

STATE ENGINEERING ASSOCIATION



SEA View

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SEA VIEW SCHEMATIC

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From the President

Some say that there are two seasons in Wisconsin; winter and construction. The sunshine-filled days of summer are welcome for outdoor recreational activities. But for many SEA members, these days are busy work times, doing road construction and maintenance or conducting other infrastructure inspections. Also in summer, there is little time to relax for the SEA officers and board as opportunities keep us hopping.

Position classification surveys

Recently, the Office of State Employment Relations (OSER) shared with SEA an analysis of CADD Specialist and Surveyor positions. The analysis suggests that CADD Specialists might be more appropriately titled CADD Technicians and represented by the Wisconsin State Employees Union (WSEU). A number of members are very unhappy with the proposal because it questions their status as engineering professionals. In addition, while OSER proposes to build the add-on pay of affected employees into base salary, moved employees would lose their five days of Professional Development Time plus two days of annual leave. Union dues are also much higher in WSEU.



OSER has the authority to decide in what classification positions belong. However, in a meeting with OSER, SEA representatives asked for additional information that we will review before



deciding if the decisions appear to have been made properly. We hope to have further dialog with OSER about concerns of our members and information gained from our review of documents.

Bargaining to begin

The initial bargaining meeting will be held July 18. Language issues would likely be first to be taken up since, in recent years, the state has been reluctant to bargain compensation until after the biennial budget is finalized. Indications from media reports are that the budget process could extend into the fall. So, I think the chances are good that we'll be working without a contract for some time.

Personnel and financial issues

Speaking of contracts, the SEA Board has been discussing what SEA pays people who do the work of the organization and the budget implications of proposals to increase those amounts. Over the last several meetings, the board voted to increase salaries of office and professional staff and some of the stipends paid to board members. However, we may not have gone far enough. This will likely be taken up at future meetings.

Some board members feel reluctant to vote themselves pay increases. The reasons for members taking on leadership positions in SEA are probably varied. But, I believe that, while duty and volunteerism are important motivators, some reasonable level of compensation makes it easier to devote the needed time without inadvertently creating resentment. The stipend paid to section representatives at board meetings, especially for those coming from the more distant locations, does not amount to much

Just as we expect the state to adequately compensate us for our contributions, for SEA to remain a viable organization, we need to give regular, serious consideration to taking care of those that make the organization go.

of an hourly rate. And I know from experience that doesn't account for the time people spend between meetings doing work as presidents of their sections.

As for officers: Before holding the office, I did -- and still do -- welcome the challenge of being SEA president. But without actually doing the job, one can't fully appreciate the energy and time commitment needed to keep things running smoothly. Just as we expect the state to adequately compensate us for our contributions, if SEA is to remain a viable organization we need to give regular, serious consideration to taking care of those that make the organization go.

SEA membership is a bargain. Details of the financial discussions to date regarding pay increases and changes in member dues are reported in a separate article in this newsletter.

I like to think to that SEA is doing a good job for all of you. If you have feedback, either good or bad, please let us know.

Wishing you all success in achieving your goals this summer,

Respectfully,
Tom Mugan



Legislative Update

By Gretchen Wheat
Second Vice President

Background checks

The digital age has brought the ability to quickly find information on nearly everything and everyone. As wonderful as this can be, experienced data miners and Internet users know information is not always reliable. There is also increasing concern about lack of individual privacy and the numerous ways information about individuals can be used against them.

A common example brought to light is credit card company policies whereby your interest rate is increased if the lender finds information that you have missed a payment with another creditor. This is a broad handed expansion of credit report use. I actually experienced this as the result of a one time late small phone bill. It didn't have any financial impact on me, because I wasn't carrying any charges on the card, but I was ticked off. I immediately canceled my account with that credit card company.

Over the past decade, criminal background checks especially have become common for certain positions with access to court records and financial information, and security and law enforcement related professions. This includes a wide variety of government positions at the Wisconsin Departments of Justice and Revenue. In more recent years, criminal background checks have been recommended for individuals working with the infirm and children. Such use of criminal background checks has been deemed good public policy and has had wide support. Have you CCAP'd a new acquaintance lately?

Under consideration today is how to potentially expand, or limit, the use of background checks. What types of employment positions need to be subject to background checks, what types of information should be used, and how much will it cost? There is a multitude of possible information, including criminal records, civil court records, real estate property information, driver's license and vehicle registration reports, credit history, and even newspaper articles that may have mentioned you.

What about cost? Employers have to pay fees to obtain certain information, pay employees that gather and review information, and perhaps most significant is the cost for the (at least occasional) legal defense. Employers are potentially subject to lawsuits from individuals claiming an employer did not perform due diligence in hiring an employee that should have been checked, but wasn't.

RETIREMENT FAQs

by MEL SENSENBRENNER

This column answers frequent questions that members have about their retirement. Submit your question to the SEA office or to [view sea@yahoo.com](mailto:sea@yahoo.com) and we'll get them to Mel for his expert commentary.

Q: I'm thinking of switching to the variable fund but I'm confused about the process. Can you explain?

A: An excellent article on the variable investment risks and rewards ran in the January 2007 ETF Trust Fund News. Everyone should be sure to read it. The key point to remember is that the variable option provides only one opportunity to enter and one opportunity to get out.

You should plan to get in early in your employment because your variable contributions are limited to a 50% maximum of your 5.8% contribution to the WRS from your salary starting after you have applied to start the variable. It takes several years to build up the variable account because LUMP SUM TRANSFERS ARE NOT PERMITTED to the Variable Fund. You must be willing to accept the risk of the highs and lows of the stock markets because the Variable Fund is totally invested in stocks. Also, any additional contributions to the WRS can only be made to the Core Fund.



Many of these types of cases reported in the media have pushed employers to expand their use of background checks. It's very bad when a daycare employee rapes and murders a child and it is found the employee was a convicted pedophile. It's similarly bad if an apartment management company hires a building manager who has been convicted of rape. Employers are also subject to lawsuits from individuals not hired due results of their background check, in cases where the employer may have considered information prohibited by law from being used.

Another deep concern is the ownership and security of information subject to outsourced contracts for data collection and dissemination. It's important that private contractors implement proper security when handling information collected under government authority.

As the perceived need for and use of background checks expands, policy is needed to standardize use and content, and to ensure each individual can obtain information about themselves. Currently, an individual can obtain their own credit report at no cost upon being denied credit, or at anytime for a modest fee. Indeed, the right to obtain credit is vigorously supported – and thus we may shop.

Similarly, background check results about a person should be made available to them not only upon applying for employment, but at any time upon request. This is a matter of principle – the right to know – but individuals also need opportunity to refute information that may be incorrect. Currently, if you are denied employment, you have to file a lawsuit to find out what background information was collected about you.

For the government entities, it is a matter of both public policy and direct employment policy. We need a policy that will ensure citizens are not disenfranchised, and that good potential employees are not mistakenly passed over.

This highly complex issue promises to be controversial and subject to change for years to come. At this time, SEA has not developed a formal position on background checks, and hopefully will not have a need to do so, but I encourage you to contact your legislators to let them know your thoughts about the use of background checks.

Dues returning to full amount after 9-year “holiday”

Adjusting compensation for officers and staff

Now that SEA has a signed and sealed contract, and as the Association prepares for the next round of bargaining, the board has been reviewing stipends and staff compensation and looking at the Association budget in general.

Special report

Over the past couple of months, SEA's elected officers took action to review the long overdue need for staff compensation adjustments, and increases were approved by the board in early June.

Not just because of compensation adjustments, the board believes a small dues collection increase is prudent, and so voted to end the dues holiday that members have been enjoying since 1998. The board has voted to begin collecting dues at the previously authorized ceiling of \$9.50 per pay period.

Two factors have gone into the decision-making on compensation:

- Much time has gone by since staff compensation was last adjusted.
 - The quality of staff and candidates for SEA office depends on fair and reasonable compensation.
-



Some decisions have been made (see the president's message on page one of this issue, and the June board report, below) while more tweaking is to come. The bottom line: Upward compensation and dues collection adjustments will take effect in the very near future.

Following is a more detailed look at each of the factors figuring into the compensation decision, and background on raising the dues collection.

History of dues and expenditures

In 1998, SEA received a legal settlement that brought a large infusion of money into our treasury. This settlement allowed the board to enact a six-month total dues holiday, and then restore dues collection at two dollars below the authorized level of \$9.50 pay check. The \$7.50 level has continued ever since. Dues are assessed on 24 pay checks per year, so restoring dues to the fully authorized ceiling would cost members an additional \$48 annually.

Since June 2000, the median SEA member has seen a compensation increase of about 21% while SEA stipends haven't been adjusted since 1998.

Since 1998, SEA has weathered several storms including the loss of about 250 members to another bargaining unit and the steady attrition of members during the hiring freeze of 2002-'04. We were able to carry on our business without returning dues to the authorized ceiling. We accomplished this feat through the implementation of several cost-cutting measures including:

- Forgoing even modest raises for the officers, section presidents and non-SEA-member staff;
- Decreasing the number of business meetings held;
- Consolidating essential duties using fewer staff; and
- Resisting overtures made by other nationally-affiliated unions with much higher dues.

Years have passed since adjustments were last made

As employees we expect our wages to keep in pace with inflation, and as an employer, SEA must do the same for its workers – both staff and officers. The commitment of workers past and present in carrying out tasks for SEA has been truly remarkable and deserves some recognition.

Dues then, now and to come

Dues are not changing under the board action. However, the dues holiday will end. The facts:

1. SEA's current approved dues are \$9.50 per paycheck (exception: no dues are deducted in two pay periods each year).
2. However, SEA began a dues holiday in 1998, reducing dues collection to the previously approved rate of \$7.50 per paycheck.
3. SEA office staff (non-member) wages have not been raised for seven years. SEA officer stipends have not been raised in 9½ years. Dues returns to the sections have also not been reviewed for several years.

return dues collection to the full approved rate of \$9.50 per paycheck. This is effective with pay period 1A in January 2008, the first payperiod of the new calendar year.

As the time we spend at our state jobs has become worth more, our free time likewise has become more valuable. The number of members willing to make a significant time commitment to serve has slipped.

Meanwhile, expenses for travel, supplies, printing, meeting rooms and everything else needed to conduct SEA business have risen. Although the number of SEA-represented employees has been increasing in the Department of Transportation, other agencies including SEA members have not seen similar increases.

Since June 2000, the median SEA member has seen an increase of roughly 21% in compensation. In the same period, the Employment Cost Index was up 19%.



Meanwhile, SEA stipends have not been adjusted since 1998. Since June 1999, the median SEA member has seen an increase of roughly 31%. Since March 1998, the Employment Cost Index is up 31%.

Quality of staff and officer candidates depends on fair compensation

It stands to reason that better compensation will improve the candidate pool and provide a more effective organization as we choose new officers to lead the Association in coming years.

Aside from monetary incentives, the attitudes of people doing the work depend in part upon compensation. While SEA is a volunteer organization, and while altruism is a great motivator, it's also true that those who step forward to serve SEA are making a sacrifice, giving many hours of their time.

SEA needs to continue sending a believable signal that it appreciates this sacrifice and this work; that, as an association, we are willing to adjust what compensation we do provide based on the cost of living and other factors. Under-compensated staff and officers who resent the time commitments relative to compensation may be less apt to work hard.

SEA is a relatively small organization and depends very greatly on the energy and commitment of its members in general and its officers and staff in particular, more so than bigger, nationally affiliated unions.

Rationale for restoring dues

While restoring dues to the full authorized amount will be helpful in covering increased staff costs, a more general factor comes into play here: SEA's need to maintain good financial health.

Some dues money may be returned to the smaller regional sections that are having financial difficulty. Some will be saved in the treasury to prevent or delay future dues increases.

We've been able to continue enjoying reduced dues and the dues holiday because recent years have been a time in which SEA has maintained an essentially consistent level of service with no large expenditures for ad hoc legal cases. We keep continue to keep other operating costs (for instance, travel and lodging for officers

The board also has decided to make a concerted effort to reduce SEA's long-standing grievances backlog, which probably will result in higher temporary legal costs.

attending official Association meetings) as low as possible. Even so, these costs have been rising steadily.

Going forward, the board also has decided to make a concerted effort to reduce SEA's long-standing grievances backlog, which probably will result in higher temporary legal costs.

Note that a \$9.50 dues rate is still very low. If you don't believe it, ask your co-workers from other bargaining units what they pay. Then compare their salary to yours. The good news is that SEA dues have remained relatively low, compared to our fellow state employee organizations. Dues for state employee unions affiliated with larger labor organizations typically are two to three times higher than what SEA collects. Even with the increases considered by the board, SEA dues will remain a bargain.

SEA is committed to remaining an effective, totally independent, bargaining unit run by committed people who volunteer their time and effort on your behalf. An absolutely essential aspect of this commitment is to remain financially healthy.



No one likes to see price increases at the supermarket or at the gas pump, and the same is true of member dues. Dues are SEA's only funding source and having a healthy bank account means we will continue to have the resources to properly represent our members in the workplace and at the bargaining table.

While it is difficult to get the state to cooperate in moving grievances to arbitration, SEA vigilantly represents its members. We all hope to be able to do our job, and especially to do it well. In return, we hope for a harmonious workplace with fair compensation, free of unfair work practices. Unfortunately, privateers who tout outsourcing have been trying to make a mockery of collective bargaining. Thus, members are at increased risk of improper, unjustified layoff.

Perhaps you may even find that a job well done is not what your management had uppermost in mind. These truths drive the real, tough work that SEA faces on behalf of its members. Ultimately, everything and everyone involved with SEA is for the purpose of bargaining and legal representation, and only your dues supports that work.

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

ETF ANNUITANT ROUND TABLE – MAY 15, 2007

Dr. Ron Harms presented what the medical advisor's role is at ETF. He is striving for quality health care and brings experience from Touch Point in the Fox River Valley. He wants to change the way physicians are functioning from individuals to a system based on best-quality care. Dr. Harms also helped create the Navitus drug purchasing system.

He is now working on ETF's footprint for providing health and health care by the 16 health plans over the State of Wisconsin.

The SWIB Report was presented by Sandy Drew and Ron Mensink, the Quantitative Analytics Director for SWIB. Ron analyzes and directs three areas for SWIB as follows:

- (1) Asset Allocations
- (2) Performance Measurement
- (3) Risk Measurement

Ron works directly with the Chief Investment Officer, David Villa, on the three areas above. Ron's primary goal is to determine ALFA, which is the extra earnings produced above the benchmarks, which was \$750 million in 2006 for SWIB, and he is working on improving the system.

Sandy Drew updated us on Senate Bill 57 (Divestment in Sudan), and the performance by SWIB year to date for April 30th. Note the data in the SWIB article in this SEA View.

Bill Kox reported on the status of the Navitus Drug Program, which is operated on a cost basis with all discounts and rebates passed back to ETF.

The Medicare Part "D" subsidy doesn't apply to the individual, but is included in the total Navitus plan and amounts to \$12 million per year.

Bob Conlin gave us a legislative update, which was all budget related, as follows:



- (1) Domestic partner provisions are holding up the budget approval.
- (2) Benefit changes coming out of the Legislature are:
 - A. Health Savings Accounts which will split the coverage between the healthy young and older employees with higher medical costs.
 - B. Retirement contribution must be paid by the employee period.
(Both you and the state of Wisconsin will lose 14.5%, which is the Social Security contribution on income.)

It appears there is an effort to undo what was bargained for and agreed to many years ago! There seems to be a need for re-education by discussing it with your legislators.

The next Annuitant Round Table is scheduled for August 7.

SWIB MEETING – MAY 9, 2007

On May 11, 2007, SWIB announced its selection of the new executive director replacing David Mills. The board chose Keith Bozarth, currently CEO of Orange County Employees Retirement System in California. Bozarth has 15 years of experience with public pension systems including Teachers Retirement System of Illinois and both state employees and public school retirement systems in Missouri. Bozarth will begin duties on June 25, 2007, and Mills will remain available to assist with the transition.

SWIB Performance Calendar YTD

	<u>Feb. 28, 2007</u>	<u>Mar. 31, 2007</u>	<u>April 30, 2007</u>
Core Fund:	+0.8%	+2.0%	+5.5% (B.M. +5.3%)
Variable:	+0.2%	+1.4%	+5.9% (B.M. +5.9%)
Core Fund:	76.464B	77.382B	79.815B
Variable:	6.973B	7.057B	7.244B
	83.437B	84.439B	87.059B
Real estate equity:	+10.6%		Private equity: +8.4%
External Management:	Core Fund: 16.4%	Variable Fund: 10.3%	

This SWIB meeting was for each portfolio manager to report to the board where they were invested in 2006 and what performed well; then what they anticipate will perform well in 2007 with their under waits and over waits. They also will be reviewing performance value added for increased performance over the benchmarks.

Dave Mills reported that he met with all legislators on the SWIB budget and S.B. 57, and the Finance Committee passed the SWIB budget on a 16-0 vote. The SWIB Legislative Audit Report is being finalized.

Jane Hamblin reported that in March and April, the class actions settlements returned \$573,590.00.

The next SWIB meeting was set for June 13.

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.



June 2, 2007 Board Meeting Summary
Meeting held at East Towne Suites, Madison
By Duane Hubeler, Secretary

Attendance:

Executive Board: Tom Mugan – President, Gretchen Wheat – 2nd Vice President, Duane Hubeler – Secretary, John Bolka - Treasurer

Board Members:

Tom Peronto, Wisconsin Rapids President
Dawn Marshall, Southeast Region
Tony Allard, Green Bay President
Sandra Anderson, Central Office President
Jeremy Tomesh, La Crosse President
John Lund, Rhinelander President

Kathleen Currie, Eau Claire Vice President
State Agencies Section – not represented
Brian Mattson, Superior President
Khader Abu al-eis, Madison President
Bob Schaefer, DNR Madison President

Specialists:

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

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Meeting Begins:

Tom Mugan called meeting to order at 8:39 am. Introductions were made.

Additions to Agenda:

Duane Hubeler added a recent employee firing to the agenda under the Grievance Report section of the agenda.

Approvals:

The April 28, 2007 Board Meeting Minutes were reviewed. Sandy Anderson moved to approve the minutes as written. Bob Schaefer seconded. Motion carried without opposition. The Correspondence Report was reviewed. Tom Mugan accepted the Correspondence Report.

Legislative Report: *By Gretchen Wheat*

Gretchen reported she will make a list of SEA Day attendees for the section presidents. She gave testimony on the proposed bill for continuing education requirements for PE's. There will be a public hearing on June 18 on ethics reform in the state senate. There are several pending bills related to ethics reform. Tom Mugan and Gretchen wrote a letter about preserving the compensation reserve fund in the upcoming budget bill. Tom distributed the letters to each member of the Joint Finance Committee.

Health Policy Initiative:

Nancy Nankivil Bennett from ETF gave a report on efforts to collect data related to health care and to make that data readily available to consumers. There is a large amount of information available from organizations such as Wisconsin Health Information Organization (www.wisconsinhealthreports.org), Wisconsin Collaborative for Healthcare Quality (www.wchq.org), The Leapfrog Group (www.leapfroggroup.org), as well as the Department of Employee Trust Funds (www.etf.wi.gov). The difficulties arise in collecting the data while preserving a patient's privacy, as well as collecting and disseminating the huge amounts of information. There will be a continuing emphasis on this type of value-based health care purchasing based on this type of information. ETF now has a physician on staff to assist with this initiative.

**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. Consolidated 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 4/14/05) – 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-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-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-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-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.
A-460 (filed 12/12/06) – DOT NWR EC - Discipline w/o just cause. Moved to Step 4.
A-461 (filed 3/7/07) – PSC – Desire to work at home. Denied at Step 3.
A-462 (filed 4/2/07) – DOT NER – Denied safety sunglasses. Filed at Step 2. Decided in our favor.
A-463 (new) – DOT D2 – Standby pay after a holiday. Filed at Step 3.

John Delaney from DOT talked about his long-standing grievance, A-394.

Tony Allard stated that he filed a new grievance on the new PE requirement for Civil Engineer-Adv at DOT.



A-463, which was just filed, was settled in our favor at step 3.

Duane Hubeler reported on a recent firing at UW that will result in a grievance filing.

Willie emphasized that section presidents, or whoever is coordinating a grievance, has to pay very close attention to the deadlines published in our contract.

Health and Retirement Report: *By Mel Sensenbrenner*

Mel summarized a presentation made to the Wisconsin Coalition of Annuitants regarding the history and future prospects of the State of Wisconsin Investment Board and the Wisconsin Retirement System.

Communication Report: *By Ron Legro*

Ron stated that he had his first stint as backup web master. There are still a few kinks in the system. He handed out a summary of the SEA Communications Plan. Work remaining on the plan will probably require an ad hoc committee to refine the emergency communication section.

By-laws Changes

Duane Hubeler led a review of Articles 2 & 3 of the by-laws relating to special meetings and the organization of SEA, respectively. Duane motioned to approve the Article 1 revisions discussed at the last meeting. Tony Allard seconded. Motion passed. The updated Article 1 will be added to the website.

Review of Surveyor and CADD Specialist Positions

Tom Mugan, Sandy Anderson, Duane Hubeler and Willie Haus attended a meeting with OSER on May 22. OSER presented preliminary results of a survey in which CADD Specialists would be moved to the WSEU bargaining unit, while Surveyors would stay in SEA. If implemented, this would result in a net loss of 24 positions from SEA. We have asked for additional information on how these decisions are made, as well as a follow-up meeting, but have yet to hear back from OSER.

Member Dues and Staff Wages

The current, officially approved dues deduction is \$9.50 per paycheck. SEA members have been under a reduced-dues holiday since 1998, so we have been paying only \$7.50 per paycheck. Staff (non-SEA members) salaries have not been raised for 7 years. SEA officer stipends have not been raised in 9 ½ years. Monetary issues, including dues returns to the sections, have not been discussed in many years. After considerable discussion, John Lund motioned to raise member dues to \$9.50 per paycheck, effective with pay period 1A in January, 2008. Duane Hubeler seconded. Motion carried. Duane agreed to write an article for the newsletter explaining the history and the need for this dues increase.

The following staff persons will receive a wage increase effective July 1, 2007: Sandy Henke, SEA Office staff person, for approximately 60 hours per month; Inger Doll, SEA Office staff person, for approximately 10-15 hours per month; Ron Legro, Communications Consultant, for approximately 30 hours per month; and Bob Spoerl, Web Master, for 4-5 hours per month. This was the result of a motion by Gretchen Wheat and a second by Bob Schaefer. Motion passed without opposition.

A motion to increase stipends for officers was withdrawn so John Bolka can investigate if increases will trigger the need for tax withholding.

Section Reports:

Madison — No report.

Southeast — People are concerned about the possible implementation of the transfer of the CADD Specialists to WSEU. Tests for Engineering Specialist - Transportation – Adv were held.

Green Bay — People are concerned about the possible implementation of the transfer of the CADD Specialists to WSEU. Tests for Engineering Specialist - Transportation – Adv were held with the makeup exam the same week on Friday. This prevented people who were gone that week from taking the test. The reason given was a lack of room availability.



Wisconsin Rapids — Twenty people took the test for Engineering Specialist - Transportation – Adv. There has been one new Civil Engineer hired.

La Crosse – The office building is being remodeled resulting in a variety of inconveniences for staff. Three new, entry level Civil Engineers have been hired. Jeremy Tomesh motioned to approve a \$500.00 deposit for the annual meeting in October. Second by Tony Allard. Motion passed.

Eau Claire – The annual meeting was held on May 3 with Willie Haus as the guest speaker.

Rhinelanders – There was a section meeting held on May 24. There has been one new Civil Engineer hired.

Superior — Tests for Engineering Specialist - Transportation – Adv were held.

Central Office/PSC — No report.

DNR — People are anxious to get started with bargaining. The prescription eyeglass saga continues.

State Agencies — No report.

Financial & Membership Reports: By John Bolka

John moved to accept the April, 2007 Membership Report. Bob Schaefer seconded. Motion carried w/o opposition.

John submitted the January, 2007 Treasurer’s Report for review and moved for approval. Bob Schaefer seconded. Motion carried w/o opposition.

John submitted the Board Meeting Vouchers and moved for approval to pay them. Tony Allard seconded. The motion carried w/o opposition.

06-169 => 06-181	\$1418.68
M-088 => M-097	<u>\$2000.00</u>
	\$3418.68

John submitted a miscellaneous voucher for copying expenses for \$23.21 and moved for approval to pay. Gretchen Wheat seconded. The motion carried w/o opposition.

New Business:

John Bolka recommended an Audit Committee of Nichole Lysne (chair), Larry Legro and Michelle Ellias. Tom agreed with this recommendation and will officially appoint them to the committee. John moved to pay expenses that will be incurred by the audit committee. Duane Hubeler seconded. Motion passed.

The meeting was adjourned at 2:45 pm.

The next Board Meeting will be June 30, 2007, at East Towne Suites in Madison.

WANTED: Great stories, calendar items
 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 with rlegro@yahoo.com



PUZZLING PUZZLER: *Grade this!*

Visiting Washington Island off Door County, you spot a new road under construction. The largest road grader you've ever seen is plowing a path. There are no bridges or tunnels to the island and you realize that even the biggest ferry boat or barge could not have transported a road grader this large from the mainland. Since the island is without a deep-water harbor for a freighter to dock, you ask the driver how the road grader came to the island.

"That's always been my question," the driver says. "It was already here when I arrived last spring. I do remember the DOT project manager mentioning that it wasn't delivered in parts because there was no time for assembly. There's no road grader factory on the island, of course. Also, no one has an airplane or helicopter around here big enough to lift it in, and obviously the water's way too deep to simply drive it here from the mainland."

Eventually, based on all the facts, you realize that there's only one likely explanation. Please explain to the rest of us how the road grader could have been delivered to the island.

Email 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 issue: A man leaves home and walks straight for a while then turns left. He walks in that direction for a while then takes another left. Then after walking straight again he turns left once more. When he gets back home who is waiting for him? **Answer:** He's a baseball player and he's just hit a home run. Meeting him at home plate: the catcher and umpire.

Congratulations to Joseph A. Gregas, project development engineer, Southwest Region-La Crosse Office, for being the first to correctly solve the puzzle. But this chestnut of a puzzler attracted many responses. Some people identified the catcher but forgot the umpire, or vice versa. But one contestant had an explanation for that: "Now the catcher might be waiting for him, but suppose the catcher is so disgusted with the home run that he/she departed for the pitcher's mound for a conference with the hurler and manager. In that case, the umpire is waiting for him." Others thought they spotted trick language, noting that the "man" had yet to finish the final leg of his journey so he hadn't seen anyone waiting for him, yet). Still another contributor decided Homeland Security would be waiting for someone who was so inclined to bear to the left. And at least one participant realized that because he was walking, the player must have hit a home run, because otherwise he'd be racing around the bags.