



STATE ENGINEERING ASSOCIATION

SEA View

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May 2008



SEA DAY '08

The consensus afterward was that SEA members made real progress discussing issues with legislators during this year's day at the State Capitol. Well-organized and prepared, members let their feelings be known and received a largely sympathetic response. Left: State Sen. Fred Risser (D-Madison) exchanged views with SEA members gathered before scheduled legislative visits. Below left : Members reported to 2nd Vice President Gretchen Wheat on how the visits went. See Legislative Report for details.

See more photo coverage of SEA Day and grievance training inside.

-- R. Legro photos

... real give and take



SEA VIEW SCHEMATIC

From the President: *Tom Mugan's column will return next issue. Bargaining news on Page 4.*

Legislative Update

Quality meetings and discussions characterized the 2008 edition of SEA Day. Sen. Fred Risser answers members face to face and in detail..... 4

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Legislative Update

By Gretchen Wheat
Second Vice President

SEA Day: quality time

If the Capitol won't come to state engineers, state engineers must go to the Capitol. That's been SEA's philosophy for 11 years. The 2008 edition of SEA Day, held May 7 at the Capitol, was no different. Dozens of members traveled across the state to meet up as a group and then break apart for meetings with individual legislators.

SEA Day began after SEA members observed that normal lines of communication to state agency management, including OSER, were becoming ineffective. SEA is not a political organization, but because state agency decisions have been increasingly directed by lawmakers, SEA has come to understand the need to bring member concerns directly to the governor and Legislature.

Compensation and other employment issues are big concerns in SEA this year, so it was appropriate to have State Sen. Fred Risser, Democrat from District 26 representing Madison, address the assembled group. Sen. Risser has a long history in the State Senate. He has served several times as president of the Senate and on the Joint

Bargaining is the same-old

As Yogi Berra once said, it's like deja vu all over again. Chalk up April 2008 as another month in which SEA held bargaining sessions with the state, and another month in which not much new transpired.

The SEA Bargaining Team has been working very hard now for nearly a year to work out a new two-year deal, and it appears more hard work is ahead. A settlement does not look imminent, according to President Tom Mugan.

One subject of interest is failed recruitment under the current pay system. Please send any examples of failed recruitment to your section president who will forward them to the Bargaining Team.

Future editions of SEA View will have more on bargaining developments. Meanwhile, be patient and check with your section officers if you have questions or want to fact-check the rumor mill. -- RL

Committee on Employment Relations (JCOER), which he currently co-chairs. He also was involved in the creation of state employee bargaining units and JCOER.

SEA members had many questions, and Risser agreed to look into certain of the issues that they raised. He stayed longer than planned to hear from the group and to respond, and afterward talked one on one with a number of members.

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Gretchen Wheat welcomes members to SEA Day.



Tom Mugan, SEA president, explained to the group that, increasingly, collective bargaining with the state is in effect being directed by the governor and Legislature. Thus, they are the individuals who can best address problems with the process. Echoing several recent columns in this newsletter, Mugan described how the bargaining process is fundamentally broken.

Risser indicated he greatly shares the concerns raised by SEA. He added that SEA is among the more active bargaining units representing state employees. In particular, Risser said he would consider requesting an audit of Act 89 (the law that requires state managers to justify in writing their outsourcing decisions) and to review state mileage reimbursement and fleet policies.

SEA members were asked to return to the room after meeting with legislators, to discuss how their meetings went and to fill out written reports on the spot.



Attorney Willie Haus led discussions at SEA's grievance training session for a group of about 30 members at a one-day March 29 session in Stevens Point. -- L. Legro photo

A couple of sections reported that additional members had planned to attend the event, but that they had to cancel because of last-minute work obligations. Even so, the final attendance totaled 40, or about 3% of total SEA membership.

Based on session notes, here's a summary of SEA member concerns and responses from Sen. Risser:

SEA member concerns	Risser's responses
<p>The bargaining process is broken. OSER can't bargain on issues specified by law. OSER also can't consider demands with any cost implication until a budget is passed. And, due to impending budget repair, OSER no longer seems ready to use funds already approved.</p>	<p>The budget process is broken. It was four months late. A repair plan is now pending. There is talk of another conference committee.</p>
<p>A "brain drain" is occurring due to retirements and the increasing gap between state versus private sector salaries. An example involving Boston: for the "Big Dig" freeway tunnel project, transportation officials couldn't get enough experienced state employees to move to the city, because state pay was too low compared to living costs. Also, the federal government recently cautioned</p>	<p>When a budget comes from conference committee, legislators must vote on the package – support or oppose the budget as a whole.</p> <p>The Legislature is involved in compensation issues only by approving the level of the compensation reserve. It is possible, if the compensation reserve is not enough, that the Legislature could vote to increase it.</p> <p>Compensation reserve funding levels start with the governor's recommendation. Then alternate Legislative proposals are offered.</p>



<p>West Virginia that it must maintain sufficient in-house expertise as a requirement of receiving federal aid. This could happen in Wisconsin.</p>	
<p>Campaign financing must be reformed.</p> <p>Some private engineering consulting firms have no-bid contracts with automatic annual increases.</p> <p>Outsourcing is costing too much.</p> <p>Act 89 requires cost analysis, but higher cost outsourcing is sometimes being justified by managers who state that there are not enough state employees to do the work.</p>	<p>Campaign financing is outrageous. It is obviously wrong that \$1 million is spent to campaign for a position that pays \$45,000 per year.</p> <p>Private consultants do cost more, and should not be hired to do state work. Part of that trend is political.</p> <p>Unfortunately, some lawmakers are more concerned with the number of state employees than the cost to the State. Risser tried to get more auditor positions at the Dept. of Revenue. The auditors would more than recover their wages, but it was not acceptable to increase the number of positions.</p> <p>The governor could ask the Legislature to increase the compensation reserve, but the Governor has indicated he would veto any spending increase proposals.</p>
<p>Can you call for an audit of Act 89?</p>	<p>Risser was agreeable to contact the Audit Committee about Act 89. He asked that SEA document its concerns in a letter.</p>
<p>How should SEA communicate with legislators to convince them that outsourcing is inefficient?</p>	<p>Legislators need to be educated. Invite them to your meetings. This is an election season, so legislators will want the opportunity. Tell them what you are telling me. There should be a panel of legislators here (today).</p>
<p>Mileage reimbursement rates are unfair. Legislators get the higher rate. Why is DOA allowed to ignore the statutory requirement to update rates?</p>	<p>Legislators and other State Employees should get the same rate.</p> <p>Risser agreed to follow up on this issue.</p>
<p>OSER allows HAM (“Hiring Above the Minimum”), and use has become widespread. Morale problems are caused when experienced state engineering professionals see less experienced new employees getting paid more.</p>	<p>It is understandable this would cause morale problems. Less experienced and less senior employees should not be paid more.</p>
<p>OSER recently increased allowable HAM to the pay range max. A member presented a recent DNR Wastewater Engineer HAM announcement.</p>	<p>These concerns should be brought to OSER.</p>
<p>OSER says HAM is used only for a small number of critical and specialized positions.</p>	<p>This is a problem.</p>



Who authorizes positions?	Positions are budget decisions. Initial recommendations go from DOA to the governor. Then the governor's budget proposal makes recommendations for consideration by the Legislature. Ultimately, either by agency funding amounts or specific position funding, position levels are set.
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SEA Day Handouts included the following materials:

- SEA Day Special Newsletter
- "Prices are Rising for Everybody and That Includes State Employees," prepared for SEA Day.
- "Engineers Remain Hot in Job Market, Retiring Boomers Leave Holes to Fill," by Joel Dresang, posted 4/21/08, <http://www.jsonline.com/story/index.aspx?id=741847>
- "Latest State Software Snag Reveals the Costs of Outsourcing," by Greg Georg, posted 4/17/08, <http://www.jsonlin.com/story/indes.aspx?id=740741>
- "Privatization is Hidden Agenda in State Capitol," by Ed Garvey, printed 10/9/07, Capital Times
- "Privatizing Bridge Design is Just Asking for Trouble," by Tom Mugan, printed 8/11/07, Capital Times.
- "Disaster Shows Need for New 'Peace Dividend,'" by Chris Ott, printed 8/12/07, Wisconsin State Journal
- "Campaign Finance & Election Reform Legislative Proposals 2007-2008," prepared for SEA Day.
- Legislative Contact Form

WE HAVE A WINNER

SEA member receives honors in DNR's new Pride Awards

SEA figured in other action at the Capitol on May 7 when DNR Secretary Matt Frank presented his first annual PRIDE Awards to Department of Natural Resources employees nominated by their peers for their contributions.

The department's Individual Achievement Award went to **Kim Guthrie**, facility designer in the Bureau of Facilities and Lands and a SEA member. This PRIDE Award recognizes an individual for his or her efforts in "furthering the DNR mission through innovation, efficiency, quality of work or their work life/environment."

Nominating Kim were John Hagman, chief of the Facilities Management Section; Division of Land deputy administrator Sara Shapiro-Hurley; and Brenda Hagman, chief of the Internet Section. Kim's efforts in leading the renovation of the GEF 2 building netted her the special recognition. Read about the planning and work that has gone into this project in the April 24 issue of the eDigest, available online at DNR's internal network.

Overall, the DNR's new "Secretary's PRIDE Awards" spotlight superior work being accomplished everyday by DNR employees. Co-workers nominated employees, and a review panel of peers determined all award winners.

"Our greatest asset at the Department of Natural Resources is our staff," Frank said at presentation held in conjunction with State Employee Recognition Day.

Several other SEA members were nominated for the other categories of the Pride awards. SEA View congratulates Kim and all the other SEA members whose excellent work is getting noticed.



Consider running for office

SEA elections coming up

SEA statewide officer elections (for all positions) will be held in August 2008. SEA encourages members to consider serving their association and running for office.

Candidates are especially needed for 2nd vice president (legislative officer). Other officer positions are president, 1st vice president (grievance officer), secretary and treasurer. Each officer serves for two years and receives a modest stipend that varies according to the responsibilities of the office.

We'll provide more information on elections and job duties in the next issue of SEA View. Meanwhile, if you'd like to run or nominate another, or just need more information, contact the Nominating Committee:

- Gretchen Wheat (Committee Chair at gretchenjake1@netzero.net), and
- John Lund (Committee Member at jlund@newnorth.net)

Retirement and Health Insurance Report

by **Melvin B. Sensenbrenner** *SEA Retirement & Health Insurance Representative*
and **Daniel J. Joyce** *SEA Retirement & Health Insurance Co-Representative*

ETF GROUP INSURANCE BOARD MEETING – April 15, 2008

The Group Insurance Board (GIB) established the 2009 Dual Choice enrollment period of October 6 through 24, 2008, as provided by Tom Korpady.

The legislator on the GIB requested that the board change the enrollment period for new legislators elected in November 2008. The board, however, voted that down because ETF provides for any new employee to enroll in the health plans after two months of employment, which would apply to the new legislators.

Bill Kox then provided the guidelines and uniform benefits changes for 2009:

1. State maintenance plan to be available at Tier 2 in any county, whether or not a qualified Tier 1 plan is available. This may be used to supplement provider availability in areas where the standard plan is the only other alternative.
2. Incorporation of pharmacy claims data into all aspects of disease management.
3. Annual Utilization Report: Requirement for all health plans to submit an annual utilization report describing trends identified for our group and how they compare to trends for the health plan's commercial business.



- 4. Pharmacy Annual Out-of-Pocket (OOP) Maximum: The 2008 OOP maximum is \$350 for single and \$700 per family. The OOP was not increased from 2004 through 2006, which puts the economic value of the system out of balance. To totally balance the system would require that the OOP be increased to \$440 (single) and \$880 (family) in 2009. However, the recommendation was that the board only increase the OOP maximum to \$385 and \$770 for 2009. The idea is to catch up a little each time.

Local government plans are forced to pay an opt-out surcharge if they cannot remove the opt-out provision in their employee contracts. Some local governments have offered cash if employees would opt-out of health plan coverage.

The next Group Insurance Board Meeting is scheduled for June 10, 2008.

-- Melvin B. Sensenbrenner

ETF ANNUITANT ROUND TABLE -- May 6, 2008

Wisconsin Retirement System projections and Employee Trust Funds directions

The table below shows that the variable option has performed only marginally better than the core fund for the long haul, and significantly worse for the short term. This has caused the Department of Employee Trust Funds (ETF) to ask the question: Is the variable option's rate of return commensurate with the risks? The Legislative Audit Bureau recently raised concerns about the variable fund's performance. The State of Wisconsin Investment Board (SWIB) has done some analyses and has concluded that asset allocation changes are needed. If the variable fund was more fully diversified to reduce risk, it would look more like the core fund. This begs the question: Has the variable fund outlived its usefulness? SWIB and ETF are discussing policy options that could be considered by the ETF Board.

Fund	Fund 25-yr Avg Increase	CPI 25-yr Avg Increase	Fund 10-yr Avg Increase	CPI 10-yr Avg Increase
core	5.4%	3.1%	4.7%	2.7%
variable	5.9%	3.1%	1.4%	2.7%

Dividend projections were made based on different rates of return on SWIB's portfolio investments. The actuary's rate of return is 7.8%. If the 2008 actual return was 7.8%, core fund dividends for 2008, 2009, 2010, 2011, and 2012 would be 4.4%, 3.6%, 3.5%, 2.3%, and 2.0%, respectively. A more realistic scenario would be a 0% return for 2008, In that case dividends would be 2.8%, 2.1%, 1.9%, 0.7% and 0.5%. There will be no dividend for 2008 if the investment return is between -11.5% and -16%. The WRS utilizes a shared-risk design. Annuitants share the risks associated with investments. The only thing that is guaranteed is one's initial annuity amount.

The direction of the markets is global. Recognizing this, SWIB last fall began ratcheting up the variable fund's international exposure, and has a target allocation of 30%. The core fund is being similarly ratcheted up to 24% by year's end.

Some demographics were presented which demonstrated how the retiree population growth could affect annuities and contributions. Increases in life expectancies is also a factor. The WRS is a fast maturing fund. This is not bad. The increases in payouts for annuitants rely almost entirely on asset growth, as opposed to contributions.



SWIB Update

Sandy Drew (legislative and beneficiary group liaison) and Chuck Carpenter (private markets manager) provided a perspective on recent events.

SWIB is conducting two studies, one dealing with customer service, the other addressing governance (authority and flexibility). Out of these studies (to be completed by June), a long term budget request is based.

A number of 2008 investment initiatives were discussed, including moving passive and enhanced funds to active strategies, and increasing funding of the international portfolio.

The two bills dealing with divestment from Sudan both died at the end of the legislative session. However, Senate Resolution 28 was submitted that urges SWIB to exclude companies from its portfolio that do business with Sudan. SWIB has not taken action on this. Several graphs were provided addressing private equity performance. There was also a discussion on how the housing market impacted lending standards.

Legislative Update

Matt Stohr provided a summary of all 2007 legislation that impacts SWIB. The more important ones were previously discussed.

Matt stated that there is a need for an advocate within the Legislature that is willing to champion SWIB'S issues. If anyone has a good relationship with a legislator open to working on SWIB issues, please let Matt know.

Benefit Payment System Update

Currently WRS members cannot access account information online. The information must be accessed through an ETF person. This seems to be a cumbersome, if not antiquated, process. However, ETF is not presently comfortable with the level of security for the state's database.

A video library is available online for actives and annuitants.

The Dual Choice enrollment period is set for Oct. 6 through 24.

Miscellaneous

Dan Joyce requested that ETF look into extending the same safety glasses benefit for annuitants as is currently available for actives. Sari King of ETF will discuss this with the insurance group; and this will be an item for the next Annuitant Round Table meeting.

-- Daniel J. Joyce

Dental insurance clarification

Ed Frank has researched dental benefits for WCOA. Some confusion has arisen involving Ameritas. The HMOs, under ETF, offer limited dental benefits which are not part of the standard benefits package.

Active employees are covered by DentalBlue administered by OSER. ETF does not have any authority or responsibility for dental insurance.

ETF did permit WCOA to announce in the September 2007 issue of *Trust Fund News* that retirees could join DentalBlue. The confusion is that DeltaDental handled all the billing for the HMOs in the ETF program until 2008 when Ameritas contracted with DeanHealth, one of the HMOs.

The WREA has dental coverage available to all retirees by joining as an associate for \$20. Ameritas handles the billing with services provided by Greater Insurance Service. Ameritas and DentalBlue have several coverage options including an option for those in ETF HMOs. - DJJ



SWIB PERFORMANCE STATUS – April 14, 2008

	<u>Jan. 31, 2008</u>	<u>Feb. 29, 2008</u>	<u>March 31, 2008</u>
Core Fund:	-3.6%	-3.8%	-4.3% (B.M. -4.2%)
Variable:	-6.4%	-8.2%	-9.1% (B.M. -9.1%)
Core Fund:	77.868B	77.712B	77.323B
Variable:	6.470B	6.354B	6.297B
	84.338B	84.066B	83.620B

Most of the new investment positions at SWIB have been hired, and they all have advanced degrees up to the PhD level.

SWIB’s Modernization Legislation, Act 212, was signed by the governor on April 11 and was effective April 22.

There was no board meeting in April 2008. The next meeting of SWIB was scheduled for May 14.

-- Melvin B. Sensenbrenner

STATE OF WISCONSIN INVESTMENT BOARD MEETING – March 12, 2008

SWIB Performance Update

	<u>Dec. 31, 2007</u>	<u>Jan. 31, 2008</u>	<u>Feb. 29, 2008</u>
Core Fund:	+8.8%	-3.6%	-3.8% (B.M. -3.9%)
Variable:	+5.6%	-6.4%	-8.2% (B.M. -8.2%)
Core Fund:	80.863B	77.868B	77.712B
Variable:	7.070B	6.470B	6.354B
	87.933B	84.338B	84.066B

Chuck Carpenter reported on real estate equity and private equity. These two areas will not perform as they did last year. In January 2008, they were +0.2% and +0.1%. In February 2008, they are estimated at -1.8%. Chuck is projecting maybe +4.9% and +4.6% by the end of 2008. Both areas are better than stock markets, which are -6% to -10%.

Chuck added that we are not going to see the +20% to +30%’ level of past gains from the private equity and real estate equity portfolios this year. Real estate is still producing. They have \$55 million committed, but not funded, and they have another \$250 million that are not committed. He also indicated there was very little interest in the mortgage area; however, they are reviewing seven mortgage proposals which will not require additional funds.



David Villa, chief investment officer, indicated that the analysts' positions need review of their progression process and increased compensation to remain competitive. He also indicated that they have filled four of the six new investment positions provided by the Finance Committee. It appears they are able to compete because all four of the new hires were their first choices.

Ennis Knupp, SWIB's performance evaluation consultant, gave the board a performance report which showed that SWIB is doing well compared to its peer group.

The last quarter of 2007 was -0.7% below the peer group, and for the one year average, SWIB was -0.9% below the peer group. However, for the 3-year, 5-year, and 10-year, the Core Fund was above the peer group average. The consultant indicates the Core Fund of SWIB ranks near the top quartile of public retirement funds in all the longer time periods (3-, 5- and 10-year).

The board also asked Ken Johnson, chief operating officer, about the budget surplus that SWIB has, and if the governor or Legislature could pull it back. His answer was no, not possible, because the SWIB budget has no General Purpose Revenue funds. The funds consist totally of trust fund dollars.

-- Melvin B. Sensenbrenner

April 19, 2008 Board Meeting Summary
Meeting held at La Quinta Inn & 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	Mohamad Hayek, Eau Claire President
Carolynn Gellings, Southeast President	Larry Legro, State Agencies President
Tony Allard, Green Bay President	Brian Mattson, Superior Section
Sandy Anderson, Central Office President	Khader Abu al-eis, Madison President
Jeremy Tomesh, La Crosse President	Bob Schaefer, DNR Madison President
John Lund, Rhinelander President	

Specialists:

Dan Joyce, Health & Retirement	Sandy Henke, SEA Office
Mel Sensenbrenner, Health & Retirement	Ron Legro, Communications Specialist

Meeting Begins:

Tom Mугan called meeting to order at 8:37 am. Introductions were made. There were two additions to the agenda. Gretchen Wheat asked to talk about the nominations committee and a request was made to allow a member to confer with Attorney Haus.

Continued on page 11

**Approvals:**

The March 15, 2008 Board Meeting minutes were reviewed. Bob Schaefer moved to accept the minutes as written. Khader seconded. Motion carried. The Correspondence Report was reviewed. Tom Mugan 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, fleet services & mileage reimbursement 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. Senator Fred Risser will be there to speak at 9:30. Members should make appointments with their legislators no earlier than around 10:15. Copies of talking points will be available for the press, legislators and SEA members. 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.

Bargaining: *By Tom Mugan*

A settlement does not look imminent at this point. Be sure to read the bargaining summaries that are supplied to all section presidents. OSER (Office of State Employment Relations) claims they have no trouble with failed recruitment under the current pay system. Please send any examples of failed recruitment to your section president who will forward them to the bargaining team.

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 4.
A-467 (filed 7/30/07) - DOT NWR Eau Claire - Termination w/o just cause. Filed at Step 4.
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 4.
A-473 (filed 1/8/08) – DOT NCR – Denied 2 hours call-back time. Moved to Step 4.
A-474 (filed 1/16/08) – DOT NCR – Denied 2 hours call-back time. Moved to Step 4.
A-475 (filed 2/7/08) – DOT SE – Involuntary reassignment. Moved to Step 4.
A-476 (filed 2/28/08) – DOT NCR – Denied benefits after car accident. Moved to Step 4.

Specific issues discussed at this meeting:

A-476 was discussed and the Board passed a motion to allow Attorney Haus to discuss union issues and worker's compensation issues with the grievant.

Communication Report: *By Ron Legro*

The consultant who will perform an analysis on the effects of ACT 89 has returned his contract. Preliminary information has been sent to the consultant. As more information becomes available, it should be shared with Ron or with Tony Allard, who will forward it to the consultant. Tony Allard, Sandy Anderson and Tom Mugan attended a meeting on April 11 with DOT on the collection of ACT 89 statistics.

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

The Wisconsin Coalition of Annuitants will be having its 2008 conference in Madison at the American Family Center on May 20. The ETF call center has been able to extend its hours from Monday through Thursday until 7:00 pm. The dual-choice period for changing health insurance plans for calendar year 2009 will be October 6-24, 2008. The annual out-of-pocket co-pay maximum will be increasing. SWIB (State of Wisconsin Investment Board) results are down, along with the rest of the stock market results. WREA (Wisconsin Retired Educators Association) has supplemental dental insurance that is available to retirees in the Wisconsin Retirement System.

Miscellaneous Items/Updates

Grievance training, along with training for section presidents and treasurers was held on March 29 in Stevens Point. It received very good reviews from the attendees. We will attempt to hold this every two years and will plan to include an introduction to the Constitution and By-Laws.

The most current list of grievance reps will be updated and shared. Many agencies have a very old list.



The SEA Annual meeting will be held the weekend of October 11 in Wausau. Any ideas for entertainment should be sent to Nichole Lysne or Tom Peronto of the Wisconsin Rapids section. The Board Meeting and general Members Meeting will be held on Saturday morning.

Gretchen Wheat discussed duties for the Nominating Committee. Since Gretchen is not running for re-election, she is Chair of the Committee. All section presidents will make up the Committee. Nominations will be accepted until approximately mid-July. Voting will be held in August.

Section Reports:

Madison — There are continuing concerns about bargaining. One member has retired and one has recently promoted from WSEU.

Southeast — Elections were held at the end of March with additional trustees elected. The positions of Secretary and Treasurer are now separate. There appears to be little interest in SE Freeway positions.

Green Bay — There are issues with the 30 cent add-on, particularly for new-hires. There is still conflict with RIMC and AMC members and the stand-by and call-back language. DOT is currently working on an Emergency Transportation Operations Plan due by the end of 2008.

Wisconsin Rapids — There was a recent quarterly staff /management meeting. Work-share with the SE could result in fewer positions. There is an increasing distrust in DOT management.

La Crosse — There was a Labor/Management meeting on 4/17. There are concerns over the number and quality of fleet vehicles available, particularly with the DNR members.

Eau Claire — There was a Labor/Management meeting on 3/26. There are concerns over reassignments and work share agreements with the southeast.

Rhineland — The Treasurer is resigning. They have 45 days to appoint a new one under their by-laws. They are looking for one non-DOT trustee.

Superior — No report.

Central Office/PSC — There are continuing concerns over bargaining.

DNR — The annual section meeting is scheduled for April 22 with elections for President, Secretary and Trustees. There is a meeting scheduled with the HR Office on labor/management issues, including the exit interview process.

State Agencies — There was a pre-SEA Day section meeting on April 28. Efforts are continuing to sign new members.

Financial & Membership Reports: *By John Bolka*

John moved to accept the March, 2008 Membership Report. Duane Hubeler seconded. Motion carried.

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



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

07-216 => 07-225 & 227 & 229 & 231 & 233-235	\$1506.90
M-078 => M-088	<u>\$2200.00</u>
	\$3706.90

New Business: The updated grievance rep list should be proofed and sent to Leroy Stublaski and Sandy Henke at the SEA office.

It was noted that some sections have presidents who are not in compliance with the term limits laid out in the Constitution and SEA By-Laws. Section By-Laws are not allowed to conflict with the SEA documents. After much discussion and one withdrawn motion, Duane Hubeler made a motion to give those non-complying sections until the August 9, 2008 Board Meeting to come into compliance. Bob Schaefer seconded. The motion carried. Bob agreed to write a short newsletter article explaining the situation.

The meeting was adjourned at 2:05 pm. The next Board Meeting will be on May 17, 2008, in Madison.

PUZZLING PUZZLER: *Not a ton of answers*



Josh is raising awareness for "National Walk Like an Egyptian Day" by calling people in his community, but Josh is very specific about whom he calls. So far, he has called:

Albert Bartel
Arnold Roland

Dale Adel
Erich Reich

Who will Josh call next: Edna Dean, or Leon Neal? And why?

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: 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?



Solution: 250 days. It is easiest to start from the situation where there is only one Ewok with a red hat. In that case, this Ewok would arrive at the party on the first day, and notice that he doesn't see any red hats. Since he knows that there should be at least one Ewok with a red hat, he concludes that he must have a red hat himself. As a consequence, the next day he doesn't show up at the party anymore.

If there were two Ewoks with red hats, they both would see one Ewok with a red hat on the first day. They know that if this Ewok doesn't return on the next day, he must have been the only one. If he returns, then there is no other conclusion than that they both must have a red hat. As a consequence, after two days they don't return to the party.

The situation where there are 250 red hats is identical, only now it takes 250 days before all Ewoks with red hats can conclude that they must have a red hat.

SEA View awards no winner this month. However, one informed member was kind enough to point out that the Ewoks in "Star Wars" lived on a moon, rather than a planet. Quite correct, but, um, er, the Ewoks in our puzzle were *re-settled*.

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).

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.