



# SEA View

Volume XXXIX / No. 6

June 2009

Serving the citizens of Wisconsin for more than **700 days** without a new state contract.

## From the President

# Unfair bargaining is a bad bargain for state

### *Meanwhile, elected officials lay hurt on public workers as part of disingenuous budget "repair"*

On April 27 and May 22, SEA's team met again with the Office of State Employee Relations to continue bargaining for an overdue contract. Both days were very similar and unproductive. We started each session by formulating an economic offer and then making a presentation to OSER. At the end of each day, the state's representatives would make a counterproposal. The counterproposals essentially have gone unchanged since day one. OSER continues to want to change Professional Development Time (PDT) language without fair compensation.



**Mark Klipstein**

OSER has refused to agree to use a mediator or fact finder to help settle our Association's contract. So far there have been 17 bargaining dates without significant movement toward a contract agreement. Some language issues have been resolved. Most, however, were going to be dropped in order to help us get closer to an agreement. Economic issues remain the key stumbling block.

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### SEA VIEW SCHEMATIC

**From the President:** Like Yogi Berra said, it's *deja vu* all over again, when it comes to bargaining a contract with OSER; plus, thoughts on cutbacks ..... 1

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This collective bargaining process is one-sided. The SEA team of representatives has moved considerably from our original fair economic offer. OSER, on the other hand, has not. OSER has taken the position that there will not be a contract unless SEA agrees to change the current, long-since-bargained PDT language. This approach of, "You take our offer or you do not get a contract," is a new tactic of the Doyle administration. I have been part of three previous bargaining teams and I have never seen such strong-armed bargaining. This time the issue is PDT. Next time it will be ... what?

***We don't yet know exactly what this budget mess will mean to our members. In a just world, it would mean nothing. After all, the governor has asked public employee unions to give back their current two percent wage hikes or face lay-offs. SEA, of course, has spent the past two years trying to negotiate a new contract and has received no such increase.***

*it in to his mechanic. The mechanic tells him the engine needs new seals, bearings and valves. The mechanic adds that the brakes are shot and the tire tread is getting thin. But fixing all that would cost too much, so the owner-- who is also very image-conscious -- tells the mechanic to just change the oil, buff the body and detail the interior.*

That is sort of how Wisconsin state government has been seeking to resolve its 10-figure structural budget deficit -- with a little wax job, some well-oiled sleight of hand and vacuuming (which explains that giant sucking sound coming from your wallet).

"Structural" deficit means that there's a basic mismatch between the level of revenues the state might reasonably expect and its spending. Truly fixing that mismatch (as opposed to just patching it up temporarily) probably requires major changes in the tax code, program cuts, or some of both. Of course, hiking taxes is the third rail of modern politics. Except for some minor increases in user fees and licenses, it's considered almost out of the question. So that leaves further program cuts, which in turn have led to talk of further staff cuts.

Laying off or furloughing state workers when the public workforce is already understaffed is like lopping off your nose to spite your face. It's not likely to save very much and it's going to cause real havoc in the delivery of essential services. But it plays well politically, and to image-conscious elected officials, it appears relatively easy. At least it is easier than, say, killing tens of millions of dollars in contracts to private consulting firms that are often quite generous with their campaign contributions.

Your bargaining team remains united and committed to get the best contract for its members. I thank our membership for understanding the issues and for the support you have given the team. I continue to encourage our membership to contact their legislators about how OSER has disregarded the collective bargaining process.

**CUTBACKS.** What's happening to SEA at the bargaining table is, in a somewhat different way, happening to all of state government. Consider this analogy:

*A man's car has been running very rough, so the cash-strapped fellow takes*

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**A**s this issue of SEA View goes to press, we don't yet know exactly what this budget mess will mean to our members. In a just world, it would mean nothing. After all, the governor has asked public employee unions to give back their current two per cent wage hikes or face lay-offs. SEA, of course, has spent the past two years trying to negotiate a new contract and has received no such increase.

But even if we trust in the logic that having no compensation increase to return to the state treasury means no lay-offs, there are still the unpaid furloughs the governor also wants to impose across the board – except for corrections along with some other public safety functions (checking medical gear, waterways, dams, highways and bridges not included).

Amid all this we must endure the fact that, instead of facing an effective furlough of their own, consultants are likely to get more work as the state seeks to ramp up spending of federal economic recovery act money. That is just temporary, but the long-term trend doesn't look much different.

**At a recent staff meeting, a state district manager told SEA members that his agency is considering moving to an all-program oversight model for projects, a move he indicated is favored by higher-ups in Madison.**

Never mind the budget mess; the state continues to spend huge sums on inefficient outsourcing and apparently plans to spend even more. At a recent staff meeting, a state district manager told SEA members that his agency is considering moving to an all-program oversight model for projects, a move he indicated is favored by higher-ups in Madison. [*For more on the status of this proposal, see this issue's Legislative Report*]

Overseeing all programs might sound like good government, but in this case the phrase is a euphemism. The model in question would mean that private consultants would do *all* project work, not just most of it like they now do. State employees would be left with overseeing that consulting work, instead of performing it ourselves.

**But even that doesn't tell the whole story. To take one example, more and more SEA members report that they've been discouraged from and even precluded from strictly enforcing road construction standards. And we do not even get that imperfect chance when the state in its wisdom has contractors oversee one another.**

**T**his is all a nasty, potentially disheartening situation, but I want to stress that it is not a reason for our members to throw in the towel. Instead, it's the reason why we have to put even more pressure on our friends in the public and private sectors to do what's right, and fix this mess.

**I am very happy to report that I have seen no sign that SEA members are letting this situation get them down. To the contrary, I see members getting even more motivated. Many have been putting in extra effort the past few months to spread our message. Result: We have made notable in-roads getting our ideas out there, and we've received a lot of encouragement from our increasing group of influential friends.**

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Now is the time to redouble our efforts. The great anthropologist Margaret Mead once wrote, "Never doubt the power of a small group of thoughtful, committed citizens to change the world – in fact, it is the only thing that ever has." The members of SEA are one such small group. We have made a difference, we are making a difference, and we will make a difference.

Hang in there, and we will prevail.

Respectfully,  
Mark Klipstein

## Legislative Update

By Tim Hanley  
Second Vice President

### Fighting shadow government:

# Flashlights on full

Hello all,

As we all have been watching the budget process unfold, the shadows continue to grow across state government. We in the Association were optimistic that maybe the governor and others would take a serious look at the issue of outsourcing state work, especially at a time when we have a record biennial deficit. However, budget decisions by the Legislature's Joint Committee on Finance (JFC) did not include a definitive pull-back on outsourcing.

That is somewhat surprising, since we've heard the governor lament the size of the deficit – a record high deficit -- and then go on to ask everyone to share in the pain of this budget. Yet, when the governor has a great chance to do a good turn for the state, we find no leadership in pulling back on outsourcing, a very expensive tool of government.

In fact, the budget proposals reviewed by JFC threatened to go further in the wrong direction. For example, under current law, with few exceptions, all highway improvement construction projects undertaken by DOT must be let by contract based upon competitive bidding. The budget proposals reviewed in late May by JFC would for the next two years allow DOT to enter into highway improvement contracts using a so-called "design-build" procurement process.

Under "design-build," a project's engineering, design, and construction services are provided by a single private entity or consortium selected as part of a single bidding process. In short, that would lead to more consultants doing more public work, and probably with still less public oversight. The good news is that JFC removed the provision, but it could still pop back up when the budget moves to the full Legislature, where action is expected shortly.

The JFC did add constructive budget language instructing DOT has to submit a report by Jan. 1 assessing the most appropriate use of consultants for highway development projects. Well, that's something.

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UNION JOBS MEAN



A BETTER COMMUNITY



Meanwhile, when the governor leads the way in getting legislators to cut more state employee positions, when he maintains a large vacancy rate in state government, or when he mandates unpaid furloughs and warns of lay-offs in lieu of salary give-backs, he is helping to create a self-fulfilling situation. Eventually an under-staffed state will have no choice but to outsource more public services to the private sector.

Someone in the light of day – a news reporter or maybe a not-for-profit “good government” watchdog group – might care to inquire why the governor and legislators would want to continue paying more and getting less. **The problem is that decisions like these do not tend to get made in the light of day. They are made in shadowy back rooms where deals are quietly made.** How much of that work in the darkness is dictated by a need to be nice to private campaign contributors? We can't be sure, if we can't penetrate the murk and gloom.

To understand the process and identify negative impacts, we need a government that reflects its reasoning and motives for all to see. Since it doesn't, we need to shine our own light on these dark mysteries. That is where all of you come in with your figurative flashlights. One small flashlight may not make a difference, but when many of them are aimed together, they will become a floodlight that cannot be ignored.

In last month's issue, I highlighted some positives that came out of the SEA Day event we held at the Capitol.

Since then we've continued to work hard, publishing letters and opinion columns on blogs and in newspapers, arranging in-district meetings with legislative representatives, phone calling, and more. This has been a good start. Now we've got to continue, even increase, our activities.

Summer is a good time, because that's when elected representatives and the governor will be out and about at parades and events in your cities and towns. We need to be ready to question and hold accountable those who choose wasteful forms of government in Wisconsin.

To learn more about state government, take a look at Wisconsin Eye, a non-partisan public information TV channel. If it's not available on your local cable TV system, you can find streaming video, video archives and other information from Wisconsin Eye on line at [www.wiseye.org](http://www.wiseye.org) – a great place to see what is going on in state government.

This recent budget setback needs to be channeled into energy for our many flashlights, so we can keep putting light on the shadows of government in Wisconsin.

Respectfully,  
**Tim Hanley**

### **Laid off? State taxes would pay your unemployment comp**

*Matt Pommer, former state government reporter for the Capital Times, in an on-line column:*

... The 1,400 [state employees] facing layoffs will be eligible for unemployment compensation. Those who lose 16 days of pay [under the companion furlough program] won't be eligible for unemployment compensation as they will remain employed a few days a week.

There's one difference between unemployment compensation for private sector workers and public sector employees. Private employers participate in an insurance program to which they all contribute. Their premiums are based on how much their workers use the system.

For public sector workers, the Division of Unemployment Insurance pays claims, then bills the employing governments for the payments. State and local governments do not pay unemployment compensation taxes or participate in the insurance program...

<http://dailyreporter.com/blog/2009/05/29/state-workers-feel-recession-ripple/>



## Retirement and Health Insurance Report

by Bob Schaefer

SEA Retirement & Health Insurance Representative

### STATE OF WISCONSIN INVESTMENT BOARD MEETING – May 13, 2009

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

Presentations by the Private Markets Group of SWIB began the meeting. This group includes the Cash Funds, Real Estate and Wisconsin Portfolios. In almost all cases, SWIB is reducing exposure in these areas. Executive Director Keith Bozarth’s report focused on several items, foremost the need to fill vacant positions in SWIB. The fund pays for all of these positions but the governor and Legislature feel compelled to limit the ability of SWIB and Employee Trust Funds to fill vacancies. This interference in SWIB and ETF operations will effectively reduce SWIB’s ability to improve our investments and ETF’s ability to provide needed services.

The hiring of the hedge fund consultant is proceeding. A May 27 date was set for the interviews and the results should be provided at the next meeting.

Placement agents have been making the news, especially in New York where the state attorney general is investigating corruption charges. “SWIB does not engage or pay placement agents and has a number of reporting and control mechanisms in place to assure transparency and appropriate control where firms do legitimately use placement agents.” However, reputable placement agents are an integral part of the private markets structure. There has been and continues to be a problem with some placement agents and SWIB did not use these companies or individuals.

The next report provided to the Board of Trustees was a market overview and investment structure update. The market overview reported that US and worldwide economies continued to struggle through the first quarter of 2009. Publicly traded real estate investment trust shares declined almost 32%. Jobless rates were still increasing. Indicators of stress in the market did decline some in early May, The VIX Volatility Index declined from 40% to 33% in early May.

The remainder of the report focused on the steps SWIB was taking to adjust asset allocations, the performance of the fund and reducing risk to the fund. These changes can be seen in part in the funds performance in April as noted in the two charts below:

	February Percent Gain or Loss by Fund	March Percent Gain or Loss by Fund	April Percent Gain or Loss by Fund
Core Fund	-10.7%	-7.9%	-1.5%
Core Fund Benchmark	-11.2%	-7.6%	-1.6%
Variable Fund	-17.4%	-10.4%	0.1%
Variable Fund Benchmark	-17.7%	-10.8%	-0.6%



	January, 2009 (millions of dollars)	February, 2009 (millions of dollars)	March, 2009 (millions of dollars)	April, 2009 (millions of dollars)
Core Fund	\$55303	\$51404	\$52783	\$56134
Variable Fund	\$3667	\$3330	\$3423	\$3822
Total	\$58970	\$54734	\$56106	\$59956

– Bob Schaefer

**WISCONSIN COALITION OF ANNUITANTS ANNUAL CONFERENCE – May 20, 2009**

Several key members for the State of Wisconsin Retirement System (WRS) were part of the agenda for the Annual Conference. Jack Stoddard, a long term member of WCOA, acted as master of ceremonies. Keith Bozarth, executive director of the State of Wisconsin Investment Board (SWIB), addressed the group regarding the stock market perspective, 2009 year-to-date details, asset allocation and other efforts by SWIB. The most recent bear market is the second worst since 1929.

The Core Fund has recently been evaluated by all of SWIB’s consultants and staff in a strategic planning effort. The actuary for SWIB was also invited to comment directly on the plan. This annual review is supplemented by a more comprehensive biannual review involving consultants, staff, economic professionals and the public. That review will take place this October.

Dan Schmidt, senior analyst, Wisconsin Legislative Council, provided an update on several bills in the Legislature that may have an impact on the fund itself or on the operations of the Employee Trust Funds (ETF). One of the bills, Domestic Partnership, has been approved by the Joint Committee on Finance and has moved to the next committee for review. Mr. Schmidt also responded to a question about a possible raid on the Pension Fund to balance the budget but reported that it was unlikely because of the number of decisions already protecting the fund and the most recent one where the state was required to reimburse the fund plus interest.

Senator Dale Schultz, a minority member of the Joint Survey Committee on Retirement Systems, provided a few comments about his concerns regarding the budget and retirement system.

Art Taggart, chair, Coalition for Wisconsin Health, offered several reasons for considering improvements to the current health insurance situation in the US. The statistics point to an increasing cost for health insurance in the US and compared that to other industrialized nations.

Dave Stella, ETF secretary, provided some additional insights regarding the long-term annuity adjustments to the Core Fund and Variable Fund. A bill has been drafted for eliminating the Variable Fund for future public employees but has not been introduced yet. It will most likely have an effective date of at least one or two years from now. Over the long term the Core Fund has outperformed the Variable Fund especially in recent years primarily because there have been four out of nine years with significant negative rates of returns for the Variable Fund.

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However, the Core Fund will be looking at some long-term negative rates of returns for the next several years because of the huge loss in 2008 and the averaging process used by the WRS. Because of these losses, the state is considering increasing the contribution rate for all public employees and employers that participate in the WRS. Those rates will be discussed at meetings in June. The increase is not expected to be very much when compared to other states because of Wisconsin's unique approach to managing the fund.

Matt Stohr, director, Legislation, Communications and Planning, ETF, provided additional details on the implementation of some of the proposed legislation and its impact on ETF operations. One key element discussed in the meeting was the impact of the budget freeze on positions and what it means for annuitants. All operations and budget costs come from the operation of the fund and not General Purpose Revenue. However, the governor and Legislature both feel the need to limit new positions even though it is our funds that pay those salaries.

– Bob Schaefer

**May 16, 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	Dave Solberg, Eau Claire President
Lenny Kanter, State Agencies	Anthony Allard, Green Bay Section
Brian Mattson, Superior President	John Noll, Central Office Vice President
Khader Abu Al-eis, Madison President	Jeremy Tomesh, La Crosse President
Steve Dunn, DNR Madison President	Carolynn Gellings, Southeast President
John Lund, Rhinelander Vice President	

**Specialists:**

Willie Haus, Attorney	Sandy Henke, SEA Office
Bob Schaeffer, Health & Retirement	Ron Legro, Communications Specialist

**Guest:** Randy Frish, Debby Kozol

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**Meeting Begins:**

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

**Approvals:**

The April 18, 2009 board meeting minutes were reviewed. Khader Abu Al-eis moved to accept the minutes. John Lund seconded. Motion carried. The Correspondence Report was reviewed. Mark Klipstein accepted the Correspondence Report as written.

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**President's Minute:** Mark reviewed the positive press the Association has been receiving. Mark thanked all the member who attended SEA and having been working with their legislator to get our message out. Mark discussed the LAB report which identified the cost effectiveness of state employees. The June 20 board meeting will be at the Ramada Inn in Stevens Point.

Obtaining a DSL connection for the SEA office was discussed. Leroy Stublaski moved to obtain a DSL connection with a modem cost up to \$100 and a monthly cost increase of up to \$25. Seconded by Jeremy Tomesh. Motion passed by voice vote.

*Editor's note: This summary does not constitute the official minutes of the SEA Board meeting. Official minutes are available only after the succeeding board meeting, once officers vote to approve content. This unofficial report comes to you in each SEA View as soon as possible after each meeting.*

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

The Health and Retirement meeting is next week. SWIB is hiring a consultant to manage hedge funds. Bob presented several SEA symbol options for clothing. Next month a selection will be made. Leroy Stublaski moved to reimburse \$100.00 for the work done on the SEA logo. Seconded by Steve Dunn. Motion passed by voice vote.

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

The new federally funded engineering positions were discussed. These positions will be funded for approximately two years and will not be represented. Bargaining sessions are scheduled for May 22 and June 11. Bargaining strategies, a response to furloughs, and unemployment benefits were discussed.

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

SEA Day was well attended. All legislators were visited during SEA Day. Positive feedback and press has been obtained from the event. Tim touched on the importance of building relationships with your legislators. A bill has been drafted to organize the UW staff.

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

Newsletter articles are due by May 24. The opportunity to increase the availability of the Communication Report to spread the Association's message was discussed.

**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.

### **Section Reports:**

*Madison* — Twelve members attended SEA Day and received positive feedback from their legislators.

*Southeast* — Board meeting was held last Tuesday. Furlough buttons will be made and worn with pride. Potential grievances were discussed.

*Green Bay* — Five members attended SEA Day. Yet another consultant started to work out of the Green Bay office, bringing the total to 14. This person was an LTE for the state within the past year. The concern over the governor's budget proposal took center stage, but there is still a lot of concern with the contract. Members are also concerned with the announcement that DTSD will be implementing a RLS requirement for certain positions.

*Wisconsin Rapids* — Follow-up letters were sent after SEA Day. Potential positions to be contracted-in by management were discussed.

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*La Crosse* – Eight members attended SEA Day. The sections thanked Tim for his work on the SEA Day booklet.

*Eau Claire* – Section is continuing SEA Day follow-up. Editorial letter was sent to local paper. Annual meeting plans have been finalized. The annual meeting information will be posted on the SEA website.

*Rhineland* - Ten members attended SEA Day. Section bylaws have been updated. Elections will be held on the 26<sup>th</sup>.

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

*Central Office/PSC* — A section meeting was held on May 14. Members are concerned over furloughs and layoffs. Bylaws are in the process of being updated.

*DNR* — Two UW members are still trying to received the add-on. Signed membership is approaching 100%.

*State Agencies* — Lunch meeting will be held on April 22. Members are upset that our salary data is available online.



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

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

John moved to accept the April 2009 Treasurers Report. Khader Abu Al-eis seconded. Motion carried.

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

M-114 => M-129	\$2400.00
08-233 =>08-247 & 08-247	<u>\$2086.14</u>
	\$4486.14

**New Business:**

Tentative upcoming board meetings: June 20, Aug 15, Sept 19, Nov 7 (Annual Mtg), Dec 19

The June 20 meeting will be held in Stevens Point.

**Meeting adjourned at 2:40 pm**

***Moving?*** Since we no longer send many copies of SEA View through the mail, it is difficult to track members who have moved. If you have a new address, please contact the SEA office so we can continue to send you mailings.



## PUZZLING PUZZLER: *Cut 'em off at the cube*

What is the fewest number of cuts a carpenter can make to divide a cube of wood into 27 equal cubes?

*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 it will be in the next SEA View.*

**Last issue:** You're on a wilderness expedition when your Ginormous 8 all-terrain vehicle overheats. After letting the engine cool, you prepare to refill the radiator. Luckily you are right next to a river. However, your vehicle's computer-controlled radiator requires exactly four gallons of fluid or the engine will refuse to start. All you have on hand are a 5-gallon and a 3-gallon can. They are opaque with built-in handles making it hard to estimate volume. Using both, how do you precisely measure out four gallons of water to put in the radiator?

**Answer:** Fill the 3-gallon container and use that to fill the 5-gallon container. Refill the 3-gallon container and pour again into the 5-gallon container. Empty the 5-gallon container and pour the gallon that's left in the 3-gallon container into the 5-gallon container. Then fill the 3-gallon container back up and pour it into the 5-gallon container and you have four gallons.

Congratulations to **Eric Donaldson**, PE, DNR wastewater engineer in Wausau (SEA Wisconsin Rapids Section), for being the first to provide the correct, official answer. Or, more accurately, "a" correct answer, as several later entrants offered alternative solutions that work, sometimes more efficiently.

For example: Fill the 5-gallon container from the river. Then fill the 3-gallon jug from the 5-gallon jug leaving two gallons. Put those two gallons in the radiator. Repeat the process to get four gallons. Or: Fill both jugs exactly half full then pour the contents of both jugs into the radiator.  $2.5 \text{ gal} + 1.5 \text{ gal} = 4 \text{ gal}$ . Contest entrant Matthew Haefs of the DOT noted that this latter solution was used in the plot of the action film, "Die Hard With a Vengeance."

### **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)