

**WPEC EXECUTIVE COUNCIL
MEETING MINUTES
March 6, 2010**

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

Absent: Linda Thompson and Suzanne Murphy.

Staff/Guests/Members Present: Aaron Crandall, Art Foeste and Doug Swanson.

Meeting was called to order at 8:45 AM by Greg Georg.

Minutes from the January 23, 2010 meeting were reviewed.

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

AFT Update:

Foeste stated that registration for the professional development day (PDD) will go live next week. We are getting people from the UW Hospital local involved in the PDD. The first 400 people to register for lunch at the PDD will be seated in the main room. Any overflow will get lunch at the Pyle Center, so there will be no cap on registrations. The COPE reception that evening will feature a gubernatorial candidate, so it would be good to have as big a crowd as possible. At the next SEC meeting, a budget for next year's PDD will need to be prepared.

AFT has asked that we submit a couple of resolutions to the national convention on revenue generation. Addressing the tax gap would be one issue to focus on. They will be written by the next WPEC Executive Council meeting to solicit possible support for the resolutions. Another issue could be funding of public services.

Alaska Organizing Campaign:

Foeste noted that AFT-W locals sent 11 people to Alaska to work on the campaign and that one more is going next week. AFT took note of the turnout of volunteers from Wisconsin and with the results that the February Blitz achieved. Swanson explained the details and history of the Alaska organizing effort. There are two unions trying to organize all or part of the remaining unrepresented U. of Alaska staffers. A general discussion of the Alaska organizing campaign followed.

The UW organizing effort is waiting to hear back from the WERC in the next couple of months. In the meantime, Foeste stated that WPEC should focus on converting the 679 MOM's into full WPEC members.

President's Report:

The Gang of 18 will meet next Monday. Georg attended a district meeting in La Crosse and a building meeting in Eau Claire prior to going to Alaska. There will be a COPE meeting in Eau Claire next weekend. A meeting on the UW-Stout campus is planned to be held while Georg is in the area.

Membership Report:

Berry noted that there have been a large number of retirements lately and that there has also been a significant number of new hires, as well. The number of dues/fee payers continues to go up. New member packets are being prepared. We need to reinvigorate the Meet and Greet program.

Treasurer's Report:

Georg distributed the report. The 990 tax form has been filed. Rebates have gone out to 237 individuals.

COMMITTEE REPORTS***Audit Committee:***

Mertig noted that Wegner will conduct the audit again.

Budget Committee:

Georg presented the proposed budgets for 2011 and 2012. Berry commented that the biggest increase in the budget was for Executive Council expenses, driven by the president's need for in-state travel. The budget assumes 3700 full dues/fee payers in 2011 and 3800 in 2012. Georg commented that any AFT dues increase will be discussed at their May board meeting. Berry also noted that the budget for branded items decreased in 2011. A discussion of budgeting for people attending the 2010 AFT convention in Seattle, WA followed.

A motion to fully fund the cost of attending the AFT convention for the President and the four leading vote receiving delegates from the WPEC convention was made by Genthe. Second by Mertig. Motion approved.

A motion to approve the budgets presented, with the change in wording regarding the AFT convention funding to cover the President and four elected delegates was made by Steffes. Second by Zellmer. Motion approved.

Organizing:

Georg noted that the UW – Eau Claire campus had finished its card drive. UFAS held a disaffiliation vote which failed by a large margin. A general discussion of organizing issues followed. Georg noted that we need to do some internal organizing to prepare for a campaign to convert MOM's to members. A discussion of unit clarification followed.

Swanson noted that it would be helpful to have a historical overview of the organizing efforts. Roe volunteered to do a first draft. Hynum noted that WPEC received an email invitation to speak with the academic staff at UW and give them the WPEC perspective on unit clarification. Swanson added that we need to show them we are responsive to their questions and open to helping them during the organizing process.

Contracting Out Committee:

Hynum stated that we need to challenge the inclusion of overhead for staff and not for contractors in the CBA's that we have been receiving. Work is being done with the GEF I stewards group to show them how to do CBA reviews. Legislation is moving to deal with contracting issues. Hynum will be retiring in mid-April.

Communication Committee:

Crandall noted that there was not a lot to report. We need to get another issue of the Insider out. What would the Executive Council like to see as far as content for the next issue? It should focus on the upcoming convention. Suggestions included a synopsis of the constitutional amendments and by-law changes, a discussion of elections for the Executive Council and district election results, the PDD, stewards retreat, Alaska organizing trip, unit clarification resources, a general discussion of the WPEC convention and a discussion of how the members are feeling about furlough days. Georg noted that we might need to look at a separate newsletter for the UW Hospital unit as their issues and concerns are different from the rest of WPEC.

Grievance Committee:

Georg noted that the stewards retreat is coming up in April. It will focus on the various roles of a steward. A discussion of an email from Tom Ellett concerning arbitrations followed. Some of the cases may not be pursued and should be removed from the list. There are about 15 cases that will be pursued

Bargaining:

Mertig stated his opinion that the process is working better than before. Zellmer stated that the support committee is still dealing with vocal, specific agendas brought to the committee by certain members and it is wearing the group down. The committee, as it currently stands, is too small and not at all representative of the membership at large. A discussion of the dynamics of bargaining followed.

Georg stated that we need to appoint a bargaining team for the UW-Hospital unit. The names of Gale Spangler and Barry Gross were advanced.

A motion to appoint Spangler and Gross to the UW-Hospital unit bargaining team was made by Litwin. Second by Steffes. Motion approved.

Classification and Compensation Committee:

Georg said that nothing much was happening in this area and that there was no money to implement anything.

Convention:

Georg said that Diane Mandell had emailed a partial estimate of expenses based on 100 delegates. It would be around \$3,600 for the Pyle Center and food. Litwin circulated the convention rules and orders of business. Amendments were suggested to the document. A discussion of the expense reimbursement guide followed. Al Nettleton volunteered to be the parliamentarian for the convention. A survey of the membership to determine what skills may be available was discussed.

SEC:

Roe stated that a meeting will be held later this month. The AFT-W staff union contract has been settled. The AFT-W budget is in deficit and reserves will be tapped into to balance it. Georg noted that the COPE committee endorsed Barrett for governor and that the board agreed.

Social Committee:

Georg stated that the next event will be March 18 at the Avenue Bar.

Baseball Tour:

Georg circulated the schedule for the 2010 Baseball Tour and discussed the dates. Does WPEC want to contribute to the cost of this project again?

A motion to allocate \$6,500 toward this project with the understanding that up to \$7,500 could be made available was made by Mertig. Second by Steffes. Motion approved.

DOA Layoffs:

Fries noted that three grievances had been heard at the third step dealing with layoffs. They were all denied by DOA. Ten people at-risk were reassigned. They are now being trained for their new responsibilities. Upon completion of training, they may be assigned to less desirable shifts. A labor/management meeting has been scheduled to discuss these concerns. Hynum said that we need to be sure that these people weren't asked to volunteer for a demotion. Fries stated that we need to determine when the layoffs may happen so that we can help those at-risk with alternatives. We also need to determine how an individual is removed from at-risk status.

AFT Convention:

Georg stated that the information about the convention is now available on their website. The event runs from July 7 to 11, 2010. We need to reserve a block of rooms. Delegates attending the convention need to be told that they must participate in the work of the convention and vote when called upon.

Hudson Escrow:

Schmelzer circulated the boilerplate agreement that the Wisconsin Science Professionals use. Berry suggested that we should put \$50,000 into an escrow account. Mertig asked if we have that much to set aside. Schmelzer replied that we do and that we should check on the fees to manage the account.

A motion was made by Mertig to put \$50,000 into an escrow account and allow for management fees of up to \$500. Second by Litwin. Motion approved.

Constitutional Amendments:

Georg stated that we should consider how to bundle the amendments for presentation to the convention. The Executive Council's recommendations on the amendments are as follows:

Amendment 2010-C14

Motion by Mertig to not recommend for adoption. Second by Steffes. Motion approved.

Amendment 2010-B2

Motion by Mertig to not recommend for adoption. Second by Kieck. Motion approved.

Amendment 2010-B3

Motion by Mertig to recommend for adoption. Second by Kieck. Motion approved.

Amendment 2010-B1-C1-C2-C3

Motion by Steffes to not recommend for adoption. Second by Mertig. Motion approved.

Amendment 2010-C4-C5-C6-C7

Motion by Kieck to recommend for adoption. Second by Steffes. Motion approved.

Amendment 2010-C9

Motion by Mertig to not recommend for adoption. Second by Steffes. Motion approved.

Amendment 2010-C10-C12

Motion by Mertig to not recommend for adoption. Second by Steffes. Motion approved.

Amendment 2010-C8-C11-C12

Motion by Steffes to not recommend for adoption. Second by Roe. Motion approved.

Plaques for Activists:

Hynum said that we need to do them for this year and last year, too.

A motion was made by Mertig to approve \$250 for plaques to be given to activists. Second by Roe. Motion approved.

Retiree Associate Membership:

Hynum noted that we need to establish a procedure to handle associate membership. We also need to determine a billing period and rate. Benefits of associate membership would be the receipt of newsletters and inclusion in social activities.

A motion was made by Schmelzer to establish an associate membership level at the rate of \$1.00 per month. Second by Roe. Motion approved.

Next Meeting Date:

Georg noted that there is a conflict with the previously set date of April 17. It was decided to move the meeting to April 10, 2010 with a starting time of 8:30 AM.

Adjourn:

Motion to adjourn was made by Litwin. Second by Roe. Motion approved. Meeting adjourned at 3:51 PM.

Next meeting: April 10, 2010