

**WPEC EXECUTIVE COUNCIL
MEETING MINUTES
May 16, 2009 – Amended 6/27/2009**

Present: Greg Georg, Jill Hynum, Ed Berry, Larry Kieck, Mark Roe, Layne Litwin, Suzanne Murphy, Mike Genthe, Steve Mahoney, Rachel Zellmer, Karen Gunderson and John Fries.

Absent: Margaret Schmelzer, Gary Mertig, Linda Thompson and Jane Steffes.

AFT-W VP:

Staff/Guests/Members Present: Doug Swanson, Jill Malak and Jim Bakken.

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

Minutes from the April 4 and 25, 2009 meetings and the 2009 Convention were reviewed and amended.

Motion to approve, as amended, by Litwin, second by Roe. Motion carried.

President's Report:

Georg reported that he had met with OSER to discuss pay system problems and the budget. The feeling is that the budget may not be done by the end of June. The next frozen payroll data won't be ready until July. A meeting was held with DHS to discuss their proposed institution policies. Sick leave use of more than 64 hours per year, except for FMLA leave, would result in discipline. We have concerns with this type of policy.

The Gang of 18 met April 13. Discussions focused on the DHS attendance policy, bargaining and the Lakeland Times case. SEIU would like to start bargaining in early June. TAA and PERSA have a tentative agreement but this may not be a good time to go before JoCER. The Supreme Court has heard arguments in the Lakeland Times case. A decision could be expected in June. Georg, Swanson and Spector met with DOA the day before the Governor made his layoff/furlough announcement. There was no direct request made at that time to open our contract to renegotiate the 2% general wage adjustment set to take place on June 7. The SEC held a meeting on May 13 to discuss budget issues. A discussion of our 2% raise and layoffs followed.

Membership Report:

Berry reported that the number of people paying dues continues to increase. A number of new membership cards have come in since the Governor's announcement of layoffs/furloughs. Berry pointed out that there are still over ~~2000~~ 200 differences in email addresses between WPEC's membership data base and AFT-W's Get Active software. These need to be resolved before Get Active can be relied upon for blast emails to the members.

Communications Committee:

Jill Malak stated that it is important for WPEC to stay on top of its message, given the issues these days. AFT-W and WPEC are both advocating contractor accountability and the message is being picked up by the media. As of today, there is a new SEC website – wi.aft.org/sec. A survey is being put together to measure state employees' perspectives on how layoffs and furloughs are affecting their ability to provide services. Next Tuesday, at 9:30 am in the Senate parlor at the Capital, a press conference will be held to put a face on services provided by state employees. The message will be that we are state employees advocating for the needs of the citizens of Wisconsin. A discussion of FLSA status for part time and reduced hours employees followed relating to vacation and overtime pay. Swanson stated that the Department of Labor's position is that everybody should be covered by FLSA. We will need to identify what we are able to accomplish in the hours we are allowed to work when furloughs become a fact of life and document what is not getting done.

Georg commented that the printed copy of his furlough email was very slow to get mailed out by Wells. Georg also noted that WPEC's Facebook page is not very easy to use and has, in fact, never been authorized by the Council. If it is a WPEC service, it should be done with the Council's approval.

Organizing Committee:

Jim Bakken noted that there are opportunities for organizing because of the poor information being provided by management. This atmosphere creates a lot of activists. He feels he is ready to go forward with the names that were given him and get these people plugged into some of the topical issues. He would like to get them involved in spreading our message and assessing MOM's in their work areas.

On unit clarification, the database we use needs worksite location, phone numbers and email addresses. These people, being non-represented, will probably be forced to make up work left undone due to furloughs. This will help to show the value of a union. Work will be done this summer to get WPEC cards signed. A discussion of academic staff classification issues followed. Jill Hynum pointed out that WPEC has established an Organizing Committee which needs to have members appointed by the President and approved by the Council. A further discussion of unit clarification issues followed. Litwin and Roe expressed an interest in joining the WPEC Organizing Committee.

Contracting Out Committee:

Hynum is putting together a summary of notifications received. We are now seeing contract renewals coming in because we are 3 years from the initial cost/benefit analysis. Contractors were not supposed to be kept on past the 3 year point, but time will tell on how well that policy is

followed. There are preapproved bulletins for more than just IT positions. John Fries has filed a request to get the list of vacant state positions. This would show how many jobs are being held open to make it easier to justify contractors. The committee is looking at setting up a website to illustrate contracting out issues. A discussion of contracting out and contractor issues followed.

Policy and Procedures Committee:

Litwin drafted a supplies/equipment/resource use policy. A signup sheet for checking out equipment has also been drafted. We still need to do an inventory of the union's equipment to establish what all we currently have.

Motion by Berry, second by Gunderson, to approve the draft document and policy, as amended. Motion approved.

Bargaining:

Georg stated that there is not much new to report. The next step will be to agree to an extension of our current contract. A discussion of OSER staffing and other bargaining issues followed. We still need to keep working on our issues so that we are prepared when the time to bargain finally arrives. The Bargaining Team and Support Committee will both need to regroup and take the layoff/furlough issue into their preparations.

Classification and Compensation Committee:

Georg noted that a meeting was held in mid-April to discuss positions at the UW and Emergency Government that were considered confidential. Emergency Government said their people were planners that worked with labor unrest. The UW people were said to be involved in discipline issues. We met with the Department of Military Affairs to discuss hours of work and on call/call back issues and how they apply our contract. We are supposed to meet with OSER in June regarding PPA and Real Estate Specialist specifications.

Convention Committee:

Georg noted that some of the bills from the convention have been paid. Diane Mandell has prepared a list of no-shows for the Professional Development Day.

COPE Committee:

Georg said that the committee met last Saturday in Eau Claire. They voted to buy a table at the David Obey dinner for \$2500 and will pay with PAC funds. A by-law amendment was proposed to enable the Solidarity Fund to be held in an interest bearing account. Hynum suggested that WPEC propose a constitutional amendment for the AFT-W convention to create a Solidarity Committee separate from the COPE Committee. She will prepare a draft of the amendment

Social Committee:

Murphy reported that the next event is scheduled for next Thursday. Flyers have gone out.

Contracts:

Hynum stated that it is good to have paper copies of the contract to hand out to members. Georg commented that when we run out of the printed copies that we have in stock, we will have more printed.

Baseball Tour:

Georg asked that people in the Districts get the word out about ticket purchases. Time is getting short to build attendance at the games. We should have handouts at the games containing union issues that we can give to our members.

Public Employee Conference:

Georg asked if the travel plans and preparations were going as expected. No one knew of any problems.

WERC Conference:

Georg reported that the conference was interesting but did not feel that it was something that needed to be attended repeatedly.

WPEC Staff:

Georg, Schmelzer and Berry will develop duties for a WPEC staff person.

ULI:

Georg noted that the institute will be held in early August at the Lake Lawn Lodge in Delevan, WI. We have budgeted \$4,000 and could send 6 or 7 people. The event runs from Sunday through Thursday. Hynum suggested we send some of our new stewards.

AFT-W Convention:

Georg noted that it will be held in Wausau, WI and suggested we offer a hospitality room. If we are going to do shirts for the delegates again, we will need 4 weeks lead time to process the order. Georg, Mahoney and Murphy will work as a small group to plan WPEC's attendance at the convention. The deadline we should use for constitutional amendments for the convention is August 20. The WPEC Executive Council will meet on October 24 and the convention delegate caucus will be set for the same day. Zellmer, Hynum and Georg discussed sending out notices to members to point out links for timely issues such as ball games, AFT-W convention plans, socials and shirts.

Release Time:

Georg noted that Art Foeste asked for 2 days of release time to attend a conference.

Motion by Fries, second by Litwin, to approve 2 days of release time for Art Foeste.
Motion approved.

Good and Welfare:

Gunderson noted that the union Bean Feed is coming up on May 27.

Adjourn:

Motion to adjourn was made by Litwin. Second by Berry and Zellmer. Motion approved.
Meeting adjourned at 2:11 PM. Next meeting will be June 27, 2009.