

**WPEC EXECUTIVE COUNCIL
MEETING MINUTES
January 12, 2008**

Present: Greg Georg, Jill Hynum, Phil Dasso, Gary Mertig, Layne Litwin, John Verberkmoes, Karen Gunderson, Steve Mahoney, Diane Mandell, and Suzanne Murphy.

Absent: Larry Kieck, Ed Berry, Jane Steffes, Mike Genthe, and Rachel Zellmer.

AFT-W Vice-Presidents: Kevin Steffens.

Staff/Guests/Members Present: Tom Ellet (AFT-W staff), Doug Swanson (AFT-W staff), and Art Foeste (C&C Committee chair).

Call to Order: (8:55)

Meeting was called to order at 8:55 AM by Greg Georg.

Roll Call: (8:55)

Roll was taken and a quorum was present.

Approval of Minutes: (8:56)

Minutes of the December 8, 2007 meeting were reviewed.

Motion made by Mandell to approve, Second by Mahoney. Motion passed.

Changes to Agenda: (8:58)

A question was raised if Tom Ellett would report out on the “Me Too” article to go in the Insider. Ellett responded that the article was not completed.

Presidents Report: (9:00)

Georg reported that the Gang of 18 met once on 12/20/2007 in which bargaining was discussed. AFSCME was offered 2-2-1, \$10 million in market, and 6.8% or 6.9% lift. Market money was a fixed dollar amount and Marty felt there was more to get and that differentials are still a big issue. They will be meeting on Tuesday, Wednesday, and Thursday. Health care premiums are going up 7% this year and next. PERSA yet to have their 1st negotiation session and SEA had 1st already. Several others locals will begin negotiations next week.

Ken Weaver is comparing CBA vs. the cost of contracts. Sounds like state would meet with us on IT issues. Contracting out the pharmacy in corrections seems to be an issue with Marty. More talk of the DOR office closings with DOR modifying their telecommute policy to allow non objective level employees to participate, leaving out only one employee. DOR may need to look at increasing more space in offices that are left open.

The State Journal has made an open records request on discipline of Special Agents and Crime Lab personnel in DOJ. Not considered serious issues. AFT-W President Brian Kennedy sent a thank you email to those who attended the summit meeting. He has requested to come to a WPEC EC meeting. A decision as to when will be made at a later date.

Treasurers Report: (9:15)

Dasso distributed a report and a discussion followed. He had to add some items not previously included. Additional changes to the report format were well liked. WPEC received a check for back legal fees. There is still concerned on the \$100,000 insurance limit on money market, more so since our two financials have merged. Audit committee assigned to look into solution. Discussion took place as to possible investing in treasury funds for excess cash and whether we should get into investments? Berry is calculating ½ time dues.

Dasso requested two days of release to work on IRS reports and MOM rebates. Motion made by Mandell to approve, Second by Mertig. Motion passed. Georg reminded everyone that he must know at least 14 days before any release time is actually taken so he can inform OSER.

Membership Report: (9:32)

Georg reported that there has been flat membership growth but anticipates that with the start of the year there will be an increase in retirements that should change the numbers.

Audit Committee: (9:33)

The official audit report was handed out. Mertig reported that it looked good overall with no major issues. The auditor questioned the office rent. Discussion followed on a suggestion that we pay rent through June, locking in our cost. Motion made by Verberkmoes to approve, Second by Mertig. Motion passed. Greg will send the audit to national, scan the document and get it to Crandall to put up on the WPEC web site. The committee is already considering the next audit.

Budget Committee: (9:40)

Georg said that a February Budget Committee meeting is being planned.

Grievance Committee: (9:42)

Verberkmoes reported out and handouts from Bill Franks were distributed. Franks is working on several future stewards events. The dates are as follows:

New stewards training on 2/29/2008,

Annual stewards meeting and elections on 3/1/2008,

Stewards retreat on 4/24/2008 (the day before Professional Development Day).

All events are to be held at the Pyle center in Madison. For the training session, up to 20 can attend in pay status, with council members and activists invited (in pay status if slots available). The unfair labor practice against DWD has been rescheduled from January, 15, 2008.

Contracting Out Committee: (9:50)

Hynum reported that the CO committee members will get together for discussion before meeting with legislator Cowles. There are issues with SSN, a grievance on the New Hire Program, and problems with demographics and SSN. They are also looking into more background check issues. Discussions ensued.

Bargaining: (10:20)

Georg reported out that negotiation sessions were held 12/20/2007, 1/7/2008, and 1/8/2008. On 12/20, the state offered 2-2-1 GWA, a 14% increase in health cost, and a small amount of market money for a few IT and Revenue classifications. On 1/7, the team caucused and did a second economic offer (dropping 50%) but still including the bench marking and article 2/3/2. In a sidebar, the state said that WPEC didn't remove enough of our proposals and WPEC said the state never even countered on any. This created a heated (shouting match) discussion in the sidebar. Both sides finally agreed to counter and/or drop proposals to get things moving again. A TA was made on the proposal that each side pay for their own copies of the contract.

Classification and Compensation Committee: (10:40)

Foeste reported there have been positive results of late. PPA survey will get three groupings. In November, the state wanted 2 levels, WPEC wanted 4, and it could end up with 3 classifications. The committee plans to meet again in early February. Meetings were held with Military Affairs (problem with filling positions from the outside rather than advancing from within), trust fund specialists, UW benefit specialists, financial examiners, and paralegals. DFI wants add ons.

Professional Development Day: (10:52)

Foeste reports the date is 4/25/2008, and that in mid February the break out sessions will be set and sent to OSER for approval. An email will go out soon announcing the event. The stewards retreat will be the day before and AFT-W will pay for a portion of it and are talking with Matt Jacobs of AFT. There are plans to allow the stewards to pre register for both the retreat and PDD.

Convention Committee: (11:06)

Mandell reported out that the same schedule as last time is planned and estimates approximately 90 delegates will attend. Delegates will get the extra accumulated gifts from previous conventions for handouts. A proposed cost sheet was distributed, estimating \$3111. The committee still needs to get articles to Crandall for Insider and web site.

District meetings to elect delegates are as follows:

District 1- TBA, District 2 – 2/13/2008, District 3 – 2/20/2008, District 5 – 2/12/2008, and District 6 – 2/12/2008.

The 2008 AFT convention is in Chicago, 7/9 – 7/14/2008, and we need to figure costs. There is convention information on the AFT website.

Promoting State Employees: (11:25)

Verberkmoes reports that the committee is creating a list of activities other than the bar socials and are putting together a budget. Foeste said that the SEC could possibly contribute money.

Break for Lunch: (11:30)

Term Limits: (12:05)

Georg led the discussion as to whether terms limits should be removed or extended and the difficulties to get candidates to run in some districts, possibly requiring appointments to fill seats on the council. It was decided to have the council submit constitutional amendments to increase term limits of officers and district representative from 3 to 5 consecutive terms and change district special election to appointment by the President with approval of the EC. Motion made by Hynum to approve, Second by Mahoney. Motion passed. Georg will write up and submit said amendments to the Constitution committee.

AFT-W Report: (12:34)

Steffens reported that there has been one board meeting/retreat since the AFT-W convention and everyone was on their best behavior. There are plans to restructure the "Professional" newsletter. The COPE Committee will present the COPE Plan at next board meeting in February. The board is asking for the locals to submit priorities and agenda items and will establish a "clean campaign" pledge by April. Two organizing positions were approved. Locals will be required to submit employee salaries for all partial caps in January 2008. Discussion ensued whether it should be done and what happens if they are not submitted? Contract negotiations with staff are on going.

AFT-W convention locations: 2008 – Milwaukee, 2009 – Hayward/Cable, 2010 – La Crosse, 2011 – Stevens Point/Wausau.

Board meetings dates: 2/1-3, 4/11-12, 6/20-21, 9/12-13, 10/29, 10/31, 12/5-6

The locals will be told to contact Hawks law firm only via AFT-W staff. (Discussion ensued.) The expenses for the board was double of what was budgeted for but total costs for AFT-W still under \$60,000. (This was mainly due to not filling organizing positions.)

Release Time: (13:20)

Georg requested 4 days of release time for Berry to work on membership secretary duties. Motion made by Mahoney to approve, Second by Mandell. Motion passed.

Mileage Increase: (13:22)

Litwin reported a member request for a mileage reimbursement increase. The last increase was to 25 cents a mile in September 2000. Figures were provided as to mileage cost from the last fiscal year and a list of increased amounts to budget for various

reimbursement amounts. Verberkmoes proposed an increase to 40 cents a mile. Motion made by Verberkmoes, Second by Gunderson. Motion passed.

Labor Notes Conference: (13:36)

Handout distributed on the Annual Labor Notes Conference in Detroit from 4/11 to 4/13/2008, \$80 fee before 2/15 (\$115 after) and lodging at \$111. SCFL will once again provide bus transportation from Madison. A proposal was made to authorize sending up to 10 people, with 2 nights lodging, and transportation costs at SCFL bus rate. Motion made by Verberkmoes, Second by Mahoney. Motion passed.

Social Committee: (13:42)

Mandell reports plans to rent a movie for Black History month in February and show it at the Sequoia Library, UW Madison and UW Whitewater locations. The committee is also looking into events such as the Mexican Ballet tour, wine tasting, Wisconsin Dells boat trip, and picnics. No budget established yet.

Legal Committee: (13:52)

Georg reports that the committee would oversee getting reimbursed for legal fees and create procedures to track costs and reimbursements. Perhaps the committee will need involvement from stewards and AFT-W staff.

COPE: (13:55)

Next meeting Saturday, 1/19/2008

Annual Report: (13:55)

There is still some confusion as to who gets what information, what format it is presented in, and how it is distributed. Mandell and Zellmer will work together to determine procedures.

Good and Welfare: (14:00)

None

Adjournment: (14:00)

Motion was made to adjourn by Litwin, Second by Gunderson. Motion passed.

Meeting adjourned at 2:00 PM.

Next Executive Council meeting: February 23, 2008.