

ATTEND SEA DAY, MAY 7 AT THE CAPITOL / DETAILS IN THIS ISSUE



STATE ENGINEERING ASSOCIATION

SEA View

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From the President

Get 'er done, safely

As the weather finally warms up, many of us will be doing more field work. I urge you to constantly think about getting your work done safely.

It's easy to be complacent about safety when going to do a job that we or others do on a regular basis. Yet many SEA members routinely take risks when working in traffic, inspecting bridges or other infrastructure, collecting environmental samples or doing other tasks that ultimately protect the citizens we serve.



The risks may involve physical injury. Or they may involve unnecessary exposure to conditions that can cause deterioration of physical or mental capabilities. Often, we are able to control the level of risk by what safety steps we take. Sometimes, standard protocol provides for optimal safety. Other times, we may be ordered to perform work in such a way that puts us at unnecessary risk.

Article IX, Health and Safety, pages 36 to 38 in our green contract book, is a mere three pages long. I ask that each of you take a few minutes to familiarize yourself with the content of that article. Notice that each of us has responsibilities in addition to the responsibilities of our employer. For example, the employer must provide for a safe work place by supplying appropriate tools and protective

SEA VIEW SCHEMATIC

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equipment and training on the proper use of those devices.

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We employees must use such devices where supplied, and must also identify, as our training allows, when conditions become overly dangerous. Also see **Section 9 on Abnormally Dangerous Tasks**. Do not be hesitant to bring risky situations to the attention of your supervisor. Besides the procedure given in Section 9 for resolving disagreements over what constitutes abnormal danger, labor/management meetings may be an effective way to make improvement in procedures or contact language. Contact your section president if you are unsure of the best way to handle a situation.

I also want to remind you that, while most of us drive vehicles for our personal transportation needs, operating a state-owned or personal vehicle for conducting state business involves risk. There have been several recent situations, either where employees have been injured while operating a vehicle or were ordered to drive in severe weather conditions to a work site to perform duties.

Management will not always be inclined to make decisions that are appropriate for optimizing employee safety. When that happens, employees need to speak up so that management's goal of accomplishing necessary work is properly balanced by safe work conditions.

Many SEA members routinely take risks when working in traffic, inspecting bridges or other infrastructure, collecting environmental samples or doing other tasks that ultimately protect the citizens we serve.

Don't expect someone else to take the first step. Your efforts can make a difference.

Bargaining slow (that's news?)

The state canceled our last two bargaining dates. SEA's bargaining team did make it clear to OSER that we were not interested in meeting

just for the sake of meeting, if there would not be productive bargaining. Nevertheless, the fact that the state is apparently unable or unwilling to discuss economic issues is frustrating for the team and, I'm sure, all of you.

Within the last week, as I write this article, several other state employee bargaining units have reached tentative agreement with the state. Only time will tell if this fact is an indication that the state intends to become more serious with SEA.

Several days after canceling the last day we had scheduled (March 14), OSER provided SEA with dates to resume bargaining. We now have a number of dates scheduled in April starting with April 4.

I still believe that the best way to be appreciated, including commanding fair wages and working conditions, is to get the message across to the general public that we provide valuable service to Wisconsin citizens. We can do this as a statewide organization, on the SEA section level and individually. I ask that all of you get involved at the local level to work through SEA. Also, toot your own horn when you get the chance. And remember to be professional.

Respectfully,

Tom Mugan



Getting ready for SEA Day, Wednesday, May 7

Watch for the special SEA Day newsletter mailing near the end of April. Plan to attend. Make arrangements with your section president, officers and fellow members. We'll meet at 9 am at the Capitol, Room 411 South. Meetings with legislators should start at 10:15 am or later. Schedule time with legislators well in advance (that means now). Group meetings are encouraged. When calling your legislator's office, mention SEA, so other SEA members can be scheduled with you. Articles for the special SEA Day newsletter are due April 7. SEA will target campaign and election reform, outsourcing, and bargaining. Consider sharing an experience about which your elected officials should be made aware.

Legislative Update

By Gretchen Wheat
Second Vice President

Campaign Finance Reform: On average in 2007, the Legislature met about once each three weeks, much less frequently than fund raisers were held. A record \$3.1 million in campaign contributions were collected. That is greater than in any previous non-election year. Legislation is needed to ban campaign fund raising during the budget process. Another important step would be public campaign funding for Wisconsin Supreme Court Justice elections. Some legislators have repeated the argument that there simply is not time to take up these issues. But, a special session on campaign finance reform has been convened, and can continue through the end of the year if necessary. If the legislature does not act it will be because of a lack of political will. For more on this issue, see Wisconsin Democracy Campaign, 2/20/08:

<http://www.wisdc.org/pr022008.pphp>

http://www.wisdc.org/legislative_initiatives2007.pphp#sb25

http://www.wisdc.org/legislative_initiatives2007.pphp#ab250

Budget Repair: The originally approved state budget included \$200 million in cuts to programs and a \$250 million structural deficit. Still, the 2007-'09 budget is projected to have a \$527 million to \$650 million short fall. Three versions of budget repair are contending for attention, one each from the governor, the Democratic majority Senate, and the Republican majority Assembly. Differences continue to be great, and budget repair appears no where in sight. For details see "*Divisions put state deficit fix at risk*," 3/1/08, at <http://www.madison.com/tct/news/stories/275110>. SEA members need to know that budget repair is needed sooner than later. Here are some of the differences that would impact SEA members:

Gov. Doyle's repair proposal has two main funding sources. Transportation funds (\$243 million) would be moved to cover aid to local schools, and Doyle re-introduced the hospital tax from his original budget proposal.

The governor's proposal left the Compensation Reserve intact. Borrowing money to balance the budget from the transportation fund is not new, but it is ever more questionable, as the fund falls further behind expected future costs and leave the state vulnerable to failing infrastructure.

The hospital tax would allow Wisconsin to capture \$420 million in federal funds – in effect paying for the new state tax. Ultimately, a majority of legislators on both sides of the aisle are likely to support this, especially since the Wisconsin Hospital Association and Wisconsin Manufacturers and Commerce have come out in support of the plan. For details see "*State's largest business group supports hospital tax*," 3/14/08, at:

<http://tinyurl.com/2mpdls>

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The Democratic legislators put forth SB 510 to close a tax loophole for businesses with subsidiaries in Wisconsin and to increase economic development. This plan also would not impact the Compensation Reserve. The business tax change should have support, since it is a fairness issue for Wisconsin-based businesses disadvantaged under current law. It is unclear to what extent economic development spending will be supported under this plan. The bill addresses a variety of development issues, including transportation spending.

The bill would move \$75 million from the General Fund to the DOT Transportation Fund in 2008 - '09, and would greatly limit amounts that could be lapsed from the DOT Transportation Fund for '07 - '08. The bill also includes authority for the Regional Transit Authority of Kenosha, Milwaukee and Racine Counties, to construct and operate a commuter rail transit system. However, the transportation spending did not specify funds for state employee positions to oversee the work.

Senate Democrats on March 25 pushed through that house's version of a budget-repair bill on a partisan, 18-14 vote.

Republican legislators say no new taxes are needed. They would repair the budget with \$250 million in reduced and delayed spending. Local school aid payments would be held until July 2009, moving \$125 million in spending into the next fiscal year. Delaying school aid isn't new, but this plan would more than double the amount of delayed aid payment.

A grab from the state's emergency reserve fund was re-introduced from the Assembly's original budget proposal. Republicans didn't specify where all the other spending cuts would come from, but Compensation Reserve is expected to be part of the package. See "Plan for budget gap OK'd : GOP Assembly bill cuts spending by \$250 million," 3/13/08, at: <http://www.jsonline.com/story/index.aspx?id=727811&format=print>

The Compensation Reserve provides wage increases and increased employer payments for health insurance. In a statement, Assembly Speaker Mike Huebsch said: "This budget shortfall should not be used as an excuse to raise taxes. Our solution should be doing what families are already doing: tightening our belt, looking for ways to save money and cutting unnecessary spending... We can do better than reaching into other people's pockets to fill the government's." See "Rep. Huebsch: Statement on Gov. Doyle's budget repair bill," 3/10/2008, at: <http://www.wispolitics.com/index.iml?Article=120460>

In the latest "Grading the States," from the Pew Center on the States, Wisconsin rated an overall B-minus. The following comments are excerpted from the March 2008 issue of GOVERNING Magazine.

This isn't a fun time to be a state employee in Wisconsin. Hiring freezes, ongoing budget disputes and a lagging pay scale help explain why Wisconsin has the second-highest turnover rate in the country for veteran employees. The personnel situation even sounds a little Kafkaesque when you hear the story of Georgia Thompson.

A well-respected state procurement supervisor protected by civil-service rules, she was briefly jailed in 2006 in a politically motivated prosecution. An appellate court threw the case out in an afternoon, but the episode didn't do much to help overall employee morale ...

While Governor Jim Doyle's Accountability, Consolidation and Efficiency Initiative has led to some improvements in the state's contracting processes, this, too, has been a source of considerable tension for state employees. "The state is contracting out for all sorts of things without monitoring them sufficiently," complains one recent high-level Department of Revenue retiree. "The state was willing to spend money on outside 'experts' but wouldn't spend the money necessary to retain the qualified personnel needed to run its agencies and programs."

Intricate cost-benefit analyses are now required before contracting out for state activities, but agency managers complain that their inability to hire additional personnel makes the difficult-to-produce findings irrelevant ...

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The governor said that the GOP's proposed level of cuts would cause big state employee layoffs. See "Proposed budget cuts would hit state workers," 3/13/08, at <http://www.madison.com/wsj/home/local/277046>

Wisconsin has been struggling with debt and budget deficits for years. When Doyle took office five years ago, the deficit was at a record high of over \$3 billion. The state ended fiscal 2007 with a \$2.44 billion general-fund deficit. Backlog for general infrastructure maintenance is \$1.2 billion, but state spending has grown enough to keep the figure from getting any larger. Backlog for roads and bridges is now down to \$69 million.

The Governor's Accountability, Consolidation and Efficiency Initiative may have improved the state's contracting process, but still ignores that qualified state employees could do the jobs for less. Wisconsin has a high-quality workforce, but financial problems and outsourcing policies could change that. See *Governing Magazine*, March 2008, excerpts at http://www.pewcenteronthestates.org/states_card.aspx?abrv=WI

Outsource watch

Passport case raises privatization concern

"Have we gone too far in recent years by perhaps relying too much on contractors?" --Rep. Solomon Ortiz (D-TX)

Because it has routinely outsourced its passport management work, the US State Department this month found itself in an embarrassing situation after employees for private contractors apparently and inappropriately snooped into the passport files of all three major presidential candidates.

The incidents – which have inspired an FBI investigation and calls for a congressional investigation -- have raised questions about whether outside contractors should have access to such sensitive information about any citizen.

In a news dispatch, the Associated Press reported that the federal government routinely relies on private firms to do sensitive work. Some contractors manage Pentagon weapons systems, the wire service noted. Other contractors, like the two firms hired by the State Department to work on passports, help maintain records that contain private information on US citizens.

WANTED: Your comments, 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. SEA View will print guest columns from members as space allows.** 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 (that's "sea" and "wis" separated by an underscore).



Retirement and Health Insurance Report

by Melvin B. Sensenbrenner *SEA Retirement & Health Insurance Representative*
with Daniel J. Joyce *DNR engineer (ret.)*

ETF RETIREMENT BOARD MEETING / MARCH 18, 2008

Dave Stella, ETF secretary, introduced new staff members: Matt Stohr, director of legislation, communications and planning, and Lisa Ellinger, deputy administrator of the Division of Insurance Services.

Next was Stohr's legislative report on the passage of AB 893 proposed by ETF to help streamline ETF procedures and practices to conform with state law, federal law, and eliminate certain inequities in current law. The Joint Survey Committee hearing held on March 4 passed the bill, and it then passed the Assembly.

Stohr also mentioned that the Protective Employee Bill, AB 851 and SB 471, had a hearing and passed with amendments and now sits in the Finance Committee, because of the significant increased ETF staff that would provide the services.

Stohr's report to the board was 22 pages, listing all the bills affecting ETF that were submitted to the Legislature.

Next was the actuaries report by Gabriel, Roeder & Smith, and it constituted the WRS 25th Actuarial Valuation of Retired Lives for December 31, 2007. This is the report that provides the dividend calculations for the Core Fund and the Variable Fund. The report contained the following data:

. Calculation of Dividend Core Fund 2007	+6.6%
. Calculation of Dividend Variable Fund 2007	0.0%
(Variable reserve at +1.3%);	
(Requires +2.0% minimum for a dividend)	
. 25 year average Core Fund Dividends	+5.4%
. 25 year average of CPI	+3.1%
. 25 year average Variable Fund Dividends	+5.9%
. Average annuities from 1968 through 2007 as follows:	
1968 (\$6,508) to 2007 (\$29,169) per year	
. Total Core Fund Annuitants:	142,906
. Total Variable Fund Annuitants:	33,880

The next report was presented by Robert Weber, chief legal counsel, on fiduciary responsibilities of the board members. Then, Keith Bozarth and David Villa from the State of Wisconsin Investment Board (SWIB) reported on surviving turbulent markets. They presented the same SWIB performance data as is presented in the SWIB article in this SEA View issue.

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The only additional chart was the change in value of the US dollar vs. the Chinese yuan. The dollar decreased from 97 in 2006 to 87 in 2008, and the Chinese yuan increased from 87 in 2006 to 110 in 2008. That decrease in value of the dollar means that Chinese products cost more in 2008.

The next ETF Retirement Board Meeting is scheduled for June 26-27. -- Melvin B. Sensenbrenner

Wisconsin Coalition of Annuitants / March 19, 2007

Review of February joint Annuitant Round Table and WCOA meeting

Main points: Not a lot of opportunity to conduct business; several WCOA members regularly attend round table meetings. Resolved (not voted) that joint meetings should not be scheduled in the future.

Legislative Activities

Matt Stohr, ETF's new director of legislation and communications, summarized recent bills that were of interest to WRS members, as follows.

AB 893: 16 technical provisions, goal was to align ETF practices with state and federal laws. This bill has passed both chambers and awaits governor's action. [See ETF Retirement Board meeting article included in this edition of SEA View.]

AB 668: This bill was an attempt to change the composition of the Group Insurance Board so that each board member would represent a particular congressional district or districts. ETF opposed the bill, considering it to be bad public policy. This bill did not pass the Finance Committee, but may be taken up again at the next regular legislative session.

AB 851 (companion bill SB 471): Authorizes ETF to withhold insurance premiums for public safety officers and allows for up to \$3,000 tax deduction for insurance premiums for public safety officers. ETF amended this bill to include provisions for hiring additional ETF staff to implement the bill. [See article included in this edition of SEA View.]

The Legislature concluded its current business on March 13. In May there is a limited floor period which will focus on legislation for fixing the budget hole. Aside from possible special sessions, regular legislative sessions will resume in January.

Ed Kehl handed out WCOA annual conference registration forms and encouraged membership to attend.

Dental Insurance

Ed Frank reported on dental insurance. Most HMOs offer limited dental benefits. ETF does not have authority to provide "comprehensive" dental coverage, although this type of coverage is optional for actives under Delta Dental Blue. Ed recently learned, however, that benefits are also available to all annuitants through WREA. All one has to do is pay \$20 for an associate membership. Ameritus now handles the paperwork for DeanCare, as Delta Dental lost the contract.

Membership unanimously approved the Blair Testin award for Bill Ford. It will be presented to him at the annual conference. Next meeting is April 16.

-- Dan Joyce



March 15, 2008 Board Meeting Summary

Meeting held at East Towne Suites, Madison

By Duane Hubeler, Secretary

Attendance:

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

Board Members:

Tom Peronto, Wisconsin Rapids President
Dawn Marshall & Carolynn Gellings, Southeast
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
Superior Section – not represented
Khader Abu al-eis, Madison President
Steve Dunn, DNR Madison Vice-President

Specialists:

Willie Haus, Attorney
Mel Sensenbrenner, Health & Retirement

Sandy Henke, SEA Office
Ron Legro, Communications Specialist

Meeting Begins:

Tom Mугan called meeting to order at 8:35 am. Introductions were made. There were no additions to the agenda.

Approvals:

The February 16, 2008 Board Meeting minutes were reviewed. Sandy Anderson moved to accept the minutes as written. Mohamad Hayek seconded. Motion carried. The Correspondence Report was reviewed. Tom Mугan accepted the Correspondence Report.

Legislative Report: *By Gretchen Wheat*

Wednesday, May 7 is this year's SEA Day. Major topics this year include campaign finance reform and contracting out for state services. We have Room 411 South in the State Capitol reserved from 9:00 until 2:00. There will be a general meeting from 9:00 until approximately 10:00. Members should make appointments with their legislators no earlier than around 10:15. Section Presidents should let Gretchen know how members are progressing in getting appointments with their legislators. When making an appointment, ask if there is already someone from SEA with an appointment close to yours to avoid doubling up at the same time. We'll do a special mailing of the newsletter in mid-to-late April. Articles will be due to Ron Legro and Gretchen by April 7. Gretchen will send a generic e-mail to Section Presidents for editing and sending out to all members.

Bargaining: *By Tom Mугan*

The scheduled bargaining day of March 14 was canceled by OSER supposedly due to state budget concerns. OSER was supposed to be ready to give us an economic counter-offer. No new bargaining days have been scheduled. [EDITOR'S NOTE: A date was set after the meeting; see the "From the President" item in this issue of SEA View.]

**By-Laws Update:** *By Duane Hubeler*

Duane led a discussion of proposed changes to Articles 4 and 5 of the By-Laws dealing with meetings of the Board of Directors and powers and duties of the Board of Directors, respectively. The proposed changes to Article 4 passed with one opposing vote and the proposed changes to Article 5 passed with 3 opposing votes. These changes will appear on the SEA website in the near future.

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.
- 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-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-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 3.
A-474 (filed 1/16/08) – DOT NCR – Denied 2 hours call-back time. Filed at Step 3.
A-475 (filed 2/7/08) – DOT SE – Involuntary reassignment. Filed at Step 3.
A-476 (filed 2/28/08) – DOT NCR – Denied benefits after car accident. Filed at Step 3.

Specific issues discussed at this meeting:

A-451, A-460 and A-467 were combined and the Board voted to drop them. Leroy Stublaski will send a letter to the grievant and to OSER.

A-473 and A-474 were discussed for possible combination and the Board voted to move them to Step 4.

A-475 was discussed and the Board voted to move it to Step 4.

A-476 was discussed and the Board voted to move it to Step 4.

Willie Haus stated that he has received names for arbitration panels for several grievances.

Communication Report: *By Ron Legro*

Ron has found an outside consultant who should be able to perform an analysis on the effects of Act 89. His contract was not ready in time for the meeting so the Board passed a motion to allow President Tom Mugan to approve the contract when it becomes available for signing. An open records request was sent to agencies, other than DOT, that have contracted out for engineering services. DOT is already providing records. Section Presidents need to be talking up SEA Day issues with their members.

Health and Retirement Report: *By Mel Sensenbrenner*

Mel and Dan Joyce have proposed to begin splitting the duties of Retirement Committee Chair. Dan is a recently-retired engineer from the DNR section. Dan and Mel will split the committee chair stipend and expenses will continue to be paid. The Legislature recently passed bills authorizing additional staff. The Investment Board (SWIB) has already hired people for additional investment positions.

Miscellaneous Items/Updates

Grievance training, along with training for section presidents and treasurers is scheduled for Saturday, March 29 at the Ramada Inn (formerly Country Springs Motel) in Stevens Point. The training will run approximately from 9:00 until 3:00. Leroy Stublaski will send a detailed agenda to section Presidents in the near future.

Sandy Anderson, Tony Allard, John Lund expressed interest in attending meetings on Act 89 issues (contracting out for engineering services). Gretchen Wheat made a motion with a second by Sandy Anderson, to pay the expenses of up to 3 people to attend these meetings.

Tony Allard discussed the Winter Event Communication/Coordination Plan. Some people seem to be on-call but are not being paid for it. Tony asked members of other regions to compile information on how Area Maintenance Coordinators (leg men) are getting paid when they get called.

Dawn Marshall presented a proposed change in the Southeast Section By-Laws that would increase the number of trustees from 5 to 7. Dawn made the motion with a second by Gretchen Wheat. Motion passed.



Section Reports:

Madison — The annual meeting was held on March 13 at the Prime Quarter Steak House in Madison. Willie Haus was the guest. There are continuing concerns about bargaining. There was a recent annual meeting with Central Office.

Southeast — Project teams have been notified there is no overtime available. There is overtime available for Freeways. A PA recently retired so they had a consultant do filing.

Green Bay — The keynote speaker at the annual meeting was canceled just before the meeting and had to be paid anyway. There was a lot of confusion with the RIMC meeting on a recent Saturday. Continuing education is a general concern for all positions, not just CE-ADV positions.

Wisconsin Rapids — There was a section meeting held on February 26. The annual DOT meeting was held on March 12. There are still concerns over the fate of the CADD Specialists and Surveyors.

La Crosse – Members are concerned about personal safety due to recent incidents with an employee of another state agency.

Eau Claire – No report.

Rhineland – A labor-management meeting was recently canceled and has yet to be rescheduled. There will be a section meeting on April 10 with elections.

Superior — No report.

Central Office/PSC — There are concerns related to training for spotters, as well as concerns over bargaining.

DNR — There will be an annual section meeting on April 22 with elections. There is a meeting scheduled with the Secretary’s Office on labor/management issues.

State Agencies — The e-mail list of section members has been completed. Larry will attempt to have a section meeting prior to SEA Day. Efforts are continuing to sign new members.

Financial & Membership Reports: *By John Bolka*

John moved to accept the February, 2008 Membership Report. Khader seconded. Motion carried.

John moved to accept the February, 2008 Treasurer’s Report. Sandy Anderson seconded. Motion carried.

John submitted the Board Meeting Vouchers and moved for approval to pay them. Tony Allard seconded. Motion carried.

07-153 => 07-164 & 166	\$1270.12
M-068 => M-077	<u>\$2000.00</u>
	\$3270.12

New Business: No new business was brought forward.

The meeting was adjourned at 3:05 pm. The next Board Meeting will be on April 19, 2008, in Madison.



PUZZLING PUZZLER: *Fuzzy logic*



In a deep forest, on another planet, in a galaxy far, far away, live 400 cute but not especially smart Ewoks. The furry little creatures all look exactly alike, differing only in the fact that each wears either a red or a blue hat. There are 250 critters with a red hat and 150 with a blue hat. Oddly, perhaps because they're not really good at higher math, the Ewoks don't know these two numbers, and since they haven't invented mirrors, none of them knows what the color of his or her own hat is, either. But the fuzzy clan does know that there is at least one among them with a red hat.

During a certain period of their planet's year, there is a big festival in the Ewok village, and initially all attend. The festival continues until the only attendees are Ewoks wearing blue hats. Ewoks with red hats are lawfully bound to leave the party and never return, just as soon as they learn that they are wearing a red hat. Fortunately, the Ewoks are very curious, very logical, and very law-abiding. And they like a good puzzle.

How many days does it take before there are no more Ewoks with red hats left at the festival, ending the event?

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: The US Constitution lists four requirements for anyone seeking to become president. The candidate must be at least 35 years of age, must have been born in the United States, and must have lived in this country for at least 14 years. What is the fourth requirement?

Solution: Well, this turned out to be quite the civics lesson, not just for our readers but for The Puzzling Puzzler's putz of a puzzle master, too. The answer we were looking for is that the candidate also has to be elected or elevated to the office under the Constitution's rules of succession. Yeah, it's a bit of circular logic to say that to be president, you have to first have to *become* president, but it's also a cool mind puzzle. Our sharp contestants weren't about to stop there, however.

For instance: The candidate, we noted, must be a us citizen. Being born in the USA automatically makes you one. However, Russell Frank qualified this for us a bit further: "A candidate for president must be a natural citizen, but does not have to be born in the USA. [Sen.] John McCain was born in Panama. His father was stationed there in the Navy, therefore he is considered a natural citizen."

Several contestants pointed out that a candidate cannot be a former president who has previously served six or more years in the office (this is also true of vice presidential candidates). Furthermore, as still other contestants pointed out, under the Constitution, no presidential candidate can have previously held the office and been removed by conviction for an impeachable offense.



In view of their hard digging and universally thoughtful replies, and their all but simultaneous responses, we send winning congratulations this time to everyone who answered, including: **Russell Frank, Larry Legro, James Yttri, Deborah Brucaya, Jim Savinski, Terry Treutel, James Wendels, Mark Gardetto, Michael H. Ross, Timothy N. Trapp, Barbara Gassen, and Joshua LeVeque.**

If you're running for president, you'd better have your eligibility qualifications in order, or these folks will be on your case in *short* order.

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.