



SEA View



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Lose-lose at the bargaining table

Uncivil service

The nation has in recent years been advised from some quarters that government should make itself more efficient by operating like a private business. The message obviously has gotten through, because the State of Wisconsin continues to act as if privatizing its functions, even at admittedly higher cost, is a sensible strategy. But then, why is the state insistent upon using a traditional labor bargaining model that many truly successful businesses and their employee unions are abandoning?



From the president

Do state-ordered furloughs violate employee contracts? See page 3.

Now serving the public more than two years without a new contract

More important: Why is the state so inefficient at using this traditional bargaining model? Is it a secret battle plan intended to frustrate the process, or is it just plain incompetence?

The on-line Encyclopedia of Business explains that the traditional bargaining model still used by the state involves an adversarial style of negotiating: "Each side places its demands and proposals on the table, and the other side responds to them with counter-proposals. The process is negative and involves a struggle of give-and-take on most issues." *Turn to page 2*



SEA VIEW SCHEMATIC HAPPY INDEPENDENCE DAY

From the President: *SEA members can be forgiven for wondering whether state bargainers are incompetent, or purposefully trying to prevent a new contract. ALSO: Are furloughs legal?* 1

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The struggle would be worth it if the state were as serious about the give-and-take aspect. Unfortunately, SEA's recent experience with the state has been unrewarding. The way the Office of State Employment Relations "bargains," the process goes on and on, hinging almost always on what OSER came in demanding.

The Encyclopedia of Business also describes a more modern labor negotiation model, increasingly used in that very same private sector the state is trying so hard to emulate. The new model starts out by identifying common goals. What would be goals common to the State of Wisconsin and members of the State Engineering Association of Wisconsin? How about: retaining and nurturing talent, providing government services to the public in ever more efficient ways, and setting good examples for other units of government, not-for-profits and the private sector?

From those mutual goals, the two sides using the modern model work out a win-win deal that lifts all boats. Under the traditional negotiation model, the state has no obligation to link efficiency and productivity to thoughtful planning and reasonable working conditions. The state evidently would rather waste more money than change its methods.

Why is that? In recent decades, the ideal of a civil service that makes sound technical decisions based on rational planning has fallen into disrepair. The firewall between rational planning and political expediency is crumbling.

Disagreeing with the East Wing of the Capitol, where the governor's office holds court, increasingly is unhealthy for management careers.

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Governor signs budget, vetoes contractor limits

Gov. Doyle signed a two-year budget on June 29 that closes a \$6.6 billion deficit. Among other measures, the budget cuts state agency resources while protecting outsourcing.

Surviving is the governor's plan to invoke state employee wage reductions, lay-offs and unpaid furloughs. For many employees the budget-cutting moves will amount to a five percent wage cut -- 2% raises that were rescinded, and unpaid furloughs equal to about 3% of pay. Good news: furloughs will not cut earnings for retirement calculations.

Doyle also vetoed language that would have required cabinet agencies to review and possibly limit private contractor positions in state government. Agencies would have had to enumerate consultant positions, identify costs, and list the number of state positions required to perform the work instead. SEA supported the measures.

"While I concur that state agencies should be reviewing and limiting, where appropriate, the use of private contractor positions, I am vetoing these provisions because [their] use ... should be reviewed across all state agencies, not just the executive branch and because these provisions are administratively burdensome," Doyle wrote.

Among the consultant-related measures the governor vetoed: prohibit executive branch agencies from hiring private contractor positions or consultants when a state hiring freeze or mandatory furlough of state workers is in effect; and the measure by Sen. Julie Lassa requiring agencies to review outsourcing policy and identify potential savings of one percent that could be implemented by the Legislature's Joint Finance Committee.

Doyle wrote: "To reduce state agency appropriation authority by a further one percent based on the reduction of private contractor positions during a time when agencies have to manage significant funding reductions could lead to unacceptable gaps in service or delays in meeting critical business needs."

He said cost-benefit analysis required under current law "will continue to ensure that all contracts entered into by agencies are done so only after a thoughtful analysis of need." That presumably includes Act 89, also supported by SEA, an accountability measure the governor earlier tried but failed to delete.

Doyle said he is requesting that agencies "review the use and hiring of private contractor positions during these difficult economic times." He ordered a central review process involving OSER, Division of Legal Services and Bureau of Procurement "to manage the use of private contractor positions to achieve additional savings while maintaining the high service standards Wisconsin citizens expect from state government."



But after the layoffs and furloughs and continuing efforts to short-sheet us at the bargaining table, our work must still get done. So the state outsources some more of it, and then sends the bill to taxpayers, including us. The absurdities are straight out of a "Dilbert" cartoon.

It's sad, not just because SEA members are still working under a deal largely negotiated way back in 2005, but also because, in this awful economy, we all need to stick together.

I am very gratified that the members of our hard-working Association continue to stick together in the face of what has been a very uncivil contract bargaining process. Read the account on page 4 of this newsletter, describing the way SEA's most recent "bargaining" session with OSER went, and you'll see just how uncivil a process it has been.

Remember: We are stronger when we are united.

WATCHING THE FURLOUGHS SEA continues to review the new state budget. Among our concerns is approval of the governor's mandatory unpaid furloughs plan, SEA's attorney will evaluate the legality of furloughs as they pertain to our members. A June 29 arbitrator's ruling killed Milwaukee County Executive Scott Walker's plan to shorten work weeks to 35 hours for some 2,000 union workers. The arbitrator said imposing the cuts violated the county's labor contract with District Council 48 of the American Federation of State, County and Municipal Employees. However, it is not yet clear whether the state's version of furloughs has similar implications for represented public employees at the state level. We'll find out.

Respectfully,
Mark Klipstein
President

The firewall between rational planning and political expediency is crumbling ... The absurdities are straight out of a "Dilbert" cartoon

Below: The June SEA Board meeting was held in Stevens Point





Nice work if you can get it.

SEA's meetings with OSER continue. These meetings are where our long-overdue contract supposedly is bargained. OSER has told legislators it is bargaining in good faith, and making progress. OSER meanwhile told SEA that we should try to have a settlement by mid-June. Here is an example of what OSER is doing, or not doing, or doing very slowly, to help achieve that goal.

**Time line for SEA-OSER bargaining session #18
June 11, 2009, Madison**

8:30 am -- SEA team meets early to caucus and go over some presentations. SEA president had informed OSER via email the day before that SEA team would be ready to meet at 9:30 am.

9:30 am -- SEA team finishes its preparations and begins waiting for OSER.

11:38 am -- OSER comes to conference room door. Asks when SEA will be ready, because OSER wants to release its team for lunch. SEA replies that our team has been ready since 9:30 am, as previously communicated to OSER. OSER says its team will arrive shortly.

11:40 am -- OSER team arrives. SEA presents counter offer, providing economic data from two sources. OSER's economics representative asks a minor question about the materials. OSER spokesperson tells us us to wait while OSER team caucuses; says they will get back to us before we go to lunch.

12:03 am -- OSER spokesperson returns, advising she has to go back to OSER offices and do some research and that, as a result, OSER will not be making any counter offers today. SEA team is advised that we can remain and caucus among ourselves, or quit for the day. SEA team goes to lunch and discusses the new OSER low in bargaining (or, more accurately, meeting).

While at lunch, SEA attorney receives message that OSER wants to talk with him. He returns call, gets voice mail and leaves a message. OSER representative eventually calls back and indicates that we should disregard the earlier message.

Early afternoon -- Following lunch, with the ball still in OSER's court and no further contact from OSER representatives, SEA team quits for the day.

The above is what the state calls a fair and productive collective bargaining process.



Success Rule #1: it's about more

Legislative Update

By Tim Hanley
Second Vice President

than just showing up. Example: OSER

Hi all. At the June board meeting, I provided some guidance and helpful tips on how to communicate our issues to our political representatives. I handed out a short listing of some key points that you may want to incorporate in your own messages, and also some resources that can help you stay informed. Please see your section president and ask for a copy of that information.

I also want to thank everyone who has made contact with their representatives and shared that information with SEA via your section presidents. Please continue your good work.

Also, a reminder that summer presents a great opportunity to connect with political leaders who share ideals and principles that SEA thinks are important for good government. Those of course include cost effectiveness, institutional memory, limits on outsourcing, and so on.

OSER spent the better part of a complete, eight hour bargaining session working on a simple SEA proposal regarding blood donations.

While SEA Day is a very effective outreach tool, you don't have to go to the Capitol to make a difference. You can connect with your legislative representative right in the district where you live. Besides visiting or contacting their home offices, you can talk with your elected officials at a parade, volunteer to help them at a public event, visit with them and their party at local festivals, and more.

Call their district or Madison office for a schedule of local activities and plan accordingly. Don't be shy greeting them. Explain that you're a constituent and a state employee. Communicate openly and honestly about how you feel the administration has been treating state engineers and what you think about this outsourcing issue.

I also want to address some of the responses we are getting back from our elected representatives on the bargaining issue, and the OSER comments in reaction, which they have passed along. The spin OSER has put on the bargaining process is, in effect, that bargaining is all about meeting. While it is true that you have to meet to bargain, meeting in itself is *not* bargaining.

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No one disputes that OSER meets with us; in fact, they appear willing to meet an unlimited number of times, and have already wasted a significant amount of state resources without apparent regard. What we are looking for is reasonable, productive, good-faith bargaining where the other side's representatives have real authority to make decisions and reach a tentative agreement at the bargaining table.

That is not what we have experienced this time around with OSER. We requested mediation and fact finding, and OSER turned us down. Hmmmm. Might it be they don't want a mediator to take an objective, outside look at their performance?

What do we mean? Here's a specific example of OSER "bargaining": SEA submitted a proposal that provides a process for employees to make blood donations. We copied that language from another employee contract that was already approved by OSER and in place. OSER spent the better part of a complete, eight hour bargaining session working on this. I believe we had three or four exchanges with the OSER team before coming to a tentative agreement on this one language item. Sadly, that was one of the most productive days of "bargaining" we have had. Most people in their jobs with the state could have dealt with this issue in less than 15 minutes, but not OSER, for whom this was worth an entire day of "bargaining."

We have made it a priority to share with SEA section presidents very timely and accurate summaries of each bargaining session. One of those summaries, the latest, is included in this issue of SEA View. I

encourage you to contact your section president and review the summaries that have been provided to them after each bargaining session. Look at all 18 summaries together and consider them objectively. What conclusions do you reach?

Feel free to share those summaries with your elected representatives, as well, asking for their own objective opinion. It is my opinion that these summaries could be used in a labor relations academic setting to demonstrate bad faith collective bargaining! But you decide.

We have also encouraged member attendance at bargaining sessions to see first hand how this process is led – maybe that should be in quotes, too – by the state. Several members who have attended as observers have later come to tell me it is unbelievable how these meetings are conducted. But it is real.

Respectfully,
Tim Hanley

Look at all 18 bargaining summaries together and consider them objectively. What conclusions do you reach?

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.



Retirement and Health Insurance Report

By Bob Schaefer, Retirement & Health Insurance Representative

RETIREMENT & TRUST FUND JOINT BOARD MEETING – June 18, 2009

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

Under a new format, the State of Wisconsin Teachers Retirement, Wisconsin Retirement and Employee Trust Funds (ETF) boards met on one day to discuss issues pertinent to each group. The new format was approved at the previous meeting.

Highlights from this meeting primarily focused on the actuary report regarding changes to the 2010 Wisconsin Retirement System (WRS) contribution rates. The actuary studies the situation and makes a recommendation to the board. The board can accept or request additional information. If the ETF Board accepts the report, the contribution rates would then change in January 2010.

The new contribution rate for general employees will go from 10.4 percent to 11 percent starting Jan. 1, 2010. Retirement language can be found in Article 13, Section 10 of the 2005-'07 contract. The increase is modest in light of what happened to the WRS at the end of last year and the first part of this year. You can find additional information at http://etf.wi.gov/news/ht_20090615.htm

One change recommended by staff to Administrative Codes ETF 10.08(2)(b)4 and ETF 50.30(4) related to termination of employment and administrative leaves of absence. The change in language will conform the eligibility criteria regarding termination of employment for s. 40.63 disability annuities with the criteria regarding long-term disability insurance benefits under s. ETF 50.54(2)(b). The proposed change was presented to all groups and approved. The change will now be sent to the Legislature for review.

The language regarding closing the Variable Fund has yet to be introduced in the Legislature. The delay is a result of the work on the budget by both houses. ETF expects this language to be introduced in the next few months.

The Division of Retirement Services made a presentation to the board. Needless to say, all of the bureaus in this division have been very busy handling changes, phone calls, emails and walk-ins. Member Services had 177,000 calls last year. Most of the calls were answered within five minutes and took about four minutes to answer. The division recommends that if you wish to connect to the system, call early in the morning. Offices are open from from 7:45 am to 4:30 pm. For more contact information go to <http://etf.wi.gov/contact.htm>

– Bob Schaefer



STATE OF WISCONSIN INVESTMENT BOARD MEETING — June 10, 2009

Following is a summary of the items discussed at the June 2009 State of Wisconsin Investment Board (SWIB) meeting. Additional details are available upon request.

SWIB will have a strategy workshop on Oct. 7 and 8 at the Oosthoff in Elkhart Lake. Meeting objectives include asset/liability modeling, reports by actuaries and staff, risk/return policies, hedge fund directions and other value-added strategies, economic conditions and implications and related discussions with the Board of Trustees.

The budget discussions are still an issue for SWIB. The board's employees, except for four positions, are totally funded by the investment fund. Current budget authority provides for a \$30 million appropriation. Proposed budget reductions and furloughs will directly impact SWIB's ability to carry out its fiduciary responsibilities and may result in hiring more expensive outside consultants to get the work done on behalf of state employees. Sound familiar?

SWIB has shown recently that the handling of funds in-house has saved several millions of dollars. The current state budget proposal interferes with that program. Perhaps the Department of Administration (DOA) should listen to the various departments and reconsider its across-the-board approach to the budget crisis especially when its moves will not be cost-effective.

Several of the governor's budget proposals that could have impacted SWIB were removed by the Joint Committee on Finance. The transfer of human resources staff to DOA, elimination of vacant positions after 12 months by the DOA secretary and the transfer of employees to other state agencies by the DOA secretary were removed. Some other provisions in the governor's proposed budget such as moving all legal services to DOA did not apply to SWIB since it is not a cabinet agency.

Under current law, the DOA secretary may reallocate a percentage of general fund appropriations. Again, the investment fund does not use general purpose revenue funds and this will be closely watched by SWIB. There was also the proposed limitation on the use of consultants. SWIB uses consultants to support staff and not replace staff and here, too, SWIB uses investment funds to pay these consultants. Once again, the Legislature appears to be interfering with the operations of SWIB and ETF. Continued interference by the Legislature and governor in these programs which serve current participants and annuitants are problematic and a concern for all public employees. There is a consequential need for constant vigilance. As a state employee, you may be called upon to protect your investment in your future.

A presentation was made by several members of SWIB's Equities Group. These portfolio investors make up a very important part of the overall investments maintained by SWIB. Most of the presentations focused on the overall strategy for each investment group.

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

	March Percent Gain or Loss by Fund	April Percent Gain or Loss by Fund	May* Percent Gain or Loss by Fund
Core Fund	-7.9%	-1.5%	4.5%
Core Fund Benchmark	-7.6%	-1.6%	4.0%
Variable Fund	-10.4%	0.1%	8.0%



Variable Fund Benchmark	-10.8%	-0.6%	7.1%
	March, 2009 (millions of dollars)	April, 2009 (millions of dollars)	May*, 2009 (millions of dollars)
Core Fund	\$52783	\$56134	\$59403
Variable Fund	\$3423	\$3822	\$4118
Total	\$56106	\$59956	\$63521

*Preliminary Results – All values are year to date.

– Bob Schaefer

WISCONSIN COALITION OF ANNUITANTS MEETING – JUNE 17, 2009

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

One additional item from the Annual Conference was the awarding of the Blair Testin Award to Carol and Edwin Kehl. Both have been active in coordinating the monthly meetings and Annual Conference.

Matt Stohr gave an update on several items that can be found in the Assembly and the Senate versions of the state budget. Both houses had as of this meeting passed their version of the budget. The two bills were to be sent to a conference committee for reconciliation before forwarding the budget to the governor for signature (see news story reporting the outcome, on page 2 in this issue of SEA View).

One item in particular of great concern to the Department of Employee Trust Funds would require ETF to deduct dues for private organizations from an annuitant’s monthly check. Several things are wrong with this proposal.

The main problem is the requirement that ETF would have to release lists of all annuitants upon request. That change would violate current statutes, s.40.07, which prevents ETF from releasing any data to the outside. Who needs a lot of extra, nonessential mail? The proposed language, if adopted, would eventually allow any outside group to obtain the information once one group is allowed access.

Another issue involved giving funds directly to ETF to do an actuarial study. This goes beyond ETF’s authority and the money needs instead to be directed to the Joint Survey Committee on Retirement Systems. That committee then hires an actuary to do the study and report back the findings.

The employee furlough plan is a real problem and would result in the equivalent loss of 13 full-time positions over the two years of the budget period. ETF is financed by investments, similar to SWIB, and is not reliant on general purpose revenues. This proposal will interfere with ETF carrying out its mandates in a timely fashion.

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The domestic partner language is found in all versions of the budget and a compromise will be delivered to the governor for approval.

With this article note the associated news release (below right) regarding IRS tax tables for annuitants. The IRS has been making changes and an individual's tax withholding will be changing quite a bit over the next few months. Annuitants should take the time to evaluate what their expected taxes will be in order to avoid any penalties at the end of the year.

Lastly, because of budget reductions, personnel changes and needs, ETF will discontinue the Annuitant Round Table discussions. Some ideas that were discussed were the use of focus groups for specific issues. These then would be discussed by the full WCOA board and the comments presented to ETF.

– Bob Schaefer

GROUP INSURANCE BOARD MEETING – June 9, 2009

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

The actuary recommended to the Group Insurance Board (GIB) that premiums be increased for the State Income Continuation Insurance Plan. The increase is needed because of the worsening funded status of the plan and the known unrealized investment losses. The actuary recommended a 7 percent premium increase for 2010 and potential increases for 2012 and 2014. GIB accepted the recommendations of the actuary, so there will be an increase in the state premium.

Next, GIB approved the Long-Term Care Insurance replacement policy from The United of Omaha Insurance Company. The board also approved a requested premium increase of 8 to 15 percent for the policy. The premium varies by age and marital status.

Several insurance items will be or have been implemented. 2009 Senate Bill 27 was signed into law as Wisconsin Act 14. It requires insurance coverage of hearing aids and cochlear implants for eligible persons less than 18 years of age. The effective date is January 1, 2010. 2009 Senate Bill 3 and 2009 Assembly Bill 15 relating to health insurance coverage of treatment for autism spectrum disorders can be found in the Senate and Assembly budgets.

NEWS RELEASE

Department of Employee Trust Funds / June 15, 2009

New Tax Table

The Internal Revenue Service (IRS) has published an additional federal tax withholding table for pension income. The new table will go into effect on July 1, 2009. The new tax table change will result in a slightly higher monthly tax withholding for many annuitants. This increase is roughly equivalent to the amount that the monthly tax withholding decreased when the last IRS tax table change was implemented on May 1, 2009.

Therefore, retired Wisconsin Retirement System (WRS) participants, especially those who increased their federal tax withholding earlier this year (due to new tax tables that went into effect May 1) should now evaluate their expected annual withholding for 2009 and consider whether they should reduce withholding for the remainder of the year.

Annuitants whose monthly tax withholding will change as a result of this additional IRS tax table will receive an Annuity Payment Statement from the Department of Employee Trust Funds during the last week in June.

If you want to change your state or federal tax withholding amounts, complete and mail to ETF a new [Income Tax Withholding Election form \(ET-4310\)](#). Or call or email ETF to request a paper copy. Use our Toll-Free Self-Service Line, 1-877-383-1888 or (608) 266-2323. Send an email through the "Contact ETF" section of our web site.

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WPS Health Insurance presented information about the Standard Plan, Standard Maintenance Plan and the Medicare Plus \$1M Plan. Several items found during an audit of the basic plans were addressed. Items dealt with self-administered injectables, orthopedic shoes, inpatient facility benefits for the Medicare Plus \$1M plan, therapy training following a hospital stay, massage therapy and vision exams.

Finally, GIB approved the request of HMOs that have sought to participate in the state's program.

– Bob Schaefer

June 20, 2009 Board Meeting Summary

Meeting held at Ramada Inn, Stevens Point

By Reiny Yahnke, Secretary

Attendance:

Executive Board: Mark Klipstein – President, Leroy Stublaski – First Vice President, Tim Hanley – Second Vice President, Reiny Yahnke – Secretary

Board Members:

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

Dave Solberg, Eau Claire President
Anthony Allard, Green Bay Section President
Karl Bujanowski, Central Office President
Steve Vetsch, La Crosse Section Vice President
Carolynn Gellings, Southeast President

Specialists:

Sandy Henke, SEA Office
Bob Schaefer, Health & Retirement

Ron Legro, Communications Specialist

Guest: Ron Becker, Wisconsin Rapids Vice President

Meeting Begins:

Mark Klipstein called meeting to order at 8:36 am. Introductions were made.

Approvals:

The May 16, 2009 Board Meeting minutes were reviewed. Anthony Allard moved to accept the minutes. Larry Legro seconded. Motion carried. The Correspondence Report was reviewed. Mark Klipstein accepted the Correspondence Report as written.

President's Minute: The SEA logos were reviewed. Modifications were made to the several logos and will be presented at the next meeting for a vote.

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The Rhinelander section presented its updated bylaws. The changes to the bylaws were highlighted and discussed. Mike Wendt moved to approved and accept the Rhinelander bylaws as presented. Motion seconded by Khader Abu Al-eis. Motion passed by voice vote with one nay.

Mark presented the individuals interested in participating in the financial audit. The list includes Reiny Yahnke, Nick Martin, Michelle Ellias, Nicole Lysne, and Brian Mattson. Leroy Stublaski moved to accept the audit committee as presented. Motion seconded by Karl Bujanowski and passed by voice vote.

The project positions were discussed. SEA does not approve of these positions, which will be doing the Association's work. The PE requirement was discussed. The DSL connection for the SEA office will be discussed at next month's meeting.

Health and Retirement Report: *By Bob Schaefer*

Bob distributed several handouts from the Annual Coalition of Annuitants Meeting. Income Continuation Insurance rates will go up 7%. More specific details will be shared by Bob in the newsletter.

Bargaining and Legal: SEA Board

The latest bargaining session was discussed. Members are encouraged to contact their legislators, especially those on JCOER (Joint Committee on Employment Relations). Outsourcing and furloughs were discussed.

Legislative Report: *By Tim Hanley*

Tim passed out two handouts to help members engage their legislators. Motion by Tim Hanley for up to \$1000 for legislative activity materials are needed for the 2nd Vice President. Motion seconded by Brian Mattson and passed by voice vote. Also discussed organizing the newsletter articles.

Communication Report: *By Ron Legro*

Newsletter articles are due by June 27. Ron will continue to work with Tim on engaging the Legislature.

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-481 (filed 2/14/09) – DOT NW – Employer failed to properly fill position. Moved to Step 4.
A-482 (filed 3/17/09) – DOT DTSD – Denied standby pay for calls during lunch. Moved to Step 4.
A-483 (filed 3/30/09) – DOT NCR – Denied 2 hours call-back time. Filed at Step 4.
A-484 (filed 4/22/09) – DOT NCR – Denied 2 hours call-back time. Filed at Step 4.
A-485 (filed 5/26/09) – DOT SE – Disciplined without just cause. Filed at Step 1.
A-486 (filed 6/10/09) – DOT SE – Given letter of reprimand without just cause. Filed at Step 1.
A-487 (filed 5/20/09) – DOT NER – RLS requirement for Survey Coordinators. Filed at Step 1.

Section Reports:

Madison — The upcoming furloughs and contract situation are frustrating members, to say the least.

Southeast – 200 “Outsource My Furlough” buttons have been made and are being worn around the office. Even though the national economy is weak, other states are still recruiting civil engineers. It is reported management is timing employee lunches and breaks. Hopefully, they can distinguish between the state employees and all the in-house consultants.

Green Bay — There are now 16 consultants working in the Green Bay offices. Many more are expected as the USH 41 Expansion Projects start up. There has been a lot of discussion on the furloughs. There will be 4 CE-Trans Project positions starting soon (three on 6/22 and one on 8/22). The Region will need to interview additional candidates in late June to fill the fifth approved position. The Region will also be interviewing for two approved CE-Trans Advanced Project positions.

Wisconsin Rapids — Members are engaging their legislators with discussions regarding bargaining and outsourcing.



La Crosse – Members support the bargaining team’s effort to get a fair and equitable contract for the association.

Eau Claire – Members are frustrated with the state’s position on bargaining and furloughs. Annual meeting agenda was discussed. The annual meeting will be held at the Metropolis Hotel in Eau Claire. A family oriented event is being planned.

Rhineland - Ten members attended SEA Day. Section by-laws have been updated. Elections will be held on the 26th.

Superior — A local meeting will be held on May 28. Positive feedback from legislators was received at SEA Day.

Central Office/PSC — Members are also frustrated over the state’s bargaining position.

DNR — No report.

State Agencies — Elections meeting will be held in early fall. The Department of Commerce has been polling its employees regarding their retirement plans. This information is personal and does not necessarily have to be shared.

Financial & Membership Reports: *By John Bolka*

John was absent from the meeting. Financial and membership reports will be approved at the next meeting.

New Business:

Tentative upcoming board meetings: Aug 15, Sept 26, Nov 7 (Annual Mtg), Dec 19

Meeting adjourned at 2:50 pm



PUZZLING PUZZLER: *Slinging the lingua*

Of 100 people attending a party, 90 speak Spanish, 80 speak Italian, and 75 speak Mandarin. At least how many spoke all three languages? **Extra credit for explaining how you arrived at your answer.**

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



Last puzzle: What is the fewest number of cuts a carpenter can make to divide a cube of wood into 27 equal cubes? **Answer:** The carpenter must use six full cuts. See image to the left. To prove this, consider the middle cube. It must have six faces and each must be made with a separate cut. **Congratulations to Josh LeVeque, WisDOT SE Freeways, for being the first to provide the correct, answer.**

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SPECIAL ANNOUNCEMENT For May's water jug puzzler, SEA View received an unexpected late entry. Read it, and then stay tuned for cool news:

"My name is Kelly Wu, 9 years old. My dad and I worked out the answer of the May issue puzzle Our answer may not be the first one to be submitted, but we enjoyed figuring it out and we want to send it in anyway. By the ways, my dad is Weiping Wu, Agriculture Engineer with the Wisconsin Dept. of Agriculture."

We are very happy to have received this parent-assisted entry from Kelly and her dad, and would be happy to entertain similar entries from children of other member families. Puzzler will consider printing their names even if they're not the first to submit the correct answer.

Meanwhile, the pugilistic puzzlists here at the Puzzling Puzzler's Puzzle Dome (right across the street from the Riddler's Lair!) are going to consider offering a future special edition puzzle just for kids. Let us know if you're interested, by contacting our regular puzzler email address (see above).

But you don't have to wait for a special kid's edition, if you've got the urge to work a puzzle now. In which case, get those No. 2 pencils ready and those noggins cogitating. And remember: The SEA family that plays together, stays together!

