



**State Engineering Association**  
4510 Regent Street  
Madison, WI 53705-4963

(608)233-4696  
(608)233-6766 FAX  
www.wisea.org

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August 4, 2011

**Subject: MORE THAN EVER, MEMBERSHIP IS IMPORTANT**

Dear Members:

SEA has been in existence as a “labor organization” for more than forty years. During that time it has been the exclusive bargaining agent for state employees in the engineering bargaining unit. SEA’s services include representing engineering employees in collective bargaining with the state on matters subject to collective bargaining.

**While the new anti-public union law has removed many issues from the sphere of collective bargaining, most of those issues still need to be dealt with through alternative processes.** Governor Walker has alluded to the civil service system as being part of that alternative process. **Now, however, his administration is busy watering down the civil service system, attacking the public pension system, and posing other threats to the working conditions of state employees.** Much of this is being done in ways not well publicized.

**The assault on state employees is still in progress. SEA intends to continue monitoring the actions of the administration and fighting those that harm the bargaining unit members we represent.** Things remain very much in transition, and we need unity and support more than ever to successfully deal with these attacks.

**If you value fair and equitable working conditions, you more than ever need to have an organization that will fight the good fight to protect them. That organization is SEA.**

SEA has provided its members with aggressive representation in bargaining and in contract maintenance. SEA has taken legal action when necessary to protect your interests in the Wisconsin Retirement System. **SEA will fight the continuing attacks, some of which appear to be unconstitutional.**

For example, SEA is considering its options under the unfair election system for labor organizations that was included in Governor Walker’s attack on the collective bargaining process. Walker has made it almost impossible to win certification, by requiring a favorable vote by 51% of the entire bargaining unit (not just a majority of those voting) to gain certification. It may make sense not to seek certification under this new system. The governor has sapped much if not all the real value in being “certified.”

**SEA has decided to demonstrate its majority status through the use of individual membership authorization cards.** These are similar to the authorization cards members have previously signed. They are intended to update membership in support of SEA. The Association intends to provide many general services to all members of the bargaining unit; however, SEA may limit the services it provides to individual bargaining unit members on the basis of their payment of the established membership dues.

For example, if you are discharged or otherwise disciplined, SEA will evaluate the merits of your case and provide assistance through the civil service process, if necessary. **The grievance procedure will not be part of any contract with the state going forward and there may be a need to pursue various claims through other procedures.** SEA will evaluate such cases on an individual basis and provide services to individual members that SEA views as having meritorious cases.

SEA is developing this and other services as part of the transition currently taking place under the new law. **The Board of Directors asks that you give SEA the support it needs to pursue a new system for protecting the rights of the bargaining unit and of individual members of the organization.**

SEA's services include, but are not limited to: collective bargaining, contract enforcement, advice to individual members regarding their rights, serving as a voice for the interests of our profession as a provider of important public services, protector of the fringe benefits that are a significant part of our compensation, and representation services for its individual members.

We are an independent organization that is open to all members of the engineering bargaining unit.

Please join SEA. If you meet membership requirements by arranging dues payments by Oct. 30, 2011, or within 60 days of entering the bargaining unit, you will be eligible for the full array of individual services provided by SEA. If you do not join within those time frames, there will be a waiting period of 60 days following the beginning of your membership before you will be eligible for such individual services.

Attached is a Membership Authorization Card. Please complete all the information requested, sign it and return it to your section president with payment of your dues. Thank you.

For the Board of Directors,



Mark Klipstein  
President

attachment;