



August 17, 2009

Mark Klipstein, President
State Engineering Association
4510 Regent Street
Madison, WI 53705

Dear Mr. Klipstein:

In accordance with Article 8/2/1/A.1., of the labor agreement, the Office of State Employment Relations (OSER) hereby notifies the State Engineering Association (SEA) of impending layoffs or other personnel actions involving members of your bargaining unit across all state agencies.

This action is necessary due to the recently enacted biennial budget bill which deleted funds from all agency budgets in the dollar equivalent of eight furlough days in each of the next two fiscal years. Agencies must take action to decrease their expenditures, in each year of the biennium, by the equivalent of these budget reductions.

Staff from OSER met with SEA representatives on July 7, 2009, to discuss implementation of furloughs for SEA-represented employees. OSER presented a Memorandum of Understanding (MOU) that included options for implementing the furloughs that would have a less harsh result for SEA members than if the furloughs were implemented under current language included in the SEA Agreement. Recent communication to OSER indicated that SEA was not interested in entering into the MOU, consequently, state agencies will implement furloughs under existing contract language.

The SEA contract allows the State to implement permanent layoff provisions or temporary layoffs of less than twenty-one consecutive calendar days. While notice of temporary layoff is not required under the contract, I wanted you to be aware that this is also an option that state agencies may utilize in order to accomplish the required budget cuts.

Currently, the number of employees represented by SEA affected by these layoffs is unknown. Agencies will notify their employees individually according to the provisions of the collective bargaining agreement.

The scheduled effective date of any layoffs or temporary layoffs may vary by agency depending on which action is taken and the dollar amount of reductions required.

Sincerely,

James A. Pankratz, Administrator
Division of Compensation & Labor Relations

cc: Agency Human Resources Directors