

## MESSAGE TO ALL STATE ENGINEERING ASSOCIATION MEMBERS

### REGARDING: STATE'S NEW RECERTIFICATION LAW

Dear Member,

The State Engineering Association (SEA) has joined most other public employee unions in deciding to forego the state's new "re-certification" requirement. The requirement is that we hold expensive, annual elections to "re-certify" that our members want us to serve as their exclusive collective bargaining representative.

SEA has been the exclusive collective bargaining representative of the engineering bargaining unit for some forty years. There has never been any doubt about our majority status, which continues despite the bogus re-certification process. Those who want to destroy collective bargaining have decided to establish an unfair and costly process as part of their union-busting program.

The SEA Board has decided not to pay for and participate in this farcical "election." There is no legitimate reason to require an annual 51% plus vote of the entire bargaining unit (voting and not) to achieve and retain certification. Also, "re-certification" provides little if any rights to the union in terms of collective bargaining because bargaining rights have been reduced to near meaninglessness. The state's process is designed to sap energy and dollars from the unions without honoring long established and necessary collective bargaining rights.

This governor interfered with collective bargaining before he even took office and never once went to the bargaining table after he took office, even though the law obligated him to do so. He has violated our collective bargaining rights as a matter of course. Your board is not willing to commit resources and energy to dignify the governor's actions.

SEA is conducting a membership drive, and members are renewing to support the Association's principles. Members see value in what SEA has done and what SEA will continue to do in the future. A solid majority already have made your support clear. SEA is confident that in a legitimate and fair process SEA bargaining unit members would overwhelmingly register their support. We already have majority status and we do not need to pay for meaningless certification from those who have tried to make meaningful collective bargaining unlawful.

In electing public officials, no candidate is required to run annually and no one is required to get 51% of all eligible voters whether they vote or not. Gov. Walker was elected with about 25% of the eligible voters voting for him, and without telling the electorate that he planned to destroy collective bargaining, gutting aids to local units of government including school districts while giving large tax benefits to his contributors. By his own recertification standard, Scott Walker could not have become governor.

In October, expect the governor to release his secret "compensation plan" that is sure to further rip into

your pocket book and erode your rights. If this pay plan includes any cost-of-living increases, they will very likely more than be paid for by continuing to reduce your wages and benefits.

SEA will not waste member dues complying with the governor's cynical agenda.

SEA will continue forming ranks to let lawmakers and citizens know our views on public policy, and to seek redress for the workplace grievances of our members. Just as important, we will pursue our role as a public employee watchdog, ready and able to mount legal challenges to the attacks launched by a Governor who has run amuck.

There is much more that went into your board's decision. We will discuss this and other matters relating to the new anti-bargaining law at the October annual meeting. Meanwhile, if you have comments and questions, pass them along to any SEA officer and we'll do our best to respond.

Sincerely,

SEA Board of Directors