



STATE ENGINEERING ASSOCIATION

SEA View

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August 2008

SPECIAL SEA ELECTION ISSUE

Dear association members:

Executive Board elections for all officer positions are this month. Ballots will be mailed to members and must be returned postmarked by Aug. 31 (see [Voting](#), below). Please take a moment to consider the individuals that have offered to lead the association. Candidate biographies follow by office, beginning on page 3.

This newsletter will not be mailed to members, except those who specifically have requested mail delivery of newsletters from the SEA office. If you want a paper copy of this or future newsletters by mail, please contact the office. A small print version of abbreviated candidate biographies will be mailed to members with the ballots. This change is further explained under [Change in Election Newsletter Distribution](#), below the candidate bios. Additional information about the nomination process, qualifications, and order of candidate bios, is also provided after the candidate listings.



Key election dates

Aug. 11 Nominations close

Aug. 21 Ballots mailed to members

Aug. 31 Deadline to return ballots

Sept. 12 Ballots counted

Oct. 11 Election results at annual meeting

Voting: Ballots will be mailed to members by Aug. 21. The ballots must be returned with a postmark not later than Aug. 31. The nomination and election process are implemented in accordance with Article 7 of the Association By-Laws (available at <http://wisea.org/>).

Officer Positions: The officer positions are President, 1st Vice President (grievance officer), 2nd Vice President (legislative officer), Secretary and Treasurer. Each officer serves for two years, and receives a modest stipend that varies according to the responsibilities of the office. Those responsibilities are specified in Article 6 of in the Association By-Laws.

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Election Results: Ballots will be counted in early September by the Balloting Committee, consisting of Gretchen Wheat, Bob Schaefer, Sandy Anderson and Larry Legro. Results will be announced immediately after ballots are counted. Officers will be installed at the Annual Membership Meeting, Oct. 11 in Wausau at the Jefferson Street Inn.

Thanks to the individuals who have stepped up serve the association!

**Sincerely,
Gretchen Wheat
SEA 2nd Vice President
and Nominating Committee Chair**

SEA VIEW SCHEMATIC

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Ron Legro, editor / © 2008, SEA

ELECTION FAQs

Why Run for Office? Unlike other Wisconsin state employee bargaining units, and private sector employee unions in the state, SEA is independently directed by its members. This is important in keeping SEA dues lower than other bargaining units. More importantly, it makes it possible (and necessary) for SEA member participation. In recent years, SEA has influenced a variety of government accountability issues. This is the result of the professionalism, ethics and diligence of the SEA membership. SEA's continued independence and success depends on SEA member participation. Many SEA members who have served in office have recently or soon will retire. Consider running for an office this election, and in the future.

What are the Board Meetings Like? The board normally meets 10 Saturdays per year, most often in Madison. The meeting agenda commonly includes time-sensitive business, as well as developing events. The opinion of every board member is valued. Board meetings provide opportunity to meet SEA members from around the state, hear their perspectives and learn about upcoming issues we face as state employees. Often, SEA is able to begin addressing an issue before final or full agency implementation occurs.

Turn to candidate profiles beginning on next page.



Candidate for President – Mark Klipstein



My name is Mark Klipstein and I am running for President of the State Engineering Association. I am a Civil Engineer Transportation-Advanced working at the Department of Transportation in the Southeast Region, Waukesha. I first became a member of SEA when I started with the DOT in May of 1988. I have served the Southeast section by holding positions as Trustee, Vice President and President from 1992-1999. In the fall of 1999, the SEA Executive Board appointed me to the position of First Vice President and I was elected after the 2000 elections and re-elected in the 2002 elections to continue to serve in this position. I was also elected President in 2004. In 2006 I was promoted within the DOT to Mega-Project Manager on the Southeast Freeway Team and then to PDS South Supervisor. After holding a position in management for two years, I asked and received a demotion to take a position on the Southeast Freeway Team as a Construction Project Manager. I did this to take a position as a project manager in construction, a position that was similar to the one I had two years ago which I enjoyed and found fulfilling. I also wanted to get back into SEA, an organization that I have very much missed.

Some of my accomplishments as SEA President:

- SEA View was created and was posted on our website. Newsletter mailings were stopped saving the association \$1,000 for every issue.
- The website was expanded and improved.
- Improved communication with use of the communication manager.
- No increase in dues.
- The association added ten positions to its membership during a time the administration wanted to cut positions.
- SEA received the DOT in-house vs. consultant cost comparison report which showed state employees 18% more cost effective. With SEA involvement, Act 89 (AB105) was signed into law that required department or agency to complete a benefit-cost analysis comparing state employees to outside contractors.

Some of my goals in the upcoming term would be:

- Provide strong leadership with the experience that I have gained as a supervisor and by serving in different positions in the SEA organization the past 16 years.
- Continue to have members of the bargaining team that can represent the whole association and continue to strive to maintain and add positions while being compensated at fair market value.
- Run efficient board meetings while striving to achieve input from each section so that each section has a strong voice.
- Keep the SEA organization financially strong.

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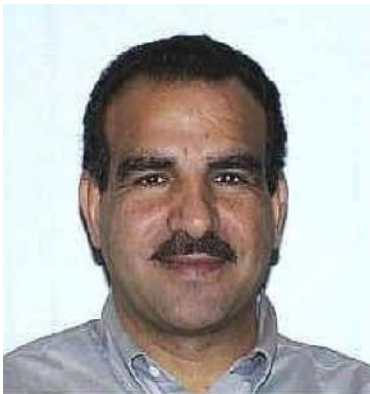
- Continue to promote involvement among all members because the organization is only as strong as its membership.
- Continue to look for new ways to promote SEA and make the public aware of the value that we give to the State of Wisconsin.

I would like the opportunity to once again serve SEA as President and to contribute to our association. I bring a strong background in SEA and DOT leadership roles and I am committed to provide the best leadership for our members. Also, I would like to ask everyone to please vote and be an active member to keep SEA a strong organization.

Please vote MARK KLIPSTEIN for President. Thank you.

Candidate for President - Khader Abu Al-Eis

My name is Khader Abu Al-Eis, seeking your vote for President of SEA. I'm a Civil Engineer Advanced, working for the Department of Transportation at the Truax Office (Madison).



I have been a member of SEA since 1989. I have a masters degree in civil engineering from the UW -- Madison. I'm currently the president of the Madison section and had served also in that position from 1999-2001.

I'm aware of your frustration with ongoing bargaining and other issues such as grievances. If you are looking for a change then elect a president who has the same concerns as you are. I will negotiate with the rest of the bargaining team the best possible contract for all SEA members. I will speak out at the bargaining table without any reservation to convey your message and concerns. If you are ready for this change then I ask you to vote for me.

I enjoy serving as a SEA member and as a member of the current board. I'm looking forward to continue serving in a larger capacity to serve all SEA members statewide.

Vote for Khader Abu Al-Eis for SEA President. I will work hard for you and get you the contract you deserve.

Respectfully,
Khader Abu Al-Eis

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.



Candidate for 1st Vice President – Leroy Stublaski

Hello, I'm Leroy Stublaski. Help me continue to Serve YOU as 1st Vice President for another two years!



As the current 1st Vice President of SEA, it has been my privilege and honor to represent you during these difficult times for state employees. The state seems to have no interest in meeting with us, much less in settling our grievances, which are really just extensions of our contractual rights. Despite this, we have reduced the number of outstanding grievances by approximately 20% during the last two years. Earlier this year, I organized a Grievance Training Day in Stevens Point and almost all SEA sections were represented. This should help greatly with future grievance issues.

I have been a state employee and member of SEA for the past 13 years. I am a registered architect in Wisconsin as well as in other states. I am employed by the Department of Commerce as an Advanced Engineering Consultant in the building code and manufactured home programs. I have previously served as the State Agencies Section President for five years and also as the section vice-president. The State Agencies section of SEA is very much like a mini-version of our total association in that it covers nearly 30 different employing units in ten different agencies. My past experience as an officer in the State Agencies section and as the current 1st Vice-President has provided excellent training for the position of 1st Vice President.

An additional factor that sets me apart from the other candidates is my 25 years of previous experience working in the private sector serving in various management positions. These positions included project architect, operations manager, sales manager, general manager and vice president of both architectural and manufacturing corporations. I pledge to use all my skills to represent **all** of our SEA members if re-elected.

The last two years have been an interesting experience. I hope to be allowed to continue as 1st Vice President for the next two years to help resolve disputes related to grievances and our collective bargaining position.

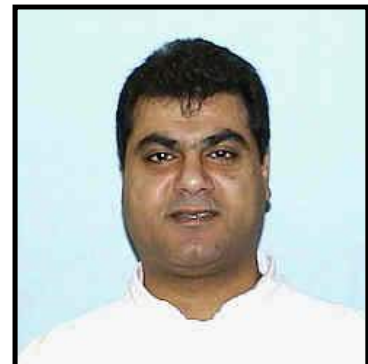
I hope that you will give me the opportunity to continue to serve YOU just as I have in the past.

Candidate for 1st Vice President - Mohamad M. Hayek, P. E.

Together we can make a difference!

My name is Mohamad M. Hayek and I would like you to vote for me for the office of SEA 1st Vice President (Grievance Officer) in the 2008 elections. I am a Civil Engineer – Advanced at the Department of Transportation in the NW Region, Eau Claire office. I have been with DOT for over 18 years and an active member of SEA since 1990.

I served on the SEA boards for six years (2002-2008) as President of the Eau Claire section. During my six years as a section president, I have handled many grievances ranging from a simple reprimand letter to termination cases.



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Attending the executive board meetings for the last six years has given me the knowledge and experience needed to be your next grievance officer. I understand our issues and I am familiar with all of the unresolved grievances we currently have, since most of those grievances were discussed and voted on during the time I attended the monthly board meetings.

I am running for the office of 1st Vice President because, like the rest of the membership, I am tired of the lack of communications and progress on our grievances. I will work hard as your grievance officer to get our grievances resolved in a professional and a timely manor.

I strongly believe that together we can make a difference. Please mark your ballot for Mohamad M. Hayek, 1st Vice President.

Respectfully,
Mohamad M. Hayek

Candidate for 2nd Vice President – Tim Hanley

Hello, my name is Tim Hanley and I am running for the 2nd Vice President position in SEA.

I have been a member of SEA since I started employment with the state in 1992. I am currently a Civil Engineer Advance for the Wisconsin Department of Transportation in the Wisconsin Rapids office.

My past involvement in SEA included serving the membership as State President for four years; State Secretary for two years; and as your current Bargaining Chairperson. I also served our local section as president, vice president and treasurer. I have a solid understanding of SEA and the principles it promotes. Now after taking a short break I am ready to get back into action.



There is much to do and we can make a difference; I will work as your Second Vice President to lead an effective SEA Day, and track and monitor legislative issues important to SEA.

Candidate for 2nd Vice President – Nathan Byom



My name is Nathan Byom and I am running for the position of 2nd Vice President of the State Engineering Association.

I am an Engineering Specialist Advanced 2 at the Department of Transportation SW Region La Crosse office working in the programming section as a member of the project scoping team. A major component of my current position is negotiating cost share/project agreements with the local units of government and responding to legislative requests. Previously I was a project manager in the Local Program for six years, overseeing the design and construction of transportation projects ranging from \$25K safety projects to \$10M+ grading jobs. This work experience has helped me to develop very strong written and oral communication skills.

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I have been very active in SEA my entire career. Some of my accomplishments are: La Crosse section Secretary/Treasurer, 2004-'07; organized appointments for the La Crosse section at SEA day the last five years; served on the last demands formulation team, and attended multiple board meetings for the La Crosse section.

I truly enjoy keeping up on all of the political issues that have the potential to impact SEA. I will make sure our membership is also aware of these issues and given the opportunity to become involved. I understand the current issues facing the association and look forward to helping address them in the role of 2nd Vice President.

Candidate for Secretary – Duane Hubeler

My name is Duane Hubeler and I am running for a second term as Secretary of SEA. I am a PE working as an Engineering Consultant - Advanced in the Department of Commerce in Madison. I've been a state employee for over 20 years and an active member of SEA since joining the Safety & Buildings Division 17 years ago. I have the (somewhat dubious) honor of having served on the last three bargaining teams.



In the past, I have served as president and vice president of the State Agencies Section. The State Agencies Section is unique in that our members come from nine different state agencies along with the UW System. There are nearly 30 different employing units, each with their own unique cultures, management styles and needs. Working with this diversity has given me valuable insight into the wide variety of issues our association has to deal with.

In my first term as Secretary, I began the always-fun task of updating our association's 30-year-old bylaws. This task has had its rewards as well as its frustrations. We are approximately half way through and I would like to be able to finish the job. It has been an honor to serve as Secretary for one term and I would greatly appreciate your vote in the upcoming election.

Candidate for Secretary – Jason Tucker



My name is Jason Tucker and I need your vote for the office of SEA Secretary.

I've been working in the DOT Waukesha office for eight years as an Engineering Specialist. I've been very involved in open door sessions, outreach meetings, and encouraging others to voice their concerns to management. I've also attended bargaining sessions twice as an observer. I currently hold a SEA trustee position in the SE region.

I enjoy working with a wide range of people and I believe it's important to have a mix of classifications on our executive board and on the bargaining team. That's why I am running for Secretary of SEA.

Vote for me and you will have a secretary with a fresh can-do attitude, who will also take very good notes and uphold the bylaws.

I'm Jason Tucker and I need your vote to become Secretary of SEA.



Candidate for Secretary - Reiny Yahnke

I began my career with WisDOT 10 years ago and currently work in the La Crosse Project Development Section as a Civil Engineer - Advanced. I work with consultants to deliver roadway projects, so everyday I see the discrepancy of private industry vs. state employee wages.

I've also served two terms as the local section President and now serve as member of the Bargaining Team. Bargaining continues to be a top priority for the Association. If elected Secretary, I will work hard to get a fair contract. Our various employers are plagued with recruitment and retention issues, yet the DOT alone contracts out at least \$160 million of engineering services annually at market prices.

My desire to continue serving the Association and my coworkers, as Secretary, stems from the truly democratic nature of SEA. SEA's greatest strength is our self-representation and our say in the direction of the Association. As dim as the future may currently look, SEA collectively offers us, its members, the ability to make a difference. Our membership daily engineers solutions to complicated and sensitive issues that affect all Wisconsin residents. If elected, I will work hard to share those successes with those that will listen... our successes should not be discounted in either the workplace or at the bargaining table.



Candidate for Treasurer – John Bolka



I am John Bolka, and I would like your vote for SEA Treasurer. I am a Civil Engineer working in the DOT Waukesha Office. I have been with the DOT for over 23 years and a very active SEA member the entire time. I began statewide service in 1998 as Treasurer (2 terms), followed by Statewide Secretary (2 terms), and I am the current Statewide Treasurer.

I've also held Section positions as President, Vice President, and Secretary/Treasurer. I enjoy being involved and have attended SEA Day events, and even testified at a Senate hearings concerning the State Budget.

I have a lot of experience as Treasurer and Board Member and you can be assured the financial books will be in good hands with your vote for me as SEA Treasurer.

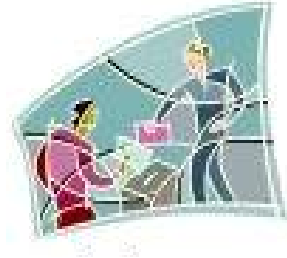
Vote John Bolka for Statewide Treasurer!



ELECTION PROCEDURES

Change in Election Newsletter Distribution: For this election, the SEA Board decided on a somewhat different procedure for distribution of the election newsletter. Previously, a paper copy of the newsletter was mailed to members in advance of the ballot mailing, but the newsletter's nominee biographies were not provided with the ballots. This year only the bios will be mailed, but the bios will be included with the ballot mailing. This change reflects a move to more electronic communication, while also addressing the desire to provide nominee bios directly with the ballots. However, to prevent the ballot mailing from becoming over size or weight, candidates were told that their bios for this purpose must be limited to a certain length (approximately 260 words), or that their bios would be abbreviated by the Nominating Committee as needed to meet the length limit.

Nomination Process: The Association By-Laws don't specify exactly when nominations must close. What the bylaws require is that by Aug. 1 (30 days before close of balloting) the Nominating Committee provides candidate names to the members. Based on practicality, July 15 was selected (and announced) as the nomination closing date. However, recognizing that date is somewhat arbitrary, and to provide the widest possible slate of candidates to the members, the Nominating Committee did accept nominations as late as July 17. This newsletter presents the names of candidates collected by the Nominating Committee. Candidates were provided the opportunity to submit a bio and photo by July 25 to appear in this newsletter.



Additional candidates may still appear on the ballots, but each such candidate is required to submit a petition to the Nominating Committee by August 11, signed by the candidate and 25 other association members. The Nominating Committee consists of:

Gretchen Wheat gretchenjakel@netzero.net
John Lund jlund@newnorth.net

Qualifications: The By-Laws state no candidate may run for more than one office at a time; candidates cannot be affiliated with any other bargaining unit; and candidates must have been members of the association for at least one year prior to nomination.

The Nominating Committee requested the executive officers' opinions on the requirement for candidates to be members "for at least one year prior to nomination." Specifically, the question was: Does this mean one year immediately prior, or simply one year anytime prior? A majority of executive officers responded, and all those responding said they believed this was intended to mean that candidates must have been a member for at least one year anytime prior to nomination (not to restrict 'returning' members). The Nominating Committee has followed this interpretation, and included a returning member in the slate of candidates. The Nominating Committee recommends the Association Board consider this requirement in the By-Laws and make revisions to clarify the issue for future elections.

Order of Candidate Bios: The Association By-Laws do not specify the order to be used in listing candidates. Candidate bios are listed herein by office, according to the order listed in the Association By-Laws (President, 1st V.P, 2nd V.P, Secretary and Treasurer). Among candidates for the same office, the bio of an incumbent candidate is listed first, followed by other candidates based on the order in which the nomination was received (or the order in which the nomination was accepted, if a candidate did not 'self nominate').

