



STATE ENGINEERING ASSOCIATION

SEA View

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From the President

SEA Members:

Contract negotiations concluded on May 10, 2006 for the 2003-2005 and 2005-2007 Agreements. The SEA board approved a modified notification and ratification process and membership voting for the proposed agreement took place on May 15, 2006 at all section locations in the state. The vote ratified the agreement and a Joint Committee on Employment Relations hearing was held on May 16, 2006 that approved the ratified agreement to be sent to the legislature. If approved by the legislature, a notice of this approval will appear in the Milwaukee Journal Sentinel and the day it does will be considered the effective date of the contract.

The process for completing these agreements was a very long and tedious effort but I feel that it was the best we were going to get if we were not going to delay any chance of getting the agreement approved in this legislative session. Although the 2003-2005 agreement shows a negative for the bargaining unit, we were able to make up for it in the 2005-2007 increases. Even with the loss of paying health insurance, all members show they are in the positive for the 2005-2007. The basics of the two plans is the following:

- June 2005:** 1% General Wage Adjustment + \$0.10 General Wage Adjustment
- Sept. 2005:** 2% General Wage Adjustment
- June 2006:** 2% General Wage Adjustment + Various Market Adjustments for pay ranges in SEA
- April 2007:** 2.25% General Wage Adjustment

Along with the pay raises negotiated we also agreed to the 3-tier health insurance plan that was implemented in January 2004. The bargaining team negotiated that the 2003-2005 back health insurance owed to the state would be paid back as a whole for SEA using all back pay owed to the unit. The 2005-2007 amount owed will be paid at the individual's amount owed and deducted from each member's retroactive payment from September 2005 to the effective date of the contract.

Several improvements to the language for layoff, professional liability, contracting out, foot protection, stand by pay, email use, and several others were also made. Although we did not get everything we asked for including the guarantee that the state would continue to provide a Tier 1 rate for areas that do not have a Tier 1 choice for a provider is still at the top of our list for the 2005-2007 agreement.

I would like to personally thank the bargaining team, the SEA board, and everyone else involved in bringing these contract negotiations to a conclusion. Please ask your SEA section president and other officers for further details.

Sharon L. Bremser, P.E.
SEA President



Legislative Update

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

SEA Day was well attended again this year with over 80 participants. The section with the most members attending and the winner of the \$50 was the DNR Section (Madison) with 15 members. The La Crosse Section followed closely with 14 members and Wisconsin Rapids with 11. Special recognition goes to Superior Section for sending seven members more than 300 miles to attend. Thank you to those that brought SEA's message to the Capitol.

Many members attending SEA Day also attended the JCOER committee hearing at which 13 state employee contracts were discussed and passed. The committee asked only two questions regarding the contracts. One related to how the particular bargaining unit was to pay back health insurance costs from the 2003-'05 contract years and the other regarded a \$150,000 set aside to cover child care for the bargaining unit members. After hearing very little testimony on each contract, the committee broke for a closed session discussion with OSER. The closed session covered effects on unsettled contracts. Once the open session began, it took only minutes for the committee to approve all the contracts.

For some of our members, this was the first SEA Day on which they were able to speak face to face with their Republican representatives. These representatives expressed interest and asked questions concerning issues not favorable to Governor Doyle. They showed more interest regarding the governor's reduction in the number of state employees. The Republicans are looking for anything that will make Doyle look bad.

State Lifts Mileage Rates for Some

One day after SEA Day, the Joint Committee on Employment Relations (JCOER) voted to raise the uniform travel schedule allowance for mileage to \$.425 from \$.385 / mile. While JCOER raised the turndown rate, they did nothing to increase the employee rate. Note that legislators act as if they think they automatically get the turndown rate (not true) when they are supposed to receive what all employees do - usually \$28/mile. We have more work to do.

-- Larry Legro

A national polling firm, Rasmussen Reports, conducted an April survey of likely voters. The results showed that Rep. Mark Green was trailing Governor Doyle 47% to 43%, with a margin of error of 4.5%. The gap between Doyle and Green continued to close, from 7 percentage points in January, to 5 percentage points in March. The survey also found that Doyle is viewed favorably by 55% and unfavorably by 43%.

When asked about the job he's doing as governor, 52% registered approval, 45% disapproval. Only 14% strongly approve of the governor's performance. Green is viewed favorably by 49%, unfavorably by 34%.

Rumors are circulating that former Governor Tommy Thompson is considering a run for governor. The poll found that Thompson would be competitive, with a 46% to 44% lead over Doyle.

The governor may be able to take some credit for a low ranking in a national study. A recent analysis by the Cato Institute ranks Wisconsin in the bottom five states in the number of state and local government workers as a share of total employment in the state. The study says that 9.8% of Wisconsin employment is within local and state government. It notes that 0.9% of local and state government employment in Wisconsin involves services including highways, natural resources, water, sewer, and so forth. Has having fewer state employees improved our efficiency? Has it saved the state money? Is the state better off today than it was four years ago?

The state's projected deficit for the next two-year budget is \$1.5 billion. The Legislature is spending money it doesn't have at almost a rate of \$10 million a month. Unless the economy improves and tax revenues go up, the state will need to deal with that number.



SB 1 is the bill that would create a nonpartisan Government Accountability Board to enforce campaign finance rules, lobbying laws and the code of ethics that governs public officials. This bill was designed to bring reform to the system of corruption and government for sale. It was to cap a year that saw the convictions of five former lawmakers on ethics charges. Instead, lawmakers continue ignoring the issue.

Some leaders point to the convictions and claim the current system must be working. Meanwhile, in a closed caucus, Assembly Republicans voted not to bring the measure to the floor for a vote, effectively killing the bill.

The legislative session is coming to an end for this year. May 4 was the last general floor period for this year. May 16 to 18 and December 27 and 28 are scheduled as limited business floor periods. There is limited committee work that will be taking place until the end of the year. Otherwise, the legislature is on recess until next year. It must be nice to get paid a full years salary for a half year of work.

Eau Claire Section Members Honored

At the Northwest Region's annual meeting on April 13, several DOT engineers of the Eau Claire SEA section were recognized for being awarded statewide excellence in highway design and construction awards for their work on the USH 53 Freeway major project.

Construction project engineer **Stacie Lambele** received the statewide Large Structure construction award for the new single point urban interchange bridge B-18-173.

Design project manager **Ross Johnson** accepted two statewide awards for the region; State Large Structure Design and Special Design Category for bridge B-18-173 and tunnel structure B-18-174. Other Eau Claire SEA members recognized for their engineering contributions were **Adam Sarauer, Nicole Passuello, Chad Hines, and Karl Kopacz**.

We appreciate the efforts of SEA members in other sections who played key roles in achieving the awards, such as structural engineer **Dave Kiekbusch** of DOT Central Office bridge design, who completed the structural designs for both the bridge and the tunnel.

These awards weren't the first for the USH 53 project; a statewide excellence in highway design State Urban Design Category award was presented to Eau Claire SEA member **Mike Berthold** last year for his work as design project engineer on the North Crossing segment of the project.

These awards are proof that our citizens are getting good value from their public servants. The scarcity of DOT press releases pointing out this fact continues to remain a mystery, as the Department's image can only benefit from positive stories of engineering success such as these.

Productivity, Private Wages Climb

According to a May 5 New York Times article, US worker productivity continues to climb and workers are getting paid more, too.

The Labor Department reported that workers' hourly compensation increased at an annual pace of 5.7 percent in the first quarter; adjusted for inflation, compensation rose 3.6 percent. In the last three months of 2005, compensation fell 0.3 percent after inflation.

Productivity, a ratio of output to hours worked, increased 3.2 percent as output surged 5.8 percent and hours worked rose 2.5 percent.



The Times said some of the productivity increase may reflect a recovery from the fourth quarter, when the number fell 0.3 percent as an aftermath of the hurricane disasters.

Economists noted that businesses continue to find ways to improve efficiency. However, they added, productivity growth typically slows as experienced workers become harder to find, wages rise and corporate cost-cutting ends.

"The increase in compensation indicates that recent job growth is starting to tilt the balance of power from businesses to workers," the Times concluded. Gee, tell that to state employees.



BIG FISH

Tom Gatzke, DOT CE-Senior in the NCR-Rhineland PDS Section, recently took first place in the Mercury Marine Professional Walleye Trail Tournament (Pro-Am) at Winneconne.

His reward: a \$50,000 grand prize.

Tom's winning performance totaled 14 fish weighing 28 pounds.

He made his catches over three days of casting in April on the Wolf River near Fremont. Competing in the Pro-Am were professionals manning some 120 boats on numerous lakes and streams in the region. In the Pro-Am, professionals pair with amateurs, who compete for different prizes.

Tom said he has won a number of smaller tournaments in ten years of tournament activity. He is in second year as a pro on the In-Fisherman Professional Walleye Trail.

Tom was scheduled to be in North Dakota for another tournament by the time this newsletter reaches your eyes. The walleyes there no doubt are just starting to pay attention to his presence.

"I've been fishing pretty seriously for probably 15 years, competitively for 10," Tom says. As for that big cash award, he joked: "I guess I need some alternative income, because we can't get a contract."

Tom says with a wink that he'd be more than happy to teach other SEA members to fish to supplement their own incomes, for a reasonable consulting fee.

And by the way, for you PETA members, this comforting news, according to Tom: The tournament fisherman have to bring their catches in alive; the fish are released after the tournament so local anglers can get their own chance at a big one.

Tom, who lives in Merrill and has worked 5-1/2 years for the state,



Important Retirement and Health Insurance Information

Melvin B. Sensenbrenner, SEA Retirement & Health Insurance Representative

SWIB MEETING – APRIL 12, 2006

Performance YTD:

	Jan. 31, 2006	Feb. 28, 2006	March 31, 2006
Core Fund:	+3.2% (+2.8% B.M.)	+3.4% (2.9% B.M.)	+5.0% (4.4% B.M.)
Variable:	+4.0% (+4.0% B.M.)	+4.0% (4.1% B.M.)	+6.1% (6.1% B.M.)
Core:	69.683B	69.718B	70.558B
Variable:	6.519B	6.502B	6.608B
	76.202B	76.220B	77.166B

Each portfolio manager for SWIB gave their reports to the board on last year's performance for 2005. Then each manager presented their predictions for 2006 and provided how and why they are under waiting some investments and over waiting others, based on the market reports by analysts.

Vicki Hearing, public information officer, gave her detailed report to the board covering their objectives and communication goals by support transparency, addressing growing public interest, addressing concerns and criticisms, and to build trust and generate confidence in SWIB.

Their key messages for SWIB communications strategy are:

1. Fiduciary responsibility
2. Professional and competent
3. Absolute integrity.

SWIB's primary audiences are:

- WRS participants for trust and information
 - 263,000 active employees
 - 133,000 inactives
 - 131,000 annuitants
- Lawmakers – fiduciary responsibilities
- 1,440 employers – link to actives
- Media – trust and content.

Methods used by SWIB staff to communicate:

- Presentations to groups
- Publications
- Media relations
- Hotline and E-mail
- Website visits 1997-0; 2005 over 120,000
- Survey of objectives with primary audiences

The next SWIB meeting is set for May 10, 2006.



WISCONSIN COALITION OF ANNUITANTS (WCOA) MEETING APRIL 19, 2006

Ed Kehl, the Chair, reviewed the following Old Business Items:

The Annual Conference for May 17, 2006 at the American Family Insurance Co. Training Center is on schedule, and he has received 100 registrations so far. Anyone interested can attend; you don't have to be an annuitant.

The "WRS" Talking Points 8th Draft by Jim Skiles was passed out and briefly discussed as to how they might be distributed to legislators and media for proper education. An Implementation Committee was to be developed to work on distribution.

Ed Frank gave his update on the dental insurance plan that he has been working on for all WRS annuitants. A copy of that information was provided to all SEA Board members. This will be dental insurance any annuitant can purchase at their cost from Dental Blue.

The guest speaker was the new ETF Legislative and Communications Director, Bob Conlin, an attorney from the Legislative Council who has worked with Bill Ford for 12-13 years. The primary message he is trying to get across from ETF is a double message:

- (A) Protect the retirement system
- (B) Get things done for ETF to cover backlogs developing with extremely increasing numbers of retirees.

Bob Conlin then mentioned a bill was introduced as A.B. 1159 providing an exemption of state income tax for the first \$20,000 of any type of retirement income an individual would receive each year. The cost of the bill to the state would be estimated at 276 million dollars per year. This bill was introduced by Rep. Owens and referred to the Ways and Means Committee, which recommended passage on 4-12-06. Bob Conlin recommended that we keep an eye on it.

Bill Ford from the Legislative Council recapped the 85 Retirement Plan Study by indicating the average staffing ratio by the 85 plans was 8 retirees to 1 employee; however, the Wisconsin ratio is 9 retirees to 1 ETF employee. He also mentioned that the WRS is the only plan where the retirees bear the risk for additional increases. We don't get an automatic CPI increase. The WRS multiplier also is lower than the average of the 85 Plan Study.

Bill Ford provided a copy of 2005 Wisconsin Act 316, which eliminated the Retirement Research Committee and transferred the responsibility to the Joint Survey Committee on Retirement Systems. Also, all the records of both retirement committees are to be transferred to the staff of the Joint Legislative Council.

The next WCOA meeting is set for June 21, 2006.

ETF GROUP INSURANCE BOARD MEETING – APRIL 18, 2006

The Group Insurance Board was provided copies of the 2007 Guidelines and Uniform Benefits for Health Insurance Plans by Bill Kox, Director of Health Benefits and Insurance Plans.

The revised guidelines and uniform benefits for 2007 were approved by the GIB. The guidelines include attachments A through D and cover 35 pages.



The GIB has set the Dual Choice period for the 2007 health plans for October 9 through 27, 2006.

The (ICI) Income Continuation Insurance and the (LTDI) Long Term Disability Insurance benefits are managed by Broadspire, who recently was purchased by Aetna. They will now work together and improve the management of both these programs of ICI and LTDI for ETF.

ETF is also in the process of negotiating a new contract with Navitus for purchasing medications. It may be a two year or four year contract.

The next Group Insurance Board Meeting is scheduled for June 13, 2006.

ETF RETIREMENT BOARD MEETING – MARCH 30, 2006

The ETF Board approved the actuaries' adjustments to the 2005 dividends for WRS annuitants, which I provided in the last SEA View (April issue); core fund dividend of +0.8% and variable fund dividend of +3.0%.

ETF is in the process of testing the new computer payment system. The first phase is a functional test, which is almost completed, and the second phase is an acceptance test. With 131,000 annuitants being paid each month, they want it to be correct. We must thank God that they have been exempt from DOA's technology consolidation in the last state budget.

ETF has added 13 new employers to the WRS making a total of 1440. The new employers added were all small towns and villages with very few employees, from one to thirteen.

ETF has completed the planning and arrangements to move the Milwaukee ETF office to the State Office Building in Waukesha. ETF needs more space to improve customer service in that area and increase efficiencies in view of the extreme projected increase of retirements with no increase in staff positions. This move will provide space to add a group counseling session in that area to conserve key staff time.

Bill Ford provided a summary report of the 2004 Comparative Study of 85 Major Public Employee Retirement Systems, which he completed in December of 2005. This is the study started by Blair Testin, our original Retirement Research Director, back in 1982 and has been completed every two years since 1982.

The next ETF Retirement Board Meeting is set for June 22 & 23, 2006.

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



WHO IS SEA?

This month: Nick Martin

SEA is **Nick Martin**, Treasurer and active SEA member since 1991. He has handled the SEA books for the past 18 months. Previously, Nick served nine months as SEA President and four years as Audit Chairman for four years.

Nick is an Advanced Engineer for DOT. Before joining the Department after college in 1991, he spent two summers with the state as a student engineer in training

A Waukesha native, Nick graduated from Beloit Memorial High School in 1985 and attended UW-Milwaukee, getting his civil engineering degree in 1990. Nick, his wife and two daughters (ages 7 and 11) live in Mukwonago with a dog and two cats. Nick enjoys outdoor recreation, especially hunting, sporting clays, golf, softball, camping, fishing, yard work and coaching. He's active in his church as a youth leader and coaches youth baseball and volleyball.

SEA: What did you do before working for the state, if anything?

NM: I did a bunch of part time work trying to scrap up money for school. In high school I cooped in an engineering office at a factory that made abrasive grinding wheels, where I worked as a draftsman. One low point after my junior year at college: I ran into a high school classmate who had a job at the GMC plant in Janesville. He was driving a new Trans Am and making \$19/hr compared to my \$4.25/hr. There aren't many jobs that pay much in Beloit. It only went down hill from then.

The next year I quit my maintenance man job after four years to get a job in engineering. I applied everywhere and ended up working for Manpower doing laborer work on and off all summer.

The last job I had before working for the state was at HNTB as a co-op in the traffic section and had a full time job lined up there upon graduation. As my luck would have it I graduated collage in December and was laid off for six months. That was nice because it gave me more time to get ready for my wedding coming up that March. It was all sweet justice for me and my engineering nerd friends for giving my girlfriend / wife a hard time about being an art major. If she had not had that art degree, she and I would have been homeless -- living under a bridge, not building them.

SEA: What are your career goals?

NM: To continue to develop and maintain my engineering and management skills.

SEA: How did you begin your SEA duties?

NM: I started attending the meetings just to see what was going on with contracts and stuff and enjoyed the group of people that attended the meetings. I was working on the same team with the SEA treasurer and he needed help with doing the audit. Then I found out that's how they get you to run for office.

SEA: What's the most rewarding aspect of your service to SEA?

NM: Helping to see that the members are treated evenly and fairly around the state.

SEA: Any frustrations? Goals unmet?

NM: Trying to explain the activity that is referred to as bargaining.

SEA: Anything we haven't covered that you'd like to share?

NM: I like rhubarb.

**May 20, 2006 Board Meeting Summary**

Meeting held at Best Western InnTowner and the Highland Club, Madison
By John Bolka, Secretary

Meeting Begins:

Sharon Bremser called meeting to order at 8:36 am. Introductions were made. There were no changes to the Agenda.

Approvals:

The March 18, 2006 Board Meeting minutes were reviewed. Duane Hubeler asked to clarify an item from State Agency Section news from the 2/18/06 Minutes. He read a short statement from the member involved clarifying dates and duties. Tom Mugan clarified that it was the DNR Section, referred to in the minutes as "They" was watching the position changes closely. There was a motion by Tom Mugan to approve. Duane Hubeler seconded. Motion carried without opposition.

The Correspondence Report was reviewed. There were no questions. Sharon accepted the Correspondence Report.

Today's Board meeting is being held in a new location and Sharon took a minute to go over some logistics and facility changes that the Board can expect in May. Mohammad Hayek expressed displeasure with the new location pointing out that it added up to a half hour of travel time for several Board Members. He also said the hotel was not clean and the rooms were very noisy. Sharon said we have a signed contract with this facility through October, but would speak to management about his concerns. No other Board Members expressed similar concerns but several said they were pleased with the arrangements.

Legislative Report: By David Bohmsack

SEA Day will be held on Wednesday, 4/26/06. We will be meeting at 9:00 AM in the North Hearing Room. Dave asked the Board for an estimate of their Section's expected turnout. Dave reviewed the Talking Points he had put together to hand out at the event, and also received several new suggestions. There is a JCOER Hearing on 4/26 that will include possible approval of several labor agreements. Dave said there is some question as to whether the Senate will be in session again this year.

Board Members discussed scheduled legislative appointments (for 4/26) and availability of legislators. SEA received no response from the Governor's Office regarding a request to meet with someone.

Sharon thanked Dave for his work on the Special SEA Day Newsletter.

Health and Retirement Report: By Mel Sensenbrenner

There was an ETF Board Meeting on 3/30. 13 new employers, (small towns and villages), were added to the retirement system (1440 total). The number of annuitants is approximately 131,000 and increasing rapidly. There is not enough staff to handle all new retirements. Group counseling sessions have been working very well. Bill Ford gave the Board an overview of a study that included 85 retirement plans.

There was a SWIB meeting on 4/12. Each portfolio manager reported to the Board on past and predicated performance. Fund performance at the end of March: Fixed +4.8%; Variable +6.1%.

The Group Insurance Board met to approve changes to uniform benefit guidelines. They also set 10/9 – 10/27 as the 2006 Dual Enrollment period. A presentation was given by ETNA Insurance which purchased Broadspire Insurance (which administered Income continuation and long-term disability Insurance). Negotiations are underway for a 2 or 4 year contract with Navitus. Mel also reported that School Districts have been encouraging teachers to retire, and then return to teach, which lowers their costs by eliminating the retirement contribution and in some cases HI contributions. Mel discussed AB 1140 and AB 1159. For more details on these bills 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. Waiting for Step 2 response.
- 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.

Nichole led a brief discussion as to the status of grievances. A new grievance is being filed dealing with inconsistent application of fleet use rules.

Tom Mugan prepared a summary of remaining issues regarding \$0.30 add-on within DNR that was sent to Jim Federhart asking for resolution prior to going back to arbitrator.

Communication Specialist:

Ron Legro SEA Communication Specialist attended his first Board Meeting. Ron is getting acclimated, and reviewing our website and historical data. Ron can be contacted at rlegro@yahoo.com.

Section Reports:

Madison — A member received a promotion from CE Senior to CE Advanced (Central Office) and negotiated a HAM worth about 15%. {After Board Discussion, Sandy Anderson motioned to file an Unfair Labor Practice Complaint with the WERC. Michelle Ellias seconded. After extensive discussion the motion carried without opposition, 1 abstention.}

Southeast — Section elections were held, Dawn Marshall was elected President. A Yahoo Group was started for sharing Section Information.

Green Bay —The Green Bay Section held an election of officers on March 29th. Tony Allard was elected to President, Craig Treadway to Vice-President and Paul Zoellner to Secretary-Treasurer. The Northeast Region recently lost a conference room in order to house the new DTSD Administrative Policy Adviser. Replacement accommodations are



being investigated. There is concern over the updated guidelines for "Reimbursement For Eye Examinations and the Issuance of Prescription Glasses." Some members are still concerned over the CADD/Surveyor survey. More and more members are becoming interested in the bargaining progress.

Wisconsin Rapids — Work area shuffle, fleet issues, new hires, and communication issues continue to frustrate members. Morale slips even lower as disruptions and policy invoked inefficiencies become common. Managers are spending more time traveling and are less available to staff. Are these enough motivations for members to attend SEA Day and contact their representatives? Sign up for SEA Day continues as final arrangements are completed.

La Crosse — Members are expressing hardships of not having a contract for nearly 3 years. Section elections were held April 12th at the Section's Spring Meeting. {President – Jeremy Tomesh, VP – Ryan McKane, Secretary/Treasurer – Ante Byom}. The Section has stepped forward to host the 2007 SEA Annual Meeting and has begun planning for the meeting. Jeremy Tomesh motioned for the Board to allocate \$500 for a deposit to make reservations for the 2007 Meeting. Sandy Anderson seconded and the motion carried without opposition.

Eau Claire — Section Meeting will be held on 4/27. Members would like more bargaining details on Website (if possible).

Rhineland — Ice has been off the lakes for 1-1/2 weeks.

Superior — There are a lot of members concerned about contract equality. Members don't want SEA to rush into an agreement after waiting this long.

Central Office — A Section Meeting will be held on 4/27. Have had members asking where we are in bargaining and have tried to keep them informed. There is concern about the HAM hires. The Section bought out the remaining "We Want a Fair Contract" buttons from the Southeast Section.

DNR — Elections, to include President and Secretary, will be held at the Section Annual Meeting on 4/25. Tom Mугan's term limit is up and this is his last Board Meeting as President. The Governor was invited to speak at the meeting but declined and offered to have someone from the DNR Secretary's Office speak. After internal discussions the Section declined and invited Atty. Haus. Sharon Bremser also agreed to attend.

State Agencies — PTA Web (System used to report time) saga continues. DCOM has approval for 5 new {SEA} positions and official approval for 2 of the 5 to be HAM, and a third is likely. Continued abuse of the pay scales is evident.

2003-2007 Bargaining:

The Bargaining Team met with OSER on April 3rd, 11th, and 20th, Updates are posted on the Website. The SEA Bargaining Team was expecting a comprehensive proposal from OSER on the 20th but did not receive the complete package until 5:30 PM. The teams bargained until approximately 10:15 PM and did not reach an agreement.

Atty. Haus, SEA Bargaining Spokesperson, gave a lengthy overview of what has transpired. Because of the sensitivity of this information it is not included in the meeting notes.

Compensation Committee: *By George Mickelson*

George outlined the status of other BU contract agreements for both '03-05 and '05-07. He also briefly discussed his latest market analysis using a DOT design contract with MTP Consultants.

George reviewed in some detail the last economic proposals exchanged by both OSER and SEA.

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 March Treasurer' Report for review. Nick motioned to accept the March Treasurer' Report. Sandy Anderson seconded. There were several questions about the absence of Section Dues Returns. Nick noted that checks would be processed after today's' meeting. The motion carried without opposition.

The 2006 Proposed Budget was brought forward for review. Nick explained the corrections he had made and answered questions. Nick Martin motioned to accept the 2006 Proposed Budget. Julie Millard seconded. Motion carried without opposition.

Nick reviewed the January Membership Report. Nick motioned to accept the January Membership Report. Tom Mугan seconded. There were some corrections noted, stemming from nomenclature changes instituted by the Agencies. Nick has been working on correcting this problem but it will likely not be resolved for several months. Nick amended



his motion to accept the January Membership Report as noted. Tom Mugan accepted the amendment. The motion carried without opposition.

Nick reviewed the February Membership Report. Nick motioned to accept the February Membership Report. Michelle Ellias seconded. After some discussion the motion carried without opposition.

Nick reviewed the March Membership Report. Nick motioned to accept the March Membership Report. Duane Hubeler seconded. There were some corrections noted, stemming from nomenclature changes instituted by the Agencies. Nick amended his motion to accept the March Membership Report as noted. Michelle Ellias seconded. The motion carried without opposition.

Nick submitted the Board Meeting Vouchers for approval:

05-280 => 05-288, 290,	
292,294,296,298,300,	
302,304, & 306	\$1756.03
M-80 => M-91	<u>\$1950.00</u>
	\$3706.03

Nick motioned to pay the Board Meeting Vouchers. Mohammad Hayek seconded. The motion carried without opposition.

Nick submitted Voucher 05-305, (\$22.05) for copying related to SEA Day. Nick motioned to pay that voucher, Tom Mugan seconded, and 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.

The meeting was adjourned at 1:42 PM.

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

Thank you for your assistance!

Puzzling Puzzler

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 to the guests. The porter decided to keep two Euros for himself, giving one Euro to each of the engineers.

Since each engineer got back one Euro, they 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?

Submit a math proof and your explanation to our new puzzle contest address: puzzlesea@yahoo.com. The answer and name of the person who came up with the correct answer first will be published in next month's SEA View.