



**From the President**

## **Our backwards bargaining system**

There is nothing new to report on the progress of bargaining. The SEA Bargaining Team has set aside a number of dates in January and February with the state to discuss collective bargaining issues. In the meantime, let me philosophize a bit.

First, let's take stock here. The last contract was settled almost three years after the previous contract expired. The current contract has been in expiration for over six months. Your officers, board and bargaining team hope to make the kind of progress over the next few months that will produce something that we can take to the membership.

So, should we feel good about all this?

I'll state what should by now be obvious. The system of state employee collective bargaining in Wisconsin is broken. Instead of negotiating teams for the unions meeting with management to discuss the wages and benefits that are

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appropriate based on what is fair and equitable compared to the private sector and other pertinent factors, the compensation is decided by a bunch of politicians as they hammer out a biennial budget.



**Tom Mugan**

It is as if we are all supposed to think that the budget is generated by some magical, time-tested process that accounts for and prioritizes the needs of the citizenry and balances that with available resources. But that surely is magical thinking. In reality, in this last state budgeting go-around, we all unfortunately had to watch the proverbial making of the sausage.

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It appears that many legislators could not care less about the public services and protection of health and welfare that state employees provide, as long as those legislators can go back to their constituents and say that they helped cut taxes.

It's even better if they can claim they stuck it to those &?!#^>\*!! state employees.

So, why should legislators be deciding how much money goes into the compensation reserve fund that provides the funding for wage and benefit increases for state workers? In a rational system, wouldn't the contracts that come out of collective bargaining negotiations drive the amount of funding that winds up in the budget line for the compensation fund? After all, the state in agreeing to a collective bargaining deal has logically also agreed to fund it. Yet the Legislature is quite capable of approving with one hand while disapproving with the other.

What makes this whole situation even more ludicrous is that the Compensation Reserve Fund only pays for "state employee" raises. What about the money that is paid to all of those overpriced contractors to do work that could be done better and cheaper by state employees? Those sums remain buried in agency budgets -- budgets that, to make an understatement, are difficult to track.

Contract services make up an ever increasing portion of state agency budget lines. If the Legislature cuts funding in those budget lines, nobody expects a continuation in the level of state service. Everybody can grasp the logic that less money for contracts means less service. But somehow, state worker productivity often still takes the rap when agency budgets are trimmed.

To put it another way, state employee compensation is determined with twisted logic rather like that of the mad Queen of Hearts in "Alice in Wonderland." Said the queen: First the sentence, and then the evidence.

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**SEA VIEW SCHEMATIC**

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*The system of state employee collective bargaining in Wisconsin is broken. We have to get citizens to realize that and to help us reform the system. Otherwise, political decisions will decide our compensation.*

**Legislative Update** ..... 3  
*The governor called a special session to consider the important issue of campaign finance reform, but it doesn't seem likely that much will get done anytime soon. ALSO: Other legislative initiatives of interest to SEA; budget repair efforts in the wake of a declining economy; how to voice your opinion; SEA Day approaches again; and Act 89 outsourcing reports raise questions.*

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**SEA grievance, officer training is set for 3/29 in Stevens Point**

Grievance training, along with training for section presidents and treasurers, is tentatively scheduled for Saturday, March 29 at the Country Springs motel in Stevens Point. By Feb. 16, SEA will need a preliminary tally of attendees who plan to stay the night of Friday, March 28. Training will run from about 9:00 a.m. to 3:00 p.m.. Interested members who plan to attend should contact their section presidents for more details.



This idea of reversing the order of state budget making and bargaining is not new. Others have said it for years, and it bears repeating. When a bridge collapses, we spare no expense to rebuild it. We look for reasons why it failed and then come up with a fix to prevent it from happening again. Perhaps it's likewise time to acknowledge that the collective bargaining process has collapsed, and come up with a fix to prevent it from collapsing again and again.

How can we effect the needed changes? One possibility is to find new ways to get our message out to those who elect our leaders. I ask each of you to help me in this endeavor. In the meantime, we'll continue to work hard, as the professionals whom we are.

Respectfully,

Tom Mugan

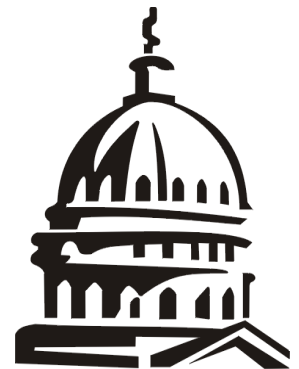
## Legislative Update

By Gretchen Wheat  
Second Vice President

## Nothing ado about much

Last month I reported that the governor had called the Legislature into special session in early December to work on "comprehensive campaign finance reform" (governor's press release, Nov. 30). The 'party' was a bust – not enough legislators interested. While I haven't been holding my breath, I hoped at least some incremental change would occur toward publicly financed elections. SEA supports such a move, because we believe good and ethical government isn't possible when elected officials are overly interested in big campaign contributions.

It seems spending on campaigns is the only kind that's going up faster than spending on health insurance and energy. And special interest spending on campaigns composes the lion's share of the increase. In 2006, special interest groups spent \$18.97 million on individual candidate donations and undisclosed issue ads in the Wisconsin races for governor, lieutenant governor, attorney general, the Assembly and the Senate. This is a huge leap from the reported \$6.2 million in spending by special interest groups in 2002, and a colossal jump from the \$1.67 million reported in 1998. (See more at <http://www.wisdc.org/pr022107.php>, "Special Interests Spent \$19 Million On Electioneering," Feb. 21, 2007.)



The legislature's last general-business floor period ends March 13, 2008, with bills to be sent to the governor April 3. After that, only a very short, limited-business floor period remains. It runs May 6 to 8. Early in January, Speaker Mike Huebsch already was indicating the Assembly would not take up campaign finance reform this legislative session. An Associated Press dispatch explained that the complex issue of campaign finance reform "divides Republicans and Democrats," especially with regard to state Supreme Court races, for which Gov. Doyle and Democrats would like 100% public funding. It saddens me that this is such a partisan issue.

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If you've read recent headlines (other than about football) you're already aware of low legislative expectations regarding the possibility that reform will actually be considered. Too many of our elected representatives are content to ride out the rest of this session – collecting their salaries and per diems, and campaign contributions, preparing for the November elections with political posturing, and waiting for chances to gain more control. (Find interesting reading at <http://www.wisdc.org/blog/2008/01/little-work-no-results-more-money-and.html> Wisconsin Democracy Campaign, Big Money Blog, "Little Work, No Results = More Money and Job Security," Tuesday, January 15, 2008.)

It doesn't seem fair that the citizens of Wisconsin have to keep paying for this Legislature while waiting for a new one. Inauguration Day is Jan. 5, 2009, only a year away.

On the state Senate front, at least, there is some movement regarding **campaign finance reform**. The issue of public financing of campaigns will be the subject of a hearing Tuesday, January 29, 1 p.m. in Room 400 Southeast, Capitol. The hearing will consider two bills: SB 182 and SB 160 -- see <http://www.legis.state.wi.us/2007/data/SB-182.pdf> and <http://www.legis.state.wi.us/2007/data/SB-160.pdf>

## A RETURN TO FULL SEA DUES

**N**otice anything different on your recent pay stubs? As previously reported in SEA View (see Special Report, June 2007) the Board approved a small dues collection increase to the full authorized dues amount, effective this year.

The move ends the dues holiday that members have been enjoying since 1998. In its action, the board voted to begin collecting dues at the previously authorized ceiling of \$9.50 per pay period.

In 1998, SEA received a legal settlement that brought a large infusion of money into the Association treasury. The settlement allowed the board to enact a six-month total dues holiday, and then restore dues collection at two dollars below the authorized \$9.50 level. The \$7.50 level has continued ever since. Despite cost-cutting measures, the lower collection rate eventually led to revenue reductions and deferred spending on important projects.

Since 1998, SEA has weathered several storms including the loss of about 250 members to another bargaining unit and the steady attrition of members during the hiring freeze of 2002-04.

Dues are assessed on 24 pay checks per year, so restoring dues to the fully authorized ceiling will cost members an additional \$48 annually.

SB 182 would provide full public financing of all state races and is modeled after legislation in Arizona and Maine. SB 160 would help ensure that out-of-state political committees provide the same disclosures required of in-state campaigns.

Beyond that, the governor and Republican Assembly Leadership have expressed interest in economic development issues. The Assembly's remaining agenda focuses on tax credits, capital gains reform, expanding investment in startup companies and other pro-business initiatives. By the time this SEA View is posted, Doyle will have delivered his State of the State speech (Jan. 23). What has been accomplished so far? A few actions of interest to SEA are described below.

**AB 623 Investments and Operations of the State of Wisconsin Investment Board (SWIB):** On January 10, public meetings were held on AB 623 and identical companion bill SB 351 before the Assembly Committee on Financial Institutions, and the Senate Committee on Veterans and Military Affairs, Biotechnology and Financial Institutions, respectively. Support was registered at each public meeting, along with a brief statement on behalf of SEA. The legislative proposal, requested by SWIB, would modernize and improve investment / management of the public employee trust fund, which all SEA members are invested in.

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**Joint Survey Committee on Retirement Systems -- Benefits for Military Service:** Two bills of interest to U.S. Military Veterans are currently in this committee. SEA Members have asked about AB 43 (and identical companion bill SB 19) related to creditable military service under the WRS. This bill would extend a similar benefit for 1974 and later military service as is currently provided for pre-1974 military service. A motion of general support was passed by the SEA Board in January. Also before the committee is SB 145 relating to purchase of creditable service under the WRS for active service in the US armed forces. This particular bill was not discussed in detail by the SEA Board. Credit for sponsoring these bills goes to Senators Jauch and Rep. Musser (AB 43 and SB 19), and Senators Leibham and Rep. Musser (SB 145).

But if action by this committee is needed to move the proposals ahead, it looks as if the bills will be dead. The Joint Survey Committee on Retirement Systems apparently doesn't meet regularly and has not, in fact, met for over a year. If you support these bills, contact your legislators, especially if any committee members are from your legislative district. Committee co-chairs are Rep. Suzanne Jeskewitz and Sen. Robert Wirch. Other committee members are Reps. Thomas Lothian and David Travis, and Senators Lena Taylor and Luther Olsen. Committee membership is heavily from southeast Wisconsin. One member is from the Ripon area and one from Waunakee. Political pressure from party leadership should not be allowed to prevent legislative committees from doing their jobs.

**Budget Repair?** Money is getting tight for states because the housing slump is cutting tax receipts. Although the sub-prime mortgage crisis hit Wisconsin less hard than some areas of the country, our current state budget is based on \$1.2 billion in increased tax collections – a scenario that seems increasingly unlikely. The question is, how big will the budget repair bill need to be and where will the money come from? SEA has heard no reports that layoffs would occur, but agencies are certainly watchful and most vacancies will probably be filled at a slower pace.

**Member Submissions / Comment on December Legislative Report:** Last month, I received a comment from a SEA Member concerned that my December Legislative Report favored State Democrats. I appreciate receiving comments, even if critical. I do endeavor to report in a politically unbiased manner. But, during my first year in office as SEA 2<sup>nd</sup> Vice President, I've simply had less good to say about initiatives by the Republicans than by Democrats, whose own initiatives have been more closely aligned with SEA concerns.

Members are encouraged to submit their own articles or letters of comment to SEA View on issues that impact SEA members. And please, if your legislator (from either side of the aisle) is trying to do something that would positively impact SEA members as state employees, by all means let us know so a 'thank you' can be extended.

Articles about legislative issues may be submitted to your Section President or directly to me. Contact information is at <http://www.wisea.org/>.

**SEA Day Approaches – April 2008:** The SEA Board has tentatively set SEA Day for Wednesday, April 16, to be confirmed at the February SEA Board meeting. Attendance at SEA Day is coordinated by SEA Section Presidents and local Members. Please plan to set aside a day to join other SEA Members at the Capitol. We will be encouraging members to target two important issues: Campaign Finance Reform, and Outsourcing. The former is discussed above, and the latter below. If you have suggestions for SEA Day issues, please submit them.

**Act 89 Evaluating Outsourcing:** As you may know, in the past year SEA has had the opportunity to review many dozens of Act 89 evaluations prepared by state agencies. SEA believes one problem is that in many cases Act 89 does not require information sufficient to analyze true costs. Beyond that, the law does nothing to ensure efficient use of state funds, since outsourcing is occurring even when shown to be significantly more expensive. The past SEA Views provide much additional discussion on this topic that you can share with your legislators.





## Retirement and Health Insurance Report

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

### STATE OF WISCONSIN INVESTMENT BOARD MEETING – Dec. 12, 2007

The closed session was quite long because the board conducted all staff evaluations.

#### SWIB performance Nov. 30, 2007

	Sept. 30	Oct. 31	Nov. 30	
Core fund	+9.7%	+12.1%	+9.3%	BNI +10.0%
Variable fund	+9.4%	+11.8%	+6.5%	BNI + 8.1%
	81.942 B	83.909 B	81.315 B	
	7.387 B	7.564 B	7.159 B	
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	89.329 B	91.473 B	88.474 B	

Real Estate Equity +15.4% BNI 13.3% Private equity 24.1% BNI 19.1%

The audit committee reported on the legislative audit report. There were no negative items and there were no recommendations where SWIB could improve control of its investments and management. This was one of the best audit reports SWIB has received from the Legislative Audit Bureau.

SWIB officers reviewed the five-year benchmarking report by Terrie Miller, director of CEM Benchmarking Inc. SWIB's story is positive for returns and neutral for costs in the following areas:

1. Benchmark return - (Asset mix decisions raised your BNI return above median of your peers.)
2. Implementation of value added (was near your peer median.)
3. Costs (2006 costs were same as benchmark; slightly higher allocation to external management; cost of internal management slightly higher than peers.)
4. Cost effectiveness (over five years, SWIB is normal cost system with median value added)

SWIB's five-year total return was 9.9% - above the median of 9.6%.

Status of SB 351: Eight members of Senate have signed on.

Status of AB 623: Ten members of Assembly have signed on.

DOA has approved six SWIB investment positions and three support staff positions.

Elan Hung announced that he was leaving SWIB for a new position at the Wisconsin Alumni Research Foundation. We hate to see him go. Hung was coordinating all the fixed-income portfolios, both internal and externally managed, US and international, which includes all bonds and currencies -investments of approximately \$24 billion.



STATE OF WISCONSIN INVESTMENT BOARD MEETING – Jan. 9, 2008

In January, SWIB provided a press release on SWIB performance for year 2007.

SWIB Performance Dec. 31, 2007

	Oct. 31	Nov. 30	Dec. 31	
Core	+12.1%	+9.3%	+8.8%	BNI 9.5%
Variable	+11.8%	+9.5%	+5.6%	BNI 7.3%
Core	83.909 B	81.315 B	80.863 B	
Variable	7.564 B	7.159 B	7.070 B	
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	91.473 B	88.473 B	87.933 B	

The core fund was improved again by the real estate equity and the private equity portfolios, at 18.9% and 24.8% respectively, surpassing their respective BNIs by 1.6% and 5.7% .

The above equity performance and public fixed income of +8.5% above their BNI partially offset the negative result from externally managed equity portfolios and externally managed quantitative portfolios.

SWIB's internal performance was either flat for the year or ended on a positive note, which provided the positive core fund of 8.8%.

To improve performance for 2008, the board approved the proposal to shift 2% of funds from US to international markets now, and set a maximum of 10% by the end of year 2008.

The highs and lows of the 2007 markets were from -5% to +39%. The last four months of financial stocks were -18% and high energy stocks were +32%. SWIB staffers are shopping for better external managers. This past year, 80% of external managers underperformed. This means our internal managers performed better than external managers.

Dave Stella gave the board an estimate of the core fund and variable returns for 2007 as follows:

- Core fund: active employees credit approximately +12% (based on the 5-year spread average)
- Retiree dividend estimate - a possible +5% to +6%.
- Variable fund: active employees credit, 6%; retirees dividend, +.5% to -.5%.

The next SWIB meeting is set for Feb. 13, 2008.

ETF RETIREMENT BOARD – Dec. 13-14, 2007

The ETF Board had minor action items. However, there are a few retirement statistics, backlog wait times and one proposed statutory change. I have provided copies of the three above reports to all SEA Board members for anyone interested.

A) Retirement Statistics

- 2007: New retirements January to September increased 11% over 2006 and 20% over 2005.
- Requests for retirement estimates have remained stable over the same period ('07, '06 & '05).



- The total monthly annuity payroll continues to increase. September 2007 equaled \$295,889,814. It increased 8% over 2006 and 14% over 2005.

B) Proposed change to state statutes (prior non-covered employment). I recommend reviewing the proposed language change. All SEA Board members have a copy of (PNCE) change.

C) Backlog and wait time ETF statistics.

The next ETF Retirement Board Meeting is set for March 13-14, 2008 when we learn what the 2008 WRS dividends will be.

### **WISCONSIN COALITION OF ANNUITANTS (WCOA) MEETING – Dec. 19, 2007**

The first item was to combine the February 2008 meeting with the ETF Annuitant Round Table on February 5, 2008. The vote was unanimous to have a joint meeting.

Ken Johnson and Sandy Drew presented the following SWIB reports:

Ken indicated that diversification is key to balancing the fund and increasing the international percentage of funds invested. The Variable Fund is at 20% international and will increase to 30% gradually. The ETF Board also discussed this subject at its meeting on Dec. 13-14, 2007 (see above).

Ken Johnson provided a handout with the national status of the Wisconsin Retirement System compared to other systems. The WRS is better funded than any other public systems. A copy of this report was provided to all SEA Board members.

The SWIB legislative changes are moving forward to the Law Revision Committee. Both of SWIB's proposals have been accepted. One changes the date that SWIB reports to the Legislature from June to December. (Note A.B. 605 & A.B. 606). The other modernizes SWIB's investment authority. (S.B. 351 and A.B. 623)

Also note the detail sheet on both items above provided to all SEA Board members entitled: "Modernizing SWIB's Authority S.B. 351 and A.B. 623." It also includes background on why the changes are needed.

Ed Frank reported on the new dental insurance provided by OSER from Ameritas Life Insurance Corp. The coverage reduces the number of dentists available in the plan, though it also reduces co-pays.

The WCOA Annual Convention is scheduled for Tuesday, May 20, 2008, at the American Family Center. The next WCOA meeting is scheduled for January 16, 2008.

## **January 12, 2008 Board Meeting Summary**

Meeting held at East Towne Suites, Madison  
By Duane Hubeler, Secretary

**Attendance:**

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

**Board Members:**

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

Mohamad Hayek, Eau Claire President  
Larry Legro, State Agencies President  
Brian Mattson, Superior President  
Khader Abu al-eis, Madison President  
Steve Dunn, DNR Madison Section

**Specialists:**

Willie Haus, Attorney

Mel Sensenbrenner, Health and Retirement  
Ron Legro, Communications

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**Meeting Begins:**

Tom Mugan called meeting to order at 8:35 am. Introductions were made.

**Approvals:**

The December 1, 2007 Board Meeting Minutes were reviewed. Two changes were made. It was pointed out that Larry Legro would be assisting Leroy Stublaski and Sandy Anderson in planning the training for section presidents, treasurers and grievance reps. A change was also made to the section items. Under the La Crosse section, it was noted that there have been two resignations and one recent survey coordinator hire. Sandy Anderson moved to accept the minutes with the two corrections. Gretchen Wheat seconded. Motion carried. The Correspondence Report was reviewed. Tom Mugan accepted the Correspondence Report.

**Bargaining & G18 Meeting:**

Tom Mugan reported that we have 5 bargaining dates reserved. They are January 25 and 30 and February 15, 22 and 29. The state has promised to have an initial economic offer for us. The pay plan for non-represented employees was approved by JCOER and approved by the legislature on Tuesday, Nov. 27. At the last G18 meeting (the 18 bargaining units in state government) on December 10, collective bargaining was the major discussion point. A few unions have received initial economic offers but there were no details.

**Grievance Report:** *By Leroy Stublaski*

Note: P-xxx indicates personal grievance  
A-xxx indicates an Association grievance

A-307 (filed 5/3/99) – DOT D2 – Denied work time to take PE exam.

A-351 (filed 7/19/01) – DOT D4 – RLS exam reimbursement. Consolidated with others.

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 D1 - Not being paid appropriate mileage rate. Filed at Step 4.

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 others.

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 others.

A-410 (filed 6/29/04) – DNR Water – Granting of Restoration Rights. 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.

*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.*



- 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 – Turn-down 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-430 (filed 4-27-05) – DOT D5 – PE Exam Reimbursement. Consolidated with others.
- A-431 (filed 4-27-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. Consolidated with others.
- A-432 (filed 4-27-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. Consolidated with others.
- A-436 (filed 11-18-05) – PE Exam and licensing fee reimbursement. – Consolidated with others.
- 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 others.
- 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-463 (filed 4/18/07) – DOT NER – PE for CE-Adv positions. Filed at Step 4.
- A-464 (filed 6/5/07) – UW - Termination without just cause. Filed at Step 3.
- A-465 (filed 8/27/07) – DHFS - Transfer opportunity did not follow contract. Filed at Step 3.
- A-467 (filed 7/30/07) - DOT NWR Eau Claire - Termination w/o just cause. Filed at Step 3.
- A-469 (filed 8/20/07) – DOT NER – Mileage reimbursement rates. Filed at Step 2.
- A-472 (filed 12/04/07) – DOT NCR – Denied standby pay for 25-hour shift. Moved to Step 3.
- A-473 (filed 1/8/08) – DOT NCR – Denied 2 hours call-back time. Filed at Step 1.

Specific issues discussed at this meeting:

For A-463, the first issue has come up with a promotion to CE Adv where the member did not get the PE within the probationary period.

Willie has gotten a lot of documentation to sift through for A-464.

A-465 was settled in our favor although the Board voted to move it to Step 4.

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

There are a number of bills under consideration that will help veterans, such as free hunting and fishing licenses and non-discrimination in jobs. John Lund offered to draft a letter on behalf of SEA in support of a bill that amends how the Wisconsin Retirement System credits military service. The board passed a motion to that effect. SEA has also gone on record in support of AB 623 which will allow the State of Wisconsin Investment Board to modernize its investment choices in the retirement funds that it manages. The state could end up paying more to borrow money due to the national credit crisis. This could have an effect on state budgets.

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

Act 89 on contracting out still needs a committee to study its effects. We have a lot of superficial data but we have to study its effect more deeply. Ron has contacted several groups to perform an analysis but does not have any takers yet. Section presidents have to discuss examples of wasteful outsourcing with their management.



These examples have to be documented and need a human face. We need anecdotes as well as numbers of tax dollars wasted. We have to be careful to differentiate between reporting of facts and expression of opinion in the newsletter.

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

SWIB has approximately \$93 billion under management. Retirees should see a dividend of approximately 5% in the core fund but virtually nothing in the variable fund. A recent audit of state pension systems gave a great review to Wisconsin's system because it is very well run and has almost 100% funding for its foreseeable liabilities.

**By-laws Changes**

Duane Hubeler led a discussion on the draft of Article 2. A motion was made by Duane and seconded by Leroy Stublaski to approve the changes. The motion passed. Further discussion is needed on Article 4.

**Miscellaneous Items/Updates**

Grievance training, along with training for section presidents and treasurers is tentatively scheduled for Saturday, March 29 at the Country Springs motel in Stevens Point. At our next Board meeting, on Feb. 16, we will need a preliminary tally of attendees staying the night of Friday, March 28. The training will run approximately from 9:00 until 3:00. A motion was made by Duane Hubeler and seconded by Khader, to pay for all customary expenses for member attendance at this training.

John Bolka will investigate the continued need for the bulk mail account.

**Section Reports:**

*Madison* — Two new engineers and one new specialist have been hired. A section meeting will be held in March.

*Southeast* — Everyone has been contacted regarding add-ons. Section by-laws were recently updated. Elections will be held at a section meeting in March

*Green Bay* — Nine new SEA employees started work in January: one specialist, one surveyor and seven engineers. There is concern over the lack of classes in some classifications (surveyors and some DNR classifications) in order to get the add-on. There will be a section meeting with elections on Feb. 27 at the Stadium View.

*Wisconsin Rapids* — Two new engineers started work in January. Seven members met with the maintenance chief and supervisor on why a bridge inspector position that was formerly an ES-Adv position is now an Engineer- Sr position. Five ES's completed a six-year bridge inspector certification and will not be able to compete for the job. They need a certain number of hours to keep their certifications valid.

*La Crosse* — All members now have their add-ons.

*Eau Claire* — Members are concerned about bargaining, lack of add-ons and military service credit.

*Rhineland* — Add-ons are being worked on. A section meeting with elections will be held in February or March.

*Superior* — A section meeting with elections was held the first week in January. The engineering specialists are concerned about bargaining.

*Central Office/PSC* — A section meeting with election of officers is scheduled for January 31.



DNR — Section President Bob Schaefer testified on the bill requiring continuing education for PEs. There will be an annual meeting in April.

State Agencies — There has been one new SEA hire at the Department of Commerce.

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

John moved to accept the November, 2007 Membership Report. John Lund seconded. Motion carried.

John moved to accept the December, 2007 Membership Report. Mohamad Hayek seconded. Motion carried.

John submitted the November, 2007 Treasurer’s Report for review and moved for approval. Tony Allard seconded. The motion carried.

John submitted the December, 2007 Treasurer’s Report for review and moved for approval. Mohamad Hayek seconded. The motion carried.

John submitted the Board Meeting Vouchers and moved for approval to pay them. Sandy Anderson seconded. The motion carried.

07-094 => 07-108	\$1682.11
M-034 => M-044	<u>\$2200.00</u>
	\$3882.11

After discussion, John motioned to accept the proposed budget for next year. Khader seconded. The motion carried.

**New Business:** No new business was brought forward.

The meeting was adjourned at 1:50 pm.

The next Board Meeting will be on Feb. 16, 2008, in Madison.

***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.



## PUZZLING PUZZLER: *Train your mind*

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At the headquarters of the Topeka, Toledo & Tomah Railroad, chief engineer Big John McBob was telling a tale to his fellows. “We blew a cylinder head an hour after moving out. We were only able to keep pulling freight at 60 percent of our beginning speed -- which, of course, is why we got in two hours late.” Chief McBob added: “If the engine had malfunctioned 50 miles later into our run, we’d have arrived 40 minutes sooner.” Your mission: Calculate the distance in miles between stations.

*Email your answer to our contest address: [puzzlesea@yahoo.com](mailto:puzzlesea@yahoo.com). The answer and name of the first person who came up with the correct answer will be in next month’s SEA View.*

**Last issue:** Edna and her friend Elsa went on a last-minute holiday gift shopping expedition and stopped at the Sherman Deli, whose stock was down to six cheese wedges of different sizes, weighing 15, 16, 18, 19, 20, and 31 pounds. Five wedges were cheddar and only one wedge was provolone. Edna bought two wedges of cheddar, and Elsa also bought cheddar, but twice as much by weight as Edna. How much did the provolone wedge weigh?

Solution:

Edna must have bought at least 31 pounds of cheese, and so Elsa must have bought three wedges since the two heaviest wedges together only total 51 pounds. Since Elsa bought twice what Edna bought, the total amount of cheese bought by the two together equals three times that purchased by Edna alone. Now, the total weight of all the wedges at the grocery divided by three leaves a remainder of two, so the provolone wedge must leave a remainder of two when divided by three. But the only such wedge is the 20 pound wedge. Thus the provolone wedge must have weighed 20 pounds.

Dozens of you did the math and arrived at the right answer. But only one of you arrived first. Congratulations to **George Mickelson**, Private Water Supply Section, DNR Bureau of Drinking Water and Groundwater.

### **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, opinions and suggestions. We're also interested in your feedback and suggestions. How are we doing? Got a take on an issue of interest to members in general? Email [sea\\_wis@yahoo.com](mailto:sea_wis@yahoo.com).