motion to accept the proposal. Number one.

Robert Bugielski, DAL, Chicago, Illinois: I make a motion to accept this amendment.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you, Mr. Bugielski. Is there a second? Microphone number three.

Magdalena Panozzo, Society # 1597, Homer Glen, Illinois: Motion to second.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Is there any further discussion on this proposal? Seeing that there is no further discussion, I'll call for a vote. All of those in favor of this proposal, please signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Are there any opposed? Are there any abstentions? Madam Chair, I believe this has also passed unanimously.

Proposal # 16

Joan Smuda, Society # 408, Chicago, Illinois: Proposal number 16, submitted by the Constitution Committee relating to Article 03(J), “Duties of the Officers of the Convention”. The proposal provides for Article 03(J) to become 03(H). So, renumbering. Gender neutral pronouns and makes wording changes to clarify language. The Committee's proposal changes article 03(J) to become 03(H), provides for gender neutral pronouns, makes wording changes, provide clarity. And we recommend that this proposal be accepted and ask for a motion to accept the proposal. Microphone number two.

Anna Toboy, Society # 1593 Wyandotte, Michigan: I make the motion to accept.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number one.

Thomas Lisiecki, DAL, Warren, Michigan: I second that.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Is there any discussion on this proposal? Seeing that there's no discussion, we'll move to a vote. All of those in favor of the proposal please signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Are there any opposed? Are there any abstentions? Again, Madam Chair, I believe this is unanimously passed. Thank you.

Proposal # 17

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Good morning again. We're now moving to proposal number 17. This is pages 30 and 31 of the Committee report and this is Article 03(K), “Nomination of Officers and Directors”. The proposal provides for Article 03(K) to become 03(I), gender neutral pronouns. It makes wording changes and adds reference to the Chaplain to provide clarity. It expands the term members of family to include parents-in-law and children-in-law, and adds item 4 from Article 14(A), 6a, which relates to the Nomination

background. The proposal also incorporates items 1(D), 1(F), 1(G), 1(H) and 1(I) from the Board of Directors proposed amendment for article 03(K). And that's, if you're following along that's Proposal-- part of Proposal 63.

The Committee's recommendation is that the Committee's proposal changes article 03(K) to 03(I). It provides for gender neutral pronouns, makes wording changes to reference the Chaplain. It expands the term members of family to include parents-in-law and children-in-law and adds Item 4, which is contained in Article 14(A), 6.a to provide clarity without changing the meaning of this section of the Constitution. The Committee's proposal also incorporates items 1(F), 1(G), 1(H), 1(I), and 1(J) from the Board of Directors proposed amendment for Article 03(K).

The Committee's proposal also includes a significant change to the Constitution that expands the term members of family to include parents-in-law and children-in-law. And the Committee recommends that this proposal be accepted, and the Committee so moves. May we have a motion to accept and a second. Number one.

Constance Bonin, DAL, Athens, Wisconsin: I move to accept the recommendation by the Constitution Committee.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And a second. Microphone number two.

Patricia Johansen, Society # 1368, Warren, Michigan: I move for the second.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And now, we'll entertain any discussion on the motion. Chris or Mr. Ozog? Microphone number one.

Christopher Ozog, DAL, Warren, Michigan: Just a quick question here, we have Proposal 22, which talks about Elected Officers' Duties. And there is item 5, which has courses for ALMI, blah-blah-blah. And I guess we have a bit of redundancy. I guess, my personal preference is, keep the duties under the duties heading because this is nomination. So, you know, maybe the nomination is that the Officers, Directors, and Chaplains will meet the duty requirements. But I guess, you know, we state these life office management, all the education requirements here, and then in five proposals later, we have some of the similar language in there. So—

Kevin Kucik, DAL, Chicago, Illinois: If I may speak to that, in this section, we're putting people on notice that if they're willing to be a nominee for these positions that they agree to complete these courses. In this section, we are talking about people who want to be nominated. And if they do want to be nominated, we want them to be aware that they are agreeing that these are requirements, these courses, later on their requirements if they are elected. So that is the key difference between the two sections. One, if somebody wants to be a candidate, they need to know that they've signed up for this activity, that they make a commitment, agree to what's set before them.

Christopher Ozog, DAL, Warren, Michigan: So why don't we just say agree to complete the education as required for their duties. And then in the duties section, it lists all the education.

Kevin Kucik, DAL, Chicago, Illinois: It is somewhat redundant, but we wanted to make this very clear to anybody who wants to run for office, that there are expectations that they signed up for, and that's really why it's there.

Christopher Ozog, DAL, Warren, Michigan: Okay.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. Number two.

James Rustik, DAL, Woodridge, Illinois: Here's a question. You're putting the prospective candidates for Office of the Union. I notice that these are requirements that they have to fulfill in a certain allotted amount of time after becoming elected. And that if they do not complete this or get some form of a waiver from their fellow Board members to complete it, that they can be removed as a Director for failure to comply with this. This is a condition proceeding. You have to do this. You understand that you're doing this, you take the role of a Director, you must complete this. That's what you're doing. Correct?

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Correct.

James Rustik, DAL, Woodridge, Illinois: Okay. Thanks. I just want a point of clarification.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All right. Number one.

Valerie Brum, DAL, Warren, Michigan: I do agree with Christopher's statements earlier. If we're making this constitutional change and we only have four years, we're not sure that Loma is even in business four years from now. Do we really want to get that specific about a job requirement? Or do we want more of a generalized statement that there is educational or certifications that the Director, somebody holding the position of Director must upkeep? Do we really want to list businesses that might not even be in business and certifications that might not even-- it just seems very specific in the Constitution to state that you're going to have that.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. At this time, the Committee would withdraw this proposal to give the consideration to the item raised in the discussion, and then we can come back to it.

Valerie Brumm, DAL, Warren, Michigan. Valerie: Thank you. Appreciate it.

Proposal # 18

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. And we'll move on then to proposal number 18. And this is page 33 of the report. And this is the article 03(L) “Election of Officers and Directors”. This proposal changes Article 03(L) to become 03(J). It includes references to Chaplain and changes article's name to “Election of Officers, Directors, and Chaplain”. It retains paragraphs 3, 7, 12, 13, and 14. It provides for a re-sequence of paragraphs and splits paragraph 13 into two items and moves all other paragraphs, 1, 2, 4, 5, 6, 8, 9, 10, and 11 related to the mechanics of voting to the new Article 13(F), which is voting procedures

at the Convention within the By-Laws. And the Committee's recommendation is that this proposal changes article 03(L) to become 03(J).

It then includes a reference to the Chaplain and changes the article's name to the “Election of Officers, Directors, and Chaplain”. And it retains the information from paragraphs 3, 7, 12, 13, and 14. And it re-sequences the paragraphs and splits paragraph 13 into two items moving all other paragraphs. So that's paragraph 1, 2, 4, 5, 6, 8, 9, 10, and 11, which are related to the mechanics of the voting to a new Article 13(F), which is the “Voting Procedures at the Convention”. The proposed changes provide clarity without changing the meaning of the Constitution and By-Laws. The Committee recommends that this proposal be accepted and the Committee so moves. May we have a motion and a second to accept this proposal. Microphone number one.

Sharon Haberski, DAL, Milwaukee, Wisconsin: I recommend acceptance.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. Is there a second? Microphone number one,

Natalya Bonkowski, Society # 1618, Warren, Michigan: I second that motion.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And will entertain any discussion. All right, seeing as there's no discussion we'll move to call the question. All in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Any opposed? Any abstentions? And it sounds like we've passed. Thank you.

Proposal # 19

Nicholas Nowakowski, Society # 1593, Warren, Michigan: I will move to Proposal number 19, and if you're following along, this is pages 35 through 38 of the report. And this is Article 04(A) “Executive Power”. And the proposal provides for inclusion of the reference to the Chaplain. It has gender neutral pronouns, other wording changes to clarify the language. And then the proposal also affects paragraphs 1, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, and 15. And the Committee's recommendation is that this proposal provides for inclusion of the reference to the position of Chaplain. It includes gender neutral pronouns, and it splits item number 13 into two separate items. And other wording changes to clarify language without changing the meaning of this section of the Constitution. The Committee's proposal also includes significant changes to the Constitution that it incorporates a new Item number 6, which would provide direction "in the event of the death, resignation, removal, or incapacitation of all the Officers of the Union, the vacancy of the President of the Union shall be filled by a current member of the Board of Directors in good standing by a two-thirds majority vote of the members of the Board of Directors. This person elected assumes the position of President pro tempore, and the Board of Directors shall then call for a special Convention to elect interim Officers of the Union."

It also requires that the Budget and Grievance Committee would submit proposed annual salaries, adjustments for the Officers, the Board of Directors and Chaplain for approval to the Board of Directors. The Committee recommends that this proposal be accepted. And may we have a motion to accept and a second on the motion. Microphone number two.

Anna Toboy, Society # 1593, Wyandotte, Michigan: I make the motion to accept.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And microphone number three.

Anna Kraszewski Winkler, Society # 880, Orland Park, Illinois: I second the motion.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And we'll entertain any discussion. Microphone number two. Go ahead, Mr. Bielenda.

Robert Bielenda, DAL, Redford, Michigan: When you say up here, two-thirds majority vote of the members of the Board of Directors –

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Yes.

Robert Bielenda, DAL, Redford, Michigan: I'd like to have entered "of the entire Board" because sometimes you can have a quorum, which is probably eight members, and two thirds of those members can change the whole Board of Directors.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: In this instance, we're talking about if the entire Executive Committee were to die or be incapacitated at the same time. And so that's why we're not being specific here.

Robert Bielenda, DAL, Redford, Michigan: Well, how many votes would it take to elect a new President?

Nicholas Nowakowski, Society # 1593, Warren, Michigan: And we're also thinking that in the event of-- we're looking at sort of like this catastrophic sort of event. So, we're also being unspecific because you might have the condition where it's not only the Executive, but Board members are involved, too. So, it's sort of this-- call it like your Smolensk sort of moment.

Robert Bielenda, DAL, Redford, Michigan: So how many votes would it take to elect a new President?

Nicholas Nowakowski, Society # 1593, Warren, Michigan: It would take two-thirds of whatever the Board was at that time.

Robert Bielenda, DAL, Redford, Michigan: Of how many members are present at that meeting, is that correct?

Nicholas Nowakowski, Society # 1593, Warren, Michigan: It's two-thirds of who's present or two-thirds of all the members. It would be two-thirds of all, two-thirds of all the members of the Board present.

Robert Bielenda, DAL, Redford, Michigan: Of the Board present. So, in other words, a quorum is how many members?

Kevin Kucik, DAL, Chicago, Illinois: I just want to remind everybody. We're talking about potential catastrophe, and I don't know the specifics on the answer to what a quorum is and if all the Board members are there today. But if there's a catastrophe where all the Officers are injured or incapacitated or die and Board members die, we're saying all Board members that are remnant that are present can make this vote. So, we don't know what that condition. This is like a catastrophe clause. We don't know exactly that. And then – so we're not even asking that there'd be a notion of a formal quorum. We're saying those that are left have to move the organization forward. And the way they do it is they vote, two-thirds of them to elect a person and move the process to a special Convention. We hope never to see this happen, but it's just a clause placing in if a catastrophe does happen.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. Thank you. Microphone number one.

President James Robaczewski: James Robaczewski, Delegate At Large, Chicago, Illinois. To answer Mr. Bielenda's question, what's the quorum of two-thirds? We are supposed to have on our Board at, as we speak today, 15 Board members plus Father, that's 16. We'll be leaving here tomorrow with 13 board members. So that would be our full Board potential as like-- going whatever the number is. I'm agreeing with you folks, and we try not to travel together. So hopefully, we won't get hit by a skipping twist or driving to Michigan and Chicago. No, I did not dis Michigan. I said we don't travel together. So, unless we're all traveling on 94, and this twister jumps from car to car to car miles apart. So, hopefully, this will never happen. But like I said, going on from today, going-- leaving tomorrow, we're going to only have 13 Board members, and we are allocated 15. So, that's our full Board. And so, it would be-- If there's only 10 people show up to a Board meeting, then it would have to be that majority, the two-thirds of the 10.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Yes. Thank you. Microphone number one.

Christopher Ozog, DAL, Warren, Michigan: I guess, as I was reading it up here, I found out I had a question on the Budget and Grievance, but you added the words approved by the Board of Directors for the adjustments. So that's the change. So, I'm good. Thank you.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. And moving to microphone number two.

James Rustik, DAL, Woodridge, Illinois: Thank you. I would urge the Committee at this time to take this proposal specifically and table it. At least bring it back later in the report. And the reason why I'm asking such is a couple of things. Number one, you have provisions, proposed provisions in there that do use the term misfeasance, malfeasance, and non-feasance. I have not seen-- and I could stand to be corrected, I have not seen any definitions of those possibly in

the procedures or anywhere else. I think it's very important to establish what those procedures or what that language is.

Which brings me to my second point. And that is there is no clearly defined way to remove a President, Vice President, Board of Directors. There is no clearly defined path which by way that an Officer or a Director guilty of misfeasance, malfeasance or non-feasance can be removed. A couple of Conventions ago, a while ago, there were issues that were brought up at a Convention, as to certain actions taken by the Board that there were different interpretations of what could be done. What type of punishment was available, what was the procedures by which, what the number or the correct percentage, two-thirds, three-fifths, whatever it was of a vote to remove the Officer or to discipline the Officer. For 27 years, I was a prosecutor. I had to follow what was in the statute. I had to use the definitions that were there. I had to use the laws that were there. I had to specifically state when I pointed at somebody and accuse them of an offense, what their offense was. Those are bare minimums of what I had to do. Those are bare minimums of what a person enjoys as a citizen of this country and of the state. I think we have to be clear and we have to put that in there, so the Board doesn't have a question as to the procedure or what can be done. That's what I'm saying. I can assist you, but I'm sure Mr. Chitkowski could pull it up on that computer faster than I can assist you with the definitions. I would urge that you agree to propose a law definition, a law dictionary definition, you know, a normal Webster's definition, or one that I personally like, which is probably not around anymore, a Funk & Wagnalls definition.

Thank you, Mr. Kucik, since you took my favorite word out of the Convention, “shibboleth”. I urge you to do that. I think it would be simple. I'm not telling you not to bring this up but I think that maybe we need to have that there, so there is no confusion in the future. And that Directors that come and accept what their duties and responsibilities are, as you stated in a previous proposed amendment, that they also know what the ramifications of not fulfilling those duties are. And that'd be clear. That's all I want to say.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. All right. At this time then, as it relates to Proposal number 19, the Committee will withdraw this proposal to give consideration to the items raised in the discussion. We'll then move on to Proposal number 20.

Chairperson Barbara Toboy: Nope. It's noon. Thank you very much. It is noon. We are breaking for lunch. Be back in the room at one o'clock PM. Call for recess. Recess until one o'clock.

(Recess taken from 12:00 till 13:08)

Chairperson Barbara Toboy: Surveying the room, I see a quorum. I will call this session to order. I call upon the Committee of Rules and Order.

Committee of Rules and Order Report

Anna Kraszewski Winkler, Society # 880, Orland Park, Illinois: Good afternoon, everyone. Welcome back. The agenda for this afternoon is the report of the Credential Committee, oath

administered to any new delegates, remaining Committee appointments, and the continuation of the Constitution and By-Laws Committees report. Can I get a motion for this report?

Natalya Bonkowski, Society # 1618, Warren, Michigan: I propose to make a motion.

Chairperson Barbara Toboy: Thank you. Microphone number one.

Danielle Krass, Society # 261, Eastpointe, Michigan: I second that motion.

Chairperson Barbara Toboy: Thank you. The motion's been made and seconded to approve the Rules and Order Committee report. All those in favor signify by saying Aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed? The ayes have it. Thank you very much. Report of the Credential Committee.

Credentials Committee Report

Kathleen Fezler, Society # 1598, Elmwood Park, Illinois: Good afternoon. Our number stands at 153 and there are a few more folks that need to be sworn in.

Chairperson Barbara Toboy: A motion to accept the report. Number three.

Kristi Mihalic, Society # 87, Canton, Michigan: I propose to accept the report of Credentials Committee.

Chairperson Barbara Toboy: Thank you. A second. Microphone one.

Rachael Kasperek, **Society # 1618, Warren, Michigan:** I second that motion.

Chairperson Barbara Toboy: Thank you. Motions been made and seconded to accept the report of the Credentials Committee. All those in favor signify by saying Aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed? Abstentions. Ayes have it. Thank you very much. Those delegates that need to be sworn in, please approach the dais. Father Ptak.

Reverend Canon Walter Ptak: I think I've seen these guys before. Okay. I can say, gentlemen, raise your right hand and repeat after me. (Oath given).

Chairperson Barbara Toboy: Thank you. The Information Committee has asked me to let the delegates know that there is a form available if you have any suggestions to the ways and means of filing petitions, complaints, resolutions, and other communications concerning the business of the Convention. We have one up here, but they will be available in the back of the room as well.

Committee appointments to the Election Committee: Thomas Bonin, Sandra Adamski, Sandra Kaminski, and Caryl Lecznar. The Young Adult Committee, Thomas Robaczewski, Joseph Robaczewski. And now we will continue with the Constitution and By-Laws Committee report. As done previously, I give authorization to the Committee members that are presenting to move the discussion along to call the motions and regulate the discussion on the floor.

Constitution and By-Laws Committee Report - cont

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All right. Good afternoon, everyone. And we're going to return to the Constitution Committee's proposals. We'd like to revisit Proposal number 17, which we had discussed pre-break. After further consideration we'd like to see if there's any further discussion about that matter. We have looked at the LOMA designation, which was brought up, and LOMA has existed since approximately 1913. So, it's a tested organization and we feel that it would stick around.

Also, there are provisions within the Constitution that would allow for steps to be taken by the Board of Directors in order to maintain compliance with laws, regulations, and statutes so that if something were to happen where LOMA or these other designations no longer existed, the organization could take steps to maintain the appropriate standards for the individuals. So, with that being said, we would like to move or ask for a motion to accept. And a second on Proposal number 17. Number three.

Krystyna Lech, DAL, Society # 1634, Palos Park, Illinois: I move to accept a motion.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And microphone number one.

Thomas Lisiecki, DAL, Warren, Michigan: I will second that.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. Was there any new discussion on the topic? Okay. With that being said, we'll move to call the question. All in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Any opposed? Okay. One nay. Any abstentions? Okay. Motion passes. All right. And now we will, again, this is a topic that we had discussed before the break, and this is Proposal 19. At this time, we would like to ask to have – we'll go ahead and have a new discussion on the –

James Rustik, DAL, Woodridge, Illinois: I've had a nice conversation with the Constitution Committee. They were all very nice and didn't throw things at me. So, don't you guys either. I withdraw any objections that I potentially have. I think they've done some extremely good work that needs to get done. However, I can't – I have to leave a caveat. I urge very strongly the Board of Directors going forward to establish the appropriate procedures that I have suggested within the procedures or the By-Laws of the organization to provide for disciplinary action of Officers, Directors, and Board members.

So, at this time, I'll withdraw any objection since you do have a motion and a second, unless somebody else makes another objection, I think you can call the question. And I'd like to suggest you do.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. Then we need a new motion on Proposal number 19. So do we have a motion to approve and a second to accept.

James Rustik, DAL, Woodridge, Illinois: I move to adopt Proposal number 19.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank You. And a second. Microphone number one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I second that motion.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. And is there any additional discussion? Mr. James Robaczewski.

President James Robaczewski: James Robaczewski, Delegate At Large, Chicago, Illinois. Just looking at the recommendation, the second point requires the Budget and Grievance Committee to submit proposed annual salary adjustments for the Officers, Board of Directors, and Chaplain for approval by the Board of Directors. How are the – I don't know how to actually pose this question, but give me a moment. Okay. I'm having a senior moment already and it doesn't always happen. I'm not saying it's going to happen with our coming up – our Board coming up, but there are times that you – the Board of Directors and the Executive Officers may not be on the same page.

And the Budget and Grievance Committee will say, "We're going to give them such and such," and be – and this could be going on for a few years. And the Board of Directors could say, "No, they don't get a right, they don't get anything." Is that including COLA, adjustments or just merit adjustments?

Nicholas Nowakowski, Society # 1593, Warren, Michigan: It was everything, right? Yes.

President James Robaczewski: Well, I didn't hear what you--

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Everything.

President James Robaczewski: So, okay. I don't know where else to go with this. So, I'm just saying and it has been in the occasion in the past where the Board of Directors didn't always agree with what the Executive Officers were doing. So not currently, but, you know--

James Rustik, DAL, Woodridge, Illinois: Question for President Robaczewski. Are you looking for-- I mean, we went through this with Budget and Grievance Committee yesterday. And we debated this issue as to percentages, as to who was going to do what and everything else. Are you looking for some sort of guidelines or a roadmap by which the Board can take the recommendation of the Budget and Grievance Committee and the hard work they did, look at

that from a perspective of guidelines that it can bounce it against and then make a decision as to compensation like that?

President James Robaczewski: Well, I think the whole evaluation process of that doesn't exist as we speak, would be-- would come in handy to evaluate the compensation for the Officers. So, I think what I don't know if I answered your question, Mr. Rustik.

James Rustik, DAL, Woodridge, Illinois: I don't know if you did, but what I'm thinking when you said this that sometimes the Board and the Executive Committee are not in agreement. Of course, we understand that everybody, of course, is a professional and should look to the interest of the organization before their own interest or any possible conflicts that they may have with somebody. But ultimately, I do agree there has to be some guidelines. I've made those aware during the previous Committee report, but I think that there has to be something-- as I have suggested in the three proposals that I threw out, something has to be done and that there needs to be a balance that if the Board wants ability to look at and evaluate the performance of the Executive Committee, and the Executive Committee, of course, will want to show the Board that it's doing everything it possibly can because everybody on the Board is professional. But like I said, if the Board wants the power to be able to do that, the Board should also understand that if they don't, then there are certain consequences for their actions or failure to do it. When you establish powers to do things, there must be consequences for not executing them, or as I like to say, with rights come responsibilities. And that – if that's what – if you're looking for something along those lines, I think the Board can ultimately address it and establish that. Or at least that's what I think that the-- when we pass the Committee report, that's what we're thinking of doing. And if somebody from Budget and Grievance wants to tell me I'm wrong, by all means, but that's what I think. So, is that what you're looking for as some guidelines of some sort?

President James Robaczewski: Guidelines and clarification. Because there is – on our aspect, there's no HR department to report to. Like, when we have-- when we do compensation for our employees, the managers submit it to their higher ups and we-- and the Executive Committee reviews their suggestion for compensation.

James Rustik, DAL, Woodridge, Illinois: Well, the Budget and Grievance should look at-- should look as a whole, and they have their criteria with which they can use to make a recommendation. Okay, if they make a recommendation and it happens, if the Board wants more authority than what Budget and Grievance, or they want the ability to test Budget and Grievance's analysis of the information and say, "No, no, no, no, no. We don't think that that's a factor that should be considered. We don't think that's a factor." Well, they have the obligation then to establish what the factors are, and that's their role to do it. And again, they have the right to do that. But I understand you need something clear.

President James Robaczewski: Right.

James Rustik, DAL, Woodridge, Illinois: Okay.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. Microphone number three.

Gerald Tarka, Society # 495, Calumet City, Illinois: I, too, share that concern. When I initially read this, I understood that last two sentences of Committee recommendation, page number 38 to exist just within the confines of this particular set of circumstances addressed in this proposal not overall for all deliberations of the Budget and Grievance Committee with regard to Executive Committee salaries. Am I not correct?

Kevin Kucik, DAL, Chicago, Illinois: May I respond?

Gerald Tarka, Society # 495, Calumet City, Illinois: Certainly.

Kevin Kucik, DAL, Chicago, Illinois: As the Committee Chair, this is actually very directly to the conversation we had yesterday. We are trying to assert that the Board of Directors based on Article 04(A), I'm going to use that reference. The executive power of the Union between Conventions shall be vested in the Board of Directors, which shall be composed of directors elected at the Convention and Executive Committee by the Articles of Incorporation. We are now trying to assert that Budget and Grievance is no longer going to act independent of the Board. They are subject to the Board. And that was a lot of the conversation yesterday.

So to Mr. Robaczewski's question on COLA yes, it could contain COLA. To your question as being part of Budget and Grievance, yes, we are trying to assert the authority of the Board and the responsibility of the Board to make a final determination. There was a question to Mr. Steimla about if there's a cost factor involved here. Right now, today, Budget and Grievance acts independent of Mr. Steimla. If he would say, "This is a bad thing to do," you still have the authority. We're saying the Board needs to be responsible for the financial condition of the business. They also need to be responsible for the management of the business. They need to be responsible on the performance. We're not saying how they get there at this stage, we're just saying yes, this is exactly what is. So, your understanding is clear. This is asserting that the Board should be-- have that responsibility above Budget and Grievance. The current Constitution does not say that we are trying to clarify that.

Gerald Tarka, Society # 495, Calumet City, Illinois: We went a long way yesterday to try to eliminate arbitrary things within the confines of salary and compensation. I think this puts us right back where we started from.

Kevin Kucik, DAL, Chicago, Illinois: Not necessarily, but I understand your point.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. Microphone number three.

Patrick Kosowski, DAL, Land O'Lakes, Florida: This proposal is exactly what I think our end result that we were seeking. The metrics and how you're judged aren't in place with the Budget Grievance Committee either. And I would like to stress the fact that the Board is elected by the Convention. The Budget and Grievance Committee is selected by the President. And I think that could create conflict of interest when you're granting these. There's always going to be disagreements of any employee and anybody that has to do any type of performance review on what I'm doing, what I'm not doing. But I think this, the Board is the best suited group to

perform that for the Officers. I really do. And I think this is a little bit in contradiction to what we talked about yesterday where the Board of Directors has to give their evaluation to the Budget and Grievance Committee for them to approve, as I understood it, this should be the way it goes. The Board should take the recommendations from the Budget and Grievance Committee and then make their determinations with metrics and reasoning behind it that is shared on the front end and on the back end with the EC.

Kevin Kucik, DAL, Chicago, Illinois: Just to comment to your point there, this does not take away the notion that the Board needs to provide that confidential or a document to Budget and Grievance for their input. And in fact, if the Board does that, there's a high likelihood that the end product will be one that the Board can easily approve. So, we are not trying to get away from that. We're just saying the buck stops with the Board of Directors.

Patrick Kosowski, DAL, Land O'Lakes, Florida: Okay. Perfect. Great clarification. I appreciate it.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. Microphone number two.

James Rustik, DAL, Woodridge, Illinois: Now, that's not my understanding. My understanding of your standing committees of the Convention, of which Budget and Grievance is one that the membership of the standing committee, the people that are on there, are selected by the Chairperson of the Convention acting in her authority as the person to set the committees and the will of the Convention. There needs to be a certain number of people. Those people are on there. And my understanding has always been that the Chairperson of the Convention sets the number of people, sets the people that are on there with the suggestion of the President and also the Executive Committee.

And when I was on the Board for 12 years as a Director, I can remember three times when I think once by a former President Ozog, another one by former President Drobot, who brought before the Board changes to the Budget and Grievance Committee by people who no longer wish to be on it, people who wanted to be on it. And asked if these people were going to be replaced and asked the Board for the authority to replace the people in lieu of the Convention sitting. Now, that's the way that I understand it, Mr. Chitkowski. You know, I love when you tell me I'm wrong, but I like it better when you tell me I'm right.

But that's what I believe the authority is. So, I'm sorry, I lost my train of thought. But the members of those standing committees, it's important that those standing committees exist and continue doing the work of the previous Convention before the next Convention. Those committees are the importance, and that's why the Board does have the right, and like anybody else, the Board could submit to the President for consideration by the Chairperson. And guess what? The Chairperson doesn't stop being the Chairperson when this Convention closes. She still is the Chairperson and the authority of the Convention, it's like she is your representative to PRCUA. One person instead of-- what do we got here? 160?

Chairperson Barbara Toboy: 153.

James Rustik, DAL, Woodridge, Illinois: Hundred what?

Chairperson Barbara Toboy: 153.

James Rustik, DAL, Woodridge, Illinois: I was close, it's one person. And she has obligations to perform for the Board. One of those is to set the committees, the standing committees of the Board in conjunction with the President and the Board of Directors. So, it seems like, you know, the President selects people, but the President also is the person that's got to do the legwork, that if somebody can't do it, he's got to go and find people that are willing to do it. And he's got an obligation, remember, rights, responsibilities. If you accept responsibilities, please follow your responsibilities.

Chairperson Barbara Toboy: All right. Number three.

Patrick Kosowski, DAL, Land O'Lakes, Florida: I misspoke. So, understanding where the committees are placed, I still feel that at the end of the day, the group that is in more frequent contact meeting quarterly with the President and EC is better suited than a group that comes in once a year for two days to make these determinations. So, I just think we need to do what's best to drive results and partner with that EC. That's all.

Chairperson Barbara Toboy: Right. Thank you. Yes, to Mr. Tarka's point, there does seem to be a contradiction to the discussions that took place yesterday and what's being proposed today. So, I'd like to consult with the General Counsel to clarify that for us.

Legal Counsel John Chitkowski: Okay. It appears that we are at a pivotal moment in the Convention. Yesterday's discussion with the Budget and Grievance Committee was spirited and educational, informative, and there was a modification of their report. In that report, they can correct me if I'm wrong, but I believe the modification provided that the Board of Directors would issue a written recommendation to the Budget Grievance Committee, at which time the Budget Grievance Committee would consider it, as well as the percentages that they've indicated regarding years of service, and then make adjustments in the salaries of the Officers, Directors accordingly, as originally set by you, the members of this Convention.
So, in essence, as Mr. Rustik indicated, the Budget Grievance Committee is a standing committee created by this Convention that set the salaries and is to continue on in the good work of these delegates for the next four years until the next Convention. What is on the table right now is a proposed amendment to make the Budget and Grievance Committee's recommendations regarding salaries of the Officers and Directors subject to the approval of the Board of Directors. So, I'm not advocating which way is right or wrong, but both of those cannot coexist.

Now, the report yesterday by the Budget Grievance Committee, the approval of that report does not make it a Constitutional Amendment of itself. It's more simply like a policy for the Budget and Grievance Committee to consider. But this on the table is a proposed Constitutional Amendment. So, I share the concern of all here. It's important that you understand the difference between what was agreed to yesterday and what is being proposed today and decide as a group which way you want to go. Both of these cannot coexist. So, I think it'd be proper to have a little further discussion on this point and then perhaps bring it to a vote.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Well, with that being said, we'd be open for further discussion. All right. Since there is no further discussion, we would then ask if there's a motion to accept and second the proposal. Oh, we've already done that. So, then we would move to call the question. All those in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Opposed? Okay. Any opposed? Okay. One, two. All right. Any abstentions? All right. Well, then the motion carries.

Chairperson Barbara Toboy: The Budget and Grievance Committee will have to meet sometime later to revise the report as a result of this approved change to the Constitution. So, I just wanted to highlight that before we move on.

Proposal # 20

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. And now we will move then to proposal Number 20. And if you're following along in the--

Wallace Ozog, DAL, Society 1593, Warren, Michigan: Point of clarification.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Yes, Mic number two.

Wallace Ozog, DAL, Society 1593, Warren, Michigan: The changes of what's taking place at this Convention is not effective until the Department of Insurance approves the action of this Convention –

Nicholas Nowakowski, Society # 1593, Warren, Michigan: That's correct.

Wallace Ozog, DAL, Society 1593, Warren, Michigan: – which might take two years from now. Or it could be longer. So, the delegates should realize that this is not going to happen next month. It's not going to happen in 15 days. It's not going to happen in six months. Changes to the Constitution will not take effect where at least maybe 15, 16, 24, 36 months.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: That's correct.

Wallace Ozog, DAL, Society 1593, Warren, Michigan: Thank you.

Christopher Ozog, DAL, Warren, Michigan: This point of questioning, why do they have to resubmit it? Because if they are not a process like – the Budget and Grievance, can we ask for a recommendation from the Board still. All this proposal is doing is now enacting power to the Board that has to approve the final report and recommendation by the Budget and Grievance Committee. So, I don't know why they have to resubmit. Because I think it still is in our best interest that the Board of Directors, which then they would take that and then come back to the Board and say, "Here are recommendations based on evaluating everything," as part of a Board of Directors meeting. And then the Board of Directors would then approve it. You got all that?

Chairperson Barbara Toboy: Mr. Rustik.

James Rustik, DAL, Woodridge, Illinois: No, no, no, no, no, no, no, no. The Board of Directors approves salary increases and changes and things like that under their authority given to them by the Convention for the four years where the Convention is not met. That's the authority that they have. Several of these changes establish authority to the Board that wasn't so clear in the previous Constitution. Mr. Kucik could, of course, tell me I'm wrong. If I am, that's fine. However, the Board has to set the guidelines that they are going to have for salary remuneration. COLAs, standard increases just by years of service, performance, merit comp. What are they going to do? Well, the Budget and Grievance Committee made a recommendation of some guidelines to use, which they amended, but yet it was passed. And I don't think the sum and substance of the Budget and Grievance Committee report was changed very much.

But they did give guidelines, which the Convention said, "Okay, they can be used." The Budget and Grievance can make a recommendation that the Board can decide not to follow. The Budget and Grievance can make recommendations that the Board decides to take. The Board can also tell the Budget and Grievance Committee what factors to establish, what the salaries are going to be based on what. The Board has the ability to do that. Now, Mr. Marutzky is standing over there, and he's going to tell me I'm wrong, maybe. But the idea is this, they-- the Board must establish what those guidelines are.

The President echoes a concern of what the guidelines are. I've also heard it from the other officers, too. What are they going to be, those guidelines? How are we going to know if we've done a good job or a bad job? Okay. So, I urge the Board of Directors to establish those guidelines. I urge to do it based on Budget and Grievance Committee's report, based on the status of the organization, based on the comptroller's report, based on the actuary, and establish what it is. Because if a sinking ship is sinking, and from one day, it's sinking kind of okay, and everybody's bailing easy, to the next year when it's sinking real fast, the Board of Directors must understand that the amount of buckets tossed over the side needs to increase from one year to the next. I think-- I hope everybody can understand that. But I'm done. Thanks.

Legal Counsel John Chitkowski: Mr. Ozog, just to answer your question. I think that the Chair just asked the Budget Grievance Committee to reconvene and consider whether or not modifications to the wording of their report may change. And as a matter of parliamentary procedure, motion was made, seconded, approved. Any further discussion at this point is out of order.

Chairperson Barbara Toboy: Mr. Marutzky, do you have anything new?

William Marutzky, Society # 878, Chicago, Illinois: I live in Chicago in the state of confusion, and I'd like to bring to the attention on proposal 20, the suggested language, found in

paragraph 2A. You have in the language, would be directed. I'm suggesting that it should be directed.

Chairperson Barbara Toboy: They have not presented 20 yet. We are going to do that next. So, you can stay right there. All right.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All right. We're now moving along to proposal number 20, and this is regarding Article 04(B), “Amending the Constitution By-Laws and Articles of Incorporation by the Board of Directors”. And this proposal provides wording changes, format change to clear language, and the proposal also incorporates the first sentence from the Board of Directors proposed amendment for article 04B(1). And the Committee's recommendation is that the Committee's proposal provides wording changes to clarify language without changing the meaning of this section of the Constitution.

The proposal also incorporates the first sentence from the Board of Directors proposed amendment for Article 04B(1), which is the proposal number 64. The Committee therefore recommends that this proposal be accepted, and the Committee so moves. May we have a motion to accept and a second on proposal number 20. Microphone number one.

Christopher Ozog, DAL, Warren, Michigan: I make a motion to accept this first.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And do we have a second? Microphone number three.

William Marutzky, Society # 878, Chicago, Illinois: I'm suggesting –

Nicholas Nowakowski, Society # 1593, Warren, Michigan: We're looking for a seconder on the motion.

William Marutzky, Society # 878, Chicago, Illinois: I call a question then.

James Rustik, DAL, Woodridge, Illinois: I second the motion that's made. And then ask you to recognize Mr. Marutzky for his issue.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Absolutely. And we'll move to discussion on the proposal number 20. And microphone number three.

William Marutzky, Society # 878, Chicago, Illinois: I'm just suggesting one word be changed, from “would” to “should”, in 2(A).

James Rustik, DAL, Woodridge, Illinois: I'm sorry, Madam Chairperson, you didn't recognize me. Thank you. James Rustik, Delegate at Large, Woodridge, Illinois. Mr. Marutzky, I can echo that also, there probably should be a change also in B. And I would ask, would the committee take a friendly amendment by striking the word "would" in sub paragraph A? And also would in sub paragraph B, and insert the word “should.”

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Yes, we would agree to that.

James Rustik, DAL, Woodridge, Illinois: Okay. I would make that in the form of a motion. Which I think that – well, I would accept Mr. Marutzky's concerns in the form of a motion to modify that and introduce the word "should" and I would second that. Since he's the one that brought that up, it's not fair I take credit by making a motion. So, I would second that.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay, at this point, we have a motion which has been seconded, which would modify proposal number 20, paragraphs item 2(A) and B, the word "would" in those 2(A) and B would replace with the word "should". Is there any discussion on that point? Okay, with that being said, we would then call that question. All those in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Any opposed? Any abstentions? Okay. The motion for proposal number 20 as amended passes. Thank you.

James Rustik, DAL, Woodridge, Illinois: That's the motion to amend your recommendation. So, the previous motion that's been made and seconded was on the one without the language. Does the amendment to that then need a new motion or second? If it does, I'll give it. If not, then call the question.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. And now, we're going to vote on the proposal number 20 as amended. And this is with the replacing of "would" and "should" in item 2, paragraphs A and B. I think unless there's any new discussion, we would move to call the question. All those in favor.

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Any opposed? Any abstentions? Okay. Proposal number 20 as amended passes.

Proposal # 21

Kevin Kucik, DAL, Chicago, Illinois: Proposal number 21 article 4(C) "Officers' and Directors' term of Office". The proposed change addresses the title and provides wording changes and reference to Chaplain to clarify the language. As we said earlier, the terminology related, the Chaplain was removed in many places, and we're just restoring it. So, the Committee's proposal provides wording changes and references to Chaplain to clarify language without changing the meaning of this section, the Constitution.

It also removes from the original, item number one, "all of elective Officers", and it goes to simply just saying "all Officers". So, the Committee asks that there be a motion to accept this proposal. Microphone three.

Stanley Pasko, Society # 162, Wyandotte, Michigan: I make a motion to approve Proposal 21.

Kevin Kucik, DAL, Chicago, Illinois: Yes. Thank you. And number one?

Debra Federico, Society # 261, Warren, Michigan: I second that motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Any discussion? Seeing no discussion, call for the vote. All in favor?

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Any opposed? Any abstentions? Motion passes.

Proposal # 22

Kevin Kucik, DAL, Chicago, Illinois: Proposal number 22, Article 4(D), “Elected Officers’ Duties.” The proposal changes the title of the article and provides wording changes in reference to Chaplain to clarify language. So, the original was, "Elected Officers and Duties". The proposed title would be "Duties of Elected Officers, Directors, and Chaplains." There are other wording changes, and I'm going to highlight some of those. The Committee's recommendation, the Committee's proposal provides gender neutral wording changes, references to the position of Chaplain, clarifies differences in education requirements and licensing requirements between an Officer and Director or Chaplain, to clarifying language without changing the meaning of the section of the Constitution. The Committee's proposal includes language and wording of paragraph 4, to clarify the prohibition on transacting any personal business that would appear to be in conflict of interest. And so, I'd like to actually go to that proposed language number four and read it aloud, so you hear it. You can read along with me. "No Officer, member of the Board of Directors or Chaplain of the Union acting in their official capacity shall transact any business for their personal benefit or of the benefit of their immediate family. That would pose a conflict of interest or an appearance of conflict of interest." That we don't have such terminology. That's why we've inserted it and the last part is, the Committee recommends that this proposal be accepted. May I have a motion to accept this proposal? Microphone three.

Thomas Jesionowski, DAL, Toledo, Ohio: I accept this proposal.

Kevin Kucik, DAL, Chicago, Illinois: And second?

Natalya Bonkowski, Society # 1618, Warren, Michigan: I second that motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you both. Open for discussion. Microphone number two, Mr. Ozog.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: I'm looking at your proposed language. And I want to reread it. It says, "All elected and appointed Officers of the Union?" Who appoints an officer?

Kevin Kucik, DAL, Chicago, Illinois: That terminology is existing in the current Constitution. If there is such a position as an appointed Officer, and we're not talking about Executive Officers, but if there's something else that where they come up with the title of Officers, that would be through the Board of Directors and the Executive Officers. We have not changed that language at all, it's been in existence.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Okay. So, for example, a President would say, "I'm going to appoint a Sales Director, but he's going to be an assistant Officer.

Kevin Kucik, DAL, Chicago, Illinois: I would imagine such terminology could be made, but they don't do that now.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: But they could do that.

Kevin Kucik, DAL, Chicago, Illinois: Yes. I mean, we had a position of a Medical Director, right? That was historic--

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Sure. So, it has to be an Officer? But at that time, it was an elected Officer. Same with the Editor.

Kevin Kucik, DAL, Chicago, Illinois: I don't mean this to be cruel. But when you were President, and this language was there, what did it mean?

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: I was able to do my job.

Kevin Kucik, DAL, Chicago, Illinois: Because this is old language, this is not a new language. But I didn't mean to be cruel about that. Sorry, sir.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Well, anyway, the other word was, “all Elected Officers”, and didn't we just change that in Item 21, your Proposal 21? Didn't we just change that?

Kevin Kucik, DAL, Chicago, Illinois: The only thing we did in Item 21, is we addressed Article 04(C), this is addressing article 04(D).

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: But on the Mr. Marutzky motion, which I supported –

Kevin Kucik, DAL, Chicago, Illinois: That was going back one more –

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Did we change terminology there?

Kevin Kucik, DAL, Chicago, Illinois: We changed terminology related to Article 4(B). Okay, that was in the reference to 4(B), and we changed “woulds” to “shoulds”. So, we're moving to 4(C)? I'm sorry, we're moving to 4(D).

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Okay. All right. I'm dissatisfied with the Appointed Officers, so the organization could appoint officers other than our Constitutional Officers.

Kevin Kucik, DAL, Chicago, Illinois: And if they did still, they would be different. We're not saying that they could create new Executive Office in that capacity, they would have a title with--

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: So, they could have a Director of Sales of this Vice President's office?

Kevin Kucik, DAL, Chicago, Illinois: In a sense, yes. They could create the titles that would sound more impressive to outside agencies, using terminologies like Vice President of Sales, but that wouldn't be the Executive Officer level.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: That's right.

Kevin Kucik, DAL, Chicago, Illinois: Correct.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: So, there's possibility. So, a Director of Sales could become an Officer?

Kevin Kucik, DAL, Chicago, Illinois: If they chose to do that.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: And he was qualified for what the Budget and Grievance Committee was saying?

Kevin Kucik, DAL, Chicago, Illinois: Completely different. It has nothing to do with that.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: No, it was qualified for salary steps, because of years and time.

Kevin Kucik, DAL, Chicago, Illinois: The Budget and Grievance Group on Officers relates to three positions: President, Vice President, Secretary-Treasurer. Those are the only officers that they are dealing with. If the Board of Directors or they – creates a title of officer at some lower level within the organization, that's all it is, it's another position.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: It would not be a process to give time to a non-officer, it is in our Constitution. For what example I said, the Director of Sales could be a Vice President.

Kevin Kucik, DAL, Chicago, Illinois: I'll use it this way. There are many Vice Presidents in a bank. And they might have one time been called manager of a bank, but they gave them a title of Vice President, but they're certainly – they're not the operational Vice President of the corporate bank. It's a title that they gave to a branch manager or somebody else. I could be a Vice President loan officer; it sounds impressive to people. We're just using terminology that existed, but we're not suggesting it has anything to do with our Executive Officers that run the organization of President, Vice President, or Secretary-Treasurer.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Okay. I just got a clarification about appointed. Thank you.

Kevin Kucik, DAL, Chicago, Illinois: Thank you, sir.

Christopher Ozog, DAL, Warren, Michigan: Just a point of information here.

Kevin Kucik, DAL, Chicago, Illinois: Microphone number one. Yes.

Christopher Ozog, DAL, Warren, Michigan: So, I know when we were doing the Constitution adjustments, elected and appointed was a huge – like, there was a lot of debate, and so, that's why in the new Constitution and By-Laws, there's the Elected Officers, and the Appointed Officers, O4(C) and O4(D). So, we do have that in there. So, I just want to be clear that there's clearly defined lines. And you are correct. What you are modifying here has nothing to do with those. And we can address it at the next Convention if there's some more clarification.

Kevin Kucik, DAL, Chicago, Illinois: Thank you, any further discussion? If not, I call the vote. All in favor, say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Any opposed? Abstain? The ayes have it.

Proposal # 23

Kevin Kucik, DAL, Chicago, Illinois: Now moving to proposal number 23, Article 04(E) "Appointing Officers and Duties" which the lead in has already been given. The Constitution language, we're addressing items three and four, and we're just correcting or providing gender-neutral pronouns and wording changes to clarify language. And so, we're changing the word "his" to "their", and the "Organization" to the "Union".

So, the Committee's proposal provides general gender-neutral pronouns and wording changes, substituting the word "Union" for "Organization", to clarify language without changing the meaning in the Constitution. The Committee's proposal also includes changing the wording of paragraph 3, the prohibition of transacting personal business that would appear to be in conflict of interest, so we've expanded on that, hopefully, that this makes a clear understanding for everyone. "No Appointed Officer of the Union, Executive or head of a department acting in their official capacity shall transact any business for their personal benefit or the benefit of their immediate family, that would pose a conflict of interest in the appearance of conflict". So, that's similar wording, but it's now expanded a little bit to the heads of the departments. And I ask that there be a motion to accept this proposal.

Secretary-Treasurer Agnieszka Bastrzyk: Agnieszka Bastrzyk**,** Delegate At Large, Elmwood Park, Illinois, I move to accept.

Kevin Kucik, DAL, Chicago, Illinois: Thank you, microphone number one.

Michael Federico, Society # 261, Warren, Michigan: I accept that motion. I second that motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you, sir. Thank you. Discussion? Seeing no discussion, I call for the vote. All in favor, say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Those opposed? Any abstentions? Motion passes.

Proposal # 24

Kevin Kucik, DAL, Chicago, Illinois: Article 04(F), “Resolution of Disputes”. Very minor changes here, the proposal provides for a change in punctuation and gender-neutral pronouns and moves the article into the By-Laws to become a new Article 14(C), “Resolution of Disputes”. As we said in the guiding principles, process things are moving to the By-Laws. The gender-neutral part was – it said, "is himself" and we say, "are themselves".

The Committee proposal provides change in capitalization, general-neutral pronouns, and moves the article into the By-Laws to become neutral Article 14(C) “Resolution of Disputes” without changing the meaning of this article. The Committee recommends that this be accepted. May I have a motion to accept this proposal? Microphone 3.

William Marutzky, Society # 878, Chicago, Illinois: Still in a state of confusion. I bring to the Committee's attention the language.

Kevin Kucik, DAL, Chicago, Illinois: Mr. Marutzky, before we get into that discussion, I just want to get an acceptance to the proposal. We'll open it up to your discussion.

William Marutzky, Society # 878, Chicago, Illinois: I'd like to offer a comment, so it's a discussion item. I will stand by.

Kevin Kucik, DAL, Chicago, Illinois: After the motion. Microphone two.

Anna Toboy, Society # 1593, Wyandotte, Michigan: I accept the motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Microphone one?

Colleen Bonkowski, Society # 1618, Warren, Michigan: I second that motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Now open for discussion. Microphone three.

William Marutzky, Society # 878, Chicago, Illinois: I ask the Committee to take a look at their suggested language and for Article 14C(3), they have the word “tribunal”. If you will do a word search of our Constitution, you won't find the definition of “tribunal”. So, what rules of order does a person who wants to seek redress use if he chooses “tribunal”? I also suggest, if you move to proposal 25, and look at paragraph 3, under 14(D), it says, “the accused shall have the right to personally appear with counsel before the Board of Directors”, but it makes no mention of a “tribunal”. There's a conflict. I submit to the Committee that we have a conflict in language here, and they may want to take this under consideration.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. As just a side comment, there was no change in this section from the Constitution for the last 12 years, but it's a well made point. Or I shouldn't say 12 years. This was actually a proposal that came out after the Committee. We'll take that into consideration. Microphone number one, further conversation?

Christopher Ozog, DAL, Warren, Michigan: Just a, I guess question discussion point. So, I know when we talked as a task force, we purposely put these dispute resolutions in the first part of the Constitution, not wanting to adopt or change them easily in the Bylaw portion. Now, you are wanting to shift that from the Constitution part, which is a little more under lock and key, to the By-Laws, okay. And, I guess what is the logic, whether it's precedence from other fraternals other examples? I guess, just recognizing the history I came at it with – that I just provided.

Kevin Kucik, DAL, Chicago, Illinois: So, in common, it was just the process of trying to sort out a document, which sometimes had mechanics in the Constitution and procedures in the Constitution, and having the By-Laws having a mix. So, that's why we moved it in the back.

Christopher Ozog, DAL, Warren, Michigan: Makes sense. Got it. Yes. Makes sense. Thank you. Cool.

Kevin Kucik, DAL, Chicago, Illinois: All right. So, it's been pointed out to me in the reference to the term “tribunal” that it-- not in Article 04(F), but in Article 04(G), and I'm actually using this book, the existing Constitution. So, and that appears on page 27 in the red book, the existing Constitution, page 27, Article 04(G), number two, item B, step two. It says, "If aggrieved wishes to appeal the verdict of the Budget and Grievance Committee, they shall do so in writing to the Board of Directors, which at that time, the Board of Directors shall establish a tribunal."

So, that's partly how it comes to be formed, "which shall consist of the General Counsel and the aggrieved appointment, and a third party neutral approved by both. The tribunal shall review and provide a verdict in the matter by the majority vote. So, there is reference and some definition of tribunal in this, but at this time I would like to withdraw this proposal, so we could look at it a little bit further. And we'll bring it back at a later time.

Proposal # 25

Kevin Kucik, DAL, Chicago, Illinois: All right, moving on to proposal number 25. Article 04(G) Resolution Matters. Dealing with the Constitution, proposal provides wording changes to clarifying language and moves article into the By-Laws to become new article 14(D) “Resolution of Matters Dealing with the Constitution Disputes”. The Committee's proposal, as I said, provides wording changes to clarify the language, and moves the article. The insertion of changed language is in item number one. And I'll read, it's on the third line in the proposed language and practices implemented by the Union after dispute, procedures outlined, buy-in within societies and regions. That's the insertion of the words for clarification. With that, I would like to ask for a motion to accept. Microphone number two.

Mark Ozog, Society # 1593, Warren, Michigan: I propose to accept this.

Kevin Kucik, DAL, Chicago, Illinois: Microphone one?

Michael Mihalic, Society # 87, Canton, Michigan: I second this motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you very much. Open for discussion. If there's no discussion, I'll take the vote. All in favor say, aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Any opposed? Any abstentions? Motion passes.

Proposal # 26

Kevin Kucik, DAL, Chicago, Illinois: Proposal number 26, Article 04(H), “Resolution of Matters Dealing with Paternal Disputes”. The Committee's proposal provides wording changes to clarify language, and moves the article in the By-Laws, and to become a new Article 14(E) “Resolution of Matters, Dealing with Paternal Disputes” without changing the meanings of this article. There's an insertion of a word where we say "dispute procedures" currently, it just says "procedures". Those are the only changes, movement and changing of that word. I'd ask for acceptance of this proposal. One moment. It's been brought to my attention that there is some additional wording to “tribunal” in this particular article. So, we are going to withdraw the proposal at this time, and try to get the consistency in the two items. Thank you. Okay. At this time, I'd like to turn this over to Michael.

Proposal # 27

Michael Smigiel: All right. Okay. For proposal number 27, so the proposal moves article into the By-Laws to become new Article 14(F), “Resolution of Matters Dealing with Insurance Disputes”. Committee recommendation, the Committee's proposal moves article into the By-Laws to become new Article 14(F), “Resolution of Matters Dealing with Insurance Disputes” without changing the meaning of this article. Can I get a motion to accept? Number one?

Natalya Bonkowski, Society # 1618, Warren, Michigan: I propose to accept this motion.

Michael Smigiel: Can I get a second?

Celeste Grabowski, Society # 1593, Michigan: I second the motion.

Michael Smigiel: Discussion. All in favor?

Delegates: Aye.

Michael Smigiel: Any opposed? Abstain? Okay, perfect. Unanimous, 27. Ayes have it.

Proposal # 28

Michael Smigiel: Ayes have it. Proposal number 28. So, proposal number 28. One thing to quickly call out under Constitutional reference please, refer to bullet point B. It's supposed to be "Limitations of Director's Liability Indemnifications" not "Resolutions of Matters Dealing with Fraternal Disputes". So, proposal number 28, the Committee's proposal inserts the language. "The foregoing shall not apply in the event of such claims are a result of the above reference

individual's own intentional, malicious or criminal acts", to clarify the language of this section of the Constitution. Can I get a motion to accept? Number two?

Anna Toboy, Society # 1593, Wyandotte, Michigan: I accept the motion.

Michael Smigiel: Second of the proposal. Number two?

Patricia Johansen, Society # 1368, Warren, Michigan: I'll second.

Michael Smigiel: Perfect. Open for discussion. All in favor?

Delegates: Aye.

Michael Smigiel: Any opposed? Abstain? 28 as in unanimous. Thank you.

Proposal # 29

Joan Smuda, Society # 408, Chicago, Illinois: Good afternoon. Okay, moving along to proposal number 29, which I think is on page 50, still. This submitter is the Constitution Committee, and this affects article 04(L) regarding "Fraternal Department". The proposal eliminates article 04(L), because it is redundant with statements in articles 01(B) and 01(A) of the Constitution. The Committee recommends this proposal. And is there a motion to accept our recommendation?

Anna Kraszewski Winkler, Society # 880, Orland Park, Illinois: I motion to accept this motion, or proposal.

Joan Smuda, Society # 408, Chicago, Illinois: Is there a second?

Danielle Kroplewski, Society # 1575, Lemont, Illinois: I second the motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Motion has been made and seconded, to accept the recommendation of the Committee on Constitution and By-Laws. Is there any discussion? Hearing no discussion, I'll call for a vote. All in favor of this proposal, please signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Are there any objections? Please say nay. Any abstentions? Motion carries unanimously, Madam Chair.

Proposal # 30

Joan Smuda, Society # 408, Chicago, Illinois: Proposal number 30, also submitted by the Constitution Committee. And it's regarding article 04(M) on "Committees". This proposal provides wording changes in paragraph 1 to clarify language. Moves paragraph 4, "Audit committee", to Article 14(B), "Committees of the Board of Directors". As the Committee's

proposal provides only wordings changes to paragraphs 1(A), (B), and 2, to clarify language, and moves paragraph 4, “Audit Committee”, with wording changes to Article 14(B), “Committees of the Board of Directors”, the Committee recommends adaption of this proposal. Is there a motion. Microphone two?

Secretary-Treasurer, Agnieszka Bastrzyk: I make the motion to accept.

Joan Smuda, Society # 408, Chicago, Illinois: Is there a second?

Colleen Bonkowski, Society # 1618, Warren, Michigan: I second the motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number three, Mr. Marutzky for discussion.

William Marutzky, Society # 878, Chicago, Illinois: I bring to the Committee's attention the suggested language in paragraph 4(A) for an “Audit committee”. And it says, "Three or more Directors." I'm suggesting two changes to that. One of those committee members should not be a director, should be an outside person. I'm also suggesting that one of those Audit Committee members carry the credentials of a certified public accountant. My second suggestion, in sentence two, we have the words, "securities exchange" in lowercase. Paragraph 4(A), in the second sentence. I think I know what that means, but I think what the-- what it should refer to is the United State Securities Exchange Commission.

Joan Smuda, Society # 408, Chicago, Illinois: One moment, please. Can you please repeat what you said about the administrative code, Mr. Marutzky?

William Marutzky, Society # 878, Chicago, Illinois: First, the Audit Committee, as it stated, is composed of three Directors. My suggestion, it still remains three, but one person not being on the Board of Directors, being an outsider. In addition, one of the members of the Audit Committee should possess the credential of being a Certified Public Accountant. My second suggestion, in sentence two, you have "securities exchange" in lowercase. I think that you mean the United States Securities Commission, and maybe that is just a typo that should be changed.

Joan Smuda, Society # 408, Chicago, Illinois: Can you tell me which line in the document you're seeing the Securities and Exchange Commission? And I think you're reading from the old language.

William Marutzky, Society # 878, Chicago, Illinois: Well, first, as a matter of clarification, Ms. Smuda, you're aware that –

Joan Smuda, Society # 408, Chicago, Illinois: Ah, yes. I found it. Thank you.

William Marutzky, Society # 878, Chicago, Illinois: Okay. You're aware that the state of Illinois--

Joan Smuda, Society # 408, Chicago, Illinois: Has its own SEC. Yes.

William Marutzky, Society # 878, Chicago, Illinois: As well as the United States Government. Both have a securities commission, but the language that we have, being in lowercase, doesn't refer to the federal or the state. I think that language needs to be changed.

Joan Smuda, Society # 408, Chicago, Illinois: We're going to have to revisit this, because what you're reading from is actually the existing language, and we just want to make sure that we didn't just re-pick it up again. So, we're going to withdraw this for further discussion, as we have a chance to. I'll recognize microphone number one, but if you want to address this specific thing, then maybe you should wait. Otherwise, if it's something new-- Microphone 1?

Anthony Zasuwa, Society # 1552, Grand Rapids, Michigan: I was just reading that this article is, or that language is dropped out in this amendment for proposal, and then it's readdressed in proposal 41 down the road. So, we don't really need to spend any time on the Audit Committee, and the definition of, because that's in proposal 41, and this is independent, right?

Joan Smuda, Society # 408, Chicago, Illinois: I think you may be correct, but we're going to pull this back so we can just double-check that, to make sure. Thank you very much.

Proposal # 31

Joan Smuda, Society # 408, Chicago, Illinois: Okay. So, we'll be moving to proposal number 31, which I have on page 53. This is also submitted by the Constitution Committee.

Christopher Ozog, DAL, Warren, Michigan: Point of order.

Joan Smuda, Society # 408, Chicago, Illinois: The proposal. Are you on number 31 Mr. Ozog?

Christopher Ozog, DAL, Warren, Michigan: I would like to table this one, because there is one farther down the line that will-- if that gets approved, we don't even need to talk about this one. So, proposal 31 deals with regions, and proposal 45 is removing regions. So, I'd like to table it until we talk about that one, because it may be a good point.

Joan Smuda, Society # 408, Chicago, Illinois: Okay. Mr. Ozog has made a motion to table proposal number 31 until we get to proposal number 45. Is there a second to his motion? Number two.

Valerie Brumm, DAL, Warren, Michigan: I second the motion.

Joan Smuda, Society # 408, Chicago, Illinois: Okay. It's now debatable. Motion, all in favor, please signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Any opposed? Any abstentions. Motion carries, and proposal number 30 will be tabled until we get to proposal number 45.

Proposal # 32

Joan Smuda, Society # 408, Chicago, Illinois: Proposal number 32, also from the Constitution Committee, affects article 06(A). “Organization of Societies”. The proposal provides for wording changes to clarify language. It does not change the meaning of the section on organization of Societies. Do we have a motion to accept the proposal of the Committee? Number one?

Colleen Bonkowski, Society # 1618, Warren, Michigan: I'd like to make proposal to accept this nomination.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number one.

Danielle Krass, Society # 261, Detroit, Michigan: I second the motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Is there any discussion on this motion? Hearing none, I'll call for a vote. All those in favor of adopting proposal number 32 of the Committee, please signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Any opposed? Any abstentions? Madam Chair, I believe this is passed unanimously.

Proposal # 33

Joan Smuda, Society # 408, Chicago, Illinois: Moving to proposal number 33 from the Constitution Committee. This affects Article 01(F), “Patron, Emblem, and Seal”. This proposal provides for two separate paragraphs to identify the “patron” and the “emblem”, and removes the word “shibboleth” and inserts a more descriptive and understandable expression, image of the Sacred Heart of Jesus, and removes the sentences, "All symbols in the center shall be red, except the flag poles, and field of stars in the American flag, which shall be blue. This is the only emblem that shall be used in the Union, although it may also be printed when needed." The proposal also moves Article 01(F) from the Constitution to Article 11 of the By-Laws. So, we've already really dealt with the change in the wording earlier, but this proposal will now take the section and move it from the Constitution to Article 11 of the By-Laws. So, this proposal goes further than our earlier proposal by moving Article 11 to the By-Laws. And the reason for this is that the intellectual property of the Union should be under the control of the Board of Directors, who are able to authorize its use, and make any updates or changes necessary, to best use it as part of the brand image of the PRCUA. The Board of Directors should be able, when necessary, to authorize the use of complimentary logotypes for marketing purposes. It should not take four years to adopt a graphic for a marketing campaign, for example. In point of fact, PRCUA does use other logos.

So, this amendment merely conforms to current practice. The Committee recommends the proposal be accepted, and I'm asking for a motion to accept the proposal. Microphone Number 2.

Anna Toboy, Society # 1593, Wyandotte, Michigan: I accept the proposal.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone Number 1.

Thomas Bonin, Society # 413, Highland, Indiana: I second the motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Discussion, number 3.

Krystyna Lech, Society # 1634, Palos Park, Illinois: Yes, on page 55 in 1(D), service “usluga”, you have-- there is no "Wa" in the word.

Joan Smuda, Society # 408, Chicago, Illinois: Oh, that's a typo.

Krystyna Lech, Society # 1634, Palos Park, Illinois: Yes. So, just to clarify it, please.

Joan Smuda, Society # 408, Chicago, Illinois: Yes. You are correct. That should be “usługa” not “usluga”.

Krystyna Lech, Society # 1634, Palos Park, Illinois: And on the next page also.

Joan Smuda, Society # 408, Chicago, Illinois: The typewriter apparently, we use, didn't have it.

Krystyna Lech, Society # 1634, Palos Park, Illinois: Maybe Misia will be able to clarify that. Thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone Number 2.

Vice President Micheline Jaminski: Micheline Jaminski, Delegate At Large, Homer Glen, Illinois. Also, if you're correcting, Polish **“**bezpieczeństwo”

Joan Smuda, Society # 408, Chicago, Illinois: Pardon me?

Vice President Micheline Jaminski: “bezpieczeństwo”

Joan Smuda, Society # 408, Chicago, Illinois: How do you spell that?

Vice President Micheline Jaminski: Over the “n”, there's that little apostrophe slanted upon.

Joan Smuda, Society # 408, Chicago, Illinois: Got that. Made a note. We can correct that without a motion, I think. There being no further discussion, I will ask for a vote on this matter. All of those in favor of adopting proposal number 33, please signify by saying, Aye."

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Any opposed? Any abstentions? Hearing none, the ayes have it, and I believe that this motion has passed unanimously. Thank you.

Chairperson Barbara Toboy: 10-minute recess, and I mean 10 minutes. Be back in here in 10 minutes. Thank you.

Recess taken from 14:31- 14:44

Chairperson Barbara Toboy: Surveying the room, I see that a quorum is in existence. Session is back in order. We need the report of the Rules and Order Committee.

Committee of Rules and Order Report

Debra Federico, Society # 261, Warren, Michigan: The agenda, going forward, is Credentials report, oath to the new delegates, and continue with the Constitution Committee report.

Chairperson Barbara Toboy: Motion to accept the report?

Natalya Bonkowski, Society # 1618, Warren, Michigan: I make a motion to accept.

Chairperson Barbara Toboy: Thank you. A second?

Erik Johansen, Society # 1368, Clinton Twp, Michigan: Eric Johansen. St. Ritas, 1368. I'll second that.

Chairperson Barbara Toboy: Thank you. Motion's been made and seconded to accept the report. All those in favor, signify by saying, aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed? Abstentions? Ayes have it. Thank you very much. Report of the Credentials Committee.

Credentials Committee Report

Krystyna Lech, Society # 1634, Palos Park, Illinois: Good afternoon. We have one more person that has checked in, and is ready to be sworn in. I make a motion to accept his um –

Chairperson Barbara Toboy: I mean number of delegates.

Krystyna Lech, Society # 1634, Palos Park, Illinois: Uh, 154. To accept the new delegate.

Chairperson Barbara Toboy: Microphone 3?

Thomas Jesionowski, DAL, Toledo, Ohio: I accept the report.

Chairperson Barbara Toboy: Thank you. Second. Number 1.

Anthony Zasuwa, Society # 1552, Grand Rapids, Michigan: Second the motion.

Chairperson Barbara Toboy: Thank you. Motion's been made and seconded to approve the Credentials Committee report discussion.

Valerie Brumm, DAL, Warren, Michigan: My count was at 155, and so, this should be 156. Sorry.

Chairperson Barbara Toboy: No? I had written down earlier. It was 153 and the one additional-154. But thank you. All those in favor to accept the report?

Delegates: Aye.

Chairperson Barbara Toboy: Opposed? Abstentions? Ayes have it. Thank you very much. May the delegate please come forward to be sworn in. Fr. Ptak.(Oath given)

Chairperson Barbara Toboy: Thank you very much. We'd like to continue with the Constitution Committee report.

Constitution Committee Report cont.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. We'd like to return to proposal number 30, and we do have a response to Mr. Marutzky's two requests. Number one, we didn't really make a change to the Audit Committee paragraph, but we are moving it. But in any case, where it says, "Shall satisfy any securities exchange independence requirements," we're not referring to a particular securities exchange. So, it would be a small "s" and a small "e". It's not a reference to a proper noun. And with respect to the proposal to change our recommendations regarding the Audit Committee to allow outside members, we've discussed this and we realized that this is a Committee of the Board of Directors, and should be composed of members of the Board of Directors. The Board of Directors has the opportunity to consult with outside auditors, we do have one. And also, we are subject to being audited. So, there will be an outside audit of our activities, but this Committee is so that the Board of Directors can audit its own activities to make sure that it will be able to comply with all of the statutes that we have to comply with. So, we don't think that it's necessary to add any outside persons who are not on the Board of Directors to a Board of Directors Committee. I'm going to ask the parliamentarian, do we need to ask for a new motion and second or do we just go?

Just to clarify things. So, at this time, we'd ask for a motion to adopt the recommendation of the Committee as we've previously made a proposal number 30. Microphone number one, please.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I accept this motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Is there a second to that motion? Number two?

Anna Toboy, Society # 1593, Wyandotte, Michigan: I second that motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you very much. Is there any further discussion on this proposal? Hearing none, I'll call for a vote. All those in favor of adopting proposal number 30 please signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Are there any opposed? Say nay.

Delegate: Nay.

Joan Smuda, Society # 408, Chicago, Illinois: There is one. Are there any abstentions? Madam Chair, I believe that the motion has carried, with one nay. Thank you. Thank you for your attention.

Proposal # 34

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Good afternoon. We're now moving to proposal number 34, which is submitted by the Constitution Committee. And this relates to Section 12 “Membership”. The proposal moves all articles of section 12 out of the By-Laws, and into the Home Office Operating Procedures, or the HOOPs manual. And we talked about the HOOPs manual earlier in our report. So, and if you're following along in the Constitution book, this relates to pages 57 through 61.

And the Committee's recommendation is that the Committee's proposal moves all articles of section 12 out of the By-Laws and into the Home Office Operating Procedures, or the HOOPs Manual. And we would ask that we have a motion to accept this proposal and a second. Microphone number one.

Erik Johansen, Society # 1368, Clinton Twp, Michigan: I motion to accept.

Paula Vitello-Vultaggio, Society # 1368, Warren, Michigan: And I second that.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. And before we move to discussion, we would just like to clarify and point out that this proposal was done in consultation with officers and managers at the Home Office. So, you know, they were consulted and discussed with so we'll ask if there's any discussion on proposal number 34. Seeing none I will move to call the question. All those in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Any opposed? Any abstentions? It looks like proposal number 34 carries.

Proposal # 35

Nicholas Nowakowski, Society # 1593, Warren, Michigan: And we'll move to proposal number 35. And this is, if you're following in the book, pages 62 through 68. This is from the Constitution Committee. And this is Article 13(C), “Committees of the Convention and Their Duties”. And this is a longer proposal, but when you break it down, it is less bulky when you think about it that way. So, it's a consolidation of all the committees of the Conventions into Article 13(C).

So, part one of the proposal moves articles 03(G), the “Pre-Convention Committees”, which includes the Arrangements Committee and Committee on Credentials and Information, and moves those into Article 03(M), “Standing Committees of the Convention”, which includes the

Budget and Grievance Committee and Constitution Committee, into a renamed Article 13(C), “Convention Committees Responsibilities and Duties”. Part two of the proposal moves Article 13(A), which includes the Arrangements Committee into a renamed Article 13(C) “Convention Committee's Responsibilities and Duties”. Which includes the Committee on Credentials, the Committee on Rules and Order, the Candidate's Qualification Committee, and deletes from Article 13(C), paragraphs 4, the Information Committee, the Press Committee, the Committee on Resolutions, and the Committee on Interrogations. Part 3 of the proposal provides for gender-neutral pronouns, eliminates redundant statements, provides wording changes to clarify language, and inserts wording that establishes minimum qualifications. And that could be either academic and/or business experience for members of the Budget and Grievance Committee.

Requires Budget and Grievance to consider financial plans submitted by the Executive Committee and/or the Board of Directors Long-Range Planning Committee when preparing a budget for the Union and requires that the annual adjustments made by the Budget and Grievance be submitted for approval to the Board of Directors. And the Committee's recommendation is that this proposal consolidates all committees of the Convention into a renamed Article 13(C) “Convention Committees Responsibilities and Duties”, by incorporating items contained in 03(G) “Pre-Convention Committees”, pages 14 and 15, 03(M) “Standing Committees of the Convention”, which is found on pages 20 and 21 of the Constitution and Article 13(A) “Pre-Convention Committees”.

The proposal deletes Article 13(C), paragraphs 4, which relates to the Information Committee, paragraph 5, the Press Committee, 6, the Committee on Resolutions, 7, the Committee on Interrogations, and provides for gender-neutral pronouns. It eliminates redundant statements and provides wording changes to clarify meaning. The Committee's proposal inserts wording in the section related to the Budget and Grievance Committee, which is a significant change from the former language in the Constitution.

Specifically inserting wording that establishes minimum qualifications which are academic and/or business experience for members of the Budget and Grievance Committee. Requires Budget and Grievance to consider financial plans submitted by the Executive Committee and/or the Board of Directors Long-Range Planning Committee when preparing a budget for the Union, and requires that the annual adjustments made by Budget and Grievance is to be submitted for approval by the Board of Directors. Further significant changes to language in the By-Laws relates to the deletion of Article 13(C), paragraphs 4, the Information Committee, 5, the Press Committee, 6, the Committee on Resolutions, and 7, the Committee on Interrogations. These changes allow for integration of planned activities of the Executive Committee and the Board of Directors Long-Range Planning Committee. They recognize the Board of Directors’ fiduciary duties and responsibilities to the Union, and as such, has the responsibility to review and approve of any and all budget adjustments, recognizes article 04(A) which states the executive power of the Union between Conventions shall be vested in the Board of Directors. And with that all being said, would we have a motion to accept and a second to the proposal? I'll go microphone number three.

Sabina Slubowski, Society # 1634, Chicago, Illinois: I accept the proposal.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And microphone number one.

Thomas Lisiecki, DAL, Warren, Michigan: I'll second that proposal and very nice write-up, very understanding on how you guys did that proposal.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All right, thank you. And having a motion and a second, if there's any discussion about the proposal. Microphone number one.

Christopher Ozog, DAL, Warren, Michigan: So just a quick clarification. So, the committees that we have removed, Information, Press, Interrogation, Resolution, are shifting to Long-Range Planning and Executive Board? Is that what the intent is? I guess, you know, when you delete stuff out, who's taking responsibility for that?

Nicholas Nowakowski, Society # 1593, Warren, Michigan: No, those have just been removed out because in discussions that we had when proposing this, a lot of those were things that people were kind of like, we had them, but we don't really understand or necessarily know what they do. But, which isn't to say that if we saw that there was a need to have them, that you couldn't put those committees back on an ad hoc sort of basis.

Christopher Ozog, DAL, Warren, Michigan: So, do we have that mechanism that we can add those committees as necessary?

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Yes, we could always do it on an ad hoc basis.

Christopher Ozog, DAL, Warren, Michigan: Okay, that's fine. If you can find it, that's fine. I'm sure it might be in there so you can get back with me.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. Is there any further discussion? All right. Well, if there's no further discussion, having the motion made and seconded, we'll call the question. All those in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All those opposed, any abstentions? All right, well, the motion carries.

Proposal # 36

Nicholas Nowakowski, Society # 1593, Warren, Michigan: And now we're moving to proposal number 36, and this is pages 69 through 70 in the Constitution Committee report. This is the proposal for a new article 13(A), the “Determination of a Number of Society Delegates to the Convention”. And this proposal establishes a new 13(A). It's a “Determination of the Number of Society Delegates to the Convention” and move items from 03(E) paragraphs 2, 8, 9, 10, 11,

and 13 into the new article 13(A) determining-- or which is the new article 13A “Determination of a Number of Society Delegates to the Convention”.

And the Committee's recommendation is that the Committee's proposal moves paragraphs 1, 2, 4, 5, 6, 8, 9, 10, and 11 from Article 03(L)-- No, I'm sorry, I jumped, so sorry. The Committee's proposal moves paragraphs 2, 8, 9, 10, 11 from Article 03(E) into the By-Laws Section 13, new article 13(A) “Determination of Number of Society Delegates to the Convention”. And it provides for gender-neutral pronouns and other wording changes to provide clarity without changing the meaning of this section now incorporated into the By-Laws. May we have a motion to accept and a second to the proposal?

Celeste Grabowski, Society # 1593, Warren, Michigan: I make a motion to accept this proposal.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And microphone number one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I second that motion.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. Is there any discussion on the proposal? All right. Seeing no discussion and having the motion approved and seconded will call the question. All those in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All those opposed, any abstentions? Motion carries. And then to Chris Ozog's question as it related to the committees, in our proposed language for article 03(F), item number 5, I'm sorry, item number 8, it allowed for other committees the Convention deems necessary. So, the Convention could create whatever other committees they deemed necessary.

Proposal # 37

Kevin Kucik, DAL, Chicago, Illinois: Moving on to article 37. Article 37 relates to Article 03L, “Election of Officers and Directors”. We propose moving paragraphs 1, 2, 4, 5, 6, 8, 9, and 10 and 11 from 03(L) related to the mechanics of voting into a new article called Article 13(F), “Voting Procedures at the Convention”. The proposal includes wording changes in number two, as provided in the Board of Directors' recommended amendments. So, we incorporated one of their ideas as well. If you look at the proposed language in your book, you'll see that it kind of follows what might be the normal voting procedures. It talks about the ballots and the delegates and things of that nature. The entrance to the voting booths, these were all co-mingled before we just separated them. That is all we've done here. I'd ask for an acceptance of this proposal. Acceptance for this proposal. Microphone number two.

Secretary-Treasurer Agnieszka Bastrzyk: Agnieszka Bastrzyk, Delegate At Large, Elmwood Park, Illinois. I move to accept.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Microphone number one.

Sharon Haberski, DAL, Greenfield, Wisconsin: I second the motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Open for discussion. Microphone three.

William Marutzky, Society # 878, Chicago, Illinois: The language that we have in number one says we're going to conform with the Australian system. The Australian system requires proportionate voting. It might be implied that this proportionate voting required as we say here for the Australian system, we would have the districts proportioned in their votes by their members. I ask that for consideration. I suggest the Committee table this motion and adjust the language so that we're not in violation or with the Australian proportionate requirement.

Kevin Kucik, DAL, Chicago, Illinois: Thank you for the information you provided. For the rest of the Convention, this is language that's been around for a long time, but this is good insight. At this time, we're going to withdraw this proposal until we work on the wording for that section. Thank you again.

Proposal # 38

Kevin Kucik, DAL, Chicago, Illinois: Proposal number 38, the “Election of Delegates” provides for general neutral references and makes wording changes and provides clarity. Most of the changes are making it gender neutral, from “chairman” to “chair”, from “his” to “they”, and things of that nature. So, with that in mind, the Committee's proposal provides gender-neutral references, makes wording changes, and provides clarity without changing the meaning within the By-Laws. The Committee recommends this proposal be accepted, and I ask for a motion to accept. Microphone one.

Christopher Ozog, DAL, Warren, Michigan: I make a motion to accept this proposal.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Request a second. Microphone one.

Erik Johansen, Society # 1368, Clinton Twp, Michigan: I second that.

Kevin Kucik, DAL, Chicago, Illinois: Thank you very much. Discussion. Seeing no discussion, we call for the vote. All in favor say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Any opposed? Abstentions? The ayes have it.

Proposal # 39

Kevin Kucik, DAL, Chicago, Illinois: Proposal number 39, the “Constitution Committee”. The description is Article 13(C), “Convention Committee's Responsibilities and Duties”. This proposal establishes the particulars of the Election Committee. The establishment of it, its

compositions and responsibilities, duties, and procedures gathered from information in articles 03(L), the new 13(E) and 13(F).

In our Constitution today as this stands there's no clear identification of the Election Committee. This just grabs the piece parts that are spread throughout many articles, many different line items. You see that in the current language, part of this proposal and what we have done is put them in one single location of the Constitution which is now Article 13(C) item number 8 , “Election Committee”.

So, the Committee's proposal provides for the establishment of the particulars of the Election Committee. Other proposal also provides for gender-neutral references and makes wording changes to provide clarity without changing the meaning within the By-Laws. I ask for a motion to accept.

Michael Dykla, Society # 1580, Boynton Beach, Florida: I make a motion to accept the proposal.

Kevin Kucik, DAL, Chicago, Illinois: Okay. We've just been made aware that the Australian system isn't listed in here again. So, we will withdraw this, but Mr. Ozog, we respect your input. So, until we change that wording, this one is also going to be withdrawn to address that item. Thank you. All right.

Proposal # 40

Kevin Kucik, DAL, Chicago, Illinois: Proposal number 40. Oh, this is one of my favorite ones. This is Article 14(A) “Elected Officers”. The proposed change is the title of Article 14A “Elected Officers, Directors” and then it changes it to “Elected Officers, Directors, and Chaplains”. It also changes the title from paragraph 4 from “National Chaplains” to “National Chaplain”, singular, re-sequences the orders and moves the Directors to item number 4 and moves the National Chaplain to number 5 and corrects some references that were cited in the previous Constitution.

The proposal also incorporates wording changes to items 1(H), 2(A), 3(F), J, 4(B), D, G, 6(A), and B from the Board of Directors' proposal amendment of Article 14(A). So, without going through all the particulars that I've just went through I'm going to ask for a motion to accept this proposal. Microphone two.

James Rustik, DAL, Woodridge, Illinois: I move to accept the proposal.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. I call for motion to second. Microphone one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I second that proposal.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Now open for discussion. Microphone two.

James Rustik, DAL, Woodridge, Illinois: Under the previous, the stated provisions within the Constitution as we have it now and also the new ones that you're proposing what are the duties and responsibilities of the Vice President?

Kevin Kucik, DAL, Chicago, Illinois: There will be an aggregate later on, but I mean can you wait to read all those or do you want us to go and expand on them?

James Rustik, DAL, Woodridge, Illinois: I honestly had the question because if you read this and you take a look and I was reading at there, I know where you're going and I know what's happening but I wanted to make this aware. If you read this, I want the job.

Kevin Kucik, DAL, Chicago, Illinois: Okay. But when you know what's happening--

James Rustik, DAL, Woodridge, Illinois: But I'm glad that you pointed that out. I withdraw my question. It was only for the point of pointing that out so you can address that there is other duties and responsibilities that will be enumerated later. I will sit down. I ask you to call the question.

Kevin Kucik, DAL, Chicago, Illinois: The insert of the language was there is some modification only in item A for the duties of Vice President and we just tried to restrict the printing to only those things that were changing. So, yes, it does look awkward. But thank you Mr. Rustik for helping me feel enlightened. Microphone two.

Vice President Micheline Jaminski: Micheline Jaminski, but I did know this before. I would have gone on a cruise in between. I was respectfully asked how am I going to get that-- how can you change that now for the sake of the future? It's not about me. I don't even do this stuff, but I'm saying for the sake of the next office in four years somebody is going to be getting this and is going to be surprised.

Kevin Kucik, DAL, Chicago, Illinois: No. In the new Constitution it will have a full elaboration of all the duties of the Vice President. This is the wording change only on item A.

Vice President Micheline Jaminski: So, on what page did you put the sales, marketing, fraternal and all the other stuff I do? I missed it? I just would like to know because I missed it.

Kevin Kucik, DAL, Chicago, Illinois: All right. Let me try it this way. The current listing of the current language in 14(A) item two part A says the “Vice President shall attend Board of Director sessions”. We have changed the wording of that piece to say “shall attend all sessions of the Board of Directors”. That's the only modification. All the existing language to the Vice President which is on page 54 of the old Constitution is unchanged. So, for the reading the Vice President shall go to item B. “Shall perform all duties, incident to the office or delegated by the President, shall oversees Sales Marketing, Fraternal, Publications department, represent the PRCUA at national and local events.

In the case of the removal of the President from the office or of the President's death, resignation or inability to discharge the powers duties of said officer as the same shall devolve

onto the Vice President". So that's what in the current Constitution. None of that was changed. We just changed the little wording of that item A.

Vice President Micheline Jaminski: Got it.

Kevin Kucik, DAL, Chicago, Illinois: Thank you.

Vice President Micheline Jaminski: Thank you.

Kevin Kucik, DAL, Chicago, Illinois: All right. Any other discussion? So, call the vote. All in favor say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Any opposed, abstentions. Here you go.

Proposal # 41

Michael Smigiel: All right. Proposal number 41. So, this one is just another shaking of the deck moving some things around. We moved Article 4(M) for Audit Committee into Article 14(B), "Committees of the Board of Directors" and adds Enterprise Risk Management Committee, Finance Committee, and Governance Committee. And it's our recommendation to move Article 4(M) for Audit Committee into Article 14(B) "Committees of the Board of Directors" and adds Corporate Governance Committee, Enterprise Risk Management Committee, and Finance Committees. The Committee recommends that this proposal be accepted. Can I get a motion of acceptance? Number one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I approve to accept that motion.

Michael Smigiel: Can I get the second?

Mark Ozog, Society # 1593, Warren, Michigan: I second that.

Michael Smigiel: Open for discussion. Number three.

William Marutzky, Society # 878, Chicago, Illinois: On page 82 in paragraph 1(A), again I renew my request to change the language and spelling of securities exchange to identify it as two agencies. The insurance exchange or security exchange meaning the Illinois Secretary of State which does have coverage or does it mean the United States Securities Commission. I suggest that to modify your language and to include both of those and to capitalize those words to show that there were proper noun as opposed to a lower case spelling. Thank you.

Michael Smigiel: So, as we previously discussed it we've already discussed through this, we're going to stick to what we are agreed upon earlier. So, can I get a motion to acceptance? Any other discussions? Oh, I have a motion. Okay. All in favor?

Delegates: Aye.

Michael Smigiel: Any opposed.

William Marutzky, Society # 878, Chicago, Illinois: I oppose.

Michael Smigiel: One. And abstain? Perfect.

Proposal # 42

Michael Smigiel: Proposal number 42. So, proposal eliminates Article 18(A) which is redundant with Article 01(D) language. As you can see from the current Constitution language and then kind of reading the Committee recommendation language all pronouns and any variation thereof are deem to refer the masculine and feminine neuter, singular or plural as the identity of the person, persons, or entity may require. The added part is this word usage applies to the Articles of Incorporation, Constitution, and By-Laws of the Union. Can I get a motion of acceptance number one?

Erik Johansen, Society # 1368, Clinton Twp, Michigan: Motion to accept.

Michael Smigiel: Can I get a second? Two.

Anna Toboy, Society # 1593, Wyandotte, Michigan: And I second the motion.

Michael Smigiel: Open to discussion. All in favor?

Delegates: Aye.

Michael Smigiel: Any opposed? Any abstain? Yes.

Proposal # 43

Kevin Kucik, DAL, Chicago, Illinois: For article 43, we have been given information that that article has been withdrawn by Mr. Ozog, so we will not pursue that. Thank you.
Article 43 has been withdrawn. A proposal-- I'm sorry, proposal number 43. I said article, proposal number 43.

Proposal # 44

Michael Smigiel: So, proposal number 44, submitted by Christopher Ozog. This is for Article 4(F), “Resolution of Disputes”. The proposed language is the “resolution of disputes within district societies and regions shall follow their respective rules regarding the process of disputes before being appealed to the Budget and Grievance Committee” as outlined in the following articles 4(G), 4(H) and 4(I), the Committee recommends that this proposal be accepted in conjunction with the Committee's proposals related to Article 4(F) and moving the article into the By-Laws and renamed as Article 14(C), “Resolution of Disputes”. Can I get a motion of acceptance? Number one.

Christopher Ozog, DAL, Warren, Michigan: I make a motion to accept the proposal.

Michael Smigiel: Can I get a second? Number three.

Sabina Slubowski, Society # 1634, Chicago, Illinois: I second the motion.

Michael Smigiel: All in favor?

Delegates: Aye.

Michael Smigiel: Any opposed? Any abstain? Thank you.

Proposal # 45

Joan Smuda, Society # 408, Chicago, Illinois: We're going to bring back item number 31 and consider it along with item number 45. Okay. I'm going to re-review item number 31, which relates to article 05(C), "Organization of Regions". This proposal provides some wording changes to clarify language. And the wording changes don't change the meaning of this section of the Constitution. But when we go to number 45, this submission comes from delegate and member Christopher Ozog and also refers to Article 05(C), "Organizations and Regions". And his proposed language is to remove "regions" and all references to regions. And his reasoning is since the insertion of "regions" into the Constitution and By-Laws by the task force, no region has been formed in PRCUA. He believes that to simplify the Constitution and By-Laws, we should remove these items. Now, in item 31, we were recommending some wording changes to the Article 05(C) regarding the organization of regions.

However, in proposal number 45 we're recommending that the proposal of Mr. Ozog be accepted and therefore that would make number 30 move, would it not? So, at this time, I think we should just withdraw 31. There was no motion to accept number 31. So, the Committee will withdraw number 31 and in its place we seek a motion to accept our recommendation regarding proposal number 45. Is there any such motion? Microphone number one.

Colleen Bonkowski, Society # 1618, Warren, Michigan: I make a motion to accept the proposal.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number three.

Kristi Mihalic, Society # 87, Canton, Michigan: I second the motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. There's been a motion made and seconded to accept our recommendation regarding proposal number 45, which would remove all references to regions from the Constitution and therefore make moot our proposal number 30, which we are not asking to be called by this body. So, is there any further discussion on this motion? Hearing none, I call for a vote. All in favor of the motion to accept proposal number 45, please signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Are there any opposed? Are any abstentions? Hearing none, Madam Chairman, I believe this is passed unanimously.

Proposal # 46

Joan Smuda, Society # 408, Chicago, Illinois: That takes us to proposal number 46, also submitted by Christopher Ozog. It regards articles 04(D) and 14(A), "Duplicate Information". Mr. Ozog is proposing that we remove language from 14(A), 6(A) B as he believes it's redundant text. The Committee agrees with Mr. Ozog that there is duplicate language in an early print version of the Constitution, By-Laws, Procedures, and Documents of the Polish Roman Catholic Union of America 2018.

However, the Committee recommends that this proposal be rejected because the version of the Constitution By-Laws, Procedures, and Documents of the Polish Roman Catholic Union of America, which was ultimately approved by the State of Illinois, no longer contained this duplicate language of officer and director background within Article 04(D). And the Committee asks for a motion to accept our recommendation. Our recommendation is to reject it. So, we're recommending that you move to reject proposal number 46. Number two.

James Rustik, DAL, Woodridge, Illinois: I move to accept the Committee's recommendation to reject the proposal.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number one, please.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I second that motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you, discussion. Number one.

Thomas Lisiecki, DAL, Warren, Michigan: I just want to make sure I understand, because it took me a couple seconds to understand that when we vote on this, we're voting to reject the proposal, correct?

Joan Smuda, Society # 408, Chicago, Illinois: Yes. If you vote, aye, you're rejecting the proposal.

Thomas Lisiecki, DAL, Warren, Michigan: Okay. I just want to make sure everyone here got the same thing. Thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you; microphone number two.

James Rustik, DAL, Woodridge, Illinois: I have something after you call the vote.

Joan Smuda, Society # 408, Chicago, Illinois: After we call the vote, nothing will be in order for you to talk about.

James Rustik, DAL, Woodridge, Illinois: I'm going to ask the chairperson question. I don't want to stop the vote.

Joan Smuda, Society # 408, Chicago, Illinois: Okay. Thank you. Is there any further discussion on the motion to reject item number 46? Hearing none, I call for a vote. All those in favor of the motion to reject item number 46 signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Are there any opposed? Are there any abstentions? The motion passes unanimously, Madam Chair. Number two.

James Rustik, DAL, Woodridge, Illinois: Thank you, Madam Chairperson. I have a point of inquiry for Delegate Marutzky and also for the Constitution Committee. Mr. Marytzky rose twice to make this point. I'd like him to be very clear as to what the importance of the point is that he's making with regard to this language. And secondly, I'd like the Constitution Committee to address that and possibly work towards some kind of a compromise as to the language that satisfy Mr. --I don't know what Mr. Marutzky's concern is with that. And I don't know if the Committee should possibly address a compromise. I don't want to stop this any further. I'm probably out of order. I probably accept the fact that I am out of order, but I think this is a question that I would like to hear and maybe several other people would. So, at a time appropriate for the Constitution Committee to do this, that would be fine. And I will sit down now.

Joan Smuda, Society # 408, Chicago, Illinois: We've consulted with the parliamentarian and yes, you are correct Mr. Rustik, you are out of order. However, once we return to the thing that's been removed from the table, you may have the opportunity to address it again.

James Rustik, DAL, Woodridge, Illinois: Okay.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you.

Proposal # 47

Joan Smuda, Society # 408, Chicago, Illinois: Moving to proposal number 47, also submitted by Christopher Ozog. This is regarding articles O1(D) and 18(A), "Duplicate Information". Mr. Ozog proposes that we remove Section 14(A), 6, A, and B as redundant text. The Committee agrees with Mr. Ozog that these items have duplicate text. However, the Committee's previous recommendation was to keep article O1(D) language in 2 and delete section 18 and Article 18(A) pronouns.

The Committee recommends that this proposal be rejected because it is in conflict with a proposal that was already submitted by the Committee, and which I think we've already passed, and so we move, we would request a motion to support our recommendation that this be rejected. Is there such a motion? Microphone number one.

Michael Dykla, Society # 1580, Boynton Beach, Florida: I make a motion to accept your recommendation to reject that proposal.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Number three.

Thomas Jesionowski, DAL, Toledo, Ohio: I second the motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number two. Okay. Any other discussion on this particular item? Okay, all those in favor of accepting the recommendation of the Committee to reject proposal number 47 please signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Any opposed? Any abstentions? Thank you. Madam Chairman, I believe this has passed unanimously.

Proposal # 48

Kevin Kucik, DAL, Chicago, Illinois: Proposal number 48 was offered by Mr. Christopher Ozog. At this time, he has withdrawn this proposal.

Proposal # 49

Joan Smuda, Society # 408, Chicago, Illinois: Proposal number 49 submitted by Richard P. Turkiewicz. Article 03(I), "Program of the Convention", Article 03(L), "Election of Officers and Directors", various other locations within the Constitution. Mr. Turkiewicz has proposed the following. All voting shall be conducted by secret ballot pursuant to the laws of the State of Illinois. The Committee's recommendation is as follows: as is common in most organizations and provided for in Robert's Rules of Order, most votes required, other than election of officers are conducted by voice votes as we've been doing all day today.

If the Chair cannot determine the result of a voice vote, the Chair may request a show of hands or other appropriate physical indication of votes. On rare occasions, a division of the house may be in order where delegates stand or physically move to a designated place in the hall. To conduct all votes by paper ballot would be unreasonably time-consuming and expensive. Think about how long it took to conduct the election at the last Convention. The Committee understands that some delegates might find it difficult to stand or raise their hand for the time necessary to obtain an accurate count.

However, the manner of conducting votes on most questions should remain in the sound discretion of the Chair of the meeting. The Chair is encouraged to consider alternate means of indicating a vote of yay or nay. Should that seem to be appropriate under the circumstances, and given that, the Committee recommends that this proposal be rejected and we're requesting that someone move to accept our proposal to, our recommendation to reject this proposal. Microphone number two.

James Rustik, DAL, Woodridge, Illinois: I move to accept that the recommendation of the Board to reject this proposal.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Thank you, Mr. Rustik. Number one?

Natalya Bonkowski, Society # 1618, Warren, Michigan: I second that motion to reject.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Is there any further discussion on the motion to reject, to accept our Committee's recommendation to reject proposal number 49? Hearing no discussion, I call for a vote. All those in favor of the motion to accept the recommendation to reject proposal number 49, signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: All those opposed? Any abstentions? Madam Chair, I believe that the motion has carried unanimously, and the proposal is rejected.

Proposal # 50

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Good afternoon. And now we are moving to proposal number 50, which is page 91 if you're following along in the report. We're going to hold proposal number 50 until we discuss proposal number 62 because of how they interrelate. So,

Proposal # 51

Kevin Kucik, DAL, Chicago, Illinois: These following proposals are listed to come from the long-range plan, the Board of Directors' Long-Range Planning Committee, and as I stated earlier in the introduction of via Mr. John Chitkowski, the General Counsel, that may have been a misnomer for me to have the Long Range Planning Committee applied to all of these. So, for those on the Board of Directors, you could-- if you're saying, "Well, I didn't exactly say that," some of these were-- came through Mr. Chitkowski handy work, so that submission or the submitter may be a misnomer from time to time. So please overlook that item for us, and we'll continue with the proposals, though.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. All right. So we are now moving to proposal number 51, which is regarding O1(D) “Language”, and this proposal inserts paragraph 4 into Article O1(D), language to add clarity, and the proposed language or the Committee's recommendation is that the Board of Directors proposal, which inserts a new item, Article O1D(), which is “language” to add clarity, and that we would further note that the impact of this change will be reflected in the final publication of the Constitution and By-Laws of the Polish Roman Catholic Union of America in 2022. And we'd ask if there's a motion to accept and second. Microphone number one.

Erik Johansen, Society # 1368, Clinton Twp, Michigan: I accept.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you.

James Rustik, DAL, Woodridge, Illinois: I second.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. Is there any discussion?

James Rustik, DAL, Woodridge, Illinois: There is one that I would like to bring up. A hyphen in the term Vice President is not necessarily proper. Between the proposals and the final draft, I move to strike all hyphens in the term vice hyphen president to read vice space president. And wherever there is the vice space president not the vice hyphen president, Misia Jaminski brought this up to delete the hyphen. When you have vice space chaplain vice space president you don't need the hyphen, the vice describes which president. It's not the first, it's the vice. Okay. Other than that, I have nothing else. No, I'm not making that in the form of a motion. I'm asking the Committee, I'm asking the Board that in the final draft which we have to have proper terminology and proper English in there as much as possible, delete the hyphens. We don't need to delete it from this.

Erik Johansen, Society # 1368, Clinton Twp, Michigan: I accept that motion.

James Rustik, DAL, Woodridge, Illinois: You take the friendly amendment and I second it. Okay. Thank you.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: I think we'll call the question then. All those in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All those opposed? Any abstentions? Okay. The motion carries.

Proposal # 52

Nicholas Nowakowski, Society # 1593, Warren, Michigan: And we will now move to proposal number 52. And the description is this is Article 11(A), “Organization”, and Article 11(B), “Funds of the Union”. And the proposal makes wording changes and punctuation changes to provide clarity. And the Committee's recommendation is that the Board of Director's proposal makes wording and punctuation changes to provide clarity without changing the meaning of Article 11(A) and 11(B). And so, we would then ask if there would be a motion to accept and second to approve this proposal.

James Rustik, DAL, Woodridge, Illinois: I will make a motion to accept the proposal of the Constitution Committee.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you, and I'd also point out that in the proposed language that there was a stapled copy, and there is a reference on that in the book that reads “his” and that would've been changed to read, I believe like “their”. So just to point that out. Alright so we have a motion and a second. We need a second.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: I'm looking for a second. Microphone number--

Michael Dykla, Society # 1580, Boynton Beach, Florida: I second that motion.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay, thank you. Is there any discussion?

William Marutzky, Society # 878, Chicago, Illinois: I call to your attention item 6 on page 93. The way that's worded might prohibit this organization from investing in United States government bonds or certificates of deposits issued by banks. I also suggest that we – a fraternal society, is limited to what we call admitted assets under 215 Illinois statute five. Why do I know that, because my life is boring and I represent insurance companies. But we have to have – we can only have what we call admitted assets. There might be none admitted assets but those have a problem with our reserves. I suggest that you withdraw this proposal, tighten it up, and we also are covered by a number of states besides Illinois that have definitions in their fraternal code as to what are admitted or permitted assets. I think that this would put a restriction on us and I'm asking that the Committee withdraw this proposal, tighten it up, and come back with a better language.

Kevin Kucik, DAL, Chicago, Illinois: Just a response to that. This proposal is making minor wording changes and inserting the word “general” and taking out a hyphen, if we withdraw it and do nothing the language will be the existing Constitution which you're objecting to and if we did nothing, what you've brought up would continue. That's been going on for the last 12 years. And so, the word “general” is inserted in there because the pension fund issue has taken out. But to reconstruct this whole thing – we will withdraw this at this time to discuss further considerations as to what to do with this. And although this morning I said we would do a gallant effort to finish this today, I have been informed earlier that this is the bewitching moment but I'll recognize microphone one first.

Anthony Zasuwa, Society # 1552, Grand Rapids, Michigan: Just point of clarification, the changes that are being proposed are actually changes that you're not even making. They are changes that should have probably have been submitted to make changes to the Constitution, pre-convention not during the Convention. Am I thinking correctly or because everything that's being mentioned has been made, okay.

Kevin Kucik, DAL, Chicago, Illinois: You are thinking correctly but there's nothing wrong with bringing forward a proposal.

Anthony Zasuwa, Society # 1552, Grand Rapids, Michigan: Absolutely, but that should –

Kevin Kucik, DAL, Chicago, Illinois: This particular one has existed for a long time and could have been put in writing before June –

Anthony Zasuwa, Society # 1552, Grand Rapids, Michigan: Understood, that was my question.

Kevin Kucik, DAL, Chicago, Illinois: – and could have been fully worked out and you know thought out and all the laws cited and whatnot.

Anthony Zasuwa, Society # 1552, Grand Rapids, Michigan: Okay.

Kevin Kucik, DAL, Chicago, Illinois: But it wasn't.

Anthony Zasuwa, Society # 1552, Grand Rapids, Michigan: Thank you.

Kevin Kucik, DAL, Chicago, Illinois: Microphone two.

James Rustik, DAL, Woodridge, Illinois: Thank you, Mr. Kucik for acknowledging that. That's why I was standing to say as we have 15 minutes. That does not necessarily mean we have to quit, but there are proposals in here – two or three more – that could easily be passed and dealt with quickly. I will stand by this microphone and provide a second if you want to get those to provide us with the most amount of time to discuss the important ones. Plus, you're under no obligation to follow a numerical order with your proposals. You can select the ones you would like. It's up to you, I'm just offering I will stand here and do my best to get them passed.

Kevin Kucik, DAL, Chicago, Illinois: So respectfully, if I maybe interject, this room has to be changed out, minutes matter, and someone else is giving me the high sign.

James Rustik, DAL, Woodridge, Illinois: Okay.

Kevin Kucik, DAL, Chicago, Illinois: So, we will stop. I'll turn this back to the Chair.

James Rustik, DAL, Woodridge, Illinois: That's fine.

Chairperson Barbara Toboy: Thank you very much. At this time, we will call recess until tomorrow morning at 9:00 AM. for we have mass tomorrow morning here at 9:00 AM, our sessions will resume at 10:30 AM. Enjoy your evening. You must take everything out of the room with you. This room is being changed over to the banquet and we hope to see you all there. Thank you.

POLISH ROMAN CATHOLIC UNION OF AMERICA

63rd QUADRENNIAL CONVENTION

Hilton Chicago/Oak Brook Hills Resort & Conference Center

3500 Midwest Rd

Oak Brook, IL 60523

3rd OFFICIAL BUSINESS SESSION

Sunday August 14, 2022

Chairperson Barbara Toboy: Welcome to session three of the Polish Roman Catholic Union of America, 63rd Quadrennial Convention. Some housekeeping items and reminders. When speaking to the delegates of the Convention, please, step up to the microphone. Clearly state your name, society number, and the city. At this time please take a few moments to turn off or silence all cell phones. While we want to make lots of money for the education fund, it is distracting. Again, a $50 fine will be made to the education fund of the PRCUA, should a cell phone be heard by one of the Sergeant-at-Arms.

Today, at some point, preferably at break or during lunch, we would like to get pictures of each of the committees. So, the chair of each of those committees, please assemble your folks and have a picture taken. We will also get a picture at some point, probably after the session, just before lunch, of the entire body that's here. We will proceed from there.

At this time, I would like to call upon the very Reverend Canon Walter Ptak for opening prayer and Pledge of Allegiance.

Chairperson Barbara Toboy: The Committee of Rules and Order.

Committee of Rules and Order Report

Debra Federico, Society # 261, Warren, Michigan: Today's order of business is Credentials Committee report, oath to any of the new delegates, continue with the Constitution Committee report. Then we'll have the Election Committee report, the reports from the Board, introduction of the candidates, the election, and any remaining committee reports. Motion to accept.

Chairperson Barbara Toboy: Microphone number one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I accept this proposal.

Chairperson Barbara Toboy: I need a second. Number three.

Elizabeth Sadus, DAL, Chicago Heights, Illinois: And I second the motion.

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Chairperson Barbara Toboy: Thank you. A motion has been made and seconded to accept the Rules and Order Committee Report. All in favor, signify by saying aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed? Ayes have it. Thank you very much. I'm calling upon the Credentials Committee.

Credentials Committee Report

Michael Ozog, Society # 1593, Westland, Michigan: Currently at 154 delegates. No change to that number. Can I get a motion to accept that report?

Colleen Bonkowski, Society # 1618, Warren, Michigan: I make our proposal to accept.

Chairperson Barbara Toboy: Thank you. Microphone three.

Kristi Mihalic, Society # 87, Canton, Michigan: I second the motion.

Chairperson Barbara Toboy: Thank you. A motion has been made and seconded to accept the report of the Credentials Committee. All those in favor signify by saying aye.

Delgates: Aye.

Chairperson Barbara Toboy: Any opposed? The ayes have it. Thank you. Are there any delegates in the room that need to take the oath of office to be a delegate? All right. Thank you very much. I call upon the Constitution Committee to continue with their report. Again, it is in the yellow booklet. Thank you. Point of order by the Vice Chair: At this time, I give permission and my authority to the Constitution Committee that are up at the dais and the podium presenting, to call the question to moderate discussion. And if there is any situation where I need to interject, I will do so at that time. Thank you.

Constitution and By-Laws Committee Report

Kevin Kucik, DAL, Chicago, Illinois: Good morning, everyone. We're going to start today addressing the many items that were withdrawn for conversations that were had during the discussions that warranted us to reconsider some wording issues. So, I would like to begin with proposal number 24. This was the proposal that had a term in it called "Tribunal". It's on page 45. So, because this was withdrawn, I'm going to have to reintroduce it, but I want to identify the particular that is going to be changed as well. So, this proposal provides for changes in punctuation, gender-neutral pronouns, it moves the Article in the By-Laws to become new Article 14(C), “Resolution on Disputes”. In your books, under proposed language, item number 3, it currently reads, "A member involved with a resolution of disputes, whether on the Budget and Grievance Committee, Tribunal, or Board of Directors." What I'd ask for you to do, if you can, is to, after the word "Tribunal", after the comma after the word "Tribunal", put in the words, "as defined in Articles 04(G) and 04(H), as applicable," and I'll repeat that again. So, after

the comma, after the word “Tribunal”, insert the words "as defined in Articles 04(G) and 04(H), as applicable," and the concern yesterday was raised, right? What do we mean by Tribunals? So that's how we have addressed it. The Committee’s proposal provides for these changes. The Committee recommends that this proposal be accepted now, and the Committee so moves. So, if I ask for someone to make a motion to accept this proposal? Accept first, because it was withdrawn.

Thomas Lisiecki, DAL, Warren, Michigan: I would accept their proposal. Make a motion to carry.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Microphone two.

Valerie Brumm, DAL, Warren, Michigan: I second the motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Open for discussion. Any questions or discussion at this time? Seeing none, I'd like to call the question. All in favor, say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: All those opposed? Any abstentions? The ayes have it unanimously.

Michael Smigiel: So, in the same spirit of the “Tribunal” change, we withdrew proposal number 26. So, we're going to bring that back up to the front. It's page 47 of the book. So, for proposal 26, the main reason why we didn't vote on this section was because it's in the same section where the ‘Tribunal” was pulled from yesterday. So, with that, the proposal provides wording changes to clarify language and moves Articles into the By-Laws to become new Article 14(E), “Resolution of Matters Dealing with Fraternal Disputes”, without changing any meanings of this Article. So, with that, I'd like to call a motion to accept. Number one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I make a motion to accept this proposal.

Michael Smigiel: Second, number three.

Joseph Mihalic, Society # 87, Canton, Michigan: I second it.

Michael Smigiel: Any discussions? All in favor?

Delegates: Aye.

Michael Smigiel: Any opposed? Any abstain? Unanimous.

Kevin Kucik, DAL, Chicago, Illinois: Now, I would like to move to proposal number 37, which was withdrawn yesterday. 37 is on page 71. In the discussions yesterday, there was questions about the Australian system. So, we will be substituting words in that. So, I'd ask you to turn to the proposed language. Section E in your proposed language, it says, "Article 13(F), “Voting

Procedures at the Convention." And I'd ask you to strike the first sentence of number 1. It currently reads, "The ballot or voting system must be printed to conform with the Australian system." So, strike that, please. Now, this is a little lengthy, but we're going to insert the words of what the definition of the Australian system is, or at least the ballot part. So, the insertion is, “The system of voting will be one in which the voters mark their choices in privacy, on uniform ballots as printed and distributed." I'll read that again. I'll read a little slower. "The system of voting will be one in which the voters mark their choices in privacy, on uniform ballots as printed and distributed”. We believe that addresses the question that was raised by Mr. Marutzky yesterday. So, with that change, I'd ask for a motion to accept this proposal. Microphone two.

Secretary-Treasurer Agnieszka Bastrzyk: Agnieszka Bastrzyk Delegate at Large, Elmwood Park, Illinois. I motion to accept.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Microphone one.

Steven Cieslicki, DAL, Chicago, Illinois: I make a second to that motion.

Kevin Kucik, DAL, Chicago, Illinois: Very good. Any discussion on this proposal? Seeing none, call the question. All in favor, say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Those opposed? Abstentions? The ayes have it unanimously. We're going to move to Article 39. Another item that was withdrawn. You may say, why? Well, the words "Australian system" reappear here. So, there are no changes to anything except for in the proposed language. And did everyone find it in the book? It begins on page 75, but I'd like you to turn to page 76. The book currently reads under Section 8, Item (E). "It is the duty of the Committee on Credentials." That's an outright error, so please scratch that line. Insert, "It is the duty of the Election Committee”. And then on item number 1, which follows right after item E(i), I'm sorry, roman numeral I. Scratch the words, "conform to the Australian system", and insert these words, "Will conform with Article 13(F)(1)" So, you should be scratching out the words, "conforms to the Australian system", and you'll insert the words, "will conform with Article 13(F)(1)." With that being done, I'd ask for a motion to accept this proposal.

Thomas Bonin, Society # 413, Highland, Indiana: I make a motion to accept the proposal.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Microphone three.

Thomas Jesionowski, DAL, Toledo, Ohio: I second the motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Any discussion on this proposal? Seeing none, I call the question. All those in favor, say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: All those opposed? Any abstentions? The ayes have it unanimously. Now, I'll turn this over to Nicholas Nowakowski.

Proposal # 52

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Morning everyone. We're moving along. We've mentioned yesterday, proposal number 50, which is a member proposal, we're going to hold that proposal until we discuss, or in conjunction with the discussions on proposal number 62, because of how they interrelate. So, just a kind of a note measure. And so, with that, we'll move along to proposal number 52, which is relating to Article 11(A), "Organization" and Article 11(b), funds of the Union". This is page 93. And there's a handout that goes along with this. It's a stapled copy. We're proposing it with an additional change under the proposed language in Article 11(B), "Funds of the Union". You'll see the word in the second line "Statutes", which appears with a capital S, that will be shifted to a lowercase s. And then where it says, "fraternal benefits Societies," that was "Societies" is capitalized, but for fraternal and benefits is not. So, we are going to capitalize "fraternal" and "benefit" as that's a defined term, which we defined earlier in the Constitution. And it is therefore the Committee's recommendation. The Board of Directors' proposal makes wording and punctuation changes to provide clarity without changing the meaning of Article 11(A) and 11(B). The Committee recommends that this proposal be accepted, and the Committee so moves. Do I have a motion to accept and a second? Microphone number one.

Erik Johansen, Society # 1368, Clinton Twp, Michigan: Motion to accept.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And microphone number two.

Elizabeth Dynowski, DAL, Orland Park, Illinois: I second that motion.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And is there any discussion on proposal number 52? Seeing no discussion, I will call the question. All those in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All those opposed? Any abstentions? Motion passes.

Proposal # 53

Nicholas Nowakowski, Society # 1593, Warren, Michigan: We will now move along then to proposal number 53. This is from the Board of Directors, and it is regarding Article 15(A), "Districts". This proposal adds language to paragraph 5 and inserts paragraph 16 to add clarity. The Committee's recommendation is that the Board of Directors' proposal adds language to paragraph 5 and inserts paragraph 16 into Article 15 to add clarity. The Committee

recommends that this proposal be accepted. And with that, I'd ask if there's a motion to accept and a second. Microphone number one.

Robert Bugielski, DAL, Chicago, Illinois: I make the motion to accept this proposal.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: And microphone number two.

Patricia Johansen, Society # 1368, Warren, Michigan: I make a motion for a second.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. Is there any discussion on proposal number 53? Seeing no discussion, I will call the question. All those in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All those opposed? Any abstentions? Motion carries. Thank you.

Proposal # 54

Kevin Kucik, DAL, Chicago, Illinois: So, today is the day of corrections. On proposal 54, it reads in the description, "The proposal adds language to paragraph 5, and inserts paragraph 4 to add clarity." And you may be saying, "Well, I looked at the Constitution and it says-- There is no paragraph 5." So, I need to verify this. So, that really should read, "Proposal language adds new paragraph 4, and amends paragraph 1, to clarify." And that's the section of the description. So, with that in mind, I'm going to actually highlight what we've just changed. If you look at the current language, it's two lines long for number 1, the new number 1, and the proposal language as the sentence, “The provision of any Constitution, By-Laws, or any other rules or regulations adopted by a Society, shall not in any manner, alter, modify, amend, replace or repeal any provisions of the Constitution or By-Laws of the Union”. And then the new number 4 is, "Any and all provisions set forth in this section 16 shall pertain solely to Societies unless expressly referenced applicable to the Union." So, the only change we made was in the description up above. The Committee recommendation, the Board of Directors’ proposal adds language to the paragraph 1 and inserts paragraph 4 into Article 16(A) to clarify. The Committee recommends that this proposal be accepted, and the Committee so moves. May I have a motion to accept this proposal? Microphone number three.

Anna Toboy, Society # 1593, Wyandotte, Michigan: I make the motion to accept.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Microphone number one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I second that motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Any discussion? Seeing none. Call for the vote. All those in favor, say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Those opposed? Abstentions? The ayes have it unanimously.

Proposal # 55

Kevin Kucik, DAL, Chicago, Illinois: Moving to proposal number 55 from the Board of Directors. This relates to Article 16(D), “Officer's Duties and Bonds”. It removes a section-- proposal removes paragraph or item number 9 (A) and (B). You can see what is being removed. And the reason for the removal is one, this whole section is related to Societies, and this is language that was related to the Officers of the Union. So, the Board of Director's proposal removes paragraph 9, Article 16(D). The Committee recommends that this proposal be accepted, and the Committee so moves. May I have a motion to accept the proposal? Microphone one. I'm sorry. Microphone three.

Sabina Slubowski, Society # 1634, Chicago, Illinois: I make a motion to accept the proposal.

Kevin Kucik, DAL, Chicago, Illinois: Thank you very much. Number three.

Kristin Mihalic, Society # 87, Canton, Michigan: I second the motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Any discussion? Seeing none, I call the vote. All those in favor, say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: All those opposed? Any abstentions? The ayes have it unanimously.

Proposal # 56

Kevin Kucik, DAL, Chicago, Illinois: Proposal number 56 from the Board of Directors, relates to Article 17(A), “Mergers”. This proposal makes wording changes to provide clarity. In some cases, the clarity is changing capitalization. In some cases, it's adding the word, "of the Union". The Board of Directors’ proposal makes wording changes to provide clarity without changing the meaning of Article 17(A). The Committee recommends that this proposal be accepted, and the Committee so moves. May I have a motion to accept this proposal? Microphone number one.

Erik Johansen, Society # 1368, Clinton Twp, Michigan: Motion to accept.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Microphone three.

Elizabeth Sadus, DAL, Chicago Heights, Illinois: I second the motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Any discussion? Seeing none. Call the vote. All in favor, say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: All those opposed, nay. Any abstentions? The vote is carried unanimously.

Proposal # 57

Kevin Kucik, DAL, Chicago, Illinois: Proposal number 57. The description relates to 21(A), “Order of Election Meeting for Delegates to Convention”. This is a housekeeping kind of proposal. We're inserting the word "Article" before the item 21(A) because all of this is related to Articles. That's the only change you see here. So, the Committee recommends that this proposal be accepted and the Committee so moves. May I have a motion to accept this proposal? Microphone one.

Sharon Haberski, DAL, Greenfield, Wisconsin: I make a motion to accept.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Microphone two.

Ryan Ozog, Society # 1593, Westland, Michigan: I second the motion.

Kevin Kucik, DAL, Chicago, Illinois: Thank you very much. Discussion? Seeing none, call the vote. All in favor, say aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Those opposed, nay? Any abstentions? The ayes have it unanimously.

Proposal # 58

Michael Smigiel: So, in the similar spirit, for proposal 58, it identifies 21(B) as Article 21(B), it makes wording changes to provide clarity. Can I get a motion to accept? Number one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I make a motion to accept this proposal.

Michael Smigiel: Number three.

Mary Anselmo, Society # 1605, Lincolnshire, Illinois: I second that.

Michael Smigiel: Any discussion? All in favor?

Delegates: Aye.

Michael Smigiel: Any opposed? Any abstain? That's unanimous.

Proposal # 59

Michael Smigiel: Number 59. Similar as number 58, that's Article in front of 21(C). Can I get a motion to accept? Number two.

Secretary-Treasurer Agnieszka Bastrzyk: Agnieszka Bastrzyk, Delegate At Large, Elmwood Park, Illinois. I move to accept.

Michael Smigiel: Second?

Erik Johansen, Society # 1368, Clinton Twp, Michigan: I second.

Michael Smigiel: Any discussion? All in favor?

Delegates: Aye.

Michael Smigiel: Any opposed? Any abstain? Unanimous.

Proposal # 60

Michael Smigiel: Proposal number 60. So, proposal number 60 identifies 22 (A), (B), (C), (D), (E) and 23(A) as Articles. It makes capitalization and formatting changes to provide clarity. Can I get a motion to accept? Number one?

Thomas Robaczewski, Society # 265, Chicago, Illinois: I make a motion to accept.

Michael Smigiel: Can I get a second? Three?

Thomas Jesionowski, DAL, Toledo, Ohio: I Second.

Michael Smigiel: Discussion? All in favor?

Delegates: Aye.

Michael Smigiel: Any opposed? Any abstain? Unanimous.

Proposal # 61

Michael Smigiel: So, 61 was proposed by the Governance Committee. That's a correction in the book, for the submitter portion, in short, 61 was written and agreed upon amongst the Board of Directors. You're simply voting on for this, for it to be included in the By-Laws. The language itself has already been approved. The Board wants to include this so that the Officers, Directors, and et cetera, know the Rules and Code of Conduct before taking a position. Can I get a motion to accept it? Number three.

Elizabeth Sadus, DAL, Chicago Heights, Illinois: I make a motion to accept.

Michael Smigiel: Second? Number two.

Elizabeth Dynowski, DAL, Orland Park, Illinois: I second the motion.

Michael Smigiel: Any discussion? All in favor?

Delegates: Aye.

Michael Smigiel: Any opposed? Any abstained?

Kevin Kucik, DAL, Chicago, Illinois: So, we're going to skip around a little bit here. At this time, we are going to skip proposal 62 and 63. We'll come back to them, but at a later point. We're going to skip proposal number 64 and we're going to go to proposal number 65.

Proposal # 65

Nicholas Nowakowski, Society # 1593, Warren, Michigan: We're now talking about proposal number 65, page 110. And the description and discussion, this are, or this would create a new Article 24, which is "Charters of the Committees of the Board of Directors". And what this would do is, this proposal inserts a new Article 24, "Charters of the Committee of the Board of Directors", and what these are, these are preexisting Charters, which we have been provided that we're going to now include into the By-Laws. And it is the Committee's recommendation that this proposal be accepted and the Committee so moves. Is there a motion and a second to accept this proposal? Microphone number three.

Anna Toboy, Society # 1593, Wyandotte, Michigan: I make the motion to accept.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And microphone number one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I second that motion.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. Is there any discussion on proposal number 65? Seeing no discussion, we'll call the question. All those in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All those opposed? Any abstentions? Motion carries. Thank you.

Proposal # 62

Joan Smuda, Society # 408, Chicago, Illinois: Okay, we're moving to proposal number 62. And it's on page 105. Now, earlier, we said that we had mistakenly placed some of the proposals as Long-Range Committee from the Board of Directors. This actually did come from the Long-Range Committee of the Board of Directors. The proposal affects Article 03(A) of the Constitution, Section 303(A), and it has to do with the Convention. The change would say that the Convention shall elect Directors consisting of nine Directors At Large. This is a substantive change and one that you should consider; whether you support or wish to reject it.

The Board of Directors proposal makes a significant change to the Constitution. The Committee, however, takes no position on this proposal and recommends that the rep, a representative from the Board of Directors, advocate for the proposal so they can tell us what their reasoning is. And we're going to ask you to have some input, ask questions, and if you have thoughts, speak up. So, who's the Board designating to defend this? So, if somebody would like to make a motion to accept the proposal, it will be right for discussion.

President James Robaczewski: James Robaczewski, Delegate at Large, Chicago, Illinois, and I make good motion to accept this proposal.

Joan Smuda, Society # 408, Chicago, Illinois: Is there a second?

Elizabeth Sadus, DAL, Chicago Heights, Illinois: I second the motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Okay, now we're open for discussion. Number one. James Robaczewski.

President James Robaczewski: The proposal is put forth with a way to modernize the Society, give us a chance to attract – not that we don't have the talent, but by opening up that it's all at large, we can attract more people from different areas who would otherwise secede the seat to somebody who was an incumbent or anything. It gives a chance to have two people from Florida, two people from California or New York. It's not just one. The last two Conventions, this one and the one prior, we left the last Convention down 4 directors on our Board. And we had to replace them as we went by. This time, we're leaving with only-- we're missing two people from the state of Pennsylvania. So, it's to try to get the keen interest there. We might have more people, say, in our District 6, that's where Andrew comes from. And so, we might have someone in Arizona and California or Missouri, who would want to come. There's only one seat. So, they might not run. This way, to get us modernize, make us smaller, make us more flexible.

Joan Smuda, Society # 408, Chicago, Illinois: Okay. Microphone number two.

Andrew Lech, DAL, Redondo Beach, California: I think we have a very legitimate problem today, and we have for the past eight years. We worry about representation, and yet there are large, vast majority-- there are large regions that are with the current model, not represented. In the last couple of days, I've been hearing a lot of discussions on both sides of the, you know, this and it's Michigan or Chicago, or all sort of stuff, but I ask everyone to look at our name, the Polish Roman Catholic Union, that's what matters. And I think, going to Directors At Large, whether you're from wherever, Florida, California, Michigan, Chicago, we want people sitting on the Board of Directors who are knowledgeable, who can look at $240 million in assets under our fiduciary responsibility, and make sure that money is in good hands. And that's where I think this proposal is coming from as well. It's making sure that in reality, everyone here, everyone who has a vested interest in this company is actually represented. And as a director from California, I have no problem traveling wherever. I support this company. I put in the time, countless, how many hours do we spend on the weekends trying to make the best decisions for

this company and for all of its members. The spirit of this amendment is to make sure that we can move forward as an organization on a very solid foundation.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number three.

Patrick Kosowski, DAL, Land O'Lakes, Florida: I would just like to expound on the comments made, and just give some color to the challenges that this current Board has faced. You saw proposal, and forgive me, forgetting the number about the Code of Conduct of the Board and teaching the Board about the financial statements, et cetera. We burned a lot of calories with setting the Board up to succeed the last four years. And this is an opportunity to, as President Robaczewski said, to streamline, to make us more nimble, to make us better suited to make decisions. Our number one responsibility as a Board member is to the fiduciary success of this company. And while not separating out the fraternal aspect, which is extremely important, I certainly understand that is a piece of it, but this-- anybody that serves on this Board should have the ability to bring some type of acumen that's relevant. And fraternalism is a part of that, but it really is a financial, legal, business minded person that has the experience and education. And going to 9 at large members, I think attracts the best talent. It really does. Those Board of Directors still come to a vote. They still come in front of the Convention. But if we don't make this move now and we have to talk about it again in four years, it just, we don't have the luxury of continuing to wait and wait. We are in a – it's just a dynamic period in American history, the world is very complex. And we saw a pandemic, we saw so many challenges, and we just need to make a decision here and now, to make sure that our Board of Directors has the most qualified, best people to steer the financial health of this organization.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number two.

James Rustik, DAL, Woodridge, Illinois: Good morning. I would urge the Committee and also the delegates here that, and I want to thank James, Andrew and Patrick for standing up, and providing a look into the reasons for this. I'd like the other directors to do the same. I'm not going to urge them to do it, if they don't want to, that's fine. But thinking about this last night, it came to my attention that, and I've been guilty of this in the past, we all live in districts, we are all, it is all important for us to support our district. And I think that before the delegates begin to make comments and begin to ask questions, I think they should hear that they're representatives from their districts and how they feel. And we can't force anybody to do it. And of course, that's not a, there's nothing we can do to have them. But I'd like to extend an invitation to them to have an opportunity to come up with a microphone and at least, give their position on this proposal. Thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number two again. Ms. Brumm.

Valerie Brumm, DAL, Warren, Michigan: I got into this position because there was a vacancy on the Board, submitted résumé, interviewed and was eventually selected. So, I have about a year on the Board of Directors, and I support this proposal. I think it is vital to the future of this organization, that we put people in place that have the skillset, the ability and the experience to

move us forward. We do have a very pivotal point with this proposal. I agree, there's a lot of significance on this. And looking at it from a business perspective, I know we're really proud of our heritage and our faith and the Fraternalism, but this is a tough business decision. And we really need to think about what is going to secure the future of this organization, and I think you should have Delegates At Large with those skillsets to do that.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number one.

Michael Turkiewicz, Society 57, Chicago, Illinois: I just wanted to make a point here regarding past efforts to deal with this issue. Obviously, you know, the task force, I believe, it was 12 years ago, was formed to deal with this issue. And the task force came up with some recommendations and probably the most important part of that task force was to get views from across the country, across the districts. And so, one representative from each district came into that task force, so we could have equal representation. Let's call it through the task force.

In addition to that three senior members of the organization. I believe it was Bill Marutzky, Don Versen, and Ted Klamerus, were the, let's call them mentors for the task force. And so, we met. We met for many years. We spent-- the organization spent over $150,000 to fly us in, to go to different districts around the country, to go to different events, to meet, to talk about it, as well as examine the other organizations, other fraternals around the country. So, we literally spent four years on this very topic, talked about what should be done. And we made a recommendation. And the recommendation, summarizing it for you, was to have some at large representatives. And so, we thought that was a very good thing, was to change the Board makeup to a smaller number of members than what we have today. And so, with that, I guess, a couple of big points came out of it. First of all, was equality, let's call it equanimity, whatever name you want to call it, but we have districts across the country, and for the districts, all be representative at the Board level.

It was very important to come up with a structure that provided both representation from the regional level, let's call it, as well as an at large level, so we could have the best, the brightest, and best people to be on the Board. So, it was a combination of the two. It wasn't specifically, "Oh, let's go all at large." And, you know, obviously, there's been a lot of talk, and there's been a lot of issues over the years between Chicago and Michigan, let's, you know, call the white elephant in the room out. And, you know, those those groups can vote in blocks, and by voting in blocks they can direct, okay, who are the next nine directors under the current proposal.

And maybe it's Chicago, maybe it's Michigan, that's where we have the most members. So, it makes the most sense that they get the most votes and delegates and that type of thing. But what doesn't make the most sense is that we have members across the country. And so, it doesn't make the most sense, and the organization, the task force, I should say, came up with that conclusion, and made the recommendation to have a smaller Board, number one. Number two, to have some at large positions, I believe it was two, but we have to go back and look at the recommendation to figure that out.

So, the idea of having at large representation is very good to have the best and the brightest to help the organization, but to not have regional equality on the Board level or some sort of structure that allowed each district, each area to have some say at the Board level, didn't make any sense to the task force at that time. So, I just wanted to make sure that we all knew and had that understanding of what had already taken place in the past, and what the recommendation was at that time. So, I just wanted to share that with the body today. Thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number three.

Elizabeth Sadus, DAL, Chicago Heights, Illinois: I'm on the Long-Range Planning Committee with Patrick and Myron and Andrew, and we had extensive conversations. We had special sessions of the Board of Directors. I mean, we the Board did not take this lightly. And some of you, many of you know, I am not for redistricting. Me and Mr. Rustik had many arguments but the writing's on the wall. We have to try something different, if we don't-- I mean, we're not losing our districts. I know for 7, 8, 9, we still have District Boards. We're not going to lose our districts, but we can't get representation from out east. We need more, we need the representation but we're going to leave here again with missing Board positions. So, as though I'm not a fan of redistricting, I think this is the best idea. And the Board and our Committee has given it extensive thought and discussion. And for the past four years, so, this is the best way to go.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Microphone number three.

Thomas Jesionowski, DAL, Toledo, Ohio: I'm on the Board presently, this is my last term. The fear I have, I have in my hand here, and I'm not going to be popular with the people from Illinois. Here's a list of delegates. One, entire page, Illinois. Two, entire page, Illinois. The third page is Michigan. And then we have Indiana, two people, New York, just five. Ohio, at least, they got about seven. Pennsylvania, three, Wisconsin, four. So, when it comes to electing these Delegates At Large, where are we going to be? Obviously, Illinois is going to take over, and then secondly, Michigan. That's my opinion. I mean, Delegates At Large, maybe a couple on the Board to fill these vacancies, is a good idea, but as the entire Board, I don't think is fair to the whole organization. That's my opinion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. And you know, you'll always be welcome in Illinois, sir. Microphone number two.

Vice President Micheline Jaminski: Micheline Jaminski, Delegate at Large, Homer Glen, Illinois. So, ladies and gentlemen, I have noticed in my last eight years, that some of us don't truly understand what it is to be a Board member of the Board of Directors. Many of us still reference the past, where there was a male and a female, the female took care of the children, I'm sorry, the school, did the luncheons, organized social activities, and the men dealt with the business at hand.

Now, you know, it's a whole new world, and it's not that the women of the past didn't do business. And it's not that the men of the world or the men in the past didn't probably cook better than most of us women did. So, we're not going to take that away from anybody. That is not the role of a Board of Director. The Directors on our Board do not deal with your district problems. They are not coming in and saying, "Our district doesn't have any money," or, "This district doesn't have this." You have the right in each district to have the board, like we have district 8, 7 and 9, referenced by Ms. Sadus. And you saw this weekend what a district can do.

Now, some cases, you have very strong-- some districts have wonderfully strong societies, but they also have weaker societies, because they maybe don't have that louder voice. There is nothing to stop any of your districts to have an organized group that will lead you. You can take all of your presidents of your societies, group them together, get them together before you lose contact with your constituents, our members. The Board of Directors does not come to a meeting to discuss whether I should have a deadline for a sports tournament. They do not come to discuss whether the Fraternal Department should have a Bowling Tournament.

They come and they- I make the recommendations or whoever's in my position, we say what we do for fraternal activities when it relates to Fraternal Department. We do not spend that whole time talking fraternal stuff, the activities, the games, the schools, the dancing, the going-- that's technically your budget. And do not quote me on this, but I've tried to get many CPAs, including my daughter, to explain to me how much really and truly, does our organization, should our organization spend on fraternal activities. I'm not going to tell you which of those CPAs told me, but it's roughly 3% of an income. So, you need to think about that. So, when the Board comes in, the $400,000, which I can't figure out now, I'm sorry, with their budget, that we have now. Let's say the Fraternal Department gets $400,000 a year to spend on all the schools and all the activities that do bring in the majority of sales. Do you realize how much money is in our organization that we have to be responsible for? Sometimes, in the past, that $400,000 played the bigger role than the millions of dollars. You have to have people on the Board of Directors that understand all of those fiduciary responsibilities, to know that you cannot just give away a dividend because we want to. "I like this person. I like that person. Oh, they're so good. Let's do it."

Ladies and gentlemen, keep the Fraternal aspect of it, but nurture it in your districts. Your Directors that come to the Board meeting are reading minutes. They're reading financial statements. I have learned so much in eight years, and I owned a business for 30 years, but I had my own accountant doing this and this. We have to supervise that. If I would let my accountant do whatever he wanted with my money, I wouldn't be very fiduciary and I wouldn't be very smart, would I now? Because I probably have not made any money. I am begging you to look outside the box.

There is no reason why your districts cannot keep and maintain that fraternal spirit that you are all craving for, or you feel that that's what's in the name of a Director. The name is not a District Director. You are a National Director that resides in a specific district. Do you know that Andrew, who lives in California, is actually also the director of Minnesota? I'm going to try to remember everything, so help me. Wisconsin.

President James Robaczewski: Wisconsin, Missouri, Texas, Arizona, Nebraska –

Vice President Micheline Jaminski: Thank you. He would be divorced in a second if he had to travel to each one of a meeting with each constituent or member of our – Do you understand? What we're saying is not that we don't-- we love the districts. I mean, I'm ready to buy a home in Michigan, cause I live there a lot lately, and I visited a lot. I'm going to get a summer home, though, in Muskegon, but whatever. Anyways, but I – what I'm trying to say is, we're not taking away the fraternal spirit. And those of you that always refer to Chicago, listen, you used to scare me. I came to Conventions, I was the one in the back there scared to say anything that I-- there would be people that talked over me.

I think we're different now. I think we're all not as afraid. I have seen younger people come up to this microphone. I used to, as you know, sometimes I forget where I live. But, I would be afraid of this microphone. We have young people. All of you have a right to come up to this microphone, say your piece. I am just telling you, do not wait every four years to voice something. Do it in your neck of the woods. You don't have to have an organized district, but I implore you to do that. That is your fraternal aspect, and it's up to you, each of your districts, to get those qualified people to be a Director At Large.

No one is taking that away from you. Do not mix the business aspect with your affiliation's. I love to dance. I love to sing. Not well, Jim does that. The cultural aspects but I'm telling you, don't take that. You have to understand, we are a Board, a business Board of Directors. A business Board of Directors. I implore you to please remember that. No one is taking the fraternal heart out of our organization, but we have to come in here with a business mind. Thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. I'm keeping track. I believe microphone number two will be next, and then we'll come over to three and back to one. Thank you.

Secretary-Treasurer Agnieszka Bastrzyk: I would like to encourage all of the delegates, hearing all of what we have said so far, to also consider this, especially those with the concern of representation, to consider the fact that having Delegates At Large encourages all who are remotely thinking about running to run. That means, instead of having one election, which could be viewed as a positive or negative thing, depending on who you ask, we would see an election of many positions, of people who are willing, people who meet the requirements, people who can help our organization and are encouraged to run. We don't see that. We don't see that. We see vacant positions and we see no elections. Really, this is to encourage all of those areas, all of those regions, all of those members who are in various areas, to really be represented. Thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Back to microphone number three, please.

Gregory Olma, DAL, Buffalo, New York: Now, a little bit about myself. You don't know me. I was on the Board for two terms. I was also at the task force with a number of people in the room. We spent from four years going through this and other issues. And one of the things that I asked-- and I can say that on my term as a Board member too, two terms, the discussion of governance, redistricting, what have you, has been at least half the topic throughout all those terms. And the ironic part is that it's not what's going to fix this whatever our, whatever the problems have been referenced here by the previous speakers.
I don't want to dwell on the negatives, because I really think that, you know, this doesn't have to be sold by saying we have to modernize our routes or that the only way we're going to be fixed is by doing this. Cause that's clearly not true. One of the things that we had, and we have a compilation of this, it's probably in the files in the Home Office, of the By-Laws and Constitutions of 80 to 100, I forgot the exact number, of other fraternals. And those things are like the Byzantine Brotherhood Association, the Czechoslovak Union. There's many, many fraternals.

Some are much smaller than us, like the Baptists, headquartered in Buffalo, or there's other fraternal like Thrivent for Lutherans, which used to be the Lutheran Brotherhood, which was sold through every Lutheran church in the country religiously. They still do that. However, Thrivent is the biggest insurance company in the country, bar none. Their assets would – they would dwarf all the rest of the fraternals. And even fraternal like the Foresters, of which I am a member, the Knights of Columbus. The thing is, there's a difference in the- between a Knights of Columbus, even a Foresters and a Polish Roman Catholic Union.

We're all fraternal benefit insurance companies, for reasons of historical and legal importance, that's our charter is based on that, there's no question of that. But what is most important about the foundation of this type of insurance company is the fraternalism. And our basis of governance comes from the fact that we bring people from across our area, our-- not the nation, but don't – we're not active in every state, but we try. And I think that that's a very big strength of this organization. One of the reasons – I'll just – my personal reason, there's other reasons why, but personally, I like to come to Conventions, to meet people, people I've seen from other parts of the country catch up on stuff. I think that's an important part of this process. But that's intricately involved with the governance of this process. We have been traditionally governed by a Board of Directors drawn from our districts. If you go back 30 or 40 years, you'll see that this age, this company is consistently downsized and streamlined, achieving it's approximate board about 20 years ago. And that has been, I think pretty efficiently. Other places like the PNA, were told by the state, they have to stop paying multiple levels of governance. We gave that up years ago.

I think the--, we are probably still here because of the efforts of past Board members and you know, committed delegates who have assiduously worked, that streamline this organization, make it more effective. This proposal does not do either. One of the things that we studied was the difference, like, there was a member tried to put up hard and fast connection between profitability, size, election of Board of Directors and size. It was almost, it's impossible to do. It relates to every organization. It's history. It has its base. It doesn't work that way.

For instance, we tried to change the “Chaplain” to an “Appointed Chaplain”. The Knights of Columbus, arguably the most Catholic of fraternals, appoints a Bishop as their Chaplain. That didn't work. That's why they cleaned up all those references to Chaplain that didn't exist, cause that was originally not supposed to be in the By-Laws 12 years ago. However, you want to legislate quality with this, and that does not work. You can't say, well, nine Board Directors will get us nine better people. Well, everybody who's on this Board is mandated to take--, and will be on Board, is mandated to take LOMA courses. And most people in the country don't take LOMA courses. Most bankers don't take LOMA courses. If you want bankers, is it hard to recruit somebody from your district to be a banker? And of course not, it's not the priority.

This organization has been run through family and friends since its beginning. And I think that's a-- we lose that connection to the management of the agency. We divorced ourselves from it. I don't believe that you can-- you know, it's wishful thinking to think that you can just have a Board that deals with business and just let the districts do what they will. It's important to have that connection. And I would argue that these should be rejected on that grounds alone. But there's further grounds on this one. This proposal is way premature. There's nothing attached with it. There's no nominating staff. You know, committees. There's nothing that delineates any sort of control on who gets elected to the Board, how many people can reside in any one state. It is really not well done. And I don't mean to be offensive to anybody, but it seems to me to be a last-ditch attempt to try to get something done. But it's not necessary. I don't see anything about the financial reports or what I've seen that has anything to do with having At Large Board members or not. It's in our interest to continue the diversity of our representation on the Board. And it brings people here to these Conventions and helps promote the unity, I'll say. We're not going to do any better with 9 At Large Board members.

In fact, I will wager that we will regret that if this happens. And in four years, our Conventions will be even more disgruntled. And we might not even be here. We don't-- if you want to be negative, I think this is the negative option. The better option is to continue as we are and to put resources into organizing and working within the districts. That was attempted during our previous presidency, but it was only for Michigan. Never extended anywhere else. And that's the thing. You know, we have to consider it's like we haven't done what it takes to bring-- to adjust to this.

Either we go into a strict financial model like Thrivent or the Foresters. And I get the Foresters proxy at home. They don't invite me to a Convention. There's no regional Conventions. There's some unnamed, you know, gray group of people that nominate a Board I'm supposed to vote for with a little check, yes or no. That is not participatory. That is not the tradition of the Polish Roman Catholic Union. And I urge everyone to reject this proposal if at the very least it should come back next Convention fully fleshed out.

You're taking a system that has worked for many years and you're saying, "We're just going to do this," with no other back-- no other-- you know, there's no regulations, there's no By-Laws, there's no- there's no procedures. That is premature. And like I said, if that's the only reason you vote against it, do that. But I think it's for the best interest of this organization, this Union, for all of us to vote against this. And I urge you to. Thanks.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Number two.

Patrick Kosowski, DAL, Land O'Lakes, Florida: The fear is losing the fraternal aspect. Totally understand it. And I think Vice President, Jaminski said it best. This Convention is what we all ultimately answer to. Everybody is sitting in a chair as a delegate is responsible for the 200-plus million in assets that we have. And you're electing people to represent the Board that help protect that along with the EC. It is an opportunity to reinvest in your fraternal activities, reinvigorate your districts, and redefine what a Fraternal Board may look like by district. We had pitched some talk about a Bilateral Board. I won't get into that. That didn't get past the Board, but we don't want to lose the fraternal aspect. I want to say that we struggle to get people involved. And just because you're in a district, and, by the way, this isn't an At Large Director. You can live anywhere. I don't think we need to spell everything out to the last degree. You decide to run, you submit your application to Qualifications Committee. They decide if you're qualified and then you're running. And this is a concern for everybody but everybody's from Washington DC and they're the most qualified, and everybody votes for 'em, then you're the Board, but you'll be making that decision. People need to step up. We need to be able to get the most qualified. We need interested people, not people that are sitting in a room saying, "We don't have a director who's going to run this time." Is that what we want? Is that what we're pushing for? We got somebody here from this region. Great. I'm tired. I don't want to do it again. Who's going to do it this time? It's not a short-straw thing. You want the nine people that have business acumen that will get in and work with the EC and continue to grow. And then I know that EC is up to the challenge of continuing, again, to use that term, to reinvest from taking this model we currently have, that we've had that's worked for years but it's not working so well now as it was 40 years ago, into trying to reinvigorate the districts. And believe me, I know Vice President Jaminski and everybody has tried. They get out. It's such a challenge. That to me, that isn't helped by having a Board member from every district. I don't think that has worked. So, if you're concerned about that, take this as a challenge to get in your district and make it happen. Get more people involved. Give ideas to the EC. What's working, share that. What's not, share that, but the business side of this doesn't need to focus on that and having a smaller Board, again with the qualifications, it's a time to step out of what we have done. And I know that's hard for a lot of people to do. It has worked for really 150 years.

But as I said earlier, we live in a complex world right now, and just doing what we have been doing is going to put us in maybe a position of parallel sooner than later. And we just need to be able to put the best people in the position to protect our members' assets. At the end of the day, we promote Polonia, we're fraternal, but we have tens of thousands of members that have financial products with us. And we have to make sure that they're confident in us, that new members are confident in us, and that's how we're going to get growth as well, being sound financially, being able to show that. And, I'll just circle back and say, I implore you to reinvigorate your own district because at ground level, boots on the ground is where it's going to happen to in conjunction with working with the EC and the Board.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. We're going to go back to microphone number one. You've been patiently waiting.

Sharon Haberski, DAL, Greenfield, Wisconsin: Yes. I'm Sharon Haberski, past National Director of District 6. District 6 involved nine states. I was one Director. So, most of my activities and business was in Wisconsin. And I, you know, went all over Wisconsin. The only way I ever found out how active the rest of my district was, was by going to Board meetings. Because I would've had to pay expenses out of my own pocket to go to California, Texas, Arkansas. You know, believe it or not, there are Polish people in Arkansas. But anyways, it would be awfully expensive. To me, I loved being a National Director because I was active in my area, but I was disappointed that I never, ever was able to meet the people from my other states. But I was proud of those people from the other states because there's a National Director. When I went to my Board meeting, I could see the financial reports. They were active, they were growing, and I was very proud that my district was not failing but is doing well. As far as being on the Board, we had many Directors who knew nothing about finance. Absolutely nothing. It took us hours sometimes to explain to one or two of the directors what this was, what that was, what this was. I'm sorry. I believe that having this here, the suggestion of having Directors At Large is 100% accurate to have for our organization.

A lot of our directors, whether on Board now or not, they're not that active. Yes, I will throw it out there. Michigan and Chicago Directors, yes, probably, but not the other areas. They're not as active because they're – you know, people are just active with their financial secretaries because they don't have a lot of the – like in Wisconsin, we have, you know, the Polish Center of Wisconsin. We can bring people in there from PRCUA, we can have our own little to-dos, whatever. So, you know, it's fine. But all I'm saying is it doesn't matter. And to pay for 15 National Directors expense-wise, why not just bring it down to the nine and spend it on people who are more educated and do not have to deal with the activity in their area, but to keep an eye and an ear on it. So that's all I have to say is 12 years, I loved it, but right now I am all for moving on.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. We'll come back to microphone number two.

Elizabeth Dynowski, DAL, Orland Park, Illinois: I am one of those Chicago directors. I am actively involved in my district. As you've seen this weekend, we have planned many fraternal activities. This is my family in more ways than one. But my family is not going to pay the bills. We have to remember that as much as we are fraternal, we are first and foremost a business. And that business needs to thrive. And if that means we have people on the Board who have more financial experience and can guide us in that direction, then maybe this is the way to do it. I really believe that we cannot forget that we are first and foremost a business because without that business growing, it will not and cannot support our fraternalism. That's just my opinion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Mr. Ozog.

Wallace Ozog, DAL, Society 1593, Warren, Michigan: My first Convention of the Polish Roman Catholic Union was when I was 17 years old, 1958 in Detroit. Soon after, I realized that there is a Board of Directors. And I also was told that at those times we had a Board of Directors, but

they had two tiers. One tier was Board of Directors who lived in the Chicago area, met every month. Then those who did not live in Chicago would come twice a year, once in April and once in October to rule on or to decide on the actions of the organization. Mr. Rustik made a key decision to fight for having two directors from District 8 to be on the Board of Directors. This happened a few Conventions ago. And the composition of the Board of Directors at the present time was based on membership participation or membership. District 1 composed of many states because of the membership in those states. District 8 has two Directors based on the membership in that area of the Southwest Chicago. Michigan fought to keep two Directors because they had just as many directors as membership in district number 8. So, the program was based on population, two directors in District 8, two directors in Michigan. With this proposal as being presented by Long-Range Planning Committee, if it passes, District 8 might not have any directors to the Board. Michigan may not have any Directors to the Board. Mr. Olma, I support your suggestion to form that in the motion. I will support that motion. Those are my comments.

Joan Smuda, Society # 408, Chicago, Illinois: Okay, thank you. Uh, before we have another speaker, I would like to ask the Sergeants at Arms to please check the hallway if there's people just milling there. This is extremely important to the future of organization. I'd like to have the majority of the delegates in the room listening. Mr. Robaczewski, microphone number one, please.

President James Robaczewski: James Robaczewski, Delegate At Large Chicago, Illinois. It's good to hear what happened in the past, but we have to look to the future. The people are fearing that it's going to be all Chicago people or all Michigan people. If you look at the makeup of the Board right now, there are five representatives of the Board from Chicago. There are three from Michigan. Three voting people from Michigan. So, you have eight out of the 15 board members already for those two areas. So, there's a vast majority that could pass or not pass things. The officers – the Vice President, President, and the Secretary-Treasurer, we are not voting members of the Board. And the only vote I would get is if there's a tie. This is why we try to have an odd number of people on the Board. So, we don't have an influence over that. And like I said, it's great that we look in the past, but when you want to go further back, when we talked about having two this two that, back in the – we'll go back to the 1970s, they had nine districts, three Directors from each district. You had 27 Board members. And as they said, there were local Board members that came in every month, every two months. And then you had their Board. And that was highly influenced by the local Director in Chicago. But at that point, we had 170 some thousand members. We're down to 41,000 members here at the PRCUA. And I'm not saying that we can govern and I'm not basing it on numbers. I would love to walk out of here with 15 exuberant people, which I'll have 13 exuberant people leaving here, and we're going to hit the pavement running. But it's to a point where we keep looking at the past and what we did in the past. And if we did that, we'd be riding horses and, milking our own cows. So, although some people might want to do that. But I'm just saying, you have to look to the future. And I'm saying there are other fraternals out there if we're-- if you would like to examine other fraternals that don't even have these things called Conventions anymore. They

do direct voting to all the adult members. They send out-- Like when I was at a conference with them, they send out over 40,000 ballots and what do you think the reply rate was?

Joan Smuda, Society # 408, Chicago, Illinois: 20%.

President James Robaczewski: They got 17,000 ballots back. So that's truly the voice of the people there. Not that you're not. But we're not looking to stop the Conventions. It's just like there are-- the other fraternals are changing. And they're changing to be more technologically sound, more efficient, more things like that. And that's what we're looking to do as a Board of Directors. This is why this proposal and there's other amendments that go along with this proposal that are the next 64, 65, whatever that need to be looked at as well.

And it is not cost wise, it's not this, it's just we are having a hard time out there volunteering-wise everywhere. It's not just fraternals, it's every organization you're in. If you're a volunteer, you're scrounging to get people to try to help you. And if you're not a volunteer at your parish or your kid's school or something like that, then you don't know.

But try to get more than just the same three people to help you do something. It's impossible. So, that's the whole thing. This isn't a hierarchical society I'm not the king, but I could do the king, but I'm not the king. So, it's not in a hierarchical society, so it's all of your society. This is your decision. You folks need to say yay or nay to this. You have a couple dissenters, you have a couple people looking back at the past, that's fine. We're in 2022 and we need to get to 2026 and 2030 and 2073 so we can have a 200-year anniversary. We need to get there. But if we keep going, "Well, yes, I don't know. I'm going to back up." Let's step forward. Let's do this. You know, we're having this discussion on it and it's great. It's great to have-- this is the first thing; we're having a lively discussion since Friday. So anyway, we need to look at the future and I'm going to leave it at that.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Yes, we want to hear new voices. So, if you've already spoken, I'm maybe going to pass you over. Microphone number three, I believe that you're coming in.

Krystyna Lech, Society # 1634, Palos Park, Illinois: It was interesting listening to all the comments. But I would like to say this, that the nine Directors, I think that's a great idea. I was a Director. But the thing is, we will get the best, best people available to run this organization. And we do need the very best for us to succeed in the future. I think then this will open up the district or the rest of the-- let's say the rest of the country to then, let's say, participate in activities, do stuff. And then you can find out who are your very talented energetic people to run for this office as National Director. And this will help you to find the people in your area. Then you can have two or three, whatever, but you know what, at least you will have-- we will have, as an organization, have the best people available to run it. Thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Coming back to microphone number one.

Celeste Grabowski, Society # 1593, Michigan: I've never been on a Board. I've never held any official office here. I've just kind of been a member. So, from that perspective, I just want to say I kind of like-- I was curious about the proposal. If it's going to work, are we going to limit how many people we have, how well we are represented? You know, are there going to be all kind of one sided and now we're going to have a whole Board of people from one area or one area, and then we're not going to have representation. The more I'm listening, I'm thinking, why do I want to stay in this organization? What is keeping me here? I like it because number one, if this is going to have a better business model, I may invest more of my money in it. If it's going to have a business model that is kind of like, well, we're a fun place to be and we're going to, you know, is that the business model I want to put my money in? Well, I'd like to have some step in it, but it's not where I want to invest. So now I'm thinking, but I also-- the reason I got in here was because of the fraternal part. My kids, they had activities for families. They had ways we could get involved with things for other groups of Polish ethnicity to do things together. We liked that. So, we wanted to get involved there. I'm not the kind of person who likes to sit on the side. If I'm in an organization, I want to be involved. Everybody didn't like that. But anyway, I-- we need that fraternal part. And maybe it should not be the whole Board of Directors being each a fraternal person. Maybe you need more of a fraternal section that isn't just running the business. And I'm thinking that if we could have-- keep that fraternalism so we have some representation or somebody from each area to promote fraternalism in our districts, we wouldn't have to have the business because the people who are in-- who are Directors, they're running the business. They don't have time to go to every dance school and do everything that they want to but I'm sure it's difficult. I think the fraternal part should be a whole another picture of our Board, separate from-- that's partly included with the business area. And then the other thing that's floating in my head is that this Convention, when I look at all you people, these are the people that are involved. They're here because they're involved. So, we as a Convention, if we don't like the way the Board-- If it gets too weighted one way or another, we are the people that are going to vote that Board in. So, if you want to vote a whole bunch of Chicago people in because they're the best people, that's a Convention. If you don't like that, you don't do it. You vote for somebody else. The people who are running have to get the Convention's vote. And we've always voted kind of our areas. So, it kind of is that checks and balance. So that's what I had to say.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Thank you. Another new speaker from microphone number one.

Colleen Bonkowski, Society # 1618, Warren, Michigan: Celeste, you are right in my thoughts. I love everybody else's opinion. Yes, nine Board Directors, excellent idea. We need to push our company to be more financially-- . But remember, it is everybody's responsibility as a delegate who votes for those members. We are not taking away your rights. Everybody is thinking, "Oh my God, this is just going to be--" No, we are the people that put these people there. So, it's your responsibility as the Union, because we are all together, to go out and find these candidates to get in these positions. That's all I have to say.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Thank you. Back to microphone number one again.

Jerome Lubiarz, Society # 1368, Warren, Michigan: I've been a member for just over 25 years, and I've been on the Budget and Grievance Committee for the last four. And not until I attended that first meeting did I realize the Directors and the Board of Directors were the same group. I think the Directors in their specific areas do a great job but I think what we need to do as an organization is whatever we can to put the most qualified people on that Board. Whether it's-- doesn't matter where they're from, but they need to have the business acumen, the legal background. Whatever that happens to be, to help move our organization forward. And I think this proposal sounds like it would allow us to do that. And, that is our guiding force going forward, and we need absolutely the best people in that position. So, thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. We're going to stay with microphone number one.

Michael Ozog, Society # 1593, Westland, Michigan: So, coming into tonight or today, I thought, "Man, what do I do? What do I do?" Because I was undecided about this. But then it dawned on me, we have the candidates for National Directors. I can't vote for most of these people. So, they were lucky enough to live in a certain state or a certain area that there's no competition. So, anyone could be there. What we want is the nine best people for our Board. Well, we can't really achieve that because we can't vote on everyone to come into our Board. So that's what made my decision. Thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Okay. I think we'll come back to Mr. Turkiewicz.

Michael Turkiewicz, Society # 57, Chicago, Illinois: President Ozog, you've got the most history here, I believe, with the organization of anybody. And, he spoke of '58 to '62 or 1958 as being his first Convention. The President that was elected at that time was my great-grandfather. He ran again in 1962 and the day of the election for the candidates, two buses showed up that day, came in and voted against him, and he lost, okay? To think that we're going to get the best candidates, just because we have at-large representation, excuse me, at-large district or at-large Board members, that is not true. And the reason it's not true is because the best candidates aren't always elected. They may be running, but they're not always elected. Let me ask you this, all you Michigan people, have you ever voted in a block? Have you ever voted for the candidates that were on the list that you should vote for? All the Chicago people? Have you ever voted on a bloc? Have you ever voted for the people that somebody in your organization told – in your group, from Chicago, from Michigan, told you that you should vote for? And you went with that for some reason? Not because they're the best candidate, but just because they're on that card. That's the problem that we have. You can put up as many candidates as you want, but without any kind of safeguards for voting in bloc where the Convention's going to be held, you're not going to have true representation of the best people.

Picture four years from now. Conventions here in Chicago, why is it in Chicago? We've got more Directors on the Board than we do from Michigan. The Executive Committee is from Chicago. The Convention's here. We could get more delegates here than Michigan can because of the cost and expense of getting people here and the time and all the other things. We get nine Directors on the Board from Chicago. Where does that leave the people from Michigan?

Where does it leave the people from Ohio? Where does it leave people from Wisconsin, from California, from Texas, from Florida, from Maryland, from Pennsylvania? It leaves 'em out in the cold. And it doesn't mean we have the best representatives, the best representation on the Board, not by any means. So, I want to bring up that point. And it's very important to do that.

Secondarily, the task force did a tremendous amount of work on this point. We made a recommendation Long-Range Planning Committee. Chris, I know you were on that task force with me. Did you go back to that recommendation and that work that we did? And what was that recommendation and work that we did and-- that we made at that time? Does anybody know what that is? Anybody pull it up?

Joan Smuda, Society # 408, Chicago, Illinois: Recommended At-Large Delegates, I believe.

Michael Turkiewicz, Society 57, Chicago, Illinois: Correct. A couple At-Large Delegates with the regional people as well. The district people as well. Secondarily, the next thing. President Drobot paid a consultant to look at our Board structure. The guy came back with, "Okay, we need at-large representation, we need five to seven Board members." We don't need nine, we don't need 15, we don't need 20. We need five to seven."

That was the recommendation. So, there's recommendations out there that were before the Long-Range Planning Committee, whether or not they were instituted or brought into the conversation, I'm not sure. But we do have too many representatives on the Board right now. The consultant said that. The task force said that. We need to get it down. We need to get more qualified people. We need to provide more travel money, more expenses. Finally. Okay, if we're going to do this, let's do it right. Okay. The way to do it right, is have some sort of reasonable representation for Michigan, for Chicago. Some sort of safeguards that we don't get nine people from Chicago, nine people from Michigan. Let's have some sort of safeguard for that. Number one. Number two, take the number all the way down to five. We'll be talking about that in eight years. We should go from nine to five. There's no reason not to go to five today. If we're going to do it, let's do it right. Let's get all the way down to five. Let's pay those people a real wage, a real consideration for their time, for their effort. It's not 3,000 or whatever the number is now for Board of Directors, it's more than that, number one. Number two, let's make sure that we get the best people on the Board. The nine At-Large numbers is not going to make it work today. That's not good enough. We need to do something better. Thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Okay, microphone number one.

Steven Cieslicki, DAL, Chicago, Illinois: I've heard some things. I haven't decided whether I'm for or against this. There was earlier talk how we have two pages of delegates from Illinois and that we vote as a bloc. I guarantee you, Illinois has never voted as a bloc at any Convention I've

been at. Someone just talked about passing out cards with names. The only time I ever saw a card with names on it was in Romulus for the Convention chair. No one has ever told me who to vote for. Our President of our district even said, "I will not tell you who to vote for. We will caucus, we will meet, and you make your own decision." So maybe-- there may be areas that vote as bloc, but I know south side of Chicago, District 8, definitely votes differently than the north side District 7, especially several Conventions. Michael made a good suggestion, Michael Turkewicz. Maybe we need regional representation and some Directors At Large, however you think it's worked. The best people, I've seen the Board members sit there with blank looks on their face when I served on the Board. Never started or said a word in all their years being a Director. How do you find the best people? That's a good question. Even being Directors At Large, you may not find the best people. You want people who work full time as Directors. That's a big call. We all have real lives, real jobs. And you do this because you love the fraternal, you love Polish Roman Catholic Union of America. Decide with your heart if you think is right or wrong. Yes, the business is important but fraternalism, that's what brings us here. Fraternalism to see each other. Sometimes we see each other once every four years and, hopefully, we'll see each other again in four years. Thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you, Mr. Cieslicki. Microphone number three, Ms. Anselmo.

Mary Anselmo, Society # 1605, Lincolnshire, Illinois: I just want to let you know that it is 2022, I do agree with making the Board of Directors smaller. We have the technology today, so we don't have to fly to Arkansas. We don't have to fly to California. Look at this equipment we have, it's state-of-the-art of what we could afford today. So, I really feel that everybody, you know, the fraternalism is wonderful, but the business sense is so much more important. And I think that the Conventions will remain, maybe the Conventions could be more fraternal, you know, maybe, instead of just sitting and listening to stuff but having all these Directors present what they've done for the four years, I just really think that we should reduce it. So that's my story.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Mr. Rustik. Number two.

James Rustik, DAL, Woodridge, Illinois: If I could, may I inquire of the chairperson?

Chairperson Barbara Toboy: Yes.

James Rustik, DAL, Woodridge, Illinois: Madam Chairperson, could we have the normal time waiver for speaking waived? And then my second question would be, Barbara, can I invoke the Ted Klamerus' time limit? There's a reason why I say that. And that's because we choose to be part of this organization. And with that choice and our rights in this organization become responsibility, there's three basic ones. Show up, stand up, and speak up. I've been asked by a number of people around here where-- that proposal 61-62 I'm sorry, Kevin, I should have it memorized. Where do you stand on that? And I said, I don't know. You know who didn't ask me the Committee. Constitution Committee didn't ask me. The Board of Directors didn't ask me. The President didn't ask me. So here you go. My first experience at a Convention was in 1988

when I was an alternate. That's a few years after I started dating my wife. I didn't become a member of the organization until '91, until my mother-in-law Verge Sergeant said, "You need insurance. You needed to be a member here." And I signed and I got my insurance. And I believe then '92 was probably the first Convention I went to.

At every Convention through various stages either asked by various District 8 delegates, Directors, or whatever, I fought for my district because that's what I was supposed to do. It's my district. I fought for it. And you know who one of my opponents was? Ted Klamerus. Every single time redistricting came up, I fought against it. Even if it didn't- even if it didn't touch District 8, I fought against it. My position has always been, we need more Directors, but we need active Directors.

We need people that are going to get off their rear end and they're going to go out there and they're going to get members. Why should we keep cutting things down? And Ted and I got to have a little friendship, and I learned a lot from him. And at the end of the day, we could have a drink, we could argue with one another, and I respected the hell out of him. And I like to think he respected the hell out of me. And though I get my fat rear end up here and I keep talking all the time, everybody should do that. That's your-- you showed up, you stood up, now speak up. And I'll tell you this right now. I didn't know what I was going to do, but I listened to everybody.

Somebody told me, is this your Ted Klamerus prop? No, I'm getting old. No, there's s more years behind me than in front. So, you know what, with my respect for Ted and my genuine like of him, if he were here today, he'd be all over this. He would say, vote for it. Throw the districts to the wind. It doesn't mean the people aren't going to get together. It doesn't mean the people aren't going to form themselves. If there's no more District 8, you know what it is? We'll call it the Chicago South Region. We'll name it after one of our schools. We'll call it the *Wesoly Lud* or the *Southwest Center*.

We'll do something. Who cares? If it gets us the best people, then fine. You know what Tom, Jesse, what you said? Well, we've got all these delegates from District 8 or from Chicago, and we have all these delegates from 10 and, oh my God, huh? Chicago and Michigan are going to run the whole thing. Chicago and Michigan, we can't agree on anything sometimes. Yes, we can come together, but we can't agree on anything sometimes.

Okay? We're like Cubs and Sox fans, or Cubs and Cardinals fans. I'm not doing it anymore. So, you want my answer? I support this and I want every single one of the people here to support it too. It might not be completely fleshed out. It might be at least the beginning of a proposal that's going to need to be tweaked. But you know what? We got a Board of Directors, and a Board of Directors can tweak it. And we've got the ability to have a special Convention and that means in your home, while you're having dinner, watching maybe a ball game, you pull out your ballot and you make a decision at that time.

You put an X on it, you throw it in an envelope, you put a stamp on it, you put it back. That's speaking up, standing up and showing up. So, I support it. Everybody who's asked me, I support it. Committee who never asked me, I support it. Executive Committee who never asked me, I

support it. There's one thing I want to say. And Steve Cieslicki, you'll say the same thing. District 8 has never voted as bloc. No one has ever come to me and said, gimme the list of the candidates we need to vote for. Nobody's ever done that. And what I've told them, I'll tell you who I'm voting for and why I'm voting for that person. And if you agree with me, vote. If you don't, vote for the other person. But the bottom line is we need to get fresh people. I'm done. No, I'm not done. But I'm slowly reaching the end and I look at my directors and we all sat around and what these two directors from my district did, organizing this Convention here, I don't have to worry. District 8, Chicago South, the best district in PRCUA. Whatever name you want to call it, it's in safe hands.

And going forward, I think the organization is in safe hands with our Executive Committee and our Board of Directors. So, here's what everybody's been wanting. I'm not going to speak on this anymore, you know my position, but you know what, get up here and tell me what you feel. Tell me what your position is, and you know what, it is valid. If you think Chicago and Michigan are going to run the whole thing, fine. Come up here and say it. At least we know what your position is. I would ask one thing though, for the members of this body, I will not make it into motion because I don't think it's appropriate at this time. I would be out of order.

And although it only took me five minutes to state my point and declare myself out of order yesterday and then sit my butt down. I would ask to consider that if we're going to vote on this to give the people, if we expect the people to give respect for us, give the people the respect and let them vote by a ballot instead of standing up or dividing the hall. I know it's time-consuming. I'm sorry, but it gives them the opportunity to do that. I'm asking, okay, Madam Chairperson, I'm asking. I'm not telling. I'm asking. Thank you.

Micheline Jaminski, DAL, Homer Glen, Illinois: Micheline Jaminski, Delegate At Large Homer Glen, Illinois. I want to make a comment about no one is getting rid of districts. No one is getting rid of people in the districts. I implore you, your activity, your fraternalism is you coming to the Convention, you coming from your districts, reaching out to not just, I could say the same thing. Everybody's around Detroit. No, they're not. I've driven all over Michigan. It's not close. Not even when I went to the performance that was down the street, which was an hour away. Please do not tell me that everything's clustered. If you have an active area, spread out even further. We spent a lot of money to get Grand Rapids revitalized. We spent $24,000 for one person to finally get a foot in the door. No one is taking that away from you. We want you to concentrate on that. And here's the deal. You want one representative from every district, make it an organized effort. Get me a President in each district. I will go visit you. I will meet with you. Tell me how we can help you. Because your district Directors are not district Directors. They are National Directors that live in your district that come to the meeting to discuss financials.

They do not discuss the sports tournaments, the schools, the dance, the fraternal activities, whatever you want. You want a picnic, organize a picnic. I have 10 picnics. No one is taking that away from you. But you know, I will tell you something, you're the people, right? I want you to be very well aware of the fact that every one of those sports tournaments bring in some profit to your society, your dance group. Let me take that away. Let's just say there's no more money.

How many people are going to run a sports tournament? Where are you going to get the money to run your schools?

I'm not saying me personally, I'm just saying in general, we have to look at it from that perspective. So, let these nine people take care of that and the rest of you revitalize your districts. If they don't have that support. You need help from us? You know my number, you know my email and if you don't, you should. You just come by me, I'll give you my cell phone, okay. Answer text as well. And I don't Twitter. Oh, and I don't do Instagram. I do Facebook, but I don't think that's where you do business. But you can call me. I'm just saying as in whoever will be in my office from here on end and who-- and the other two officers, you don't want to talk to me, talk to Agnes, talk to Jim. No one is taking away your district. No one is taking your fraternalism. I did not appreciate the comment and I wanted to be clear that every single Convention has not been in Chicago and the next one in four years is up-- Who wants it? You can get it in your state. Your district. Four years ago, it was in Michigan, had ample chance to have as many delegates. It was right there in the middle of India-- you know, right next to Indiana. Right next to all the other cities and states. And where were all the delegates? Did they come? Yes, they did. Those that want to come, those that want to be involved. Same thing eight years ago, it was not in Chicago, it was in Toledo. We do not just stay in Chicago. And I resent that remark because of the fact that in four years it's whoever wants it, just say it. Jim, Agnes, and I are more than receptive. Florida, I want it in Hawaii. Okay? I want a cruise ship.

Okay, so don't tell me we can't do something else, but you have to make sure you're there. So, it's one thing to want it, it's another thing to have it. Once again, nine Directors At Large to do the business end of it so the rest of us can enjoy that spirit of fraternalism that I've been hearing about constantly. No one is taking that away. It's in your hearts. It's in your power. So please start realizing how we have to deal with this crisis. Otherwise, we will not be here in 50 years.

Joan Smuda, Society # 408, Chicago, Illinois: Okay, thank you. I can see that we're beginning to repeat our positions. So, I have two people waiting patiently to speak here. And I see there are two more. And if you can edit your remarks while microphone number two talks so that you don't say more than 30 seconds on the point, then we're going to go to three, and then we're going to come back and get your last two.

But unless somebody new wants to speak or has a different thing to say, I don't want us just repeating ourselves infinitely. I would like the Sergeants at Arms to go and check the hallway and make sure that everyone comes in. This is extremely important, and it will have to pass by two-thirds of the delegates or be defeated. So, I want people to be here to vote. So don't go out unless you absolutely need to. And please, Sergeant-at-Arms, make sure the people in the hallway come back in. Okay. So, we're coming to number two. These are last wraps. Some people who already spoke.

Andrew Lech, DAL, Redondo Beach, California: This will be my last time at the microphone, but the one thing that I'm seeing is we talk a lot about the past. But I'm asking everyone to please open up your booklet that says *Candidates for National Office*. And turn to page 7, what do you

see? This is the current state of our Union, no representation on page seven. So please keep this in your thoughts when you vote today because we are trying to make sure that we never have a blank page, and that this organization is set up for the future. You should never see a blank page like this.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Last wraps on microphone three.

Patrick Kosowski, DAL, Land O'Lakes, Florida: Just to add to Andrew's, not just that district. Nobody's running opposed in any other district outside of one. That's very telling. I just want to say there's a very broad statement that says somebody's going to take it all over. Chicago's going to take it all over. Take what over? We're making the argument. We're not going to give up on the fraternal piece. This is guiding the business. The fraternal discussion will continue between Business Board and EC. It's the heart of what we do. It's not going to go away, so nobody's going to come in and take it all over. They're going to steer the financial health of this organization.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. We're going to microphone number three and then we'll be ending with microphone number one.

Gregory Olma, DAL, Buffalo, New York: I want to note that I think the Board members and current Board members, which I noted many support this and I didn't notice anybody else supporting it. But you guys and women, you do a good job, you need to think better of yourself. When you say, we need to find the best people, does that mean the best people haven't been serving? I don't think that's a fair assessment of people's qualifications. I know I served with a guy named Ed Kaplaniak from Johnstown, PA. Ed was a bartender and a steelworker. He didn't have a formal education, but Ed could tell you anything he wanted about the stock market because when he was faced with that question, he learned about it. He learned how to understand investing, and that's what all Board members do no matter where they are. There's no one except for someone who is maybe a director of Thrivent that's going to walk in, but they're not going to be paid enough to do it. That's just not going to happen. So, I think in closing that the Board members really got to think better of themselves. You people have done a good job. I think people have risen to the occasion. There's no reason to say we can do better unless you look in the mirror. And I think we've done is we've done well and we can do better. And it doesn't require throwing the baby out with the bathwater.

So, with that, I'm going to make a motion to table this item and refer it back to Committee for discussion for presentation with a full amount of-- with all the stuff laid out. We don't like to know how people are going to be nominated for this. We don't know anything. So, this is appropriately sent back to Committee for next Convention. I make that motion.

Joan Smuda, Society # 408, Chicago, Illinois: The motion is to table this discussion.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: I support that motion.

Joan Smuda, Society # 408, Chicago, Illinois: Okay, motion is made and seconded to table the discussion. What we are voting on now, Mr. Olma has made a motion to table the motion to

accept the proposal regarding the nine delegates. The parliamentarian has advised me that we can have the last speaker on the main motion, and then we will come back and vote on the motion to table.

Legal Counsel John Chitkowski: I'll make a comment on the current one. Okay. So technically Mr. Olma's motion to table should be made after the close of discussion. Okay? So, we're going to let Mr. Robaczewski finish the discussion on the original motion. And then Mr. Olma can make the motion to table the original motion, which does not carry a discussion. So yes, that's technically correct. So, we're still in discussion.

Joan Smuda, Society # 408, Chicago, Illinois: You're finished and then we'll go back.

President James Robaczewski: Well, my initially coming up here was to end the discussion and take this to vote.

Joan Smuda, Society # 408, Chicago, Illinois: But you can't discuss the motion at table.

President James Robaczewski: Right? So, my thought was, I was going to ask patiently, let's take this to vote and let's pass it or not. We are being told that we didn't do a lot of thinking on this. We've met and the Long-Range Planning Committee, the seven people we met for about a year, every other Saturday morning at nine o'clock in the morning via web. And we discussed this and discussed this and discuss this. Yes, we brought it down-- The original proposal for this was to go to seven directors. The compromise was nine. It just to the point where you get the frustration and then, you know, the no representation here. As I said before, I'm just going to say the districts are not going away. Everything's the same. This doesn't take effect today. This would take effect in four years because some people were worried about that this going to happen today? No, we vote on it today. Then we send it to the state. They say – they could say no, that it's a bad idea and reject it, but we need to change it. That's all I'm going to say. Okay. I am done.

Joan Smuda, Society # 408, Chicago, Illinois: Okay The motion that is now on the floor is Mr. Olma's motion to table, which has been made and seconded. If you vote yes on the motion to table, we will not vote on this. If you vote nay on the motion to table, then we'll proceed on a vote as to whether or not to accept the proposal of the Long-Range Planning Committee of the Board of Directors. And no, you cannot talk now because we're going to vote on the motion to table. You cannot discuss a motion to table. Okay? Does everyone understand what we are doing now? Okay. All in favor of the motion to table signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: All opposed to the motion to table say nay.

Delegates: Nay.

Joan Smuda, Society # 408, Chicago, Illinois: The motion to table fails. And the chair has also indicated that the decision was clear. Thank you.

Chairperson Barbara Toboy: All right. I'm going to call for a vote on the main motion. It will be a voice vote of two-thirds of the delegates seated. This is part of the Constitution. You need two-thirds vote.

James Rustik, DAL, Woodridge, Illinois: I'm sorry, everybody. I said I wouldn't speak on this. The reason why I asked if we can do this via ballot is you need the two-thirds.

Chairperson Barbara Toboy: Correct.

James Rustik, DAL, Woodridge, Illinois: You're going to have a voice vote, which then the Chair is going to have to recognize whether or not you have two-thirds. How do you do that? You're going to probably at least have to divide the house and have the Sergeant-at-Arms count or do a show of hands and count. So, there is a physical number that this must be two-thirds of this. Okay. That's all I've asked. That's why I asked if you don't want to do the ballot-

Chairperson Barbara Toboy: Thank you. Great.

James Rustik, DAL, Woodridge, Illinois: -at least do a show of hands. That's it.

Chairperson Barbara Toboy: Understand. Sergeant-at-Arms, please make sure that everyone is in the room and I need a count of the delegate seated. Michael Turkiewicz, microphone number three.

Michael Turkiewicz, Society # 57, Chicago, Illinois: There has not been a motion to vote, nor will we vote on that yet. So, we're-

Joan Smuda, Society # 408, Chicago, Illinois: No, we're making sure that everyone's in the room. Mr. Rustik has suggested we should do this by division of the house.

Michael Turkiewicz, Society # 57, Chicago, Illinois: Right. Right. It's not like we're going through the vote though.

Joan Smuda, Society # 408, Chicago, Illinois: No.

Chairperson Barbara Toboy: No, no. That's why I asked everyone to come into the room. I want an official count and then we will proceed.

Joan Smuda, Society # 408, Chicago, Illinois: To be fair Mr. Turkiewicz, we thought about having people stand, but we know for a fact that we have at least two people who are on crutches or wheelchairs. There may be others. So, we're trying to think of what the best visual way to indicate your vote is that'll be fair to everyone. We need two-thirds of 154. We need two-thirds of 154 people, which is 103. We need 103 votes to pass this.

Chairperson Barbara Toboy: Mrs. Lech from the Credentials Committee informed me that there are two more delegates that need to be sworn in that will bring the count to 156. The delegates that need to be sworn in, please approach the dais. Point of order, I need an official

report of the Credentials Committee, please. Credentials Committee, please come to the podium.

Krystyna Lech, Society # 1634, Palos Park, Illinois: Two delegates that need to be sworn in. The count remains, the count is 156. Two additional people have registered and need to be sworn in.

Chairperson Barbara Toboy: I need a motion to accept the report of the Credentials Committee. Microphone number two.

Secretary-Treasurer Agnieszka Bastrzyk: Agnieszka Bastrzyk, Delegate At Large. Elmwood Park, Illinois. I move to accept.

Chairperson Barbara Toboy: Thank you. Microphone one.

Colleen Bonkowski, Society # 1618, Warren, Michigan: I second that motion.

Chairperson Barbara Toboy: Thank you and motion's been made and accepted to accept the report of the Credentials Committee. All in favor signify by saying aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed. Abstains. The ayes it. Thank you. Father Ptak, if you would.

Reverend Canon Walter Ptak: Okay. Ladies, I'll ask you to raise your right hand and repeat after me. (oath given).

Reverend Canon Walter Ptak: Congratulations.

Legal Counsel John Chitkowski: Okay, for point of clarification, Article 3(D) of the current Constitution provides to add or change the Constitution requires the approval of two-thirds of the accredited delegates at the Convention. So that's 156 times 0.667 is 104. They do not have to be in the room. Just accredited delegates to the Convention. Now we're going to do a show of hands. Start with you can vote: Yay, nay, or abstain.

Joan Smuda, Society # 408, Chicago, Illinois: We're going to try to start with a show of hands. Okay. Sergeant-at-Arms, is everyone out of the hallway? Thank you. Okay. All of those in favor of the proposal, which is to accept the recommendation made by the Board of Directors, which is recommendation number 62, please signify by raising your hand. If you're raising your hand, you're voting yes on the proposal regarding the Board of Directors and keep your hand up until you're counted. Okay. Done. All right. Okay. You can put your hands down and all of those who are opposed who are voting nay, kindly raise your hands and hold them up until the Sergeant-at-Arms have had time to count you. Are there any abstentions? If there are any abstentions. I see Sergeant-at-Arms. Please count the abstentions. Thank you, Sergeants at Arms. Those

voting yay 119, those voting nay, 8, 4 abstentions required to pass 104. Therefore, the motion carries and the Constitution will be so amended.

Proposal # 63

Joan Smuda, Society # 408, Chicago, Illinois: Okay, we're going to go to proposal number 63. This is very-very fast. Proposal number 63 was made by the Long-Range Planning Committee of the Board of Directors. This one has minor change as it relates to what we just voted for. Oh, so that's all it is. This is related to what we just voted on. Proposal number 63 was made by the Board of Directors Long-Range Planning Committee, relates to Article 3(K), "Nomination of Officers and Directors". I think this will relate to what people were talking about rules. Note that the proposal moves to new Article O3(I), the "Nomination of Officers, Directors and Chaplain", modifies Article 1(D) and removes item 1(F) and adds new items, 1(F), (G), (H), (I), and (J). The proposal also adds item 4 from Article 14(A), 6(A), which relates to nominees background. So, this has to do with the LOMA and such certifications. It also includes expanded language on family members and clarifications on what is a nuclear family for purposes of who can be related and run for office. The Board of Directors proposal makes significant changes in Article O4(B) related to amending the Constitution. The Committee did not take a position on this proposal, and therefore if we have a motion, it will be a motion--

Chairperson Barbara Toboy: You're reading the wrong one.

Joan Smuda, Society # 408, Chicago, Illinois: Oh, I'm reading the wrong one. Oh, you're right, 63. Okay. All right. Take it out. The Board of Directors proposal makes significant changes in Article O3(K), items 1(D), (F), (G), (H), (I), and (J), expanding the expectations of those nominated for the position of Officer, Director, or Chaplain, and adds item 4 from Article 14(A), 6(A) to provide clarity. The proposal also includes language from the Constitution Committee, which expands on the method of delivery to the Candidate's Qualification Committee and expands the understanding of members of the family to include children in law, and parents in law and clarify language related to nuclear family. The Committee does recommend that this proposal be accepted, and we would entertain a motion to accept the proposal.

There's only one line actually that's being removed which is, if you look in your Constitution on page 31, it's line K that says resides in and is a member of a society located in the district that they want to represent so that is a necessary change given what we just adopted. Microphone number two.

Mark Grzymala, Society # 1219, Wilmette, Illinois: I so move to accept the Board's recommendation.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you very much, microphone number one.

Michael Turkiewicz, Society # 57, Chicago, Illinois: I'm not here to second motion.

Joan Smuda, Society # 408, Chicago, Illinois: Oh, well then we need a second before we can--

Michael Turkiewicz, Society # 57, Chicago, Illinois: I'm actually here for discussion.

Joan Smuda, Society # 408, Chicago, Illinois: Is there a second to that motion?

Anna Kraszewski Winkler, Society # 880, Orland Park, Illinois: I second the motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Okay. Motion has been made and seconded to adopt proposal number 63, discussion, number one.

Michael Turkiewicz, Society # 57, Chicago, Illinois: So, seeing we're heading in this direction, which is fine. It's everybody's desire to head that way. I think we need to strengthen the qualifications for Board and Executive Officers of the organization, and you obviously have a number of things in there but there's ways to strengthen it beyond that. I think the one item that we need to add to that is any sort of Board action that's been taken against Board members or Executive Directors in the past shall disqualify you from running again.

Joan Smuda, Society # 408, Chicago, Illinois: Is there a discussion on this motion?

Michael Turkiewicz, Society # 57, Chicago, Illinois: It is, yes. It's to strengthen the qualifications of the position. So, if you are-- if you have been a Board member in the past and you have been, what's right term for it, censured or something to that affect that. You really shouldn't do that. You really shouldn't run for that position again. And we have been-- we've overlooked things in the past when the Boards made decisions and allowed people to run again for positions within the organization.

And that's a real problem in my mind. If you're not doing your job and you have a problem with that and you're censured, you shouldn't run again, you should have the decency to step down and say, I'm not going to run again. The Board said I'm not doing my job, so I shouldn't really be on the board.

Joan Smuda, Society # 408, Chicago, Illinois: Okay. Thank you, microphone number two.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: Maybe we might need a ruling from a parliamentarian. We are electing all the directors. And if they're maxing out this time, do they qualify at being elected at large or are they disqualified from being elected at large?

Joan Smuda, Society # 408, Chicago, Illinois: Okay. Mr. Ozog, while your question is not directly pertinent to the issue on the floor, we believe that term limits are still applicable. So, if you have already served two terms as a Director from a particular district or three, that you would still be term-limited. That this does not change that.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan So most likely you won't qualify for at large election in four years from now.

Joan Smuda, Society # 408, Chicago, Illinois: If you already term limited, you're term limited for running for that. Yes. Thank you. Is there any other discussion on this motion? Number two.

James Rustik, DAL, Woodridge, Illinois: I don't know if Michael actually put that into the form of a motion or was it a suggestion?

Joan Smuda, Society # 408, Chicago, Illinois: I think he was just making a suggestion and a statement. He did not make a motion.

James Rustik, DAL, Woodridge, Illinois: That's fine. I would say, I understand where he's coming from. And I understand the purpose for that, but we have to make sure that the people who have received disciplinary actions as a Board member or an Officer or whatever, that those disciplinary actions were upheld by the Convention and that they have been recorded within the minutes somewhere of the Convention as to the disciplinary action, how it happened, what it was, and what was the result by vote of the Convention. Anything less than that could be coffee table or bar discussion, but it should not be official unless the Convention made it official.

Joan Smuda, Society # 408, Chicago, Illinois: Okay. This is out of order. These are interesting points that you gentlemen are making, but they're not pertinent to what the motion is. Do you, Mr. Turkiewicz, wish to address the motion that is on the floor?

Michael Turkiewicz, Society 57, Chicago, Illinois: Yes. I would make a recommendation, a motion to add the censure or any other Board discipline to the qualifications within this amendment so that people that have been censured or any other discipline by the Board, do not run again for office. Either Executive Committee or one of the leadership positions or Board members.

Joan Smuda, Society # 408, Chicago, Illinois: But I would like to make the point that while we are still in Convention, we will have the opportunity to propose such an amendment, rather than have us just quickly put it together, over lunch, perhaps you would want to write something because that opportunity is still available to you.

Michael Turkiewicz, Society 57, Chicago, Illinois: Very well. I can do that.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. I appreciate that. Is there any other discussion on this proposal? Number one.

Colleen Bonkowski, Society # 1618, Warren, Michigan: One more clarification, please. I'll use me as an example. I'm terming out if I win this election.

Joan Smuda, Society # 408, Chicago, Illinois: Right.

Colleen Bonkowski, Society # 1618, Warren, Michigan: I am not able to run in four years. I'm considered a district director.

Joan Smuda, Society # 408, Chicago, Illinois: No. You're a National Director. You're term-limited. And this is not a – this does not change the section of the Constitution related to term limits at all. Thank you. Thank you. Anybody have anything new related to this, microphone number three.

Gregory Olma, DAL, Buffalo, New York: One of the things that's come up since this change is now made, is there really isn't a very set standard. And according to the proposed language that the Candidate Qualifications Committees now the gatekeeper for everything. And it doesn't have a direct – I mean they have – It's scattered throughout different things like having insurance, this and that. But after that, what stops them – Where's the language that says, if a candidate meets A, B, C, D, they must be qualified to run. It's not in here, which is part of the problem I had with the earlier problem, is that this sets up a whole lot of loopholes, and a lot of stuff that's not there. And who's to say that anybody will be qualified under that? I mean, we've heard members of the Board, past members of the Board, decrying the lack of professionalism on the Board and everything else, which I disagree with. However, this makes an even wider loophole. I would ask that this be withdrawn until after lunch and that be clarified. That particular part of it. That would be D1 and two. Thank you.

Joan Smuda, Society # 408, Chicago, Illinois: Consistent with what we've been doing throughout, the Committee will remove this from the floor at this time and we'll talk about it over lunch. Well, the rest of you I think will enjoy a lively discussion as well. And we'll come back with some clarifications.

Chairperson Barbara Toboy: We have two more. Thank you. We'll recess for lunch.

Recess taken 13:10 – 14:06.

Chairperson Barbara Toboy: Sergeant-at-Arms, please make sure the delegates are in the room, so we can proceed. Calling the session to order. Please take your seat. I need the report of the Rules and Order Committee.

Committee of Rules and Order Report

Anna Kraszewski Winkler, Society # 880, Orland Park, Illinois: Good afternoon. The agenda for this afternoon is a report from the Credential Committee, administer oath to any new delegates, continue Constitution and Bylaw Committee report. And then the Election Committee report. Report of board, introduction to the candidates, the elections, other committee reports. Can I have a motion to accept this report?

Chairperson Barbara Toboy: Microphone two.

Elizabeth Dynowski, DAL, Orland Park, Illinois: I accept that motion.

Chairperson Barbara Toboy: Thank you. Number three.

Elizabeth Sadus, DAL, Chicago Heights, Illinois: I make a motion to accept the report.

Chairperson Barbara Toboy: Second.

Elizabeth Sadus, DAL, Chicago Heights, Illinois: Oh, second. Sorry.

Chairperson Barbara Toboy: Thank you. Motion was made and seconded to accept the report of the Rules and Order Committee. All those in favor signify by saying aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed? Ayes have it. Thank you very much. Sergeant-at-Arms, please count the delegates that are in the room. It looks like we have a quorum, but I just want to make sure, please. Report of the Credentials Committee.

Credentials Committee Report

Joseph Lecznar, Society # 2109, Seven Hills, Ohio: Thank you, Madam Chair. Delegate count remains as 156 registered delegates. I'd like to have a motion to accept, please. Number one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I accept this motion.

Joseph Lecznar, Society # 2109, Seven Hills, Ohio: Very good. Number two.

Secretary-Treasurer Agnieszka Bastrzyk: Agnieszka Bastrzyk Delegate At Large, Elmwood Park, Illinois. I second motion.

Joseph Lecznar, Society # 2109, Seven Hills, Ohio: All in favor signify so by stating aye.

Delegates: Aye.

Joseph Lecznar, Society # 2109, Seven Hills, Ohio: Opposed, abstain. Motion carries, Madam Chairman.
Chairperson Barbara Toboy: Thank you. Thank you very much. All right. We'll proceed with the report of the Constitution Committee.

Constitution and By-Laws Committee Report

Joan Smuda, Society # 408, Chicago, Illinois: I hope everyone had a good lunch. And you're now fortified with strength for the afternoon. We're returning to proposal number 63, which came from the Long-Range Planning Committee of the Board of Governance. It is on page 106. And we did temporarily move this back because there was a question about the language. If you look at the difference between the current Constitution language and the proposed language, which face you nicely on pages 106 and 107, the only substantive difference is that O3(K) on nomination of Officers and Directors, subparagraph F is removed, resides in and is a member of a society located in the district in which he wishes to represent.

So, because you have passed proposal number 62, that means that 63 is the companion to that which changes O3(K). That's the substantive change. At this time, we would be looking for a motion to accept this proposal. Mike number one. Okay.

Michael Federico, Society # 261, Warren, Michigan: I propose to accept the motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you, microphone number three.

Thomas Jesionowski, DAL, Toledo, Ohio: I second the motion.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you very much. Now is there any further discussion on this motion at this time? I see no one rises to discuss the motion and therefore would call for a vote. All those in favor of accepting proposal number 63, please signify by saying aye.

Delegates: Aye.

Joan Smuda, Society # 408, Chicago, Illinois: Anyone opposed, please say nay?

Delegate: Nay.

Joan Smuda, Society # 408, Chicago, Illinois: I see one nay, any abstentions. Madam Chairman, it would appear that the proposal has passed. Thank you.

Proposal # 64

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Good afternoon, everyone, at this point we're going to return to proposal number 50, which is number 91 in your book. And we just wanted to let everyone know that because of the passage of proposal number 62, this proposal is being withdrawn. And so, with that being said, we are now going to move to proposal number 64, which is on page 108 and 109 if you're following along in the book. And this is regarding Article O4(B) “Amending the Constitution, By-Laws and Articles of Incorporation by the Board of Directors”. And given the length of the proposed language, I'm not going to read that to you. However, I will go straight to the Committee recommendation, which is that the Board of Directors proposal makes a significant change in Article O4(B) related to amending the Constitution. The Committee takes no proposal on this or no position on this proposal and recommends that representation from the Board of Directors advocate for this proposal. So, with that being said, do I have a motion and second on proposal number 64, number three.

Kristi Mihalic, Society # 87, Canton, Michigan: I propose we go forward with this, I accept thank you.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. And number one.

Colleen Bonkowski, Society # 1618, Warren, Michigan: I second this proposal.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you and with a motion and second, we'll now open the floor for discussion. Number three.

Christopher Ozog, DAL, Warren, Michigan: So, I know you skipped over it, but I'm going to read the verbiage that's being added to this section about four lines down. “Additionally, the Board of Directors shall have the power and authority to amend the Constitution By-Laws and/or Articles of Incorporation as the Board of Directors determine in its sole and reasonable discretion that such amendments are in the best interest of the operations of the Union”. So, I just want to give a little history on this topic because again, when the task force redid the Constitution, one of the goals was to provide the separation between the Constitution and By-Laws so that we can provide some amendment of the By-Laws during the time between Conventions. I don't know exactly what happened to that verbiage, if it got axed by the Convention, or I thought at one time the amendment of the By-Laws got removed. Maybe it was a state legal thing, and the-- what remained was this Article O4(B) “Amending the Constitution By-Laws and Articles of Incorporation”. So, although I do believe that amending the By-Laws is an appropriate item for our Constitution, I believe that we should maintain the amending the Constitution processes that we have in place, which is first the Convention. Second, a special Convention that can be invoked in between Conventions. Third, a ballot that can be enacted. And I think a couple of other things during this Convention, we added the terms *virtual* and *hybrid*. So, I think with those two additions in there, you know, I think we've given a lot of opportunity for dialogue on important topics that are particular to our Constitution. But, basically, adding this language gives somewhat carte blanche to the Board of Directors to make changes. I mean, even limiting the communication to 30 days and 60 days, we're only given two-thirds majority of the Board to basically change our Constitution. And I disagree with that, and, you know, I think it's an important one to talk about because this will give power to the Board to basically change anything in this with very little dialogue and communication with the Convention proper and our members.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you, microphone number two.

James Rustik, DAL, Woodridge, Illinois: Christopher, you make a very good point. However, the ability to amend the Constitution, the power has to be there for the Board of Directors. And I'll give you an example. Mr. Robaczewski's very first term as President, while we were attempting to get our Constitutional changes and everything passed through, there were issues with a section of the proposed amendments, which the Illinois Department of Insurance had an issue with. They got in touch with Mr. Robaczewski and the Board of Directors was able to correct the language and amend that correctly. That's one power that the Board has. The second is, since this is four years between Conventions, if a insurance law changes, which becomes effective during the course of our pending Constitution, which creates a provisions of the Constitution, which would violate that law. The Board of Directors must have the authority to be able to amend the Constitution on those grounds in order to come into compliance.
So that's two reasons. The last reason that they should have the authority is in emergency purposes, where our Constitution requires because of some emergency purpose. I don't know what it is, don't ask me to give you an example, but because of an emergency purpose, that the Constitution needs to be amended, which is not the change of a law, the improper language, which the Department of Insurance would not agree to.

And verify or approve, okay, the last one. So, what you have to remember is it can be changed by the Board of Directors, because the Constitution hands the power to the Board to be able to do that. However, it has to be ratified at the next Convention. So, Christopher, yes, it can be abused, and I agree with you, it could be abused and the potential is there for abuse, but we're bringing together very professional people to be our Executive Committee and on our Board of Directors. And I can venture to say that it more than likely it will not be abused. It will be done for a very specific purpose. Now, you also brought up another point, until today of my understanding is the ability to do a special Convention via mail or via online or something like that, was not an authority that the Constitution had granted to the Board. So, there is an option there where the Board could force a special Convention via email, via something like that, which could actually be provided. And I think that was passed. I would of course have to ask our parliamentarian if that was done within the proposal. No, maybe I shouldn't, if I can ask the Chairman of the Constitution Committee the ability to do virtual Convention or a special Convention, a virtual Convention, a virtual special Convention that was power granted today through the proposals of the Constitution Committee. So, if a Director on the Board or a group of Directors on the Board do not like what's happening with just a straight amendment or an up down vote or a sealed ballot or whatever, they have the potential to push the Board to declare a special Convention. And now we have the power by which we can do it. Correct?

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Two-thirds vote of the board.

James Rustik, DAL, Woodridge, Illinois: Yes. But I'm saying a special Convention now in a streamlined fashion is possible, where before we were required to use the United States Postal Service and everything else. Correct? So, I think the protections are there, Christopher. I honestly think they are. But you did bring up a very good point.

Christopher Ozog, DAL, Warren, Michigan: So, just to answer your statements, so the three examples that you gave are already in the Constitution because the current language says in case any of the provisions of Constitution, By-Laws, Articles of Incorporation may conflict with laws, statues, ordinances, regulations, they can change it. What I'm saying is the addition of this verbiage that we want is it doesn't have to be an emergency. It doesn't have to be a change of state regulations or laws or ordinances. The Board of Directors one day could stand up and say, “I want to change District 8 to be this boundary”. And with 30 days notice in the mail, possibly communications to them, they can still make that happen with a two-thirds vote. And I think that is not right for our Constitution. Okay?

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. I'm going to go to number three.

Gregory Olma, DAL, Buffalo, New York: And I want to make sure everybody knows that I'm driving to Buffalo. So, I'm putting myself at even a greater risk by speaking. But that was sort of a joke, anyway. The issue that was brought up by my former task force colleague and former Board member, Christopher Ozog, is correct. This goes way too far. I don't even believe this passes insurance regulations. 'Cause, what this does is takes away the power of the ultimate body, of the ultimate governing body and decision-making in a fraternal benefit insurance

company. And that's still what we are, is the Convention. And as long as we are organized in this form, the Convention makes decisions. So, what we're doing here is basically saying the Convention said this, well we'll change it. We got 30-- in 30 days, we can do what we want. I think that's-- one, I question it's legality, but two, it's the wrong way to do business unless the plan is to eventually eliminate the Convention.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. Thank you. Microphone number two.

James Rustik, DAL, Woodridge, Illinois: Okay, we got the Convention here. Let's see what they think. It's a proposal. We're going to take a vote on it. If the Convention doesn't want to give the Board that authority, the Convention's not going to give that Board authority. If the Convention wants to give the Board the authority, the Convention gives the Board authority. You know, I was a criminal prosecutor and I dealt with bad people, but you know what? I still look at people and think that people will generally do good. Ronald Reagan said, "Trust but verify." So, okay. Convention, tell the Constitution Committee what you want to do.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay, microphone number two.

Andrew Lech, DAL, Redondo Beach, California: To Jim's point, I think the comments that we're talking up here are very – are from a negative connotation as if we are going to abuse power, which would say that you have no confidence in the Board of Directors in the first place, which was elected by the Convention. But what this provision is actually doing is it's not – no one's trying to take over the company by passing provisions. Right? It still has to get ratified by the ultimate governing body, which is the Convention. That verbiage stays there. But we also have things that are written in our Constitution that may need to change, let's say because of financial conditions in the country. There's investment strategies that are codified in the Constitution that have – Let's say there's a major downturn in the market or some other event, the Board does not have the power to actually respond to that because it's not a law that's changing or a department of insurance that's changing something. That is ultimately what we are looking to have that ability with this provision so that the Board has the ability to be nimble and be able to change with the climate.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Thank you. Microphone number three.

Patrick Kosowski, DAL, Land O'Lakes, Florida: I want to echo off what Andrew said. The reason why-- please understand why we're seeking this proposal to pass. If we stay on a current course, it takes from whenever you propose it and get it in front of the Convention, it takes another four years for it to actually go into place. And we are in a-- I keep saying we're in a complex world, we'd be able to be nimble. Even if the Board were to do something and it was put in place as it mentioned, it would still go to the Convention. It could be reversed. But we need to be able-- we can't be steering this big ship and take years to turn on certain things. We need to be able to be more agile and react to things that come up because, again, a complex world. Anything that come up, and I know that it falls under emergency powers, but we just

need to be able to react and as we have a system in place that it takes up to eight years for a change to happen that it's-- really I hope everybody consider that when they look at this.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: Okay. If there's no other discussion on the motion, we'll call the question. All those in favor?

Delegates: Aye.

Nicholas Nowakowski, Society # 1593, Warren, Michigan: All those opposed?

Delegates: Nay.

Chairperson Barbara Toboy: I will call the question again and those that, raise your hand if you replied nay. So, we can record it for the record, please. How many nays? Sergeant-at-Arms, please count the room. Nays against the proposal. So, 21 nays. All those in favor signify by raising your hand. Sergeant-at-Arms please count the room. Thank you. Any abstentions? Can I have all the Sergeant-at-Arms up front, please? We are getting some conflicting numbers.

I appreciate your patience. We are going to call the motion one more time. All right. Are we ready? All those in favor, raise your hand to signify aye, in favor. Ayes. When you're finished counting, please come to the dais. All right. Put your hands down. Thank you very much.

All those opposed voting nay. Please raise your hand. Thank you. You can put your hands down now. Abstentions, please raise your hand. Thank you very much. You can put your arms down now.

The count is as follows, 88 in favor, 30 opposed, 11 abstentions. The proposal fails.

Kevin Kucik, DAL, Chicago, Illinois: So, I would very much like to thank everyone's participation in this process. It's part of what we do as a fraternal benefit society. It's part of what we do as citizens in this country. We make our opinions known. We stand up, we speak up and we show up- show up, stand up, speak up. And so, thank you for doing that. We've had some very good lively discussion on issues that were very important to people and that was wonderful. As a Chair of the Committee and my membership of the Committee we thank you all for helping us get through a lot of changes and adjustments to the Constitution. At this time, I would also like to remind people that we still have an opportunity to accept amendments. We won't do them immediately, but we will accept them and consider them and come back as needed at the Convention. So, if something comes forward in a written format that we can work with my Committee and myself, we will review it, we'll engage the Counsel on that as well, the General Council and go from that point. So, we have one proposal that's been presented, we are going to review it and talk about it. That will be the only one I guess that we will accept from the floor at this time or that we will accept. And so, we'll come back to the floor at a later time to open this up for discussion and take a vote on the item. So, thank you again for all your support and help.

Chairperson Barbara Toboy: Next, if I could have the Election Committee meet with Mr. Rustik in the back of the room. And as a reminder these are the people on the Election Committee. James Rustik, Thomas Bonin, Thomas Lisiecki, Anthony Zasuwa, Sandra Kaminski, Gail Yurosko, Sandra Adamski, Caryl Lecznar and Mark Grzymala. Please meet Mr. Rustik in the back of the room. Thank you.

Next, it is my great privilege to introduce two special guests. They are friends of the Polish Roman Catholic Union. Very, very instrumental and important to not only Chicago Polonia, but Polonia around the United States. They are Richard Owsiany, Polish Museum of America President and Małgorzata Kot, Managing Director of the Polish Museum of America.

Richard Owsiany: Good afternoon. Thank you. It's hard to believe that's been four years since I spoke before the Convention in Michigan but what a four years it's been. It's been a very tumultuous time for all Americans and all around the world, frankly. And it was a true test for the Polish Museum of America to be able to go through COVID. You know many institutions throughout the United States here in Chicago were closing down, were shutting down operations. And this was a test, a test of our ability to see can we survive and make it through, and we did. We made it through. We learned many lessons and those lessons are being applied going forward. Things that help us promote the Museum, things that help us promote our culture and maintain our presence not only in Chicago and the United States but throughout the world. A big help has always been the Polish Roman Catholic Union of America through the annual subsidy that's provided through the generosity of the Convention. That is an enormous financial help to the PMA. We are grateful and we're- we are grateful for not only the financial support we get but we are grateful to our two most valuable individuals on our Board and that's the Chairman of the Board, James Robaczewski and our Vice Chair Misia Jaminski. Their help, their assistance, their guidance, their wise words, you know, are valued highly by myself as President, by the staff and by our Board of Directors. We appreciate it and we are certainly glad that they'll be around for a long time to help the Museum move forward. As I mentioned, COVID, provided us as an opportunity to learn things and make things happen for the Museum. You know, we were closed for a long period of time in terms of opening our doors to the public, but we weren't closed in terms of inactivity. Our staff maintained their workload, working from home, being in touch with various agencies, being in touch with various individuals that we work with. And we learned these lessons that are valuable now and going forward. You know, technology is amazing. I never thought that we would ever have to do things virtually. But that's what made the Museum survive. Not only did we do events such as our annual Pulaski Day that went virtually but our annual Summer Gala, in 2020 and in 2021, both were held virtually. And to my surprise and I guess to the-- and the surprise of our Board, we were successful. Misia was Chair of the 2021 Gala, which raised the most money ever, up to that point and brought funds that are needed to sustain the Museum. Doing our Pulaski Day virtually, you know, we normally would have 250, 300 people packed into the Great Hall listening to speeches but we changed the format and made it much more enjoyable, more informative, more educational. And that was an experience that people weren't used to. When we have Pulaski Day, that's like I said, 250, 300 people, virtually we reached a worldwide audience and our numbers for both Pulaski Days were around 3,000. There's no way we would get 3,000 people into the PMA, into the

Great Hall. So, the lessons learned are lessons that will stay with us for a long, long time. Many things have happened in the PMA over these past four years. And I will turn over to Małgorzata Kot, our Managing Director who'll give you sort of a little run-through of what's happened since the last Convention. Małgorzata?

Malgorzata Kot: Good evening, good evening everyone. Thank you for the current introduction, Madam Chairman. Most of you already know me from 27 years at the Polish Museum and I was Head Librarian since 1995 and Managing Director since 2014. I'm proud member since 2001 and this is my sixth Convention. I remember the first one, if we may have the slides, with Sabina Felixa Logisz. I'm representing the PMA and am a delegate. I'm a delegate for my Society 1635 of Polish Museum of America, St. Thomas Aquinas which was founded with the support of Sabina Logisz. I am fortunate that my society includes the PMA employees as well as Museum President, Richard Owsiany along with the several friends and supporters of the Polish Museum. So, I'm confident I speak one voice on their behalf.

The PMA owes a lot of gratitude to the PRCUA. Our beautiful historical cultural heritage would not be so well preserved without the decision of the PRCUA leadership to create such an institution in 1935. It will be 87 years since its founding as the Archives and Museum of the Polish Roman Catholic Union on October 15th. And since January 12th we have been celebrating 85 years of being open and accessible to the public.

The library is even older and was opened on April 18th, 1915, 107 years ago. These many decades of caring for Polish and Polish American art, artifacts, books, documents and more have allowed both of the PMA and the PRCUA to shape and chronicle our ethnic identity, all while being inclusive and welcoming to all. And with the PRCUA celebrating 149 years on October 3rd, the PMA is honored and humbled to be so intertwined with this fraternal's long and rich history, and with its Chicago headquarters. Without the annual subsidy allowed by the PRCUA along with IT support, I bow to you, friendliness and cooperation between home office and PMA staff. And most importantly, the thoughtful guidance of PRCUA President and Vice President, serving in their significant roles as the PMA Chair and Vice Chair of the Museum Board, the Polish Museum of America, along with the library and archives could not be what it is today.

Since the last Convention, thanks to the PRCUA support, especially during the pandemic, the PMA was still able to continue fulfilling its mission. We opened and improved exhibits, including Krawczynski Wing featuring modern art in the east stairwell in June 2019. Updates to the folk costume and *Royal Sledge Exhibits*, including the new lighting in September 2019. *Polish Immigration,* the *World of Tomorrow*, the *New York World's Fair* in October 2019 with a current photo display available through September 2022. Then the Home Army, *Armia Krajowa* - Warsaw Uprising in 2021. Origins of the *Polish Army Veterans Association* also in April 2021. Updates to the *Paderewski* permanent exhibits on the occasion of Aviet Anniversary in October 2021. *Twelve Cities* by Tytus Brzozowski in November 2021. Many collections items were conserved. Over 60 paintings and sculptures were restored. The costume and textile collection underwent freeze drying. You are able to see how it's done. It's my great honor and happiness to see many artworks being preserved, I think is the whole mission the most. New items were

added to the collection. And the four historical maps dating from 17th and 18th centuries from Professor Tadeusz Gromada. Next, *Paderewski War Relief Doll*. And the next day that is more important, *General Chłopicki Napoleonic Military* items. Collection, cataloging continues. The Polish Museum of America Past Perfect database currently has about 35,000 objects.

The library's online database now includes over 20,000 objects. The archives guide to its collection was translated, updated, and published in 2019. The archives and historical periodicals collection is under full review, which drew the interest of researchers from Poland. Visitors continue to come from around the world, including representatives from Poland; meet the author events; organizational gatherings; concerts; workshops; and Polish school and group tours continue. During the pandemic, the Polish Museum of America went virtual. In addition to regular weekly social media posts covering current events and historical anniversaries, the PMA livestreamed annual events, such as Gala in 2020 and 2021, Pulaski Day in 2021 and 2022. The PMA YouTube channel grew exponentially. It features over 60 short films providing in-depth reviews of the collections among tours and exhibit spaces, including the two films presented during this Convention. If you're not able to stop by the PMA while in Chicago, now, be sure to check our videos online.

And to everyone here at the 63rd Quadrennial Convention of the Polish Roman Catholic Union of America, and to all of your predecessors, on behalf of Society # 1635, the Polish Museum of America, and on behalf of the PMA staff, Board of Directors, members, volunteers, and friends, I extend my deepest and humblest thank you for your continuous support and dedication to the Polish Museum of America. Thank you kindly. Dziękuję z serca.

Richard Owsiany: So, as you can see, much is happening at the Museum. Many good things are happening. Much support is coming in. Not only locally, but nationally as well as internationally. We do receive a lot of assistance from the Polish Government from the Ministry of Culture, as well as the Ministry of Foreign Affairs that helps us do certain major projects.

One of the projects that we've undertaken for many, many years, going back to when Mr. Ozog was still Chairman of the Board, are improvements, physical improvements to the Museum. And that hasn't stopped. In 2011, we upgraded and remodeled our whole art gallery. In 2013, we did the main lobby and the first floor gift shop was moved to the first floor. We did a rare books room in memory of Halina Przydatek, one of our big founders. In 2017, the Mieczysław Haiman Rare Documents archive room was formed. And then as Malgorzata mentioned earlier, a new wing of *Polish Modern Art* was established in 2019. We've completed one major project which is the costume room, where our artifacts of costumes, uniforms and other archival material is stored. It's now an air-controlled room that staff can go into and work in with a workstation, be able to catalog, be able to repair, conserve, and work out of that room. Right now, we're working on room number nine, which is adjacent to the stage. And that room is being done so that it becomes a prep room for our caterers when we have events in the Museum, as well as a prep room for entertainers to be able to have a changing room when events such as concerts or plays are presented at the Museum. So, there's a lot going on. We have plans in the future. One of our immediate needs next year will be to rehab our archival room called the Kobus Room. That's where a lot of our artifacts are stored and kept. But it's

really a kind of a throwback to the 1950s and it really needs to be modernized, new air system brought in shelving, storage units, things like that.

'Cause one of our job is not only to present material and exhibits, but it's also to preserve and to protect and to make sure that these valuable artifacts don't get damaged or stolen or ruined because of bad humidity or bad circulation of air. The Polish Museum of America is like many museums throughout the world. We're there to tell a story. And the story that we tell is our story as Poles and Polish Americans. And it's a vital story to be told. We host a lot of events that cater to various Polish themes and topics. But I'm always thrilled when I see non-Poles coming to the Museum because that's the people that need to know about us. I mean, a lot of us may not know our full history or our full culture, but we also have to be sort of that presenter to those who aren't Polish to understand that Polish Americans have contributed to the fabric of America. Poles have made an impact in world history. Poles have done many things throughout our thousand years history that affects us to this day. And that story is important for us, that needs to be told. As we move forward, we have many ideas and many things we want to get accomplished. But one thing that we do want to do in 2023 is on the occasion of the 150th anniversary of the Polish Roman Catholic Union, the Polish Museum of America will host an exhibit chronicling the history of the PRCUA. We don't have the exact dates, but it will be in the fall in conjunction with close to when the actual founding of the PRCUA took place.nWe invite you to come to the PMA, not wait till next year, but if you're around, anytime in Chicago, we do invite you to come to us. After the Convention, in the back, in the foyer, we have gift bags for the delegates. And in the gift bags are a pass for two to come and visit us. And I hope you do take advantage of it, whether you're in Chicago and whether you're not in Chicago. As Małgorzata mentioned, go on YouTube, go on our website and take a look at the 25 plus videos that we've produced over the last year and a half on various topics. Not only about the Museum, but topics of historical and cultural interest. And I think you'll be pleasantly surprised by the quality of the work that the staff and our volunteers put into making the Museum a treasure of Polonia. Thank you so much.

Chairperson Barbara Toboy: Thank you very much. And I echo the invitation to go visit the Museum. If you have not, you will truly be amazed and proud of your Polish heritage. I'd like to continue with the agenda and if you can refer to the burgundy or brown covered book, it's entitled the “Budget and Grievance Report-Reports of the Board of Directors”. So, I would like to have the following members of the Board of Director, those who are on the Audit Committee. Page number 11, Andrew Lech, Mitchell Bienia, and Joanna Cholewinski.

Board of Directors Report

Andrew Lech, DAL, Redondo Beach, California: Hello again. I've had the honor of working the last four years with Mitchell Bienia and Joanna Cholewinski here. I'm just going to summarize this 'cause there's really only two points that as a Committee we wanted to bring up. One was that as-- and we do meet every year with our independent auditors KEB, but in summary, the two things that we really focused on as an Audit Committee were the findings that there was issues with our pension fund being within the general trust. And there was a recommendation by our auditors to make sure that we actually split those two funds to actually separate the

liability which has been completed. So, we're in compliance there. And then the other thing that was brought up consistently is the implementation of our OIPA system and the length and money that is being spent on it. The action item that we took as a Committee was actually bringing this to the Board and what we did and props to Kevin Kucik and everyone else, but we're now getting quarterly reports on the update for the implementation. We've also taken steps to involve legal to go after the contracts that were signed to make sure that they're in good standing. After review, things are heading in a good direction and we're in constant contact with Mr. Ryba. And that's the report.

Chairperson Barbara Toboy: Thank you very much. Since this is a Committee of the Board of Directors, there's no need to make any motions to accept. I just wanted to of course highlight the great work and the hard work that your Board of Directors is doing on your behalf in between Conventions. At this time before we bring up the next Board of Directors report, I would like to call upon the Elections Committee. The candidates for Director in District 10 should please follow Mr. Rustik. So, we will continue with the reports of the Board of Directors, and I believe on the next page is the Corporate Governance Committee. Will the rest of the committee please come forward?

Corporate Governance Committee Report

Elizabeth Sadus, DAL, Chicago Heights, Illinois: Good afternoon. Going to keep this short and sweet because we're all a little blurry eyed. We are the Corporate Governance Committee, the Governance Committee of the 2018/2022. The members were Colleen Bonkowski, George David, Elizabeth Dynowski, Patrick Kosowski, our Chairman, Louis Perfetto, who unfortunately couldn't be here and if he's watching, hello Lou, and myself. The Committee reviewed the past Governance Committee reports from the 2018 Convention and found no changes needed. Our Governance Committee had decided to focus on the following; standing rules for the Officers and Board of Directors and a transition plan between Convention and inauguration for the Executive Officers. The Committee devised the standing rules for the Officers and Board of Directors. It was presented at the Board of Directors quarterly meeting in September 2021 for approval. The document was reviewed by PRCUA General counsel, John Chitkowski. Thank you, Mr. Chitkowski for your help. And these are just common sense just to keep each Board member accountable for our actions. And as you can read, I'm not going to insult your intelligence and we're not going to go through all this. Talks about conduct, attendance and enforcement. And then we took on the task of working on a transition plan between Convention and inauguration for Executive Officers because, well, luckily all of our Executive Officers are going to stay Executive Officers, but in the event when the roles change what do they do? What if there's nobody to help them? So, we couldn't fully finish that, but we do direct the new Governance Committee to finish our work on that. So, one of the changes what is going to take place is that we're only going to have the oath of office at the inauguration instead of at Convention. That is our respectfully submitted report.

Chairperson Barbara Toboy: Thank you very much. Now if I could have the Enterprise Risk Management Committee.

Enterprise Risk Management Committee Report.

Thomas Jesionowski, DAL, Toledo, Ohio: My name is Thomas Jesionowski. This is Patrick Kosowski and Myron Cislo. Valerie Brumm is also a member of the Committee, but she's obviously tied up somewhere else. Okay. We'll give you a little bit of historical background and I'll skip over some items because you can read them in the book. Since 2015, PRCUA has consistently practiced Enterprise Risk Management (ERM). A committee was formed, which followed the LOMA 291 definition of managing company risk. In 2016 we had an outside firm hired to perform an audit. These findings were in last Convention book and they all were taken care of anyway. The current status. In the first quarter of 2022, the Enterprise Risk Committee decided to rejuvenate its processes, implement a change proposal. First steps were to establish what ERM means to PRCUA. The new goal of the ERM Committee is to identify, evaluate, prioritize, track the livelihood and consequences of risk to the PRCUA in order to minimize the probability or impact of unfortunate events. It is important to know risk are not issues, risk are potential threats with disruptive repercussions that may or may not happen. An issue is an event that has already occurred, which requires a reaction. Opportunities to improve and issues are excluded from the ERM purview. The new objectives of the ERM Committee were to develop and track migration strategies to prevent risk from being realized or lower its impact. Mitigation strategies are used to control, manage, and share and transfer risk. These action plans are a series of steps with due dates. They outline how to prevent a risk from becoming an issue or reduce the impact of the risk if it becomes an issue. And there's some typical responses you can read them in your book. At the March Board meeting of Directors, it was agreed that EMR Committee would revise PRCUA's ERM processes and it's described in figure “A” and its roles and responsibilities in Figure “B”. It was decided that an internal survey of the Executive Board, Board of Directors, department heads would avoid incurring costs with a private company and provide more precise feedback to help inform and drive decisions. The survey was intentionally tailored to be short so that respondents were likely to participate. The survey was completely anonymous and included the following: list and challenges in the PRCUA's Human Resources Department; describe facility improvements that may lead to a safer working environment; providing improvements to information technologies infrastructure that would help protect information; to consider how PRCUA responds to external factors, COVID, bad weather, power, outrages, et cetera; list instances where the PRCUA would benefit from heavy divide courses of actions in the case of emergency or an act of God. Using examples, you feel that PRCU’s Constitution in its current form was constructed in a way that allows the organization to adapt to changes in business. The survey was administered digitally from March 15 until March 22. There were 19 responses resulting in seven risks. The 42 opportunities to improve in 19 issues. Opportunities to improve and issues were documented and provided to the Executive Board for action and resolution. Each risk was developed by gathering similar responses and rewriting them at one cohesive description. Risks were then assessed and scored, high, medium, low with impact and probability. Rating risk quarterly will allow PRCUA to monitor the actions taken to burn risk down and control residual risks. Potential migration strategies were created based on responses and research. There were seven risks found. You can read them in your book. And at the June Board meeting of Directors, the seven risks were accepted, and decided that risk owners would be assigned post-Convention, thus awaiting

appointment and approval from the Executive Board. Once risk owners are assigned the next steps are for the ERM Committee to work with them on a migration strategy that will progress quarterly. This concludes our report of the ERM committee.

Christopher Ozog, DAL, Warren, Michigan: All right, thank you very much. Are there any questions for them on anything? All right, thank you very much. We'll move on to the next committee report, the Long-Range Planning Committee.

Long-Range Planning Committee Report

Andrew Lech, DAL, Redondo Beach, California: All righty, so in 2019, after the last Convention, Mr. Robaczewski brought up a good point at the Directors meeting that we needed to form a Long-Range Planning Committee, formerly known as the Strategic Planning Committee. Some of the things that we started out with are the goal of this Committee is to look holistically at the organization and to come up with action plans that we can take to maintain the survivability of this organization in the future. When we come together as a Board of Directors for our quarterly meetings, we're looking at the operational aspect of the company. What this Committee does is it was tasked to look into the future and plot that future for the organization. The things that we came up with after our first meeting are these tenants that we decided that we should really look into as an organization. Some of those are around organizational restructuring, which we already had a very healthy discussion on today. Membership growth, asset expansion, mergers, acquisitions, and portfolio expansion. And driving that, our first task that we took on was looking at the operational efficiency of this organization which is why we started talking about restructuring of the Board of Directors.

President James Robaczewski: Basically, we covered most of our thing with the proposals that we went through with changing Board size and stuff. The only other thing that we have in here at the end, was the realignment of the Budget and Grievance Committee, which I think put that one through as well. And defined an advisory to the Committee that in order to guide the Committee, the Board is choosing an advisor to the Committee. This advisor, be a Board member with prior experience on the Budget and Grievance Committee. And they also help put together – in which the Budget and Grievance Committee did put together – a template for future budgets. So that was the plan that went through with the Long-Range Planning Committee. We will still look into membership growth and asset expansion and things like that in the future and the possibility that there would be a merger partner that we would want to take the lead in the merger, of course, or any kind of execution planning. And that is the whole Committee, the whole report from the budget from the Long-Range Planning Committee. Thank you.

Christopher Ozog, DAL, Warren, Michigan: Thank you. Any questions regarding that? Thanks. All right. We're going to break for a 10 minutes recess. If you are on our Convention committee, and you have your report, if you can please just let us know, confirm that if you have a copy of it, the Secretary would like it. So please come up to let us know you're ready. 10 minutes so 3:28.

Recess taken 15:19 – 15:33.

Chairperson Barbara Toboy: Delegates, please take your seats. Sergeants-at-Arms, please bring the delegates to the Convention floor. Surveying the room I do see a quorum. I like to call upon the Committees of Rules and Order.

Committee of Rules and Order Report

Desiree Sacinski, Society # 593, Homer Glen, Illinois: Good afternoon. The agenda for the next part of this afternoon is the report of the Credentials Committee. Administer oath to new delegates, the Convention Committee reports, the Election Committee- introduction of candidates and elections. Can I have a motion to accept this report?

Thomas Jesionowski, DAL, Toledo, Ohio: So moves.

Chairperson Barbara Toboy: Thank you. Microphone one.

Michael Dykla, Society # 1580 Boynton Beach, Florida: I second that motion.

Chairperson Barbara Toboy: Thank you. Motion has been made and seconded to accept the report of the Credentials Committee, I'm sorry, the Rules and Order Committee. All in favor signify by saying aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed? Abstentions? The ayes have it. Next the report of the Credentials Committee.

Credentials Committee Report

Kathleen Fezler, Society # 1598, Elmwood Park, Illinois: The number stands at 156, no change.

Chairperson Barbara Toboy: Motion to accept the report. Microphone number 3.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I propose to accept that motion.

Chairperson Barbara Toboy: Thank you very much, number one. Thank you.

Constance Bonin, DAL, Athens, Wisconsin: I second that.

Chairperson Barbara Toboy: Thank you. Motion has been made and seconded to accept the report of the Credentials Committee. All those in favor signify by saying aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed? Ayes have it. Thank you very much. At this time, I would like to begin having the Convention committees that I had assigned earlier in the Convention and I think I want to call the Young Adult Committee up first. Since we are all still in the room, this is a very, very important report to listen to, and to take under recommendation.

Young Adult Committee Report

Natalya Bonkowski, Society # 1618, Warren, Michigan: Good afternoon. Before we begin our report, I would like to introduce our Young Adult Committee: Ania Toboy Society # 1593 Wyandotte, Michigan; Thomas Robaczewski, Society # 265, Chicago, Illinois; Joseph Robaczewski Society # 407, Chicago, Illinois; Danielle Krass, Society # 261, Detroit, Michigan; Michael Federico, Society # 261, Detroit, Michigan; Kristin Mihalic, Society # 87 Canton, Michigan; Michael Mihalic, Society # 87, Canon, Michigan; Grace Ozog Society #, 1593, Livonia, Michigan; Ryan Ozog, Society # 1593, Livonia, Michigan; Madison Withers, Society # 1593 Warren, Michigan; William Cooper, Society # 1593. Warren, Michigan; Jennifer Yurosko, Society # 2220, Parma, Ohio; And lastly, Steven Sadus, Society # 354, Beecher, Illinois. Throughout the years, we have noticed the decrease in young adults becoming involved within the Polish Roman Catholic Union of America. In our report, we as a Committee plan to make a difference to bring more young adults involved within PRCUA, but in order for us to be successful, we need the support from the Executive Board as well as the Board of Directors for the next four years.

The ideas from the 62nd National Quadrennial Convention rewritten with solutions. We, as a Committee believed these items were very important to readdress, as these items did not receive the support we thought fit. These items are the star and foundation to get young adults of PRCUA involved. The original reports that we will be referencing can be found on page 150 of the Minutes from the 62nd National Quadrennial Convention, the purple book. First off, 1(A). Allowing a chance to shadow the committees or chair positions on the Convention floor. This would allow for young delegates to learn the rules, responsibilities and what it takes to have to be nominated for that position.

Secondly, 1(C). Creating an internship that works hand in hand with local schools, would be a good way to bring new members in, as well as using the interns as an extra set of hands. Many schools have programs specializing in certain departments that we use here at PRCUA. This opportunity would allow young adults to learn new skills, resume opportunities, and as well as a glimpse of work life.

To follow 3(A), creating a junior board would be beneficial for involving the next generation of leaders. Yes, this is asking a lot, but with having different representatives from each Polish dance group, society, state, et cetera, can get more people involved as well as getting the new members who joined because of dance to get involved. This board can host Zoom meetings for the other young adults to talk about what we do here at PRCUA, and with giveaways to create a draw and as well as hosting and planning events.

Lastly, 4(A) and (B). PRCUA has a wonderful advertising and marketing team, but by allowing the Young Adult Committee to assist in the designing of new ads, this could bring the youth's

viewpoint of PRCUA to the eye of the older generations. These new ads should be simplified terms in bright images to draw new members in. An example would be, creating an interactive way to present information such as an online tour of the home office with facts to click through, as well as bringing in different social media accounts that the younger generation uses, such as TikTok and Instagram. This would bring some fun and more modern posts that could get more people interested. In order to do these improvements, there should be appropriate budgeting added. Next, we are going to address the new ideas for the 63rd National Quadrennial Convention created by the Young Adult Committee, and now I will hand the rest of the report over to Ania Toboy.

Anna Toboy, Society # 1593, Wyandotte, Michigan: Next part of our report is new items we'd like to suggest. Our first idea is creating youth tournaments, which include members and non-members under the age of 16. There are many members that wish to partake in current tournaments, but cannot due to the age limit. An example would be hosting a mini tournament during the adult tournaments to encourage adults to bring their younger members. Secondly, bringing in non-members to give them information and sense of what PRCUA is all about. An example of this, would be a corn hole tournament. The corn hole tournament would allow non-members to see what PRCUA is all about, as well as bring in a profit for the young adult committee to start a fund. With this fund, we would be allowed to do giveaways like stated before and host other events.

The corn hole tournament would be open to everyone over 16, so that members can bring outside friends and family to enjoy the tournament. To follow, in an attempt to bring new youth into the organization, another idea is allowing non-members to partake in a one sport tournament of their choice would allow them to see what PRCUA has to offer alongside insurance. Promoting the sports events will draw on young athletes to showcase the many different opportunities and many different opportunities and events at PRCUA. In doing so, this would bring in more people and teams generating more money for the hosting societies and PRCUA as a whole. Next would be creating a Youth Convention, which will allow younger members and generations to learn about the Union, create learning opportunities of what life insurance is and how it works, as well as what is done at a Convention. This also allows youth to meet others from different societies, as well as allow for an election for the proposed Junior Board. Getting service hours can be difficult, so we came up with a solution to create service opportunities for current and non-members. This will allow for students to receive service hours needed for different groups and clubs, as well as to promote fraternalism and education on what we do here at PRCUA. Upcoming, we'd like to promote the various scholarships offered by the Union through marketing, through social media and the societies.

These scholarships are important to those going to school, and can greatly help those in need. We would like to thank you for this opportunity, and we hope these suggestions and ideas can be used to increase the numbers. We hope the ideas can be used to increase the number of members. We hope you can all take these ideas into consideration. Thank you.

Chairperson Barbara Toboy: Thank you very much. Microphone number three.

Elizabeth Sadus, DAL, Chicago Heights, Illinois: I want to commend all of the Young Adult group members, but I would like to make a motion to make the Young Adult group a standing committee so they can achieve those ideas they prescribed in there.

Chairperson Barbara Toboy: Thank you very much. I appreciate that. Do I have a second? A support for that motion? Microphone number two.

Alicia Sokolowski, Society # 122, Downers Grove, Illinois: I second that.

Chairperson Barbara Toboy: Thank you very much. A motion has been made and seconded to make a standing committee of the Convention be the Young Adult Committee, and that they be tasked to go forward and to implement some of their changes for the growth and benefit of the society. Discussion, number two.

Anna Sokolowski, DAL, Downers Grove, Illinois: I would like to congratulate all the young people who participate in this year's Convention because this is the biggest group of young people ever. And I-- we-- are all very proud of you that you came to the Convention. You are truly our future and you-- and we want you to be ambassadors of our organizations. We rely on you, and I urge the current Board members to support their ideas because if we don't have them, we are nothing. I know that the young adults in many Convention ask for help, and let me tell you, it was so hard to implement your ideas. For example, with Facebook, did you know that we were one of the first fraternal organizations that had Facebook? Board did not support me. You know, or you, but our executive officers did, Kevin Ryba, Julie Prado, Madia Robles, and Mary Jane Robles and Agnieszka Bastrzyk later on. So, we could have some – cause you asked for it. You asked for that Facebook. And we got the Facebook. I know there are different, you know, I'm not into, I mean any other social things. But I am on a Facebook thanks to you. So, I really am so proud that you are here, that you do something. And please, I want to see you at the next Convention and I want you also to run for the office and soon, congratulations. Thank you so much.

Chairperson Barbara Toboy: Okay. I have a motion that was made and accepted. I'm going to call the question; all in favor signify by saying aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed? Abstentions eyes. Have it. Welcome to the PRCUA, official Convention committee. All right. Thank you very much. Very well done. I see great things happening for the future of PRCUA with individuals like these. I'd like to bring up the Elections Committee.

Elections Committee.

James Rustik, DAL, Woodridge, Illinois: Thank you. Ladies and gentlemen. I am the Chairperson of the Election Committee. Standing behind me is the Election Committee. You will know us because we have gold ribbons on. We are the people that if there is a question, if something happens, if you see something, please come and find one of us and talk to us. But we're all

good. And I don't think there's going to be any issues or problems, but you need to know who we are. Anybody that has a green ribbon on is a poll watcher for a. The candidates also have gold sashes on also. The candidates have green too? Oh, the candidates have green too. I apologize. Julie is so helpful, but I think she plays games with me. So, I will let everybody up here announce themselves and if they want to say hello, whatever, so you'll know who they are. I am still trying to do first names. I'm still screwing things up. I'm, frankly, still hurting a little bit that the word *shibboleth* was taken out of the Constitution. But, you know, that's for me and Kevin to deal with. But right at this time, I'm going to step back and I'm going to let them one at a time introduce themselves. Okay. Thank you.

Thomas Lisiecki, DAL, Warren, Michigan: Thomas Lisiecki, Delegate At Large. Proud Delegate At Large Warren, Michigan.

Mark Grzymala, Society # 1219, Wilmette, Illinois: Good afternoon. Mark Grzymala, Society # 1219, from Wilmette, Illinois.

Anthony Zasuwa, Society # 1552, Grand Rapids, Michigan: Anthony Zasuwa, Society # 1552, Grand Rapids.

Caryl Lecznar, Society # 2109, Cleveland, Ohio: Caryl Lechner, Society # 2109, Cleveland, Ohio.

Sandra Kaminski, Society # 1584, Toledo, Ohio: Sandra Kaminski # 1584, Toledo, Ohio.

Gail Yurosko, Society # 2220, Parma, Ohio: Gail Yurosco, Society # 2220, Cleveland, Ohio.

Sandra Adamski, Society # 162, Wyandotte, Michigan: Sandra Adamski, Society # 162, Wyandotte, Michigan.

Thomas Bonin, Society # 413, Highland, Indiana: Thomas Bonin, Society # 413, Highland, Indiana.

Election Rules

James Rustik, DAL, Woodridge, Illinois: Thank you very much, ladies and gentlemen. And to the Committee, I will probably say this at least three or four more times. Thank you very much for helping. It's beginning to be a pleasure and I'm certain this is going to work out beautifully. So, I have to inform everyone of the rules for the conduct of the election. Before I do that, let me give you some logistics. That door right there in the middle will be the door that you will exit.

You'll walk over to where the office is at and you will register at that point in time, you will register, you will be given your ballot. You'll walk then down this hall and around the corner here. The voting booths are set up there for you to vote at. They are protected on three sides. You just need to go down, you need to vote. And then at that point, you take it, fold it up, and the large Thomas Jefferson area ballot box that we have will be there. And you slide it in.

This is an all time, fold it over and slide it in the top. Stuff your ballot in the ballot box. Don't stuff anybody else's, but stuff your ballot in the ballot box. Okay? Once you are done, you then come back in this way. Please don't try to get in through any of those doors, through that back door unless you have it registered and you need to run back in because you need your credentials. And everybody must have credentials to vote. So, make sure you have them with you now. Okay. Let's get through these rules here. What do you have up on the screen?

I'm sorry, I pointed at the wrong door. That one. Okay. You're going out that one. Checking in, walking that way, coming around, voting, dropping your ballot off, coming in these doors. Everybody got that? Questions on it? Good. Okay. Voting will be by secret ballot. All American elections are conducted by secret ballot. The polling place will take place located-- I've already told you. The last thing I'm going to say is what I wrote down from this morning. The system of voting will be one in which the voter mark their choices in privacy on uniform ballots as printed and distributed.

Okay. Here it's real simple. You get a ballot, you get a vote on a ballot, one person, one vote. It's simple. We all do it. Okay? Candidates will be listed in alphabetical order for each office. Only a cross within the square. Okay. I've already hated that one. “X “marks the spot. “X” is what you solve. “X” is what you solve for in algebra. Pirates look for “X” to dig for buried treasure. “X”, if you watch it, father Ptak will give you more than five Our Father’s and five Hail Mary’s. No check marks.

Now that “X” could be inside the whole box, but it must be inside. You can go from corner to corner perfectly. You could put an “X” inside there. You can put a small “X”. If it is an “X”, you've cast your ballot. If it is a check mark, you have not cast your ballot. If you put a check mark and you go, [sound] find one of these nice people with a gold ribbon on and say, I spoiled my ballot. May I have another? Then they will go through procedures with you. You will sign that ballot. You can put spoiled on there if you want. Okay? You can draw a line through your voting, but you can indicate that you spoiled that. Then we will go back and you will get another ballot.

Okay? You'll have to give your spot up for somebody else to vote there, but you will get another ballot. So please be careful but “X” marks the spot. Okay? Not a cross, but Father would probably want us to put a cross in. So, only markings with the provided pencil will be accepted as valid. If no pencil is found in the booth, only the voter must request one from the Election Committee. These are golf pencils. There are no erasers on them. Choose carefully, make your mark, which is what?

Delegates: X.

James Rustik, DAL, Woodridge, Illinois: Thank you. So, therefore place it on there. Once you're done, take your ballot, fold it over. How about fold it in half and then half again. But I know somebody is going to probably Greg Olma is going to fold it this big just to get at me because we're friends and he likes to, he likes to pull my leg a little bit. So, two watchers for each candidate will be allowed during both the voting and the counting procedures.

The candidates and two watchers per candidate shall be permitted during the count of the ballots only. All watchers must have written authorization from the candidate whom they represent. These forms will be given to the candidate by the Secretary of the Convention. I got them already. The candidates have filled out their appropriate forms. The watchers have filled out their appropriate forms. The watchers, any watcher that's in the room, listen to me very carefully. Vote, first vote with your society when your society number is called.

The only time you are needed is when we start the count and one of my-- either myself or one of these wonderful people are going to go, “we are starting to count” and that's when you know you need to go to the count room, which is over here, okay? And if you want, once everything is over and you want to watch the ballot box be moved on a wheelie cart down to where it's going to be counted, you could certainly do that, okay?

Poll watchers, get something to eat before you go in there. Get something to drink, go to the bathroom, talk with your friends, make sure you vote, because once in when you leave you're not coming back. Okay? So, if you really want your candidate to have two people in there watching, please take care of everything beforehand, okay? All right. The diagram I got up which-- Question on floor, come on up.

Celeste Grabowski, Society # 1593, Michigan: I just want to make sure poll watchers should not have their phones with them. Is that correct?

James Rustik, DAL, Woodridge, Illinois: Yes, but that was the last thing that I was going to say. And fines for having a phone in the counting place is a $500 fine. No, there is no fine, except I will make fun out of you on the floor of the Convention, but nicely. Okay? This is how the counting is going to be handled. Norm Schroeder, who is the Chair of the Election Committee at the last Convention said, when I explained this to him, he said, it all looks like Pacman to me. So, we're calling this the Pacman diagram. Okay? Every table is for one candidate or one race, I should say. Since we only have one race, we have one table. The ballot box starts there. Now think about this, if there was multiple, we just keep adding tables and keep adding people. Okay, ballot box is there. The ballot box will be open once all the votes are cast and we're ready for counting, the poll watchers will watch the ballot box be open. Two individuals take the ballots and they will stack them together in a pile. They will pass it to one of the triangles. The triangles are Election Committee. The circles are pole watchers. They will pass it to, let's go to the left because we always do that first. Pass it to the person, the first triangle on the left, who will then open it up and say, John Smith, Robert Jones. He will hand it to his counterpart, or their counterpart across the table, who will go, I confirm. TShat person will then put a tally for John and a tally for Robert or whoever said I lost my track at time with names. Put two votes on there, one for each of the two candidates, okay? They will then pass it down the table in the way the arrow is going to the last person who will take that. Once that is open, will turn it up and hold it down, face down there. Okay? That will be through all of the voting. Once the votes are cast, once the counting is done, the ballots will be placed on top in a pile and then after the voting is over with, they will be counted.

Now, let's say you put a check mark and you spoil a ballot and you get a new one. Don't throw your ballot out, you have to sign it and write spoiled and put an “X”. See where that “X” comes in again, put an “X” through the whole thing saying spoiled. And then it's going to be stored. Because what's going to happen is there will only be a select number of ballots printed and those were how many? 171, it is the number of delegates that we have registered here, plus 15 in case people make mistakes. Once the count is done, to verify that we have a proper election, we'll take the number of votes cast. Let's say that's 140. We will take the number of spoiled ballots, let's say that's five. So those two together is 145. We will count those, the blank ballots, which will be there; better equal up 171. So, 145 to 171 is 26, correct? So, I should have 26 blank and not voted on four spoiled and 150-- God, I lost my train of thought. Again, I need coffee, but you understand it all has to equal up. Good, any questions on that? Yes, Paul.

Paul Pawlowski, Society # 1579, Chicago, Illinois: Make sure we have a ballot box watcher watching the ballot when there's nobody in there after the count and before that came up at a couple Conventions before that. All the votes got spoiled.

James Rustik, DAL, Woodridge, Illinois: Okay. Paul, you are the Sergeant-at-Arms. Do you want one of your Sergeant-at-Arms to stand with one of my Election Committee people at the ballot box to make sure everything's okay? I don't have a problem, but I don't get to do that. You'd have to ask the Chairperson.

Paul Pawlowski, Society # 1579, Chicago, Illinois: That's right. I'm asking right now.

James Rustik, DAL, Woodridge, Illinois: Madam Chairperson, you want to give a Sergeant-at-Arms along with one person from the election? We don't need it but you know, he has a right to keep security.

Chairperson Barbara Toboy: That's fine. Yes, it's okay.

James Rustik, DAL, Woodridge, Illinois: Okay that'll be fine.

Paul Pawlowski, Society # 1579, Chicago, Illinois: Okay.

James Rustik, DAL, Woodridge, Illinois: Okay, thank you. Can I also have the Sergeant-at-Arms keep an eye out in the hall and everything else? Thank you. Okay. Thank you Mrs. Frankowicz All right candidates on the ballot will be listed in alphabetical order, starting with “A’s” going through “Z’s”, 1, 2, 3. There is one race, three candidates, vote for no more than two. Why am I saying that? I could say vote for two, but unless you don't want to vote for two, that's entirely your right. If you don't vote for two, it's not going to spoil your ballot, but it's your right. If you only want to vote for one, it's your right. No, you can't vote for the candidate you really like twice. We're not allowing you to do that. You can only vote one, but one candidate if you want to vote two-vote two. You vote three, see somebody about getting another ballot. Okay? Everybody understand that?

Delegates: Yes.

James Rustik, DAL, Woodridge, Illinois: Okay. All right no marks on the ballot. None whatsoever. If you had barbecued ribs because somebody went out and got it for you and you got a little bit of barbecue sauce, you pick your ballot up and you put a big red hickory smoked fingerprint on the bottom of that ballot, if one of the Election Committee sees it and it's a mark, we're going to invalidate that ballot and we're going to give you a new one. Or actually suggests that you possibly go and wash your hands before you come back or at least wipe them down with a handy wipe, okay? No marks. I don't want any marks like on there except for?

Delegates: "X".

James Rustik, DAL, Woodridge, Illinois: Dang. I didn't even have to ask the question. This is beautiful. Okay, now there are ropes there or there will be ropes, there that is on that side of the rope is where are you allowed to say, "Hey, vote for me." Okay? And hand out materials.

President James Robaczewski: Excuse me.

James Rustik, DAL, Woodridge, Illinois: What?

President James Robaczewski: Point of information.

James Rustik, DAL, Woodridge, Illinois: Point of information?

President James Robaczewski: Mr. Rustik.

James Rustik, DAL, Woodridge, Illinois: Yes.

President James Robaczewski: It's four o'clock. We just want basic rules and regulations, how to vote. So, let's take out all the side comments, say we're going to start to vote. You're voting for two people on the ballot if you want to. Not three. We understand that. You're going to go out that door, register, you're going to go down there, vote, come in this doore. No cell phones allowed in the voting room. No this, no that. Make it- make-- no checks because we're Poles we're not Czechs. So, we want to put an a "X". So, and we want to get on, please. These people are ready to vote. They want to get this done. Thank you very much.

James Rustik, DAL, Woodridge, Illinois: One last thing. No electioneering here. No pins, no buttons, no handing out of materials here. As somebody walks out, if you want to say, please vote for me, if you're a candidate and shake their hand or something, that's fine, but no electioneering here, around the corner, or in there.

President James Robaczewski: There you go.

James Rustik, DAL, Woodridge, Illinois: That's it.

President James Robaczewski: Thank you, Mr. Rustik.

Chairperson Barbara Toboy: Thank you very much. At this time, I would invite the candidates to come up and address the Convention. And we will go in alphabetical order, as it would appear on the ballot, which I believe will be shown on the screens for your reference.

Colleen Bonkowski, Society # 1618, Warren, Michigan: Thank you, Madam Chairperson. Good afternoon, delegates. My name is Colleen Bonkowski, Society 1618, Warren, Michigan. And I'm running for the position of National Director of District 10. I have served for two terms, and I would like to thank you as delegates, for voting for me, for those two terms. Today, I am asking for your vote for my third term, my final term. My goal is to work hard with the President, Vice President, Secretary-Treasurer, and fellow district Directors to grow our company financially and fraternally. And it all starts with passion in my heart. And thank you again, and God bless.

Valerie Brumm, DAL, Warren, Michigan: Hello, everyone. My name is Valerie Brumm. I am also running for District 10 National Director. And I got into the position about a year ago. There was a posting in the *Narod,* and I put my resume in, interviewed and was selected. I wanted to first start off by thanking, I'm a very appreciative person, and this Convention has been wonderful. Anybody that has anything to do with it. Sincere gratitude to my family, my husband, and my kids, and Celeste, you guys have been so supportive and patient and understanding with me. I'd also like to thank Society 1593 for their consistent guidance and support as well. I'd like to give everybody a brief description of my PRCUA experience, my professional qualifications and my volunteerism in Detroit Polonia. As a lifetime member of PRCUA, I have been Youth Coordinator, Financial Secretary, and I've assisted with coordinating the Polish Day at Comerica Park. I've also attended and been a delegate at least two national Conventions. I just completed my first year as National Bowling Director and it was a lot of fun, and I look forward to many more years of that. I know you scared me earlier, Misia, you kind of alluded to the fact that it could get folded away, and I'll assure you, it will not. Bowling is very near and dear to my heart, so I'll make sure that that is a fraternal tradition that lives on. Just in my one year as a member of the Board of Directors, I was named to the Enterprise Risk Management Committee. I apologize, I was not here during the report. I was out getting instructions for the election and I successfully launched a change to PRCUA's processes. And I did that by working with the Committee Chair and other members of the Committee, as well as the Executive Committee. And I also volunteer at St. Albertus which is the oldest Polish Roman Catholic church in the Detroit area. Also, technically PRCUA's founding parish. I also sang on the Polonaise Choir since 2005. It's very near and dear to my heart. I love doing *Kolędy*. We go to all the different churches in the Detroit area and spread our Polish culture and heritage. As a civilian employed by the US Army for the last 16 years, I am uniquely privileged to support the men and women defending our freedoms. My most recent position is Programmatic Chief for Experimental Prototyping. I manage cost, schedule, performance, contracts, as well as test site operations and logistics for a $300 million project. Now, that's a little bit about me. I am two minutes and 30 seconds in. Brian, I told you I'd be less than two, I apologize. So, I'll wrap this up. I want to just give you two things about me, so you understand me as a person. And then I want to give you a little bit of what I think I could do for the PRCUA. I have a personal credo. I've had it for a lot of years, and so I'm just going to read it out loud to you. "Integrity is as sacred as one's own autonomy. It should never be willed into compromise." And what that means to me is that I will

do everything in my power to act on behalf of all members of PRCUA. I wouldn't ever think of only focusing on a district or Michigan members or members that I know. In fact, as just one year as National Director, people find that out and they like to complain to you. I've gotten a lot of complaints, feedback, if you will. And it didn't matter what district you were from, I was glad to hear it, jot it down, and work with the Home Office on some type of resolution. And always happy to lend a hand. The Volleyball Committee called me on a weekend-ish, kind of late at night-ish, and it was all good. In the army, we always say, cause there's a lot of silos, we say "It's one army," you know. And I told it to you guys on the phone, I said, "It's one PRCUA." It's just one. One Union. So, with that, I will leave you with what I believe I can accomplish, if you so choose to elect me. And that is determining the best methodology to increase membership and fraternal participation, while securing the financial futures of the union. And it is with that-- Oh, one more thing. Sorry, I added this in. Because I heard about the new Young Adult Committee, as I came back from getting briefed on elections. And I added that as another objective, if elected, that I'd like to empower that Young Adult Committee, whether that's giving them a shadow opportunity to come to the Home Office and maybe sit in a Board meeting get exposure to what that's all about. So, they can actually see the other side of this organization and what it's all about. That could even be something like a mentorship program where you meet with them regularly, help them with their career choices or their schooling, and then kind of bring it back to PRCUA and how what they're learning in school now could eventually help this organization in the future. So, with that, it has been an honor to serve for the last year. And I humbly ask for your vote for another four. Thank you.

Kristi Mihalic, Society # 87, Canton, Michigan: Delegates, members, and guests. I'm Kristi Mihalic. I'm also running for the National Director position for District 10. I was born and raised in southeastern Michigan, and joined the PRCUA when I was three months old. As a great-granddaughter of Polish immigrants, the love and passion for my Polish heritage and all its beautiful traditions was instilled in me at a very young age. I participated in Polish folk dance and attended many PRCUA Conventions with my family. I have a Bachelor of Science Degree in Chemistry from Central Michigan University, and graduated with honors from the University of Detroit Mercy with a Bachelor of Mechanical Engineering. I'm currently in the midst of a 33-year career with Ford Motor Company, where I'm a global supervisor for design, engineering, and core processes. I oversee a direct team of 11 employees managing global design decisions, the department budget, personnel development, and IT applications. I also lead a global team developing new engineering processes that help improve efficiencies, saving the company time and money. In this role, it's not only important to develop the most efficient process but to listen and evaluate the requests and needs of my global partners, so that I am making the most informed decision. I've served as a delegate in the past two Quadrennial Conventions, and I've served on the Rules and Order Committee, and this year on the Credentials Committee. I've been the director of the Wieliczka Dance Ensemble since 2005. I'm the Financial Secretary of St. John the Baptist, Society 87, and a founding member and Financial Secretary of Święta Jadwiga, Society 1552. I'm also an insurance deputy. In these roles, I interact with the Executive Officers, Directors, and office staff out of the PRCUA, which has helped me understand the dynamics in the various departments within our organization. I'm also a member of the PRCUA Shirley Ann Galanty Michigan State Ball Board of Directors, an active participant in the PRCUA softball and

volleyball tournaments, and continue to involve the youth of Polonia in various ways, including the Polish cultural workshops and dance festivals. I've been married to my wonderful husband, Joe, for 31 years. And we've been blessed with three beautiful and talented children, Samantha, Kristin, and Michael. We are 100% a PRCUA family.

As Mr. Robaczewski said in his opening statements, as we move into our 150th year, we must remain flexible and open to change. I believe my business experience has prepared me well for just that. Ford Motor Company would not be in its 119th year without being able to adapt and change. The phrase we like to use there is, disrupt ourselves, questioning the status quo. Don't get me wrong, it doesn't mean I want to change everything, but sometimes, taking a look at an old process can generate new and innovative ideas that can be applied elsewhere.

I'm a dedicated, sincere, and passionate person, and with my business experience as a global supervisor, and a lifetime of fraternal experience, I plan to use innovative ideas and a fresh perspective to grow and continue to move our organization forward. I humbly ask for your vote, and in return, I commit to applying my time, skills, and experience to the position of National Director of District 10, and the entire PRCUA organization.

Chairperson Barbara Toboy: Thank you, ladies, and good luck. Nominees, please I'll check the election box.

Paul Pawlowski, Society # 1579, Chicago, Illinois: You have the right to examine the pathway and the box. Candidates can go check the box. Check the grounds around it, then we'll make sure that all is cleared, everything. No ballots or anything.

Chairperson Barbara Toboy: Great. Thank you. At this time, I'd like the Credential Committee to come forward and give their final report before we begin elections. Credential committee.

Credential Committee Report

Krystyna Lech, Society # 1634, Palos Park, Illinois: The council stands at 156. There's no further non-- they didn't notify us of any further people registered. So, that stands at 156. Thank you. Oh, may I have a motion to accept that report. Microphone one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I propose to accept this motion.

Krystyna Lech, Society # 1634, Palos Park, Illinois: Thank you. Three?

Desiree Sacinski, Society # 593, Homer Glen, Illinois: I second this motion.

Krystyna Lech, Society # 1634, Palos Park, Illinois: Thank you.

Chairperson Barbara Toboy: Thank you. A motion has been made and seconded to accept the Credentials Committee final counts. All in favor, signify by saying, Aye.

Delegates: Aye.

Chairperson Barbara Toboy: Any opposed? Ayes have it. Thank you very much. The final count of delegates eligible for voting is 156. I declare all registrations closed. Microphone one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: And we forgot to say, but the Young Adult Committee just want to say thank you again, for everyone putting the Committee together, and allowing us to get the opportunity.

Chairperson Barbara Toboy: Thank you very much. I've been informed that I jumped the gun. I did a little out of order agenda today. I needed to call up the Qualifications Committee before the candidates were eligible to speak. But I would like to call the Qualifications Committee at this time and have that part of the minutes.

Qualifications Committee Report

Stanley Pasko, Society # 162, Wyandotte, Michigan: Good afternoon, everyone. The Qualifications Committee reviewed 16 applications that were approved. We had one that was declined, and there were no applicants for District 3, so two vacancies will be declared. So, with that being said, running unopposed for the Office of National Chaplain, will be the very Reverend Canon Walter Ptak. Running unopposed for the office of National President will be Mr. James Robaczewski. Running unopposed for the Office of the National Vice President will be Mrs. Micheline Jaminski. And running unopposed for the office of National Secretary-Treasurer will be Agnieszka Bastrzyk.

Steven Cieslicki, DAL, Chicago, Illinois
Running unopposed as National Director, District 1 - George David; District 2 - Gregory Olma; District 4 - Patrick Kosowski; District 5 - Thomas Jesionowski and ViktoriaJean Mixon; District 6 - Andrew Lech; District 7- we have Kevin Kucik and Joanna Cholewinski; District 8 - Elizabeth Dynowski and Myron Cislo; and District 9 - Elizabeth Sadus.

Patricia Johansen, Society # 1368, Warren, Michigan:
First of all, I do want to say thank you to Julie Prado, because she really helped us when we met at the Home Office. And this is my first time on a Committee, and these gentlemen made it go really smooth. So, thank you. Being from District 10, it is-- was my honor to report that three applications were filed for the Director of District 10, and their eligibility was approved. The three names will be on the ballot, Valerie Brumm, Colleen Bonkowski, and Kristi Mihalic. That is our report.

Chairperson Barbara Toboy: Motion to accept the Candidates' Qualification Report. Microphone one.

Erik Johansen, Society # 1368, Clinton Twp, Michigan: Motion to approve.

Chairperson Barbara Toboy: Thank you. Microphone two.

Secretary-Treasurer Agnieszka Bastrzyk: Agnieszka Bastrzyk**,** Delegate At Large, Elmwood Park, Illinois, motion to second.

Chairperson Barbara Toboy: Thank you. Motion has been made and accepted and seconded to accept the report of the Candidates' Qualifications Committee. All those in favor signify by saying, aye.

Delegates: Aye.

Chairperson Barbara Toboy: All those opposed? Abstentions? The ayes have it. Thank you very much. I understand the Constitution Committee is ready to present.

Constitution Committee Report

Proposal # 66

Joan Smuda, Society # 408, Chicago, Illinois:

We're going to see if we can get this proposal put up on the screen. And there it is. Thank you once again, for your patience. This is new proposal number 66 from delegate Michael Turkiewicz. He proposes an amendment to Article O3(I), regarding “Nomination of Officers, Directors, and Chaplain”. The proposal adds item 5, to Article O3(I), as you see it listed on page 107 of the Constitution and By-Laws Committee report. We've already accepted that proposal. This would add the number five at the end of the list. And the proposed language, and you can read it on the screen, there's “No Officer or Director who has been disciplined or censored by the Board of Directors, and/or considered by the delegates on the Convention floor for nonfeasance, misfeasance or malfeasance, shall qualify for a future position elected or appointed.” The Committee discussed this between themselves, and also talked to Mr. Turkiewicz. We see some merit in his idea. However, the Committee felt that we couldn't come to an agreement on appropriate language for this draconian result. And therefore, the Committee's recommendation after this additional consideration and review, recommend that the proposal be rejected as written, and the Committee would entertain a motion to support our recommendation. We ask someone to move acceptance of the proposal. We're asking you whether you have a motion to accept our recommendation regarding this proposal. Okay. Thank you. Microphone number three.

Gregory Olma, DAL, Buffalo, New York: So, I'll make the motion to accept.

Joan Smuda, Society # 408, Chicago, Illinois: Okay. Is there a second?

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: I support the motion.

Joan Smuda, Society # 408, Chicago, Illinois: Okay.

Wallace Ozog, DAL, Society 1593, Warren, Michigan: I second.

Joan Smuda, Society # 408, Chicago, Illinois: Thank you. Is there any discussion on the motion? Michael Turkiewicz. Microphone number one.

Michael Turkiewicz, Society # 57, Chicago, Illinois: I guess, two things. Number one is, you mentioned that it's draconian. Maybe you can explain why it's draconian, because that seems like awfully strange language to use over a proposal. So, maybe you better explain to the body why you think it's draconian.

Joan Smuda, Society # 408, Chicago, Illinois: We think it is draconian because there is no provision for discipline or censure or definition of that anywhere in our Constitution. And apparently, in our discussions, you suggested that someone who has been disciplined by the Board of Directors, but not completed his appeal rights yet, should not be eligible to run for Office. And we think that would violate due process. We might agree that someone who's been convicted would be a different story, but that's, I think where we differed, sir.

Michael Turkiewicz, Society # 57, Chicago, Illinois: So, explain again why that's draconian rather than just simply a legal, you aspect, versus appeal.

Joan Smuda, Society # 408, Chicago, Illinois: Being denied your right to run for reelection is draconian.

Michael: Michael Turkiewicz, Society # 57, Chicago, Illinois: At the PRCUA?

Joan Smuda, Society # 408, Chicago, Illinois: At the PRCUA, yes. Well, to the extent that--

Michael Turkiewicz, Society # 57, Chicago, Illinois: So, and I appreciate your time and discussion about this, and the word "censored" does not appear as one of the remedies within the Constitution today. I'll just read that point. "Any Officer, Director, or Chaplain of the Union may be suspended and removed by Office, of the Board of Directors at a Board sessions for non-feasance, misfeasance, malfeasance. A two-thirds vote of the Board of Directors required them to remove such an Officer, Director or Chaplain. The Officer, Director or Chaplain is thus suspended or removed, may demand a trial and appeal the decision to the Board of Directors to the Convention."

Joan Smuda, Society # 408, Chicago, Illinois: Yes.

Michael Turkiewicz, Society # 57, Chicago, Illinois: Okay. So, if there were ever a situation where anybody was censored, suspended, or removed, they could appeal to this body here. And so, I'm not exactly sure why the proposal that I made should be termed draconian by any means, if the appeal process would become to-- in front of the body here. And as we all know, the body is actually the governing organization or governing body of the entire organization, be it a Board member, be it a Executive Officer or anything else.

And so, I guess I'm just wondering why you would reject that proposal if we're trying to improve the quality of Directors, trying to improve the quality of our organization, that we're

allowing this situation. If somebody's suspended from the Board, and then they can continue to run for Office, how does that make any sense?

Joan Smuda, Society # 408, Chicago, Illinois: Well, they can continue to run for office until their appeal rights are expired. I think that's where we disagreed, sir. But we think that there may be a way to phrase this in a way that's satisfactory to everyone. We just couldn't come to that today. We couldn't support this exact language. We couldn't come up with language that you like. So, we are recommending that it be rejected as written. If someone would like to comment or perhaps ask Mr. Turkiewicz to further expound on his proposal, we're happy to hear from you here. This is just our recommendation about this at this point.

Michael Turkiewicz, Society # 57, Chicago, Illinois: Okay. And one concern that you had is that the word "censure" was not in that section I just read to you. And so, a very easy proposal, to make this work out, would be to simply add the word "censored" to point three within the Constitution, regarding the process I just mentioned. It's just a simple word, “censored”, number one and number two, then that makes the proposal that I put forth more acceptable, because there is a process that you would go through both from an appeal process as well as from a qualifications process. So, if you've been censored by the Board, then you do not qualify to run again. And let me explain what censored is, maybe you don't understand what censored is, to the body. Censored actually has to do with-- it's a formal reprimand, meaning you didn't do your job, for some reason or another, the Board voted 2/3, so there's nine people on the Board, whatever the number is now. It's six people have to vote. Is that right? Six people have to vote, that you didn't-- you should be censored. And so it's not like a willy nilly thing that just happens. It's a very specific thing that would happen, and such.

Kevin Kucik, DAL, Chicago, Illinois: I just assumed the position because my compadre here is concerned with how the discussion was going, and perhaps, the use of the word "draconian" and other things that she wishes to speak as a delegate now.

Michael Turkiewicz, Society # 57, Chicago, Illinois: Wait, what just happened?

Kevin Kucik, DAL, Chicago, Illinois: I said I've just been asked to take over as the member of the Constitution Committee, because the person who was working that position with you now wishes to speak as a delegate from the floor.

Michael Turkiewicz, Society 57, Chicago, Illinois: Okay. Is that standard procedure? That seems a little strange, to go off the podium.

Kevin Kucik, DAL, Chicago, Illinois: Well, we're recognizing-- if you'd like, microphone three as a delegate. Microphone three.

Joan Smuda, Society # 408, Chicago, Illinois: My name is Joan Smuda. I'm from the Society 408, in Chicago, Illinois, I apologize. My point here is that while standing at that podium, I must appear to be unbiased. And it appears that Mr. Turkiewicz and I do have a friendly enough disagreement on the meaning of the word "censure." And “censure” is something-- It is a form of discipline, but it's short of removal. And it's short of-- it's meant to basically humiliate you.

So, if someone has been “censored”, that means they've done something not bad enough to remove them from Office, but in Mr. Turkiewicz’s view, bad enough to bar them from future Office. I think that if the punishment itself does not warrant removal, then it shouldn't bar you from running from reelection. It might hurt your reelection chances, certainly, but it shouldn't be a bar. This is my personal opinion. And I didn't want to make this appear to be the opinion of the Committee, or in any way, appear to be a disparagement of Mr. Turkiewicz's excellent suggestion, that if someone's removed from Office, they oughtn't be able to run again, which-which is quite a different matter than saying that if they've done something wrong at some point, even a small thing, that warranted a public rebuke that-- but not removal from Office, that it should have the same consequence. And that's the point on which we disagree enough, that the Committee felt that we shouldn't sit here all day trying to rewrite something that perhaps requires more thinking about it, discussion of it, and coming up to language that not only everyone can live with but will be good for the Union. And that's really all I have to say about, about this.

Kevin Kucik, DAL, Chicago, Illinois: Thank you. Further discussion?

Michael Turkiewicz, Society # 57, Chicago, Illinois: Thank you for your time.

Kevin Kucik, DAL, Chicago, Illinois: If there's no further discussion, I'd like to call for a vote on this proposal. And I – As I would like to just reiterate, the Committee's recommendation is that this proposal be rejected. So, if in the vote of yay, you are, voting to reject this proposal as it is written. For clarification, that's the motion on the floor.

Joan Smuda, Society # 408, Chicago, Illinois: No, the motion was to approve. The recommendation was just to reject.

Kevin Kucik, DAL, Chicago, Illinois: Correct. The motion is to approve the Committee's recommendation. Please, attention, everybody. If that was your intention, that you can withdraw your motion to accept this proposal. Because this proposal concluded with the proposed be rejected as written, and the Constitution so moves. That's what you move for. And so that's why I was reiterating what it said here.

Legal Counsel John Chitkowski: Okay. Just so that we're not confused. So, I think we need clarification from the delegate as to what his motion was. But why don't you talk – were you moving to accept the proposed amendment, or were you moving to accept the Committee's recommendation to reject the amendment?

Gregory Olma, DAL, Buffalo, New York: I was moving to accept it, I said, and like we've done in every other instance.

Legal Counsel John Chitkowski: Okay. It doesn't matter what you said. I'm trying to ask you to clarify that.

Gregory Olma, DAL, Buffalo, New York: Yes.

Legal Counsel John Chitkowski: So, what are you suggesting now?

Gregory Olma, DAL, Buffalo, New York: Well, I was assuming the motion we were making, was to accept it like we did for every other resolution.

Legal Counsel, John Chitkowski: Okay. So, then for – just so the record's clear, I'm going to ask you to confirm that you're withdrawing your prior motion, and that you'll make a new motion now. Is that correct?

Gregory Olma, DAL, Buffalo, New York: Well, if that's what you think I have to do, yes. I'll make another motion.

Legal Counsel, John Chitkowski: Okay. All right.

Gregory Olma, DAL, Buffalo, New York: I make a motion to accept this proposal.

Legal Counsel John Chitkowski: Hold on, hold on. Okay. So, the record is clear. He's withdrawing his prior motion to accept the Committee's recommendation. And do you have a new motion to make, sir?

Gregory Olma, DAL, Buffalo, New York: Yes. My motion is to accept the proposed amendment.

Legal Counsel John Chitkowski: Okay. Is there a second to that motion?

Wallace Ozog, DAL, , Warren, Michigan: I so support. Second.

Legal Counsel John Chitkowski: Okay. Is there a discussion on the motion to accept – well, it was on the screen. Accept the proposed amendment. When it goes up on the screen, I'll clarify. All right. So, just for clarification, so we can get past this. The proposed amendment is on the screen. That proposed amendment, pursuant to the Constitution, has been submitted to the Constitution committee for review. The Constitution Committee has given its recommendation that it be rejected. That's their official position. Delegate Olma has filed – or submitted a motion to accept this proposed amendment, that delegate Ozog has seconded. So, the motion is to accept this amendment at this time.

Kevin Kucik, DAL, Chicago, Illinois: So, with that clarification, a vote of aye, would place this item number 5 into the Constitution as written. A vote of nay would be in accordance with the Committee's recommendation. Is that clear? So, if you vote, aye, item 5 will be placed as written into the Constitution. If you vote nay, you will be supporting the Committee's proposed recommendation of rejecting it. Is there any other discussion or questions on the, on this matter at this point? Seeing none, I ask all those in favor of the proposed change as written, indicate by saying, aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: All those opposed, indicate by saying, nay.

Delegates: Nay.

Kevin Kucik, DAL, Chicago, Illinois: All those who wish to abstain, please say, abstain.

Delegates: Abstain.

Kevin Kucik, DAL, Chicago, Illinois: We have two abstains. The nays have it. This proposal has been rejected. We have one additional proposal that was given to us. Microphone number three, please.

Marguerita Grzeszczuk, Society # 84, Chicago, Illinois: Can we do a hand count of this? I think we should do a hand count, just for fairness.

Kevin Kucik, DAL, Chicago, Illinois: I was told that it is within my discretion, and the nay's sounded much, much larger than the aye's.

Chairperson Barbara Toboy: Yes. It takes a 2/3 vote to pass.

Marguerita Grzeszczuk, Society # 84, Chicago, Illinois: Understood.

Chairperson Barbara Toboy: In my opinion, nays have it.

Marguerita Grzeszczuk, Society # 84, Chicago, Illinois: Okay.

Proposal # 67

Kevin Kucik, DAL, Chicago, Illinois: Thank you for the question and the discussion. We have been given another proposal, proposal number 67. It's coming from the Young Adult Committee. And I understand as my Committee was out of the room, proposals were made, and there was a proposal to change, to establish the Young Adult Committee as a Standing Committee. And I know, if you were following all the changes we made in the Constitution, you would come to the realization that we no longer have Standing Committees. However, there is a remedy that has been placed before us to put it in the Constitution with specific wording. And if it is agreeable to this group, we'd like to use this, as opposed to the wording of just having a Standing Committee. In other words, we would establish the Young Adult Committee and place it into Article 03(F), where it would be with all the other Committees of the Convention. And that we would also put within Article 13(C), Young Adult Committee. The Young Adult Committee is appointed by the Chair of the Convention and shall serve until the next Convention consists of at least five members. Between Conventions, members of the Committee shall attend at least one meeting annually of the Board Directors, who will act as a liaison between the Board Directors and the Young Adult Committee. It's member or members of the Committee shall attend. It doesn't indicate there, but we, we would correct that in spelling. So, this would be in lieu of what was previously stated as establishing as a Standing Committee. And I'm looking at someone who I think made the proposal correct? Yes. And do I have to ask for her approval to change the wording? We should call them a Standing Committee? Or we can just go forward.

Chairperson Barbara Toboy: Forward.

Kevin Kucik, DAL, Chicago, Illinois: All right. We can just go forward with this. It doesn't require it. So, the committee recommends, after additional consideration and review, that this proposal be accepted as written. May I have a motion to accept this proposal?

Thomas Jesionowski, DAL, Toledo, Ohio: I support that resolution.

Kevin Kucik, DAL, Chicago, Illinois: Thank you very much. Is there a second to the motion?

Natalya Bonkowski, Society # 1618, Warren, Michigan: I second that motion.

Kevin Kucik, DAL, Chicago, Illinois: Excellent. Thank you. Is there any discussion on this motion? Seeing none, I call to a vote. Oh, I'm sorry.

Krystyna Lech, Society # 1634, Palos Park, Illinois: I have a question. Some of these young, the young people here, they're very young. And how is it going to be possible for them to travel? Like, with the expenses and all that stuff. Do we take that into consideration? Travel with, you know, by themselves on a plane or travel by car or with parents, if they're underage. You know, that's my concern and liability, maybe for PRCUA.

Kevin Kucik, DAL, Chicago, Illinois: Yes. One thing that was brought to my attention is that currently the Board of Directors have the ability to arrange for hybrid meetings. So, representation from the Young Adult Committee could-- probably more ably than me, and perhaps you, attend meetings virtually.

Krystyna Lech, Society # 1634, Palos Park, Illinois: But that's not stated in there. So, you know, I'm just concerned about the liability.

Kevin Kucik, DAL, Chicago, Illinois: It doesn't speak to it either way. It doesn't say they have to physically be there. It just says that they can attend. Currently, Board members attend Board meetings virtually

Krystyna Lech, Society # 1634, Palos Park, Illinois: But not all the time. But if they're traveling, that's-- my only concern, is the travel. And, you know. The responsibility. If something happens, who takes the responsibility? How are we going to be liable? That is-- that maybe we should explore that. Maybe Mr. Chitkowski can explore that option before we decide.

Kevin Kucik, DAL, Chicago, Illinois: Who did you want to explore that?

Krystyna Lech, Society # 1634, Palos Park, Illinois: Well, the liability part of it.

Kevin Kucik, DAL, Chicago, Illinois: No. I didn't hear. I thought you said somebody's name.

Krystyna Lech, Society # 1634, Palos Park, Illinois: Mr. Chitkowski.

Kevin Kucik, DAL, Chicago, Illinois: Oh, Mr. Chitkowski. Okay.

Krystyna Lech, Society # 1634, Palos Park, Illinois: He's our legal-- Yes, he's the counsel, right?

Kevin Kucik, DAL, Chicago, Illinois: So, we hear what you're saying, and we'll take that under advisement at this stage. Microphone one.

Danielle Krass, Society # 261, Detroit, Michigan: Not necessarily everybody on that society is a teenager. I'm 25 years old. I have a job, I can afford to come to the meetings, I can afford to put myself up in a hotel, I can afford to do those things. I'm not saying that everybody can afford to do those things, but I think that if you pick the correct members in order to do those things, it would help.

Kevin Kucik, DAL, Chicago, Illinois: Microphone three, please.

Anna Toboy, Society # 1593, Wyandotte, Michigan: I know that a lot of the members on the, Young Adult Committee, that we are kind of close, and carpooling is always an option you know, hotel rooms, stuff like that, we can always pitch in and it's just more affordable. I know some of us can drive. I know I can drive. So-- and that means I could drive up people. And carpooling and everything like that would be easier if everyone pitched in. So, it wouldn't be as expensive.

Kevin Kucik, DAL, Chicago, Illinois: Thank you for that input. Microphone number two.

Valerie Brumm, DAL, Warren, Michigan: First of all, all great points, and how awesome that two youths just got up and said, "We'll pay our own way, we'll carpool, we're going to make it happen." So, I absolutely agree with them. I do agree with your concern as well, though. So, I'm not sure how to do this. But, you know, can we just maybe modify the Constitution to say, we're starting up the committee, and that we flush out the logistics, and everything else, like, how it actually functions and works, and is funded later? Is that possible? And I don't know exactly how to phrase that, so please guide me.

Kevin Kucik, DAL, Chicago, Illinois: By using the expression, "shall attend", we have a vague expression and it gives them that virtual hybrid. I'm not dismissing the potential of carpooling and driving in. I'm just saying it's vague now for-- to make different things, as far as flushing it out to figure out if there's some sort of financial compensation or something, that's a little beyond where we're at. Microphone number one.

President James Robaczewski: And I understand everything, but we're not going to flush this out salary-wise, I mean, right now. Let's make the motion is to just create this Board, this Junior Board, this Youth Committee Board as the Committee of the Convention.

Kevin Kucik, DAL, Chicago, Illinois: Okay.

President James Robaczewski: And we-- You can-- I'm just going to summarize.

Kevin Kucik, DAL, Chicago, Illinois: Please, go ahead.

President James Robaczewski: Make it that we can work out the details once we appoint the people because there's got to be five members on this Board. That's what I just heard. So, we need to do is, let's accept this change. The details will be worked out in the near future, for compensation and meeting-wise. As far as – if they're under the age of 18, traveling with a-- they'd have to travel with an adult. They cannot travel and be in a hotel room by themselves. That's the law. So, there's – we would follow the law of the land. So, if they're going to a hotel – You can't check under-age people into a hotel room, you know. So that's something we'll look into but just we're fighting out. We're all arguing on this minutia again, and it's like, we still have work that needs to get done. So, let's – I agree, let's accept this recommendation. We will work out the details, and we will list out the details everybody wants, we work that out. So, can we take a vote on this motion?

Kevin Kucik, DAL, Chicago, Illinois: Very good. Thank you, microphone number three.

Krystyna Lech, Society # 1634, Palos Park, Illinois: During COVID, when dancers were dancing, they had to sign, the parents had to sign, that they're in there, they're practicing, they're-there-- they have no COVID and stuff like that. PRCUA demanded that. Okay? And now, you're saying that, yes, they can travel, we're going to travel. But you know, are the parents are going to sign off? Because I think I-- I think maybe in some states, it might be 21, that you are still responsible for your child. I don't know.

Kevin Kucik, DAL, Chicago, Illinois: All right. Could we have that proposal back on the screen, please? I don't know why it dropped off. And your points are interesting, and I think very valid. And I had to go back to the comments made by Robaczewski, he's –

Krystyna Lech, Society # 1634, Palos Park, Illinois: I was not talking about the people that are. I was – I said, under 21. That's my concern.

Legal Counsel John Chitkowski: Just in an effort to move this along, let me just make a recommendation as General Counsel. So, it looks like subparagraph (C) is the one that had issue. Perhaps, it could be amended on its face today to say, between Conventions the Committee – actually, how about we just – You know what, how about we just leave it A and B? It's A and B. And if the Board of Directors and the Young Adult Committee can work out virtual attendance, that's fine. If they can, if certain members that are local they can attend. I don't think there should be an affirmative obligation that they attend the meeting to be on the Committee. So, let's just make it A and B and be done with it. Okay?

Kevin Kucik, DAL, Chicago, Illinois: Microphone number three, please.

Thomas Jesionowski, DAL, Toledo, Ohio: Okay, I would like to amend my motion to disregard (C). I made the motion.

Kevin Kucik, DAL, Chicago, Illinois: So, all right. So, there's been a request to amend this proposal?

President James Robaczewski: Are we amending – Let me ask – Can I ask a question for clarification? Are we are we amending the motion to eliminate item (C) as you said before?

Legal Counsel John Chitkowski: That's what the request is.

President James Robaczewski: I will second that motion. Can we call for a vote, please?

Kevin Kucik, DAL, Chicago, Illinois: Okay, very good. All right. I call the vote on the amendment.

Chairperson Barbara Toboy: Do you mean discussion—

Kevin Kucik, DAL, Chicago, Illinois: Oh, discussion on the amendment? So, discussion on the amendment to remove item (C) from what you see on the screen. Mr. Ozog?

Christopher Ozog, DAL, Warren, Michigan: So, 10 minutes ago, this Convention body put a proposed language, they wanted a standing committee of the Youth Committee. We no longer have that language in our Constitution. This proposal was to put what is the old definition of a standing committee into the Constitution. Okay? That's why it's up there. Because 20 minutes ago, we approved something that's no longer valid in our Constitution. And if we take this and we remove it, then 20 minutes ago, I think that action should be rescinded, because it can't be done. Thank you.

Kevin Kucik, DAL, Chicago, Illinois: Okay. Microphone two.

Wallace Ozog, DAL, Society # 1593, Warren, Michigan: I'd like to have Mrs. Lech issue resolve, and let the delegates know what we approved today may not be acted upon by the organization until it's approved by the insurance. In my experiences, being present for three terms it takes at least a year and a half. And so many changes are being proposed, it might take two and a half years this time. So, it might not be effective for two and a half to three years. So, that young lady who says she's 25, she might be 30 by the time she could be invited. Thank you.

Kevin Kucik, DAL, Chicago, Illinois: Thank you for the good input, Mr. Ozog. Microphone one.

President James Robaczewski: Are we going to call the question on this?

Kevin Kucik, DAL, Chicago, Illinois: We're discussing the amendment proposal. There is what they're providing input on.

Robert Bielenda, DAL, Redford, Michigan: I move to table this till after the elections, because you're going to be here till midnight and not vote. So, can we table this till after the elections, because the people are out there, can't vote, they can't even listen to what we're having here. So, I say we table this till after the election. Do the elections, then we'll go.

Kevin Kucik, DAL, Chicago, Illinois: Do we have a second to the motion to table?

Anna Sokolowski, DAL, Downers Grove, Illinois: I second it.

Kevin Kucik, DAL, Chicago, Illinois: There's no discussion then. All in favor of tabling this discussion Proposal, indicate by saying, aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: All those opposed? Any abstentions? The aye's have it. This proposal is tabled at this time. Thank you very much.

Chairperson Barbara Toboy: We will begin the election process. As a result of the approval of the candidates. All right let's refocus here. Elections. As a result of the approval of the Candidate Qualifications Committee, I direct the Secretary of the Convention to cast the unanimous ballot for the candidates who are unopposed. So, done. I'd like to begin by dismissing the Delegates At Large and anyone in society's number 1 to 300, to go vote. We are still in session, so vote and immediately return to the Convention floor. Thank you. Also, at this time, I ask that anyone who needs additional assistance in casting their ballots, to please vote at this time as well. Anyone that needs additional assistance in voting. Just a reminder, as soon as you vote, please return to the Convention floor. We need to maintain a quorum. Vote and come right back. Thank you. Societies number 300 to 600, please proceed to the voting booth. 300 to 600. Anyone in society 300 to 600, please proceed to the voting areas.

Christopher Ozog, DAL, Warren, Michigan: Okay, anyone up to uh, 900? Anyone up to 900? Society 900, please go vote. Remember, when you get done, please come back right away. Up to 900. You can probably hear me by talking more than the microphone. Hey, I thought some of those young people had some jokes that they were supposed to tell while this was happening. No?

Natalya Bonkowski, Society # 1618, Warren, Michigan: No jokes.

Christopher Ozog, DAL, Warren, Michigan: We are up to society 900. If you are at 900 or lower, go vote. All right. We're up to 1200. 1200. Society 1200 or less go vote. Fine. Up to 1219, go vote. 1219 and lower, go vote. All right, 1500 or less. 1500. Make sure you come back, please. All right, let's go up to, uh, 1800. 1800 or less, go vote. 1800 or less.

Chairperson Barbara Toboy: Sergeant-At-Arms, do I have any Sergeant-At-Arms in the room? I'm getting a little thin on the number of people in here. I think we released too many. As a reminder, I need you to vote and come back into the room. Do we have any – anyone else in the room who has not yet voted, please do so now. 1800 and higher. Society 1800 and higher. And anyone left that needs to vote, please do so now. Do I have any members of the Interrogation, Youth, Press or Resolutions Committee?

Any members of the Resolution, Press or Interrogation Committee that would like to give their report? Resolution, Press or Interrogation Committee, are any of you ready to give your report? Resolution Committee.

Resolution Committee Report.

Elizabeth Cislo, Society # 1575, Lockport, Illinois: The Resolution Committee has nothing to report.

Chairperson Barbara Toboy: Introduce your committee. Please step forward. State your name, names, and Society.

Stanislaw Skoczen, Society # 1219, Chicago, Illinois: Stanisław Skoczeń, Society #1219, Chicago.

James Cwiek, Society # 261, Detroit, Michigan: James Cwiek, Society #261, Detroit, Michigan.

Sharon Haberski, DAL, Milwaukee, Wisconsin: Sharon Haberski, Delegate at Large, Milwaukee, Wisconsin.

Elizabeth Cislo, Society # 1575, Lockport, Illinois: Alicia Sokolowski had to leave. She is from Society number #122.

Chairperson Barbara Toboy: Thank you, all right. Thank you very much. I'd ask the Committee to come in front of the dais for an official picture.

Again, last call, anyone who has not voted, please, proceed to the voting booths. Anyone that has not voted, please proceed to the voting booths. Press Committee.

Press Committee Report.

Mary Anselmo, Society # 1605, Lincolnshire, Illinois: Hello everybody. We are the Press Committee, and I'd like to introduce Cynthia Cooper from Society 1593 Warren, Michigan. Dennis Yurosko, Society #2220, Parma, Ohio. Lydia, where's Lydia? She is the photographer for our Committee, and she's the Executive Director of *Naród Polski*, and I am Society # 1605, Lincolnshire, SIllinois.

Attending the Convention was 156 delegates, representing 27 states that are licensed. Past President, Wallace Ozog and past Vice Presidents, Anna Sokoloski and Robert Belinda, and many past Directors were Directors At Large. It is refreshing to see a huge turnout of young adult members. We are happy to announce that the Executive Committee was reelected. Chaplain, very-- Reverend Cannon Walter Patak, President James Robaczewski, Vice President Micheline Jaminski, and Secretary Treasurer, Agnieszka Bastrzyk, and 11 district Directors were elected.

The Polish National Alliance, Frank Spula and the Polish Falcons of America, President Timothy Kuzma, sent congratulatory greetings. There were 65 recommended changes to the Constitution, which were thoroughly discussed. Our Committee suggested to send press releases to Poloni and the various states represented at the Convention, with a list of their delegates to their communities and to the *Narod Polski*. We will attempt to take Committee pictures, state delegate groups, and the entire delegation for social media, and for the records. Respectfully submitted.

Chairperson Barbara Toboy: Number two.

Celeste Grabowski, Society # 1593, Michigan: Excuse me, you said they were 65 proposals, that should be amended because we added two more proposals later. So, it should-- I know just so that the press goes out correctly. Thank you.

Chairperson Barbara Toboy: As referenced in the press committee report.I was forwarded the congratulatory wishes by Mr. Frank Spula. It reads as follows, "Dear Officers, congratulations to you, the Delegates and the Organization on your 63rd Quadrennial Convention. Our thoughts are with you as you deliberate. Best wishes for a fruitful Convention. Wishing you continued success. Sincerely, Frank J Spula, Polish National Alliance."

Voting will close in 5 minutes.

Information Committee Report.

Lucia Seranko, Society # 1620, Arlington Hts, Illinois: I'm Lucia Seranko, member of the Information Committee and I'm here to just report, on behalf of my other members, Alice Johnson, Michigan, Society, 1493 and Theodore Pawlowski, Illinois, Society 1579. We wish to thank Julie Prado, manager of the Member Services at the home office for assisting us in providing the format for Delegates to submit any written complaints, resolutions, or other communications concerning business activities of the Convention. And I'm here to report that we've received no submissions, and so, thank you very much.

Chairperson Barbara Toboy: Thank you, Interrogation Committee.

Interrogation Committee Report.

Michael Dykla, Society 1580 Boynton Beach, Florida: Good afternoon. My committee consists of Connie Bonin, Delegate At Large from Wisconsin and Joanne Zajac Delegate At Large from Pennsylvania. We're the Interrogation Committee, and at this time we didn't-- have not received any applications that anyone who wanted to interrogate anybody in here. But if you feel you would like to interrogate someone in here we'd be more than welcome to take care of that for you. So that is our report and thank you very much.

Chairperson Barbara Toboy: Thank you.

I'd like to recognize a few of the delegates that are on the floor while we were waiting for the rest to come in from voting. If you received your *Naród Polski,* and I'm sure you've all read it, cover to cover, I want to just recognize the delegates who are here that are celebrating with us this weekend. Mr. and Mrs. Ozog have an anniversary in August.

Mr. And Mrs. Haberski, Sharon and Steve Haberski have a wedding anniversary.

President and Mrs. Robaczewski have an anniversary.

Mitchell and Kristina Bienia have an anniversary.

And I know we're all up and walking around, but it has been brought to my attention that we need to stand and recognize Eric Johansen, who is celebrating his milestone 50th birthday today.

Thank you. Anybody else I missed? Anyone else we need to sing happy birthday to.

That is right because we always recognize the Vice President Micheline and Richard Jaminski, who also have an anniversary this month. Congratulations.

Oh, Michael – Mr. Dykla.

Michael Dykla, Society # 1580, Boynton Beach, Florida: Just to let you know, my parents are watching this live stream from Florida and tomorrow is their 63rd wedding anniversary.

Chairperson Barbara Toboy: Wow, fantastic, congratulations, Mr. and Mrs. Dykla.

Congratulations. According to my watch, it is 5:35. Voting is officially closed.

Next week and also coming up, Daniel and Agnieszka Bastrzyk. So, we can't forget about them as well. Happy anniversary.

Are there any other committees that have not had group pictures taken? Any other committees that have not had groups' pictures taken? All right.

Voting is concluded. We would like the candidates and their poll watchers to go to the room where the ballots are being counted. So, we will excuse you from the room at this time. Candidates and their poll watchers.

At this time, Mr. Bielenda had brought to my attention or actually the attention of Vice President Jaminski, that in her report-- so if you reference the report of the Executive Committee, it's the blue booklet, and you open right to the center on page number 30 and 31. In the column that reads 2018. Begins the first section, “Basketball Tournament”, the second section is “Bowling Tournament”. The total cost to PRCUA in 2018 should read, $9,363.70. Instead of subtracting it was added, so that's the error. The total cost for PRCUA, 2018. $9,363.70. Thank you, Mr. Bielenda.

The Constitution Committee is ready to address the delegation again.

Constitution Committee

Kevin Kucik, DAL, Chicago, Illinois: When we last-- with-- the item with-- was taken off for the voting is being put on the screen again momentarily, and that was where we removed section (C). And that was the-- there was a little discussion about that, and I'm just going to ask at this moment, is there any other discussion on that item at this point? Otherwise, I'm going to move to take the vote, correct? So, seeing no one standing or coming forward on that, I'd like to call the vote for this proposal it –

Chairperson Barbara Toboy: Before we go and call the question, I need the Sergeant-at-Arms. I need you to count the room to make sure that we have the necessary number. Yes, I believe we have a quorum, but I want to just make-- I want, for the record, how many delegates are in the room?

Kevin Kucik, DAL, Chicago, Illinois: All right. Thank you. We need you to stay in the room, everyone who is a Delegate at this moment in time, we need you to stay in the room and we're going to vote on the proposal as it exists on the screen. All those in favor of this proposal, please indicate by saying aye.

Delegates: Aye.

Kevin Kucik, DAL, Chicago, Illinois: Any of those who are opposed, say nay. I heard one, perhaps. Any abstentions. The aye's have it, this proposal has been approved. Thank you very much.

Chairperson Barbara Toboy: Microphone number one.

Christopher Ozog, DAL, Warren, Michigan: I know we had a few minutes here. I would like to commend the Constitution Committee on all their work. I know 12 years ago-- plus years ago, the task force took the first step and you guys have kind of carried the torch and did a good job pulling it together. Also, for all the young people who sat quietly or have come up and talked, this is a huge part of our organization and many organizations, so hopefully you learn something a little bit about the process. Although tedious, at times, it's very important. So, at one point I was in your shoes, sitting there, not talking at all, and nine Conventions later, I have to compete with Jim and Jim where I can. So, thanks again for all your work and I look forward to the next four years.

Chairperson Barbara Toboy: So, to the young adults, whether they were on the committee or not, what'd you think of your first Convention? Microphone one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: It was pretty fun, I guess. I learned a lot and it was definitely different than other meetings I've been in or different situations I've been in, much more business and a lot of like structure and Robert's Rules of Order. And then me and Ania created like a game. She went up to be like the first for a motion. I would go up and second or if I went up and was the first motion, she would go up and second, but then people beat us. So that kind of didn't work out.

Chairperson Barbara Toboy: Number three, Ania.

Anna Toboy, Society # 1593, Wyandotte, Michigan: I thought it was pretty awesome to be honest. Learned a lot learned a lot how meetings work, how things are ran, and I really just like the conversation that went on between everyone. Everyone really respected each other and I thought that was really nice cause-- especially in high school, you don't see that a lot. So, it was fun. I enjoyed it and I'll officially be coming back in four years.

Election Committee Report

James Rustik, DAL, Woodridge, Illinois: Good evening, ladies and gentlemen. I have the report of the Election Committee. The election was held, we began with printing 171 ballots. By the time the counting was done 144 ballots were voted on. There were no spoiled, 27 ballots were returned unused. Only one ballot was questioned as to a check or an "X". I looked at it, I asked the poll watchers and my Committee, and we agreed that there was enough of an "X" in the box to satisfy the requirements of placing an "X" mark for that candidate. I can report to you that out of the candidates, Colleen Bonkowski-- oh, I'm sorry. I should say this first. To establish the 50.1% to be able to be elected, we took the 144 ballots that were cast divided in half, which was 72, added one to that, which was 73. Any numbers greater than 73 that candidate it was successful in their election. I will start in alphabet order. Colleen Bonkowski, 97. Valerie Brumm, 95. Kristi Mihalic 65. The Directors for District 10 are Colleen Bonkowski and Valerie Brumm**.** Now you can applaud.

[applause]

With the election now being complete, I want to extend gratitude to all the members of the Election Committee. You did a fine job. All the poll watchers, thank you very much. Extremely professional. Madam Chairperson, with the election concluding, the Election Committee's business is now complete. Thank you.

[applause]

Chairperson Barbara Toboy: Thank you very much. I would like a motion to accept the report of the Election Committee. Number one.

Natalya Bonkowski, Society # 1618, Warren, Michigan: I accept this proposal or motion.

Chairperson Barbara Toboy: Number three.

Thomas Jesionowski, DAL, Toledo, Ohio: I second the motion.

Chairperson Barbara Toboy: Thank you. A motion's been made and seconded to approve the Election Committee report. All those in favor signify by saying aye.

Delegates: Aye.

Chairperson Barbara Toboy: Opposed? Abstentions? Ayes have it. Thank you very much. I would like to congratulate and introduce to you the Executive Officers and Board of Directors for the Polish Roman Catholic Union of America. As I call your name, please come forward.

- National Chaplain, the very Reverend Canon, Walter J. Ptak.
- National President, James Robaczewski.
- National Vice President, Micheline Jaminski.
- National Secretary-Treasurer, Agnieszka Bastrzyk.
- National Director, George David.

- National Director, Greg Olma.
- National Director, Patrick Kosowski.
- National Director, Thomas Jesionowski.
- National Director, ViktoriaJean Mixon.
- National Director, Andrew Lech.
- National Director, Joanna Cholewinski.
- National Director, Kevin Kucik.
- National Director, Myron Cislo.
- National Director, Elizabeth Dynowski.
- National Director, Elizabeth Sadus.
- National Director, Colleen Bonkowski.
- And National Director, Valerie Brumm.

[applause]

Chairperson Barbara Toboy: At this time, I would like to bring up President, James Robaczewski with a few brief comments.

President James Robaczewski: Thank you for being here. Thank you for being delegates. Thank you for going through all this with all the deliberation. We got a lot accomplished. We really did. And we showed together as a sign of brotherhood and sisterhood, fraternalism, out for there to keep the organization moving forward. I appreciate you all who came out. I appreciate everybody who was here. The ones that had to leave, they are all still brothers and sisters to me. We look forward to the next four years. We look to be very productive. We look to be very, moving closer and closer to the edge, better edge. I'd like to thank the staff of our PRCUA who help work here.

The people who, the committee that had put together the prearrangements, who was doing all the work behind the scenes. You did a great job and thank you to my family, thank you to, for them for being here. Thank you to the Presidium here. You did a fine job. Mr. Chitowski, wherever he went as the parliamentarian. And that is all. Have a wonderful trip home. If you're driving, drive safely. If you're flying, fly safely or if you're just walking, that's sometimes difficult too. So, walk safely wherever you're going. Have a good evening.

Chairperson Barbara Toboy: I would like to echo the sentiments of the President. We have very good discussions, spirited deliberations. I am very confident that the decisions and the direction that the PRCUA is headed, we will be around for 150, 200, 250 years. I won't be here, but the next generation, the generations to follow will be. I do want to make note and thank again those members of the Board of Directors that are retiring, Louis Perfetto Jr., Jordan Dykla, Anna Krysinski, and Mitchell Bienia. A round of applause for them and their hard work and dedication to our Union. With that, I'd like to adjourn the 63rd Quadrennial Convention of the Polish Roman Catholic Union of America.

The Convention adjourned at 18:24.