



STATE ENGINEERING ASSOCIATION

SEA View

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From the President

Contract Booklets

Many of you should already have received a copy of the most recent contract with the green cover. If you have not, you probably work in a location that is a little bit out of the way. To save on mailing costs, the contract booklets were distributed at the Feb. 24 SEA Board meeting. We do plan to mail out some of the contracts to locations where there may be only one or just a few of our members. If you have not received your copy within another week or two, you might want to contact your Section President.



Note that many of the language changes that came about from the latest round of bargaining will not be highlighted in the green-covered 2005-'07 contract version. Most of the language changes are shown (using underlining for additions) in the gray-covered 2003-'05 contract booklets. SEA only received 100 copies of this version and each section will have access to a handful of them, primarily for historical use.

Upcoming Bargaining Demands

I think this might be a good time to talk a little about the contract demand process as it relates to bargaining. The step of collecting demands from our members has already taken place. Obviously, we rely on the information collected to direct us toward specific areas where improvement in our contract is needed. However, not all changes suggested by members are needed or are realistic. Some problems that members report are

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appropriately handled by filing grievances under provisions in our current contract. Other suggested demands are simply not appropriate for carrying forward for various reasons.

The other thing to keep in mind is that the bargaining process cannot be a totally open process. In other words, each side has a strategy that should not be shared with the other side. Attorney Willie Haus suggests that we think about this using the analogy of buying a car.

Generally, the salesperson wants you to pay as much for the car as he can get. You want to get the car for as little as he or she will sell it for. If you tell the salesperson the maximum price you are

...keep in mind is that the bargaining process cannot be a totally open process.

willing to pay, the chances of getting the car for less than that are pretty small. Or if you take the salesperson's first offer, you wonder if you could have gotten the car for less.

During bargaining, giving out too much detail about proposals, even to our members, may allow our strategy to be known by negotiators for the state. That could limit our bargaining power.

So, how can you know if the Bargaining Team is acting in your best interest? Be involved to the extent you can. The leaders of SEA are elected and, as such, you need to trust that those whom you elect will do what you expect.

The Bargaining Team is comprised of both elected officers and persons recommended by elected leaders. The team represents, to the extent possible, the demographics of the organization. Yes, if you choose to not be involved yourself, you must trust others to some extent.

I believe that this year's Bargaining Team consists of an excellent group of individuals that will work for everyone in the bargaining unit. I ask for your full support to maximize our chances for success.

SEA Day

We have scheduled SEA Day for April 18. The better our show of support, the more seriously we will be taken as we work for better wages and working conditions and strive for the kind of respect and appreciation we know we deserve. Every person counts. Let's make it our best turn-out ever.

With appreciation,

Tom Mugan



Legislative Update

By Gretchen Wheat

Second Vice President

SEA Day – Wednesday, April 18

Make your request for leave now to attend SEA Day. Plan to visit your state senators and representatives at the Capitol in Madison. Make arrangements through your SEA Section. Let your section president and officers know if you can attend SEA Day. Also be sure to say if you will schedule a meeting with your legislator, so that SEA members can meet together with their common representatives.

SEA will meet from 9:30 to 10 am, so appointments with legislators preferably will begin at 10 am or later. Find contact information at <http://www.legis.state.wi.us> then click on “Senate” and “Assembly” then “Email Directory”. See “WHO REPRESENTS ME?” to find your state (and, by the way, federal) representatives. Even if your legislators aren’t available to meet with you that day, you can still attend SEA Day.

SEA has numerous topics of concern, lumped here into two broad areas:

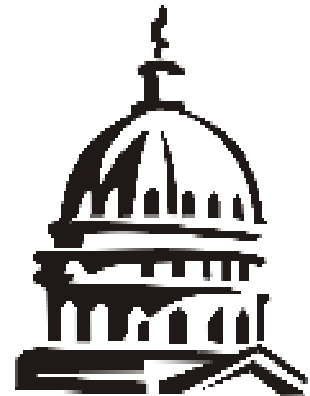
- (1) **good faith bargaining and civil service rules, including fleet policies;**
- (2) **open, ethical elections and government operation, especially including;**
- (3) **campaign finance reform and outsourcing.**

Oops, that was three broad areas. It’s terribly difficult to separate these issues, but none can be solved without this one:

HONEST GOVERNMENT, from which all good government may flow.

A SEA Day special newsletter will be coming out soon with details of April 18 logistics (directions, parking, meeting room location), and articles focusing on the issues listed above. You will also want to be sure to let your elected representatives know the important work that you do, at a fraction of the cost of engineering consultants. Also consider personal observations you may share with your legislators to illustrate these issues -- problems as well as solutions.

If you’d like to contribute an article to the SEA Day Special Newsletter, contact your Section President, your SEA Board 2nd VP (that’s me, Gretchen Wheat in Madison), or newsletter editor Ron Legro. Check our web site for contact information.





MEANWHILE, IN THE HALLS OF THE CAPITOL

Legislative Update

The Assembly Committee on Elections and Constitutional Law and the Senate Committee on Campaign Finance Reform, Rural Issues and Information Technology have been busy with proposals. The following is not an exhaustive list:

- AB-27 / SB-10 relating to: reporting of certain information concerning individual contributions received on campaign finance reports. Introduced by the Joint Committee for Review of Administrative Rules, co-chaired by Senator Robert Jauch and Representative Daniel LeMahieu
- AB-126 relating to: creating an Elections Division in the Office of the Secretary of State and transferring the functions of the Elections Board to the division, other than functions relating to campaign financing. Introduced by Representatives Sherman, Bies and Sheridan.
- AB-155 relating to: filing requirements for candidates for partisan state office under the campaign finance law. Introduced by Representatives Bies, Gunderson, Hines, Pocan, Van Roy and Vos; cosponsored by Senators A. Lasee and Olsen.
- SB-77 relating to: the scope of regulated activity under the campaign finance law. Introduced by Senators Erpenbach, Ellis, Lehman, Wirsch, Harsdorf, Carpenter, Risser, Cowles and Breske; cosponsored by Representatives Travis, Hebl, Turner, Sherman, Black, Davis, Berceau, Sheridan, Van Akkeren, Pocan, Zepnick, Cullen, Soletski and Kaufert.

Not to be out done, after some amendment the Assembly Committee on Labor and Industry reported out AB 31 relating to elimination of the accumulated sick leave credit program for legislators, justices and judges, and all other state elected officials. The bill was approved by the Assembly on March 1 and referred to the Senate Committee on Ethics Reform and Government Operations.

SEA has no opinion about the benefits for elected officials, but recognizes the state's need to attract competent and dedicated employees, at all levels.

The campaign system we have now ensures the loser will most often be the more ethical one.

However, SEA does support the disclosure of benefits.

Undisclosed benefits are of greatest concern, including indirect present and future benefits – certain of which may be unethical, even if not unlawful under current law. This is where the real work must be done.

Campaign finance reform is paramount to leveling the playing field. The system we have now ensures the loser will most often be the more ethical one. It's the reason for that old saw: You can't succeed in politics without being unethical.



THE GOVERNOR'S TROHA MESS

Governor Doyle has a mess on his hands with the Troha affair. The widely reported case involves questionable campaign contributions, and has been under investigation by the FBI. Troha, a casino developer, was indicted in mid-March. Especially unfortunate is that questionable contributions to Gov. Doyle's campaign make him look no better than his predecessor. It really is amazing that we put up with this. Clean government isn't impossible, but regular maintenance is required.

The scheduled April 17 to 26 floor period wraps up the first Legislative Session, with bills sent to the governor on May 3. Between now and then, take a look at

the search functions on the Legislature's website. It's easy to find the committee assignments of your representatives, and see what they are working on.

You can also sign up for the "Notification Service", to track legislative activities. You can select by proposals, committees, authors and subjects. You'll get a succinct email notice when activity occurs. For subjects, there's no list. You simply type in whatever keywords you like, then review the list of returns to get a feel for how to modify your selections accordingly. Give it a try and see what your government is up to.

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 and we'll get them to Mel for his expert commentary. Terry Pederson, Northwest Region, DOT, asks this issue's question:

Q: Is it possible to receive a lump sum payment for sabbatical vacation and credit that amount to annual income for retirement?

A: The answer is no. You cannot because it is prohibited by Wisconsin State Statute, Chapter 40.02 (22) (6). To receive retirement credit for carryover vacation, you would have to remain on the payroll and use up your vacation, and also receive credit for any possible holidays during that period of vacation.

INSIDE YOUR CONTRACT:
Whats, whens, wheres and whys

This month we share an important communique with Association members straight from the control room. As contract negotiations again approach, the crew here on the *SEA View* advises you to remember a watch phrase from World War II: LOOSE LIPS SINK SHIPS. Which is to say: Be careful what you share in public



about our contract talks. By all means, let your fellow Association members and officers know your views on contract needs, and regarding any concerns you might have about the process itself.

But also think before passing along rumors or information – either to fellow members or outsiders -- about contract negotiations. That's the best way we can keep our powder dry, and our boat afloat.

Be assured that your officers on our latest contract-seeking voyage will fire up the intercom whenever they can, letting you know as much as possible about our course, heading and progress.



The SEA View: Your information vessel

But talking openly in emails, on the phone or even around the office water cooler? That's every bit as dangerous as dropping a hammer aboard a submarine that's running silent.

Contract talks are very much about strategy and tactics. Letting slip our strategy reveals our vulnerabilities better than sonar reveals to a destroyer where to drop the depth charges. That's why, where contract talks are concerned, we need to out-think the navy of negotiators at OSER.

Want progress in our contract? Want your Association to take the best shot at decent benefits and fair compensation? Then don't inadvertently reveal our course and heading, or you may accidentally help torpedo the talks being conducted on your behalf.

We'll do our best to keep you informed. Meanwhile: rig for silent running, helm steady as she goes, engines full ahead, and all hands to battle stations. We'll be back at periscope depth next month. Right now it's time to dive back into our mission.

[... with a hat tip to a certain 1960s TV adventure series, about a submarine sharing our name.]

Important Retirement and Health Insurance Information

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

WISCONSIN COALITION OF ANNUITANTS (WCOA) MEETING – FEB. 21, 2007

The guest speaker was Rep. David Travis from District 81, who has represented the north side of Madison for 28 years, and who has been appointed to the Joint Survey Committee on Retirement Systems (JSCORS).

We discussed the proposed LRB 1041/1 report by the Legislative Fiscal Bureau for additional tax exemptions for retirement income.



The original bill already passed to start with \$2,500 exemption for 2007 income and LRB 1041/1 would increase the exemption for retirement income by an additional \$2,500 each year as follows:

2008	additional \$2,500.00
2009	“ 2,500.00
2010	“ 2,500.00
2011	“ 2,500.00
2012	“ 2,500.00
2013	“ 2,500.00
2014	“ 2,500.00

Up to a maximum of \$20,000/year

Rep. Travis also provided a copy of all the current senators and representatives for Wisconsin, their home addresses and Madison office phone numbers.

Ed Kehl reminded everyone that the Annual Conference date was moved to May 8, 2007, which is a Tuesday, and he is finalizing the agenda.

The next WCOA meeting is set for March 21.

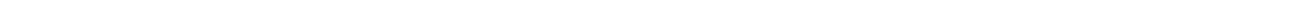
SWIB MEETING – FEB. 14, 2007

SWIB Performance YTD – January 31, 2007

	<u>Nov. 30, 2006</u>	<u>Dec. 31, 2006</u>	<u>Jan. 31, 2007</u>
Core Fund:	+14.3%	+15.8%	+0.8%
Variable:	+15.7%	+17.6%	+1.5%
Core Fund:	75.277B	76.033B	76.641B
Variable:	7.047B	7.143B	7.250B
	82.324B	83.176B	83.891B

The SWIB staff portfolio managers provided a summary of their performance for the year 2006. I have a copy of the slides used by each portfolio manager.

The guest speaker was Horace “Woody” Brock, PhD, president of Strategic Economic Decisions, Inc. of Chandler, Arizona. Dr. Brock is the most in-depth analyzer of world economics, and where the U.S.





economy stands in the world economic system. He gave a brief history, from 1945 to 2005, of relative U.S. power, as follows:

- U.S. relative power reached its highest level from 1945 to 1953.
- 1953 – 1980 was the precipitous decline. The U.S. experienced significant decline of power because of rebirth of economies in Europe and Japan and developments within the USSR.
- 1981 – 2000 Ascendancy: Surprising resurgence in U.S. power based on industrial revolution, the fall of the USSR and the under-performance of its competitors.
- 2000 – 2005 Bursting the bubble: Economy falling and war on terror.
- 2006: U.S. relative political and military power at a global tipping point. THE RELATIVE DECLINE:
 1. Perception of U.S. military over reach and the devolution in Iraq.
 2. Instability of post-Taliban Afghanistan plus ascendance of Russian and Chinese military power.
 3. Iran and North Korea
 4. Egypt, Lebanon, Israel, Syria and Darfur
- 2006 U.S. relative economic power at another global tipping point. THE RELATIVE DECLINE:
 1. Energy vulnerability
 2. Asymmetric economic rules—and consequent global imbalances
 3. Decline of Wall Street
 4. Subsidence of the Tech Boom
 5. “Hollowing out” of the U.S. economy—the jobs story
 6. Innovation and productivity problems declining.

FINAL AGENDA:

- The year 2006: A third global “tipping point”
- Deconstructing today’s ongoing revolution in finance
- The value versus growth stock conundrum
- Where has all the money come from?
- Forecast and risk assessment of the U.S. economy

Investment Board Report:

The Executive Search Committee reported to the Board that EFL is assisting them with the search process and their hope is to have a selection by June or July for Dave Mills’ replacement.

The Investment Board had another discussion about derivative investments.

Dave Mills mentioned problems with estimating the increased cost of having to divest from Sudan if the Legislature were to pass the bill being written by Harsdorf and Kessler (LRB 823). Mills also mentioned that SWIB Chairman, Jim Senty, will be on the program of the Annual WCOA Conference on May 8, 2007.



All SEA Board members will have a copy of The Capital Times articles (2-26-07) regarding the WRS dividends for the year 2006.

Core Fund Annuitant Dividend of 3.0%

Variable Fund Annuitant Dividend of 10.0%.

The large deduction appears to be because of two conditions: One, the \$1.8 billion deficit in 2002, and the actuarial reduction due to all annuitants living longer than originally estimated, which increases the annuities being paid out.

The annuitants now number about 137,000.

ETF ANNUITANT ROUND TABLE – FEB. 20, 2007

The lead off person on the agenda was Nancy Nankivil Bennett, ETF's Director of Strategic Health Policy. ETF is in a partnership with the Wisconsin Hospital Association to improve the quality of care throughout the state of Wisconsin. She presented the information that is out there, and I have provided a copy of her handout from the Round Table meeting to all SEA Board members.

ETF and the Wisconsin Hospital Association (WHA) are working on a consumer grant projected with research and development money. ETF has hired a retired doctor who is working on this project from the Fox River Valley (Dr. Harms).

This pilot project, using the Health Risk Assessment Tool, will reduce your co-pays once the project is implemented.

The following list of reports was also passed out:

- Hospital Leap Frog Rating Report
- Controlling Essential Hypertension
- Knee Replacement Hospital Length of Stay (by hospital)
- Surgical Infection Prevention Report (by hospital)
- Wisconsin's Report Card for Older Adult Health

The SWIB Report was given by Ken Johnson and Sandy Drew. They reported on the status of the governor's budget for SWIB to increase internal investments, which would increase returns for the WRS.

Ken mentioned the investments for the WRS on Feb. 16 The Core Fund was at +2.9% and the Variable was at +3.6%. He also provided information on the dilemma with the Sudan Divestment Bill, including arguments why divestment is not the answer (LRB 0823/P1); also a copy of Dave Mills letter to Harsdorf and Kessler, and a copy of a letter by Jane Hamblen, SWIB's Chief Legal Counsel, to Mills regarding Sudan Divestment (LRB 0823/P1).



Bob Conlin passed out his Legislative Report for Assembly Bills — A.B. 12, 13, 16, 18, 23, 28, 31, 43 and 47; also Senate Bills — S.B. 3, 4, 5, 18 & 19.

John Kranz, ETF Budget Director, gave us the update on ETF's budget as chopped by the governor.

Key area of critical customer services: ETF requested 51 positions and the governor recommended only 9.5 positions, which means there is no cost savings to GPR funds because all positions are funded by WRS retirement funds, and the backlogged services will never be reduced for all WRS participants. Everyone should be talking to their legislators, especially on SEA Day.

Other Info about WRS:

- In 2006, ETF paid out \$3.2 billion to 137,000 annuitants.
- 90% of annuitants still live in Wisconsin.
- If you are planning to retire, you must plan ahead.
- 50% of ETF staff are in training.
- January '07: ETF call center could handle only about 80% of all the calls.
- June '07: When teachers retire, this will overload the call center again and the governor will not provide the positions.
- I will get a copy of a Wisconsin map and a U.S. map showing where our annuitants are living.
- New payment system is still being tested. We hope they're getting closer to perfect.

The next ETF Annuitant Round Table Meeting is scheduled for May 15.

ETF GROUP INSURANCE BOARD MEETING – FEB. 13, 2007

The Board first voted all the current officers in for another term.

The following health insurance items were reviewed and discussed:

- WPS ETF 2006 Health Care Utilization Report reviewed.
 - Guidelines/Uniform Benefits Timeline for 2008 and discussion
 - 2007 Dual-Choice Enrollment Statistical Results
 - Third party audit report of Blue Cross & Blue Shield of WI
 - 2007 Local Annuitant Health Plan Rates (LAHP)
 - Reports on Health Plan Employer Data & Info Set (HEDIS) and Consumer Assessment of Health Plans Survey (CAHPS)
 - Anthem Blue Cross & Blue Shield 2005 Utilization Report.
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MISCELLANEOUS ITEMS:

WIPFLI LLP Audit of the Wisconsin Public Employers (WPE) Group Life Insurance Program for years 2003 through 2005 handled by Minnesota Life Insurance Company.

Legislative Update by Bob Conlin:

A.B. 31 – S.B. 5: Sick Leave Conversion for legislators and elected officials.

A.B. 47 – S.B. 18: Health Tax Credit for HSA contribution tied to federal deductions.

Also provided was the legislative floor sessions schedule for 2007 and 2008.

ETF will be re-bidding its actuarial contract this month, evaluate bids in April and approve the new contract at the ETF Board Meeting in June.

The next Group Insurance Board Meeting is scheduled for April 17.

February 24, 2007 Board Meeting Summary

Meeting held at East Towne Suites, Madison

By Duane Hubeler, Secretary

Attendance:

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

Board Members:

Wisconsin Rapids – no representative
Dawn Marshall, Southeast Region
Tony Allard, Green Bay President
John Verhyen, Central Office
La Crosse– no representative
Rhineland– no representative

Mohamad Hayek, Eau Claire President
State Agencies– no representative
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, Bargaining Team Compensation Chair
Tim Hanley, Demands Formulation Committee Chair

**Meeting Begins:**

Tom Mugan called meeting to order at 8:39 am and noted that attendance was going to be less than normal due to the inclement weather. Wisconsin Rapids, Rhinelander, La Crosse and State Agencies did not have a representative at the meeting. Introductions were made. Under new business, Mohamad Hayek wanted the issue of meeting stipends for section presidents discussed.

Editor's note: This summary does not constitute the official minutes of the SEA Board meeting. Official minutes are available only after the next board meeting, once officers vote to approve content. This unofficial report comes to you in each SEA View as soon as possible after each meeting.

Corrections and Approvals:

The January 27, 2007 Board Meeting Minutes were reviewed. George Mickelson stated that a correction had to be made under "Section Items". Where the clarifications of transfer, restoration and layoff issues under Articles 7 and 8 of the new contract were discussed, and the minutes stated, "SEA and OSER now agree on the following order of hiring:...", it should have stated that OSER interprets the contract section that way and SEA agrees that restoration and supertransfer come before regular transfer. Bob Schaefer moved to approve the minutes as amended. Tony Allard seconded. Motion carried without opposition.

The Correspondence Report was reviewed. When Sandy Henke gets info from OSER on HAM (hired above minimum) hires, she will copy the information and send it out to section presidents with the next meeting's agenda. Tom accepted the Correspondence Report.

Bargaining:

The new 2005-2007 contract booklets were distributed to section presidents.

The ad hoc Demands Formulation Committee (DFC), consisting of Tom Mugan, Tim Hanley, George Mickelson, John Bolka and Sandy Anderson, met at Willie Haus' office on February 23, 2007 to formulate the initial presentation of contract demands to the Board at the March 24, 2007 meeting. Tim Hanley reiterated that no bargaining-related issues should be sent through the state email system. Bargaining issues should be filtered through section presidents.

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.

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

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*

Tom Mugan and Willie Haus will try to attend the Group of 18 meetings. The next meeting is scheduled to have a representative from Employee Trust Funds (ETF).

Health and Retirement Report: *By Mel Sensenbrenner*

Mel reported that, contrary to rumors and slanted reporting, there is no unfunded health insurance liability in the State Retirement System. ETF has published a rebuttal letter that will set the record straight. Mel will get a copy to all board members. There was a motion by Bob Schaefer, with a second by Mohamad Hayek, to pay this year's \$50 dues for Mel's membership in the Wisconsin Coalition of Annuitants.

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Legislative Report: *By Gretchen Wheat*

SEA Day will be Wednesday, April 18, 2007. As in years past, there will be a special edition newsletter published prior to that date with general information and talking points. This newsletter will have to be ready for approval at the March 24 Board Meeting. We will again attempt to meet with Governor Doyle.

There will be budget bill hearings at various locations around the state. More information will be forthcoming. Local sections should try to send a representative to these hearings.

Communication Report: *By Ron Legro*

Ron distributed a summary report 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.

Ron emphasized that the communications strategy will be constantly evolving. Ron wants more information from the sections. He can be contacted at rlegro@yahoo.com.

There was a brief discussion on who will analyze the Act 89 reports from DOT that we will receive. These reports are summaries of the details on contracting out of engineering services. The consensus was that Tom Mugan will share the first few with the entire board so we can see what the reports contain. We will then decide how best to use the data.

Section Reports:

Madison — The annual section meeting will be March 8 when a new board will be elected. Michelle Ellias stated that this is her last meeting.



Southeast — There has been a major management reorganization. Their bylaws are being updated and will be voted on at the annual section meeting in September.

Green Bay — The annual election meeting will be held March 28.

Wisconsin Rapids — No report.

La Crosse – No report.

Eau Claire — No report.

Rhineland – No report.

Superior — The annual section meeting will be held March 27.

Central Office/PSC — The next section meeting will be held in mid-March. They are working on ways to get more members to SEA Day.

DNR — There is a lot of confusion involving temporary workstation moves to accommodate remodeling in the GEF 2 Office Building. The annual section meeting is scheduled for April 17. There will be a meeting with management regarding career executive positions.

State Agencies — No report.

John Bolka reported that trade-marking the SEA logo will take 8-10 months to complete.

There was a discussion of a proposal made at the annual SEA meeting held in October 2006 that would have made section dues returns conditional on certain performance benchmarks including sending a specific number of members to SEA Day. After discussion, Bob Schaefer moved to keep the status quo regarding dues returns to the sections. Brian Mattson seconded. The motion carried without opposition.

Tony Allard reported on a problematic change to the past policy regarding prescription sunglasses. [Note: Tony shared a management memo issued the week after this board meeting that seems to have fixed the problem.]

Financial & Membership Reports: *By John Bolka*

John moved to accept the January, 2007 Membership Report. Tony Allard 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 briefly reviewed the status of this year’s budget predictions and stated that he can produce mailing labels in any grouping.

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

06-121 => 06-133	\$1183.19
M-056 => M-064	<u>\$1650.00</u>
	\$2833.19

New Business:

Nick Martin will attempt to make photos of SEA clothing that can be added to the website.

The issue of meeting stipends for section presidents will be discussed at a future meeting. Per Article 8 of the SEA Constitution, amendments to the bylaws may be made, provided each board member has received written notice 30 days in advance of the meeting at which action will be taken.

The meeting was adjourned at 2:05 pm.

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



PUZZLING PUZZLER: *Cut us some slack!*

Looking at the boldfaced line below, eliminate exactly 26 letters, including one of each letter in the alphabet, in alphabetical order but not necessarily starting with 'A', to reveal a secret message:

kdlrminonpqkrmsotruevowvxaylztai bncederfaglhpihjje

HINT: You might need to order a decoder ring by mail.

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 issue: According to practitioners the effect of a homeopathic medicine is indicated by a dilution factor consisting 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. 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?

**Solution:**

First we must calculate the number of water molecules in a liter (equal to 1000 g.). For that we need the number of Avogadro, which says that a 1-mol substance consists of 6.02×10^{23} molecules. A mol of water (H_2O) weights $(16 + 1 + 1) = 18$ grams, which implies that 6.02×10^{23} molecules of water weights 18 grams. A liter of water hence consists of $6.02 \times 10^{23} / 0,018 = 3,34 \times 10^{25}$ molecules.

If the molecule of the substance is about as large as the water molecule, a dilution factor of 30X implies that for every molecule of the substance, there should be 10^{30} molecules of water. That's many more than you can find in a liter of water. Probably you won't find even a single molecule of the substance in the bottle. If you need to be sure that you will have at least one molecule of the substance, you'll need 10^{30} molecules of water. That is equal to $18 \times 10^{30} / (6,02 \times 10^{23}) = 3.0 \times 10^7$ gram = 30.000 liters. So dilution factors above 25 X are certainly quack medicine.

No congrats this month, because no one got the right answer. Hey, we understand. Who wants to stay up late after a hard day's work and figure out the number of molecules of some substance to be found in a mol of water? Much more fun to get out your decoder ring, so have at it, and may the best SEA member win.

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. We're also interested in your feedback and suggestions. How are we doing? Email rlegro@yahoo.com.

SPECIAL NOTE TO SECTIONS: Don't forget to send us your calendar items to update our new monthly web events calendar.

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.