



Mark Klipstein

**From the
President**

**State anti-union law not yet
fully defined – or litigated**

Feeling contents of state's mystery box

Events continue to move at breakneck speed. Even though anti-labor lawmaking and the huge statewide protests are at least for now behind us (*although, see page 7 of this newsletter*), your Association remains very busy dealing with the many changes forced upon us. It's a bit like sticking your hand into one of those carnival sideshow mystery boxes. You don't what you're grabbing hold of, exactly, but it feels creepy and gross.

State government itself is still scrambling to fully define the new law and explaining how things are going to work. The new anti-union, employee-unfriendly policies of the current state administration are so far-reaching and complicated that agency managers are themselves still trying to make sense of it all -- and it's not easy making sense of laws that are in key respects nonsensical.

Beyond that, your Association continues to perform our own due diligence, assessing the legal and administrative implications of these changes. When we can, we are advising members on what these changes mean in your daily work and in the bigger scheme of things, such as retirement benefits.

Turn to page 2

SEA VIEW SCHEMATIC

From the President: *State government has presented its workers with a carnival sideshow mystery box of new laws and unresolved regulations. Our job: feel it out ...* 1

At SEA, it's all happening now..... 2

SEA Annual Meeting FAQ 3

Legislative Update: *The battle going forward will continue to concern worker rights and the value of the pensions we already have paid into* 4

Secret Cows: *Murmurs, moos & 'toons* 5

Do union dues fund political activity? Not really..... 6

PHOTO PAGE: Resistance is *not* futile7

Retirement and Health reports

WCOA meeting 8

SWIB meeting 9

Group Insurance Board meeting 10

SEA Board Report for August 13

? Puzzling Puzzler: I'll be there in a jiffy, dear 16



Also, we are continuing to review possible legal actions, which would supplement lawsuits by other organizations that are already challenging one aspect of another of the unfriendly new legal landscape confronting us.

You may wonder why, in regard to legal action, SEA hasn't moved already, as have some other bargaining units and third parties. **The answer is that we don't want to make the same mistake the legislature and governor just made: acting hastily without careful thought and thorough input from everyone affected.**

That's a recipe for disaster. It would be like designing a computer database, dam or highway without doing all the necessary studies and designs. Simply proclaiming the state is "broke" and that this has been an emergency is not a basis for knee-jerk public policy.

In the meantime, if you do anything in the coming few weeks, do these two things:

- 1. Sign the SEA membership renewal form and pay your dues so you're a member in good standing.**
- 2. Attend the SEA Annual Meeting on Oct. 22 in Green Bay.**

MEMBERSHIP Renewing your membership is the single most important step you can take to support your professional association and refute the anti-collective-bargaining moves of the current state government. As you know, the governor's union-busting bill included a provision that discontinues the traditional way state employee bargaining units collect member dues. As of late August, the state has stopped collecting dues via automatic payroll deduction. This change forces SEA to collect dues directly.

That's why SEA last month began a membership renewal drive. SEA's operating budget depends almost wholly on member dues. Our legal counsel, office administrator, utilities, mailing expenses, the costs of maintaining our web site and other vital operations are included.

I am proud to say SEA's dues are well below the average assessed by most other bargaining units in state or local government. We have managed to keep dues low by being very careful about how we spend your hard-earned dollars. SEA is a considerable bargain, given its mission and past success. But any organization worth belonging to has expenses, and SEA is no exception.

Obviously, the size of our membership is just as important as the dues. A high rate of membership sends a message to your elected officials, citizens and fellow employees. Signing up shows that you care about good labor relations, fair compensation and an

It's all happening now

WATCH FOR TRANSFERS The new anti-bargaining law and other labor-related changes affecting state workers have members wondering how to handle position transfer opportunities. In general, your Association recommends that you be broad-minded in approaching such opportunities when they are announced. Don't worry about the changes in workplace conditions or rules involving transfer. Apply for any position that may interest you. Don't wait for agencies or the administration to clarify its new rules. The situation remains fluid and somewhat informal, but that's no reason to avoid pursuing opportunities.

HELP FELLOW MEMBERS Assist a member in your work area or section who has filed a work grievance. You'll take notes and be there to support the member, providing a second pair of ears and eyes to monitor the process. The employer allows paid time to attend these meetings for the grievants and the representative. Talk to any SEA officer about helping.

PROTECT YOUR BENEFITS Under the new law, bargaining will no longer include health coverage and other non-pay benefits. Therefore, SEA members are well advised to take advantage of the benefits in contract sections 9/6/1 and 9/7/1 regarding foot and eye protection, and to do it sooner than later.



equitable workplace. It sends a message that you are committed to working collectively for the betterment of all.

Above all, your membership shows you're not buying the administration's rhetoric that things will be just fine now that it has enacted massive compensation cuts while gutting the grievance process and workplace protections. **Nothing comes easy, but it won't come at all if we don't stay organized and look after one another. Right now, SEA is more important than ever, both to you and your colleagues and to the cause of efficient, transparent and effective government.**

Obviously, the state's bargaining units have never before had to expend this kind of massive effort just to reaffirm ourselves as member organizations, so we're learning as we go. However, based on early returns, it appears many of our members have heeded the call. We'll report later on how everything went. Right now, the ball's in your court.

ANNUAL MEETING Clearly this year's annual meeting is going to be more important than usual. SEA will be making important decisions in the coming months and the more members who participate in the process the better. If you think SEA ought to be going in a different direction, or you're not sure which direction we should go, the annual meeting is going to be the best way to begin resolving your concerns and sharing your ideas.

The Green Bay Section is working hard to put on a solid, informative meeting that will also provide a chance for socializing and recreation. For sure, we all can use some more of that. SEA is committed to keeping meeting costs to a minimum while arranging sessions so that the maximum number of members can attend. Space will be limited, so reserve soon. See details in box to the right, registration info should be available online shortly.

Remember: SEA is not some lofty think tank or executive-heavy organization. SEA is you. Members run our Association and decide its policies. But in order to participate in these decisions, you need to be a member in good standing.

That's why I again urge you to re-up your membership. Mail that form in today if you already haven't. Cut a check for your annual dues (you get a small discount for paying a year ahead) or make arrangements for electronic transfer from your account to SEA's account. SEA section officers will continue to make contacts and explain the membership program and what you will get in return from SEA. The full information is also on our web site at the Join SEA page.

Keep the faith. Better days are ahead, but only insofar as we take charge of our collective fate.

**Respectfully,
Mark Klipstein
President**

SEA Annual Meeting FAQ

When: October 22,

Where: Tundra Lodge Resort & Conference Center, 865 Lombardi Ave. Green Bay 54304 920-405-8700

Schedule:

Board Meeting 10:00 am-12:00 pm

Lunch on your own 12:00 pm - 3:00 pm (a great time to see the latest Lombardi Trophy)

Annual Meeting 3:00 pm- 5:00 pm

Social Hour 5:00 pm- 6:00 pm

Speaker 6:00 pm-6:30 pm

Buffet Dinner 6:30 pm- 8:00 pm



On worker rights and pension benefits

Hi all,

This month we celebrate Labor Day. I looked into the history of this holiday to share with you. In 1892 the first Labor Day was observed; it became a federal holiday in 1894 after workers were killed during the Pullman strike. The official holiday was approved unanimously in Congress and signed into law in six days. I hope your Labor Day was relaxing and you had a chance to reflect on what has been accomplished by workers who organized and worked cooperatively in the work place.

Legislative Update

By **Tim Hanley**
Second Vice President

Also on another Labor Day note, did you see the article about the foreign students who went on strike for a week in mid August at the Hershey plant where they worked in Palmyra, PA? The students are here on a visa program to learn about the US, but I think maybe employees in the US may have learned something from those students! A link to the story is provided below so you can check it out if you would like:

http://www.nytimes.com/2011/08/18/us/18immig.html?_r=1&pagewanted=all?src=tp

One last note, the Hershey firm actually is outsourcing this work to a company called Exel, who is running the plant and employing the students.

Let's all salute David Stella, retiring Secretary of Employee Trust Funds. He has done an outstanding job leading ETF and continued the strong line of leadership that the state has enjoyed at ETF which has made the Wisconsin Retirement system one of the best in the world. I encourage you all to check out the September WRS News and the message from David at the following link:

http://etf.wi.gov/publications/WRS%20News/wrs_news201103.pdf

Stella demonstrates the competent leadership that we must have at all agencies and in our elected officials. We all must work to sort out the truth and reality in the midst of all the stuff thrown at us. Three key points I took from his article: 1) state systems and agencies are complex and when proposed changes are going to be made they require careful study to understand the impacts of the proposed changes; 2) leaders must ask good questions and listen to the staff to understand; 3) we must make sure that due diligence is used in all decision making.

This is one area where SEA has a must role for our members – tracking and following legislative proposals and changes related to both health and retirement. SEA has a dedicated person who attends meetings and follows these issues. Robert Schaefer, who has retired from state service, both reports to the SEA board and writes articles for the newsletter to keep SEA members informed. Next time you see Robert tell him thanks for all his work and effort in this area. His services are in themselves a good reason to join SEA and help look out for your own best interests.

Remember SEA is you – your involvement is also key to keeping the State Engineering Association strong. We must be an employee voice for good government principles, reporting on waste and fraud, participating in legislative hearings and making sure the public employee voice is heard.

Remember, this is your state and I encourage you all to participate to make it a better state.

Respectfully,
Tim Hanley
2nd Vice President



Sybil the Cow

“Step away and slowly put down the chicken”

by JT & RL

Editor's note: Citing the high cost of outsourcing state engineering work, the governor's waste commission has decided that WisDOT's decision-making under Act 89, the consultant cost-comparison law, can be improved to save money. WisDOT will coordinate its outsourcing processes with the American Council of Engineering Companies. ACEC is a special interest group that represents private engineering consultants – who already contract with WisDOT for pricey outsourcing services. State employees until now have monitored all Act 89 compliance.



SECRET COWS

Notes from the seat of political power. A few drops of this miracle snake oil will balance Wisconsin's next budget! Step right up!

By Sybil, the SEA-cret Bovine

COW LIBERATION MOVEMENT

Authorities in Germany recently ended a lengthy search for a fugitive cow. The fugitive is Yvonne, a six-year-old bovine who escaped just before she was to be shipped to a slaughterhouse last May. Why the police cow hunt? Because the wayward Yvonne charged a police car in late July. The incident prompted authorities in Germany's Mühldorf district to issue a shoot-to-kill order for hunters that might see the sassy cow. The happy ending: An outpouring of public support led to the shoot-to-kill order's permanent revocation. Yvonne also has been smart enough to escape a series of cage traps.



WOO-HOO! WE'RE NUMBER THREE!

In an Altnet piece entitled, "The 10 craziest state legislatures," Wisconsin's ledge was ranked third craziest among all 50. Said the article:

"By now, everyone is familiar with Gov. Scott Walker and the Republican legislature's stripping state workers of their collective bargaining rights, but that's far from the only bad law to pass this year. The legislature also took away local governments' right to provide workers with stronger sick leave benefits, effectively privatized the state's Commerce Department, loosened child labor laws, cut public transportation and health care, shifted federal welfare reform dollars toward paying for tax cuts and cut access to broadband. All of this was done in a climate where the governor and Republicans went out of their way to deny Democrats the right to participate in the legislative process."

MOO!

Do union dues fund political campaigns? Not really

Erik Gunn, a long-time labor reporter who now covers news media for Milwaukee magazine, recently noticed an interesting bit of shorthand in coverage of the labor union disputes raging in Wisconsin. Reporters often misstate what labor unions can do with member dues relating to political campaign expenditures. SEA, by the way, has no such expenditures, nor does SEA operate a political action committee. In his blog, Gunn noted (with highlighting by us):

... Writing a couple of weeks ago in Newsweek, GOP media consultant Mark McKinnon asserted: “Big money from public unions, collected through mandatory dues, and funded entirely by the taxpayer, is then redistributed as campaign cash to help elect the politicians who are then supposed to represent the taxpayers in negotiations with those same unions.”

About the same time, the [Milwaukee] Journal Sentinel printed a story provided by the Center for Public Integrity that stated that money from “Union treasuries—filled by dues paid by union members ... provides millions of dollars for Democratic causes and candidates.”

But statements like those, and countless other variations in daily coverage, editorials and Internet comments, misdirect the discussion and mislead readers.

You’d never know that, under both federal and state law, no union, public or private, can donate members’ dues money to political campaigns. Wisconsin is one of 15 states that outlaw union and corporate direct contributions to candidates.

“Wisconsin prohibits unions from writing a check from their general treasury funds—dues money — to a particular candidate, and so does the federal law,” Justin Levitt, an expert on election law at Loyola Law School in Los Angeles, told me in a phone interview. “They can, just like corporations can, and just like any group of citizens can, form a political action committee, a PAC. But that’s very different from dues money. Those are voluntary contributions that head into PAC accounts.”

Now some of this gets very complicated. There’s more than one kind of “political money.” Some goes to candidates, other goes to independent organizations that may run ads for or against candidates, and some goes to put “boots on the ground”: organizing phone banks and door-to-door canvassing to get out the vote. And the rules are different for each, with dues money permitted in some contexts and not in others.

It’s also worth noting that legally enforced provisions exist enabling union members to obtain refunds for that portion of their dues that is spent on political activities (again, not donations) with which they disagree, as Rick Badger of the American Federation of State, County and Municipal Employees District Council 40 pointed out to me last week....

Such confusion is pretty common, says Levitt. Routine news stories on campaign finances often simply describe donations as coming from “unions” when in fact they come from a voluntarily funded union PAC. The same thing happens with personal donations that come from union officials or union staff members. Campaign finance disclosure forms require the donor’s employer to be listed; if that employer is a union, then it looks like “union money.”

<http://www.milwaukeebuzz.com/?p=527720>

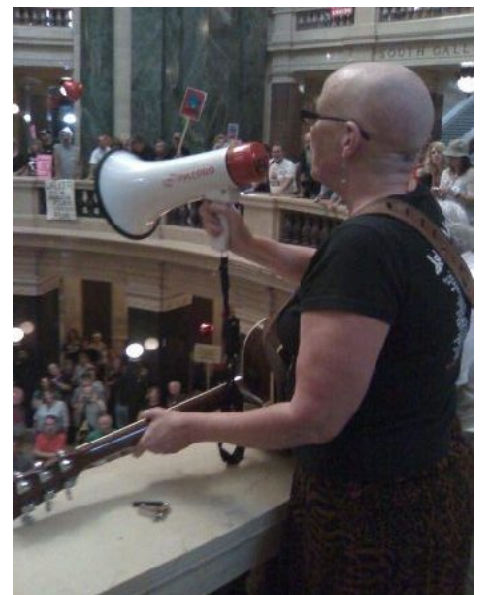


Resistance is not futile



The 100,000-strong protests at the state Capitol last spring have waned, but there's almost always something going on in Madison and elsewhere across the state. On Aug. 25, the day the state began imposing its compensation cuts on its employees, workers and their allies – many wearing black arm bands – converged for yet another rally at the Capitol. Crowd estimates ranged between 600 and 1,000 for the weekday event. A knot of truly committed members of SEA joined the good-matured yet very serious protest.

– Photos by Mike Humke, Madison Section member





Retirement and Health Insurance Report

by Bob Schaefer

SEA Retirement & Health Insurance Representative

WISCONSIN COALITION OF ANNUITANTS MEETING – Aug. 15, 2011

Following is a summary of the items discussed at the August 2011 WCOA annual meeting. Additional details are available upon request.

ETF Update Shawn Smith, ETF communication and legislative director, was introduced. Secretary Dave Stella will be retiring as of January 2012. The ETF Board has the responsibility of selecting the new secretary and this will be discussed at the next meetings.

Gov. Walker signed a measure requiring a five-year vesting before the state will match your retirement. Originally, a gradual vesting plan would have taken place over those five years. That was vetoed by Gov. Walker.

The big study scheduled for completion by Oct. 31 has just begun, as ETF resources were directed at handling increased retirement requests. The original deadline for the study was going to be June 30, 2012 but that was changed by the legislature at the last minute. I suspect some persons were worried that they might not be present to push their agenda. SEA members may be called upon to attend hearings (if there are any) to voice concerns.

New health insurance changes detailing new costs are on the ETF web site. For detailed information about the changes to the health insurance program go to: http://etf.wi.gov/publications/yourben_201109.pdf

Links for helpful videos are: <http://dotmedia.wi.gov/main/Viewer/?peid=23b3c871fcf847ac8dc356a78d328354> and <http://etfmedia.wi.gov/main/Viewer/?peid=23c194e9ec5d4f768ebda220db94dc80>

The WCOA Board discussed what could be done if the \$28 million pension fund re-allocation ordered in Wisconsin Act 13 takes place. Several options were discussed. Secretary Stella sent a request for a ruling to the state attorney general but at the time of this meeting no response had been received. See the notes for the Group Insurance Board for details on what took place next.

SWIB Updates Sandy Drew, as a newly retired member of the WCOA Board, reported on some of what has been happening at SWIB. The best news is that real estate which has been a drag on the system is improving and was one of the bigger gains last month. New SWIB Board members have not been selected at this time.

WCOA Annual Meeting Mark your calendars now. The next WCOA Annual meeting has been set for May 14, 2012 at the American Family complex in Madison. All persons are welcome to attend and that includes current employees and retirees.

– Bob Schaefer
Retirement and Insurance Representative

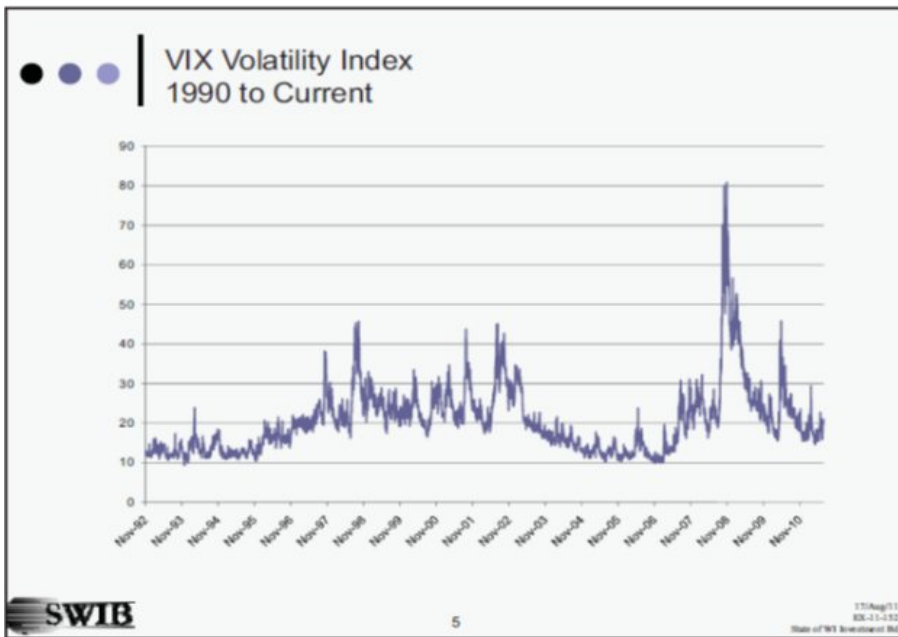


STATE OF WISCONSIN INVESTMENT BOARD MEETING – Aug. 17, 2011

Following is a summary of the items discussed at the August 2011 State of Wisconsin Investment Board (SWIB) meetings. Additional details are available upon request.

Directors Report Executive Director Keith Bozarth reported on several programs. At this time no additional commitments have been made to the Hedge Fund program. From the beginning, SWIB has taken the position that movement into this portfolio would be quite deliberate and each step would be carefully considered before making an investment. Venture capital discussions have been taking place on several levels in SWIB. For now, SWIB is offering its services in this area but is not committed to provide funds. There has been some re-balancing of the funds in attempts to catch whatever upswings would occur in the market. SWIB has been able to make some gains in the market and thereby reduce some of the down turns. We will know a great deal more when the numbers come in for August in early September.

VIX Volatility Index The measurement of volatility using the VIX Volatility Index was reported in an earlier newsletter. August 2011 recorded the second highest volatility value since 1990. The highest value was in November 2008.



November 2008. The graph at left provides an update. August 2011 recorded the second highest volatility value since 1990. The highest was in November 2008.

Market Overview In addition to the volatility index issue, one comment that was made regarding the current debt was that the US deficit will precipitate a debt crisis if not addressed in the future. Government spending needs to decline by 21.6% or 5% of GDP if revenues are not increased. If revenues are not increased, it is unlikely that the deficit will be stabilized. If the deficit is not stabilized, the odds of higher interest rates and higher inflation

increase significantly. [Comment: Federal Reserve Chairman Ben Bernanke stated that the US must get its act together. The options for further Federal Reserve action are limited.]

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

	May Percent Gain or Loss by Fund	June Percent Gain or Loss by Fund	*July Percent Gain or Loss by Fund
Core Fund	6.7%	5.9%	
Core Fund Benchmark	6.2%	5.4%	
Variable Fund	7.7%	6.0%	
Variable Fund Benchmark	7.5%	7.5%	



	May 2011 (millions of dollars)	June 2011 (millions of dollars)	*July 2011 (millions of dollars)
Core Fund	\$78,097	\$78,097	
Variable Fund	\$5,972	\$5,972	
Total	\$89,947	\$87,780	

*Preliminary Results – All values are year to date.

– Bob Schaefer
Retirement and Insurance Representative

GROUP INSURANCE BOARD (GIB) MEETING – August 23, 2011

Following is a summary of the items discussed at the August, 2011 GIB meeting. Additional details are available upon request or can be found at the ETF web site <http://etf.wi.gov>. Go to the Governing Boards Tab, select Group Insurance Board, August 28 Group Insurance Board and then select Agenda and Materials.

Special Report Regarding the Health and Pharmacy Reserve Policy The consulting actuary Deloitte Consulting LLP reported that employers with self-insured health care benefit programs need to establish reserves to protect against unexpected claims fluctuations and to provide for premium rate stabilization from year to year. Prevailing practices recommend maintaining a Net Fund Balance of 15% to 25% of the annual claims of the medical and pharmacy plans. The current Net Fund Balance ratio to annual claims for the state program is estimated to be 20.6% for the medical plan and 46.8% for the pharmacy plan.

Why, you may ask, is this important?

Well, Wisconsin Act 13 required the ETF secretary to circumvent GIB and pay \$28 million from the reserve fund to offset the employer’s costs. If Secretary Stella had done the transfer as directed by the legislature then he would have been in violation of the Wisconsin Constitution and possibly the Federal Constitution. A letter to this effect was reported by the attorney general’s representative at the meeting just after the actuaries report. The representative’s comments were in response to Secretary Stella’s July letter requesting clarification of the issue. Following the decision of the board, Secretary Stella took this action:

Allocation by the Secretary

The Board took action today to allocate \$30 million pursuant to its authority under s. 40.03 (6) (e) to reduce employer and employee health insurance premiums in 2012. Pursuant to the provisions of Section 9115 of 2011 Wisconsin Act 13 which direct me to allocate \$28 million of excess reserves, and based upon the advice of counsel, I hereby join in the Board’s allocation and concurrently allocate the amount of \$28 million to reduce employer and employee health insurance premiums for the period July 1, 2011 to December 31, 2011 in 2012.

The impact of the above action is reported as follows in an ETF press release:

As most of you know, 2011 Wisconsin Act 13 required the Secretary of the Department of Employee Trust Funds to allocate \$28 million of excess from the self-insured health and pharmacy benefit program reserves to lower employer costs for the period of July 1 to December 31, 2011. I’d like to provide an update on this matter. First, some background information is in order.

Turn to page 11

**Source of Reserves**

Certain of the Department's health plans (e.g., the Standard Plan) and the pharmacy benefit program are what's known as self-insured plans. With self-insured plans, money is set aside to pay claims, rather than buying an insurance policy that pays the claims. Typically, with the self-insured plans enough money is set aside (through premium payments) to cover any expected medical or pharmacy claims that are made by people participating in those plans. In addition, it is typical for self-insured plans to establish reserves to pay for large, unexpected medical claims and to help smooth out large fluctuations in premium payments from year to year. The Group Insurance Board (GIB), which oversees the Department's health plans, long ago established reserves for these purposes. These reserves are kept and separately accounted for in the Trust Fund. Do you remember when, in 2004, the GIB "carved out" the prescription drug benefit by contracting with a single pharmacy benefit manager? The money saved each year by converting to a PBM has become a significant source of reserve funding.

How Reserve Funds are Used

State law provides that if excess reserves become available, the GIB may use those excesses to reduce premium rates in future years. In fact, the GIB has often approved using reserve funds, typically deciding on this issue at its annual August meeting, when setting premium rates. Since 2007, the GIB has used almost \$60 million in excess reserves to lower premium rates. Until Act 13, the GIB was the sole entity that decided whether and how much of the excess reserves to use.

Issues surrounding Act 13

The provision in Act 13 that directs the Secretary to reallocate funds from the reserves for employer purposes only does not reflect the fact that the reserves accumulate based on the premiums paid by employers, employees and retirees participating in the health plans. They are not solely employer reserves. We believe that employees and retirees have a property interest in those reserves and that those reserves should not be used to benefit only the employer. We also believe that the GIB is in the best position to determine how the reserves should be used, not the Legislature. In light of these issues, the Department sought advice from the Attorney General's office regarding whether the provisions of Act 13 violate the rights of employees and retirees and whether the Secretary had to comply with the Act's provisions.

The Attorney General's office agreed with us that employees and retirees have a protected interest in those reserves and that interest limits how those reserves may be used. Although the Attorney General said the Secretary must comply with Act 13, the Attorney General also advised that the reserves must be used to reduce overall premium rates in future years, and not just to reduce employer costs. The legal advice also indicated that the Secretary need not allocate a separate \$28 million but may satisfy his obligation by allocating some or all of the \$28 million concurrently with the GIB.

Action Taken at GIB Meeting

At today's GIB meeting, the GIB discussed with its legal counsel, an Assistant Attorney General, the meaning and ramifications of the Attorney General's advice. The GIB also discussed with its actuaries the health and status of the reserves and learned that, overall, the reserves are healthy and that excesses do exist. The GIB established a policy on the use of its reserves and agreed that it would reduce the excess over the next two years to a level consistent with industry standards. It also agreed to use \$30 million in reserves to reduce health insurance premiums for next year, leaving an estimated \$15 million to \$20 million in excesses for use next August, depending on actual plan experience and investment returns. Use of this \$30 million was a direct contributor to lower premiums in 2012.



After the GIB's decision to use \$30 million of the excess reserves to reduce next year's premiums, Secretary Stella announced he was concurrently designating \$28 million of the GIB's \$30 million as his allocation to reduce premiums for next year, thereby fulfilling the Act 13 requirements.

In summary, the GIB decided how best to use the excess reserves, the excess reserves were used to reduce premium rates in 2012 and the Secretary fulfilled his statutory obligation without expending more than the \$30 million allocated by the GIB.

If you have any questions about this matter, please let me know.

Dave Stella, Secretary
Wisconsin Department of Employee Trust Funds

Health Plan Changes: Several changes that you have already been advised of have been implemented by the GIB as required in the Wisconsin Acts 10, 13 and 32. Details of the proposed changes can be found on the ETF web site. Use the following link to access the agenda. Select Item 5.A. [Guidelines and Uniform Benefits/Standard Plan Changes/Comparison of Amendments to Health Insurance Contract](#). The 53-page document details all of the changes.

http://etf.wi.gov/boards/agenda_items_2011/gib20110823_items/Agenda.pdf

You can also find additional details on the main ETF web site on right hand side of the page <http://etf.wi.gov/>
Here are specific hyperlinks:

1. [2012 Health Insurance Premium Rates & Maps](#)
 - o [September WRS News](#)
 - [Member Information About WRS/Group Health Insurance Changes](#)
 - [Act 10 and Act 32 Employer Information Revised August 8](#)
 - [ETF Secretary's "Newsmakers " Appearance](#)
 - [New Videos on State Health Insurance Changes](#)

[ETF Announces Health Insurance Premium Decrease](#)

Following additional comment that we have been able to obtain from ETF should have included in the last newsletter: *The ER co-pay applies to ER only, not urgent care.*

– **Bob Schaefer**
Retirement and Insurance Representative



August 20, 2011 Board Meeting Summary
 Meeting held at La Quinta Inn & Suites, Madison
 By Reiny Yahnke, Secretary

Attendance:

Executive Board: Mark Klipstein, President; Larry Legro, First Vice President; Tim Hanley, Second Vice President; Reiny Yahnke, Secretary; Tony Allard, Treasurer

Board Members:

Dave Solberg, Eau Claire President
Dave Wallace, State Agencies President
Allan Bjorkland, Superior President
Khader Abu al-eis, Madison President
Tom Palionis, DNR Vice President

Jim Volkmann, Rhinelander President
Paul Zoellner, Green Bay President
Jim Lepinski, Central Office Section
Jason Tucker, Southeast President
Glenn Saeger, Wisconsin Rapids representative

Specialists:

Sandy Henke, SEA Office
Bob Schaefer, Health & Retirement consultant

Ron Legro, Communications consultant
Willie Haus, Legal counsel

Guest: Lynn Saeger, member

Meeting Begins:

Mark Klipstein called meeting to order at 8:35 am. Introductions were made.

Approvals:

The July 16, 2011 Board Meeting minutes were reviewed. MOTION by Paul Zoellner, second by Khader Abu al-eis, to accept the minutes as presented. Motion carried. The Correspondence Report was reviewed. Mark Klipstein accepted the Correspondence Report as written.

President’s Minute: *By Mark Klipstein*

Mark reviewed the agenda for the meeting and also discussed his recent interview with the PE magazine. The interview was about the loss of collective bargaining.

Health and Retirement Report: *By Bob Schaefer*

Bob reported the Core at +1% and the Variable at -5%. Members should visit the ETF website and sign-up to receive electronic updates, <http://etf.wi.gov/>. Bob also requested approval to attend the annual SWIB meeting in Lake Geneva. MOTION by Tim Hanley, second by Jason Tucker, to pay travel expenses and registration fees for Bob to attend the annual SWIB meeting. MOTION carried.

Legal/Bargaining: *By Willie Haus*

Willie reported that some bargaining units are choosing not to seek recertification under the context of the new law. The state, though, has a practical need to discuss issues with collective groups with similar interests, such as the road builders, and Wisconsin Manufacturers and Commerce. SEA will be that face and voice for the state engineers.

Section News

STATE AGENCIES The section's annual fall meeting has been scheduled for Monday September 19 at the Prime Quarter Steakhouse in Madison. The meeting starts at 6 pm.

GREEN BAY A membership drive / Section Annual Meeting will be Sept. 7 after work at the Ashwaubenon Bowling Alley. The section also will hold a meeting that morning, before standard work hours, in the region office for those that can't make it after work.

**Section Reports:**

Each section reports on the status of its membership drive. Most sections are just beginning to outreach to their membership, except for the Rhinelander section. Rhinelander reported a 90% membership commitment. Go Hodags!

Options to allow retirees and other fellow employees to join as associate members were discussed. Two motions were made and withdrawn on the subject. The subject of associate membership will be tabled until month. Mark will prepare a report for the board on the subject for next month's meeting.

Committee Reports:

The following committees provided a summary of their past month's action.

Bylaws Review: Larry Legro reported to the board on the work done to date on the bylaws and the changes that will need to be made. Larry will work with Willie over the next month to prepare some of the bylaw changes.

Website/Membership: No report, no action taken. This committee will report next month on what website changes are possible.

Dues/Budget: No report, no action taken.

Marketing: No report, no action taken.

Structures/Roles: No report, no action taken.

Legislative Report: By Tim Hanley

Tim encouraged the membership to remain active and engaged.

Communication Report: By Ron Legro

Newsletter articles are due by August 28th. Ron discussed avenues to continue to further disseminate SEA's message.

Grievance Report: By Larry Legro

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-389 (filed 5/30/03) – DOT D3 - PE licensing fee reimbursement. Consolidated with A-307.

A-395 (filed 5/3/03) – DNR NER – PE Exam Reimbursement. Consolidated with A-307.

A-405 (filed 4/5/04) – DOT D5 – PE Exam and licensing fee reimbursement. Consolidated with A-307.

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 5-03-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. Consolidated with A-307.

A-432 (filed 5-03-05) – 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-446 (filed 2-14-06) – DOT SW – PE exam and licensing fee reimbursement. Consolidated with A-307.

A-453 (filed 8/18/06) – DOT NER - PE Exam and licensing fee reimbursement. Consolidated with A-307.

A-456 (filed 9/13/06) – DOT NER - PE Exam and licensing fee reimbursement. Consolidated with A-307.

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

A-362 (filed 10/31/01) – DOT D2 - Assignment of scheduled overtime. Consolidated with A-361.



- A-369 (filed 1/2/02) – DNR Water – Add-on as part of year-end leave cash out option. Arbitration pending.
- A-419 (filed 12/23/04) – DNR Water – Add-on is part of year-end cash out option. Consolidated with A-369.
- A-378 (filed 8/14/02) – DOT D1 - Not being paid appropriate mileage rate. Filed at Step 4.
- A-394 (filed 8/1/03) – DOT D1 – Discipline Reassignment. Filed at Step 4.
- A-410 (filed 6/29/04) – DNR Water – Granting of Restoration Rights. Filed at Step 4.
- A-420 (filed 1/27/05) – DOT – Turndown Mileage Rate. Filed at Step 4.
- 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-447 (filed 12/9/06) – DOT NCR – Fleet vehicle assignment & utilization. Filed at Step 4.
- A-448 (filed 9/27/06) – DOT NCR – HAM used on current state employee in promotion. Filed at Step 4.
- A-455 (filed 10/27/06) – DHFS-Reimbursement of surcharge for over 2000 miles. Filed at Step 4.
- A-463 (filed 4/16/07) – 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-472 (filed 1/25/08) – DOT NCR – Denied standby pay for 25-hour shift. Filed at Step 4.
- A-473 (filed 3/21/08) – DOT NCR – Denied 2 hours call-back time. Filed at Step 4.
- A-474 (filed 3/21/08) – DOT NCR – Denied 2 hours call-back time. Filed at Step 4.
- A-475 (filed 3/21/06) – DOT SE – Involuntary reassignment. Filed at Step 4.
- A-476 (filed 3/21/08) – DOT NCR – Denied benefits after car accident. Filed at Step 4.
- A-477 (filed 5/23/08) – DOT NCR - Denied 2 hours call-back time. Filed at Step 4.
- A-478 (filed (12/6/08) - DHS – Turndown Mileage Rate. Filed at Step 4
- A-481 (filed 2/14/09) – DOT NW – Employer failed to properly fill position. Filed at Step 4.
- A-482 (filed 3/17/09) – DOT DTSD – Denied standby pay for calls during lunch. Filed at 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 8/13/09) – DOT SE – Disciplined without just cause. Filed at Step 4
- A-487 (filed 5/20/09) – DOT NER – RLS requirement for Survey Coordinators. Filed at Step 4
- A-488 (filed 9/25/09) – DOT NER – Timesheet changed. Filed at Step 4
- A-489 (filed 1/16/10) – DOT SE – Denied Standby Pay. Filed at Step 4
- A-490 (filed 12/21/09) – DOT SE – Imposed temporary layoffs. Filed at Step 4
- A-491 (filed 12/21/09) – DOT SE – Imposed temporary layoffs. Filed at Step 4
- A-492 (filed 12/21/09) – DOT DTSD – Imposed temporary layoffs. Filed at Step 4
- A-493 (filed 12/21/09) – DOT NE – Imposed temporary layoffs. Filed at Step 4
- A-494 (filed 12/21/09) – DOT NC – Imposed temporary layoffs. Filed at Step 4
- A-495 (filed 12/21/09) – DOT NW – Imposed temporary layoffs. Filed at Step 4
- A-496 (filed 12/21/09) – DOT NW – Imposed temporary layoffs. Filed at Step 4
- A-497 (filed 12/21/09) – DOT SW – Imposed temporary layoffs. Filed at Step 4
- A-498 (filed 12/21/09) – DOT SW – Imposed temporary layoffs. Filed at Step 4
- A-499 (filed 12/21/09) – DOT NC – Imposed temporary layoffs. Filed at Step 4
- A-500 (filed 1/6/10) – DHS DPH – Imposed temporary layoffs. Filed at Step 4
- A-501, 502, 503, 504, 505, 506 (filed 2/21/10) – DOT NC – Imposed temporary layoffs. Filed at step 4.
- A-507 (filed 4/19/10) –DOCC- Restoration rights after layoff. Filed at Step 4
- A-508 (filed 6/14/10) – DNR- Article 10, Section 3/2. Filed at Step 4
- A-509 (filed 6/01/10) – DHS DPH- Vacation lump sum payments. Filed at Step 4
- A-510 (filed 6/2/10) – DOT BPD- Suspension without just cause. Filed at Step 4
- A-511 (filed 9/7/10) – DNR- Improper mileage reimbursement rate. Filed at Step 4.
- A-513 (filed 9/22/10) – DOT SE - Denial of thirty cent add-on. Filed at Step 4.
- A-514 (filed 10/15/10) – DOT SE- suspension without just cause. Filed at Step 4.
- A-515, 516, 517, 518, 519, 520, 521 (filed 11/19/10) – DOT Various Imposes temporary layoffs. Filed at Step 4.



A-523 (filed 5/17/11) – DOT CO - PE Exam and Licensing Fee Reimbursement. Filed at Step 4
A-524 (filed 7/25/11) – DOT NE – Safety Shoe Stipend withheld. Settled at Step 1.

Members should submit their safety shoe reimbursements for the '09-'11 and '11-'13 bienniums. Members are also encouraged to be broadminded and assertive in their approach with the transfer process as many opportunities are becoming available.

Annual Meeting Report: *By Paul Zoellner*

Paul reported that the Green Bay section will host the annual meeting on October 22. The exact location has yet to be determined. Details and funding options for the annual meeting were discussed. MOTION by Jim Volkmann, second by Glenn Saeger, to budget up to \$10,000 for the annual meeting which also includes expense reimbursement and accommodations for Sandy Henke, Ron Legro, Bob Spoerl, Bob Schaefer, and Willie Haus to attend, and also includes Friday night accommodations for Al Bjorkland. Motion carried. Please see the SEA website for further details on the annual meeting.

Financial & Membership Reports: *By Tony Allard*

Tony reviewed the July 2011 Treasurers report. MOTION by Tony Allard, second by Al Bjorkland to approve the July 2011 Treasurers report. Motion carried. Tony reviewed July 2011 Membership report. MOTION by Tony Allard, second by Paul Zoellner, to approve the May 2011 Membership report. Motion carried.

Tony submitted the below Board Meeting and Expense Vouchers for payment. MOTION by Tony Allard, second by Paul Zoellner, to pay the Board Meeting and Expense Vouchers. Motion carried.

M-171 => M-185	\$2250.00
10-249 => 10-263	<u>\$1909.22</u>
	\$4159.22

New Business:

Volunteers are still needed to serve on the audit committee.

Tony noted that the Department of Safety and Professional Licenses, formerly the Department of Regulation and Licensing, has scheduled another meeting to discuss continuing education requirements for Professional Engineers. MOTION by Tony Allard, second by Paul Zoellner, to pay travel expenses for a SEA representative to attend the meeting. Motion carried. Mark Klipstein agreed to attend the meeting.

Upcoming Board Meetings: September 17, October 22, December 17

Meeting adjourned at 3:40 pm



PUZZLING PUZZLER

I'll be home in a jiffy, dear

A businessman commutes home from the office, and his train gets into the station in his home town exactly at the same time every day. Every day his chauffeur is there to pick him up and take him home, so that every day he arrives home at



exactly the same time. Everything works like clockwork, so well in fact that the chauffeur is in the practice of timing his arrival at the station to exactly coincide with the arrival of the train.

One day, however, the businessman decides to leave work early, and he catches a train that gets to his station an hour early. He forgot to call ahead, so his chauffeur is not there to pick him up. The businessman decides that rather than wait for the chauffeur, he will start to walk home. Some time later the chauffeur comes driving along on his way to the station, sees his boss walking along the road, so he stops to pick him up, and they drive on home.

As the businessman walks in the front door of the house his wife exclaims, "Oh, honey, how nice -- you're home 20 minutes early!"

Question: how long was the man walking along the road before the chauffeur picked him up?

As usual with these types of problem, assume everything works nicely: constant velocity of the chauffeur's car, instant pick up and turn around, the train is always exactly on time, etc, etc.

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:

Someone has sent you an encrypted message from a famous person. You quickly figure out this code is one in which each letter of the English alphabet has been substituted with another. Your mission: Decode the message and tell us what it says. Here's the message:

"HVL VMKZQ CZUL VZN FQL CLZPPD LYLUHXAL BLZIFQ,
ZQO HVZH XN PZMTVHLC." -- KZCR HBZXQ

[Hint: "V" stands for "H"]

Answer: "THE HUMAN RACE HAS ONE REALLY EFFECTIVE WEAPON, AND THAT IS LAUGHTER." -- MARK TWAIN

Congratulations to [Gary Plummer, WisDOT - Utility Coordinator](#) for being the first member to answer the question correctly.

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.