

## WHAT IS SEA?

The Wisconsin State Engineering Association (SEA) is a bargaining unit of approximately 1,100 engineers and engineering related professionals employed by more than a dozen state agencies. We are responsible for the implementation of a myriad of engineering services conducted by Wisconsin's state agencies. We are a group of people dedicated to ensuring the quality and safety of life of every person in Wisconsin.

### Professional Integrity

Every SEA member is a professional, committed to the precise practice of engineering and dedicated to provide the best value and quality service to the people of Wisconsin.

### Stewardship

State employees are unique taxpayers. We not only pay taxes, but are charged with overseeing and spending taxpayer dollars to get the best value for the state. SEA members take "ownership" in the work we do. We are committed to protect the public interest and save tax dollars by being knowledgeable of state programs and accountable to taxpayers. Our value to taxpayers is unsurpassed as contracting work to consultants has proven to be much more costly than using SEA members to perform design and construction work at state agencies.

### Quality

We influence the quality of life of everyone in Wisconsin by: protecting health, safety and welfare; enforcing requirements for safe construction of facilities and infrastructure; designing and maintaining the transportation system; enforcing laws enacted by the legislature; and ensuring the quality of our land, air and water.

## SEA ORGANIZATION

We are an independent association without affiliation with other state or national labor organizations. This enables us to act independently yet develop alliances with other groups on specific issues and common goals.

SEA's Board of Directors consists of five officers and eleven section presidents. The statewide officers are elected at large and include: President, Vice President - Grievance Officer, Second Vice President - Legislative Liaison, Secretary and Treasurer.

The Board is responsible for bargaining labor agreements, arbitrating grievances and promoting SEA's objectives. SEA members are responsible to ensure labor agreements are followed and keep the Board informed of all activities that may pertain to our members.

SEA retains a few professionals to assist with our needs. An attorney, a communications manager, and a benefits coordinator help us with labor issues and communications with state agencies and elected officials. Otherwise, we are a volunteer organization.



## SEA ACTIVITIES

SEA is its members. Member involvement and activities determine the degree of SEA's success. We are always seeking ways to maximize member involvement.

### Member-Driven

Each section has formal meetings as well as more informal means to get information to members in a timely manner. Members work together to use their time and talents to improve the communities in which they live.

### Meetings

The Board of Directors meets monthly or bimonthly to conduct routine business, share information and address special issues.

### Newsletter

Our monthly newsletter details recent Board meeting activities and issues, legislative developments, results of ongoing grievances, SEA activities and upcoming events.

### Website

SEA's website contains useful information for members and others who are interested in SEA. The website is updated regularly with recent and archived newspaper articles, newsletters, forms and contact information.

### State Engineering Association Day

Each year, members visit the Capitol as a group to talk with legislators about issues that affect SEA or its members.

### Annual Meeting

We hold an annual meeting open to all members at rotating locations throughout the state.

## SEA CONCERNS

**Contracting Out** - State studies conducted since 1985 consistently show that contracting out engineering work costs taxpayers more than having existing state employees do the work. In 2004, the state confirmed taxpayers pay 18 percent more when engineering work is contracted out.

SEA is working to notify the public and legislators about the real costs of contracting out. We support uniform and complete cost analyses to ensure work is given to those who can provide the most value for taxpayers.

**Reorganization and Downsizing** - As Wisconsin tries to deal with a budget crisis, state employees are often first to feel the brunt of the cuts. Agency reorganization and downsizing have raised concerns for members who may be reassigned, relocated or laid off. SEA is committed to represent our members in these matters and assure conformance with our contract.

The quality of life, health and safety of Wisconsin's citizens may be impaired as a result of reorganization and layoffs. Taxpayers are responsible for the additional costs of reorganization without receiving clear benefits. SEA communicates these concerns in bargaining and to state agencies, legislators and the Governor.

**Labor Agreements** - SEA has always been prepared to bargain and agree to reasonable labor agreements in a positive and professional manner. We intend to do what we can to ensure the state bargains in good faith and deals with our issues and concerns.

**Wages** - Member salaries have fallen considerably below wage data averages available from the government and private

surveys of the employment market. This trend is unfair toward career state employees and will continue to result in hiring and retention problems. We support the creation of a technical career ladder system for progressing through pay ranges.

**Retirement** - SEA will continue to be a watchdog of the Wisconsin Retirement System (WRS) and seek to maintain the benefits of the WRS for all its past, present and future members. SEA will support and work with other organizations to improve benefits and ensure the integrity of the fund is maintained.

## FUTURE OF SEA

State Engineering Association members will continue to provide the best quality service and value to Wisconsin's taxpayers. We will work hard to protect people's health, safety and quality of life. We are determined to make the best use of tax dollars, because we are taxpayers too.

As dedicated professionals, we are intent upon finding positive solutions to improve the way the state does business. To achieve improvement, we will present our ideas and concerns to those who can implement change. We look forward to an open exchange of ideas with our members, our neighbors, legislators, agency representatives and the Governor.

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