



**STATE ENGINEERING ASSOCIATION**

# SEA View

4510 Regent Street  
Madison, WI 53705  
www.wisea.org

VOLUME XXXVI    ISSUE 8  
August 2006

(608) 233-4696  
FAX (608) 233-6766  
wisea@wisea.org

## **SPECIAL ELECTION ISSUE**

**Dear Association Members:**

In accordance with our bylaws it is once again time for Executive Board elections. All five positions are up for election, and good candidates have once again stepped forward.

With this renewal of our Association leadership, we can face these times of uncertainty with the confidence that our collective voice will be heard. Please take some time to read in this special election newsletter what each candidate has to say about why he or she is running for a position on the Executive Board. Be informed; this will be your leadership for the next two years.

The most important thing you can do is participate – make sure that you VOTE. Your ballot will be mailed to you at your home by August 21. You'll have ten days to make your selection. The ballots must be returned with an August 31 postmark. Please follow the instructions included with your ballot.

Results will be announced in early September and the new officers will begin their terms at the Annual Meeting.

Yours truly,

Ross Johnson  
President and Chair of Nomination Committee

### **Table of Contents**

Message From the Nominations Chair.....	1
Election Facts.....	2
<b>Six Candidates:</b>	
PRESIDENT.....	3
1 <sup>st</sup> VICE PRESIDENT....	4-5
2 <sup>nd</sup> VICE PRESIDENT.....	6
TREASURER.....	7
SECRETARY.....	8



## Election Facts

All five SEA Executive Board positions are up for election in August.

These statewide offices of our Executive Board include President, 1st and 2nd Vice Presidents, Secretary, and Treasurer. The duties of each officer are specified in the Association Bylaws, available on our website.

This special August election newsletter is being sent to the membership by US Mail and is appearing on the SEA web site. It introduces the candidates provided by the Nominating Committee.

As per SEA Bylaws, all candidates for executive office must have been members of the Association for at least one year. No one may be a candidate for more than one office. The executive elections are for two-year terms.



Members seeking office are required to submit a petition signed by himself or herself and 25 other members to the Nominating Committee, no later than 20 days prior to the close of balloting.

The terms of office shall begin with the installation of each officer following the election and terminate with the installation of their successors.

This election, like all elections, requires close attention to deadlines, established in Article 7 of the SEA Bylaws. Nominations closed on July 21. Here is the timetable of remaining key dates:

- August 11: Deadline for submitting petitions for candidacy.
- August 21: Distribution of ballots listing all qualified candidates.
- August 31: Close of balloting.

**IMPORTANT: If you want to vote in this election but are NOT a member of SEA, see your local section officers for a membership card.**

**CANDIDATE PROFILES BEGIN ON PAGE 3.**

---



## Candidate for President

### Tom Mugan



My name is Tom Mugan. I am running for President of the State Engineering Association.

I am a Wastewater Engineer – Advanced at the Department of Natural Resources in the Madison Office. I have been a member of SEA since March 1989, when I came into the bargaining unit. I have been active in my union for my entire 28-year career with the DNR, first when I was a member of the Wisconsin Science Professionals and later with the State Engineering Association. Over the years, I have held various leadership positions in those organizations. I am an enthusiastic union member and an experienced leader.

I served on the SEA Board for four years as president of the DNR Section until spring 2006. I have also served as vice president and trustee at the DNR Section. In addition, I was a member of the Bargaining Team that just concluded contract negotiations. Therefore, I am familiar with the issues currently facing SEA.

I have effective oral and written communication skills and have good people skills, which are vital characteristics of an effective leader. I have had good working relationships with SEA's hired staff, including Attorney Willie Haus, Office Manager Sandy Henke and Health and Retirement Consultant Mel Sensenbrenner. Ron Legro had just come on as Communications Specialist as I left the Board.

I am painfully aware of recent communication issues within SEA and will do what is needed to correct them so that the Organization can get back to working on the priorities of our members. These priorities include fair compensation and other benefits and assertive representation of our issues with Management. SEA has well emphasized taking our issues to the governor and legislators. However, I believe it is also imperative that to secure our needs, we must promote the image of our members in the eyes the public.

I will work hard as your President and ask for your vote.

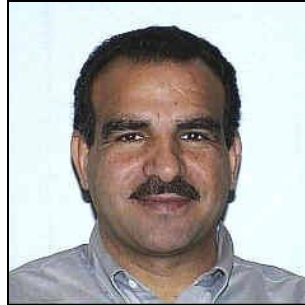
Respectfully,  
Tom Mugan

---



## Candidates for 1<sup>st</sup> Vice President

### Khader Eis, P.E.



I am Khader Eis, seeking your vote for 1<sup>st</sup> Vice President. I am a civil Engineer Transportation – Advanced, working for the Department of Transportation In Central Office.

I have been a member of SEA since I started with the DOT in February 1989. I have a bachelor's degree in Civil Engineering from Portland State University and a master's degree in civil engineering from UW Madison (Engineering Construction Management).

#### Association Experience

Active member since 1989

Section president from 1999-2001 (Madison D1)

Member of Demand Formulation Team (initial screening of all demands)

Participated in several grievances including arbitration and successfully won the arbitration without counsel representation.

#### Department of Transportation Work Experience

For the past 17-plus years with the DOT I worked in several sections and different districts in the following:

Project Manager in the Design Construction Pool (District 4)

Area Maintenance Engineer (District 1)

Technology Advancement Engineer (Central Office)

Geotechnical Engineer (Central Office)

#### Qualifications, Knowledge and Pledge

As a former SEA section president I was involved in many grievances of all types. I was successful in resolving and winning most of these grievances for my members. I would like to use this experience in representing all SEA members. I have a good relationship with our legal counsel and would work closely with him to speed up the processing time of all arbitration cases.

---



My work experience in different sections and locations within the DOT will help me relate to members in the regions and in Central Office. I possess strong negotiation skills that will help me deal with all types of grievances.

**I pledge the following:**

1. To vote NO for any dues increase
2. As a member of the bargaining team I will fight for equitable and fair raises for all members
3. To represent all members of SEA at the bargaining table (engineers and specialists)
4. To reduce the number of outstanding grievances
5. Speed the time to process grievances between step 1 and 4
6. To communicate the status of all grievances with each individual section president to keep SEA members involved in these grievances informed.
7. To be available to discuss any grievance or any other issue with all members of SEA

**Please help me serve SEA and all its members as a grievance officer and as a member of the bargaining team. I ask for your vote in the upcoming election on August**

## **Candidates for 1<sup>st</sup> Vice President**

### **Leroy Stublaski**



### **HELP Me Serve YOU!**

Hello, my name is Leroy Stublaski, and I want to be your next First Vice President serving all of our SEA members.

I'm currently the State Agencies Section Vice President. I have served in that position for the past year and prior to that I served as the State Agencies Section President for five years. I have been a state employee and member of SEA for the past eleven years. I am a registered architect, in Wisconsin as well as in other states. I am employed by the Department of Commerce as an

---



Advanced Engineering Consultant for the one and two family dwelling program and the manufactured home program.

The State Agencies Section of SEA is very much like a mini-version of our total Association in that it covers nearly 30 different employing units in ten different agencies and represents approximately 165 eligible members in SEA. These various agencies employ a wide variety of members that are represented by SEA and I have represented them in various disputes and grievances with many of the management groups in our section. I consider this excellent training for the position of First Vice President since that is the primary responsibility of the position.

Some other facts that set me apart from the other candidates for this position include the fact that prior to joining the state in 1995, I had 25 years of experience working in the private sector and served in various management positions. These positions included project architect, operations manager, sales manager, general manager and vice president of both architectural and manufacturing corporations.

Some consider anyone in management as serving the “*dark side.*” I consider my management positions and past experience as a big plus since you can’t represent a member properly unless you understand ‘how and why’ management makes the decisions, and sometimes the demands of us, to act as they do. When I represented management in labor contract issues and disputes I learned to use facts and methods that won contract issues. Now I pledge to use these same skills to represent **all** of our SEA members

I hope that you will give me a chance to serve you all just as I have served the members of State Agencies Section over the past years.

Please mark your ballot for Leroy Stublaski, First Vice President - SEA.

## **Candidate for 2nd Vice President**

### **Gretchen Wheat, P.E.**

During my 16 years with the DNR Waste Program in the Central Office, I’ve been continuously active with the SEA DNR Section. I’ve also previously served two terms as SEA Secretary, and I look forward to serving as 2<sup>nd</sup> V.P. I’m a registered professional engineer, and prior to state service, I worked in the private sector for a major metal forming and finishing manufacturer.

For the past 15 years I’ve also applied my technical and administrative expertise to support independent theater. Credits include eight years of service, including terms as president and treasurer, to the Bartell Theatre Foundation, an organization formed to create and maintain a collective community theater venue in downtown Madison. Additional theater credits include technical crew for *Temp Slave, The Musical!* San Francisco tour (July 2001), and *Walmartopia, The Musical!* New York tour (Aug. 2006).

At the state, I’ve been on partial layoff status since July 2004, but recently regained some hours. Not including the reduced income, working less than full time is great. I’ve had no trouble filling my spare time, but my current 75% position will still allow ample time for the SEA Board.

---



Although 2<sup>nd</sup> V.P. may be a rather thankless position, legislative issues are extremely important, and I'll do my best to keep you informed and inspired.

SEA has responsibility to its membership: to promote professionalism, to endeavor for fair and equitable treatment of its members, and to support a harmonious work environment. But, government employee bargaining units also serve the greater good, to ensure unbiased services for the public and the environment.

The 2<sup>nd</sup> V.P. tracks legislative issues that control how engineering related services are provided by the State of Wisconsin, and the treatment of SEA represented employees providing those services. I offer excellent writing and analytical skills, hard work, a sense of humor and camaraderie, and real integrity (not the political kind). I seek your support. Thank you.

## **Candidate for Treasurer**

### **JOHN S. BOLKA**



My name is John Bolka and I would like you to vote for me for the Office of SEA Treasurer.

I am a Civil Engineer working in the DOT Waukesha Office and have been with the DOT for over 21 years -- and a very active SEA member the entire time. Besides my current position as SEA Secretary, a position I've held for two terms, I've held the office of Statewide Treasurer for two terms; and have held positions as President, Vice President, and Secretary/Treasurer at the Section level.

I enjoy being involved with SEA, have attended all the VHD and SEA Day events, and even testified at a Senate Hearing. I have been on the last three bargaining teams and have participated on the Audit Committee for the last 12 or 14 years.

Vote for John Bolka for SEA Treasurer and you'll be sure to get someone that cares and stays involved!

---



## Candidate for Secretary

Duane D. Hubeler, P.E.



My name is Duane Hubeler and I am running for the office of Secretary of SEA. I am a PE working as an Engineering Consultant- Advanced in the Department of Commerce in Madison. I've been a state employee for 20 years and an active member of SEA since joining the Safety & Buildings Division 16 years ago. I had the (somewhat dubious) honor of serving on the last bargaining team for the marathon 2003-2005 and 2005-2007 bargaining sessions.

I currently serve as President of the State Agencies Section. The State Agencies Section is unique in that our members come from nine different state agencies along with the UW-System. There are nearly 30 different employing units, each with their own unique cultures, management styles and needs. Working with this diversity has given me valuable insight into the wide variety of issues our Association has to deal with.

I understand that the position of Secretary is demanding but I look forward to the challenge. The difficulties in communicating our recent contract changes with the short time frames point out the need for quick and clear communication. I would also like to continue and complete the work already begun to update the bylaws of the various sections.

I believe it is important to get new blood on the Executive Board and active in the Association as a whole. It would be an honor to follow in the footsteps of the great John Bolka so I ask for your vote in the upcoming election.

**Support SEA. Exercise your right to vote  
and return your completed ballot  
postmarked by August 31.**