



## STATE ENGINEERING ASSOCIATION

# 39th ANNUAL REPORT

EAU CLAIRE, WISCONSIN

NOVEMBER 7, 2009

From the President:

Welcome to the 39<sup>th</sup> annual meeting of the State Engineering Association. Hosting a meeting like this takes a lot of additional efforts, thanks to the Eau Claire section planning committee for their hard work in setting up and hosting this annual meeting. Special thanks to Dave Solberg for working with the Statewide Board and providing updates. The Eau Claire section has provided a variety of activities for today and what should be an entertaining evening.

This is the first year of my two year term as SEA President. There have been many challenges during this time, but nothing more frustrating than not having an agreement on our 2007-2009 contract. The State has not been interested in good faith negotiations and thinks bargaining is having a meeting. There have been recent changes within OSER that has provided some hope of improvement to this process. The bargaining team will continue to work and get the best possible contract for its members.

The state budget and the existing economy have really affected us all. The Office of State Employment Relations (OSER) created a Memo of Understanding (MOU) between SEA and OSER that would implement a furlough to our members. SEA did not sign this MOU, so the State has started implementing temporary layoffs. Our position has been that wages is bargainable and that the MOU should be part of the collective bargaining process. SEA is in the process of challenging these layoffs.

The State continues with a policy of not filling our vacant positions or creating new positions even though the federal government has sent additional money to the state because of the stimulus package. Contracting out work that our members do to consultants continues to increase even though their reports confirm this is not as cost effective. SEA will continue to work to educate the public and politicians in an effort to reverse this trend.

I would like to give an extra thank you to our state officers, committee members, Ron Legro, Willie Haus, Bob Schaefer, Sandy Henke and some of our most active members. This past year has been difficult and demanding given all the challenges we face, these individuals have stepped up and continue to serve SEA at a high level.

This upcoming year we face similar challenges that we had in the past year. If we continue to work together as an Association, I am confident that our persistent will show dividends in the next year. Please continue to be professional at work and continue to get involved.

Have a wonderful weekend and enjoy the company of other members and their families during your stay here in Eau Claire.

Respectfully,

Mark Klipstein

The 38<sup>th</sup> ANNUAL MEETING  
Secretary Report  
Meeting Highlights

39<sup>th</sup> Annual Meeting  
November 7, 2009  
Eau Claire

- 10:30 am Convene SEA 2009 Annual Meeting
  - Call to Order-Mark Klipstein
  - Welcome from the President
  - Convene a Special Meeting
  - Introductions
  - Review of Agenda - Additions/Changes
- 10:45 am State Officer Reports
  - President - Mark Klipstein
  - Secretary - Reiny Yahnke
  - First Vice President - Leroy Stublaski
  - Second Vice President -Tim Hanley
  - Treasurer - John Bolka
- 11:00 am Committee Reports
  - Financial Audit Committee - Nick Martin
  - Demands Formulation Committee - Jason Tucker
  - Health and Retirement - Bob Schaefer
  - Communications - Ron Legro
- 11:15 am Comments from Section Presidents
- 11:25 am Bargaining Spokesperson/Legal - Willie Haus
- 11:40 am Open Forum - Questions/Discussion from Members in Attendance
- 11:50 am Section that will Host the 2010 Annual Meeting
- 11:55 am Plans for the Remainder of the Day - Eau Claire Section
- 12:00 pm Adjourn 2009 Annual Meeting

The 38<sup>th</sup> Annual Meeting of SEA was held at the Jefferson Street Inn in downtown Wausau on October 10-11, 2008. The Wisconsin Rapids Section hosted the event. Since there was not enough members to constitute a quorum, President Tom Mugan motioned to call a special meeting of the Board of Directors. The motion was seconded and carried. Tom called the meeting to order at 10:00 and thanked the Wisconsin Rapids Section for their contributions to a successful event. Members in attendance introduced themselves.

**President's Report** – Tom Mugan recounted the past year. Tom touched on the continuing difficulties of bargaining. He indicated progress and a diligent effort is being committed to resolved grievances. Tom thanked Duane Hubeler for his effort and commitment to update SEA's bylaws. Tom also thanked Ron Legro for his continual success in publishing an interesting and informative newsletter and Bob Spoerl for his commitment to posting the newsletter and other articles on the website. Tom expressed deep pleasure and gratitude in being able to serve SEA for the past two years as he turned the gavel over to president elect Mark Klipstein.

**1<sup>st</sup> Vice President's Report** – Leroy Stublaski reported on the action taken on moving grievances forward.

**2<sup>nd</sup> Vice President's Report** – Gretchen Wheat reported on the legislative action over the past year.

**Secretary's Report** – Duane Huebler was not in attendance, so there was no report.

**Treasurer's Report** – John Bolka reported on the Annual Budget. John also explained the net worth Sections and Association and noted the current membership is at 1163 members.

**Audit Committee Report** – Committee Chair Michelle Ellias thanked the committee members Ron Legro, Nick Martin, and Nichoie Lysne. John Bolka was thanked for his dedication and service. The audit committee found the books to be in good order.

**Demands Formulation Committee Report** – Chair Tim Hanley reported the status of bargaining is described very well in the Broadside Newsletter. Tim encouraged everyone to contact their legislators to discuss their disgust with bargaining.

**Health and Retirement Report** – Mel Sensenbrenner reviewed his annual report. Mel has been tracking these issues for SEA since 1980. Mel noted the ETF's website is a valuable resource and tool regarding retirement and insurance questions.

**Communications Report** – Ron Legro expressed enjoyment working with SEA. Ron requested to keep the stories and opinion articles flowing to the media. The “people stories” will best help move the organization forward.

**Legal Report** – Willie Haus echoed that the Broadside Newsletter accurately reflects the status of bargaining. We need to keep pushing and fighting the good fight. Everything counts in expressing our displeasure with bargaining.

**Awards** – Recognition awards were given to Gretchen Wheat, Duane Hubeler, and Tom Mugan in honor of their service in SEA. Mel Sensenbrenner received a longevity award in recognition of his tremendous service to SEA.

**President Elect** - Newly elected president Mark Klipstein reintroduced himself and emphasized his passion and commitment to serve the Association.

The next annual meeting will be in November 2009 with the Eau Clair section hosting.

Meeting adjourned.

Respectfully submitted,  
Reiny Yahnke  
Secretary

**State Engineering Association  
Annual Treasurer's Report  
Fiscal 2008**

John S. Bolka, Treasurer

Fiscal Year Ending July 31, 2009

Statement of Operations			
Net Worth July 31, 2008			\$352,548.97
<b>Grass Receipts</b>			
Dues		\$248,325.25	
Interests		\$3,254.44	
State Board	\$2,971.48		
Local Sections	\$282.96		
Miscellaneous		\$1,539.93	
State Board	\$631.90		
Local Sections	\$908.03		
<b>Disbursements: State Board</b>			
		\$198,071.08	
Office Rent	\$4,980.00		
Officer's Fees	\$34,050.00		
Personal Dues Return	\$0.00		
Bargaining	\$12,468.43		
Web Consultant	\$1,320.00		
Grievance	\$413.85		
Pension Fund Suit	\$0.00		
Elections/Academic Research	\$8,888.47		
Staff	\$22,209.13		
Administrative	\$4,890.45		
Insurance	\$618.00		
Depreciation	-\$1,004.53		
Board Meeting	\$55,083.90		
Research/Communications Consultant	\$19,666.54		
Annual Meeting	\$16,172.21		
Awards	\$119.00		
Computer & Software	\$2,527.66		
P/R Legislative	\$2,701.75		
Newsletter	\$31.68		
Audit	\$1,225.55		
Grievance School	\$0.00		
DFTF	\$4,396.51		
SEA Clothing	\$100.00		
Contract Books	\$0.00		
Miscellaneous	\$850.48		
Retirement Consultant	\$4,563.99		
Post Office	\$0.00		
<b>Disbursements: Local Sections</b>			
		\$27,889.11	
Section Meetings	\$15,253.22		
Annual Meeting	\$8,156.72		
Administrative	\$73.05		
Grievance	\$0.00		
Miscellaneous	\$4,186.12		
<b>Total Disbursements: Adjusted</b>			
		\$225,740.16	
<b>Net Disbursement</b>			\$28,329.46
Net Worth July 31, 2009			\$324,219.51

State Engineering Association  
Annual Treasurer's Report  
Fiscal 2008

<b>STATE BOARD</b>				\$329,135.79		
Money Market Checking Account	\$ 326,486.90					
Post Office	\$ 343.55					
Depreciable	\$ 2,325.34					
<b>LOCAL SECTION</b>			\$52,792.58			
Checking Accounts	\$24,004.99					
Savings Passbook	\$23,017.80					
Cash on Hand	\$128.19					
Certificate	\$5,641.60					
				\$361,928.37		
<b>For Information Only -Net Worth of Sections</b>		July 31,2008	July 31,2009	Change	\$/Member	
1. Madison		\$4,711.28	\$4,511.78	(\$199.50)	\$34.18	
2. Southeast		\$8,752.99	\$4,580.19	(\$2,172.80)	\$21.50	
3. Green Bay		\$6,929.91	\$6,844.57	(\$85.34)	\$52.25	
4. Wisconsin Rapids		\$2,424.38	\$1,644.34	(\$780.04)	\$28.85	
5. La Crosse		\$4,814.80	\$4,684.56	(\$130.24)	\$65.06	
6. Eau Claire		\$5,038.45	\$3,980.72	(\$1,057.73)	\$68.83	
7. Rhinelander		\$5,950.35	\$4,575.01	(\$1,375.34)	\$81.50	
8. Superior		\$3,387.68	\$3,242.59	(\$145.09)	\$84.85	
9. Central Office		\$7,897.81	\$7,608.82	(\$288.89)	\$56.78	
10. DNR-Madison		\$6,996.14	\$5,907.73	(\$1,088.41)	\$72.05	
11. State Agencies		\$4,593.91	\$5,212.17	\$618.26	\$35.95	
<b>TOTALS</b>		\$59,297.70	\$52,792.58	(\$6,505.12)	\$45.39	

**ANNUAL MEMBERSHIP REPORT**

By: John S. Bolka, Treasurer

**SECTIONS TOTALS**

SECTION	As of July 31,2008			As of July 31,2009		
	Members	Eligible	%	Members	Eligible	%
1. Madison	135	135	100%	132	133	99%
2. Southeast	169	179	94%	170	171	99%
DNR	43	43	100%	42	42	100%
3. Green Bay	102	103	99%	96	97	99%
DNR	28	28	100%	28	28	100%
DOCOM	5	5	100%	5	5	100%
DHS				1	1	100%
4. Wis. Rapids	51	51	100%	50	50	100%
DNR	7	7	100%	7	7	100%
5. La Crosse	60	60	100%	60	60	100%
DNR	12	12	100%	12	12	100%
6. Eau Claire	47	47	100%	47	47	100%
DNR	12	13	92%	11	11	100%
7. Rhinelander	41	41	100%	40	40	100%
DNR	9	10	90%	10	10	100%
8. Superior	41	41	100%	42	42	100%
DNR	9	9	100%	8	8	100%
Central Office	112	117	96%	110	114	96%
PSC	21	22	95%	20	20	100%
DNR - Madison	89	89	100%	82	82	100%
State Agencies	123	151	81%	138	145	95%
<b>SEA TOTALS</b>	1116	1163	96%	1111	1125	99%

**SECTIONS PERCENTAGES**

	2004	2005	2006	2007	2008	2009
Madison	98	100	100	100	100	99
Southeast	97	95	86	98	95	100
Green Bay	96	92	90	98	99	99
Wis. Rapids	94	100	98	100	100	100
La Crosse	99	99	100	100	100	100
Eau Claire	89	91	95	94	98	100
Rhinelander	96	98	98	98	98	100
Superior	96	91	100	100	100	100
Central office	98	94	91	97	96	97
DNR - Madison	98	100	99	100	100	100
State Agencies	74	79	79	83	81	95
<b>SEA TOTALS</b>	94	93	93	92	96	99

ANNUAL GRIEVANCE SUMMARY 2009

**ANNUAL MEMBERSHIP REPORT  
DEPARTMENT TOTALS**

(As of July 31, 2009)

Department	Members	Eligible	%
DOT	747	754	99%
DNR	200	200	100%
PSC	20	20	100%
DOA	20	21	95%
DWFD	2	2	100%
DHS	29	29	100%
DOMA	7	9	78%
SHS	2	2	100%
UW-Sys	5	5	100%
UW-Mad	25	27	93%
ATCP	9	11	82%
DOCOM	43	43	100%
DOCOR	2	2	100%
<b>TOTALS:</b>	<b>1111</b>	<b>1125</b>	<b>99%</b>

**ANNUAL MEMBERSHIP REPORT  
CHANGE IN DEPARTMENT TOTALS**

(As of July 31, 2009)

Department	Members		% CHANGE	Eligible	
	FY 2007	FY 2008		FY 2007	FY 2008
DOT	758	747	-1%	774	754
DNR	209	200	-4%	211	200
PSC	21	20	-5%	22	20
DOA	21	20	-5%	23	21
DWFD	0	2	N/A	2	2
DHS	28	29	3%	31	29
DOMA	2	7	71%	9	9
SHS	1	2	50%	1	2
UW-Sys	4	5	20%	5	5
UW-Mad	21	25	16%	28	27
ATCP	6	9	33%	11	11
DOCOM	43	43	0%	44	43
DOCOR	2	2	0%	2	2
<b>TOTALS:</b>	<b>1116</b>	<b>1111</b>	<b>0%</b>	<b>1163</b>	<b>1125</b>

A. PROCESSING BREAKDOWN

Grievances pending as of October 2008.....	40
Grievances initiated since October 2008.....	8
Total grievances processed this year.....	48
Grievances resolved since October 2008.....	1
Grievances carried over into next year.....	47

B. DECISION RECORD

Favorable Decision: (settled in grievant's favor).....	0
Settlement Reached: (mutual settlement).....	1
Unfavorable Decision: (unfavorable to grievant).....	7

- a. Denial of relief sought.....7
- b. Process stopped at SEA's Directive.....0
- c. Process dropped by Grievant.....1

C. LEVEL OF RESOLUTION

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

Respectfully submitted,

Leroy Stublaski,  
First Vice President

Legislative Report 2009  
By Tim Hanley 2<sup>nd</sup> VP

I am happy to report that SEA through its member's efforts continues to grow in the area of legislative effectiveness. It is not easy to measure this effectiveness, but you know it when you see it. Over the year we have worked on several major efforts: Budget input to Joint Finance Committee; SEA Day; Act 89 Report; Joint Committee on Audit; legislative relations related to collective bargaining and our long overdue 2007-09 contract.

Our members provided input to the Joint Finance Committee budget hearings which traveled around the state. The relationship building that we are working on produced results when Tony Allard, Green Bay section president, had the opportunity to testify in front of the Joint Finance Committee hearing in Green Bay. We also had other sections submit written information to the hearings.

We held SEA Day on April 22, 2009. Again, we had a good turnout, approximately 85 members and we continued to work on relationship building with their representatives and senators. We also tried something new this year and developed a 117 page booklet which covered outsourcing, good government and some information related to collective bargaining. We've received positive feedback from both members and our representatives. We have also posted an electronic copy of the SEA website for future reference.

We've also gotten several articles printed in the Milwaukee Journal Sentinel related to outsourcing of engineering services.

Bob Spoerl, website, and Ron Legro, communication consultant, continue to provide great support for all of SEA's legislative efforts. I wanted to make sure to acknowledge that both of them they contribute to our legislative successes.

It has been a busy year and we continue to grow as an organization. We must remember the organization is its members and as their involvement grows so does the organization. We've had a good year this year and I am looking forward to growing more next year!

Bargaining Report 2007-09 Contract  
By Chairman Tim Hanley

The 2007-09 contract is still being bargained. SEA has made concessions on compensation and language items. In compensation we are in the "ballpark" of what the state is offering but are still talking about how the small market increase should be divided up between classifications. We have tentative language agreements on some minor items but to try and move forward to resolve this contract SEA has moved a majority of our language issues forward to the 2009-11 bargain. We have now met with the state nineteen (19) times over two plus years.

The state has tied their small market increase to a requirement that SEA change its Professional Development Time (PDT) language to give the state total control. This is at least a 2.1 percent cut in pay if you consider PDT on an economic basis and some members will tell you it means even more to them. The SEA members provided input and support the bargaining team position that we cannot do a major take back without compensation which is what the state is trying to do. This is especially important when looking forward to 2009-11. Early word from the state is they are looking at no pay increases but requiring increasing contributions to health insurance and retirement.

Some recent changes were made at OSER a new administrator, Joe Winke, replaced Jim Pankratz, and was in attendance at our last bargaining session on October 15. He indicated he is a "new" person and is not the "old". We tentatively are planning another bargaining session in November to see if we can complete the 2007-09 contract bargaining.

SEA has requested in the past to go to either fact finding or mediation in an effort to move the contract forward. The state refused. It has been difficult in this bargain but membership support has been great. We continue to provide bargaining summaries to section presidents within 24 hours of the bargaining session. We will keep you informed.

Bargaining Report 2009-11 Contract  
By Chairman Jason Tucker

The 2009-11 contract bargaining has not started, and the 2007-09 bargaining continues.

The demands for the 2009-11 contract were mailed to me in January for review and organizing. There were 107 demands submitted and all of them were reviewed at the DFT meeting held on February 14, 2009.

At the DFT meeting everyone in attendance was given an organized copy of all of the demands. The 107 demands fit into 18 different points for discussion. Many of the demands were the same as the demands for the 2007-11 contract bargaining. Each demand was opened up for discussion and then the demands were prioritized.

A summary of the DFT meeting was given at the SEA board meeting on February 21, 2009 and SEA attorney Willie Haus was given a copy of the demands.

When the 2007-09 contract is settled demands not settled will be moved forward and the next contract bargaining will begin.

**2009 -2011 Contract Demands Overview (107 Demands)**

- A: 30 demands to increase compensation for having a PE License
- B: 17 demands to reimburse costs accrued to obtain a PE License
- C: 1 demand to increase overtime pay to 1.5 times
- D: 8 demands for various market adjustments
- E: 5 demands regarding Insurance
- F: 6 demands regarding mileage and drive time
- G: 25 demands to increase standby pay and call back time
- H: 1 demand for cost of living adjustments
- I: 3 demands for additional time off
- J: 4 demands not to bargain away Professional Development Time
- K: 1 demand to settle grievances
- L: 1 demand to strengthen language regarding lay off
- M: 1 demand to include anti "me too" language
- N: 1 demand for lodging allowance for emergencies
- O: 1 demand that notice be given prior to employer changing timesheets
- P: 1 demand regarding Language for lunch reimbursement and time
- Q: 1 demand that dues deduction reports be submitted to SEA in different format
- R: Transfer Language

# SEA Board of Directors

## State Officers 2009 - 2010

<b>President</b>	Mark Klipstein 860 Glen Erin Dr. Hartford, WI 53027 <a href="mailto:MKKlipstein@aol.com">MKKlipstein@aol.com</a>	262-966-9962 (H) 262-750-1496 (W)
<b>First Vice President</b>	Leroy Stublaski 5308 Severn Way Madison, WI 53714 <a href="mailto:lsnjs@earthlink.net">lsnjs@earthlink.net</a>	608-243-7812 (H) 608-219-9483 (W)
<b>Second Vice President</b>	Timothy Hanley 2849 Ellis Street Stevens Point, WI 54481 <a href="mailto:timdotman@hotmail.com">timdotman@hotmail.com</a>	715-498-8069 (C) 715-421-8050 (W)
<b>Secretary</b>	Relny Yahnke W4242 Tower Lane La Crosse, WI 54601 <a href="mailto:ryahnke@msn.com">ryahnke@msn.com</a>	608-790-4254 (H) 608-785-9050 (W)
<b>Treasurer</b>	John S. Bolka S73 W25295 High Ridge Rd Waukesha, WI 53189 <a href="mailto:jbolka@wi.rr.com">jbolka@wi.rr.com</a>	262-662-9826 (H) 262-548-6711 (W)

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### Section Presidents

Madison Section	Khader Abu Al-eis 208 N. Musket Ridge Dr. Sun Prairie, WI 53590 <a href="mailto:khaderais@yahoo.com">khaderais@yahoo.com</a>	808-825-8188 (H) 808-246-7952 (W) 808-345-7854 (C)
Southeast Section	Carolynn Gellings 4938 Woodfield Ct. #1 Nashotah, WI 53058 <a href="mailto:cmgellings@wi.rr.com">cmgellings@wi.rr.com</a>	920-848-5976 (H) 414-750-2739 (W)
Green Bay Section	Tony Allard 2831 Otto Court Green Bay, WI 54313 <a href="mailto:olashot@sbglobal.net">olashot@sbglobal.net</a>	920-466-9577 (H) 920-492-3510 (W)
Wisconsin Rapids Section	Thomas Peronto 3021 89th St. South Wis. Rapids, WI 54494 <a href="mailto:faithful@wrc.net">faithful@wrc.net</a>	715-421-3365 (H) 715-421-8087 (W)
La Crosse Section	Jeremy Tomesh 3408 Birch La Crosse, WI 54601 <a href="mailto:jtomesh@excite.com">jtomesh@excite.com</a>	608-787-9840 (H) 608-785-9462 (W)
Eau Claire Section	David Solberg 87495 S. Davis Dr. Eau Claire, WI 54701 <a href="mailto:xp_dave2003@yahoo.com">xp_dave2003@yahoo.com</a>	715-833-7169 (H) 715-833-5366 (W)
Rhineland Section	Mike Wendt 5639 River Rd. Rhineland, WI 54501 <a href="mailto:cmwendt@frontiernet.net">cmwendt@frontiernet.net</a>	715-277-3379 (H) 715-365-5798 (W)
Superior Section	Brian Mattson 2218 Ohio Avenue Superior, WI 54880 <a href="mailto:9dyakman@yahoo.com">9dyakman@yahoo.com</a>	715-394-3745 (H) 715-395-3035 (W)
Central Office Section	Carl Bujanowski 435 Sunset Dr. Poynette, WI 53955 <a href="mailto:kocacola3@charter.net">kocacola3@charter.net</a>	608-835-8621 (H) 608-268-3812 (W)
State Agencies Section	Larry Legro 1248 Gaslight Drive Sun Prairie, WI 53590 <a href="mailto:lalegro@charter.net">lalegro@charter.net</a>	608-834-5804 (H) 608-267-4785 (W)
DNR Section	Steve Dunn 1509 Arrowood Dr. Madison, WI 53704 <a href="mailto:dunn1509@charter.net">dunn1509@charter.net</a>	608-242-0514 (H) 608-267-0568 (W)

Health Insurance & Retirement Rep.

Robert Schaefer 608-233-3778 (H)  
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Communications Consultant

Ron Legro 414-962-0960 (H)  
[rlegro@yahoo.com](mailto:rlegro@yahoo.com)

### 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
2009	39 <sup>th</sup> Annual Mtg.	Eau Claire

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