



# STATE ENGINEERING ASSOCIATION

# SEA View

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## ***From the President***

I am starting to feel settled in as SEA president. It has been rewarding to work with SEA Board members and staff and to see things get done. Probably the most difficult thing for me is to devote the kind of time the position deserves while balancing my other commitments to taking care of myself and my family and working my own job. While I don't want to discourage any member from coming forward with ideas, issues or problems they face, I appreciate it when I am able to pass off some of the communications to others in the SEA organization. I encourage members to communicate through your Section President. That will be the most effective way to deal with most issues.

### **2003 – 2005 and 2005 – 2007 Contract Finalization**

The most common request I have received of late is for information on when we expect to have contract booklets distributed. About two weeks ago, SEA and OSER completed making final, relatively minor, edits to the contract language. Since then I have been in contact with OSER staff to coordinate details with printing of the booklets.

The SEA Board had decided at a previous meeting to distribute to each member a copy of the 2005 – 2007 contract. However, to save costs and resources, we will only print a limited number of copies of the 2003 – 2005 contract.

If everything works out the way we hope, both contract versions will be ready for distribution at the Feb. 24 SEA Board meeting. That way we can save on mailing costs by having board members distribute the copies, although we may need to mail some copies to outlying work stations.

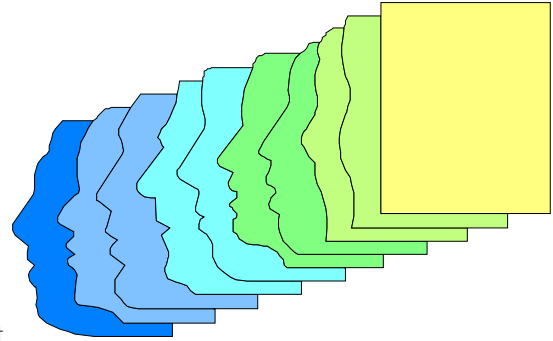
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**Demands Formulation**

A few weeks ago, the Demands Formulation Committee (DFC) met in Stevens Point to review potential contract demands suggested by members. We had a good turn-out of members, officers and section presidents who volunteered a day of their time to make progress on a list of demands for the next round of bargaining. SEA Attorney Willie Haus was also there to help. His evaluation of the proposals both for their potential success at bargaining and their appropriateness for the bargaining process was valuable. The committee made decisions on which demands to carry forward and also tried to assign a level of priority to those that survived. Thanks to Tim Hanley for taking on the DFC chairperson task with dedication and enthusiasm.



At its January meeting, the SEA Board formed a small work group to work with attorney Haus to begin the process of converting the demands into proposed contract language. The plan will be to bring that work back to the board at the March meeting where the board will roll up its collective sleeves and sift through and prioritize what we have so far. The plan is to have ready a set of demands by the April 16, 2007 date specified in Article 16 of the Collective Bargaining Agreement.

**Some Issues Better Grieved**

In a few cases, the committee concluded that some of the problems that members were trying to fix through bargaining demands should rightfully be addressed by filing grievances. Although we currently have a fairly sizable number of unresolved grievances, members should not be reluctant to file grievance if you feel like you are being treated badly.

Generally, poor program management is not a contract violation. However, if that poor management causes, for example, a potential health or safety issue for its employees or if employees are hurt monetarily by performing their job duties, there is a good chance that a contract provision is being violated. Check your contract or contact one of the SEA grievance representatives to help you find the correct specific provision being violated and to complete the grievance form.

If you can't find a specific contract cite, perhaps the problem could be the topic for an Association Management meeting as called for in Article 2, Section 11.

**Keep Up the Good Work**

Many of us believe strongly in the value we provide to our communities and the citizens of the state. We continue to work hard even knowing that we are not always appreciated and that we are not compensated as well as those in the private sector. Please don't let that stop you.

With appreciation,  
Tom Mugan

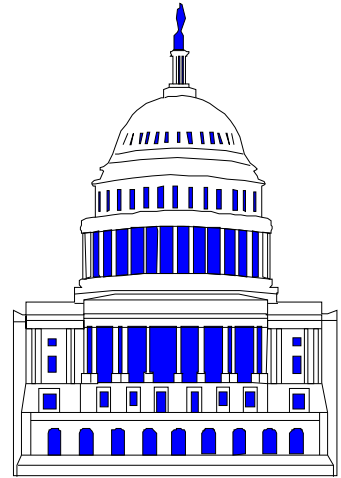
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## State budget and ethics, Military Affairs proposal and more on sick leave conversion

As of this writing, Governor Doyle has not yet released his recommended budget, but the budget likely will have been released by the time you read this. We're all aware of the state's budget woes, but keep in mind the following very big ticket items with which the state must reckon:

- Transportation, including state highways and state aid to local highways and mass transit.
- State aid to local schools, which covers more than half the costs for a typical school district.



**Legislative Update** By Gretchen Wheat  
*Second Vice President*

These two issues have become particularly intertwined, because over the past several years, large sums of transportation funds have been used to cover aid to local schools, leaving the transportation "account" greatly under funded.

SEA is keenly interested in how transportation and other state services are provided, by state employees vs. private contractors. The governor has publicly supported cost analysis for transportation projects and all other areas of state services. It is important that state funds be used most effectively.

Will the governor's perspective be skewed by donations from engineering consulting firms, such as the more than \$45,000 that they donated to the his inauguration party? For details on that, see: <http://www.jsonline.com/watch/?watch=22&date=1/3/2007&id=16711>

This is not to say the governor shouldn't have had a really great inauguration party. But will this type of donation be included in the campaign finance reform debate? Like the vast majority of Wisconsinites, SEA is not a rich organization, nor is it made up of rich individuals. Can we compete with these kinds of contributions in order to get our concerns addressed? Yes, but we have to work a lot harder at it.

At the January SEA Board meeting, questions were raised about state employee time expended for contract oversight and engineering design corrections. Be sure your work unit provides time codes to account for these costs as contract costs, and fill out your time sheets accurately. Report to SEA, your managers, and your legislators about any inaccurate accounting procedures you observe. That's how we help to measure the actual costs of consulting.

Be sure your legislators know the important work that you do, and that -- as has been documented -- state employees provide technical engineering services at a much lower cost than the private sector. And, let your

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legislators know you're looking forward to continued progress on the very important issues of ethics, elections and campaign finance reform, which the governor and Wisconsin legislators from both sides of the aisle have vowed to act on. Find contact information for your legislators at <http://www.legis.state.wi.us/>.

**Military Affairs Proposal:** At the January SEA Board meeting, members asked for information about legislative proposal AB-43 relating to creditable military service under the Wisconsin Retirement System.

On Jan. 30, the bill was introduced by 24 Assembly representatives and cosponsored by 11 senators (see list below). It was referred to the Assembly Committee on Veterans and Military Affairs. In a nutshell, here's what current law provides:

1. An employee with military service from 1974 forward can convert up to four years, if the employee left WRS employment to enter the military and returned to the same WRS employer within 180 days of discharge.
2. An employee with military service prior to 1974 can convert up to four years to service in WRS, if the employee has sufficient years of state service.

AB-43 proposes the following changes:

- In the first case above, allow an employee to return to any WRS employer; and
- In the second case, eliminate the 1974 cut off, and allow converted military service to be used simultaneously for establishment of WRS and Federal retirement benefits.

Because this bill relates to public employee retirement plans, it may be referred to the Joint Survey Committee on Retirement Systems for a report. View the full bill, including analysis by the Legislative Reference Bureau here: <http://www.legis.state.wi.us/2007/data/AB-43.pdf>

AB-43 was introduced by Representatives Musser, Hubler, Petrowski, Bies, Boyle, Wood, Schneider, Kerkman, Gronemus, Hahn, Hebl, Suder, LeMahieu, Friske, Fields, Hines, Gundrum, Albers, Nelson, Kaufert, Nerison, Gunderson, A. Ott and M. Williams; and was cosponsored by Senators Jauch, Leibham, Hansen, Harsdorf, Erpenbach, Roessler, Sullivan, Lassa, Breske, Coggs and Plale.

**More on Sick Leave Conversion:** Last month's newsletter included the topic of sick leave conversion, which was a brief controversy in the Wisconsin media. SEA believes sick leave conversion is in the interest of the employer and employee, alike. The following two Assembly Bills have been introduced and referred to the Assembly Committee on Labor and Industry:

**LETTER FROM A MEMBER**

To the Current and Past SEA Board Members, et.al.:

I would like to thank the Board in general and those members in particular that have been involved in the resolution of my grievance (A-434). It has been a long and difficult time, waiting and wondering about the outcome.

I appreciate those Board members that voted to move this grievance to the 4th step, which helped push it along. I would also like to personally thank Sharon, Duane, and Leroy for their participation in helping to speed a resolution.

I would especially like to acknowledge and thank Attorney Haus. His investigative perseverance, knowledge of labor law, trial expertise, and ability to effectively cross-examine did, in my mind, make all the difference in this outcome. Willie's steadfast determination to bring this matter to a close, aided immensely in making the State move forward.

Again, many thanks for the support, and I thank God everyday for the SEA.

*Breck Schwartz*

Reinstated: Engineering Specialist-Senior; UW-Stout

**Do or do not, there is no try!**



- AB-23 relating to: the elimination of the accumulated unused sick leave credit program for state legislators.
- AB-31 relating to: elimination of accumulated sick leave credit program for legislators, justices and judges, and all other state elected officials.

As indicated in the descriptions above, these bills have not proposed changes that would impact SEA members. There are probably more important issues, but perhaps this is a necessary step to create clean government. In any case, keep these important points in mind:

- The Department of Employee Trust Funds administers sick leave conversion, along with all other State of Wisconsin retirement benefits under the employee pension plan, which is very well managed.
- The sick leave conversion is fully funded, based upon actuarial studies; there is no unfunded liability for future benefits.
- Employee incentive to not use sick leave allows the same fund of money to cover this benefit at little cost, and by being fully funded, investment income covers part of the cost.

Learn more about the sick leave conversion benefit from the Department of Employee Trust Funds.

**RETIREMENT FAQs**  
by MEL SENSENBRENNER

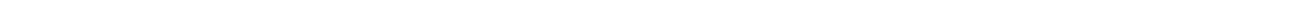
*Editor's note: In this issue of SEA View, we begin a new column, answering the most frequent questions that members have about their retirement. You can submit your questions to the SEA Office or to [rlegro@yahoo.com](mailto:rlegro@yahoo.com) and we'll get them to Mel for his expert commentary. Later we will compile these FAQs into a SEA website database document that you can consult at your, well, leisure. On with the show:*

**Q: When can I retire?**

**A:** Normal state retirement with full benefits is at 65 years of age, or at age 57 with 30 years or more of good years of service. Your benefits increase with additional years of service with the formula method.

You can retire early at 55 years of age if you are willing to accept the reduced annuity based on number of years of creditable service.

The formula method now has varying multipliers depending on when your years of service were earned as follows:





- All years prior to the year 2000 are 1.765.
- All years from 2000 and after drop back to 1.6.

I strongly recommend that everyone get the complete information from Employee Trust Funds and study it, because the WRS is complex and has many options for you to consider.

The following publications are available from the ETF Internet site -- [etf.wi.gov](http://etf.wi.gov) -- or call ETF toll free 1-877-533-5020, or local Madison (608) 266-3285 and request the following publications:

ET – 4116	Information for Retirees
ET – 4106	Applying for your Benefits
ET – 4107	Calculating your Retirement Benefits
ET – 4117	Choosing an Annuity Option
ET – 4125	Tax Liability on WRS Benefits
ET – 4925	How Divorce can affect your WRS Benefits
ET – 4930	How the Variable Trust affects your WRS Benefits
ET - 3101	Separation Benefits
ET - 4121	Buying Creditable Service
ET - 4122	Military Service Credit
ET - 2207	Buying other Governmental Service
ET - 2123	(Voluntary) Purchase Additional Contribution to WRS

## **INSIDE YOUR CONTRACT: Whats, whens, wheres and whys**

**BE NICE, BE PRO-ACTIVE:** Former SEA President Tim Hanley reminded members at a recent board meeting that it's not always good enough to tell the Demands Formulation Committee what you'd like to see in the next contract. Tim says: Tell your managers and supervisors, too, and start telling them sooner rather than later.

That may sound counterintuitive, but in fact it's the squeaky wheel that gets the grease. Informing your managers about salary inequities, inappropriate job classifications or other on-the-job needs is a very good first step, and a powerful complement to contract negotiations. It may even help your managers make a stronger case for positive changes when they make budget and policy requests higher up the management food chain.

Start by assuming that managers want to improve their operations and are looking for good ideas that are win-win scenarios for their employees. Unfortunately, due to budget deadlines and other constraints, thoughtful suggestions that would otherwise receive attention at negotiating time are already out of bounds.

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But if a manager has already heard about an issue and given it passing consideration, it's possible the idea will wind its way on up through the Department of Administration and ultimately to OSER. Then, state negotiators may actually have some maneuvering room and an ability to understand the issue and, yes, even deal with it.

So, Tim advises, talk to your managers regularly and help clue them in, so they can clue in the state negotiators, in time to make a difference. He strongly adds that employees approaching their managers on these issues be nice and professional, but persistent.

**PRINTED CONTRACTS:** As mentioned in the president's letter this issue, SEA expects to be able to make available printed copies of both contract versions at the Feb. 24 SEA Board meeting. That way we can save on mailing costs by having board members distribute the copies, although we may need to mail some copies to outlying work stations. Information also will continue to be available on the SEA website.

**ADD-ONS & CASH-OUTS, REDUX:** An article in the last edition of Inside Your Contract indicated that members who opted for end-of-year vacation-time cash-out should check to see if the amount calculated included add-on amounts.

SEA wants to be sure its members receive any reimbursements they are entitled to. Under Article 13/5/5, employees eligible for 200 or more hours of annual leave each year may cash out up to 40 hours. SEA believes the calculation of cash-out should be based on the hourly rate of pay, including any add-on. Several years ago, SEA filed an association grievance that is yet to be resolved on this issue.

That's why we're asking that members who normally receive add-ons and who have requested cash in lieu of annual leave since 2002 report to SEA. That way we can check to ensure the process works as intended.

Please provide the following information to Bob Schaefer at [robertw.schaefer@wi.gov](mailto:robertw.schaefer@wi.gov) or [nannbob@chorus.net](mailto:nannbob@chorus.net).

- Your name and agency
- What years and how many hours each year you cashed out
- The hourly amount of your add-on for any year you took this option
- Whether your cash-back amounts accounted for your add-on

Special thanks to the 45 members who have already contacted the Association to share information on this matter.

*Have 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.*

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**Important Retirement and Health Insurance Information**

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

**WISCONSIN COALITION OF ANNUITANTS (WCOA) MEETING – JAN. 15, 2007**

Ed Kehl reviewed the action taken at the Dec. 20, 2006 WCOA meeting with respect to the Department of Employee Trust Funds budget proposal to DOA. The guest speakers were David Mills, Executive Director of SWIB, and Ken Johnson, Chief Administrative Officer at SWIB. Dave Mills and Ken Johnson presented the 2006 preliminary performance figures for SWIB on Dec. 31, 2006, as I have presented in the SWIB article in this SEA View.

Then Dave Mills and Ken Johnson presented the elements of SWIB’s budget proposal to increase their internal management, which they estimate to increase their net returns by \$44 million/year. All SEA Board members have a copy of SWIB Budget Request Elements for your review.

Ed Kehl then introduced five of the ETF Board candidates running for the single annuitant vacancy on the ETF Board. You will have about 11 candidates to choose from this month.

Ed Kehl provided a copy of the WCOA 2006 financial report to all member organizations with an ending balance of \$1,463.02. SEA supports the WCOA with our dues of \$50 per year. He also announced that the date for the WCOA Annual Conference in May 2007 had to be revised to May 8.

I have provided all SEA Board members with a copy of the WCOA 2006 Financial Report. The next WCOA meeting is set for Feb. 21.

**SWIB MEETING – JANUARY 10, 2007**

SWIB Performance YTD – December 31, 2006

	<u>Oct. 31, 2006</u>	<u>Nov. 30, 2006</u>	<u>Dec. 31, 2006</u>
Core Fund:	+12.0%	+14.3%	+15.6%(B.M.14.6%)
Variable:	+13.2%	+15.7%	+17.6%(B.M.17.6%)
Core Fund:	74.582B	76.297B	77.289B
Variable:	6.997B	7.172B	7.308B
	81.579B	83.469B	84.597B



Real estate equity: +28.8% - B.M. +17.6%; Private equity: +25.5% - B.M. +20.0%.

The WRS is now the ninth largest fund in the United States.

Also note The Capital Times article dated January 8, 2007 provided to all SEA Board members regarding end of year preliminary Investment Board performance.

**DOT fined \$500 after SEA asks for report**

The state Department of Transportation has paid a \$500 fine after admitting in January that it broke the open records law for stalling the release of a study showing consultant engineers cost more than state employees.

DOT officials admitted violating the open records law requirement that agencies respond to requests for public records "as soon as practicable and without delay."

In 2005, the state attorney general filed a civil complaint against state DOT Secretary Frank Busalacchi, accusing him of "arbitrarily and capriciously" breaking the records law by withholding a report that said state engineers cost taxpayers 18% less than consultants. SEA had requested the report and a newspaper filed an open records request to help get it.

There was a presentation by SWIB's Benchmark Consultant, Barry Dennis, Director of Strategic Investment Solutions, Inc. (SIS), which was a follow up report for the training session at SWIB's October 2006 retreat at Lake Geneva.

Mr. Dennis discussed weighted benchmarks versus "roll-up" and indicated that SWIB has been moving away from roll-ups since 1999. The only exception is the investments in international and emerging stocks and where liquidity is constrained. The value added system of benchmarks provides better management and reward system.

Jane Hamblen, Legal Counsel, reported on the \$7.5 million recovered in the December class action settlements from World Com and Alliance Pharmaceuticals.

The other bit of sad news was the announcement made by Executive Director David Mills in January that he will be retiring from SWIB some time in 2007. This is after three years of excellent improvements in the operation and performance of SWIB staff. Note The Capital Times Market Memo dated Jan. 12, 2007 provided to all SEA Board members.

The next SWIB meeting is scheduled for Feb. 14.

***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 you mailings.



## Leveling the bargaining table

By George Miller

*[Editor's note: Rep. George Miller, D-Calif., is the chairman of the House Education and Labor Committee. The following column, on proposed legislation to strengthen union membership, appeared this month at the advocacy website [www.tompaine.com](http://www.tompaine.com).]*

**The overall U.S. economy** has been growing since the end of the 2001 recession, yet the median household income in the U.S. has fallen by \$1,300. This should worry anyone who cares about whether our economy is fair to American workers or not.

Many different reasons account for the fact that America's middle class is losing ground despite the country's economic growth. One of the most important is that companies routinely deny workers the ability to form unions and bargain for better wages and benefits. As a result, unions represent just 12 percent of the U.S. workforce today—a much lower percentage than just a couple of generations ago.

If we want workers to get their fair share of the benefits of a growing economy, then we have to ensure that their organizing rights are protected. Under the current system for choosing unions, workers' rights are easily ignored.

Consider the case of Ivo Camilo. For 35 years, Camilo worked at the Blue Diamond Growers plant in Sacramento, the world's largest almond processing plant. But he and his co-workers were worried about job security and felt they had no voice at work. So, in 2004, Camilo joined with some of his co-workers to try to form a union. In 2005, just two weeks after Camilo and 58 of his coworkers informed management of their union efforts, he was fired.

In congressional testimony this week, Camilo described Blue Diamond's campaign against the union. "They had put out more than 30 anti-union flyers. In group captive audience meetings and one-on-one talks, company officials and supervisors threatened that we could lose our pensions and other benefits if the union came in. They threatened that the plant would close."

*[continued in second column]*

These kinds of actions on the part of employers are despicable and discouragingly frequent. In our broken union election system, companies harass, intimidate, reassign or fire workers every day for trying to form a union. In 2005, over 30,000 workers in the U.S. received back pay from their employers because they had been illegally fired or discriminated against.

As Camilo put it, "Getting a union shouldn't be so hard." He's right. Headlines constantly blare about the outrageous compensation packages that corporate executives arrange for themselves. Workers should at least have the opportunity to bargain for a better life. That's why this week I, along with over 230 other members of the House, introduced the Employee Free Choice Act.

The legislation is simple. It says that when a majority of workers sign cards authorizing a union, they get a union. It also stiffens penalties against employers who illegally interfere in workers' union decisions—because, let's face it, simply having to pay someone back wages is never going to effectively deter companies from violating workers' rights.

This majority sign-up method is not new. Under current law, employers may voluntarily recognize a union when a majority of workers sign up for one, and some responsible employers—like Cingular—have done just that. But many more deny workers the ability to make that choice for themselves.

Passing the Employee Free Choice Act would finally give workers the ability to join together to bargain for better wages and benefits. And there is no doubt about the difference that having this leverage would make for workers and their families. Union workers earn, on average, 30 percent more than nonunion workers. They are much more likely to have health and retirement benefits. They also tend to have more generous paid time off.

Our economy is more unequal than it has been at any time since before the New Deal. We cannot keep going in this direction. We need to make sure that people are paid decently for their work and treated fairly in the workplace. The Employee Free Choice Act will go a long way towards strengthening the middle class.



**January 27, 2007 Board Meeting Summary**  
Meeting held at East Towne Suites, Madison  
By Duane Hubeler, Secretary

**Attendance:**

**Executive Board:** Tom Mugan – President, Leroy Stublaski – 1<sup>st</sup> Vice President, Gretchen Wheat – 2<sup>nd</sup> Vice President, Duane Hubeler – Secretary, John Bolka - Treasurer

**Board Members:**

Tom Peronto, Wisconsin Rapids President  
Paul Piccione, Southeast Region  
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

**Guests:**

George Mickelson, Compensation Chair, Bargaining Team  
Tim Hanley, Demands Formulation Committee Chair

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**Meeting Begins:**

Tom Mugan called meeting to order at 8:38 am. Introductions were made. Under additions to the agenda, Sandy Anderson asked to have the topic of SEA-logo clothing added under New Business.

**Approvals:**

The December 9, 2006 Board Meeting Minutes were reviewed. Bob Schaefer moved to approve. Michelle Ellias seconded. Motion carried without opposition.

The Correspondence Report was reviewed. Tom accepted the Correspondence Report.

**Bargaining:**

Willie Haus and Tom Mugan met with Jill Thomas and John Wiesman of OSER just before Christmas to finish up the few remaining details on the contracts. These consisted mainly of cross-reference and format changes. Contract books can now be printed. A printer has been chosen and printing could be completed as soon as the end



of February. Because the vacation carryover MOU was a one-time issue, it will not appear in the printed contract book.

Tim Hanley reported that the Demands Formulation Committee (DFC) met in Stevens Point on Saturday, January 20, 2007. Our contract states that contract demands have to be ready to be exchanged by April 16, 2007. With that date in mind, Tim recommended an ad hoc committee consisting of Tom Mugan, Tim Hanley, George Mickelson, John Bolka and Sandy Anderson meet at Willie Haus' office prior to the February 24, 2007 Board Meeting to formulate the initial presentation of demands to the Board. Tom Mugan concurred with the makeup of this committee. The final presentation and vote will take place at the March 24, 2007 Board Meeting. Tim again asked that any written policy on standby or on-call status be sent to him at [dotman@charter.net](mailto:dotman@charter.net) He asked that any scanned documents use the PDF format, if possible. Bob Schaefer moved to approve all bargaining-related expenses for the 2007-2009 contract, including the January 20 DFC meeting. Tony Allard seconded. Motion carried without opposition.

George Mickelson stated that concrete wage proposals will depend on the Budget Bill. The Budget Bill will probably be introduced sometime this spring and will include a line item called "Compensation Reserve". This is the pot of money from which wage and benefit increases for all state employees will be paid.

**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.

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- 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. Hearing held 10/06. Brief filed 12/06.  
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) – DNR - Extra Mileage. Filed at Step 4.  
A-440 (filed 11-09-05) – DOT D1 - 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. Filed at Step 4.  
A-448 (filed 5/12/06) – DOT NCR – HAM used on current state employee in promotion. Filed at Step 4.  
A-451 (filed 7/10/06) – DOT NWR EC – Discipline w/o just cause. Filed at Step 4.  
A-453 (filed 8/18/06) – DOT NER - PE Exam and licensing fee reimbursement. Waived to Step 3.  
A-455 (filed 10/27/06) – DHFS Reimbursement of surcharge for over 2000 miles. Filed at Step 4.  
A-456 (filed 9/13/06) – DOT NER - PE Exam and licensing fee reimbursement. Waived to Step 3.

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

- A-434 – SEA won the arbitration. The discharge was changed to a 30-day suspension. Employee was reinstated with benefits and back pay minus the 30 days.  
A-443 – Resolved in SEA’s favor. CIRT team no longer responds to building alarms.  
A-447 – Denied at Step 3 and moved to Step 4.  
A-453 & A-456 – We will try to consolidate with A-307.  
A-369 & A-419 – Bob Schaefer asks everyone who has taken cash in lieu of vacation time since 2002 and did not receive their \$0.30, \$0.50, or \$1.00 add-on as part of the cash out to e-mail him with that info. Bob works for DNR.

**G 18 and Legal Issues:** *By Willie Haus*

Willie reported there will be a Group-of-18 meeting on February 12.

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**Health and Retirement Report:** *By Mel Sensenbrenner*

Mel reported that the Core Retirement Fund (formerly known as the Fixed Fund) did extremely well in the last fiscal year due to the strong stock market and good real estate investments. The State of Wisconsin Investment Board (SWIB) is asking to increase staff so it can save the money it currently has to spend on out-of-state money managers.

**Legislative Report:** *By Gretchen Wheat*

Gretchen has sent out a letter of introduction along with election congratulations to the governor and new legislators on the Joint Committee on Employee Relations (JCOER) Committee.

**Communication Report:** *By Ron Legro*

Ron reported on the communication brainstorming meeting held on January 26, 2007 in Madison.

The main points entail:

- A public relations timetable or calendar that lists events for the year, such as elections, SEA Day, bargaining, etc.;
- A rapid response plan with a decision tree for emergency communication; and
- A backup plan for web site and email database use.

There was a recommendation to survey members to see how we are doing now and how they would like to be notified of future issues. There will be a written summary of items from the brainstorming meeting. Bob Spoerl will begin to document his webmaster processes. Ron wants more information from the sections. He can be contacted at [rlegro@yahoo.com](mailto:rlegro@yahoo.com).

**Section Reports:**

*Madison* — There were 4 new CE hires in January. The annual section meeting will be March 8.

*Southeast* — There have been 15 new engineer hires since January 1. There is an ongoing issue of SEA work going to outside consultants. Members should document this whenever it occurs.

*Green Bay* — There have been 7 new CE hires with more expected later. Members are anxious for the contracts to be printed and for bargaining to begin.

*Wisconsin Rapids* — Maintenance Section members have had assigned vehicles changed to work-share vehicles. There have been 2 new engineer hires since January 1.

*La Crosse* — The 2007 SEA Annual Meeting Committee recently met and decided on a location. There is one new CE hire.

*Eau Claire* — No report.

*Rhineland* — Only 2 CADD employees remain. Their work may get dumped on PDS staff when these 2 retire.

*Superior* — No report.

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Central Office/PSC — A section meeting will be held on February 8. They have one new transfer.

DNR — The GEF 2 Office Building is being remodeled and employees have to relocate. A section meeting is scheduled for April.

State Agencies — Commerce Electrical Consultants will now be doing inspections on DHFS-regulated health care facilities.

George Mickelson and Tom Mугan met with Jill Thomas of OSER to clarify some transfer, restoration and layoff issues under Articles 7 and 8 of the new contract. SEA and OSER now agree on the following order of hiring:

1. Restoration from same employing unit in same agency (8/4/1B);
2. Restoration from same agency (8/4/1B);
3. Restoration from other agencies (8/4/1C);
4. Supertransfer\* under Article 8 from same agency (8/3/2);
5. Supertransfer\* under Article 8 from other agencies (8/3/2);
6. Transfer under Article 7 from the same agency (7/1/1A & 2B);
7. Transfer under Article 7 from other agencies (7/1/1A & 2B).

\* Supertransfer means the employee has received an “At-Risk Letter”.

**Financial & Membership Reports:** *By John Bolka*

John moved to accept the November, 2006 Membership Report. John Lund seconded. Motion carried w/o opposition.

John moved to accept the December, 2006 Membership Report. Bob Schaefer seconded. Motion carried w/o opposition.

John submitted the November, 2006 Treasurer’s Report for review and moved for approval with one correction. Bob Schaefer seconded. Motion carried w/o opposition.

John submitted the December, 2006 Treasurer’s Report for review and moved for approval. Tony Allard seconded. Motion carried w/o opposition.

John submitted the Board Meeting & Expense Vouchers for approval:

06-085 => 06-101	\$1745.79
M-043 => M-055	<u>\$2250.00</u>
	\$3995.79
06-102	\$4.53



John moved to pay the Board Meeting Vouchers. Sandy Anderson seconded. The motion carried w/o opposition.

John moved to pay Expense Voucher 06-102. Bob Schaefer seconded. The motion carried w/o opposition.

Bob Schaefer moved to renew SEA's bulk mailing account for another year and to review the continued need for it. Sandy Anderson seconded. The motion carried w/o opposition.

**New Business:**

Sandy Anderson asked if pictures and inventory of SEA clothing could be put on the website. This would not be used for ordering. It would allow people to see what they may order through normal channels and also to avoid duplicate orders.

Leroy Stublaski moved to change the Board Meeting originally scheduled for May 19, 2007 to June 2. Gretchen Wheat seconded. The motion carried 7-3, with 4 abstentions.

The meeting was adjourned at 2:32 pm.

The next Board Meeting will be February 24, 2007, at East Towne Suites in Madison.

**WANTED: Your comments,  
suggestions and letters**

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? SEAVIEW readers want to know. Share your ideas and suggestions. We're also interested in your feedback and suggestions. How are we doing? How is SEA doing? Email [rlegro@yahoo.com](mailto:rlegro@yahoo.com). SEAVIEW will print your letters, with or without your name, but we need you to sign them.

**PUZZLING PUZZLER:** *The medicine goes down*

According to practitioners the effect of a homeopathic medicine is indicated by a dilution factor. Homeopathic theory is that if a substance is diluted more, the effect of it will increase. The dilution factor of a homeopathic medicine consists of a number and a character. An X or D indicates that the substance is diluted a number times 10. A C stands for a factor of 100. For example, 6X indicates that the substance is diluted  $10^6 = 1,000,000$  times. Typical dilution factors of homeopathic medicines lie between 6X and 30X.

Suppose you bought a liter of homeopathic medicine with a dilution factor of 30X. Assume that water was used for the dilution process, and that the molecules of the substance are about as big as the water molecules (smaller is almost impossible, since water is one of the smallest molecules). How many molecules of the substance can you find in your bottle? And how many liters would you need to buy to be sure that you will have at least one molecule of the substance?

*Mail your answer to our contest address: [puzzlesea@yahoo.com](mailto: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 issue:** In the Hotel Conundrum, each floor contains one suite, consisting of two rooms separated by a long hallway. On one of these floors, you arrive to find that the hallway doors are closed to each room. In one room there are three light switches labeled A, B and C. In the other room there are three 60-watt, incandescent light bulbs. Your assignment: Determine which light switches control which light bulbs. Limitations: You can only walk down the hallway once, and you cannot see all the way from one room to the other.

*Solution: Turn the "A" switch on and the "B" switch off. Then turn the "C" switch on for 20 minutes; long enough to allow a light bulb to get good and hot. Then turn off the "C" switch and walk to the other room. Examine the three light bulbs. The bulb that is on is controlled by switch "A", the bulb that is off and is cold is switch "B", and the bulb that is off and hot is switch "C". Congratulations to the first reader who submitted the correct answer, **Mike Griffin** of DNR's Milwaukee section.*

