



SEA View

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March 2009

From the President

Doing great work and getting a fair share of the pie

Whenever President Obama has spoken recently about fixing the economy and how it's going to be a long, hard push, I think immediately about SEA's own long, hard push. Winning a fair contract from the state is getting harder all the time, and taking longer every time. It's understandable that our frustrations will intrude occasionally, along with our apprehensions. Will we ever get another contract?



When such thoughts surface, it's important to keep two things in mind. One, the goal of a fair contract agreement remains achievable and inevitable. All we need is patience and persistence. And SEA members have shown a lot of both.

SEA VIEW SCHEMATIC

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Editor: Ron Legro

Two, this is about something bigger than SEA. We have a special burden to carry. But as represented employees who are one for all and all for one, it's a mission that should come naturally to us. What do I mean by "bigger than SEA"? To begin with, other bargaining units are, it appears, starting to see some things the way we see them, and starting to push back in their own ways when the state's bargaining posture become imperious and rigid.

That's another way of saying what's important is not just the terms of the deal, but also the way in which SEA works out that deal. Our eventual contract will have important implications for the success of our brothers and sisters in other bargaining units. Our success is their success; their strength will in turn lend to our strength. *Turn to page 2*



It's good to be a member of a bargaining unit. It's even better to be part of a movement.

The origins of organized labor can be traced back to periods in history when management pushed too hard and offered too little. Whenever this went too far and went on too long, workers simply yelled enough. Labor representation has been a proud tradition in Wisconsin state government, a pioneering one.

Arguably, organized labor has improved the public workplace and influenced positive change in the private workplace. It also has improved the quality of what gets done at work. And for much of our history, this was accepted by both sides. Labor-management relations certainly involved disagreement, but they were conducted in an atmosphere of mutual respect and consideration for the principles of fair bargaining.

Newton's Laws say you can't move forward without pushing back, and that's as true in sociology and politics as it is in physics. When the going gets tough, it's exactly what we have always done: Push back.

However, when the relationship begins to stray too far from that ideal, management soon begins imagining that a hardball approach is not only right, but sustainable.

History tells us otherwise. So does science. Newton's Laws say you can't move forward without pushing back and that's as true in sociology and politics as it is in physics. When the going gets tough, it's exactly what we have always done: Push back, respectfully and lawfully, but also firmly.

Engineers build things and make things. Right now, besides the professionalism we bring to our jobs, and faced with a deteriorating management model, SEA members have the opportunity to engineer change in the way state government approaches employee bargaining. It's a big job, but I'm confident we can again bridge the gap.

One step your association has taken as part of this task is to examine how government carries out its statutory duties, especially with regard to outsourcing public work. SEA was instrumental in getting the state to pass Act 89, which mandates that agencies planning to outsource to private consultants major engineering-related projects first evaluate whether the work can be done more efficiently by state workers.

Last year, SEA commissioned a study of how Wisconsin Act 89 has been carried out by the DOT and other agencies since its inception. The purpose of this report is to conduct an analysis of the effectiveness and compliance of state agencies with Act 89, which requires a cost-benefit analysis when consultant services are used rather than state staff. The report compares outsourcing vs. use of state staff for projects and provides a review of state agency benefit-cost reports to see if they are being done to meet the stated intent of Act 89.

That report, prepared by a professor emeritus of engineering from the University of Wisconsin -- Milwaukee, is now complete and available on the SEA web site, along with a news release. You'll be hearing more about it in coming days. Refer to Tim Hanley's Legislative Report this issue for additional details.

BARGAINING: We finally went back to the table to bargain on Jan. 30. It was a big disappointment. Willie Haus and I met with OSER on Jan. 13 to go over where we were to date on bargaining and to try to streamline

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Legislative Update

By Tim Hanley
Second Vice President

Come to SEA Day in April on behalf of open government

Hello all,

SEA just completed an objective review of the cost benefit analysis sheets produced as a requirement of Act 89. The results [available on the SEA web site] confirm what we thought; SEA employees provide services to the government more cost effective than outsourcing. Act 89 is effective at defining cost and providing some transparency in government.

So wouldn't you think the governor would be interested in leading the most efficient Department of Transportation he could have? It appears not, as in his recent budget submittal the governor proposes to kill the law and stop Act 89 reporting, so costs will be unknown to the public.

Turn to page 4

From page 2: PRESIDENT'S MESSAGE

the next session since we hadn't met since April 2008. This did not seem to be fruitful, because at the bargaining table things just have not changed.

The state, through its team, continues to not respect the work we do daily. The state continues to hold its ground on its economic proposal – the one that ties rewriting the Professional Development Time (PDT) language with the market adjustment and general wage proposal (known as “total lift”). The minimum pure economic value of losing PDT is 2.1 per cent. Subtract that from the average lift offered to us, and we are 1.2% to 4.5% lower than all other lifts settled with 13 other unions. The state also continues to offer specialists less than engineers. On a positive note, the state has moved on some language issues..

We had a bargaining session on Feb. 27. It was another wasted day with no movement on language or economic proposals. We meet next on March 12 when it's the state's turn to counter our economic proposal.

Even though we are still bargaining the 2007-'09 contract, we continue to prepare for the 2009-'11 contract. The Demands Formulation meeting occurred as scheduled on Feb. 14 in Stevens Point. Thanks to all who attended. It was a worthwhile meeting in which we organized and prioritized member demands. These demands

will accompany the demands not yet agreed to in the 2007-'09 contract for the next bargaining go-around, if we ever get there.

Upper management has been going to different regions to hear from its employees. Please attend and voice your concerns. Part of the role of these individuals in state service is to listen and try to address your issues. Issues could include stalled bargaining, lack of support staff, work load, or anything else that has impacted you in your jobs. Upper management needs to know this, so they can help correct these problems.

SEA day is fast approaching; please mark your calendars for April 22. Tim Hanley will be putting together an informational packet with talking points to help members who attend. This is an excellent day to meet your legislators and provide them with valuable information. There is a lot going on in state government that our members should not be content with, whether it's related to work or at home. Please attend; it should be a fun and fulfilling day spent with people who represent you in government and members who share the same interests.

Please get involved in the organization. You can make a difference.

Respectfully,
Mark Klipstein

**From page 3: LEGISLATIVE REPORT**

If the governor is successful in eliminating this reporting it will allow him to continue to use the “shadow” state work force of consultants he is currently using. Who loses in this? All of us that pay taxes in Wisconsin! If this Doyle outsourcing trend continues, I wonder what deficit we will be facing in 2010. We need to get back to the Wisconsin ideal and have a transparent, accountable and competent government. Act 89 is a part of that and needs to continue.

Members, you can make a difference and do have something to say. You all have the power of the vote. I am inviting you all to participate in SEA Day this year. Mark your calendars as busy on **April 22, 2009** and plan to attend SEA Day as we meet with our legislative representatives. This is a great opportunity to share front line information with your representatives and ask that they support keeping Act 89. I look forward to seeing you all at SEA day. Plan to bring a friend along!

Respectfully,
Tim Hanley
2nd Vice President

Act 89 study says state spends more on outsourcing, underestimates oversight costs and overhead; author recommends audit

The study commissioned by SEA examined agency compliance with outsourcing under Act 89, a 2006 law requiring a cost-benefit analysis before consultants get state contracts for work costing \$25,000 or more.

The study was conducted by Dr. Edward Beimbom, University of Wisconsin – Milwaukee civil engineering professor emeritus. It analyzed a large sample of applicable state contracts from several state agencies, WisDOT in particular.

The study says using consultants increased estimated costs by 17.60% or 19.35% for design projects, depending on type; by 11.86% for other projects; and by 1.34% for the Marquette Interchange. For construction projects, consultant cost was nearly the same as using staff.

The study says state agencies appear to underestimate the cost of allowing private consulting staffs to use state facilities, as well as state oversight costs for consultant work.

The study recommends that the Legislative Audit Bureau conduct a state audit of the costs and performance of specific projects. “In addition, the audit should examine major differences in oversight time estimates between projects and the accounting process and the practice of using consultant staff located on site in state facilities.”

Retirement and Health Insurance Report

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

WISCONSIN COALITION OF ANNUITANTS BOARD MEETING – February 18, 2009

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

- Jim Palmer, chair, reported that Bob Conlin, ETF deputy secretary, had been contacted but did not have a report for the meeting since the governor had just provided the budget address the previous night. There may more to report at the next meeting.
- Some comments were made regarding the development of the brochure for talking points with the Legislature. The board will need to review the past talking points brochure and propose any changes.



- Jim Palmer indicated that he had been contacted by Keith Bozarth of the State of Wisconsin Investment Board (SWIB) regarding the payment of bonuses to portfolio managers considering performance. Board members noted that past presentations on the process indicated that the program was carefully managed and that WCOA did not have any problems with the current procedure.
- **ANNUAL CONFERENCE** has been set for Wednesday, May 20, 2009 at Madison Turners, 3001 S Stoughton Rd, Madison. Presentation details have not been developed yet but in the past, annuitants and active members of the retirement system would be able to ask questions regarding the retirement program. Should be an interesting year for questions. See attachment announcing the meeting.
- Ed Kehl was selected to receive the Blair Testin award.
- The proposed bylaw changes that were discussed at the last meeting were developed and proposed for consideration. The bylaw changes were approved as written.
- One last item was noted regarding Employee Trust Funds. ETF has a request for a new building costing about \$35 million. In the past, WCOA has frequently supported the budget requests of ETF and SWIB. However, each item is considered on its own merits.
- The next meeting of WCOA is scheduled for March 18. A conflict with SWIB was corrected and SWIB will now have a Strategic Planning Meeting on April 7 and a regular board meeting the following day, April 8.
- An ANNUITANT ROUND TABLE (ART) meeting is scheduled for Tuesday, Feb. 24.

– Bob Schaefer

STATE OF WISCONSIN INVESTMENT BOARD MEETING – February 11, 2009

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

SWIB provided a press release, dated Jan. 9, 2009, on its website. The Core Fund ended the calendar year with a -26.2% return, and the Variable Fund at -39.0%. The Core Trust Fund effective rate is 3.3% (that's a positive) and the Variable Trust Fund effective rate is -40%. The press release can be found at www.swib.state.wi.us. Click on “press releases” on the left margin of the page. Final values will be released in March.

SWIB Performance: Here are the preliminary numbers for the end of January:

	Percent Gain or Loss by Fund*	Five Year Returns	Ten Year Returns
Core Fund	-4.8	1.3	3.0
Core Fund Benchmark	-5.2	1.3	2.7
Variable Fund	-8.2	-3.7	-0.7
Variable Fund Benchmark	-8.5	-3.3	-1.3



	December 31, 2008 (millions of dollars)	January 31, 2009* (millions of dollars)
Core Fund	\$57808	\$55033
Variable Fund	\$3995	\$3667
Total	\$61803	\$58700

*Preliminary Estimates

Keith Bozarth, Executive Director, gave a report:

- There will be an educational symposium for the Legislature on Feb. 26 at 8:30 a.m. at the Capitol that will take about two hours. They will present information about the investment market nationally and globally. ETF will present information on the retirement program in the current environment.
- Mr. Bozarth discussed the asset allocation and attribution analysis of the Core and Variable Funds. He went into some detail on why the investments took such a significant hit. A copy of the executive summary was provided to the board. One item noted that the VIX Volatility Index was four times the average and was 80.86 on Nov. 20, 2008. This number is second only to the numbers found at the time of the Great Depression.
 - Investment modernization shows very little activity since a lot of items were not employed in 2008.
 - A major contract with Barclays Global Investors (BGI) was finally completed.
 - The real estate portion of SWIB’s investment program was restructured to improve operations and reporting.
 - The letter from ETF to the Legislature regarding the Variable Fund was provided and copy is included for the board. ETF has proposed ending the Variable Fund. There was a fair amount of discussion of what steps should or should not be taken regarding the fund.
 - There are still discussions taking place regarding divestment legislation from the Sudan and also Iran.
 - A report was provided regarding re-balancing / funding initiatives since Core Fund asset allocations were outside their target ranges. The adjustments were completed by Jan. 30.

Marvin Damsma of Octopus Technology Solutions, LLC, offered some insights into Alpha and Beta investment options. The presentation went on to explain the advantages of better managing alpha investments. Following are a few notes on Alpha and Beta investments:

- Alternative investment managers often explain what they do with the help of two Greek letters, alpha and beta. These are used to describe the two main risks inherent in investing in stocks.
- Alpha relates to factors affecting the performance of an individual stock or the manager’s skill in selecting a particular stock. Whereas, beta relates to market risks, or more specifically, the relative behavior of stocks.
- Beta is therefore a measure of how sensitive the price of a specific stock is to changes in the price of the stock market. Thus a beta-neutral portfolio should be insensitive to swings in the stock market; it would be hedged. See:

http://www.financial-guide.ch/ica/investing/alternative_investments/risk_and_return/index.html

SWIB’s chief legal counsel, Jane Hamblen, reported the following:



- That SWIB is challenging an IRS determination that SWIB is responsible for taxes, interest and penalties the IRS claims were owed by Shockley Communications Corp., a company in which SWIB sold its stock in 2001.
- SWIB received \$1,300,603 in January as distribution in securities fraud class action settlements. Most of the amount was from the Enron case (\$1.2 million).

– Bob Schaefer

GROUP INSURANCE BOARD MEETING – February 17, 2009

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

Steve Frankel was stepping down as chair of the board effective at the next meeting on April 14. He will be replaced by Cindy O'Donnell the current vice-chair. The new vice-chair will be Eileen Mallow. Esther Olson was re-elected as secretary.

The first part of the discussion focused on the topics to be considered during the year for implementation in 2010. The areas of interest are:

- Possible changes to administration:
- Possible changes to eligibility/enrollment
 - Surviving dependents continued coverage
 - Addition of a dependent or establishment of paternity will create an opportunity to switch health plans.
 - Completion of eligible dependent forms in a timely fashion
- Possible changes to the local contract: (groups outside of state service.)
- Possible changes to benefits:
 - Update plans regarding alcohol and other drug abuse treatments
 - Consider coverage for dental implants
 - Consider coverage for bariatric surgery
 - Consider coverage for acupuncture
 - Consider removing the exclusion for treatment of flexible flat feet.
 - Consider increasing the co-payment for emergency room visits and prescriptions to pay for the added coverage.

Information was provided on participant enrollment during the 2009 Dual Choice enrollment period. There were fewer changes between health plans than any other year in recent history. Primarily, the low number of changes between health plans was attributed to the health plans expanding coverage to remain competitive. A summary of the actual changes between different plans was provided in the report.

A summary of the Healthcare Effectiveness Data and Information Set (HEDIS®), the Consumer Assessment of Healthcare Providers and Systems (CAHPS®) and the 2008 Disease Management Survey Results were provided.

- Overall, participating HMOs continued to score higher on HEDIS® measures than HMOs nationwide in the 2007 measurement year. Participating HMOs performed better than the national average on measures such as Childhood Immunizations, Colorectal Cancer Screenings, Breast Cancer Screenings,



Comprehensive Diabetes Care, Follow-up after Hospitalization for Mental Illness, and Timeliness of Prenatal and Postpartum Care.

- Overall, member satisfaction with their health plan their health care, their primary doctors, and their specialists remained about the same from 2006 to 2007 as determined by CAHPS®.
- The top-performing health plans were GHC-SCW, Network Health plan and GHC-Eau Claire. The poorest-performing health plans were Anthem BCBS and Humana.
- The Disease Management Survey showed that the HMOs had very different abilities to deliver and measure quality of care. Additional work effort is needed to evaluate the situation before making recommendations.
- A third party audit of the WPS Health Insurance (WPS) administration of the self-insured plans for the calendar years 2006 and 2007 was completed by Claim Technologies Incorporated (CTI) for ETF. Overall WPS is performing well and the audit did not reveal any areas of substantial concern.
- A change was proposed for calculating the monthly earnings for Income Continuation Insurance (ICI). The change resulted because of problems taking into consideration overtime earnings for a person on ICI. The changes proposed will improve the benefits for persons who earn overtime. The proposal was initiated by WSEU when prison guards took a substantial decrease in pay because overtime was not included properly in the calculation.
- The Governmental Accounting Standards Board (GASB) Statement 43, Financial Reporting for Post Employment Benefit Plans Other Than Pension Plans, established new accounting and financial reporting standards for benefits paid to employees after their working careers. These accounting practices apply to health insurance and life insurance and must be clearly stated in financial statements. GIB is working on properly reporting this information. A copy of the reporting changes is included as a handout.
- A proposal was made to use payroll deduction to pay for legal services. This proposal was initiated by WSEU. The board voted to not include legal services as a payroll deduction. There were two reasons for the denial recommendation from staff. The staff concerns were that the exclusions and limitations were too extensive and the estimated 31% loss ratio for the service was far below the board's 75% required loss ratio.
- The legislative report by Matt Stohr indicated that there were a couple of bills up for consideration. SB3 and companion AB15 both related to health insurance coverage for treatment of autism spectrum disorders. Another pair of bills, SB27 and AB 16 would require health insurance coverage of hearing aids and cochlear implants for persons less than 18 years of age. The bills have been introduced and the legislative process is in the early stages of consideration.



February 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
Jason Tucker, DFTF Chair

Dave Solberg, Eau Claire President
Tony Allard, Green Bay President
Carl Bujanowski, Central Office
Steve Vetsch, La Crosse Vice Pres. Section
Carolynn Gellings, Southeast President

Specialists:

Willie Haus, Attorney
Bob Schaefer & Dan Joyce, Health & Retirement

Sandy Henke, SEA Office
Ron Legro, Communications Specialist

Guest: none

Meeting Begins:

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

Approvals:

The January 10, 2009 Board Meeting minutes were reviewed. Karl Bujanowski moved to accept the minutes with changes. Tony Allard seconded. Motion carried. The Correspondence Report was reviewed. Mark Klipstein accepted the Correspondence Report as written.

President's Minute: Mark was contacted by the L.A.B. for an interview regarding oversight on concrete paving projects. Mark reported on several instances of consultant oversight inadequacies and the private contractor consultant business relationship. State fleet reductions will occur this spring. Mark thanked Tony for his efforts in contacting his legislator regarding bargaining. Welcomed Bob Schaefer into his new role as Health and Retirement Consultant. It was reported at the SE regional outreach meeting with Kevin Chesnik and Paul Trombino that if SEA members don't like our current employment situation that Kevin said he would help us find jobs with consultants. Discussed comp time and holiday pay issues.

Bargaining and Legal: *By Willie Haus*

Meetings have been scheduled for Feb. 27 and March 12, 2009. Discussed options and opportunities to show our true displeasure with our mistreatment at the bargaining table.

Jason Tucker presented a listing of demands from the recent demands formulation meeting. As expected, pay increase demands were at the top of the list.



Mark presented the bargaining team for the 2009-2011 contract as follows: Mark Klipstein, Leroy Stublaski, John Bolka, Reiny Yahnke, Tim Hanley, Jason Tucker, George Michelson, Larry Legro, John Lund, and Carolynn Gellings. Leroy Stublaski moved to accept the bargaining team for the 2009-2011 contract. Tony Allard seconded. Passed by voice vote.

Jason Tucker and Larry Legro attended the AFT – Economic Summit Summary. Larry and Jason provided a brief on the event.

Legislative Report: *By Tim Hanley*

Tim thanked all members who are contacting legislators regarding issues important to SEA. Tim handed out a copy of the original tentative agreement on PDT from 1997 that validates PDT was bargained in lieu of pay increases. Tim discussed scheduling SEA Day for April 22. Tim presented a new handout type to be distributed during SEA Day. Example correspondence letters are available at the SEA website.

Communication Report: *By Ron Legro*

The deadline for the newsletter articles is Feb. 28. Forward any stories or pictures to Ron for the newsletters. The ACT 89 report has been completed and is being distributed. Ron is working with Tim to plan and organize SEA Day.

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.

Motion by Leroy Stublaski to move A-481 to step 4. Second by Khader Abu Al-eis. Passed by voice vote.

Tony provided an update on the CE-Adv PE requirement and our members status in obtaining the licensure.

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

Dan was thanked by the board for his contribution to the association as Health and Retirement consultant as this is his last meeting. Bob submitted a written report on the February meetings for State of Wisconsin Investment Board, Group Insurance Board, and Wisconsin Coalition of Annuitants Board. Several documents were distributed regarding WRS performance. Dan reported ETF has taken the position that the Variable Fund may not be appropriate as a component of our defined benefit retirement plan.

Section Reports:

Madison — Lack of a new contract continues to be a concern. Annual meeting will held March 12 with elections.

Southeast — Lack of a new contract continues to be a concern. Recently completed a letter writing campaign. Concerns reported over only a select group of employees receiving free “Marquette Team” Columbia coats.

Green Bay — The NE region recently did an internal reassignment to move a SE Region SEA member to the US 41 Mega project. At a meeting this month, it was announced that two more CE entry/seniors will likely be internally reassigned to the US 41 project. All US 41 project personnel are being required to be in the Owner Controlled Insurance Program (OCIP). Currently, there are 92 regional employees on the list, 48 of which are SEA members. There has been a lot of questions about how this project and insurance program will be handled and very few answers have been provided. Section Election Meeting will be held on March 11. Lack of a new contract continues to be a concern.

Wisconsin Rapids — Frustration continues over bargaining. Section eagerly anticipates some movement in a couple of grievances.



La Crosse – Members are concerned over fleet reductions and future vehicle availability. Concerns over bargaining were reported.

Eau Claire – Members are concerned and frustrated over bargaining especially with SEA members providing an extraordinary effort to deliver stimulus project.

Rhineland – Section is working on rewriting its by-laws and preparing for a spring election officer election. Concern over bargain is a main topic.

Superior — No report.

Central Office/PSC — Lack of a new contract continues to be a concern.. Annual meeting was held in January.

DNR — The DNR secretary is traveling around to regional offices to meet with staff, which is a great opportunity for members to express concerns over bargaining.

State Agencies — Members have been briefed on bargaining details. Terry Cook recently passed away. The Association expresses its condolences to Terry’s family and friends.

Financial & Membership Reports: *By John Bolka*

John moved to accept the January 2009 Membership Report. Karl Bujanowski seconded. Motion carried.

John moved to accept the December 2008 Treasurers Report. Khader Abu Al-eis seconded. Motion carried.

John moved to accept the January 2009 Treasurers Report. Carolynn Gellings. Motion carried.

John submitted a status of the 2009 Budget.

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

M-65 => M-80	\$2650.00
08-116 =>08-181	<u>\$1909.08</u>
	\$4559.98

New Business:

Tentative upcoming board meetings: March 21, April 18, May 16, June 20, Aug 15, Sept 19, Nov 7 (Annual Mtg), Dec 19

SEA DAY is being scheduled for April 22.

The May 16 meeting will tentatively be held in Stevens Point.

Meeting adjourned at 2:04 pm.



PUZZLING PUZZLER: *Poll position*

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.

Last puzzler:

1. Devil is a wolf, not a dog.
2. The only animals Prince Valiant loves are dogs and horses.
3. An animal not loved by Prince Valiant is not from the planet Mongo.
4. The only animals the Phantom loves are Hero, his horse, and Devil.
5. The Phantom loves an animal from the planet Mongo.

Enlighten us, please, after studying the above statements and reaching your pet conclusion.

Answer: Hero is from Mongo.

Congratulations to the first person who arrived at the correct deduction: **Jennifer Hamill**, P.E., air management engineer with the DNR.

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

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