



STATE ENGINEERING ASSOCIATION

SEA View

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From the President

Dear Members:

November is here already. It seems all we've been seeing in the media are distortions, scandals and mud slinging connected with the fall elections. Wouldn't it be nice to have someone talk about the real issues?! Thankfully, the elections are now past.



The SEA Annual Meeting is also over. Thanks to Gary Metzger, Traci Gengler and others in Southeastern Section for their hard work in arranging an excellent meeting. Members engaged in good discussion and there was no shortage of camaraderie. The banquet was enjoyable and the entertainment (a hypnotist) stimulating, at least for some of us.

New SEA officers have assumed our roles and the work of the organization continues. Thanks to the outgoing officers, including Nicole Lysne, Dave Bohnsack, and Nick Martin. Thanks also to other officers who served in the past year; Mark Klipstein and Sharon Bremser.

As for the next two years, we have a lot of work before us. For example:

- We're still way behind on wages, compared to workers in the private sector doing the same or similar work. While the state promises to provide catch-up, our past experience tells us that we have to fight for everything we get.
- We need to be vigilant in working to keep or upgrade our benefits package. Indications from all across the country are that public employee benefits are under attack. Private employers have been gutting pension programs and trying to find other ways to attract qualified workers. We also expect that the state will continue to push for higher employee contributions for health care insurance.
- Vehicle use and mileage reimbursement issues continue to cause concerns as the state reacts to public perceptions of abuse and reduces its fleet under the guise of saving money. Our members are finding it more difficult to do their jobs effectively with all the restrictions

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being placed on use of state vehicles. And DOA's refusal to dump an archaic system of mileage reimbursement for use of personal vehicles makes that option no more viable.

- We continue to follow the contracting-out issue in the wake of passage of Act 89, dealing with the cost-effectiveness of using contractors versus hiring permanent employees. Will the state take this law seriously or simply look for ways to get around the requirements and continue to hire more expensive contractors?

I hope that we are able to make progress in all of these areas through the different mechanisms available to us. Bargaining will be starting up again soon. We will continue to talk to lawmakers and, perhaps even more importantly, we will need to take our message to the public.

I think of the job of SEA president as being a facilitator and spokesperson for the SEA Board, the Sections and all the members. We have a very capable group of people on the board, and my contacts so far tell me that there are many more members with gifts that can help advance our interests. We also have a very talented group of professional consultants working for us. Let's all work together.

As we continue to work to wrap up details of our last contract so we can get hard copies printed, remember that we have already started the process of planning demands formulation for future bargaining. If you have suggestions for contract language improvements, please use the form on the SEA web site to let us know.

Remember also to keep up the good work you do as professionals. The best motivation comes from within yourself.

Respectfully,
Tom Mugan
SEA President

Legislative Report
By Gretchen Wheat, Second Vice President

TRAVELING DOWN WISCONSIN'S DARK HIGHWAY

In this, my first report as your legislative liaison, I attempt to set the stage that we will all need to fill. SEA Members have a collective institutional knowledge and ability to work together that provides an invaluable asset to the public. When it comes to determining how engineering related services can best be provided by the State of Wisconsin – from energy and transportation project to building codes and environmental regulations – you have an important voice. These issues have impact not only on our jobs, but our communities and the state as a whole.

Wisconsin's elected leaders seem to have acknowledged that simply contracting state services is not an answer to the state's financial woes. Indeed, there is much evidence to the contrary. That acknowledgment alone is certainly not the cure. It was encouraging to hear Governor Doyle in his election acceptance speech speak in the past tense about the "darkest hour" of the state's budget problems. But we are not out of the dark, and the immediate future includes more difficult decisions.



For example, the 2005-'07 state transportation budget included only a very modest 1.5% pay increase for workers while transferring to other purposes about \$427 million, a huge budget balancing move. The one-time transfer apparently is not counted in an additional \$698 million a year for transportation funding recommended in August by the Joint Committee on Transportation Needs and Financing. That would amount to a 40% increase in transportation funding for construction and maintenance of highways, local roads and mass transit programs.

Of the huge transfer from the transportation budget, \$109 million was accounted for by using new revenue bonds instead of cash to pay for already planned highway projects, including part of Milwaukee's Marquette Interchange. This represents money that will have to be accounted for later, causing still more pressure on transportation budgeting.

Over the past four years, more than \$1.1 billion has similarly been transferred from the transportation account to the state's general fund.

Over the past four years, more than \$1.1 billion has similarly been transferred from the transportation account to the state's general fund. Such transfers offer only a one-time, short-term solution to funding shortages throughout the budget. Meanwhile, Wisconsin's increased public debt weighs heavily. More borrowing has increased the amount of transportation money needed for interest payments, making less available for road construction or maintenance.

That is just one reason there's a growing consensus that increased transportation funding is needed to cover long term shortages. Current funding is around \$2.41 billion. Highway construction costs of \$545 million would command a significant portion of the additional funds the Joint Committee is recommending. As you and I know, only a small fraction of that would be earmarked for salaries of public employees, including SEA members. And yet we also know that coordination, planning and oversight of transportation construction projects by public employees is relatively economical.

The Joint Committee noted several transportation funding challenges ahead, including double-digit inflation for road construction, attributable primarily to material cost increases. The committee has not yet recommended sources for the additional transportation funding, but that discussion is likely taking place right now.

Wisconsin revenue for transportation funding is mainly from gas taxes and vehicle registration fees. While Wisconsin has one of the highest gas taxes, it has one of the lowest vehicle registration fees. However, if the revenue was to be generated by an increase in vehicle registration fees alone, it's estimated that an increase of about \$55 per vehicle would be needed, an option the committee did not recommend.

Gov. Doyle has indicated that he would back a \$10 increase in the \$55 annual motor vehicle registration fee. The DOT is proposing to raise the annual fee by \$25 and to increase the cost of driver's licenses by \$10, among other increases.

More generally, it seems likely that efforts will be made to broaden transportation funding sources. Ideas under consideration include: condemnation law changes, to make it possible for the state to pay less for property near road projects; privatizing maintenance work; allowing private businesses to operate at several state rest areas; and service consolidation for older people and people with disabilities.

A key point to keep in mind is that individuals in SEA-represented positions are needed to help oversee this tremendous amount of transportation work, and reductions in those positions would not amount to even a drop in the bucket in terms of creating additional needed transportation funding.



Interesting to note: The August 2006 Report to the Joint Committee on Transportation Needs and Funding states that the transportation sector provides an estimated 220,000 jobs in Wisconsin. A very small fraction of these jobs are held by state employees, and even fewer are SEA-represented positions – perhaps less than half of one percent. And, on a more general basis, even before recent workforce reductions, Wisconsin already ranked low among states in the number of state employees per capita.

DOA PROCUREMENT REPORTS

For some number of years, state law has required the Department of Administration to annually report on the state's procurement contracts. While DOA was unable to provide that reporting from fiscal year 2000 through FY03, reports are available on line for FY04, FY05 and FY06 (go to <http://www.doa.gov> and search for "16.705(8), Wis. Stats."). The FY04 report explains that the last previous report was provided for 1999, and attributes the missing years to non-Y2K compliant software. A recent change in the law will require future annual reports, beginning with FY07, to include a cost benefit analysis. DOA is also working to collect greater detail about specific contracted services. SEA looks forward to having this new information available so that an open evaluation may be possible.

The DOA reported total contractual services for the State of Wisconsin over the past three years are as follows: \$490 million in FY06; \$500 million in FY05; and \$744 million in FY04. This downward trend indicates the state has, in recent years, been successful in reducing contract procurements in many areas. However, transportation construction costs are not included, so a huge chunk of contract spending is not accounted for in those reports.

ANOTHER STAGE SET FOR THE SEA PLAYERS

Each of us has particular information about how engineering-related services are being provided by the state. Please contact your elected officials to let them know your views and the important work that you do. Also discuss your thoughts about SEA's legislative approach with your Section President, or call me directly. Thank you, and please stay tuned.

INSIDE YOUR CONTRACT:

Getting an eyeful / feet don't fail me now

Protect your eyes. Section 9/4/2 of the new contract states that employees whom the employer determines are regularly assigned to field work and who are not required to have safety sunglasses may purchase them for job-related purposes, at cost, through state procurement.

And the best way to protect your eyes? *Use them to read your contract.*

A DOT paper issued in September says the department “will abide by all provisions of an employee's applicable labor union agreement, **though it is the employee's responsibility to know the appropriate provisions of their labor agreement and health care benefits package.**” [OUR EMPHASIS]

Where the employer requires eye protection, the state picks up the cost of “appropriate type of safety glasses for the duties performed to protect the health and safety of the employee.” The employee may choose either detachable or permanent side shields at the employer's expense.



Some SEA members who work outdoors already have asked whether the state shouldn't pick up the cost of safety glasses that are sun-tinted. The jury is out on that one for the moment.

The contract says: "The employee shall be responsible for the cost of any nonessential feature. If eye examinations for safety glasses are necessary, the Employer shall pay the entire cost of one examination per employee during the term of this Agreement."

The contract also covers eye examinations for employees whose assigned duties require high VDT-CRT use and/or CADD work [four hours or more per day]. Employees are encouraged to have an eye examination. Those who do will be reimbursed for one examination not covered by the present health insurance program during the life of the contract.

Protect your feet: Article 9, Section 7, Paragraph 1 of the 2003-'05 contract had a reimbursement rate of \$27 for protective footwear. The 2005-'07 contract bumps up that rate to \$35. Members working at DNR should take special notice: The agency for a time continued reimbursing members at the old, lower rate. That should be fixed now, but just to be sure, members seeking footwear reimbursement should check the amount when they make the request in the event their agency fails to cover the correct amount.

Have more questions about your contract? Contact SEA View and we'll report back in later issues on the most frequently cited issues. And check later editions of SEA View for further reports on what's in our new contract.

Important Retirement and Health Insurance Information by Melvin B. Sensenbrenner, SEA Retirement & Health Insurance Representative

SEA RETIREMENT AND HEALTH INSURANCE ANNUAL REPORT

(SWIB) State of Wisconsin Investment Board

Changes in board and staff this past year as follows:

- * One new board member was added after Steve Bablitch replaced Marc Marotta at DOA, and the new member appointed by Gov. Doyle was David Kruger.
- * The Equities Chief Investment Officer, Jean Ledford, retired in July and was replaced by Dave Villa.
- * The Private Market Group Chief Investment Officer, Bob Severance, retired Sept. 29, 2006 after 23 years with SWJB; he managed the Group for the last 16 years.
- * Chief Legal Counsel Keith Johnson left to teach corporate governance at the UW Business School and was replaced by Jane Hamblen from the attorney general's office.

SWIB is working on pulling more investments from outside managers and investing internally. They will manage them at less cost if additional positions can be obtained in their budget proposal.



Wisconsin Retirement System (WRS)

Bill Ford of the Legislative Council completed the two-year study of the 85 public employee retirement funds last December for 2004 data. I provided copies of that study to all SEA Board members. Next year, Ford will start work on the same study for the 85 retirement funds using the 2006 data.

The WRS is a hybrid system with a defined benefit plan and a defined contribution plan, which may provide a higher retirement annuity if you work long enough to get a higher money purchase account. The defined benefit plan is the minimum formula plan, which is based on the 1.6 multiplier, times years of service, times the three highest years salary average.

The WRS impact on the Wisconsin economy for 2005 was \$3 billion paid in benefits; 80% of the benefits are provided by investment earnings; 90% of retirees remain in Wisconsin; and nearly one in five Wisconsin residents is a WRS participant or family member of a participant.

The WRS is currently funded at 99.5%.

The Wisconsin Coalition of Annuity (WCOA) has developed WRS Talking Points that we all can use to reduce misconceptions and untruths about the WRS with the public, media and Legislature. All SEA Board members have a complete copy of the 13 page talking points.

The most difficult challenge for ETF will be to obtain adequate staff from the Legislature to reduce the current backlogs and provide service to the additional 100,000 active employees who could retire today, and another 180,000 in the next ten years. EIF needs our support for their budget proposal!

EIF State of Wisconsin Health Insurance Benefits

On August 29, 2006, the Group Insurance Board approved the premiums for state and local employees and retirees health plans for 2007.

Security Health Plan was approved again by the Group Insurance Board for 29 counties in North Central Wisconsin as a Tier I Plan.

The premium rates would have increased by 4% for 2007; however, the major cost increase will be covered by a transfer of \$10.5 million from the Net Fund Balance, which will leave \$85.8 million in the pharmacy and medical Net Fund Balance.

The ICI premiums will increase 3% for 2007 because the funding level of 95% was a concern by the actuary who recommended the temporary increase.

2007 wage deferral limits

In 2007, the maximum amount you may defer from your state salary is 100% of your included compensation as defined by the Internal Revenue Code or \$15,500, whichever is less. Only a small number of employees defer the allowable maximum.

The additional age 50 catch-up contributions remain at \$5,000 in 2007, which means you can contribute a maximum of \$20,500 to the Wisconsin Deferred Compensation (WDC) program if you are 50 or older during the calendar year.

The standard catch-up contribution amount has increased by \$500 in 2007 to \$15,500, which means you can contribute a maximum of \$31,000 to the WDC if you are within three years of normal retirement age.

If you are eligible for the catch-up options, you may contribute to one option or the other. You may not contribute to both catch-up options in the same year.

You can change your deferral amount online or by calling the WDC service center at (877) 457-WDCP (9327). Press "0" to speak with a WDC representative.

**WISCONSIN COALITION OF ANNUITANTS (WCOA) MEETING – NOV. 15, 2006**

Dave Mills, Executive Director at SWIB, presented information on performance, proposed budget and revisions to their compensation plan to remain competitive in the investment employment market.

Mills provided the same SWIB performance for Oct. 31, 2006 that I present in the SWIB article in this edition of SEA View. He did add some details to that performance which included the following comments:

The core fund was up again on Nov. 10, 2006 to +12.7%, another 0.7% above the 10-31-06 level, which equates to \$52.2 million per day. The amount SWIB must earn to meet the actuarial assumption of 7.8% per year is equivalent to \$18 million per day in core fund returns.

I. The following is a summary of the SWIB budget:

. Operational Budget

- 1) 2.75 cents per \$100 managed (basis points) with a minimum amount to cover down market.
- 2) Staff (104.5) positions and office operations.
- 3) Legislative action required to increase.
- 4) Included in governor's budget request.

. Direct Charges to Funds

- 1) Legal and investment counsel
- 2) External investment and fund managers
- 3) Consultants

. NO GPR FUNDS

Total costs: 23 cents/\$100 invested. 90% of total cost is for external management. Total funds invested October 31, 2006: \$86.769B.

II. Budget Ideas Under Consideration

. Increase basis points to 3.25 cents/\$100

- 1) Recognizes expected slowdown in growth because of increased benefit payouts.
- 2) New strategies are being considered.

. Budget Floor Increase

- 1) Provides protection in down markets.
- 2) Allows adjustments as fixed costs grow.

Staffing Increases

- 1) Tied to increase in basis points.
- 2) Managing more assets internally

. If all initiatives undertaken:

- 1) Increase \$15 million savings in external management.
- 2) Increase \$40 million in net returns.

The next WCOA meeting is scheduled for Dec. 20, 2006.

**ETF ANNUITANT ROUND TABLE – NOV. 14, 2006**

Bob Colin, ETF Communications Director, reviewed and updated us on legislative changes to the Senate (18 Democrats and 15 Republicans), and the Assembly is now at 52 Republicans and 47 Democrats. We are still waiting on cabinet appointments.

Mr. Colin does not expect any changes in the JSCORS (Joint Survey Committee on Retirement Systems) except that there may be new co-chairs.

There are more employees wanting to join the WRS: (1) charter school employees and teachers; (2) the Indian Tribe Security staff.

The SWIB report by Sandy Drew was the same as my SWIB report article in this SEA View for the performance on 10-31-06.

Chirag Gandhi from India is a graduate of the UW Business School Master's program and is the portfolio manager at SWIB for Global Fixed Income of \$1.9 billion and Global Fixed Income Index portfolio of \$100 million, and he monitors five external managers.

SWIB's Global Fixed Income investments are as follows:

Europe	40%
Japan	30%
U.S.	20%
U.K.	5%
Canada	2%
Others	3%

He looks at (1) inflation, (2) employment and (3) growth when making the investments in various countries.

John Vincent and Bob Willett provided a flow chart for the WRS showing how the contribution money flows in and out of the U.S. Bank. All Section Presidents and State Officers have a copy of the chart. The annual contributions are at \$1.2 billion and annual benefit payments are \$3.2 billion. In 2007, the benefit payments are estimated to be \$3.4 billion. This means more money is flowing out of the retirement system than is flowing in.

We also had a briefing by Steve Hurley on ETF emergency planning and recovery plan for business functions of ETF. They had an emergency plan exercise scheduled for Nov. 20.

The next ETF Annuitant Round Table meeting is scheduled for Feb. 20, 2007.

ETF GROUP INSURANCE BOARD MEETING – NOV. 7, 2006

This meeting consisted of a phone meeting to handle the closed session for discussing the individual appeals and no other business was discussed.

The next Group Insurance Board Meeting is scheduled for Feb. 13, 2007.



SWIB MEETING – NOV. 8, 2006

SWIB Performance YTD – October 31, 2006

	Aug. 31, 2006	Sept. 30, 2006	Oct. 31, 2006
Core Fund:	+7.8%	+9.2%	+12.0% (B.M. 11.1%)
Variable:	+7.3%	+9.4%	+13.2% (B.M. 13.1%)
Core Fund:	71.549B	72.551B	74.582B
Variable:	6.603B	6.741B	6.997B
	78.152B	79.292B	81.579B

The Investment Board received a briefing on fiduciary responsibilities by Ian D. Lanoff of Groom Law Group, Washington, D.C.

Ian provided an excellent presentation of 30 pages of slides to the Investment Board and SWIB staff and answered many of their questions.

Also presented to the board was the Compensation Committee’s proposed new excess performance based system of bonus compensation for all of the SWIB staff.

The next SWIB meeting is scheduled for Dec. 13, 2006.

October 21, 2006 Board Meeting Summary
 Meeting held at Olympia Resort, Oconomowoc
 By John Bolka, Secretary

Attendance:

Executive Board: Nichole Lysne – President, Leroy Stublaski – 1st Vice President, John Bolka – Secretary, Nicholas Martin - Treasurer

Board Members:

Julie Millard, Wisconsin Rapids President
 Dawn Marshall, Southeast President
 Tony Allard, Green Bay President
 Sandra J Anderson, Central Office President
 Jeremy Tomesh, La Crosse President
 John Lund, Rhinelander President

Mohamad Hayek, Eau Claire President
 Monte Ewing, State Agencies President
 Brian Mattson, Superior President
 Michelle Ellias, Madison President
 Bob Schaefer, DNR Madison President

Specialists:

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

**Guest:**

Tom Mугan; Gretchen Wheat; Duane Hubeler; Tim Hanley; Gary Metzger

Meeting Begins:

Nichole Lysne called meeting to order at 8:00 am. Introductions were made. There were no changes to the Agenda.

Approvals:

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

The September 23, 2006 Board Meeting minutes were reviewed. There was a motion by Bob Schaefer to approve. Leroy Stublaski seconded. Motion carried without opposition.

Health and Retirement Report: *By Mel Sensenbrenner*

ETF and SWIB continue to discuss with WCOA's communications committee on the best way to distribute and promote the WRS talking points. See Page 6 of this newsletter for more information. See your Section president for more details.

SWIB Fund performance: September

Core	+9.2%
Var	+9.4%
Real Estate Fund	+25.3%
Private Equity	+21%

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 Leroy Stublaski*

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. Consolidated with A-307.
A-430 (filed 4-27-05) – DOT D5 – PE Exam Reimbursement. Consolidated with A-307.
A-431 (filed 4-27-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. Consolidated with A-307.
A-432 (filed 4-27-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. 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. – Consolidated with A-307.
A-436 (filed 11-18-05) – PE Exam and licensing fee reimbursement. – Consolidated with A-307.
A-437 (filed 11-15-05) – Letter of Reprimand. Filed at Step 4
A-438 (filed 1-5-06) – Poor Review. Filed at Step 4.
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-443 (filed 3-10-06) – DOT D7 - CIRT Building Alarm Response. Filed at Step 4.
A-444 (filed 3-14-06) – DOT D2 – Individual Bargaining. 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. Awaiting Step 3 response.
A-448 (filed 5/12/06) – DOT NCR – HAM used on current state employee in promotion. Filed at Step 4.
A-450 (filed 5/25/06) – DOT SE – Disputed evidence. Filed at Step 3, Meeting 9/26/06.
A-451 (filed 7/10/06) – DOT NWR EC – Discipline w/o just cause. Filed at Step 4.
A-452 (filed 7/12/06) – UW-WDHL – Return to work denied. Filed at Step 1.
A-453 (new) – DOT NER PE Exam and licensing fee reimbursement, Waived to Step 3.
A-454 (new) - DOT NER PE Exam and licensing fee reimbursement, settled at Step 2.
A-455 (new) – DHFS Reimbursement of surcharge for over 2000 miles. Filed at Step 4.

Leroy briefly discussed correspondence received from a grievant asking for detail on the status of a Step 4 grievance. Atty. Haus asked and it was resolved that communication regarding this Grievance should be with Atty. Haus.

The current status of several grievances was reviewed. Specifics discussed were as follows:

A-434 Day #1 of the hearing was held and it should finish on Tuesday 10/24.

A-455 was denied at Step 3. Nichole Lysne motioned to move to Step 4. Michelle Ellias seconded. Nichole amended her motion to file at Step 4 and ask for further information before taking further action. Michelle Ellias accepted the amendment. The motion carried without opposition.

An employee in DNR SW Region was denied a lateral transfer without following the contract process and may file a grievance.

Communication Specialist:

Ron offered to assist the new Board members in preparation of newsletter articles. He also suggested a communications strategy be developed for dealing with the '07 – 09 contract and negotiations. He also suggested looking at how SEA Day fits into that strategy. Ron can be contacted at rlegro@yahoo.com.

Legislative Report: *By David Bohnsack*

Dave Bohnsack could not attend the meeting and no report was given.

There was some discussion concerning initiating an Open records Request regarding any analysis performed to generate the Act 89 Rules. The Board Agreed Tom Mugan would send a letter requesting the analysis.



Contract Update:

Atty Haus met with Jill Thomas (OSER) and the Vacation MOU was resolved. Members can use the MOU that is posted on the SEA Website. Editing of the remainder of the last two contracts is nearly complete and finalization of the contracts is very near.

Section Reports:

Madison — No Report.

Southeast — There is a lot of discussion within the Section concerning the mileage turn down rate and number of miles claimed. Members are anxious to get written copies of the Vacation MOU and the last two contracts.

Green Bay — There is continued concern regarding the 99-mile turn down rate issue that has surfaced and members are suggesting it be addressed by the DFTF. Some members think the Vacation MOU is too strict.

Wisconsin Rapids — Local elections will be held on 11/6 at the 1681 2nd Ave DOT Office. A new Section President will be introduced at the December Board Meeting and remaining local representatives announced. SEA membership card was signed and sent to the SEA Office by the newest eligible member. Wisconsin Rapids Section has signed membership cards for 100% of eligible Section Members.

La Crosse – Members are concerned and waiting for the Vacation MOU to be finalized. They have been directed to work with supervisors in scheduling of vacation.

Eau Claire — Members would like to see the vacation MOU and have questions concerning sabbatical (handled per contract).

Rhineland – No Report

Superior — No Report

Central Office/PSC — members also have the same concerns as other sections regarding the vacation MOU.

DNR — Section is following up with Federhart on \$0.30 add-on. Section is asking Board to have Webmaster send out reminder (11/6) to membership to vote. Employer provides time off to vote.

State Agencies — Two pre-disciplinary hearings were recently held. Members asking about vacation usage/carry-over.

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 Martin motioned to pay the expenses incurred by staff and guests of the Board to attend the Board and Annual Meeting. Leroy Stublaski seconded. Motion carried without opposition.

Nick submitted the Board & Annual Meeting Vouchers for approval:

06-044 => 06-049	
06-051 => 06-060	\$1860.80
M-021 => M-031	<u>\$1650.00</u>
	\$3510.80
06-050, 06-061-063	\$457.59



Nick motioned to pay the Board & Annual Meeting Vouchers. Mohamad Hayek seconded. The motion carried w/o opposition.

Nick submitted the August Treasurers' Report for review. After discussion Nick Martin motioned to accept the August Treasurers' Report. Mohamad Hayek seconded. Motion carried with 1 Nay.

Nick submitted the September Treasurers' Report for review. After discussion Nick Martin motioned to accept the September Treasurers' Report as corrected. Tony Allard seconded. Motion carried without opposition.

No membership reports were presented for Board approval.

Nick briefed the Board on the new digital copier that was purchased for the SEA Office. The cost with a service agreement was under \$1000.

John Bolka told the Board he had ordered and just received (several days ago) the new computer for the Treasurer.

Annual Meeting:

The 2007 SEA Annual will be hosted by the La Crosse Section. The meeting will be the weekend of October 13th.

New Business:

No new business was brought forward.

The meeting was adjourned at 9:37 AM.

The next Board Meeting will be December 9, at the Best Western Inn Towner in Madison.

PUZZLING PUZZLER: The ? minute egg

It takes longer to boil an egg at higher altitudes where water boils at lower temperatures. However, if you cooked eggs in two pressure cookers at different altitudes, which of the following would be true, and why? An egg would:

- a) still take longer to cook at higher altitude;
- b) take the same amount of time no matter the altitude;
- c) take longer to cook at lower altitude.

Assume the pressure cookers won't crush the eggs and that they are at the same pressure setting for any pair of altitudes you choose.

Mail your answer to our contest address: puzzlesea@yahoo.com. The answer and name of the first person who came up with the correct answer will be in next month's SEA View.

LAST MONTH: *A cargo plane loaded with canaries is set to take off when the crew calculates the weight of the plane and realizes it is a few pound over the allowable maximum. "No problem," the co-pilot tells the captain. "I'm going back to the cargo area. When you hear me yelling, go ahead and take off." What was the co-pilot planning to do, and what was the outcome?*

Solution: The copilot was planning on making noise so that the birds would fly around inside the cargo hold on the theory that this would lighten up the load. Unfortunately, the result was not what he planned. In the enclosed volume of the plane, the weight of the birds would still be included in the entire weight, as would the mass of the air they were in, no matter whether the birds were flying or roosted.

Congratulations to the first reader who submitted the correct answer: **Marc Bowker**, P.E., Planning Engineer, WisDOT, NW Region - Spooner.



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.

WANTED: Great stories

What's going on in your area? Are members in your section doing great things, either at work or off hours? What's going on in your neck of state government? SEA View readers want to know. Share your ideas and suggestions. We're also interested in your feedback and suggestions. How are we doing? Email: rlegro@yahoo.com.