

WPEC Convention 2016

United Way of Dane County

April 30, 2016

Call to Order: 9:45

Welcome: The President, Greg Georg, welcomed everyone to the event.

The President introduced our guest, Chris Runge, the new director of the Public Employees division of AFT in Washington DC. She had been here during the “take over” in 2011. She reported that in 2010 we lost almost 800 legislative seats across the country. Similar legislation has been seen in many states. She believes it’s part of a movement towards privatization. The State of Kansas is not going well. They had cut so much money for education that they are being taken to court to return it. They will be postponing some future payments to the retirement fund, to put money back in education.

Chris fielded questions from the body. When asked what assistance they can offer the locals, she explained that foremost, member engagement comes from within, and the locals must provide that engagement. They do offer toolkits to help organizers. A union is “I’m giving you my money, we do this work together.”

She shared an example of a state they recently worked with where they did a membership blitz, with home visits, worksite meetings, training, communications training, phone banking, facebook, twitter. The state used as an example is one that is currently under a contract that protects the right to have worksite meetings.

When asked about financial reporting, Chris explained that information is available online at AFT.org.

Adoption of Rules: Motion to adopt the rules: Wayne Mertens, 2nd Dave Rasmussen, it was noted members may sit, rather than stand, when they speak as long as they can be heard. Rules Adopted.

Ask-A-Steward: There was a brief demonstration of a new confidential email response system, Ask-A-Steward, which is a collaborative effort between WPEC and other state employee locals. This service is available to members effective May 1, 2016. Members can access this service at <http://wser.us>. The partnership has adopted the name WiSER (Wisconsin State Employee Resources). The service is monitored by a pool of stewards from the participating state employee locals. We hope it will be the first of many services to be provided by the partnership.

Credentials Report: There are 13 regular members, 10 retired members, and 1 guest present. A quorum would be 7.

President’s Report: State of the Union address

Treasurer’s Report: The acting Treasurer, Ward Kroencke, reviewed the balance sheet for members. We now are small enough not to require an audit by a CPA firm. The audit committee has reviewed the audit, only Fred McCabe has signed off.

The CD’s are going to be staggered to reach maturity quarterly so cash would be available, if needed, to cover expenses. The next CD to come due is in May, held by the UW Credit Union.

The negative net income on the Profit/Loss statement has to do with cash basis for payment of per caps. This year we paid the last month of the prior period late, and first month of the later period early.

Dues Rebates-MOM is just recoded in the wrong place. It will be corrected.

The per cap payments to AFT/AFTW, going backwards, were 125 this past month, 129 the month before, then 131, 138, 143 in November. We lose members almost every month.

Budget Report: Ed Berry presented the budget for the coming year and explained the changes from the previous year. The budget shows a projected loss of \$28,000 for the coming year. AFTW has completed their negotiations with the building owner, and AFTW's rent has not gone up. Our office rent will not go up as it was anticipated in the budget.

Membership Report: John Fries presented the membership report. Membership is calculated differently for per cap payments than the membership totals. There are presently 142 members, District 1 has 6, District 2 has 1, District 3 has 4, District 5 has 13, District 6 has 117, and there is 1 miscellaneous member that does not have any district listed. This equals 142. Most are leaving for retirements, some for promotions, and fewer for the costs.

Constitutional Amendments:

Motion to suspend the rules: Sue Handrich-Herr, 2nd Wendy Fearnside. Motion passed.

Motion to introduce Amendment 8: Sue Handrich-Herr, 2nd Wendy Fearnside. Motion passed.

Amendment 8 to allow Regular Members that retire while in office to finish their term as long as they become Associate Members, and to serve in any office that no regular member wants to hold; Adopted.

Motion to suspend the rules: Barb Smith, 2nd Wendy Fearnside, Motion passed.

Motion to introduce Amendment 9: Barb Smith: 2nd Wendy Fearnside, Motion passed.

Amendment 9 to require a secret mail ballot for all officers to be conducted outside of the convention, even if the seat is uncontested; Defeated.

Motion to move all remaining amendments pertaining to officers (# 2, 3, and 6) to be considered first before nominations: Sue Handrich-Herr, 2nd John Widdicomb, Motion passed.

Amendment 2 to add to the Vice President's duties to serve as the Membership Secretary in their absence; Adopted.

Amendment 3 to add a Communications Secretary officer and reduce the at-large officers from six to five; Motion to remove Item C from the amendment as proposed: Ruth Ginzberg, 2nd Sue Handrich-Herr; Adopted as amended.

Amendment 6 to give Executive Council members and stewards a \$20/month discount off their monthly dues; Motion to replace discount with stipend: Sue Handrich-Herr, 2nd; amendment to the Amendment defeated. Amendment Defeated.

Amendment 1 to add an objective of promoting a positive public perception; Adopted.

Amendment 4 to change required meetings from bi-monthly to quarterly; Adopted.

Amendment 5 to define the duties of the Executive Council; Motion to remove item C: John Widdicomb, 2nd Ric Glines, Motion passed; Motion to provide alternate wording for C: Wendy Fearnside, 2nd Sue Handrich-Herr, Motion passed; Adopted as amended.

Amendment 7 to modify language in constitution so there is only one Article in which our affiliates are named, all other references replaced with "affiliate"; Motion to Article XI, Section 1 to only require compliance with the law: Wendy Fearnside, 2nd, Motion passed; Adopted as amended.

Parliamentarian, Al Nettleton, recommended that at some future convention, Article XIV, Section 3 be amended to not allow constitutional amendments to be introduced from the floor, because it creates a great deal of confusion and does not allow adequate time to verify that the change does not produce conflicts in other articles or sections.

Resolutions

Support for Linda Hilker; resolution passed. The Go Fund me page is <https://www.gofundme.com/2bu4s2ts>

Affiliation with US Labor against the War: Introduced by Barb Smith, 2nd none, resolution defeated.

Involving AFT Membership in Important Decision Making for Elections: Introduced by Barb Smith, 2nd, resolution passed.

Organize Talk by CTU and Joe Burns: Introduced by Barb Smith, 2nd Dave Teske; Motion to amend to remove the specified dollar amount, Wendy Fearnside, 2nd Dave Teske; amendment to the resolution passed; resolution passed.

Fund WI Coalition to Save Civil Service for \$200: Introduced by Barb Smith, 2nd; resolution passed.

Ask AFT National for Help with Civil Service Fight: Introduced by Barb Smith, 2nd; resolution passed.

Start Labor Newsletter for State and UW Employees: Introduced by Barb Smith, 2nd; Motion to amend: Wendy Fearnside, 2nd; amendment to the resolution passed, resolution passed as amended.

WPEC request that AFT-W and AFT-National send WPEC annual reports every year: Introduced by Dave Teske, 2nd Wendy Fearnside; resolution passed.

Explore Creation of a new 501 non-profit organization: Introduced by Sue Handrich-Herr, 2nd Ric Glines; Motion to amend: Greg Georg, 2nd Sue Handrich-Herr, amendment passed. Resolution adopted as amended.

Nominations

President: Greg Georg

Vice-President:

Recording Secretary: Sue Handrich-Herr

Membership Secretary:

Treasurer:

Communications Secretary:

At-Large: Jeff Richter, Ed Berry, Dave Teske, Ric Glines, John Widdicombe

As there are no contested seats, all nominees are declared elected.

AFTW board report: Tony Reeves, member of PERSA, and the State Employees Council (SEC) representative on the AFTW board, will be giving monthly updates to SEC locals, 2 of last 3 AFTW board meetings have been teleconference, the next one will be in-person.

The recent meetings have largely been about AFTW personnel issues. AFTW has adopted a new personnel evaluation plan for their staff. The collective bargaining agreement with the AFTW staff has stalled because of increased health care costs.

Tony is on the budget committee, as is Jeff Richter from WPEC, largely because there are no other active committees within AFTW.

AFTW has resolved to give Coalition to Save Civil Service up to \$500 matching funds for their actions.

AFTW has offered to distribute an SEC specific newsletter, but it will be our responsibility to produce it. The majority of their locals are education related. So a lot of their AFT newsletter articles are education focus, such as offering tips on how to create lesson plans, which is of little use to most WPEC classifications.

July, 2015 AFTW membership was 3386, with 2700 FTEs. Tony was asked to monitor their monthly membership numbers.

Mission Committee Report: At the membership meeting in March, a committee was formed to explore what activities we wanted to engage in for the coming year.

The top priority that the committee identified was the need to fill enough seats on the Executive Council to maintain operations. The committee proposed constitutional Amendment 8 that would allow for members that retired during their term in office to complete their term if they became associate members. It would also allow associate members to be elected or appointed to any office, except President, Vice-President, or Secretary, if no regular member wanted the seat.

The second priority identified was the need to make organizational changes to adapt to the post-Act10 environment. At the membership meeting a proposal to disaffiliate from AFT/AFTW had been introduced. At the meeting, the alternative of creating a new 501c organization was suggested. The Mission committee did a comparison of the two options, side-by-side.

Since the membership meeting, new information has come to light. We learned that WPEC currently operates under AFT's 501c5 (union) tax exempt status. This new information makes the option of disaffiliation much more questionable.

Sue Handrich-Herr, on behalf of the committee, made a motion to introduce a resolution to form a committee to explore creation of a new 501c non-profit organization that could engage employees in different ways, and through their donations support local union operations. 2nd by Ric Glines, Motion made to remove language authorizing funding, and directed the funding be approved by the Executive Council: Greg Georg, 2nd Sue Handrich-Herr, amendment to the resolution passed. The resolution passed.

Call for volunteers for this committee was made to the attendees, volunteers were noted.

The third priority the committee focused on was what activities to engage in for the coming year. Some ideas that had been raised were having a more positive focus in what we communicate to our members to appeal to a broader group of employees, and conducting research on the impact that merit only pay increased have had on employees. These decisions were tabled to be addressed by the committee exploring the new 501c option.

In closing, the recommendation was made by the President that WPEC hold quarterly member meetings, to keep members up to date on our progress.

Move to Adjourn 4:21 p.m.