



## STATE ENGINEERING ASSOCIATION

# 38th ANNUAL REPORT

WISCONSIN RAPIDS, WISCONSIN

OCTOBER 11, 2008

From the President:

Welcome to the 38<sup>th</sup> Annual Meeting of the State Engineering Association. Thanks to the Wisconsin Rapids Section's planning committee for their hard work in setting up and hosting this annual meeting. The Committee consisted of Nicole Lysne, Deb Webb Franseen, Michael O'Meara, Tim Hanley and Tom Peronto. Let's all hope for good weather so our members and their families can get out and enjoy the fall day. The Rapids Section has planned what is shaping up to be a worthwhile and enjoyable meeting.

In this message, it's customary to look back on the year behind us and also take a few peeks to the future. Obviously, the delayed contract and the absence of any real bargaining are noteworthy at this time. The disinterest on the part of the State for good faith negotiations is merely a continuation of a trend over recent contract periods. Bargaining with the State has never been easy and we know we need to continue to fight even to maintain our current standing.

Here are some of my highlights for the last year:

- Since bargaining is going nowhere fast, Willie Haus, Leroy Stublaski and I have been working with the Office of State Employment Relations (OSER) (when we can get them to do something) toward the resolution of a number of grievances that have languished. This should continue to be a priority for SEA in future years.
- While bargaining continues to be difficult at best, I am proud of the way Tim Hanley and the rest of the Bargaining Team hung together and worked for SEA's whole membership.
- Ron Legro continues to do a great job with the SEA View Newsletter and helping us make our interests known to the public through press releases and other media opportunities.
- The SEA Board continued work on the process of updating/revising our by-laws with leadership by Secretary Duane Hubeler.
- In March, SEA held a reconstituted training session for grievance representatives and, in conjunction, provided training for Section Presidents and other officers, including section treasurers (delivered by John Bolka).
- Thanks to Bob Spoerl for a snappy-looking, interesting SEA web site.
- I want to emphasize how proud I am of the way SEA members performed during and following the June floods.
- We saw another SEA Day success organized by Gretchen Wheat and Ron Legro.
- The Board completed a controversial and, at times, somewhat painful process of reviewing stipend amounts that will begin to compensate our leaders for their future time and efforts to the organization.

It is a time of great difficulty for public employees. Do not be discouraged. As bargaining lags, it becomes even more important for all of us to devote our attention, time and talents to this grass roots organization. Thanks to all SEA members who took time to tell us how we are doing and pitched in when the need arose. Keep up the good work!

It was with a degree of regret that I decided to not seek another term as SEA President. It has been rewarding for me to have led and served such a great organization. As my list above attests, there is much that we have accomplished for which I am proud and thankful.

Respectfully,  
Tom Mugan

**38<sup>th</sup> Annual Meeting**  
October 11, 2008  
Wausau

10:00 Convene SEA 2008 Annual Meeting

Call to Order – Tom Mugan

- Welcome from the President
- Convene a Special Meeting
- Introductions
- Review of Agenda – Additions/Changes

10:15 State Officer Reports

- President – Tom Mugan
- Secretary – Duane Hubeler
- First Vice President – Leroy Stublaski
- Second Vice President – Gretchen Wheat
- Treasurer – John Bolka

10:40 Committee Reports

- Financial Audit Committee – Michelle Ellias
- Demands Formulation Committee – Tim Hanley
- Health and Retirement – Mel Sensenbrenner
- Communications – Ron Legro

11:00 Comments from Section Presidents

11:20 Bargaining Spokesperson/Legal – Willie Haus

11:50 President Mark Klipstein

11:55 Open Forum – Questions/Discussion from Members in Attendance

12:20 Section that will Host the 2009 Annual Meeting

12:25 Plans for the Remainder of the Day – Wisconsin Rapids Section

12:30 Adjourn 2008 Annual Meeting

The 37th ANNUAL MEETING  
Secretary Report  
Meeting Highlights

The 37th annual meeting of SEA was held at the La Crosse Center on the riverfront in downtown La Crosse on October 13-14, 2007. The event was hosted by the Southwest Section. Since there were not enough members present to constitute a quorum, President Tom Mugan motioned to call a special meeting of the Board of Directors. Gretchen Wheat seconded and the motion carried. Tom called the meeting to order at 10:00 and thanked the entire Southwest section and specifically mentioned Ryan McKane, Todd Waldo, Nate Byom, Jeremy Tomesh and Reiny Yahnke for their contributions to a successful event. The 48 signed-in members introduced themselves.

**President's Report** – Tom recounted some of the events of his first full year as president, as well as some future events. Bargaining was very long and difficult due to the state budget situation but has finally concluded. He specifically thanked Tim Hanley for getting the next bargaining session organized. Thanks went to our communications consultant, Ron Legro, for a very good newsletter. Everyone is encouraged to take part in SEA activities and to keep communication lines open.

**Secretary's Report** – Duane Hubeler reported on the ongoing efforts to update the by-laws, which have not been reviewed comprehensively since their inception. He also reported on a motion that was made at the last annual meeting to consider formal required duties for section presidents. This will be part of the by-law review.

**1<sup>st</sup> Vice President's Report** – Leroy Stublaski was not in attendance so there was no report.

**2nd Vice President's Report** – Gretchen Wheat reported on the lack of progress on the state budget and continuing efforts of the legislature to privatize government functions.

**Treasurer's Report** – John Bolka reviewed the annual Treasurer's Report and responded to questions. He explained some of the difficulties in setting SEA's budget because of the unpredictability in bargaining and grievance expenses. Some difficulties in keeping track of membership should go away because of some internal processes that John has instituted.

**Audit Committee Report** – Committee Chair Nichole Lysne thanked the members of the Audit Committee: John Bolka, Michelle Ellias and Larry Legro. He reported general improvement in the section audits. Sections have to cash their dues return checks in a timely manner to help the audits go smoothly. Overall, the books are in good shape.

**Demands Formulation Committee Report** – Committee Chair Tim Hanley briefly described the process for deciding which demands to present to OSER during bargaining. Approximately 70 demands were submitted and 20 were brought forward. Members have to make management aware of the general issues that we consider important.



State Engineering Association  
Annual Treasurer's Report  
Fiscal 2007

STATE BOARD			\$293,251.21		
Money Market Checking Account	\$ 291,586.85				
Post Office	\$ 343.55				
Depreciable	\$ 1,320.81				
LOCAL SECTION			\$59,297.70		
Checking Accounts	\$25,240.14				
Savings Passbook	\$27,252.28				
Cash on Hand	\$206.19				
Certificate	\$6,599.09				
			\$352,548.91		
For Information Only -Net Worth of Sections		July 31,2007	July 31,2008	Change	\$/Member
1. Madison		\$4,978.29	\$4,711.28	(\$267.01)	\$34.90
2. Southeast		\$6,170.73	\$6,752.99	\$582.26	\$30.42
3. Green Bay		\$7,396.57	\$5,929.91	(\$1,466.66)	\$50.96
4. Wisconsin Rapids		\$2,484.14	\$2,424.38	(\$59.76)	\$41.80
5. La Crosse		\$4,123.18	\$4,814.80	\$691.62	\$66.87
6. Eau Claire		\$4,876.16	\$5,038.45	\$162.29	\$63.97
7. Rhinelander		\$6,764.35	\$5,950.35	(\$814.00)	\$116.67
8. Superior		\$3,627.15	\$3,387.68	(\$239.47)	\$67.75
9. Central Office		\$7,510.34	\$7,697.81	\$187.47	\$55.38
10. DNR-Madison		\$7,312.22	\$6,996.14	(\$316.08)	\$78.61
11. State Agencies		\$6,682.08	\$4,593.91	(\$2,088.17)	\$30.42
TOTALS		\$61,925.21	\$59,297.70	(\$2,627.51)	\$50.99

ANNUAL MEMBERSHIP REPORT

By: John S. Bolka, Treasurer

SECTIONS TOTALS

SECTION	As of July 31,2007			As of July 31,2008		
	Members	Eligible	%	Members	Eligible	%
1. Madison	128	128	100%	135	135	100%
2. Southeast	164	169	97%	169	179	94%
DNR	42	42	100%	43	43	100%
3. Green Bay	103	104	99%	102	103	99%
DNR	26	27	96%	28	28	100%
DOCOM	5	5	100%	5	5	100%
4. Wis. Rapids	53	53	100%	51	51	100%
DNR	8	8	100%	7	7	100%
5. La Crosse	60	60	100%	60	60	100%
DNR	11	11	100%	12	12	100%
6. Eau Claire	47	50	94%	47	47	100%
DNR	12	13	92%	12	13	92%
7. Rhinelander	39	39	100%	41	41	100%
DNR	9	10	90%	9	10	90%
8. Superior	42	42	100%	41	41	100%
DNR	9	9	100%	9	9	100%
Central Office	110	113	97%	112	117	96%
PSC	22	23	96%	21	22	95%
DNR - Madison	89	89	100%	89	89	100%
State Agencies	122	147	83%	123	151	81%
<b>SEA TOTALS</b>	<b>1101</b>	<b>1142</b>	<b>96%</b>	<b>1116</b>	<b>1163</b>	<b>96%</b>

SECTIONS PERCENTAGES

	2003	2004	2005	2006	2007	2008
Madison	99	98	100	100	100	100
Southeast	96	97	95	86	98	95
Green Bay	97	96	92	90	98	99
Wis. Rapids	98	94	100	98	100	100
La Crosse	99	99	99	100	100	100
Eau Claire	90	89	91	95	94	98
Rhinelander	94	96	98	98	98	98
Superior	94	96	91	100	100	100
Central office	98	98	94	91	97	96
DNR - Madison	98	98	100	99	100	100
State Agencies	74	74	79	79	83	81
<b>SEA TOTALS</b>	<b>95</b>	<b>94</b>	<b>93</b>	<b>93</b>	<b>92</b>	<b>96</b>

ANNUAL GRIEVANCE SUMMARY 2008

**ANNUAL MEMBERSHIP REPORT  
DEPARTMENT TOTALS**

(As of July 31, 2008)

Department	Members	Eligible	%
DOT	758	774	98%
DNR	209	211	99%
PSC	21	22	95%
DOA	21	23	91%
DWFD	0	2	0%
DHS	28	31	90%
DOMA	2	9	22%
SHS	1	1	100%
UW-Sys	4	5	80%
UW-Mad	21	28	75%
ATCP	6	11	55%
DOCOM	43	44	98%
DOCOR	2	2	100%
<b>TOTALS:</b>	<b>1116</b>	<b>1163</b>	<b>96%</b>

**ANNUAL MEMBERSHIP REPORT  
CHANGE IN DEPARTMENT TOTALS**

(As of July 31, 2008)

Department	Members		% CHANGE	Eligible	
	FY 2006	FY 2007		FY 2006	FY 2007
DOT	746	758	2%	758	774
DNR	206	209	1%	209	211
PSC	22	21	-5%	23	22
DOA	18	21	14%	23	23
DWFD	0	0	N/A	1	2
DHS	30	28	-7%	31	31
DOMA	2	2	0%	7	9
SHS	2	1	-100%	2	1
UW-Sys	3	4	25%	5	5
UW-Mad	21	21	0%	25	28
ATCP	7	6	-17%	12	11
DOCOM	42	43	2%	44	44
DOCOR	2	2	0%	2	2
<b>TOTALS:</b>	<b>1101</b>	<b>1116</b>	<b>1%</b>	<b>1142</b>	<b>1163</b>

**A. PROCESSING BREAKDOWN**

Grievances pending as of October 2007.....	40
Grievances initiated since October 2007.....	7
Total grievances processed this year.....	47
Grievances resolved since October 2007.....	7
Grievances carried over into next year.....	40

**B. DECISION RECORD**

Favorable Decision: (settled in grievant's favor).....	1
Settlement Reached: (mutual settlement).....	0
Unfavorable Decision: (unfavorable to grievant).....	6
a. Denial of relief sought.....	0
b. Process stopped at SEA's Directive.....	5
c. Process dropped by Grievant.....	2

**C. LEVEL OF RESOLUTION**

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

Respectfully submitted,

Leroy Stublaski,  
First Vice President

Legislative Report by Gretchen Wheat, Second Vice-President

**State Budget:** Last year Wisconsin was notable for the latest budget in the nation. After an extended standoff between the Senate, Assembly and Governor, the '07-'08 budget was finally signed in November '07. It had \$200 million in cuts to State Government and a \$250 million structural deficit. Then tax collections fell far below projections, creating a \$600 million short fall, and another debate ensued to reach a budget repair bill - passed in time to let road contracts. More economic downturn and extensive June flooding in much of SW and SE Wisconsin additionally strained the budget. State Agencies were subjected to repeated rounds of budget lapses. The Legislature recommended a budget fix including \$65 million in State Agency lapses, but the Governor's veto increased lapses to over \$265 million and reduced the compensation reserve by \$25 million.

In early September, the federal transportation fund (general, not mass transit fund) was drying up, since it is funded by the federal gas tax, and Americans have greatly curbed their driving habits in response to high gas prices. As of this writing, it is anticipated that by the end of September federal funds will not be sufficient to make full payments to States for their federally funded projects. An emergency federal proposal is being considered to come up with \$8 billion to cover transportation aid to States.

**Ethics & Campaign Finance Reform:** In December '06, the Governor and new Senate and Assembly Leaders announced agreement to pass major, bipartisan ethics reform. The Governor called the agreement a "major breakthrough on significant ethics and elections reform". But, many promises added up to no action. So called "issue ads" paid for by "soft money" must be stopped, so each Candidate is held accountable for their campaign. As the Statewide November General Election approaches, ask your Legislators what they are willing to do make Wisconsin once again a government for the people, of the people and by the people.

**Outsourcing:** In the past 6 years, the State workforce has been reduced enormously. Workload is at an all time high, and the State's pay offers are near rock bottom. State Agency budgets are squeezed, while outsourcing escalates unchecked. State Employees are told there's no money, yet the State absorbs cost increases passed along from contractors, including salaries. In many cases, contractor employees have State offices and equipment. The State also pays contractors the maximum IRS mileage rate, while State Employees are forced to conduct State business inefficiently to avoid reimbursement at the much lower "turn down rate".

**Continuing Education:** Legislation passed allowing the Dept. of Regulation and Licensing (DRL) to create rules requiring engineers and certain engineering related professionals to have continuing education to maintain their DRL credential. SEA neither supported nor opposed the legislation, but commented to Legislators about the need for the State to do a better job as an employer to provide employee training.

**Sick Leave Conversion:** In response to bad press in '06 about legislators convicted of crimes still having sick leave conversion benefits, and State Elected Officials having an overall lack of sick leave use, some Legislators vowed to forgo their sick leave conversion benefits. The 2007 Legislative Session also saw proposals (unsuccessful) to eliminate the program for State Elected Officials. SEA supports sick leave conversion for civil service employees, because it is an attractive benefit to employees that is provided at an economical price. For this reason, it is widely practiced by forward thinking organizations. Regardless of any future Legislative action, SEA believes your current balances and conversion are "safe".

**WI Retirement System (WRS):** A Legislative Council Report, "2006 Comparative Study of Major Public Employee Retirement Systems", December 2007, shows the WRS is no Cadillac. The report found the WRS provides modest payments, compared to other U.S. public retirement systems. The WRS is also average in the minimum age (55) and years of service (30) for retirement without reduced benefits. The WRS also limits the maximum benefit, while a majority of surveyed plans did not.

**SEA Day 2008:** This year at SEA Day, Members had a group discussion with Senator Fred Riser. As follow up, he requested the Legislative Audit Bureau (LAB) to take up two significant SEA concerns: cost justifications for outsourcing under Act 89 and mileage reimbursement rates. LAB declined to take up the issues, but SEA continues to pursue these issues. One of Senator Riser's suggestions to SEA for our next SEA Day is to invite a panel of Legislators, so more would directly hear our concerns.

**Help SEA Get a Contract:** What "top 10 things" can you do to help us get a contract? Members reduced their participation in voluntary State Events. This year, make charitable donations outside the State Employees Combined Campaign. SEA is working on a group alternative.

**Who Represents Me?** Find your Legislators at <http://www.legis.state.wi.us>

SEA BOARD OF DIRECTORS

STATE OFFICERS -- 2008 -- 2010

President:	Mark Klipstein 660 Glen Erin Drive Hartford, WI 53027	(262) 966-9962 (H) (414) 750-1496 (O)
Vice President:	Leroy Stublaski 5308 Severn Way Madison, WI 53714	(608) 243-7812 (H) (608) 219-9483 (O)
Second Vice Pres.:	Timothy Hanley 2849 Ellis Street Stevens Point, WI 54481	(715) 341-1108 (H) (715) 421-8050 (O)
Secretary:	Rainy Yahmke W4242 Tower Lane La Crosse, WI 54601	(608) 790-4254 (H) (608) 785-9050 (O)
Treasurer:	John Bolka 873 W25295 High Ridge Dr. Waukesha, WI 53189	(262) 662-9826 (H) (262) 548-6711 (O)

SECTION PRESIDENTS

<b>Madison Section</b>	Khader Abu al-eis 208 N. Masket Ridge Dr. Sun Prairie, WI 53590	(608) 825-6189 (H) (608) 246-7952 (O)	<b>Rhineland Section</b>	Michael Wendt 5639 River Rd. Rhineland, WI 54501	(715) 277-3379 (H) (715) 365-5798 (O)
<b>Southeast Section</b>	Carolynn Gellings 4936 Woodfield Ct. ~ #1 Nashotah, WI 53058	(920) 948-5976 (H) (414) 750-2739 (O)	<b>Superior Section</b>	Brian Mattson 2216 Ohio Ave. Superior, WI 54880	(715) 394-3745 (H) (715) 395-3035 (O)
<b>Green Bay Section</b>	Anthony Allard 2831 Otto Ct. Green Bay, WI 54313	(920) 496-9577 (H) (920) 492-3510 (O)	<b>Central Office Section</b>	Sandy Anderson 1759 Rollingwood Ct. Oregon, WI 53575	(608) 873-8889 (H) (608) 267-2205 (O)
<b>Wis. Rapids Section</b>	Thomas M. Peronto 3021 - 69th St. So. Wis. Rapids, WI 54494	(715) 421-3365 (H) (715) 421-8087 (O)	<b>State Agencies Section</b>	Larry Legro 1248 Gaalight Dr. Sun Prairie, WI 53590	(608) 834-5804 (H) (608) 267-4785 (O)
<b>La Crosse Section</b>	Jeremy Tomash 3408 Birch St. La Crosse, WI 54601	(608) 787-9840 (H) (608) 785-9462 (O)	<b>DNR Section</b>	Robert Schaefer 418 Mineau Pkwy. Madison, WI 53711	(608) 233-3778 (H) (608) 266-3415 (O)
<b>Eau Claire Section</b>	David Solberg 5 7485 S. Davis Dr. Eau Claire, WI 54701	(715) 833-7169 (H) (715) 833-5366 (O)	<b>Health Insurance &amp; Retirement Reps.</b>	Mel Sensenbrenner Dan Joyce	(608) 222-9255 (H) (608) 795-2420 (H)
			<b>Communications Consultant</b>	Ron Legro	(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
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
2007	37 <sup>th</sup> Annual Mtg.	La Crosse
2008	38 <sup>th</sup> Annual Mtg.	Wisconsin Rapids

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