



STATE ENGINEERING ASSOCIATION

SEA View

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

VOLUME XXXVI ISSUE 6
June 2006

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

Table of Contents

From the President.....	1
Legislative Update.....	2
SEA Member Honored.....	3
ETF Insurance.....	3
SWIB Meeting.....	4
Who Is SEA?.....	5
Board Meeting.....	7-11
Puzzling Puzzler.....	11

From the President

SEA Members:

I hope that all of you are enjoying the start of the summer! As many of you are aware, the contract did pass the Legislature and was approved by the Governor. We are currently working on checking the contract language against our agreed language and getting it printed and out to the members.

There are still some questions to answer and implementation details to work out but it seems there is a light at the end of the tunnel coming. The draft contracts are available on the OSER website if you have any questions, and final copies will be

on the SEA website shortly.

The contract's retroactive pay will be distributed with the June 22, 2006 paycheck. It will include the 1% and \$0.10 from the 2003-2005 contract and the first 2% wage increase from the 2005-2007 contract. Retroactive pay will be calculated from September 4, 2005 and will have a deduction for each individual's health insurance payments due to date for the 2005-2007 contract time frame.

The SEA board has shared the general reactions from the membership with one another and we understand that there is a variety of reactions to the negotiated contracts. Although many have expressed their appreciation for the work it took to get the contracts we have, several have expressed a less favorable reaction. I would like to encourage any comments from the membership regarding the contracts even if they are not always in favor of the work done, and ask those who did not have their expectations met to get involved.

Writing or meeting with your legislators from now until we start the next negotiations in April 2007 is one way that can help us all. Meeting with your management and discussing where disparities exist in the work place is another. The SEA board cannot do this alone and needs your help. Health insurance, contracting out, wages and job security will remain our leading issues. We need information, examples, and comparisons from all of you to aid in backing up our demands.

The next board meeting is on June 24, 2006 at the Best Western InnTowner on University Ave. in Madison. Now that bargaining is over we need to move forward with Association business and will be assigning a Nomination Chairperson for the fall elections. The offices of the President, 1st Vice President, 2nd Vice President, Secretary, and Treasurer are all up for elections. If you are interested in running or nominating someone for an office please let your section president know.

Details pertaining to the nominating process and elections will be outlined in the next newsletter from the nomination chairperson.

The board will not be meeting in July for a summer break, resuming meetings in August. If you have any comments, questions, or information to give to the board, please give them to your section president. We will continue communications throughout July by email and phone. I hope all of you are able to use your



extra time off this summer to do something fun and continue the high quality of work our members are known for.

Respectfully,

Sharon L. Bremser, P.E.
SEA President

Legislative Update
By Dave Bohnsack, Second Vice President
dbbohnsack.sea@charter.net

SEA CONTRACTS

As you all know, we have a contract. Some liked it, some didn't, and some were indifferent. No matter how you feel, here is how the contract went through the legislature after the association ratified it.

The JCOER meeting took place on Tuesday, May 16 with a start time of 8:00 am. Roll call took place at 8:15 am with only about half of the JCOER members present. Chairman Lasee commented that an 8 am meeting was too early. Wisconsin Law Enforcement Association (WLEA) were first. They also had both 2003-2005 and 2005-'07 contracts.

Both an OSER rep and a WLEA rep were available for questions. A few were asked. Most had to do with whether the contract would help with recruitment and retention. By 8:30 am, all members of JCOER were present. SEA's contracts were next on the agenda. Five members of SEA were in the audience but no one from SEA sat at the table with the OSER rep to field questions or make comments. There were no questions from the committee and no additional comments.

Next was the nurses union. Again questions from the committee revolved around recruitment and retention. And finally the Association of State Prosecutors (ASP) wrapped up the testimony. The ASP rep spoke about how disappointed ASP members are with the contract. He said that this contract would not fix the retention and recruitment issues. Sen. Fitzgerald questioned why ASP members ratified the contract if it was so awful. The ASP rep responded by referencing the legislative recess until next year and saying members did not want to wait another eight months for a contract. By 9:00 am, the contracts were unanimously approved.

That afternoon the bills containing the contracts were passed in the Senate: 32 Ayes, 1 Nay (Sen Reynolds). The next day, May 17, the bills went before the Assembly. The '05-07 contract passed 91 Ayes, 0 Nays, 7 not voting; '05-07 passed 92 Ayes, 0 Nays, 6 not voting. The governor signed both contracts on May 19. The effective date of the contract was May 27, 2006.

SENATE BILL-1 CALL FOR ACTION

Senate Bill 1 (SB-1) has been getting a lot of press lately. This bill would have combined the Elections Board with the Ethics Board, creating a nonpartisan body, the Government Accountability Board, whose purpose would be to ensure that Wisconsin's election and campaign laws are followed. SB-1 was intended to make less likely future election scandals of the sort Wisconsin has suffered in recent years. The Wisconsin Senate passed SB-1 last November. However, Assembly Republican leaders recently refused to allow the bill to come up for a vote, in spite of popular pressure.

Last fall, former Wisconsin Sen. Chuck Chvala pleaded guilty to one count of felony misconduct in office and one count of making illegal campaign contributions after it was revealed that he was shaking down lobbyists and interest groups for campaign cash in return for not killing their bills. Chvala had been charged with 20 different felony counts. Last March, former State Rep. Scott Jensen was found guilty of three felony counts and one misdemeanor ethics violation for using state resources including



his legislative staff to support political campaigns. The jury also found Jensen staffer **Sherry Schultz** guilty. At Jensen's trial, 41 witnesses testified to the corruption that has infested Wisconsin state government.

The following Wisconsin legislators were mentioned among the evidence considered in the Jensen trial as having benefited or known about the improprieties: **Garey Bies, Don Friske, Scott Gunderson, Steve Kestell, Judy Krawczyk, Gabe Loeffelholz, Phil Montgomery, Jerry Petrowski, and Jeff Stone**. These legislators also blocked efforts to bring SB-1 to a vote. Even if they were unaware of the illegal activities of Scott Jensen and his staff, you would think that they would be more than eager to enact reform to help clean up the system and prevent future abuses.

The Assembly leadership refused to schedule a vote on SB-1 during the regular sessions and the house has now adjourned for the rest of the year. Gov. Doyle can and should call a special session to force legislators to vote on ethics reform. Please take time to let the governor and your Assembly representative know that you believe that Capitol needs to be cleaned up and that SB-1 is the start.

SEA member awarded state honor

Congratulations to SEA member **Rhonda O'Leary** of the DNR, who on May 24 received honorable mention honors at the Virginia Hart Special Recognition Award Ceremony in the Capitol.

Virginia Hart was Wisconsin's first woman cabinet member in 1977. The Virginia Hart Award was established in 1983. The award is given to a woman in state government for exemplary performance in public service that improves the quality of life for Wisconsin citizens.

Top honors went to Gena L. Jarr, of the Division of Community Corrections in Eau Claire. Also receiving honorable mentions were Jill Hjelsand and Patricia McCallum, both employees of the Department of Transportation; Cindy O'Donnell and Susan Whitehorse of the Department of Justice; and Ann Smith of the Department of Workforce Development.

Important Retirement and Health Insurance Information

Melvin B. Sensenbrenner, SEA Retirement & Health Insurance Representative

ETF ANNUITANT ROUND TABLE – MAY 9, 2006

Sandy Drew and Monica Jaehnig, who manages the private debt portfolio for SWIB were speakers. Monica also mentioned that she is planning to retire this year and turning her portfolio over to Chris Prestigacom, who she has been training.

Sandy Drew provided us an update on the SWIB performance, as noted in the SWIB article in this SEA View edition. She also had handouts about SWIB which I have provided to all SEA Board members.

Sandy announced, too, that they have hired the new Chief Investment Officer by the name of David Villa.

Bill Kox gave us an update on health insurance benefits including a little information on dental insurance from Blue Cross Anthem from Indiana, which will be available January 1, 2007. The total cost is to be paid by the employee.

John Vincent is Administrator of the Division of Trust, Finance & Employer Services of ETF. This Division annually must reconcile the following:



- \$ 8.9 million in additional contributions
- \$10.9 million ICI premiums
- \$37.5 million life insurance premiums
- \$923.7 million health insurance premiums
- \$ 10.9 billion in WRS earnings

Sari King, Division Administrator of Retirement Services, provided us with the ETF Work Load Status Report as of May 1, 2006. I have provided a copy of that report to all SEA Board members because Ms. King indicated the backlogs are increasing and warned us that anyone planning to retire MUST plan to schedule ETF six months in advance of their anticipated retirement date. The teachers' retirements are just starting for 2006.

The next Round Table is set for Aug. 8.

Acronyms Used in Mel Sensenbrenner's Articles

WRS Wisconsin Retirement System (State & local public employee system except for City of Milwaukee & Milwaukee County)
MRA Market Recognition Account
ETF Wisconsin Department of Employee Trust Funds
GIB Group Insurance Board
SWIB State of Wisconsin Investment Board
WCOA Wisconsin Coalition of Annuitants (WRS retirement organization)
WREA Wisconsin Retired Educators Association
WRC Wisconsin Retirement Consortium
UMPERSA Uniform Management of Public Employee Retirement System Act
ORP UW Optional Retirement Plan (Privatization of WRS)
GPR General Purpose Revenue
DOA Department of Administration
WEAC Wisconsin Education Association Council
WHIO Wisconsin Health Initiative Organization

SWIB MEETING – MAY 10, 2006

SWIB Performance YTD:

	Feb. 28, 2006	March 31, 2006	April 30, 2006
Core Fund:	+3.4% (+2.9% B.M.)	+5.0% (+4.4% B.M.)	+7.0% (+6.1% B.M.)
Variable:	+4.0% (4.1% B.M.)	+6.1% (+6.1% B.M.)	+8.2% (+8.0% B.M.)
Core:	69.718B	70.558B	71.771B
Variable:	6.502B	6.608B	6.722B
	76.220B	77.166B	78.493B

The private equity portfolio on April 30th was +8.6 with a B.M. of +8.3, and the public equities was +9.5 and B.M. of 9.5.

I provided several handouts from the Investment Board, which were provided at the Annual WCOA Conference held on May 17, 2006, to the SEA Section Presidents at the May SEA Board Meeting. They also have copies of presentations by Dave Mills from SWIB and Eric Stanchfield from ETF.

Dave Mills announced and introduced the new Chief Investment Officer for SWIB, "David Villa" from Florida.

The Fed. just raised interest rates to 5.0% and anticipated raising them again later this year to 5.25%.

Dave Stella of ETF reported to the Investment Board that Congress made changes in 415B regulations that would limit the post-retirement dividends of qualified pension plans. However, we hope the WRS would be exempt because we have both + and – dividends based on the MRA (Market Recognition Account).

The next SWIB meeting is set for June 14.



WHO IS SEA?

This month: Nichole Lysne

SEA is **Nichole Lysne**, SEA first vice president. Nichole works in the Wisconsin Rapids office of the Department of Transportation's North Central Region as a state highway program coordinator. She was elected Wisconsin Rapids section president in December 2000. She was elected Wisconsin Rapids Section Secretary in December 2004 and held that post until she took on the first vice president position last March.

SEA: How long have you been a SEA member?

NL: I've been an SEA member since I was hired at the Wisconsin DOT in September of 1998.

SEA: What are your duties at DOT?

NL: Unfortunately, titles mean very little at the state. I am a civil engineer senior working in the Planning and Programming unit and am responsible for the solicitation and management of the safety programs in the north central region. I also assist in the management of the state 3R program, the backbone program, and the majors program.

SEA: Do you remember being recruited to SEA?

NL: On my first day at DOT, the local section President, Linda Richardson, met with me and shared information about what SEA was and had me sign the "union card." At the time it didn't mean much because I was provided with so much new information that day about employment with the state. I started attending the local SEA functions just to meet folks at DOT and was amazed at the passion and dedication that members had, which inspired me to get more involved.

SEA: What was it like, taking on your first executive position with the association?

NL: I had a great local executive board and without them, I would have never made it through those four years.

SEA: Tell us a little about your career.

NL: Starting at an early age that I cannot even remember, I worked for my father, who was a one-man electrical contractor. Working for him was a real lesson in customer relations, hard work, getting dirty, and real rewards. I also baby sat for three summers for families with three or more children, Monday through Friday from 8 until 5 pm. It's amazing that I ever decided to have children after those experiences!

In high school, I worked for Burger King, which seemed more like a social event than work. During college, I worked in the university food centers and corrected papers for a professor or two. For summer work while college wasn't in session, I worked for a small jewelry store and for Burger King until I got into the SET program at DOT.

I spent two summers working for WisDOT District 4, inspecting on a bridge job one year and working in the planning section the next. After college, I took a job working for Butler Manufacturing as a structural engineer. Butler is a manufacturer of steel building systems. That was a very fast-paced industry and I learned lots about long hours and great pay. Then, in 1998, the state began hiring again and I landed a job working in the Wisconsin Rapids District and that's where I've been ever since!

SEA: So, eight years of service with DOT.

NL: In September of this year. Hard to believe it's been that long!

SEA: Where did you study?

NL: After graduating from West Salem High School, I went on to the University of Wisconsin -- Platteville for engineering. When I got there, I was looking for an electrical engineering degree. After one semester, I knew that wasn't a good fit and after a little searching landed in the civil engineering program. Platteville is



a great school and I would recommend it to anyone, even though there are plenty of Madison grads in our offices who continue to tell me how much I missed out on!

SEA: What's the hardest part of your SEA duties?

NL: I guess the most frustrating part of the job is witnessing bargaining and then going back to the office and trying to put into words just how frustrating the process is. It's really hard to get folks to understand just how dysfunctional OSER appears at bargaining.

SEA: Most rewarding part?

NL: I think the most rewarding part is knowing that we're making a difference and being able to talk with members and to get them to understand the dysfunctional bargaining, the grievance process, and the importance of SEA Day.

SEA: Why is SEA important?

NL: SEA is important because we are a very small bargaining unit representing professionals in the engineering field. SEA has been able to get contract language that other unions only dream of getting their hands on. SEA represents our members professionally and ethically and do it all without charging members high union dues!

SEA: Frustrations? Goals unmet?

NL: Frustrations: Where do I start? Our inability to meet with the governor's office each year on SEA day. The slashing of state employees. The bargaining process. The backlog of grievances. Open record laws being broken. I could go on and on.

SEA: Tell us a little about your family and home life.

NL: I live in Stevens Point with my husband and one child, Natalie. I often jest that I have two children, a 36 year old and a 2-1/2 year old - the women out there know what I'm talking about!

I enjoy downhill skiing, cross-country skiing, sand volleyball, and biking. I also spend a lot of time walking. This last weekend, I did my first and last ever marathon walk. Twenty-six miles is a lot to walk; just ask my feet and the many blisters!

SEA: What would you say is your proudest personal or career accomplishment?

NL: The Wisconsin Rapids Section of SEA has always had a great attendance at SEA Day and I am proud of that because I have organized the day for the Rapids members since the second annual event. However, it really is a great testimony to the dedication and passion of the Rapids members.

It is a great day to go see the Capitol, spend time with other SEA members, eat some great food, and visit with the legislators. Every year we go and try to visit with every legislator in the boundaries of the region. It is a great feeling to make appointments and meet with the legislators and find that they remember SEA and our concerns and issues.

**May 20, 2006 Board Meeting Summary**

Meeting held at Best Western InnTowner and the Highland Club, Madison

By John Bolka, Secretary**Attendance:**

Executive Board: Nichole Lysne – 1st Vice President, David Bohnsack – 2nd Vice President, John Bolka – Secretary, Nicholas Martin - Treasurer

Board Members:

Matt Bronson, Wisconsin Rapids Treasurer
Karl Pierce, Southeast Trustee
Bob Schaefer, DNR President
John Lund, Rhinelander President
Sandy Anderson, C.O. /PSC President
Jeremy Tomesh, La Crosse President

Kathleen Currie, Eau Claire Vice President
Duane Hubeler, State Agencies President
Brian Mattson, Superior President
Michelle Ellias, Madison President
Tony Allard, Green Bay President

Specialists:

Mel Sensenbrenner, Health and Retirement
Sandy Henke, SEA Office
Ron Legro, Communications Specialist

Guests:

Wayne Kerwin

Meeting Begins:

Nichole Lysne (filling in for Sharon Bremser) called meeting to order at 8:38 am. Introductions were made. There were additions to the Agenda under Bargaining (Introduce Resolution) and New Business (By-Law changes).

Approvals:

The April 22, 2006 Board Meeting minutes were reviewed. There was a motion by Bob Schaefer to approve. Michelle Ellias seconded. Motion carried without opposition.

The Correspondence Report was reviewed. Sandy Anderson provided additional information on item #21 regarding a letter to Rep Nancy Pelosi protesting DOT Secretary Busalacchi's appointment to the NSTPRSC. There were other questions. Nichole accepted the Correspondence Report.

Health and Retirement Report: *By Mel Sensenbrenner*

There was an ETF meeting on 5/9. Several new employers, (small towns and villages), were added to the retirement system (1372 local, 70 State departments, 1442 total). There is not enough staff to handle all new retirements. Employees considering retirement need to schedule appointments 6 months in advance. The positions are controlled by the legislature and the governor, even though funding for the positions comes out of the retirement fund. Mel was asked to work with Ron Legro to write a letter to the governor expressing our concern regarding this situation.

There was a SWIB meeting on 5/10. Fund performance at the end of April: Fixed +7.0%; Variable +8.2%. Also at that meeting there was a lengthy discussion regarding the fees charged by consultants handling investments. Preparation planning is underway for in the event a flu pandemic strikes this area.



There was a WCOA meeting on 5/17. Dave Stella reported on a recent hearing held in Washington regarding Bill 415B that deals with reporting of dividends by retirement systems.

For more details see your Section President or Mel's article in this newsletter. Stay involved a make sure to read Mel's report in the SEA View for more detailed info on this and other Health and Retirement Issues!

Grievance Report: *By Nichole Lysne*

Note: P-xxx indicates personal grievance

A-xxx indicates an Association grievance

- A-307 (filed 5/3/99) —Denied time to take PE exam – Arbitration pending with Bellman. (Date selection)
A-351 (filed 7/19/01) – DOT D4 – RLS exam reimbursement. Consolidated with A-307.
A-352 (filed 6/25/01) – DOT D3 – Initial PE licensing fee reimbursement. Consolidated with A-307.
A-361 (filed 10/30/01) and A-362 (filed 10/31/01) – DOT D1 and D2 – Assignment of scheduled overtime. Arbitration pending (Date selection).
A-369 (filed 1/2/02) – DNR Water – Add-on as part of year-end leave cash out option. Arbitration pending.
A-378 (filed 8/14/02) – DOT 1 - Not being paid appropriate mileage rate. Filed at Step 4.
A-389 (filed 5/30/03) – DOT D3 – PE Licensing fee reimbursement. Consolidated with A-307.
A-394 (filed 8/1/03) – DOT D1 – Discipline Reassignment. Filed at Step 4.
A-395 (filed 5/3/03) – DNR NER – PE Exam Reimbursement. Consolidated with A-307.
A-402 (filed 3/25/04) – DOT-DTID – Discipline without just cause. Filed at Step 4.
A-405 (filed 4/5/04) – DOT D5 – PE Exam and licensing fee reimbursement. Consolidated with A-307.
A-410 (filed 6/29/04) – DNR Water – Granting of Restoration Rights. Filed at Step 4.
A-412 (filed 7/7/04) – DOT D2 – Stalking Incident. Filed at Step 4.
P-414 (filed 11/9/04) – DOT D2 – Administrative Leave/Discrimination. Filed at Step 4.
P-415 (filed 11/17/04) – DOT D2 – Administrative Leave/Discrimination. Filed at Step 4.
A-419 (filed 12/23/04) – DNR Water – Add-on is part of year end cash out option. Filed at Step 4. Consolidate with A-369.
A-420 (filed 1/27/05) – DOT – Turndown Mileage Rate. Filed at Step 4.
P-421 (filed 2/09/05) – DOT D2– Administrative Leave/Discrimination. Moved to Step 4.
P-422 (filed 2/09/05) – DOT D2– Administrative Leave/Discrimination. Filed at Step 4.
P-424 (filed 3/18/05) – DOT D2– Demotion without cause. Moved to Step 4.
P-425 (filed 4/05) – DOT D2– Mental Torture/Investigation Meeting. Filed at Step 4. (Meeting 5/4/05).
P-426 (filed 5-16-05) – DOT D2 – Suspension w/o Just Cause. Filed at Step 4.
P-427 (filed 7-27-05) – DOT D2 – Termination w/o Just Cause. Filed at Step 3.
A-428 (filed 6-23-05) – DOT D5 – Travel Policy/Cards/Hotels. Filed at Step 4.
A-429 (filed 4-27-05) – DOT D5 – PE Licensing Fee Reimbursement. Filed at Step 2. Consolidated with A-307.
A-430 (filed 4-27-05) – DOT D5 – PE Exam Reimbursement. Filed at Step 2. Consolidated with A-307.
A-431 (filed 4-27-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. Filed at Step 2. Consolidated with A-307.
A-432 (filed 4-27-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. Filed at Step 2. Consolidated with A-307.
A-434 (filed 6-10-05) – UW Stout – Termination w/o Just Cause. Filed at Step 4.
A-435 (filed 11-30-05) – PE Exam and licensing fee reimbursement. Filed at Step 3 – Consolidated with A-307.
A-436 (filed 11-18-05) – PE Exam and licensing fee reimbursement. Filed at Step 3.
A-437 (filed 11-15-05) – Letter of Reprimand. Filed at Step 4
A-438 (filed 1-5-06) – Poor Review. Waiting for Step 2 Response.
A-439 (filed 11-29-05) – Extra Mileage. Filed at Step 4.
A-440 (filed 11-09-05) – Lunch Money. Filed at Step 4.
A-442 (filed 2-08-06) – DOT D2 - Involuntary Transfer. Dropped by Grievant.
A-443 (filed 3-10-06) – DOT D7 - CIRT Building Alarm Response. Waiting for Step 3 Response.
-



A-444 (filed 3-14-06) – DOT D2 – Individual Bargaining. Step 3 Meeting scheduled.
A-445 (filed 4-05-06) – DOT D1 – Discipline w/o Just Cause. Filed at Step 4.
A-446 (filed 2-14-06) – DOT SW – PE exam and licensing fee reimbursement. Consolidated with A-307
A-447 (filed 3/27/06) – DOT NCR – Fleet vehicle assignment & utilization. Filed at Step 3.
A-448 (filed 5/12/06) – DOT NCR – HAM used on current state employee in promotion. Filed at Step 1.
Mutually agreed to extend to 6/2/06.

The current status of all outstanding grievances was reviewed.

A-436: Nichole asked Karl to send an email regarding status and cc: Nichole.

A-438: Filed at step 3, but concerned about time line due to Board Meeting schedule. Karl Pierce motioned to move to Step 4. Bob Schaefer seconded. After some discussion the motion carried with 1 nay.

A-442 was dropped by grievant after Step 2 response.

A-443: John Lund discussed the background of this grievance. Nichole motioned to move to Step 4 if there was no response or a denial at Step 3. Sandy Anderson seconded. The motion carried without opposition.

A-444: Discussed by Bolka. John Bolka motioned to move to Step 4 and Bob Schaefer seconded. Motion carried without opposition.

A-445: Nichole discussed and noted the timeline necessitates moving to Step 4. Nichole Lysne motion to move to Step 4 and Michelle Ellias seconded. After some discussion the motion carried without opposition.

A-448: SEA agreed to extend timeline to 6/2/06.

Communication Specialist:

Ron Legro completed 1st newsletter and discussed possible changes. Also noted need for proofreading. A news release was prepared for SEA Day but it was not picked up by the media. Ron can be contacted at rlegro@yahoo.com.

Legislative Report: *By David Bohnsack*

Dave Bohnsack, Nichole Lysne, Bob Schaefer, and Tom Mugan attended the JCOER Hearing on May 16 for contract approval. The SEA Contracts were approved by the Senate and Assembly and signed by the Governor on Friday 5/19. The contract will have an effective date of 5/28. The legislature has completed sessions for this year and will return in January 2007 to set a schedule for a likely return in March 2007. About 150 bills were sent to the governor's desk. SB 788 (regarding no bid contracts) was signed by Doyle. Bob Schaefer asked if HI demands had been submitted in preparation for 2007-09 bargaining. Sandy Henke will check if this was done. This item should be placed on the Agenda for the June Board Meeting.

2003-2007 Bargaining:

Board Members provided feedback as to their thoughts and what was being said in the Sections regarding the recent contract. The comments included: Positive and negative feedback regarding economics and perceived fairness issues of the agreement; Time frame for ratification and dispersion of information was a problem; Secrecy of bargaining information (compounded by absence of back-up webmaster); Communication issues; Possible dissemination of information by management; Spokesperson's role; Specialist market data, and possible methods of attaining better data.

After lengthy discussion regarding these issues Dave Bohnsack suggested putting together a Bargaining Team Summarization to aide in getting information to the members. It was agreed this would be done but not written by a single individual.

Compensation Committee: *By George Mickelson*

George resigned his position as Compensation Chairperson effective 5/15 and was not present at the Board Meeting.

Bargaining Team Roles:

In putting together today's agenda, Sharon Bremser stated that the roles of the bargaining team had ended and Atty. Haus and George Mickelson's roles as Spokesperson and Compensation Chair had also concluded.



Sharon, was out of town and not available to discuss or defend this action, which was met with overwhelming disfavor by the Board.

There was extensive discussion among the Board of Director's regarding Sharon's actions as they pertain to the SEA By-laws. John Lund introduced a resolution the Rhinelander Section had written dealing with several recent decisions Sharon has made and apparent disregard of the By-laws. Bob Schaefer motioned for the Board of Directors to establish an Ad-hoc committee to sit down and discuss the By-laws and Issues pertaining to the By-laws with Sharon. Tony Allard seconded. The motion carried with 1 nay. Bob Schaefer, Nichole Lysne, and Sandy Anderson volunteered for this committee and will try to set up a meeting with Sharon as soon as possible. This item will be put on the Agenda for the June Board meeting for follow-up discussion.

Tony Allard motioned to pay the expenses of the Ad-hoc committee and Sharon for this meeting. Dave Bohnsack seconded. The motion carried without opposition.

Section Reports:

Madison — No feedback was received from the exciting SW Region's Annual Meeting.

Southeast — Karl asked if anyone had more SEA lanyards and 2001- 03 contract books (he needs about 10). The Section has yet to receive a bill from Atty. Haus for speaking at the Annual Meeting. The Section has bought a button-making machine. A CE-Adv engineer quit at same time contract was settled. John Bolka discussed circumstances where a WSEU member was denied a reclass to ES-Adv because the position's duties "would not qualify him to obtain his PE if he went before the license board".

Green Bay — Replacement accommodations were made to replace a conference room lost to house the new DTSD Administrative Policy Advisor. The supply room was converted to a conference room and the supplies have been moved into the hall. Strategic reduction and regionalization changes account for over 15 statewide Bureau positions not being housed in the region.

Wisconsin Rapids — Ongoing concerns about availability of Tier 1 Health Insurance Plan. The NCR Operations Manager, Rebecca Burkel, has started in the region and a conference room is being surrendered for her use. DNR Section members are concerned about workload issues due to increased management numbers and decreased staff numbers.

La Crosse – No Report.

Eau Claire — No Report

Rhineland – A new member recently promoted from another bargaining unit and the Section will be watching how wages are handled with the new contract. A nomination Committee is being formed for upcoming Section Elections. The Section is also continuing work on updating the by-laws.

Superior — No Report

Central Office/PSC — A Trustee Meeting will be held at the end of May and the Section Annual Meeting was held in April.

DNR — Elections were held and Bob Schaefer was elected President and Jim Witthuhn Secretary.

State Agencies — No Report.

SEA Office Website:

Check out the website at www.wisea.org or contact SEA at wisea@wisea.org



Financial & Membership Reports: *By Nick Martin*

Nick passed out the April Treasurer' Report for review. Nick motioned to approve the April Treasurer' Report. John Lund seconded. The motion carried without opposition.

Nick reviewed the April Membership Report. Nick motioned to accept the April Membership Report. Bob Schaefer seconded. After some discussion the motion carried without opposition. Nick said he hoped to get dues return checks out soon since bargaining has ended.

Nick submitted the Board Meeting Vouchers for approval:

05-354 => 05-368	\$1767.63
M-103 => M-113	<u>\$1650.00</u>
	\$3417.63

Nick motioned to pay the Board Meeting Vouchers. Duane Hubeler seconded. The motion carried without opposition.

Annual Meeting:

The 2006 SEA Annual will be hosted by the Southeast Section. The meeting will be October 20 – 21, at the Olympia Resort in Oconomowoc. Check out the Olympia Resort at www.olympioresort.com.

New Business:

Bob Schaefer discussed some possible changes to the SEA By-laws and will bring some proposed language to the next Board Meeting. Tony Allard and John Lund also noted there are many inconsistencies and may also suggest some changes.

The meeting was adjourned at 2:12 PM.

Upcoming Board Meeting dates are: June 24; August 19; and September 23.

Moving?

Since we no longer send many copies of SEA View through the mail, it is difficult to track members who have moved. If you have a new address, please contact the SEA office so we can continue to send your ratification, election, and other mailings.

Puzzling Puzzler

Remove six letters from the line below and be left with a common phrase:

ACSOMIMOXNLEPHTRTAERSSE

Tell us which letters you removed and what phrase you found. Mail to our contest address: puzzlesea@yahoo.com. The answer and name of the person who came up with the correct answer first will be in next month's SEA View.

LAST MONTH:

Q: Three engineers booked into a cheap London hotel for one night. They paid ten Euros apiece up front for their accommodation. Later, the desk manager realized he had charged the engineers too much, so he gave the porter five Euros to return. The porter decided to keep two Euros for himself, giving one Euro to each engineer. Since each got back one Euro, each paid nine Euros for their rooms: $9 \times 3 = 27$.

The porter took two more Euros for himself, making a total of 29. Since the engineers originally paid 30 Euros, our question: Where is the missing Euro?

A: The twist is in using the appropriate number. You don't use the two Euros the porter kept, you use the three that he gave back, which then adds up to 30. Mathematically, the correct solution is: $(9 \times 3) - 2 = 25$.

Congratulations to **Judith Hayducsko**, first to solve the puzzle.