



SEAVIEW

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September 2009

"It is easier to resist at the beginning than at the end."

– Leonardo da Vinci



See story on page 3

From the President

Implementing furloughs

A new low for OSER

If simply shrugging off lawful, good-faith bargaining doesn't work, how about trying intimidation and misdirection? Those tactics are not likely to work either. But the Office of State Employment Relations (OSER) seems to have run out of other ideas, so here comes the latest installment in a dreary game that might be called, "Let's you and him fight."

State Engineering Association members know by heart the tale of how OSER has all by itself frittered away more than two years of bargaining -- taking us well into our next contract negotiation period without finding ways to agree on a 2007-'09 contract with our members. That's absent, of course, members who retired or quit for better opportunities elsewhere, before finding out what they would have been entitled to earn years ago.

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SEA VIEW SCHEMATIC

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Editor: Ron Legro



OSER just can't seem to understand why a new agreement is all taking so long. After all, OSER knows exactly what it wants, and OSER isn't willing to accept any meaningful substitutes. How to explain why the bargaining unit for 1,100 represented employees won't simply capitulate, as the ever so efficient OSER expects?

And with the new furlough scheme, there's more pushiness from imperial OSER. The office's implicit message is this: *If only SEA would agree to contract-busting work cutbacks, OSER wouldn't have to impose them! Now, if you'd all be so kind as to place your heads here, beneath the shiny blade of our guillotine... .*

The state certainly is in a huge budget mess. Taking a little nick out of the deficit, the governor and the Legislature have agreed to impose salary give-backs, furloughs and lay-offs. Interestingly, OSER doesn't seem to think that SEA-represented employees with contract protections need to do anything other than sign on the dotted line.

The dotted line, in this case, is at the bottom of OSER's "memo of understanding," which it shipped out to all bargaining units. *Simply sign here*, OSER effectively told SEA, *and we can begin implementing your mandated, unpaid furloughs.*

SEA's reply, in so many words: *Hey, furloughs cannot unilaterally be imposed. That's a bargainable issue. So we need to talk about that and work something out, informally if need be. SEA wants to do our part to help the state, as we have always done and then some, but we do not like the idea that we're being strong-armed to surrender some of our contractual rights -- especially after you guys have been so persnickety about a new bargaining agreement.*

OSER's effective response: *Sure, we can meet informally to work this out over the table. [Wait for it, wait for it...] On second thought, no. Sign here immediately! Or else.*

SEA declines to sign the memo. Next thing you know, OSER is refusing to meet with SEA at all, for any reason. Instead it spends its time once again blaming the victim, informing third parties that it has held many, many bargaining sessions with SEA, and that SEA is now impeding furloughs just as it somehow impeded a bargaining agreement. OSER asserts all the authority; SEA is assigned all the responsibility.

Of course, OSER fails to note that it has engaged in almost no serious bargaining in those many days of meetings, only in time-wasting procedural issues. Meanwhile, OSER's stubborn furlough approach toward SEA is especially odd, given that OSER made adjustments to language in memos signed by other bargaining units.

The dotted line is at the bottom of OSER's "memo of understanding." Simply sign here, OSER tells SEA, and we can begin implementing your mandated, unpaid furloughs.

**SEA members:
Let's be safe
in there!**

It's natural for members curious about the latest on bargaining, the state budget and other current issues to talk about it. But be smart when you do, especially at work:

* Avoid corresponding about SEA business via the state email system, especially if the messages involve responses, comments and opinions that are political in nature or discuss our collective bargaining agreement.

* Don't pass along rumors to fellow workers before SEA has a chance to check out the information.

* Don't share information with managers or others that involves private SEA business.

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Now, to be perfectly fair, the furlough mess probably isn't entirely OSER's fault. This unprecedented mandate has created all sorts of new problems for state managers, and OSER has had to deal with that, and in a hurry. But of course, haste makes waste.

Also, given two years to work with, it's ironic that OSER would be in such a rush to implement furloughs when it has been much more lackadaisical about reaching agreement on our contract -- which appears to be on an extended, mandatory furlough of its own.

In fact, OSER's haste has to make you wonder if the office isn't just a bit panicky about not being able to deliver deals on furloughs with all bargaining units.

But that's a bed OSER made for itself. OSER clearly hates the pesky chore of actually having to negotiate terms it prefers to simply decree. And now comes OSER's all-time ultimatum: *Take pay cuts the way we say, when we say, and -- bonus! -- lose some of your contract protections by agreeing.*

Oh, and then for good measure, watch as we out-source more of your work to expensive private consultants. since you won't be around as often to do it yourselves.

OSER's tactics have had another effect: They contribute to increasing management dysfunction in the workplace. That hurts productivity. This isn't just the way SEA members see it. It is also obvious from the messages -- formal and informal -- our members have been getting from workplace supervisors, many of whom appear to understand that they're in a huge bind while we're being treated unfairly.



SEA members and the Legislature need to see all this for what it is: a sleight-of-hand attempt to divide our bargaining unit while whacking our compensation, and incidentally creating artificial demand for additional, pricey outsourcing.

This, by the way, is the same state government that is also busy approving time-and-a-half for some public employees to catch up on work left undone because other state employees are furloughed or laid off. Now there's a real budget-minded move.

In a period of great financial uncertainty, it's not an especially hard trick for employers to make their workers the fall guys. Nor is it especially hard for employers in this climate to roll back wage and compensation concessions. [Some six million private-sector US workers in 2008 were forced to begin taking recurrent, "temporary" furloughs. Maybe the 30-hour work week, minus wages, has now arrived!]

On the other hand, OSER's stubborn ways began before the present economic crisis. Once it was clear that holding their collective breath until their faces turned blue wasn't working for them, the OSER brain trust hit upon a new strategy in contract negotiations,

New Jersey and state labor union reach furlough deal to avoid picketing

West Orange, NJ (June 2) – Fearing the prospect that picketing state workers would disrupt the official kickoff of Gov. Jon Corzine's election campaign, state negotiators reached a last-minute, tentative settlement with one of the state's largest labor unions.

The deal reportedly included a wage freeze, cuts in the number of public worker furlough days and the addition of "bankable" personal days. It came after mounting concern that Vice President Biden would refuse to cross picket lines to attend the governor's event.



which in labor relations is really a very old strategy, namely: Try to divide the union in order to conquer it.

Thus, before SEA was formally notified of anything, word came through the rumor mill via rank and file workers that OSER and some managers were sharing dark scenarios about what might happen if SEA's officers didn't do what OSER wants.

Make no mistake: OSER's unwillingness or inability to bargain collectively, combined with the state budget crunch, clearly has the other side thinking it can use this budget crunch to undermine our solidarity, break our spirit, and then have its way going forward.

I am confident that the men and women who belong to SEA have seen through OSER's tactics. I am also confident that if we stick together as we have so far, and that if we continue to take our story to the public and to our elected representatives, then our reasoned approach will prevail.

In this climate of negativity and power politics, no one should expect to feel entirely comfortable or secure. But that just means that we have to redouble our efforts, speaking together with one clear voice.

Better times are ahead. Just remember what Benjamin Franklin said, long before there was such a thing as organized labor: **"They who would give up an essential liberty for temporary security, deserve neither liberty or security."** Our right to bargain collectively is a formal, legally protected right. When we have worked so very hard to secure workplace benefits, we would be very unwise to trade them for perceived, short-term gains.

LABOR DAY: Labor Day is only a few days away and once again many labor organizations find themselves, fighting not just for decent working conditions but also to protect their very right to collectively bargain.

I don't know about you, but this year I'm not going to be in much of a mood to shake the hands of certain elected officials at Labor Day festivities. Nevertheless, all of us in SEA should try to attend a local Labor Day event. More important, we should put aside our feelings and seek out any elected officials we encounter.

Labor Day is the perfect time and place to let your representatives know just how disappointed and upset we are with counterproductive state policies -- and what they ought to do about it.

If you do go, be sure to tell your representative what you think of the Office of State Employment Relations. With relations like these, who needs enemies?



Respectfully,
Mark Klipstein
President

An overview

Wisconsin public employees and union rights:

Wisconsin public employees gain true union rights in the late 1950s. Wis. Stat. sec. 111.70 is strengthened in 1963; new law sets up union election procedures, addresses "prohibited practices" and fact-finding ---all of which gave public employees greater rights and helped to spur unionism. Public employee strikes made illegal under 1971 state law that required good faith bargaining. In 1977, state enacts new bargaining law that provides for binding arbitration of public employee disputes, virtually ending job actions in the public sector. Among prohibited practices under Wis. Stat. s. 111.70 (3): Employer's refusal to bargain.



Crunch time for SEA, as OSER strong-arm tactics grow

Legislative Update

By Tim Hanley
Second Vice President

Hello all,

The legislative summer recess is coming to an end. The Legislature is back in session Sept. 15 to 24 and Oct. 20 to Nov. 5. **Never has there been a time when your input and contact with your elected representatives has been more important.**

As you know, the Office of State Employment Relations (OSER) is continuing to refuse to bargain in good faith with SEA. The latest demonstration of this was OSER's stance of no bargaining over a memorandum of understanding (MOU) on furloughs.

SEA had signaled that we could agree to a straightforward MOU which would give OSER what it wanted regarding the furloughs. But in exchange, SEA asked that OSER commit to resolving our 2007-'09 contract. OSER proved unwilling to bargain with SEA about mandatory subjects of bargaining.

The good news is that it is clear from the recent budget that the Legislature values the collective bargaining process. Why else would legislators have expanded collective bargaining rights for all staff of the university system? That's a significant number of public employees. It's therefore reasonable to assume legislators also expect that OSER will bargain in good faith, as the law requires.

So when you contact your elected officials, don't forget to ask about their position on collective bargaining. Inform them about dead-on-the-tracks bargaining for 2007-'09 and ask them to get involved to help resolve this situation. Legislators do have oversight responsibilities and are responsible for checking and balancing the executive branch, especially when the executive branch is not operating as it should under the laws of our state.

Remember to take advantage of all opportunities you have to make face-to-face contact with your representatives, or to provide other input on public policy. See your section presidents for information. Letters and calls are good, but an in-person visit is always best. Events like county fairs, festivals, or celebrations (including Labor Day events) are all opportunities to educate the public about what is going on in state government.

It is clear from the recent budget that the Legislature values the collective bargaining process. It's therefore reasonable to assume legislators also expect that OSER will bargain in good faith, as the law requires.

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My experience is that the public is often shocked to find out how government is really operating. It is amazing to listen to citizens ask questions and hear their responses when you have a short conversation about government and lay out the facts. The recent reaction to the prison guard story regarding furloughs is amazing.

For those of you who didn't see it: A state corrections officer with the prison system noted in a message that, "for every furlough day I am given another employee will be paid overtime for working my position ... This is overtime over and above the overtime which already exists due to sickness and vacations or lack of employees."

He added: "The state employee furloughs will increase the deficit and cost the taxpayers millions of dollars by the time Governor Doyle is done." The employee's message concluded: "This is the biggest case of wasteful spending and corruption in Wisconsin to date."

When you share similar stories about our professions, citizens can easily understand and almost always come back asking why. I think the answer is simple; We have a governor and administration running the state for their own self interest and not taxpayer interest.

There is a building anger about that. Heck, even supervisors and managers from around the state question what is being done in their agencies. They are taxpayers, too, and they see firsthand the impact of these political decisions on the work they are supposed to be doing for the taxpayers.

You, the members, can make a difference. Don't underestimate the power you have. I challenge you to give it a try! Let me close with this quote from Thomas Jefferson: "In matters of style, swim with the current; in matters of principle stand like a rock."

Respectfully submitted,
Tim Hanley, 2nd Vice President

A Labor Day Wiki Monday, Sept. 7

CHECK YOUR MUNICIPAL CALENDAR FOR A LABOR DAY EVENT NEAR YOU

Congress made Labor Day a federal holiday on June 28, 1894, two months after the May Day labor-related disturbances that year at Chicago's Haymarket Square. The first unofficial labor day celebrations in the US, held a few years earlier, were patterned after the original national holiday in Canada.

Traditionally, Labor Day is celebrated by most Americans as the symbolic end of summer. But it's still about organized labor and working people.

The format for the celebration of Labor Day was outlined in the first proposal for the holiday: A street parade to exhibit to the public "the strength and esprit de corps of the trade and labor organizations," then a festival for workers and families.

The modern Labor Day holiday is often regarded as a day of rest and parades. However, special events held by labor organizations often feature political themes and appearances by candidates for office, especially in election years.

Retirement and Health Insurance Report

by Bob Schaefer

SEA Retirement & Health Insurance Representative

ETF estimates economic downturn's impact on retirement rates

Many questions have arisen concerning the impact of the negative return in 2008 on your retirement calculations especially for those eligible to retire in the near future. ETF representatives are the best persons to contact on that issue. They offer a lot of programs to assist you in making the decision but they will not make it for you.

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The following table indicates what will happen to the core fund and the impacts that can be estimated based upon a few assumptions and the “smoothing” aspect of the core fund. Folks in the Variable Fund need to contact ETF for assistance on what options are available. Much information is available on the web site

<http://etf.wi.gov/>

A 7.8% investment return in 2009 will result in an annuity adjustment between -3.4% and -3.8%

<i>Core Effective Rate / Annuity Adjustment Projections</i>						
	2008	2009	2010	2011	2012	2013
State of Wisconsin Investment Board Net Investment Return	-26.2%	7.8%	7.8%	7.8%	7.8%	7.8%
Core Trust Fund Current Rate of Return Year to Date		10.8%				
Core Trust Fund	3.3%	1.9% to 2.3%	1.3% to 1.7%	-0.3% to -0.7%	-1.2% to -1.6%	6.4% to 6.8%
Effective Rate	-2.1%	-3.4% to -3.8%	-3.9% to -4.3%	-5.7% to -6.1%	-6.6% to -7.0%	0.4% to 0.8%

Notes: From March, 2009 ETF Report to Board
Investment gains / losses are “smoothed” through the MRA

- The MRA is intended to give recognition to long-term changes in asset values while minimizing the impact of short-term fluctuations in the capital markets;
- Investment gains equal to the assumed rate (7.8%) are recognized;

The difference between actual gains or losses and the assumed rate is spread equally over five years.

Domestic partner retirement, insurance benefits here soon

Under provisions of new state law, domestic partners are treated like spouses for purposes of the benefits in Wisconsin Statute Chapter 40, including the Wisconsin Retirement System, health insurance (state and local), deferred compensation and other related benefits. Domestic partners must meet all of the following conditions:

- Be at least 18 years of age and otherwise competent to enter into a contract;
- Neither individual is married to or in a domestic partnership with another person;
- Neither individual is related by blood in any way that would prohibit marriage under Wisconsin law;
- The two individuals consider themselves to be members of each other’s immediate family;



- The two individuals agree to be responsible for each other's basic living expenses ;
- The two individuals share a common residence.

The effective date when benefits will be first available is Jan. 1, 2010. The law applies to "subscribers" – meaning state employees and retirees, and local employees and retirees of participating employers. Domestic partners need to fill out the appropriate forms as required by ETF.

More information will be available leading up to the health insurance enrollment period in October 2009 and closer to the effective date. *[Also see Group Investment Board and WCOA coverage later in this newsletter.]*

STATE OF WISCONSIN INVESTMENT BOARD MEETING – Aug. 12

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

The meeting began with an update by SWIB's chief investment officer regarding a meeting that was held at the White House with presidential staff on subjects related to financial system regulatory reform. They were asked to comment on regulations that are before Congress for discussion and possible implementation.

The chief investment officer said representatives from SWIB reaffirmed their belief in free-market fundamentals. However, safeguards must be installed to protect the investors who use that market. Many questions have been raised about the regulatory framework governing the activities associated with investments and these will need to be addressed.

SWIB presented four concepts: disclosure requirements should be expanded; a pure regulatory solution has many hurdles to cross; a transparent and predictable resolution process is needed for troubled financial firms; and finally, incentives do matter in the free market.

After that, a presentation on Integrity in the Proxy Voting Process, Shareholder Rights and Regulatory Reform was made to the SWIB Board. SWIB is actively involved in many proposals and actions being taken to shore up the oversight needed to provide financial-market transparency. There also have been proposals regarding proxy voting, intended to make directors more accountable to the shareholders.

Next, a consultant from EnnisKnupp made a presentation regarding securities lending. This was followed by a discussion of SWIB's Securities Lending Strategy that included a program update. The update included what steps are being taken to reducing risk, optimizing the intrinsic value of securities to lend, and evaluating risk associated with investments.

David Villa and Ron Mensink provided a mid-year reflection for the board. SWIB staff is looking at a variety of ways to continue increasing the funds in the WRS while at the same time reducing the risk. So far, based on the values below, SWIB is doing a good job of recovering some of what was lost last year.

Mr. Bozarth reported that David Meyer was hired as the new Head Trader.

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

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	May Percent Gain or Loss by Fund	June Percent Gain or Loss by Fund	July Percent Gain or Loss by Fund
Core Fund	4.5%	4.4%	10.8%
Core Fund Benchmark	4.0%	3.7%	9.4%
Variable Fund	8.0%	8.1%	17.2%
Variable Fund Benchmark	7.1%	7.0%	15.9%

	May, 2009 (millions of dollars)	June, 2009 (millions of dollars)	July, 2009 (millions of dollars)
Core Fund	\$59403	\$59173	\$62507
Variable Fund	\$4118	\$4125	\$4463
Total	\$63521	\$63298	\$66970

*Preliminary Results – All values are year to date.

– Bob Schaefer
Retirement and Insurance Representative

GROUP INSURANCE BOARD (GIB) MEETING – Aug. 25

Following is a summary of the items discussed at the August 2009 GIB meeting. Additional details are available upon request or can be found at the ETF web site <http://etf.wi.gov>.

The GIB approved language changes for several topics including, domestic partners, autism spectrum disorders, cochlear implants and hearing aids, contraceptives, independent review, surviving dependents and dependent coverage. Regarding domestic partners, the most important fact is that applicants will need to complete the appropriate forms at ETF just as everyone else does or should. Registration does not serve as a substitute for the required ETF forms.

Additional information about the proposed changes can be found on the ETF web site at: http://etf.wi.gov/boards/agenda_items_2009/gib20090825_agenda.pdf

Detailed information can be found under item 2.

Also, coverage changes to optional dental benefits have been implemented by a few of the health plans. Details of the changes can be found under Item 2 at the above web address.

Changes to the Group Life Insurance program provided by Minnesota Life Insurance Company also were outlined. The GIB approved the insurer's recommendation that employee and employer contribution rates be maintained at the current level. However, higher-than-expected claims experienced in the state spouse and dependent plan have drawn the stabilization reserve balance below the targeted levels, and a premium increase from \$2.00 to \$2.50 per unit of coverage will be effective March 1, 2010.

The actuary report by Deloitte for the Long-Term Disability Insurance (LTDI) Plan was accepted by the GIB. The report indicated that the Reserve for Future Claims (RFC) fund has decreased in each of the last four years, primarily because the plan has received no contribution for each of those years. However, the LTDI is in strong financial position and Deloitte recommended that contributions not be reinstated at this time.



Two recommendations came from the Optional Insurance Plans and Audits group. The board approved a recommendation to rescind payroll deduction authority for OptumHealth Vision effective Dec. 31, 2009. The board also approved a recommendation that the Vision Service Plan (VSP) be approved for payroll deduction authorization, in order to offer vision care benefits to active state and University employees, annuitants and their dependents effective January 1, 2010. VSP intends to offer an open enrollment from Oct. 5 to Nov. 13, 2009, coinciding with the Employee Reimbursement Account enrollment period.

Finally, the "It's Your Choice Booklet" has been redesigned. There will be one booklet for all participating groups, state employees, UW graduate assistants, state annuitants/continuant and local employees and annuitants. The booklet will have a decision guide and a reference guide. State employers will be required to distribute the booklets electronically.

– Bob Schaefer
Retirement and Insurance Representative

WISCONSIN COALITION OF ANNUITANTS MEETING – July 15

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

Matt Stohr, legislation, communications & quality assurance director, provided a summary of the budget items that impact ETF. Twelve items were listed in the summary.

The item of greatest concern to SEA was the potential release of mailing lists from ETF and the move to require ETF to deduct organization dues. This statute change would have been in direct conflict with Wisconsin Statute Chapter 40.07 which prevents ETF from providing this information to outsiders. Fortunately, this provision was removed from the budget by the legislative conference committee. The provision has been introduced many times over the years and may reappear again. You may be called upon in the future to protect your privacy if that happens.

Several items in the budget affected the operation and budget of ETF. ETF is affected by the furlough issue and the loss of the 2% raise. The loss of these funds for ETF results in the loss of about 13,613 hours in each year of the biennium.

The final version of the budget did include a provision that the earnings of a state employee, including University of Wisconsin System employees, would include compensation that would have been payable to the participant at the participant's rate of pay immediately prior to the beginning of any mandatory, temporary reduction of work hours or days (furloughs) ordered by the State of Wisconsin during the period of July 1, 2009 through June 30, 2011. The provision included service that would have been rendered by the participant during that period if the mandatory, temporary reduction in work hours or days had not been ordered. Bottom line: Your Wisconsin Retirement System (WRS) reported earnings will not be affected by furloughs.

The domestic partners as dependents will be treated the same as spouses and will require an administrative rule for Chapter 40 of the state statutes. The proposed rule would require approval by all five ETF boards. The change will impact all 16 ETF programs and several forms will need to be revised to reflect the change.

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Health insurance coverage of children will be extended through age 26. Health insurance plans will now need to provide coverage for autism disorders. There are a few other health insurance coverage changes that will be reflected in the basic health plans and that will become effective on 1/1/2010.

Now that the budget discussions have been concluded, a bill may be introduced to close the Variable Fund to future participants. We have not had any word that the bill has been introduced at this time.

Dan Schmidt, senior analyst, Legislative Council provided some additional information regarding the budget. Funds were provided in the budget to pay for actuary studies that would be required as part of the review of proposals made to the WRS. One proposed bill (AB337) would make it mandatory for municipal employees to pay at least 3% of retirement costs to WRS. Current language makes it optional for municipalities to cover the cost as part of negotiations. The bill was forwarded to the Legislature's Committee on Urban and Local Affairs.

ETF offices closed Sept. 4-7

The Department of Employee Trust Funds (ETF), including all customer service phone lines, will be closed for business September 4-7, due to the implementation of an agency-wide furlough day and the Labor Day holiday. Wisconsin Retirement System participants can still use the department's Internet site to view and get forms, brochures and other information. ETF will re-open for business as usual at 7:45 a.m. on Tuesday, Sept. 8.

Finally, the WCOA has agreed to discuss restructuring of the Annuitant Roundtable meetings. At present, ETF does not have the resources to continue providing setting up the ART meetings on a quarterly basis. Since primarily WCOA members attend these meetings, one option discussed, included a special SWIB meeting and a special ETF meeting to discuss specific items of change or to provide additional information.

- Bob Schaefer
Retirement and Insurance Representative

August 15, 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, John Bolka – Treasurer, Reiny Yahnke – Secretary

Board Members:

Tom Peronto, Wisconsin Rapids President
Larry Legro, State Agencies President
Brian Mattson, Superior President
Joseph White, Madison Trustee
Carolynn Gellings, Southeast President

Dave Solberg, Eau Claire President
Anthony Allard, Green Bay Section President
Karl Bujanowski, Central Office President
Steve Dunn, DNR Madison President
Mike Wendt, Rhinelander Vice President

Specialists:

Sandy Henke, SEA Office

Ron Legro, Communications Specialist



Willie Haus, Attorney (by teleconference)

Bob Spoerl, Webmaster

Guest: none

Meeting Begins:

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

Approvals:

The June 20, 2009 Board Meeting minutes were reviewed. Mike Wendt moved to accept the minutes. Tony Allard seconded. Motion carried. The Correspondence Report was reviewed. Mark Klipstein accepted the Correspondence Report as written.

President's Minute: Mark addressed the situation with furloughs and bargaining. It is important for the Association to hold to the language of our contract. All modifications to our contract should be negotiated. These times should be motivation for the membership to get involved and push back. The section presidents will be discussing these opportunities with the local sections. The Association stands firm in negotiating a fair contract for its members.

The Association's logo for apparel was discussed. It was the consensus of the board to move forward with options 1, 2 and 5a as presented. Options to create a news article archive were discussed. Online news articles will be printed hard copy and filed for future use. Also, the current internet connection was discussed. Sandy and Bob Spoerl noted the current dial-up connection is fine for their use.

Health and Retirement Report: *By Bob Schaefer*

No report.

Bargaining and Legal: *By Willie Haus*

Bargaining and furloughs were discussed with Willie via teleconference. OSER has backed off its position of settling the contract and furlough issues concurrently. The Association's position remains that our contract is silent on furlough. If the contract is to be modified to address furloughs, it must be bargained; especially noting the 2007-'09 contract remains unsettled.

Grievances are at a stand-still as OSER and most agencies are spending vast amounts of time worrying about furloughs. With all this time and effort being focused on furloughs, who is looking out for the taxpayer? SEA is.

Legislative Report: *By Tim Hanley*

New outreach efforts were discussed. Section presidents will be coordinating these efforts to communicate with the legislature and media. Additional contact letters will be placed on the web site for members to use.



Communication Report: *By Ron Legro*

Newsletter articles are due by Aug. 23. Ron will continue to work with Tim on engaging the legislature and media. The September newsletter will focus on "Labor Day" issues. Letters are being sent to the governor and members JCOER requesting a meeting to discuss the contract situation. Ron will also draft a furlough fact sheet to be distributed to the media and 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 2.
- A-487 (filed 5/20/09) – DOT NER – RLS requirement for Survey Coordinators. Filed at Step 4



Motion by Leroy Stublaski and seconded by Tony Allard to move A-487 to step 4. Motion carried.

Motion by Tim Hanley and seconded by Carl Bujanowski to move A-485 and A-486 to step 4. Motion carried.

Leroy gave an update on A-464. The arbitrator ruled that the state waived its right to object to timeliness of the grievance and also ruled that it was not necessary to select a new arbitrator to hear the case on the merits.

Section Reports:

Madison — Furlough and contract status are topics of discussion.

Southeast – A NS freeway supervisor has delegated vacations requests to a project level employee. [The following was filed in writing after the meeting:] People are confused about furlough. Many people are bothered by the fact that, if we are forced to take furlough, we can't work overtime during that entire pay period. Some members were upset by the elimination of comp time for this year. A local board meeting was held July 14. The local annual meeting will be in October. Other news:

- Our workload is excessive. A memo that was sent back in 2007 by PDS project managers to upper management said there was too much work for managers to handle. It explained that outsourcing work to private consultants doesn't lessen the workload of the project manager. It says quality employees want to leave PDS because of the workload and suggests having Advanced 1 and Advanced 2 positions with the second one having a four-step pay increase to keep people in PDS. This memo was drafted back when each team had three project managers. Now we're down to two for most teams and some teams only had one for awhile.
- A concern was brought up about the transition to Civil 3D. This member was afraid that if the transition to the new roadway design software proves difficult for designers and productivity slows while we learn it, then upper management would use this as an opportunity to move to the DOT oversight-only model.
- The 3.28% proposed pay cut for consultants was brought up. A group manager said there is currently a committee for this.
- The part of the budget that requires DOT to have 65% of our program on the shelf by 2014 was brought up. The same group manager said they were in the brainstorming process on how to accomplish this, but most likely it would involve more outsourcing because we can't hire people. A Central Office staffer who was at the meeting said at this point they are not sure how this enormous amount of work is going to be accomplished. It was brought up that it's not realistic to shelve that much work.
- Members again asked for a separate, locked computer drive that in-house consultants can't access. It is a major concern that our "permanent" consultants have access to absolutely everything we do, including data about their contract negotiations.

Green Bay — The main concern lately has been the furlough issue, although members still want to know what is going on with bargaining. The US 41 field offices in Winnebago and Brown County have caused some problems as staff begin to move in. Consultants continue to move into the region's buildings, making it difficult to keep up with the number.

Wisconsin Rapids — ***The Tiger is Loose.***

La Crosse – No report.

Eau Claire – Section meeting held August 3. Section continues annual meeting planning

Rhineland – Members are frustrated and concerned over potential furloughs.

Superior – The furlough frustration is present in Superior as well.



Central Office/PSC — Only 5% of structures are designed by state engineers. Management is trying to write language into the bridge engineers' position description that they will follow all furlough rules.

DNR — Concerns with furloughs. Section will work on getting the add-on for members.

State Agencies — Annual meeting will be held on 10-1-09. The section is in the process of updating its bylaws.

Financial & Membership Reports: *By John Bolka*

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

John moved to accept the June 2009 Treasurers Report Leroy Stublaski seconded. Motion carried.

John moved to accept the July 2009 Treasurers Report Karl Bujanowski seconded. Motion carried.

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

M-1 => M-14	\$2100.00
09-01 =>09-13	<u>\$1868.16</u>
	\$3968.16

Audit packets were sent out to sections and should be returned by Sept. 1, 2009.

Motion by John Bolka and second by Tony Allard to pay all audit committee expenses. Motion carried.

New Business:

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

Meeting adjourned at 2:50 pm



PUZZLING PUZZLER: *It's a lock*

You want to send a valuable object to a friend securely. You have a box which can be fitted with multiple locks, and you have several locks and their corresponding keys. However, your friend does not have any keys to your locks, and if you send a key in an unlocked box, the key could be copied en route. How can you send the object securely using your equipment? [Hint: multiple steps are involved.]

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

Last issue: 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.

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Answer: 45. Ten individuals could not speak Spanish, 20 could not speak Italian, and 25 could not speak Mandarin. So there could have been 10 people who spoke none of those languages. However, that would *maximize* the number of people who could speak all three, and the problem asks *at least* how many speak all three. Therefore, we must assume that these 10, 20, and 25 people are all separate people. Having identified 55 each of whom is missing one language, the remaining 45 speak all three.

Congratulations to Thomas E. Palionis, air management engineer, for being the first to provide the correct answer.

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.

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