

**Set aside Wednesday April 22 for the State Capitol and SEA DAY – see inside**



## **DO THE RIGHT THING**

### ***OUTSOURCING COSTS UP, BUDGET CREDIBILITY DOWN***

When SEA received the results of its commissioned study on how state agencies have implemented Act 89, we expected – based on our own experience – that the study would document a lax agency approach toward evaluating the costs and benefits of outsourcing state work.

We already knew that outsourcing does cost more, thanks to numerous previous studies, including one by the state Department of Transportation (DOT). Sure enough, the new study further validated this. The study also indicated that

agency management may not always be fairly measuring the costs of using consultants instead of state staff.

But wait, there's more. Since the study data was collected, we have gathered even more evidence that the state is on the wrong track in outsourcing work. Even while the study's author was busy examining hundreds of state cost-benefit analysis forms from last year, SEA was receiving new cost-benefit forms as the state's outsourcing continued. And what do you know? **The forms clearly showed that outsourcing is still often more expensive than in-house efforts.** You can see examples on SEA's web site.

#### **From the President**



**Mark Klipstein**

Knowing this, how do state administrators from the governor on down still justify contracting out? They say: We just don't have the staff! And: We just don't have the expertise! **The trouble is, those are problems the state's own policies created.**

Consider, for instance, the argument that staff shortages force outsourcing. A state administrator recently told the Wisconsin Radio Network it's difficult to "deliver the program" when the agency simply has not hired any new employees.

"We've had, I believe, over 500 positions, because of budgetary constraints and you know whatever, that we haven't filled," the official was quoted as saying. "And in order for us to embark on this building program that we've had the past number of years, we've had to consult out.

"You know the governor's had to make some really tough decisions. Not just this budget but the last budget. And I don't know ... I don't know where, you know, where we go from here to be perfectly honest with you."

Well, members of the State Engineering Association have a suggestion where the state should go: Back to good government, which is to say, one that spends tax

*Turn to page 2*



**SEA VIEW SCHEMATIC**

**From the President:** *Further SEA analysis fortifies body of evidence that state outsourcing is inefficient, so why don't policymakers start doing the right thing? ALSO: Bargaining update. SEA requests mediation or fact-finding..... 1*

**Legislative Update:** *Gearing up for SEA Day April 22 ..... 4*  
**SEA Day at a glance** ..... 4

**Member Forum:** *Penny wise and pound foolish ..... 5*

**Close to perfect:** *SEA member enrollment at 99% ..... 5*

**Retirement and Health reports**

**Wisconsin Coalition of Annuitants board meeting** ..... 6

**Employee Trust Funds board meeting** ..... 7

**SEA Board Report** ..... 8

**?Puzzling Puzzler: PICKY PICKY** ..... 12



====> Check out this cool T-shirt on page 3

©2009 SEA / All rights reserved. Third parties are hereby given permission to quote or excerpt articles from this newsletter with proper attribution.  
Editor: Ron Legro

**From the President**

dollars wisely. Our leaders in Madison should do the right thing for a change, instead of using budget accounting tricks for the sake of political expediency.

As State Sen. Julie Lassa has pointed out, contracting road projects often ends up costing way more than simply filling vacant positions. Of course, this would mean renouncing the principle that the path to a more efficient government lies in laying off 10,000 or more highly experienced public employees, then getting the private sector to do their work for more money.

When private consultants on state contract replace state workers and burn more money, while using state office space, state communications equipment and other state resources – and occasionally even getting state employee awards – it’s simply a charade to claim that state government is as a result leaner. In fact, this all adds up to spending more money for less output and calling the extra cost a savings.

doesn't always have the expertise to handle a project in-house? Well, again, that's to a great extent the result of the state's own decision to send away that expertise. It's quite ironic when the DOT and other agencies claim the state lacks expertise even while they maintain huge state staff vacancies and overload remaining employees.

Also -- and SEA members know all about this after working nearly two years without a new contract – underpaying public employees who stay behind is a huge incentive for those employees to move on to greener pastures in the private sector. The state itself acknowledges that retaining talent and recruiting young prospects is already a serious problem, given its stingy approach to compensation.

As Sen. Lassa points out, it's problematic when talented staffers leave the state to do private contract work for twice as much money. It's even more problematic when some of those ex-staffers end up working under state contract – sometimes even in the very state office building they may have been assigned as public employees!

Now how is all of that a “savings”? Well, it isn't, in dollars, although perhaps certain elected and appointed officials might consider it a political savings to his or her own career. But they would be wise to keep in mind that taxpayers may well become fed up with these fiscal

**UNDERPAYING PUBLIC EMPLOYEES WHO STAY BEHIND IS A HUGE INCENTIVE FOR THOSE EMPLOYEES TO LEAVE STATE GOVERNMENT FOR GREENER PASTURES IN THE PRIVATE SECTOR.**



sleight-of-hand games and save themselves real money by outsourcing certain politicians next election.

**BARGAINING UPDATE:** SEA met with OSER on March 12 for the fifteenth time to bargain the 2007-2009 contract. The state offered the same economic package that it previously offered, an offer essentially unchanged when bargaining began. The economic offer remains less than that received by all other unions which have settled. The state's offer has been unacceptable and insulting.

**From the President**



*SEA member Ron Becker recently received his 20-year service pin from Rebecca Burkel, region operations director. Ron was among DOT staff who worked the floods during last June's incident response. His T-shirt was produced by SEA members protesting state outsourcing and unfair bargaining policies.*

At the end of the latest bargaining session, SEA handed OSER a letter we hope will help with dispute resolution and an eventual contract. SEA proposed to OSER that we use the mediation or fact finding process to attempt resolution of all outstanding issues. SEA also requested that OSER consider other options so we can proceed with the collective bargaining process.

On March 23, SEA requested that the Wisconsin Employment Relations Commission (WERC) appoint "any competent, impartial, disinterested person to act as mediator" in this labor dispute.

As of this writing, WERC and OSER have not responded to our request, and no future bargaining dates have been confirmed.

Our bargaining team remains committed to getting a fair contract for our members. We will continue to strive to find the best options to expedite this process.

We continue to work with other organizations of possible unit clarification changes in the UW system. This could mean additional members but may take some time since we are early in the process.

**SEA DAY:** SEA day is April 22<sup>nd</sup>; we encourage all members to attend. This is an excellent opportunity to share issues with your legislators.

Please continue to be professional in what you do even though that may be difficult during these uncertain times. Please work with your local SEA representatives on ways to show our unhappiness with this existing situation and to share with the public the value of state employees.

Please stay or get involved in the Association. You can make the difference.

Respectfully,

**Mark Klipstein**

**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.



## Legislative Update

By Tim Hanley  
Second Vice President

## ***SEA Day is your chance to be heard; join in our day of legislator visits on April 22***

*Hello all,*

**SEA Day is set for April 22, 2009.** See your section president for SEA Day details and to sign up. We are a grass roots organization, and as a member your support and involvement makes the difference. Everyone's participation makes us a stronger organization, so sign up with your section president.

The Association is making progress educating and communicating our concerns to the Legislature, and we will continue. We must continue to be agents of change because, as front-line state employees, we know where efficiencies in government can be found. We are a special breed of taxpayers who need to share what we know with the public and with policymakers.

SEA continues to be busy with follow-up and distribution of the Act 89 study we recently completed. See your section presidents or visit the SEA website if you would like to review the study. It confirmed that state engineering professionals continue to be a real value and represent cost savings to the state.

Based on this data it would be reasonable to expect that the governor act responsibly and spend taxpayer dollars wisely. However, his budget proposal continues to plan for more outsourcing in state government while cutting vacant positions.

We are following the Joint Finance Committee hearings around the state and section presidents are working to get to the hearings to provide written or verbal testimony. At the hearings we are urging support to keep Act 89 in place.

The act is an important tool for tracking wasteful spending. Members also have urged that the state fill vacant engineering positions now in order to save money. They oppose the governor's request to give the Department of Administration secretary the power to move employees at will, without legislative oversight.

Members, you can make a difference and do have something to say. You all have the power of the vote. I look forward to seeing you all on **Wednesday April 22, 2009** at SEA Day.

Respectfully,  
Tim Hanley  
2<sup>nd</sup> Vice President

### ***SEA Day at a glance***

Who - SEA members and legislators

What - SEA's annual visit to the Capitol to share our issues and concerns.

When - 9:30 a.m. Wednesday, April 22. Set aside a day off work to attend. After a brief group meeting, individuals and teams split up to visit their legislators' offices. The schedule will occupy most of the morning. Then feel free to meet up with other members for lunch on your own, comparing notes or simply enjoying the camaraderie, the Capitol and the city. You'll have plenty of time to return home.

Where - Room 330 SW, State Capitol. This is subject to last-minute change if the Legislature changes schedule; if so, we'll post new directions at the door. For maps, parking directions and more visit <http://www.wisea.org> and from the left menu click on SEA Day. Also be sure to check with your Section President to alert them you're going, to arrange car pools, or get other details.



## Penny wise and pound foolish

By Charlie Cameron, *WDNR Environmental Engineer*

**MEMBER  
FORUM**

While state employees are sometimes labeled Public Enemy Number One, most are really Public *Servant* Number One. As an environmental field engineer in both the drinking water and wastewater programs, I have been labeled both. Many local agencies and citizens, though, recognize the value of our expertise and seek it out regularly. See my call log if you don't believe me. As softies, many of us rise to the occasion and deliver for them.

When I complete a drinking water or wastewater inspection, my eyes are not only fixed on public health and environmental threats, which I have resolved many times. I also like to look for recommendations that can save a few dollars. Many other engineers know exactly what I am talking about. We can tell stories where a local utility or company followed through with a recommendation during a compliance visit or board meeting and ended up saving thousands and even millions of dollars. Not bad for a days work in a regulatory program.

While you probably won't see this sort of savings as a line item in your agency's budget, the local units we serve and their customers will surely see it in theirs. There is nothing wrong with that.

One community that I regularly visit talked for years about eliminating one of its smaller sewer treatment plants. The community wanted to consolidate flow to its larger plant. As so often occurs, the time for resolution presented itself when another community across the river and state line had to spend hundreds of thousands of dollars, and later millions, to meet its own growing service area and discharge requirements. With recommendations to both administrations, these two communities came together and negotiated a joint consolidation project. Two years later, two sewer plants were eliminated into the larger plant saving both communities thousands and possibly millions of dollars. The beneficiaries are the 50,000 customers who pay the sewer bills.

Do these customers know about this benefit? Probably not. Does that benefit matter? Most assuredly it does. If nothing else, I can go to bed a little happier.

One might say that this sort of resolution was luck or an isolated case. I disagree.

*Turn to page 6*

### CLOSE TO PERFECT

#### 99 percent in SEA are enrolled

Much improved recruitment by SEA's State Agencies Section has helped push the Association to 99% of possible signed voting enrollment for the entire 1,129 members.

Larry Legro, State Agencies president, told the board at its March meeting that his section's membership is at 140 members out of a possible 148 – about 95% enrollment. Historically the section never has had more than about 70% signed voting members, Legro said.

Among 1,129 total members as of March, Treasurer John Bolka reported that SEA has 1,113 signed voting members. A total of 16 members statewide remain and unsigned.

All SEA-represented staff are members, and SEA bargains for and represents each of them whether they are signed, voting members. Without signing a membership card, members cannot vote on any SEA business or hold office in the Association.

Each local treasury is funded by a \$1 per member monthly kickback from SEA's main treasury. An extra \$50 is added to all 11 sections on top of the dollar dues. Thus, becoming a member helps the local stay strong and gain funds to hold meetings, send out materials, pay for some annual meeting members costs and more.



I have experienced this on many occasions and have spoken with colleagues who have accomplished these regular feats of wonder themselves. Solid technical expertise has payback, and it should!

**MEMBER  
FORUM**

The opposite is true as well. In an era of cut backs, short cuts, and mimicry, many local units and companies will get burned by not having expert advice or by getting wrong advice from a novice. This is not hard to do when complex infrastructure systems are involved, or when seasoned staff leave, or when you fill slots with those having less technical experience because you can't afford quality personnel.

Private engineering firms have the same issues. However, their work is complicated by a pesky detail called "maintaining profit margin." Their well-defined project scope typically does not allow them to work outside the box to save their clients dollars. Why should they, since a problem today becomes a contract tomorrow or a lucrative "change order" today?

In the end, everyone pays market price and you get what you pay for. The best advice is often an old saying, one I have given to many sewer and water boards. Don't be penny wise and pound foolish: 1) Hire the best engineers you can afford, 2) Pay them well so they don't walk, 3) Then turn them loose. You won't be disappointed.

## Retirement and Health Insurance Report

by Bob Schaefer, *SEA Retirement & Health Insurance Representative*

### WISCONSIN COALITION OF ANNUITANTS BOARD MEETING – March 18, 2009

Following is a summary of the items discussed at the March, 2009 WCOA meeting. Additional details are available upon request.

The **annual conference** has been set for Wednesday May 20, 2009 at Madison Turners, 3001 S. Stoughton Rd, Madison. If you want to get a general idea of how the Investment Board is performing and what that performance may have to do with you, you should come to this meeting. Written questions will be accepted at the meeting.

Matt Stohr, director of legislative affairs and communications for Employee Trust Funds (ETF), was available for information, comments and to answer questions regarding ETF. Mr. Stohr emphasized that there is a lot of information on the ETF web site. The most recent had to do with the Variable Fund. The web site is at: [http://etf.wi.gov/news/variable\\_fund.htm](http://etf.wi.gov/news/variable_fund.htm).

The contribution rate for general employees and employers may increase. At the June ETF meeting, the ETF Board will consider recommendations provided by the actuary regarding contribution rates. The tentative increase for general employees will be somewhere around 0.7 to 0.9 of one percent. When the board meets, it will be setting the rate effective January 1, 2010. Additional adjustments may be required in order to maintain the integrity of the retirement fund.

Mr. Stohr mentioned several budget items that may impact ETF. Governor Doyle made a verbal comment in his budget address regarding potential cost increases for employees regarding health co-pay and retirement

*Turn to page 7*



contribution co-pay. There was no direct information found in the budget regarding this comment. These issues will be worked out in negotiations with the bargaining units. One item noted was the provision to transfer employees anywhere. See AB 75 (Page 63)

**Retirement and Health Insurance Report**

Additional budget items are inclusion of domestic partner. Another item involved extending the length of time that a dependent could be covered by health insurance. Currently, students can maintain coverage through age 25. The proposal would extend this to age 26. Some other bills being considered are insurance for families with children that have autism and for dependents that require hearing assisted devices. Some other bills being considered are SB88 and companion bill AB126, also SB 65. A few other items discussed bringing Wisconsin into compliance with federal regulations.

Mr. Stohr also covered some of the items in the proposed budget including position requests and a proposed new building. ETF is currently in two buildings.

A presentation was made regarding the performance of the Core Fund and Variable Fund overtime. The core did outperform the variable since 1986. An information hearing was provided to JSCRS regarding SWIB's active participation on company boards as a member or as a stock holder. The entire presentation can be found at [http://www.wiseye.org/wisEye\\_programming/ARCHIVES-jointcommittees.html](http://www.wiseye.org/wisEye_programming/ARCHIVES-jointcommittees.html)

- Bob Schaefer

**EMPLOYEE TRUST FUND BOARD MEETINGS – March 19 & 20, 2009**

Following is a summary of the items discussed at the March 2009 WCOA meeting. Additional details are available upon request.

The actuary, Gabriel Roeder Smith & Company, presented a report, Wisconsin Retirement System, 26<sup>th</sup> Annual Actuarial Valuation of Retired Lives to the Teachers Retirement Board, Wisconsin Retirement Board and Employee Trust Funds Board. The report went into detail on how the dividend was calculated for both the core and variable funds. The report [http://etf.wi.gov/boards/agenda\\_items\\_2009/2008WRSRetiredLivesValuation.pdf](http://etf.wi.gov/boards/agenda_items_2009/2008WRSRetiredLivesValuation.pdf) can be found at the ETF web site.

The following information was obtained from SWIB regarding the status of the fund.

	<b>January Percent Gain or Loss by Fund</b>	<b>February Percent Gain or Loss by Fund*</b>
Core Fund	-4.8%	-10.7%
Core Fund Benchmark	-5.2%	-11.2%
Variable Fund	-8.2%	-17.4%
Variable Fund Benchmark	-8.5%	-17.7%

	December 31, 2008 (millions of dollars)	January 31, 2009 (millions of dollars)	February, 2009* (millions of dollars)
Core Fund	\$57808	\$55303	\$51404
Variable Fund	\$3995	\$3667	\$3330
Total	\$61803	\$58970	\$54734

\*Preliminary Estimates



A report provided by Bob Willet, Office of Trust Finance and Data Analysis, ETF, provided some insight into what may be the outcome of the impacts from this year's SWIB performance. If the fund meets the assumed actuarial estimate of a positive 7.8% for the next several years, annuitants will see negative dividends in the core fund through 2012 at a minimum. It would take a 27.9% to 30.7% recovery of funds to not have a negative return in 2009. There would still be a negative return through 2012 with the average return of 7.8%. Over time, the 7.8% is used because that reflects average returns by the fund over the last several years of operation.

## Retirement and Health Insurance Report

The ETF again discussed the possibility of a change in the contribution rate for employees and employers. Additional information on this area of interest will be discussed at the June 2009 meeting.

If you are in the Variable Fund, get in touch with ETF about what your options are and make an appointment. Check out ETF's web site for additional information.

Again, just for your information, the WCOA is hosting the Annual Conference on May 20. See the announcement in the WCOA notes.

-- Bob Schaefer

## March 21, 2009 Board Meeting Summary

Meeting held at La Quinta Inn & Suites, Madison

By Reiny Yahnke, Secretary

### Attendance:

**Executive Board:** Mark Klipstein – President, Leroy Stublaski – First Vice President, Tim Hanley – Second Vice President, Reiny Yahnke – Secretary, John Bolka - Treasurer

### **Board Members:**

Tom Peronto, Wisconsin Rapids President  
Larry Legro, State Agencies President  
Brian Mattson, Superior President  
Khader Abu Al-eis, Madison  
Steve Dunn, DNR Madison President  
Mike Wendt, Rhinelander President

Dave Solberg, Eau Claire President  
Tony Allard, Green Bay President  
Carl Bujanowski, Central Office  
Jeremy Tomesh, La Crosse President  
Carolynn Gellings, Southeast President

### **Specialists:**

Willie Haus, Attorney  
Bob Schaefer, Health & Retirement  
George Michelson, Compensation

Sandy Henke, SEA Office  
Ron Legro, Communications Specialist

Guest: none

---

Turn to page 9

**Meeting Begins:**

Mark Klipstein called meeting to order at 8:40 am. Introductions were made.

**Approvals:**

The February 21, 2009 Board Meeting minutes were reviewed. Khader Abu Al-eis moved to accept the minutes with changes. Karl Bujanowski seconded. Motion carried. The Correspondence Report was reviewed. Mark Klipstein accepted the Correspondence Report as written.

**President's Minute:** In light of March Madness, Mark spoke about SEA sticking together and winning by playing the team game. Volunteering for extra work activities is not being recommended by the Board in response to the disrespect the Association has been shown over the last 18 months of bargaining. Agency to agency transfer issues in Green Bay were discussed. Discussed the results of an arbitration hearing held this past week in regards to contract uniformity. AFT has presented SEA with a draft proposal regarding the potential unit clarification of university staff. George Mickelson, Larry Legro, Tim Hanley, and Willie Haus have reviewed the proposal.

**Bargaining and Legal:** *By Willie Haus*

George Michelson presented an article for Hewitt indicating the construction/engineering industries will continue to see above-average salary increases (4.5%).

Tim Hanley provided a hard copy of SEA's request for mediation and fact finding for Section Presidents to post. Tim Hanley is working on a one page PDT fact sheet. The next bargaining session is scheduled for April 27<sup>th</sup>.

**Legislative Report:** *By Tim Hanley*

Tim passed out a SEA Day planning sheet. Sections should start planning for their arrangements to attend SEA Day on April 22<sup>nd</sup>. Room 330 SW at the Capitol has been reserved for SEA Day. SEA as a group will meet at 9:30 on that day. Tim is continuing to work on an information booklet for SEA Day.

Motion by Tim Hanley for up to \$3500 for SEA Day informational materials. Seconded by Tom Peronto. Motion passed by voice vote.

Tim passed out the Joint Finance Committee public hearing schedule for the 2009-'11 biennial budget. Each section should testify at their local hearing. Talking points will be emailed out in the near future for this.

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

The deadline for the newsletter articles is March 28. Forward any stories or pictures to Ron for the newsletters. Discussed creative options to further publicize the Act 89 report such as guest editorials, radio call-ins, budget hearings, hot links to the report in political blogs.

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

Note: A-xxx indicates an Association grievance

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

A-351 (filed 7/19/01) – DOT D4 – RLS exam reimbursement. Consolidated with A-307.

A-352 (filed 6/25/01) – DOT D3 – PE licensing fee reimbursement. Consolidated with A-307.

A-361 (filed 10/30/01) and A-362 (filed 10/31/01) – DOT D1 and D2 – Assignment of scheduled overtime. Arbitration pending .



- 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-389 (filed 5/30/03) – DOT D3 - PE licensing fee reimbursement. Consolidated with A-307.
- A-394 (filed 8/1/03) – DOT D1 – Discipline Reassignment. Filed at Step 4.
- A-395 (filed 5/3/03) – DNR NER – PE Exam Reimbursement. Consolidated with A-307.
- A-402 (filed 3/25/04) – DOT-DTID – Discipline without just cause. Favorable decision reached on 1/5/09.
- A-405 (filed 4/5/04) – DOT D5 – PE Exam and licensing fee reimbursement. Consolidated with A-307.
- A-410 (filed 6/29/04) – DNR Water – Granting of Restoration Rights. Filed at Step 4.
- A-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.
- A-429 (filed 4/27/05) – DOT D5 – PE licensing fee reimbursement. Consolidated with A-307.
- A-430 (filed 4-27-05) – DOT D5 – PE Exam Reimbursement. Consolidated with A-307.
- A-431 (filed 4-27-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. Consolidated with A-307.
- A-432 (filed 4-27-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. Consolidated with A-307.
- A-435 (filed 11/30/05) – DOT D4 - PE Exam and Licensing Fee Reimbursement. Consolidated with A-307.
- A-436 (filed 11-18-05) – DOT D2 - PE Exam and licensing fee reimbursement. – Consolidated with A-307.
- A-439 (filed 11-29-05) – DNR - Extra Mileage. Filed at Step 4.
- A-440 (filed 11-09-05) – DOT D1 - Lunch Money. Filed at Step 4.
- A-444 (filed 3-14-06) – DOT D2 – Individual Bargaining. Filed at Step 4.
- A-446 (filed 2-14-06) – DOT SW – PE exam and licensing fee reimbursement. Consolidated with A-307.
- A-447 (filed 3/27/06) – DOT NCR – Fleet vehicle assignment & utilization. Filed at Step 4.
- A-448 (filed 5/12/06) – DOT NCR – HAM used on current state employee in promotion. Filed at Step 4.
- A-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-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-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.
- A-477 (filed 4/29/08) – DOT NCR - Denied 2 hours call-back time. Moved to Step 4.
- A-478 (filed (9/08) - DHA – Turndown Mileage Rage. Moved to Step 4
- A-479 (filed 11/25/08) – DOT NER – Demotion without just cause. Favorable decision reached on 1/6/09.
- A-481 (filed 12/28/08) – DOT NW – Employer failed to properly fill position. Moved to Step 4.
- A-482 (filed 2/23/09) – DOT DTSD – Denied standby pay for calls during lunch. Moved to Step 4.

Motion by Leroy Stublaski to move A-482 to step 4. Second by Khader Abu-eis. Passed by voice vote with two opposed. Motion by Leroy Stublaski to move A-483 to step 4. Second by Khaber Abu-eis. Passed by voice vote with one opposed.

**Health and Retirement Report:** *By Bob Schaefer*

Bob distributed several attached documents regarding the WRS and the impact of the market fall. The WRS website is a great source for retirement information. The governor's proposed 2009-'11 budget contains the following proposals, which have an impact on the retirement system: benefits for domestic partners, retirement eligibility for educational support personnel, increasing the age under which children can receive coverage. Bob



will continue to track these items for SEA through the budget deliberation.

**Section Reports:**

*Madison* — The Madison section had its annual meeting/election on March 12. Khader was re-elected as section president and all the section board incumbents.

*Southeast* — Members are concerned over management secrecy and fleet reductions for construction vehicles. Local meeting will be held next week.

*Green Bay* — The section lost two DOT SEA members in the past month. Once CE-Adv left for a local DBE consultant and one CE-Senior took a promotional opportunity with DHS. It was announced that the Green Bay DOT office will be losing eight fleet vehicles (79 statewide at WisDOT). The Green Bay office was asked to provide a warm welcome for the twelfth consultant to work within the office. The latest position is as a utility coordinator. Section elections were held and all incumbents retained their positions.

*Wisconsin Rapids* — A local meeting will be held March 24. Various possible grievance topics were discussed.

*La Crosse* – Section annual meeting will be held on March 31. Members are concerned over the inadequate DOTNET. Members recently met with Rep. Schilling to share their concerns.

*Eau Claire* – Section meeting will be held on April 16. An engineer has left for MnDOT with bargaining, contract issues, and future pay being a consideration. First in-house consultant started last week in Real Estate. left for MnDOT

*Rhineland* - Discussion and concern is occurring regarding the governor’s HR consolidation proposal. Members frustrated over bargaining. A local meeting will be held on March 24.

*Superior* — Members are concerned over the governor’s proposal to close the State Patrol Spooner office. Motion by Brian Mattson for the Superior Section to direct-bill up to five rooms at La Quinta Inn for SEA Day. Second by Caroline Gellings. Motion passed by voice vote.

*Central Office/PSC* — Another in-house consultant has been added. Members are concerned over fleet reductions and bargaining.

*DNR* — The local section annual meeting will be held on April 21. Members are concerned over the governor’s proposal to reassign employees.

*State Agencies* — Local section meeting will be held to plan for SEA Day.

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

John moved to accept the February 2009 Membership Report. Tony Allard seconded. Motion carried.

John moved to accept the February 2009 Treasurers Report. Tim Hanley seconded. Motion carried.

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

M-81 => M-97	\$2800.00
08-190 =>08-206	<u>\$2159.89</u>
	\$4959.89



Turn to page 12

**New Business:**

Tentative upcoming board meetings: April 18, May 16, June 20, Aug 15, Sept 19, Nov 7 (Annual Mtg), Dec 19  
SEA DAY is scheduled for April 22<sup>nd</sup>. The June 20<sup>th</sup> meeting will be held in Stevens Point.

Meeting adjourned at 2:26 pm

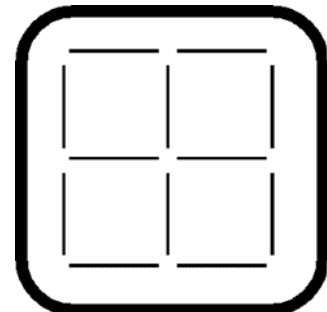
**WANTED: Your comments, calendar items**

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](mailto:sea_wis@yahoo.com)



**PUZZLING PUZZLER: Picky, picky!**

Make the shape you see to the right using 12 toothpicks. Now, move only 2 toothpicks, and make a figure with 7 squares. [You may draw your answer and submit it as a graphics file, or simply describe your solution to us in words.]



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

Last puzzler: **A man and a woman are being interviewed by a news correspondent who asks each of them if they're registered to vote by political party. "I am a Socialist," says the man. "I am a Libertarian," says the woman. Assume that at least one of the two is lying. Name the liar, and share your reasoning.**

**Answer: Both of them are liars. If the woman was lying, then there would be two Socialists. If the man was lying, there would be two Libertarians. We are told that one is a Socialist and one a Libertarian and that at least one of them is lying. Therefore, both are lying.**

**Congratulations to the first person who arrived at the correct deduction: Matthew W. Haefs, P.E., Project Manager - Fond Du Lac County, WISDOT - DTSD - NE Region. Matthew actually went beyond the basic layer of logic called for in reaching his answer. "Both of them avoided the question at hand, and sometimes avoidance is a sign of lying. The newsperson asks them IF they're registered to vote by political party and not WHICH party they belong to or WHAT party they back. A simple YES or NO answers the newsperson's question. Then they could elaborate further if they so desire and state which party it is."**

**SEE YOU NEXT MONTH**