



STATE ENGINEERING ASSOCIATION

SEA View

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SEA VIEW SCHEMATIC

From the President1



SEA Day enthusiasm was infectious ... As contract bargaining approaches, OSER once again appears to be in no rush ... State begins to

recognize that engineers are a critical need ... In reviewing SEA by-laws, the Board will consider staff and officer raises.

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SEA Day attracts more than 50 members with every section sending a delegation and some intense interaction ... Assembly Bill 181 would add continuing education requirement.

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From the President

Another successful SEA Day

The weather is finally warming up to stay, and recent days have brought spring rain and storms. That must mean we just completed another successful SEA Day.

Many of our members took a day or part of a day on April 18 to navigate the halls of our state's beautiful, newly spruced-up Capitol building and visit with their legislators to voice their concerns. Second Vice President Gretchen Wheat and Communications Consultant Ron Legro did most of the leg work in organizing the event, making things run smoothly and helping to make it enjoyable for all who attended. I was impressed by the organization of some of the sections that brought groups of enthusiastic members to Madison.

Thank you to everyone who turned out for this important event. For those of you who did attend, remember to send a note thanking your legislator or staff

person for taking the time to meet and listen to your concerns.

If you were not able to make the event this year or to meet with anyone from your legislators' offices, I hope you take a little time to call or send a letter. Tell them who you are and what you're thinking about as you go through your work day as a state employee, or as you take in the news that seems so full of political gamesmanship and disregard for our hard-fought accomplishments.

BARGAINING We are also fast approaching the time when we should begin bargaining another contract and some of you have been asking me what is happening. SEA is mostly ready to go but, not surprisingly, OSER is in no hurry. In recent years, the trend has been that little or no progress is



made on bargaining contracts until after the state budget passes. With the split-party legislature, it's not likely the budget will be finalized for at least a few more months.

While SEA does not wish a long drawn-out process like last time, we have no intention of rushing to settle a bad contract. It will happen when it happens. I, the bargaining team and your section presidents will provide you as much information on our progress as we can. Please be patient.

ENGINEERS: A CRITICAL NEED You may have seen a recent notice that engineering-related positions have been identified as a critical needs group in the state's workforce planning process. OSER is studying the state's ability to recruit and retain for our positions and will be using an on-line questionnaire to collect information.

OSER is representing state agencies that apparently have found hiring difficult and they need to know the real story. If you are asked to fill out a questionnaire, I suggest you do so with honesty and integrity.

Some agencies have resorted to bringing in staff at pay levels above what is normal for new employees. While this may allow an agency to fill positions in the short term, it can result in morale problems for senior workers who see these new employees earn as much as or sometimes more than they do. This, in turn, can lead to retention issues and even more difficulty in filling the resulting positions. Eventually, those newly hired employees can also come to realize some of these same frustrations.

Recruiting and retention problems are no surprise to SEA. Previous success in approaching the market and the private sector has been greatly eroded in recent years. OSER's recognition of the situation and its survey should bring opportunity for significant SEA position wage adjustment. Nevertheless, bargaining will likely be difficult as usual, and we will still need to be pragmatic. Again, if OSER contacts you for input, I urge you to be honest and candid.



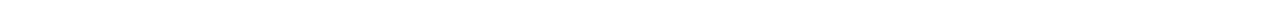
UPDATING OUR BY-LAWS Finally, the SEA Board has taken note of an often overlooked task: review and updating SEA Bylaws. Secretary Duane Hubeler has stepped up to the plate and has begun leading the Board through a systematic review. One area in need of attention is membership language, for example: formalizing SEA practice in addressing issues such as centralized versus decentralized positions.

Finance is another issue. Our office staff have not seen raises since 2000, and except for a recent adjustment for section presidents, stipends for board members and committee chairs haven't been reviewed since 1998. SEA operates efficiently and is in good financial health, but wage and stipend increases would likely require some additional dues collection.

If the Board believes dues collection is needed above the amount currently specified in the Bylaws, a membership vote would be required. Dues are currently specified at \$9.50 per pay period (approved in the late '90s), but as a result of a cash windfall from a court settlement, over the past several years SEA has needed to collect only \$7.50 per pay period. Even if collection only up to \$9.50 is needed, the Board is still responsible for explaining the increase. No decisions have been made, but expect to hear more on this in the next few months.

I wish all of you a great start of summer. May you find peace and fulfillment in both your professional and personal lives.

Respectfully,
Tom Mugan





Legislative Update

By Gretchen Wheat
Second Vice President

SEA Day attendance

- 9 *Wisconsin Rapids*
- 6 *Superior*
- 5 *La Crosse*
- 3 *Eau Claire*
- 3 *Green Bay*
- 2 *Southeast*
- 14 *DNR*
- 4 *DOT Madison*
- 2 *DOT Central Office*
- 2 *State Agencies*

SEA Day result: focused strength

Fifty SEA members registered in attendance at SEA Day, April 18. Reportedly a few others also attended, but missed signing in. Though numbers were less than record breaking, strength of those attending was impressive, and all areas of the state were represented:

The SEA Day Special Newsletter focused on topics of concern to SEA. At SEA Day, a handout packet was provided summarizing campaign finance and election reform measures currently under consideration. Ron Legro was of great help preparing much additional information on topics including: outsourcing and privatization, transportation cost comparison, State of Wisconsin Investment Board issues, and increased political appointments. Ron also assisted by orienting SEA members who arrived after others had left for their scheduled meetings.



The Legislature was in session and quite busy on SEA Day. Many SEA members reported having to meet with legislative staff, due to legislators being unavailable even though they

were often in the Capitol. Members should not be discouraged by this. It is normal for legislators to rely heavily on their staff for information gathering.

Kudos to all who attended, and to the SEA sections and presidents for organizing their members locally. Special recognition goes to those traveling long distances.

If you were unable to attend SEA Day, or you attended but your legislators weren't available, consider making a local appointment or going to a local town meeting. For SEA Day 2008, consider how your section can encourage greater democratic participation by its membership. Be assured, by sharing your views, that you really can have an impact.

AB 181 addresses proposed continuing education requirements

Assembly Bill 181 was discussed at the April SEA Board meeting. The Board developed a position regarding potential financial impacts to SEA-represented employees. On behalf of SEA, I presented



testimony at the May 2 hearing held by the Assembly Committee on Labor and Industry. The full text should appear on the SEA web site's Communiqués section; here's a summary:

The State Engineering Association is not opposed to the addition of a continuing education requirement to maintain an engineering related professional license. Such requirements are widely recognized to ensure ongoing and improved expertise.

However, we seek your support to ensure the state will fulfill its corresponding role as an employer by providing adequate funding to pay for continuing education.

The state currently provides a variety of in-house training opportunities, some on engineering topics. But, in-house technical courses are not uniformly provided, and training budgets have been significantly reduced in recent years. Current in-house training also isn't normally "accredited." If continuing education requirements are established, the state may need to modify in-house training programs.

Regardless of how the state elects to ensure that its engineering professionals receive necessary continuing education, the bottom line is that it will cost money. It is not appropriate to cover the increased training costs with compensation reserve funds, thereby reducing potential future wage increases to employees. Without funding for state engineering employee training, this bill will amount to an unfunded mandate.

Summary of AB 181 Under current law an architect, landscape architect, professional engineer, designer of engineering systems, or land surveyor may practice in Wisconsin if he or she has a credential from the (corresponding) Examining Board of the Wisconsin Department of Regulation and Licensing. The credential is renewed every other year for a fee. This bill would allow the Examining Board to establish continuing education as a requirement for credential renewal. While the proposed legislation wouldn't mandate that continuing education requirements be established, presumably the Examining Board is interested to pursue such a rule making.

Timing Assuming rules are developed following standard procedures (not emergency rule) the new Wisconsin Administrative Code might be effective about one year after legislative passage, and continuing education documentation might be required with credential renewals in 2010.

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.

Q: Can I make additional contributions made to the Wisconsin Retirement System core fund?

A: These contributions can only be made with post taxed dollars and are not deductible from your taxable income. These additional contributions grow at the effective rate of the Core Fund each year and add to your final Core Fund annuity when you retire. The growth of the Core Fund with the TAA and MRA balancing systems over the past 23 years has provided an average growth of +11.3% to the effective rate for active employees and an average dividend rate of 5.6% for retirees with no negative values.

Your annuity when you retire is taxed by the IRS and the State of Wisconsin except for the amount that was contributed by you with post taxed income to your core account. All contributions by employers and the investment returns by SWIB are taxed.(Note ET-2123)



Retirement and Health Insurance Report

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

WISCONSIN COALITION OF ANNUITANTS (WCOA) MEETING – APRIL 18, 2007

We discussed the attendance at the hearing on Senate Bill 57 and Assembly Bill 124 regarding the Sudan divestment on all State of Wisconsin investments by SWIB. Several organizations of the WCOA testified in opposition to the bills as did our Chairman, Ed Kehl, on March 28, 2007. Several SEA members registered in opposition to the bills, and George Mickelson from DNR testified in opposition.

The guest speaker was Sari King, Administrator of Retirement Services at ETF, who presented data and statistics on where ETF stands today on services and backlogs.

On January 1, 2007, the WRS had 542,558 total participants; 262,856 active employees, 137,117 annuitants and 142,565 inactive employees. The problem facing ETF is that this year there are 99,000 eligible employees who could retire. If they retire this year, they will overload the services provided by ETF, and the following list of backlogs will increase. ETF's current backlogs are as follows:

- * 748 are waiting for retirement estimates.
- * 1,300 applications to process for retirement.
- * 275 deaths to be processed (at one time there were 700).
- * Final annuity calculations in waiting: about 4,000 (Your initial annuity is only an estimate.)
- * 50% of ETF counselors are in training.
 - * Counselor training to be proficient takes two years.
 - * Counseling sessions take 1-1/2 to 2 hours, with one-half hour preparation.

Note: ETF budget request of 52 new positions (totally funded by retirement funds) was cut by the governor to only 9.5 positions, which will cause the above backlogs to increase with the 99,000 eligible employees who could retire this year.

The ETF web site on retirement programs has been viewed 12,000 times since April 2006 when it was up and running. Other programs to view include public service benefits and buying creditable service.

Trivia from ETF:

- 1) At what age were two new employees? 100 years: One in 2006 and one in 2007. One was in DOT and one in the Dept. of Military Affairs.
- 2) Our oldest annuitant is 111 years.
- 3) The number of annuitants over 100 years is 113.
- 4) The number of annuitants living in foreign countries is approximately 200.

The next WCOA Meeting is set for June 20.

SWIB, ETF BOARD and WCOA MEETINGS – MARCH 14 through 21, 2007

I'm consolidating all of the above meetings because of the uniform agendas regarding the effects of SB 57 and AB 124 on the WRS, which if they are passed by the Legislature would require the Investment Board to divest in any corporations doing business in Sudan.



The SWIB staff has estimated the annual cost to investments if the Legislature were to pass the bills and they were signed into law by the governor. Also, SWIB and ETF have informed sponsors that in current form, the bills would be unconstitutional because the current statutes require that retirement funds cannot be used for any political or social purposes.

The SWIB staff estimate of the cost to divest both internally managed funds and externally managed funds would be 0.48% of the total funds in the WRS, which as of January 31, 2007 amounts to \$83.7 billion. This would result in an annual cost of \$402 million.

There were many people at the legislative hearing on the bills, both in support and in opposition. Many people from WCOA organizations were there and testified in opposition to the bills, including: SWIB Executive Director, WCOA Chairman, WREA Executive Director, and WEAC Representative. Several SEA members registered in opposition, including myself, and George Mickelson testified in opposition.

The ETF Board Meeting consisted of the actuaries report on the Core Fund and the Variable Fund effective rates and dividends for the year 2006 to be paid and credited May 1, 2007 as follows:

Core Fund: SWIB Return +15.8%; Effective Rate +9.8%; Dividend +3.0%

Variable Fund: SWIB Return +17.6%; Effective Rate +18.0%; Dividend +10.0%

The other main subject was the above SWIB report on the effects of the bills to divest in Sudan-related investments.

I also provided the ETF backlog report for any services you may be needing on retirement or other ETF benefits to all SEA Board members at the March 24, 2007 meeting.

The WCOA meeting again covered the Sudan divestment legislation above. The WCOA did take a vote to oppose this legislation as they are presently presented.

SWIB Performance YTD

	<u>Jan. 31, 2007</u>	<u>Feb. 28, 2007</u>	<u>March 31, 2007</u>
Core Fund:	+0.8%	+0.8%	+2.0%
Variable:	+1.5%	+0.2%	+1.4%
Core Fund:	76.641B	76.464B	77.382B
Variable:	7.250B	6.973B	7.057B
	83.891B	83.437B	84.439B

The next SWIB meeting was scheduled for May 9.

New SWIB chief named

The chief executive officer of the Orange County (California) Employees Retirement System has been appointed executive director of the State of Wisconsin Investment Board.

Keith Bozarth will begin his SWIB duties June 25. He will replace the retiring David Mills, who has held the job since 2003.

Bozarth, 56, is an attorney. "I have known Dave (Mills) for quite a while. I am looking forward to going into an operation that is running well," he told the Milwaukee Journal Sentinel.

Bozarth reportedly will be paid \$256,000 a year at SWIB and will be eligible for a bonus.

SWIB manages about \$87 billion in trust funds for the Wisconsin Retirement System, which is the ninth-largest U.S. public pension fund.



GROUP INSURANCE BOARD MEETING – APRIL 17, 2007

The first item approved by the Group Insurance Board was the Dual Choice dates for the 2008 uniform benefits, which are October 8th to October 26th, 2007.

The second item presented to the Board was the proposed changes to the Guidelines and Uniform Benefits for the 2008 benefit year as recommended by the ETF Study Group, who are as follows:

Barb Belling (OCI)
Paul Hankes (OSER)
Jim Pankratz (OSER)
Paul Ostrowski (OSER)
Tom Korpady (ETF)
Bill Kox (ETF)
Joan Steele (ETF)
Arlene Larson (ETF)

The memo from Bill Kox and Joan Steele, Director and Manager of Health Insurance Plans and Alternate Health Plans, consists of a 6 page memo and 61 pages of four attachments to the memo.

Recommended changes to Uniform Benefits:

- Pharmacy annual maximum out-of-pocket co-pays (OOP)
- Pharmacy brand name vs. generic differential
- Flu shots administered at employer sites
- Dental implants following accidental injury

Change #1 (OOP): Maximum co-pays appear to be an increase for us in 2008. The GIB is reviewing two alternatives for the 2008 health plans. The current level of (OOP) for 2007 is \$320 single/ \$640 family.

Alternative #1: In accordance with the change in relative dollar value of the original uniform maintenance drug list, the actuary recommends that the (OOP) co-pay maximum for 2008 be increased to \$410 single/ \$820 family, which will cover the losses of 2004, 2005 and 2006 when no adjustments were made to the (OOP) original (OOP) of \$300 single and \$600 family.

Alternate #2: To maintain the relative dollar value from this year, 2007, it would require an increase to \$340 single/ \$680 family for 2008 to keep from falling further behind than the negative values for 2004, 2005 and 2006. Also, to encourage the use of more Level 1 drugs, the actuary recommends that after reaching the maximum (OOP) co-pays, continue a \$6 co-pay for Level 2 drugs to the end of the year.

Change #2: Pharmacy brand name vs. generic cost differential: The study group recommends charging participants the difference between brand names and generic drugs when the participant specifically requests the brand name drug. The Pharmacy Benefit Manager (PBM) indicates this would affect approximately 1100 members. The study group recommends pursuing this change if necessary to offset costs for other benefit additions.

Change #3: Flu shots administered at employer sites: Employer requested flu shots to be provided at the employer sites and OSER's request that the health care plan providers cover the cost is a nightmare. The flu shot providers selected for employer sites may not be part of the plan's system and the charges may be excessive, which impedes the health plan providers ability to provide cost effective care. ETF staff are not supportive of this request because all plans do provide flu shots at their locations for all employees covered, if requested.



Change #4 Dental implants following accidental injury: The study group recommends coverage for dental implants under accidental loss with a benefit capped at \$1100 per incident.

The third and final item on the GIB agenda was the annual status report by insurance firm Aetna, which handles and evaluated all claims for (ICI) Income Continuation Insurance and (LTDI) Long Term Disability Insurance for ETF.

The conversion in 2006 from Broadspire to Aetna – which occurred when Aetna purchased Broadspire -- went well because the Broadspire staff who had been working on the ETF contract were all retained and the service continued to improve through calendar year 2006.

The next Group Insurance Board Meeting is set for June 12

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 and Blue Shield of Wisconsin
- 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.

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.

Engineering shortage? ... or not!

From DailyKos.com

For years, the biggest tech firms in the country have been complaining that there is a shortage of trained US workers. They've predicted dire consequences based on the low number of engineers being turned out by US schools, and indicated that the country stands to suffer economically from "falling behind."

They've pointed at the huge numbers of engineers graduating from China, India, and elsewhere, and proclaimed that the US was destined to become a technological backwater Each year, tech firms take their "concern" over this issue to Congress, where they ask for -- and get -- increased numbers of H1B visas to address this sad deficit

That's what makes [a] Duke University study so interesting. [According to the study:] Acceptance rates of greater than 50% are generally considered good. Nearly one-half of the respondents had acceptance rates of 60% or higher.

"... It is common in many industries to offer signing bonuses to encourage potential employees to accept a job offer. We found, however, that 88% of respondents to our survey did not offer signing bonuses to potential engineering employees or offered them to only a small percentage of their new hires. Another measure of skill supply is the amount of time it takes to fill a vacant position. Respondents to our survey reported that they were able to fill 80% of engineering jobs at their companies within four months. **In other words, we found no indication of a shortage of engineers in the United States.**"

The top reasons survey respondents cited for going offshore were salary and personnel savings, overhead cost savings, 24/7 continuous development cycles, access to new markets, and proximity to new markets.

The study makes it clear enough, we don't have a shortage of engineers, we have a shortage of dollars companies are willing to spend on engineers.



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.

April 28, 2007 Board Meeting Summary
Meeting held at East Towne Suites, Madison
By Duane Hubeler, Secretary

Attendance:

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

Board Members:

Tom Peronto, Wisconsin Rapids President
James Liptack, Southeast Region
Tony Allard, Green Bay President
Sandra Anderson, Central Office President
Jeremy Tomesh, La Crosse President
Mike Wendt, Rhineland Section

Mohamad Hayek, Eau Claire President
Paul Caleb, State Agencies Section
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

Meeting Begins:

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

Approvals:

The March 24, 2007 Board Meeting Minutes were reviewed. Bob Schaefer moved to approve the minutes as written. Mohamad Hayek seconded. Motion carried without opposition.

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

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.

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

A-461 was denied at step 3 and proposed to move to step 4. Motion by Stublaski, second by Hayek to move to step 4. The motion failed and the grievance will be dropped.

A-462 was decided in our favor and can be dropped.

A-463 is new.

A meeting to discuss the survey of CADD Specialists and Surveyors will be set up. Sandy Anderson, Tom Mugan and Duane Hubeler will try to attend.

Legislative Report: *By Gretchen Wheat*

SEA Day had approximately 50 attendees. Gretchen would like a list from section presidents of which legislators were visited. Section presidents should send follow-up thank you notes including a short reminder of why the meeting took place to each legislator visited. Gretchen and Ron Legro noted a need to



target certain areas of the state for legislator visits. Visits could also take place in the home district rather than at the Capitol.

There was a discussion on proposed legislation to require continuing education for professional engineers and architects (AB 181). Gretchen encouraged the Board to take a formal position and agreed to draft and present public hearing testimony. Bob Schaefer moved a SEA position neither to support nor oppose, but to stress the need for training funds for required courses. A second on the motion was made by Sandy Anderson. The motion passed.

Health and Retirement Report: *By Mel Sensenbrenner*

The Group Insurance Board will approve new guidelines at a meeting in June. The drug out-of-pocket maximums may increase for the next calendar year. The dual choice period for health insurance will be from October 8-26, 2007. The Wisconsin Retirement System has over 535,000 members. One hundred and thirteen annuitants are over 100 years old with the oldest being 111. Twenty-three annuitants live in foreign countries.

Communication Report: *By Ron Legro*

There will be photos available on the SEA Day page of the SEA web site. Bob Spoerl has trained Ron to be a backup webmaster. We need to develop an information sheet on the need for ETF staff increases to serve the growing number of retirees. We will also work on an op-ed piece on good functional government. As always Ron requests additional section information for the newsletter.

By-Law Updates:

Duane Hubeler led a discussion on updating Article 1 of the Association By-Laws dealing with membership issues.

Section Reports:

Madison — Two members went to SEA Day due to other training being scheduled that day. Members are concerned about bargaining and the implementation of the PE requirement.

Southeast — There is concern about the implementation of IRS rules for car use. People who are required to take a state car home have to pay personal mileage to the state. Members wonder if OSER rules on car use comply with IRS rules.

Green Bay — Several members were asked to sign updated PD's with new language implementing the CE-Adv PE requirement. Questions remain on how it will actually be implemented. Three members attended SEA Day and met with 3 legislators and 3 aides. Members would like to know what they can do if they could not attend SEA Day. [Note: See info under Legislative Report in this issue for additional measures to contact legislators.]

Wisconsin Rapids — A section meeting was held on April 12. Nine members attended SEA Day. Members are concerned about when bargaining will begin.

La Crosse — Five members attended SEA Day and met with 4 legislators. Members are curious about bargaining and about a possible raise in dues. They have had a few new hires.

Eau Claire — A section meeting is scheduled for May 3. Members are concerned about a delay in bargaining and the new PE requirement.



Rhineland – They are still working on the uncashed check issue. A section meeting will be scheduled soon.

Superior — The annual section meeting was held. There is much discussion on the policy for requiring CE-Adv to have a PE.

Central Office/PSC — A section meeting was held on April 12. Members are concerned about bargaining issues and continued HAM hires.

DNR — The annual section meeting was held on April 17 and elections were held. Attorney Haus attended and talked about bargaining issues. DNR has lost many positions state-wide. They are still working on the prescription eyeglass procedure. Union-management meetings are ongoing. Bob would like to thank all members who attended SEA Day and the annual meeting.

State Agencies — One specialist at DHFS has been temporarily reassigned into management. A foreign national has been hired into a nuclear engineering position at DHFS with a special one-year probation term. Members are concerned about bargaining.

Miscellaneous Items:

Bargaining Update: Tom stated the need to get bargaining ground rules approved. Demands are supposed to be exchanged by April 16 but since the budget bill is not likely to pass soon, there is probably not a big hurry. The budget bill affects bargaining in many ways including setting the compensation reserve fund.

PE requirement for CE – Transportation – Advanced: Tom sent a letter to DOT on 3/26/07 asking for a delay in implementing this policy. There has been no response to this letter. An e-mail was sent to DOT DL DTSD NE on 4/10/07 from Will Dorsey stating that the policy became effective on 4/1/07.

G18 Criminal Background Checks: There is serious concern over privacy checks that are being implemented for certain positions. As it currently exists, there is no time limit on gathering personal and financial information about someone. There is no opportunity to respond to specific issues and no clear policy on how the information is handled and retained.

Notification of Outside Contracting: Jim Liptack will take the lead in putting together a group to examine the contract accounting. Section 10/7/2 of our new contract gives 3 people paid time to attend quarterly meetings for the purpose of examining contracts. John Bolka moved to pay any expenses for this group that aren't covered by the employer. Bob Schaefer seconded. Motion carried.

HAM (Hired Above Minimum) Hires: An engineer was recently hired at 30% above the minimum. There was a long discussion on what to do with this information. The consensus was to continue to collect the data and make our case at the bargaining table.

Staff Contracts and Officer Stipends: A sheet was handed out showing current personnel expenses for SEA. Agenda time will be spent at the next meeting discussing these issues.

Financial & Membership Reports: By John Bolka

John moved to accept the March, 2007 Membership Report. Khader seconded. Motion carried w/o opposition.

John submitted the March, 2007 Treasurer's Report for review and moved for approval. Tony Allard seconded. Motion carried w/o opposition.



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

06-151 => 06-164 & 166	\$1586.66
M-077 => M-087	<u>\$2200.00</u>
	\$3786.66

The Board also voted to approve Bargaining Voucher 06-165 for \$42.68 and Miscellaneous Voucher 06-167 for \$59.67.

New Business:

John Bolka moved to approve the transfer of a Madison DNR Section member to the La Crosse Section. Mohamad Hayek seconded. Motion passed.

John moved to approve the transfer of 16 members of the Mapping & Surveying Section from Central Office to D1. Khader seconded. Motion passed.

The meeting was adjourned at 2:35 pm.



PUZZLING PUZZLER: *Circular logic*

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?

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: 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. **Solution: drink more ovaltine ralphie.**

*A record number of you submitted the right answer, but the first to do so gets our No Prize. Congratulations go to **Josh LeVeque** of WisDOT SE Freeways. And don't forget to drink your Ovaltine!*



**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.