

**WPEC EXECUTIVE COUNCIL
MEETING MINUTES
September 12, 2009**

Present: Greg Georg, Jill Hynum, Margaret Schmelzer, Ed Berry, Larry Kieck, Gary Mertig, Mark Roe, Layne Litwin, Karen Gunderson and John Fries.

Absent: Linda Thompson, Suzanne Murphy, Steve Mahoney, Rachel Zellmer, Mike Genthe and Jane Steffes.

AFT-W VP:

Staff/Guests/Members Present: Jim Bakken and Art Foeste.

Meeting was called to order at 9:23 AM by Greg Georg.

Minutes from the August 1, 2009 meeting were reviewed.

Motion to approve by Berry, second by Schmelzer. Motion approved.

President's Report:

Georg reported that the Gang of 18 met and talked about tentative agreements that are still waiting to go before JoCER. SEIU has just signed a MOU on furloughs. SEA is still dealing with the furlough issue and is looking at layoffs in October. Jim Pankratz has retired from OSER and is being replaced by Joe Wineke. Georg, along with several AFT-W staff, has attended several discussions regarding UW unit clarification. There have also been meetings at various departments on the furlough issue.

Membership Report:

Berry reviewed the membership report and noted that while member numbers are up slightly, the overall bargaining unit numbers have declined and are now just below 4900. Work is still being done with AFT-W to straighten out email address lists. A discussion of email address lists and their upkeep followed.

Treasurer's Report:

Schmelzer distributed and discussed the financial reports. The annual audit and the Hudson audit have been done. It looks like rebate amounts will be higher this year. The auditors recommended that checks and bank statements should be reviewed monthly. The auditor also recommended that the Hudson audit be done every three years, not annually. Georg stated that office furniture had been purchased for the union's office at the Swap Shop; a desk for \$10, a locking file cabinet for \$50 and three chairs at \$20 each.

Unit Clarification:

Jim Bakken noted that the resolution of filing issues is progressing. There are a total of eight classifications in dispute and four of them involve AFT-W. WSEU has been insisting that all classification issues be resolved before the joint filing of unit clarification. WEAC still wants librarians and special librarians. AFT-W feels these people are also involved in other duties that would make them a better fit with WPEC. Position descriptions and proximity to like work will be used to determine how classifications are slotted for organizing. Classifications currently in question that will be looked at further are Admin. Program Specialists, Admin. Specialists, Academic Advisor titles, Outreach Specialists, Research Specialists and Residence Hall managers. Of these classifications, there are over 2300 positions which will have to be looked at individually. AFT-W and WSEU propose to do a limited filing on six campuses, go through the position descriptions and file on those positions. The remainder of the campuses will be filed on using this as a pattern. By using six campuses as a basis for beginning the process, only 204 positions will have to be looked at individually. The six campuses that will be looked at first are Eau Claire, Green Bay, La Crosse, Platteville, Stevens Point and Superior. A discussion on the process to be used in site visits followed.

There has been a lack of cooperation on the part of the UW System regarding campus visits and email access for unit clarification. Legislators are beginning to take note of this and are expressing their interest in unit clarification to the UW administration. Each campus has a unique culture and this needs to be taken into account when trying to have union activists connect with those being organized. A meeting has been held at UWM among the affected classifications and future meetings will be held at other campuses. The hope is to file on the six campus group in the next few weeks. Roe noted that it would be very useful to have a session on unit clarification at ULI in November.

Communications Committee:

Hynum noted that the convention delegate list and dues article still have not come out in the newsletter. Litwin noted that there is an issue related to insurance that should go out prior to the dual choice period. Time sensitive material will go out in an emailed Insider.

Contracting Out Committee:

Hynum reported that work is being done on setting up a SEC contracting out committee. As new legislation is being drawn up on contracting out, we should be making suggestions to legislators on the types of things that need to be included for effect oversight. The committee will next meet on September 24, 2009

Grievance Issues:

Hynum noted the furlough MOU is still an issue at DCF with scheduling of days off being inflexible. 86% of employees surveyed at DCF were not happy with the fixed schedule model. Assignment, or reassignment, of parking spots in downtown buildings is being handled in a confrontational manner and could lead to grievances. A discussion of grievances and arbitrations followed. We should talk with Tom Ellett and Bill Franks to determine the progress on various grievances.

Policy and Procedures Committee:

Litwin distributed draft convention and conference reimbursement policies for review and comment. The questions remains as to how to get people to actually show up to do the work of the convention in order to qualify for expense reimbursement. Attendance at morning sessions should be required for the previous night's expenses to be reimbursed. Attendance at all working sessions and voting sessions should be required. The draft policies will be reworked.

Bargaining:

Georg noted that a joint bargaining team and support committee meeting will be held on Monday. Early October bargaining dates are being sought with OSER. The bargaining support committee will have weekly meetings over the next month to get back on track. A discussion of bargaining followed.

Classification and Compensation Committee:

Foeste stated that the Classification and Compensation Committee will meet next Wednesday. Doug Thayer will be the person attending from OSER. The revised specifications for PPA's, URP's and Real Estate Specialists will be discussed. A third classification level is expected to be added to the PPA and URP series for lead workers. However, the specifications won't be implemented because they would lead to reallocations which would necessitate pay raises and they can't afford that.

AFT Update:

Foeste noted that the AFT board had passed a budget in July and cut out one Program and Policy Council meeting per year to save money. A \$20 million fund was set up to promote the image of public employees. At the national level, charter schools and the "Race to the Top"/test score issues will predominate and public employee issues will take a back seat. In the spring of 2010, the AFT Public Employee Group will be putting on an organizing forum in Alaska.

AFT-W Convention:

Foste stated that Tim Hawks will be doing a session during breakfast on the Lakeland Times decision. Breakout sessions will include an ETF presentation and a state of the state's revenue session.

Grievance:

Foeste stated that a grievance had been denied and an employee terminated and refused unemployment compensation. Would we provide representation for the employee at a unemployment compensation hearing? A discussion on the ramifications of this and its cost followed.

Motion by Mertig to have Tom Ellett, or a designated representative, provide representation at an unemployment compensation hearing for the grievant. Second by Roe. Motion approved.

COPE:

Georg said that the committee will next meet in Appleton. Part of the meeting will be given up to training.

Baseball Tour:

Georg stated that over 600 tickets were sold for the games. Foeste noted that Georg had put a lot of effort into organizing these events. Georg and Litwin said that a debrief needs to be done to see what people liked or what could be done better next year.

Furlough Issues:

Roe discussed a person who had scheduling issues in the Winnebago area. There may need to be labor/management meetings held to discuss organizational issues exacerbated by furloughs. A general discussion of furlough issues followed.

H1N1:

Gunderson noted that UW has promulgated rules dealing with pandemics. Under their rules, they can send a whole unit home for several days. They would work from home and remain in pay status. The question is does a supervisor have the expertise to determine if an employee is ill. If an employee is sent home should they be in pay status or be forced to use other leave? We do not want to be in a position of being told to take sick leave. We need to be up to date on departmental COOP plans.

AFT-W Convention:

Georg stated that shirts for the delegates are yet to be ordered. Any new delegate would have to register by October 1. So far only some soft drinks have been purchased for the hospitality room.

Motion by Gunderson, seconded by Berry, to spend up to \$400 for hospitality room supplies. Motion approved.

Alternate delegates can be appointed to accommodate people who may wish to attend. Schmelzer agreed to be appointed as an alternate. Georg distributed the amendments proposed by the governance committee. A discussion of the amendments and committee's recommendations followed.

WPEC Elections Review Committee:

Georg asked that Layne Litwin, Jennifer Maly, Mark Roe, Greg Georg and Jim Newton be appointed as the WPEC elections review committee.

Motion by Kieck to confirm the appointments to the elections review committee. Second by Roe. Motion approved.

Up Coming Meetings:

Georg noted that the October 24, 2009 meeting will take place at the United Way building in Madison. The Council meeting will be in the morning and the afternoon will be taken up with a delegate caucus and candidate interviews. At this time, there are no candidates facing an opponent, but that may change. Only John Verberkmoes has put his name in for an at large VP position. Mark Roe will be running for SEC VP. The December 5, 2009 Council meeting may have to be changed. This is also the date of the AFT-W board meeting and if Georg and Roe get elected to the offices they are running for, there may be a conflict.

Adjourn:

Motion to adjourn was made by Berry. Second by Litwin. Motion approved. Meeting adjourned at 3:31 PM.

Next meeting will be October 24, 2009.