

**WPEC EXECUTIVE COUNCIL
MEETING MINUTES
July 18, 2009**

Call to Order – 10:10

Meeting was called to order at 10:10 am by Greg Georg.

Council Members Present: Greg George (Pres), Jill Hynum (VP), Ed Berry (MS), Gary Mertig (D2), Mark Roe (D3), Layne Litwin (D5), Suzanne Murphy (D6), Steve Mahoney, John Fries, Karen Gunderson.

Council Members Absent: Larry Kieck (RS), Maggie Schmeltzer (T), Linda Thompson (D1), Jane Steffes, Mike Genthe, Rachel Zellmer

AFT-W VPs Present:

Staff, Guests, and Members Present: Doug Swanson, Tim Whitcher, Wayne Mertens, Barb Smith, Mark Kuechler, Ruth Ginsberg

Quorum is present.

President's Report – 10:15, Greg Georg Reporting

OSER and WPEC leadership met in both mid and late June. WPEC requested information on furloughs but never received any.

Discussion of MOU has been ongoing with AFT-W and SEC locals. Survey to members on furlough issues went out Friday afternoon. Feed back from 500 already. Most indicate the furloughs are inevitable and want to get it rolling.

If no MOU agreed to, it is not sure what will happen. OSER could make any of the following could happen:

- 8 day layoff in 21 day period
- Reduce salary to ~97%
- Permanent layoffs with hit on benefits
- Reduced work week

Can we do a MOU with out vote? Probably have right to do so, but not a good thing to do as we might open charges of non representation.

Best to do some sort of mail ballot (Postal or Email?) It can be made a referendum, binding or advisory, as determined by EC.

No objection heard to holding a membership vote on MOU

- Preliminary Survey Results (Yes, No, Not Sure in percentages)
 - Furlough Inevitable

- Y=79 N=8 NS=13
- Agency has plan
 - Y=63 N=17 NS=20
- Feel it is acceptable
 - Y=52 N=19 NS=29
- Guideline acceptable
 - Y=61 N=20 NS=19
- Preference on Specific Days (1 most to 4 least preferable)
 - 1=25 2=30 3=20 4=23
- Uniform Reduction in Salary (1 most to 4 least preferable)
 - 1=28 2=12 3=16 4=43
- Uniform reduction in work hours (1 most to 4 least preferable)
 - 1=7 2=15 3=24 4=53
- Flexibility in determining furlough days (1 most to 4 least preferable)
 - 1=45 2=24 3=18 4=14
- Can leadership sign MOU without Ratification (in Percentages)
 - Y=52 N=56 NS=19

We need to know what happens if a MOU is not signed? OSER isn't saying what they will do. Need to know if it will be 8 consecutive days off (temp), Permanent layoffs (perm), or reduce salary by ~3%. Do we live within or without the contract?

Agree to consider a second survey based upon results of first with added information?

Agree to draft our own MOU to submit to OSER. (Greg and Jill will work on it.)

- Points of the Next Survey
 - Summary of first survey
 - OSERs options (threats) and our interpretation of them
 - Draft of MOU?
 - Do you want MOU or OSER's choice
- Draft MOU Ideas
 - Need escape clause so not locked in if Non Reps get out
 - Specific number of hours and days
 - Select number of hours as long as it equals eight hours a week
 - Drop first and second paragraph of OSER MOU
 - No Extension of furloughs
 - Tied to our language - "mutually agreed"
 - Escape Clause
 - Holiday protection
 - No permanent layoffs
 - Specific hours or days (no extension) not to exceed "x"
 - Prorated, Budgeted versus Actual
 - Sharing furloughs

- Transfers issues, not forced to take extra days if already taken in other unit

Call for motion: WPEC President will open discussion with OSER on a specific MOU.

Motion made by Litwin and seconded by Mertig. Motion carried

Doug presents WSP actions: No member survey on board decision to either agree to MOU or implement the contract. WSP is making an MOU. Everything will be online and voting on states time.

Greg needs to schedule meeting(s) with OSER. Doug will contact OSER and say the deadline is unreasonable and ask for extension. Work will commence on survey and the MOU.

Still concerns on members email addresses for contacts and voting

Adjourn – 15:24

- Motion by Berry, second by Fries. Motion carried.