

**WPEC EXECUTIVE COUNCIL
MEETING MINUTES
January 23, 2010**

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

Absent: Ed Berry, Linda Thompson, Jane Steffes and John Fries.

Staff/Guests/Members Present: Fred McCabe, Bill Franks, Tom Ellett, Jim Bakken, Aaron Crandall (by phone), Art Foeste, Doug Swanson and Jim Newton.

Meeting was called to order at 9:00 AM by Greg Georg.

Minutes from the December 19, 2009 meeting were reviewed.

Motion by Litwin to approve. Second by Roe. Motion carried.

President's Report:

The Gang of 18 met on January 11, 2010 and discussed snow day issues, prorating of furlough time for retirees, personnel moves at OSER and new legislation strengthening arbitration decisions. SEIU is working on setting bargaining dates. Georg attended a labor/management meeting at UW Hospital & Clinics and discussed starting bargaining with management. A couple of new classifications at the Hospital & Clinics were added to WPEC. The add-on for lead worker assignments was discussed.

Membership Report:

Georg circulated the report provided by Berry. Dues/fee payers are now at 75%, a total of 3,713 individuals.

Treasurer's Report:

Schmelzer distributed the report. The rebate letters went out at the end of December to 800 people. Checks will go out in February. Information of rebate letters should go to stewards letting them know that the letter has gone out.

COMMITTEE REPORTS

Audit Committee:

Mertig noted that he and McCabe tried the new review form. Georg asked for a volunteer to join the Audit Committee. Kieck volunteered to serve.

Motion by Gunderson to appoint Kieck to the Audit Committee. Second by Roe. Motion approved.

Wegner proposed to do the audit for the same cost as last year. We should look into having them do the form 990 filing as well

Motion by Hynum to retain Wegner as our auditing firm. Second by Litwin. Motion approved.

Mertig commented that our checks do not have expiration dates. While this is not necessary, it could help with outstanding uncashed checks.

Grievance Committee:

Franks circulated the committee report and led the discussion. The steward's training and the annual steward's meeting both need to be scheduled. The steward's retreat is scheduled for April 29, 2010. Franks suggested that part of the agenda for the retreat could be anti-bullying training. The steward's retreat is open to other locals, as well.

Ellett presented grievances that are being recommended for advancement to arbitration.

Cases 1, 2, and 3 were presented by Litwin, Franks and Ellett. They were recommended for advancement to expedited arbitration.

Motion by Mertig to advance these three grievances to expedited arbitration.
Second by Roe. Motion approved.

Case 4 was presented by Ellett.

Motion by Roe to advance to arbitration. Second by Gunderson. Motion approved.

Case 5 was presented Ellett.

Motion by Gunderson to advance to arbitration. Second by Mahoney. Motion approved.

Case 9 was presented by Ellett.

Motion by Kieck to advance to arbitration. Second by Mahoney. Motion approved.

Cases 6 and 7 were presented by Mertig.

Motion by Hynum to advance to arbitration. Second by Gunderson. Motion approved.

Case 8 was presented by Mertig.

Motion by Mahoney to advance to arbitration. Second by Roe. Motion approved.

Hynum brought up a FMLA issue associated with furlough time usage. This is being pursued outside of the contract by the individual as a FMLA problem. It was suggested that we help pay part of her legal costs to help in setting a precedent on this issue.

Motion by Schmelzer to spend up to \$100 to cover incidental legal fees for this case with the understanding that the money will be refunded to WPEC if we win the case. Second by Roe. Motion approved.

Franks stated that a Stewardship and Grievance committee meeting will be scheduled soon. Ellett noted that a proposal has been sent to Joe Wineke to develop a more aggressive schedule of arbitrations.

Unit Clarification:

Bakken noted that OSER & UW has responded to the filing and they are what we expected to hear back with each claiming appointing authority over their employees. WERC will likely reassert it's standing in this process and the UW is expected to appeal at every opportunity. Staff has met with Jim Pankratz to discuss strategies to pursue going forward. A general discussion of organizing at UW followed. Georg noted that the SEC was to meet with Bryan Kennedy and Tim Hawks to discuss how legal costs for this effort will be divided.

Budget Committee:

Georg noted that Berry was working on the budget.

Communication Committee:

Georg noted that an eInsider had been distributed yesterday. A hard copy Insider should be in the mail shortly. We need to do another issue prior to our convention. This could probably be an eInsider to get all the preconvention district meeting dates circulated. Topics suggested for future Insiders were contracting out legislation, registration process for the professional development day, bargaining, nomination process for convention delegates, the call to convention, layoffs at DOA and implications for LTE's and pending arbitrations. We still need to get a firm publication schedule set. Litwin stated that the Communications Committee will likely meet in early February. A general discussion of the web site and communication responsibilities followed. The next Insider will likely come out in early March.

AFT Update:

Foeste stated that he attended a PPC meeting in Denver and that AFT President Randi Weingarten was there. A national issue that was raised was working to reign in tax cheats. AFT public employees do a mobilization campaign each year. This year the campaign will be focusing on the University of Alaska during the last two weeks of February. Volunteers are needed to go north and work on this campaign.

The professional development day notice has gone out. The event will be held on April 30. This year they are looking to accommodate all who wish to attend. The big issue limiting crowd size has been the staging of lunch. They are looking to do a audio and video link to a second lunch site to keep everyone involved in the proceedings.

Classification and Compensation Committee:

Foeste said that we had met with OSER this week and agreed to continue meeting during bargaining, likely as sidebar sessions. PPA, URP and Real Estate Specialist specifications are still being developed. We will also be looking at Economic Development Consultants.

Election Review Amendment:

Georg and Newton presented the draft amendment to change elections and to move to an annual meeting. A general discussion of this draft followed. Suggestions for additional amendments were made and sent back to the committee for their consideration.

Contracting Out Committee:

Hynum stated that the Committee on Ethics in Government met to discuss the pending legislation of contracting out reforms. A number of union representatives spoke in favor of the legislation. We have to move the argument off of controlling the size of government and on to the cost of getting the work done by using contractors. We need to be challenging the basis for the cost benefit analyses to get to a better representation of what it costs to get the work done. A general discussion of using the data on cost benefit analyses followed. Not all legislators are fully on board with us on this issue. Georg noted that the Contracting Out Committee needs more members.

Bargaining:

Georg stated that there will be a caucus on Monday and a bargaining session on Tuesday of next week. The pattern is that we will be scheduled for the fourth Monday and Tuesday of each month. We are looking at proposing that 16 days be added to our sabbatical accounts to make up for the furloughs.

Convention:

Georg said that a number of current Executive Council members have announced that they will not be running for reelection. Georg will be running for another term as President. At the next Executive Council meeting, March 6, we will need to have a budget prepared for the convention.

AFT-W Report:

Roe said that they talked about the organizing efforts on the UW campuses. Money was donated to Dane County's Future from the PAC fund. Money was also donated to Dave Hansen from the PAC fund. Foeste was reelected as chair. The disaffiliation of UFAS was discussed. The movement of funds to other financial institutions to deal with the FDIC insurance limits on

deposit was discussed. There were requests for member mobilization grants from the TAA's and TAUWP. \$500 was approved for the relief efforts in Haiti.

Social Committee:

Murphy stated that the next event will be February 18 with the site to be determined.

Baseball Tour:

Georg stated that the date for the game in Eau Claire will be June 5. This is the only date set so far.

Dues Amendment:

Georg noted that Berry prepared suggested by-law changes to cover the change in dues. After discussion, the second version of Section 1 was found to be preferred. We need to determine if the local needs to change its dues or can we get by another year at the current level.

Furlough Issues:

Georg noted that most problems with furloughs seem to be at DOR and DCF.

DOA Layoffs:

Hynum noted that twelve more at-risk letters went out and that layoffs could begin in April. We would like to see contractors go first. Some folks have already moved to other agencies as a result of getting at-risk notices. The letters that have been sent out have many mistakes in them relative to language in our contract.

AFT Convention:

Georg asked how many people we will be funding to attend the convention in Seattle in July. Arrangements for those attending will need to be made before long. The cost will likely be \$1,000 to \$1,500 per person.

Labor Notes:

Georg stated that we can send up to ten people to attend this event in April.

Motion by Mertig to approve sending up to ten people to attend Labor Notes in Detroit.
Second by Roe. Motion approved.

Those wishing to attend should contact Georg.

Adjourn:

Motion to adjourn was made by Mertig. Second by Roe. Motion approved. Meeting adjourned at 3:24 PM.

Next meeting: March 6, 2010