

**WPEC EXECUTIVE COUNCIL
MEETING MINUTES
January 20, 2007**

Present: Greg Georg, Jill Hynum, Larry Kieck, Janice Wnukowski, Gary Mertig, Jane Steffes, Layne Litwin, John Verberkmoes, Mike Genthe, Suzanne Murphy, Steve Mahoney, Karen Gunderson and Diane Mandell.

Absent: Phil Dasso, Ed Berry and Rachel Zellmer.

AFT-W V.P. Present: Kevin Steffens.

Staff/Guests/Members Present: Aaron Crandall, Doug Swanson and Tom Ellett.

Meeting was called to order at 8:37 AM by Greg Georg.

Roll was taken.

Minutes from the December 9, 2006 meeting were reviewed. Discussion on non-voting members followed. AFT-W Vice Presidents will be listed as a separate category for purposes of calling the roll and reporting attendance.

Approval moved by Gunderson, seconded by Litwin. Motion carried.

President's Report:

Georg reported that the new WPEC contracts were being mailed out to the membership. The Gang of 18 met on January 8, 2007 and had hoped for more definitive answers to the background check issue. They discussed sick leave conversion and travel policies.

We had a labor/management meeting with Georg, Swanson and Wil Mikelson on January 8, 2007 to discuss the appointment letter issue. Discussions also included the scheduling of arbitrations and the selection of new arbitrators. They also talked about those employees harmed by moving in or out of a bargaining unit relative to contract implementation. These employees will be looked at on a case by case basis. We need to gather data on those impacted.

State employee locals will meet soon to identify our issues with background checks. Georg attended a union building meeting at 1 W. Wilson on January 19, 2007. The biggest issue was lack of communications. The people attending felt as if they were not getting the information they would like to have.

Membership Report:

Georg presented Berry's report. We need to work on converting MOM's.

Treasurer's Report:

Georg resented Dasso's report. Steffes suggested deferring any action on the report until Dasso was present to answer any questions that might arise.

COMMITTEE REPORTS

Contracting Out Committee:

Hynum stated that there was a need to set up a committee meeting. They would like to do some training on contracting out issues. When analyzing contracts it is important to remember that fringe benefit rates are widely variable between agencies and locations.

Policy & Procedures Committee:

Litwin will be meeting with Crandall to develop and document policies for the insider and eInsider. The committee hasn't met lately. Work is being done on updating the Executive Council contact sheet and the Bargaining Team list on the website.

Audit Committee:

Mertig noted that we will begin reconciling our bank statement on Monday. Copies of the final audit report were distributed. We have received the bill for the audit and it has been submitted for payment.

Grievance Report:

Ellett reported that the Grievance and Stewardship committee will meet on January 25, 2007. Ellett reported that he had reservations about filing the ULP that was approved by the Executive Council. He felt that the threat of filing was worth as much if not more than the result we would get from filing. There have been positive results with arbitrations being scheduled and additional arbitrators being agreed to. We have six arbitrations currently scheduled. Georg asked how the cost sharing for arbitrations worked. Ellett said he was not sure but would look into it.

Budget Committee:

Georg reported that the committee has met and that Berry is working on the budget. Litwin asked if WPEC will need a dues increase to present to the next convention. Mertig suggested that if we need one now we should coordinate it with the other increases that are already set to take place. Litwin felt that any increase recommendation should come from the Budget Committee or the Executive Council. Hynum noted that an increase was never brought up before the Budget Committee.

Georg asked Steffens to look into reimbursements WPEC might have coming in from AFT-W. These should be forwarded on to us as income and help us in determining our next budget.

Bargaining/ Classification and Compensation Report:

Swanson distributed a list of Bargaining Team members. Volunteers for classification representatives (class reps) for the Bargaining Support Committee (BSC) will be drawn together in January and February. By the group's second meeting, there will be a list of folks who have been elected as class reps to work on the BSC. At the Gang of 18 meeting, it was noted that some of the other unions were going to be getting bargaining survey input by the first of the year. Other locals would be doing their surveys a little later. OSER has not done a call to agencies to assemble their bargaining team. OSER has stated that they would like to complete negotiations by the end of the year.

Hynum noted that we need to address language in the contract dealing with back pay for people moving in or out of the bargaining unit during protracted negotiations. Swanson noted that a joint training of bargaining teams will be held in February. A discussion of bargaining and class & comp issues followed.

Communications Committee:

Crandall reported that we won't be doing eInsiders anymore. We will focus instead on bi-monthly hard copy Insiders with better articles and more editorial control. The committee will still meet monthly but this gives more time to better develop articles. If the need arises, we can still get word out on specific issues using blast e-mails and do it in a timely fashion. The next Insider will be out in early February. He would like it to include a correction piece relating to the last eInsider. He would like the newsletter to move away from editorials and towards more factual pieces.

Verberkmoes said that editorials would still be acceptable as long as they were identified as such. Genthe stated that anything printed in the Insider needs to be attributed to an author. No anonymous pieces should be printed. Crandall said that he would like to work with the BSC to develop the Bargaining Bulletins and periodic bargaining summaries for the Insiders. A discussion of budgeting for printed Insiders followed. The next meeting of the Communications Committee will be Monday at 5:00 PM at the Ground Zero coffee shop.

AFT-W Report:

Steffens reported that the next meeting will be the first weekend of February. The Dues Structure Committee met and moved to stick with full and fractional per caps. The next committee meeting will look into updated information for setting the benchmark for fractional per caps.

SEC Report:

Steffens noted that the SEC had not met recently. No date for a future meeting had been set.

COPE Committee:

Murphy reported that the committee had met and discussed candidates for the Supreme Court. A recommendation was made to back Linda Conrad. The next COPE meeting will be on January 27, 2007 to go over legislative priorities. The February 24, 2007 meeting will be to discuss school board races and to develop a budget for next year. A discussion of legislative priorities followed.

Georg commented that a problem with COPE is that a small group of people runs the whole program. There is little input from outside this group. Also, none of the members of this group are from locals, they are all staff. The committee's strategic plan is held as a secret document. A discussion of COPE policies and practices followed. Litwin suggested that a constitutional amendment to the AFT-W constitution may be needed to deal with the spending of money from the Solidarity fund. Further discussion of COPE activities followed.

Promoting State Employment:

Verberkmoes stated that he had put in a request for \$3,000 from the AFT-W Member Mobilization Fund. They should make a decision on our request by month's end. We asked them just for \$3,000, not for matching funds.

SEC Revisited:

Verberkmoes noted that with sick leave conversion, you have to buy into the state's health plan. They have been told that buying into other plans has been looked into but it was determined that this would cause members who stayed with the state plan to be negatively impacted.

OLD BUSINESS

Contract Printing:

Georg stated that the contracts went out on Thursday. We got a savings on mailing costs by using bulk rate postage.

Annual Report:

Georg reported that he had been working with Zellmer to develop the report.

NEW BUSINESS

Constitutional Amendments-WPEC Convention:

Georg advised that three amendments had been received to date. The Constitution Committee will meet on February 10, 2007 to review and make recommendations on the amendments.

SCL Delegates:

Hynum reported that we have reviewed the list of delegates and alternates to SCFL. The list presented was as follows:

Delegates:

Ron Blascoe
Jill Hynum
Barbara Smith
Carol Graham
Bill Franks
John Verberkmoes
Aaron Crandall

Alternates:

Art Foeste
Diane Mandell

Motion by Mertig to approve this list of delegates and alternates. Second by Kieck. Motion approved.

Constitutional Amendment Revisited:

Litwin suggested that we put in language addressing the issue of ex-officio members being counted as part of a quorum. He will write up language to submit as an amendment.

Release Time:

Georg noted that Berry would like 3 days of release time to work on the conversion to membership suite.

Motion to approve the release time by Hynum. Second by Gunderson. Motion approved.

Adjourn:

Motion to adjourn was made by Georg. Second by Mahoney. Motion approved.

Meeting adjourned at 1:47 PM.

Next meeting: March 3, 2007.