



PROFESSIONAL VIEW
PEA'S NEWSLETTER FOR JANUARY-MARCH, 2005

PRESIDENT'S UPDATE

Submitted by David Peterson, President

If possible, please attend the general membership at Joseph's Grill on June 7, 2005. This is an opportunity for you to have camaraderie with your co-workers, get an update on the status of your next union contract, and receive other labor information related to your job. Please pre-register today using the instructions contained in the meeting agenda in this newsletter

The Executive Committee has continued its schedule of monthly Tuesday night meetings at the union office.

The agenda is dominated by committee reports, negotiation topics, and the Business Agent/Legal Council Report on current grievances and other issues.

Some of the other current activities and discussions:

Internal PEA Grievance procedures are being reviewed for possible changes;

Proposed bylaw changes were reviewed and drafted. The review included a thirteen year historical report on Executive Committee salary stipends;

Support of a City proposal to eliminate Civil Service Rule 8.A.4, which prohibits PEA and SPSO members from Departmental Preference in hiring that is available to other city unions under Civil Service Rule 8.A.3;

An update on the Library Competency Project of the Libraries Labor Management Committee was received from Mike Wilde (Mary Ann Miller services as the PEA representative to the Libraries Labor Management Committee);

Karin Anderson and Sheila Winderlich will be alternating PEA representatives at the City's 2005 New Employee Orientation meetings;

Consideration of changing bank services from TCF to the City and County Credit Union;

Discussion of the PEA bylaw that limits the maximum PEA fund balance for a 12 month period;

Discussion on the computerized union files;

Time spent on general office clean up and storage arrangements;

Assignment of additional negotiation reading material to leaders on the Negotiation Committees;

Assignment of reading a report on Civil Service Rules protection was assigned to all Executive Committee members;

Setting the date for the next Executive Committee and Steward combined meeting to September 6, 2005, with the location to be announced (these meetings generally provide in-service training to Stewards); and

president's update (con.)

Confirming dates for the Quarterly PEA newsletters.

Under the initiative of John Larson, the PEA website (www.peaonline.org) has become an excellent source of information and updates for PEA members.

The Executive Committee has continued to be involved and active. I would like to again thank the many other active PEA members for their support.

THE BUREAU OF MEDIATION SERVICES (BMS)

From David Peterson, PEA President

The BMS is a state agency which is headed by a Commissioner, who is appointed by the Governor with the advice and consent of the Minnesota State Senate.

In 1939, the state legislature enacted the Minnesota Labor Relations Act ([MLRA](#)) as a means of peacefully settling disputes resulting from the growing size and strength of Minnesota's labor movement. The Act recognized that a sound economy is aided by a constructive labor-management environment. To administer the Act, the legislature created the Division of Conciliation, the forerunner of the present Bureau of Mediation Services. The Division was to perform four functions: conciliation/mediation, arbitration, bargaining unit determinations, and bargaining unit certification elections.

Over the years growth in the state's economy and union representation, increased complexity of contract negotiations, and growing acceptance of mediation caused the legislature to pass additional laws affecting labor-management relations. In 1969 the Division was renamed the Bureau of Mediation Services and established as a separate state agency. Enactment of the Public Employment Labor Relations Act of 1971 ([PELRA](#)) and its subsequent amendments have substantially expanded the functions of the BMS.

The BMS administers the following programs:

[Mediation](#)

[Representation](#)

[Arbitrator Referral](#)

[Labor -Management Cooperation](#)

[Labor Relations Training](#)

[Alternative Dispute Resolution](#)

Only six States in the nation have a higher percentage of unionized employees than Minnesota. Minnesota is 18.3% employee unionized, compared with Wisconsin 16.9%, Iowa 12.7%, North Dakota 9.0%, and South Dakota 7.7%

The Legal Corner

By Mike Wilde

Tell your boss what you think of him, and the truth shall set you free.

But we have been speaking the truth for members, because most are pretty upset.

In April the PEA negotiations team scheduled a series of meetings for members to come and learn the status of negotiations. A few people asked privately why we weren't further along in the process. Our tongue-in-cheek response has been that there is no hurry in securing 0% if that is all that is being offered.

Unfortunately, that is the case for 2005 as this article goes to press. Another sentiment that was often repeated was the insult felt by many hard-working people who realize that if negotiations don't take a turn for the better, most members will take home less money per paycheck in 2005 than in 2004. The proverbial complaint of "going backwards" is not an academic complaint that needs to factor in inflation to be true. Instead, a straight side-by-side comparison will show that many people will have less net pay than before. The reduction only becomes starker when you actually consider higher consumer prices (gas!) or general inflation.

The disgust, and sometimes even outrage, at these meetings was not only expected – it was encouraged. But complaints also led to ideas. Consider the following for example: 1) many political leaders ascribe to the political strategist Grover Norquist's idea that "government should be shrunk down to the size where it can be drowned in a bathtub." (yes, a real quote). That philosophy is strikingly similar to no-new-tax pledges, which in turn lead to layoffs (2003) or 0% wage increases (proposed for 2005). So as the potential victims in the Norquist bathtub we must ask ourselves "Does this political leader show vision, creativity and leadership so as to improve the City (or State or Nation) through responsible and effective governance or is he adopting a platform that has simply worked for others to advance?" 2) If taxes are never raised and increased fees are for the most part denied, how do we cover the increased cost of doing business and providing service to citizens? Well, apparently we just do. The City repeatedly claims that there have been no cuts in services. What about in your department? Have there been service cuts? What kind? Do the citizens complain? What's your experience? Are there hidden fees? Where? The unaffected service level is not a lie if it goes unchallenged. We need communication from you. Send a quick note. What is happening in your department? and 3) have your co-workers left for greener pastures? What were the terms? Are the departed willing to discuss things confidentially with the negotiations team? We should utilize volunteer exit interviews to understand what pulls our members out of St. Paul to other employers. This information is extremely valuable when discussing workforce retention and recruitment. But these commitments and communications start with you.

"A career is a job that has gone on too long." Cartoon caption by Jeff MacNelly

This sentiment has recently been adopted by two of our Executive Board members. With the recent retirement of former President Steve Olson and the previous retirement of former PEA President Steve Roy, PEA has experienced some personnel changes. David Peterson has stepped up to fill the President's role and is doing a fine job. But we are now left with a vacancy on the Executive Board in the Vice President's chair.

PEA's General Membership in June will have a special election that hopefully fills this vacancy. However, the critical element to accomplish that goal is one or more willing candidates to run for the office. PEA makes every effort to increase participation and get people involved at every level. So we want all of our members to understand that any regular member is entitled to run for office and play a role in representing your fellow workers. I'm confident that we will have people interested, but it would be healthy for the entire organization to get several candidates willing to serve. Talk to your steward, experienced or enthusiastic co-workers or even vocal union critics and encourage them to pursue a leadership role in PEA. Please call me with the names of interested members and I hope to see you all at the June meeting.

FROM THE CITY NEGOTIATIONS COMMITTEE

On behalf of the City Negotiations Committee, thank

you to the Association members who completed the survey last summer and attended the recent informational meetings. It is vital that we know how the members of the Association feel about issues, especially now as we head into mediation. As Mike Wilde, our Business Agent/Legal Representative, pointed out at the informational meetings, we are going to mediation to make sure that we are not leaving any avenue unexplored. Mediation is a service provided by the State of Minnesota at no cost to us other than the time put in by members of the committee, so there is no compelling reason to not give it a try. The first mediation session will be on May 19, so we should have some information to share with you at the General membership meeting in June.

I would like to encourage all City employees to be aware of City policies and how these policies affect us, and to have at least a passing familiarity with our bargaining agreement. The City Intranet has a link to City Employment Policies at <http://spnet.ci.stpaul.mn.us>, and links to all bargaining agreements with the City at <http://www.ci.stpaul.mn.us/depts/laborrelations/#contracts>. If you feel that your rights are being violated or that you are being asked to do something which violates the bargaining agreement, please contact your steward or a member of the Executive Board. It is important for the Board, especially the Negotiating Committee, to be aware of these issues.

I look forward to seeing you all at the June Membership meeting.

Sheila Winderlich
City Negotiations Chairperson

Time and Place

PEA's general membership meeting will be held Tuesday, June 7, 2005, at Joseph's Grill, 140 South Wabasha in Saint Paul.

5:30 Social time
6:00 sharp – dinner
6:30 meeting

Agenda

1. Introduction of stewards and executive committee members in attendance
2. Adoption of [minutes from the December 1, 2004, General Membership meeting](#)
3. Business Agent/Legal Counsel Update - Mike Wilde
4. Committee Reports
 - § President
 - § Vice President
 - § Personnel
 - § Treasurer
 - § Negotiations (City)
 - § Negotiations (School District)
5. [Proposed By-Law Changes](#) (Allow for the Executive Committee to make an interim appointment to the Executive committee in the event of a vacancy, Increase stipend for some Executive Committee members, technical updates)
6. Special Election of Vice-President for the remainder of 2005
7. Old Business
8. New Business
9. A chance to win one of two Rainbow gift certificates or one of four Borders bookstore gift certificates
10. Adjourn

Reservations Requested

RSVP to Karin Anderson (651-266-8765 or Karin.Anderson@ci.stpaul.mn.us) on or before June 3, 2005.

Please give your name, department, and dinner choice (chicken, steak, or fish). If you have special dietary needs please let Karin know when making your reservation.

Note: Only regular members may vote and participate full in the Association. If you are a "fair share" individual, please consider becoming a regular member today so you can become an active participant in your union.

CONSTITUTION AND BY-LAWS
OF THE
PROFESSIONAL EMPLOYEES ASSOCIATION, INC.
Amended ~~December 2003~~ June 2005

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ARTICLE IV

Terms of Office and Elections

1. Officers and Chairpersons shall stand for election for one-year terms.
 - a. ~~Only for the election in June 2004, officers and chairpersons shall stand for election for six (6) months. Provision 1.a. shall expire on December 31, 2004, and be deleted from the by-laws on such date without further action.~~
6. Should a vacancy occur at any time, in any other office or chair, other than President, before six months of that office or chair's term, it shall may be filled by a majority vote of the existing Executive Committee until such time as the Executive Committee vote can be ratified for the remainder of the unexpired term by nomination and election at any the next general membership meeting. Should a vacancy occur on or after that time in any other office or chair, it shall be filled for the remainder of the unexpired term by a majority vote of the Executive Committee: choose not to fill the vacancy it may be filled by nomination and election at the next general membership meeting.

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ARTICLE VIII

Remuneration

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4. The Treasurer shall receive gross payment of two hundred and fifty dollars (\$250.00) per month.
5. The Chairperson of the City Negotiations Committee shall receive gross payment of one hundred and fifty dollars (~~\$100.00~~ 150.00) per month.
6. The Chairperson of the School District Negotiations Committee shall receive gross payment of one hundred and fifty dollars (~~\$100.00~~ 150.00) per month.
7. The Chairperson of the Personnel Committee shall receive gross payment of one hundred and fifty dollars (~~\$100.00~~ 150.00) per month.
14. Any member may be reimbursed for expenses incurred on Corporation business, provided documentation of said expense is presented to and approved by the Executive Committee. Paragraph No. 15 below shall not apply to these expense reimbursements.
15. Remuneration and/or reimbursement to Executive Committee members and Stewards Payment for services under this section shall only be by hand delivery of checks at duly called meetings. Remuneration in this section shall be null and void if payment is not received within six months.
16. ~~Rates for remuneration of the positions listed in sections 5, 6, 7, 9 and 10 of this article shall become effective January 1, 2004~~

2005 EXECUTIVE COMMITTEE

PRESIDENT	DAVID PETERSON	SCHOOLS - 360 Colborne, 55102	696-9626
VICE PRESIDENT			
TREASURER	RHONDA GILQUIST	SPPD - 367 Grove St., 55101	266-5544
SECRETARY	BRIAN KRAWIECKI	LIEP - 350 St. Peter St., #300, 55102	266-9134
NEGOTIATIONS			
CITY	SHEILA WINDERLICH	LIBRARY - MMC, 2109 Wilson Ave., 55119	501-6309
SCHOOL	JABER ALSIDDIQUI	SCHOOLS - 360 Colborne, 55102	767-8352
PERSONNEL	KARIN ANDERSON	CAO - 550 City Hall, 15 W. Kellogg, 55102	266-8765

STEWARDS

CAO	JIM JEFFERY	500 City Hall, 15 W. Kellogg, 55102	266-8764
FIRE	PAULA PETERSON	100 E. 11 th St., 55101	228-6203
LIBRARIES			
CENTRAL	SUSAN HENRY	MMC, 2109 Wilson Ave., 55119	501-6305
PART TIME	SUSAN McMAHON	Highland Pk, 1974 Ford Pkwy., 55116	699-6756
BRANCHES	MARY ANN MILLER	St. Anthony, 2245 Carter Ave., 55101	642-0411
LIEP	FRANK BERG	350 St. Peter St., #300, 55102.	266-9072
OFS	CORRINE HAAS	160 City Hall, 15 W. Kellogg, 55102	266-8815
PARKS & REC	JAMEL ANDERSON	300 CH Annex, 25 W. 4 th St., 55102	266-6361
P.E.D.	CRAIG O'BRIEN	1100 CH Annex, 25 W. 4 th St., 55102	266-6695
POLICE	MARSHA PANOS	367 Grove St., 55101	292-3781
PUBLIC HEALTH	KAY WITTGENSTEIN	555 Cedar St., 55101	266-1285
SCHOOL DISTRICT	LYLA GRIFFIN	60 Colborne, 55102	767-8288
	COLLEEN SHIELDS	360 Colborne, 55102	767-3472
TMS & PW	BRUCE RIEBE	700 CH Annex, 25 W. 4 th St., 55102	266-6091
WATER	ISSAC AFWERKE	1900 N. Rice, 55113	266-6267

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