



## STATE ENGINEERING ASSOCIATION

# 36th ANNUAL REPORT

MILWAUKEE, WISCONSIN

OCTOBER 21, 2006

### From the President:

Welcome to the 36th Annual Meeting of the State Engineering Association. Thanks to the Southeast Section for their hard work in setting up and hosting this annual meeting, especially Traci Gengler, Gary Metzger and Vida Shaffer. The Section has thought outside the box for this year's entertainment and I look forward to seeing what's in store for us!

It's customary for the president to comment on the association's year. So what's happened? Quite a lot.

It is a little difficult for me to write about the last year, as I have only been president for approximately four months. I became part of the executive board in March, filling the First Vice President vacancy. Once on board, it was a whirlwind ride for me as the bargaining team continued the pursuit of two collective bargaining agreements, leadership roles changed, and list of grievances piled up due to neglect on the part of the state.

After almost three years of working without a contract, our bargaining team brought two of them before the membership for an "approve or deny" vote. The contracts passed, but not without controversy.

The state, in its usual habit, attempted to conquer and divide our membership. The fallout from the approval of those contracts is still affecting us all. But we have moved forward, and despite new challenges, we will survive. It's what professionals – and honest, hard-working people – do.

Your board is now gearing up for negotiations on the 2007-2009 contract. Our plan of attack – and the eventual outcome of our efforts – will only be as strong as our ideas and strategy, along with the bargaining team that comes together from our membership.

The good news is that we have a very talented membership. But if we care about a good contract the next time around, we have to put those talents to work. So if you have ideas, please constructively document them using the demands form on our website, and think about volunteering for the DFTF Chair position or the bargaining team in general. Experience in labor negotiations not required!

Despite some negatives, good things did happen this year. We had a successful SEA Day at the Capitol. Even the Superior Section sent down a van of members to visit with the legislators! All members should take note of this and strive to make such an effort. Our Superior members drove five hours one way just to share their concerns. Now that's commitment! Next year's SEA Day will be especially important in our endeavors to obtain a fair contract from the state.

SEA also was able to obtain a contract with Ron Legro for his communications expertise. Ron has brought a new flavor and insight to the board meetings and is helping to create a new look and feel to the SEA newsletter.

Elections were also held this year to elect a new executive board. Best wishes to the new board as they gear up for negotiations and fight the state on issues that affect all of us. Being on the board is no easy task; just ask any past member. But it is an important and fulfilling task that all should consider attempting. And there are benefits – the friendships you make, the good feeling of a job well done, and the abilities you discover in yourself.

Thanks to those who helped out during my short term in office. I can't name you all, but wanted to highlight those that helped out the most:

- \* Sharon Bremser for her kick-start education on the grievance procedure
- \* Willie Haus for his immeasurable advice on bargaining and contract language
- \* George Mickelson for his hard work on compensation, layoff language, and ACT 89
- \* Tim Hanley for his never-ending advice and historical knowledge of the organization
- \* John Bolka for assisting me in running the meetings and providing behind-the-scenes advice
- \* Sandy Henke for holding together this volunteer group we call an association

Enjoy the weekend and get to know the members attending this year's meeting. And remember, be professionally your best at work. It's what state employees do to serve the taxpayers of Wisconsin.

Respectfully,

Nichole Lysne  
SEA President

## 36<sup>th</sup> Annual Meeting

October 21, 2006

Oconomowoc

- 10:00 am Convene SEA 2006 Annual Meeting
- Call to Order – Nichole Lysne
- Welcome from the President
  - Convene a Special Meeting
  - Introductions
  - Review of Agenda – Additions/Changes
- 10:15 am State Officer Reports
- President – Nichole Lysne
  - Secretary – John Bolka
  - First Vice President – Leroy Stublaski
  - Second Vice President – David Bohnsack
  - Treasurer – Nick Martin
- 10:30 am Committee Reports
- Audit Committee – Timothy Hanley
  - Health and Retirement – Mel Sensenbrenner
  - Communication – Ron Legro
- 10:45 am Comments from the Section Presidents
- 10:55 am Legal – William Haus
- 11:15 am Introduction of New Officers
- 11:20 am President Tom Mugan
- 11:30 am Open Forum – Questions from Membership
- 11:50 am Which Section will host the 2007 Annual Meeting?
- 11:55 am What's planned for the remainder of the day – Southeast Section
- 12:00 pm Adjourn 2006 Annual meeting

## The 35th ANNUAL MEETING

### Secretary Report Meeting Highlights

The 35th Annual Meeting was held at the Double Tree Hotel in Madison, Wisconsin, October 14-15, hosted by the Madison, Madison-DNR, and State Agencies Sections. Since there were not enough members present to constitute a quorum, John Bolka motioned to call a Special Meeting of the Board of Directors, Michelle Elias seconded, and the motion carried.

President Mark Klipstein called the meeting to order at 8:30 AM. Introductions were made for those in attendance. There were no additions to the meeting Agenda. Mark also thanked members of the three hosting Sections for organizing the meeting, and the Board of Directors, Sandy Henke, Inger Doll, Willie Haus, Mel Sensenbrenner, and Bob Spoerl for their contributions to the organization over the past year.

**President's Report** – Mark began by addressing Governor Doyle's budget concerning planned workforce reductions (365 positions at DOT) and how our organization had complied information to combat the reductions. He hoped it was a beginning of change in the direction the state had been moving with regard to the hiring of state employees. He noted the presence of form letters on the SEA Website and urged the membership to use them to contact their legislators.

Mark said there was not much positive to report in the last year with regard to bargaining new contracts.

The SEA Newsletter was renamed the SEA View, is now posted on the website and mail delivery has been nearly eliminated in our efforts to save money. He also recommended everyone take an opportunity to look at the improvements that have been made to the SEA Website and thanked SEA Webmaster, Bob Spoerl.

**Secretary Report** – John Bolka outlined the minutes from last year's meeting and noted no motions were made at that meeting.

**1<sup>st</sup> Vice President Report** – Sharon Bremser reviewed the Annual Grievance Report. 5 grievances were resolved at Step 2, 5 resolved at Step 3, and 4 decisions reached at Step 4. She thanked local representatives for their efforts in this area. Sharon also discussed some of the difficulties that are encountered at the Step 4 arbitration level. She said Grievance training will be given in the Wausau/Steven Point area, sometime in February. She also encouraged all members to continue to act Professionally, Volunteer, and step up to help the SEA Organization.

**2<sup>nd</sup> Vice President Report** – As part of his duty to monitor legislative activities that might affect SEA Members, Dave Bohnsack briefly outlined some of the 1100 bills that were introduced in the legislature.

Dave said this years' SEA Day had a good turnout, approximately 100 members signed in, and had good success in meeting with their legislators. He asked members to continue compiling good examples of waste in government. 2006 will be an election year and all the State Representatives and ½ of the Senators will be up for election. It will be a good time to be involved and heard.

Secretary Report (Continued)

**Treasurer's Report** – Nick Martin reviewed the Annual Treasurer's Report and Membership data. Nick responded to a few questions regarding the reports.

**Audit Committee Report** – Tim Hanley thanked members of the Audit Committee (Michelle Ellias, Larry Legro, and John Bolka) for their hard work. He reported the Audit Committee completed their review of the books in accordance with the By-Laws and found the books of the Treasury to be in good order. He noted the Treasurer was asked to increase the documentation regarding the use of the SEA Credit Card by requiring users to promptly submit copies of all receipts. He also asked all sections and members try to cash checks in a prompt manner. Tim also commented on Section Audits and noted 3 of 11 audits were initially found to be in good order.

**DFTF 2005-07** - Sharon Bremser explained how preparations were made for the '05-07 contract even though '03-05 was not complete. A DFTF meeting was held last winter in Stevens Point. Wages, Health Insurance, Job security, and Contracting Out were the issues reflected on the majority of demands submitted. She also reminded everyone participation on this type of committee is another opportunity to volunteer.

**Compensation Committee** - George Mickelson commented that very little has happened in the past year. He explained how the compensation process is supposed to work, with note to receiving frozen data from OSER, and that we've not received that data as yet.

**Health and Retirement** – Mel Sensenbrenner reviewed his Annual Report. It was another excellent handout and summary.

**Communications Report** – Cara Carper discussed the successes that have occurred in this area. She asked for both suggestions and feedback from the membership. Several fresh ideas were brought forward. Cara invited emails with suggestions from the membership.

Comments were solicited from representatives of Local Sections.

**Legal Report** - Attorney Haus talked about bargaining and the States' strategy which can be summarized as 'We don't care about bargaining in good faith'. He also discussed SEA's strategy regarding money and health insurance.

Mark Klipstein and Atty Haus hosted a Question & Answer session.

Bob Schaefer asked the Board of Directors to consider two issues and the following motions were made; Tom Mugaan motioned the Board of Directors should consider raising dues by \$5/Pay Period for the next 13 pay periods to pay for full page newspaper ads. Nick Martin seconded and the motion carried. Michelle Ellias motioned the Board of Directors should consider copyrighting the SEA Logo. Sharon Bremser seconded and the motion carried. These issues will be discussed at the next Board Meeting.

The Southeast Section announced they will host the 2006 Annual Meeting.

There was a drawing held for prizes.

The meeting was adjourned at 11:57 AM.

Respectfully submitted,

John Bolka  
Secretary

State Engineering Association  
Annual Treasurer's Report  
Fiscal 2005

Nicholas R. Martin, Treasurer

Fiscal Year Ending July 31, 2006

Statement of Operations			
<b>Net Worth July 31, 2005</b>			<b>\$236,690.66</b>
<b>Gross Receipts</b>		<b>\$206,812.08</b>	
Dues	\$196,222.50		
Interest	\$7,150.88		
State Board	\$6,729.97		
Local Sections	\$420.71		
Miscellaneous	\$2,538.90		
State Board	\$765.08		
Local Sections	\$1,773.82		
<b>Disbursements, State Board</b>	<b>\$145,191.63</b>		
Office Rent	\$765.08		
Officer's Fees	\$780.04		
Personal Dues Return	\$4,980.00		
Bargaining	\$0.00		
Web Consultant	\$15,748.00		
Grievance	\$16,870.65		
Pension Fund Suit	\$1,200.00		
Unit Clarification	\$2,967.58		
Staff	\$12,327.53		
Administrative	\$3,631.20		
Insurance	\$622.00		
Depreciation	\$1,665.13		
Board Meeting	\$46,340.88		
Research/Communications Consultant	\$10,587.87		
Annual Meeting	\$11,609.37		
Awards	\$184.83		
Computer & Software	\$289.75		
P/R Legislative	\$528.07		
Newsletter	\$1,563.67		
Audit	\$1,188.43		
Grievance School	\$4,118.57		
DFTF	\$0.00		
SEA Clothing	\$1,642.24		
Contract Books	\$0.00		
Miscellaneous	\$820.07		
Retirement Consultant	\$4,000.63		
Post Office	\$780.04		
<b>Disbursements, Local Sections</b>	<b>\$15,567.10</b>		
Section Meetings	\$10,311.76		
Annual Meeting	\$3,562.50		
Administrative	\$71.06		
Grievance	\$22.00		
Miscellaneous	\$1,599.78		
<b>Total Disbursements, Adjusted</b>		<b>\$160,758.73</b>	
<b>Net Disbursement</b>		<b>\$45,163.35</b>	
<b>Net Worth, July 31, 2006</b>			<b>\$281,844.01</b>

**State Engineering Association  
Annual Treasurer's Report  
Fiscal 2005**

<b>STATE BOARD</b>			<b>\$212,670.52</b>	
Money Market Checking Account	\$211,007.83			
Post Office	\$138.23			
Depreciable	\$1,524.66			\$271,306.57
<b>LOCAL SECTION</b>			<b>\$58,636.05</b>	
Checking Accounts	\$22,263.87			
Savings Passbook	\$27,361.02			
Cash on Hand	\$2,547.19			
Certificate	\$6,463.97			
<b>For Information Only -Net Worth of Sections</b>		<b>July 31,2005</b>	<b>July 31,2006</b>	<b>Change</b>
1. Madion		\$3,865.28	\$4,210.47	\$345.19
2. Southeastern		\$4,546.96	\$4,443.85	(\$103.11)
3. Green Bay		\$10,542.29	\$10,280.57	(\$261.72)
4. Wisconsin Rapids		\$1,534.31	\$1,546.36	\$12.05
5. La Crosse		\$4,187.65	\$3,778.58	(\$409.07)
6. Eau Claire		\$4,899.32	\$4,735.46	\$36.14
7. Rhinelander		\$5,208.04	\$6,340.35	\$1,132.31
8. Superior		\$2,893.03	\$3,364.76	\$471.73
Central Office		\$5,950.96	\$6,457.86	\$506.90
DNR-Madison		\$7,646.06	\$7,323.42	(\$322.64)
State Agencies		\$6,062.09	\$6,154.37	\$92.28
<b>TOTALS</b>		<b>\$57,135.99</b>	<b>\$58,636.05</b>	<b>\$1,500.06</b>

**ANNUAL MEMBERSHIP REPORT**

By: Nicholas R. Martin, Treasurer

**SECTIONS TOTALS**

SECTION	As of July 31,2005			As of July 31,2006		
	Members	Eligible	%	Members	Eligible	%
1. Madison	115	116	99%	117	117	100%
2. Southeast	134	139	96%	125	147	85%
DNR	39	41	95%	36	41	88%
3. Green Bay	81	84	96%	86	97	89%
DNR	30	32	94%	25	26	96%
DOCOM	2	2	100%	2	2	100%
4. Wis. Rapids	53	55	96%	52	53	98%
DNR	8	8	100%	8	8	100%
5. La Crosse	62	63	98%	58	58	100%
DNR	11	11	100%	10	10	100%
6. Eau Claire	43	45	96%	42	44	95%
DNR	11	13	85%	11	12	92%
7. Rhinelander	39	40	98%	36	36	100%
DNR	8	9	89%	8	9	89%
8. Superior	38	38	100%	40	40	100%
DNR	7	8	88%	8	8	100%
Central Office	116	120	97%	103	114	90%
PSC	22	23	96%	21	22	95%
DNR - Madison	106	108	98%	97	98	99%
State Agencies	123	166	74%	117	149	79%
<b>SEA TOTALS</b>	<b>1048</b>	<b>1121</b>	<b>93%</b>	<b>1002</b>	<b>1091</b>	<b>92%</b>

**SECTIONS PERCENTAGES**

	1998	1999	2000	2001	2002	2003
Madison	93	97	96	100	100	99
Southeast	99	94	98	98	97	96
Green Bay	94	93	90	98	98	97
Wis. Rapids	96	95	100	97	100	98
La Crosse	99	94	98	97	99	99
Eau Claire	98	92	93	91	95	90
Rhinelander	87	92	91	90	96	94
Superior	99	98	97	99	94	94
Central office	97	88	97	97	99	96
DNR - Madison	87	93	98	97	99	98
State Agencies	56	75	79	79	80	74
<b>SEA TOTALS</b>	<b>91</b>	<b>92</b>	<b>94</b>	<b>95</b>	<b>96</b>	<b>94</b>

**ANNUAL MEMBERSHIP REPORT  
DEPARTMENT TOTALS**

(As of July 31, 2006)

Department	Members	Eligible	%
DOT	623	706	88%
DNR	203	212	96%
PSC	21	22	95%
DCA	16	23	70%
DWFD	1	3	33%
DHFS	29	30	97%
DOMA	1	7	14%
WHS	2	2	100%
UW-Sys	2	4	50%
UW-Mad	21	31	68%
ATCP	7	11	64%
DOCOM	36	36	100%
DOCOR	2	2	100%
<b>TOTALS:</b>	<b>964</b>	<b>1089</b>	<b>89%</b>

**ANNUAL MEMBERSHIP REPORT  
CHANGE IN DEPARTMENT TOTALS**

(As of July 31, 2006)

Department	Members FY 2004	Members FY 2005	% CHANGE	Eligible FY 2004	Eligible FY 2005	% CHANGE	% FY 2004	% FY 2005	% CHANGE
DOT	661	623	-6%	688	706	3%	96%	88%	-9%
DNR	212	203	-4%	222	212	-5%	95%	96%	1%
PSC	22	21	-5%	23	22	-5%	96%	95%	-1%
DCA	19	16	-19%	25	23	-9%	76%	70%	-9%
DWFD	1	1	0%	3	3	0%	33%	33%	1%
DHFS	31	29	-7%	31	30	-3%	100%	97%	-3%
DOMA	2	1	-100%	7	7	0%	29%	14%	-103%
WHS	2	2	0%	2	2	0%	100%	100%	0%
UW-Sys	2	2	0%	4	4	0%	50%	50%	0%
UW-Mad	22	21	-5%	35	31	-13%	63%	68%	7%
ATCP	9	7	-29%	12	11	-9%	75%	64%	-18%
DOCOM	38	36	-6%	41	36	-14%	93%	100%	7%
DOCOR	2	2	0%	2	2	0%	100%	100%	0%
<b>TOTALS:</b>	<b>1023</b>	<b>964</b>	<b>-6%</b>	<b>1085</b>	<b>1089</b>	<b>-1%</b>	<b>93%</b>	<b>89%</b>	<b>-5%</b>

**ANNUAL GRIEVANCE SUMMARY 2006**

**A. PROCESSING BREAKDOWN**

Grievances pending as of October 2005	35
Grievances initiated since October 2005	20
Total grievances processed this year	55
Grievances resolved since October 2005	5
Grievances carried over into next year	50

**B. DECISION RECORD**

Favorable Decision: (settled in grievant's favor)	0
Settlement Reached: (mutual settlement)	0
Unfavorable Decision: (unfavorable to grievant)	1
a. Denial of relief sought	1
b. Process stopped at SEA's Directive	1
c. Process dropped by Grievant	3

**C. LEVEL OF RESOLUTION**

Step 1	0
Step 2	2
Step 3	2
Step 4	0
Arbitration	1

Respectfully submitted,

Leroy Stublaski,  
First Vice President

LEGISLATIVE REPORT by Dave Bohnsack, Second Vice-President

Another year has gone by and a new executive board has been elected to govern SEA. One of the biggest issues that I feel will affect SEA membership in the future is state government ethics and campaign finance. I would like the new SEA Board to consider taking a strong position in favor of ethics reform and campaign finance reform. There have been a number of bills introduced in the last legislative session that deal with this topic. None of those bills went anywhere.

One bill combines the State Elections Board and State Ethics Board into a more powerful and nonpartisan body, called the Government Accountability Board. This Board, through its Enforcement Division would be empowered to enforce the state's existing lobbying laws, campaign finance rules, and code of ethics for public officials. It could launch independent investigations, appoint special prosecutors and request assistance from the Department of Justice to investigate and prosecute legislative/political misconduct. The Enforcement Division, with concurrence from the Board, also has the authority to bring civil or criminal charges against elected officials, even if the District Attorney declines to do so. Currently, only district attorneys and the state attorney general are authorized to pursue criminal actions against politicians. The bill doesn't create any new offenses; its intent is to strengthen the ability to enforce existing laws. Also, the Board will not have to ask lawmakers for money to investigate lawmakers, as the Ethics Board now must do.

The Board would consist of four people appointed by the Governor from a list of nominees created by the Chief Justice of the Supreme Court and the deans of the Marquette University Law School and the University of Wisconsin Law School. The Senate would have to approve the appointees. Politicians could not pick board members loyal to them; none of the nominees can have recent political ties.

Had such a board been around a few years ago, maybe the legislators that got caught up in the capitol caucus scandal would have thought twice before misusing state resources and bilking taxpayers. And maybe the governor's administration would not have been investigated for awarding a state travel contract to Adelman Travel. The new agency could also investigate campaign fund raising by administrative staff such as the Governor's \$100 per plate barbeque from engineering consultants for the governor hosted by the DOT's second in command man. And the PSC's reversal on the sale of the Kenosha nuclear power plant while the governor's campaign received donations from the parties involved.

Another bill proposed last session prohibits anyone who holds an executive branch appointed position such as secretary, deputy, executive assistant, division administrator, or commissioner from soliciting political contributions on behalf of a state or national political candidates.

Numerous bills dealt with campaign finance reform, but those never made it to a committee schedule.

I believe that SEA should take a strong stand and support legislation that will help clean up our state government.

SEA BOARD OF DIRECTORS  
STATE OFFICERS -- 2006 - 2008

President:	Thomas J. Muga 751 Eddington Dr. Sun Prairie, WI 53590	608-825-9141 (H) 608-266-7420 (O)
Vice President:	Leroy Stublaški 5308 Severn Way Madison, WI 53714	608-243-7812 (H) 608-219-9483 (O)
Second Vice Pres.:	Gretchen Wheat 1218 E. Dayton St. Madison, WI 53703	608-255-9335 (H) 608-267-0557 (O)
Secretary:	Doane Hubeler 480 Meanderwood Rd. Oregon, WI 53575	608-455-2009 (H) 608-266-1390 (O)
Treasurer:	John S. Bolka 573 W25295 High Ridge Dr. Waukesha, WI 53189	262-662-9826 (H) 262-548-6711 (O)

SECTION PRESIDENTS

<u>Madison Section</u> Michelle Elias 718 Crestview Dr. Watertown, WI 53094	920-261-9257 (H) 608-245-2675 (O)	<u>Rhineland Section</u> John Land 4070 Lakewood Rd. Harshaw, WI 54529	715-282-7337 (H) 715-365-5768 (O)
<u>Southeast Section</u> Dawn Marshall 8729 W. Schlinger Ave. West Allis, WI 53214	414-257-0246 (H) 262-548-6443 (O)	<u>Superior Section</u> Brian Mattson 2216 Ohio Ave. Superior, WI 54880	715-394-3745 (H) 715-395-3035 (O)
<u>Green Bay Section</u> Anthony Allard 2831 Otto Ct. Green Bay, WI 54313	920-496-9577 (H) 920-492-3510 (O)	<u>Central Office Section</u> Sandy Anderson 1759 Rollingwood Ct. Oregon, WI 53575	608-873-8889 (H) 608-267-2205 (O)
<u>Wis. Rapids Section</u> Julie Millard 4247 State Hwy. 173 Nekoosa, WI 54457	715-886-3569 (H) 715-421-8387 (O)	<u>State Agencies Section</u> Monte Ewing 827 Lillians Terrace Oregon, WI 53575	608-835-2650 (H) 608-225-3916 (O)
<u>La Crosse Section</u> Jeremy Tomesh 3408 Birch St. La Crosse, WI 54601	608-787-9840 (H) 608-785-9462 (O)	<u>DNR Section</u> Robert W. Schaefer 418 Mineau Pkwy. Madison, WI 53711	608-233-3778 (H) 608-266-3415 (O)
<u>San Claire Section</u> Mohamad N. Hayek 3531 Eastwind Dr. San Claire, WI 54701	715-839-8637 (H) 715-836-2063 (O)	<u>Health Insurance &amp; Retirement Rep.</u> Mel Sensenbrenner <u>Communications Consultant</u> Ron Legro	608-222-9255 (H) 414-962-0960 (H)

Location of Annual Meetings

1971	1 <sup>st</sup> Annual Meeting	Lake Delton
1972	2 <sup>nd</sup> Annual Meeting	Stevens Point
1973	3 <sup>rd</sup> Annual Meeting	Wisconsin Rapids
1974	4 <sup>th</sup> Annual Meeting	Madison
1975	5 <sup>th</sup> Annual Meeting	Eau Claire
1976	6 <sup>th</sup> Annual Meeting	Milwaukee
1977	7 <sup>th</sup> Annual Meeting	La Crosse
1978	8 <sup>th</sup> Annual Meeting	Green Bay
1979	9 <sup>th</sup> Annual Meeting	Superior
1980	10 <sup>th</sup> Annual Meeting	Milwaukee
1981	11 <sup>th</sup> Annual Meeting	Rhineland
1982	12 <sup>th</sup> Annual Meeting	Madison
1983	13 <sup>th</sup> Annual Meeting	Wisconsin Rapids (held in Wausau)
1984	14 <sup>th</sup> Annual Meeting	La Crosse
1985	15 <sup>th</sup> Annual Meeting	Eau Claire
1986	16 <sup>th</sup> Annual Meeting	Green Bay
1987	17 <sup>th</sup> Annual Meeting	Superior
1988	18 <sup>th</sup> Annual Meeting	Rhineland
1989	19 <sup>th</sup> Annual Meeting	Madison
1990	20 <sup>th</sup> Annual Meeting	Pewaukee
1991	21 <sup>st</sup> Annual Meeting	La Crosse
1992	22 <sup>nd</sup> Annual Meeting	Wisconsin Rapids
1993	23 <sup>rd</sup> Annual Meeting	Eau Claire
1994	24 <sup>th</sup> Annual Meeting	Green Bay
1995	25 <sup>th</sup> Annual Meeting	Superior
1996	26 <sup>th</sup> Annual Meeting	Rhineland
1997	27 <sup>th</sup> Annual Meeting	Madison
1998	28 <sup>th</sup> Annual Meeting	Milwaukee
1999	29 <sup>th</sup> Annual Meeting	La Crosse
2000	30 <sup>th</sup> Annual Meeting	Wisconsin Rapids
2001	31 <sup>st</sup> Annual Meeting	Eau Claire
2002	32 <sup>nd</sup> Annual Meeting	Rhineland
2003	33 <sup>rd</sup> Annual Meeting	Green Bay
2004	34 <sup>th</sup> Annual Meeting	Superior
2005	35 <sup>th</sup> Annual Mtg.	Madison
2006	36 <sup>th</sup> Annual Mtg.	Milwaukee

STATE ENGINEERING ASSOCIATION

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