

**WPEC EXECUTIVE COUNCIL
MEETING MINUTES
April 10, 2010**

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

Absent: Linda Thompson, Jane Steffes and Rachel Zellmer.

Staff/Guests/Members Present: Aaron Crandall.

Meeting was called to order at 8:38 AM by Greg Georg.

Minutes from the March 6, 2010 meeting were reviewed.

Motion by Mertig to approve. Second by Mahoney. Motion carried.

President's Report:

The Gang of 18 met and discussed DOR at-risk letters for the Fond du Lac office closing, as well as other office closings. SEA reached a tentative agreement on their 2007-2009 contract. They kept their professional development language and got market money for specialists. The attorney's are having issues. The state wants to hire LTE's to fill vacancies. Not much progress to report at the bargaining table on current contract negotiations for any of the locals. The COPE meeting in Eau Claire met with a number of candidates and endorsed most of those interviewed. COPE is looking at developing a mechanism to handle donations. AFT lost the Article XXI hearing held by AFL-CIO. AFSCME was given exclusive rights to organize at the University of Alaska until May 2011.

Membership Report:

Berry noted that there has been a 12% increase in signed members for the UW Hospitals & Clinics unit. There are now only 17 MOM's left in their unit. Overall, WPEC membership numbers keep going up. A general discussion of probation policies followed.

Treasurer's Report:

Schmelzer reported that the attorney's cost for the escrow account will be \$312 for the first year and \$156 per year thereafter. A discussion of the treasurer's report followed.

Audit Committee:

Mertig noted that reimbursement checks will be done later today, as well as the monthly audit of checks.

Budget Committee:

Berry noted that the budget for AFT convention costs was adjusted per the motion passed at the March 6, 2010 WPEC Executive Council meeting. A total of seven people are signed up to attend the Labor Notes conference in Detroit.

Organizing:

Georg stated that all Executive Council members are invited to attend the steward's retreat. The Alaska Blitz volunteers from UW-Stout should also be invited because of their commitment to organizing. A discussion of UW organizing followed. For WPEC, we need to work on moving MOM's to full membership. About 44 from WPEC have signed up to attend the steward's retreat.

Contracting Out Committee:

Hynum stated that DOA has attached a fiscal note to Sen. Lassa's bill. It had to go through the Joint Finance Committee. The road builders association still opposes it, so it was not scheduled by the committee, as yet. The language of the bill, as currently written, still falls short of what we would like. Georg noted that our economic offer in bargaining was based on funding a pay raise with the money saved by not contracting out jobs that could be done more cost effectively by state employees. Hynum stated that overhead costs and fringe benefits are still problem areas when analyzing cost benefit analysis for contracts.

Grievance Committee:

Georg asked that any Executive Council members interested in attending the steward's retreat let him know soon. Hynum noted that there was another FMLA violation case at DCF. Georg suggested that WPEC do FMLA training for the stewards. A discussion of FMLA and furlough issues followed

Policy and Procedures Committee:

Litwin said that we need to develop something dealing with membership data distribution. We should develop policies on who can get membership information, at what level of detail on what type of schedule. The committee will be working on drafting such policies. Hynum said that the stewards should be sent lists of members, without detailed employment information, so they can be aware of who in their area is a WPEC member. Litwin also suggested that an annual evaluation form be developed for the Executive Council. Roe stated that this would be a good thing, a way to capture ideas held by Executive Council members that may not have come up during the year. The committee will draft something on this, too.

Bargaining:

Georg stated we met for bargaining on March 29 and 30. The next sessions scheduled are on April 26 and 27. The WPEC economic proposal was based on savings from not contracting work out. Language revisions are focusing on Article 7. We have tentatively agreed to three removals of sunset dates in the current contract; use of email, appointment letters and HAM hires. Bargaining may change to every other month if no progress is being made. Rachel Zellmer has moved to non-WPEC position and has left the bargaining support committee.

Wayne Mertens will be taking charge of this committee. A general discussion on the size of the bargaining support committee and how to add people when needed followed.

Communication Committee:

Crandall noted that a draft Insider had been prepared. The hope is to get it into the mail by the 20th of this month. There remains a need to clean up the website because it seems to be difficult to find information when navigating the site. The WPEC facebook page has 85 fans and it is linked to the WPEC main page. Litwin noted that the next newsletter to be worked on will be after the convention, probably in June.

Classification and Compensation Committee:

Georg said that nothing much was happening in this area and that there was no meeting set with OSER.

Convention:

Georg said that Diane Mandell will be sending emails to delegates next week. Constitutional amendments will be dealt with earlier on the agenda this year. Litwin stated that he had provided Mandell with all documents and forms relating to constitutional amendments and by-law changes. Hynum suggested that the deadline date for submitting resolutions for consideration at the convention be included in mailings to delegates.

AFT-W/SEC Report:

Roe stated that the SEC met on March 30 and dealt with contracting out legislation, employee pension contributions, session development for the AFT-W convention, setting a standing meeting day for each month (3rd Tuesday) and an update on unit clarification. Georg noted that the AFT-W budget committee will meet next week. Given the deficit that they are running, this should not be an easy meeting. The AFT-W board is meeting next weekend. A general discussion of the AFT-W deficit and how it arose followed.

Social Committee:

Murphy stated that about 40 people attended the last event. The next event is April 22 at Brocach Irish Pub. Plans have been set through the summer to have a social event on the third or fourth Thursday of each month.

AFT Update:

Georg stated that he had recommended to Bryan Kennedy that Art Foeste be reappointed to the AFT Program and Policy Council.

Baseball Tour:

Georg stated that he had prepared a request for funds from the AFT-W Membership Mobilization Fund. Mahoney has set up a contract for the Madison Mallards game on June 19. The Brewer's game and tailgate will be on August 21. We are still working on Appleton, Beloit, La Crosse and Wisconsin Rapids. A flyer, with the schedule of dates and locations, should be out at the professional development day.

UW Hospital and Clinics Unit:

Georg noted that Swanson is bargaining weekly on their next contract.

DOA Layoffs:

Fries noted that the union received notice of 5 members to be laid off from DOA on April 30. This week DOA announced there would be no layoffs, after all. Notices are to be sent out to remove the employees from at-risk status. A general discussion of layoffs at DOA followed.

At this point, the meeting broke for lunch. A cake and gift were presented to Jill Hynum to mark her imminent retirement.

Associate Membership:

Georg circulated a draft associate membership form. Hynum stated that the dues would be set, at a minimum, at \$25.80 per year. We would need to set up a code for this class of members in our membership database. A discussion followed on additional details for the membership form and on associate membership.

Retiree Chapter Membership:

A motion was made by Litwin, seconded by Berry, to pay the first year's dues for the retiree's chapter for Jill Hynum. Motion approved.

District Representative Election:

Litwin noted that a candidate has been found to stand for election as the District 5 representative. The Executive Council would have to put out a call for this special election.

A motion was made by Litwin, seconded by Roe, to put out the call for a special election to elect a District 5 representative. Motion approved.

UW Furlough Volunteer Day:

Gunderson noted that a couple of unions on the UW campus are promoting using furlough days as volunteer days. They are looking to WPEC for sponsorship and money to use for the purchase of tee shirts.

A motion by Mertig, seconded by Kieck, to table this issue for further study. Motion approved

WPEC Employee:

Georg noted that the time has come for WPEC to hire a part time person to do some of our office work. Hynum has expressed an interest in being that employee and provided suggestions as to the duties for the employee. Georg proposed a rate of \$20 per hour, with no benefits, for approximately 12 hours per week. Berry commented that the budget would have to cover about \$13,000 based on working 48 weeks per year.

A motion was made by Mertig, seconded by Kieck, to authorize the president to hire Hynum as a part time employee. Motion approved.

The job will likely start in May or June.

Get Active Access:

Berry stated that the Get Active email software will be eliminated, to be replaced by Salsa from Salsa Labs. The new system will be starting in May, with training being provided by webinar. The question is who should access to the new system. Georg and Litwin suggested that the table officers, plus the part time employee, should be given access. Georg noted that authorization will be needed to access this system. Berry suggested that he and Jill Bakken also be included on the list of those given access. .

Next Meeting Date:

The next Executive Council meeting will take place after the WPEC convention on May 1, 2010.

Adjourn:

Motion to adjourn was made by Litwin. Second by Kieck. Motion approved. Meeting adjourned at 1:59 PM.

Next meeting: May 1, 2010