



PROFESSIONAL VIEW

PEA'S NEWSLETTER FOR OCTOBER-DECEMBER, 2009

www.peaonline.org

OCTOBER 2009 PRESIDENT'S UPDATE

Submitted by John F. Blackstone, P.E., President

The PEA Executive Committee held an all day working session in early January. The session was moderated by a well known labor consultant. We worked very hard to form a strong working group and identify goals for 2009. We wanted to make sure that we were focusing on contractual issues. The PEA Executive Committee is dedicated and committed to working together. We accomplished several of our goals including, revising the mission statement, updating the seniority roster, signing the early retirement MOU, recommending compensation for committee members and providing steward training. I am going to insert a comment and recommendation about stewards, the newsletter editor and the web page manager. Your stewards come to the spring and fall meetings asking questions, advising the executive committee and actively participating. The web page manager and newsletter editor complete their tasks in a timely and professional manner. Please take the time to thank your steward and the newsletter editor and web page manager for their service. The Executive Committee addressed several contractual issues very effectively. We were able to negotiate reasonable outcomes several times. We did not always prevail but we always acted honorably.

I believe that our biggest success was the effort and leadership we provided to the Voluntary Employee Beneficiary Association (VEBA) negotiations. I am extremely proud of our Labor Management Committee on Health

Insurance (LCHMI) representatives: Vice President Karin Anderson and Legal Counsel Mike Wilde. The VEBA is one of the first that will be run by public employees so it is breaking ground and as a result of PEA's efforts it is a sound strong association.

One of the goals we identified in January was revision of the mission statement and reviewing executive board compensation. We will be presenting several revisions to the by-laws at the December General Membership meeting. A committee recommended revisions to the Executive Committee. The Executive Committee held a rigorous discussion before approving the revisions printed in this newsletter. For example we took a look at the Preamble. We felt it was outdated and did not clearly speak to our mission. So we changed the "Preamble" to a "Mission Statement" which we believe more accurately reflects what we do. We changed the phrase "Corporation" to "Association" for the same reason. We looked at the compensation. We determined that it was time for an adjustment particularly to the Vice President. The Vice Presidents roles and responsibilities, as all Executive Committee Members, have increased over the past few years. We believe that it is important that the Vice President be compensated close to the rate for the President for several reasons but primarily because the Vice Presidents role and responsibilities have increased and the by-laws state the Vice President succeeds the President in case the incumbent cannot serve.

October 2009 President's Update (con.)

The proposed compensation more closely reflects the Vice President and the other Executive Committee Members current duties.

The By-Laws require the President to name a nominating committee in September. National labor law restricts the use of Union funds to advertise the names of the nominees. We have a slate but members need to know that nominations can be made from the floor. I encourage you to attend the December General Membership Meeting and support the candidates of your choice.

Regarding The December Elections

PEA welcomes all members in good standing to consider running for PEA Officer or Executive Committee positions. The lifeblood of the organization is its volunteers. At this time there are candidates for each position, but nominations can now be accepted by contacting Mike Wilde at 612-227-8425 or by email. Interested parties can also cast their nomination on the floor at the December meeting. Any contested races will require an introductory speech by the respective candidates. Please attend the meeting and vote on your Union's leadership.

School District PEA Negotiation Team Meetings

By David Peterson, School Negotiations Chair

The School District negotiation team consists of School District Negotiation Chair David Peterson, Legal Counsel Mike Wilde, PEA Treasurer Maia Sierra, Steward Marian Heinrichs, and Steward Jennifer Carpenter.

The current PEA School District bargaining agreement is for the 2008 and 2009 calendar year. Terms will continue if settlement on a new contract is not completed after 2009, and continue until a new contract is agreed to by PEA and the School District.

The negotiation team has started meeting in preparation for negotiations with the School District.

Some discussion points:

- 1) a negotiation time line overview,
- 2) 2010 health insurance (note: enrollment requirement to have coverage in 2010),
- 3) preparation of a negotiation survey of PEA membership,
- 4) the extend of Civil Service benefits, and if any changes should be considered for negotiation, reviewing some current contract terms and conditions,
- 5) and other possible PEA Labor-Management meeting topics.

School District PEA members will hear more from us as the negotiation process progresses.

If you have any questions or comments, feel free to contact me, David Peterson at my cell phone: 612-414-2768 or my office phone: 651-696-9626.

Report to Membership as of October 10, 2009
and since our last General Membership Meeting in June, 2009:
Submitted by Page DeLong, Personnel Chair

Totals: 299 Members
City: 230 (35 are fair share)
Schools: 69 (3 are fair share)

Welcome New Members:

1. Claire Simonson, OTC
2. Leila Paye, HREEO
3. Elizabeth Wegele, Schools
4. Kathleen Brown, Schools
5. Paige Mathiowetz, Schools
6. Amy Osol, Schools

Departing Members (promotion, retirement, resignation or lay off):

Ada Anderson, Libraries
Scott Phalen, OTC
Martha Hill, Schools
Ajmer Kharengra, Schools
Paul Adams, Schools
Martha Hill, Schools
Lisa McKeown, Human Resources
Maya Sheikh-Salah, Human Resources
Sheri Fox, Schools
Steven Sanneman, Schools
Josephine Geiger, Schools (temp)
Clifford Moore, HREEO
Bree Peterson, CAO
Glen Pagel, PW
Jim Kraus, Police
Brett Johnson, Schools
Kathleen Heyman, Schools
Marshall Turner, PED

DRAFT Minutes from the JUNE 3, 2009 General Membership Meeting
The draft below needs approval from the General Membership at the December Meeting.

PEA GENERAL MEMBERSHIP MEETING

Joseph's Grill

June 3, 2009

EXECUTIVE COMMITTEE MEMBERS PRESENT: John Blackstone, President; Karin Anderson, Vice President; Maia Sierra, Treasurer; Page DeLong, Personnel Chair; David Peterson, School District Negotiations Chair; Paul Hogrefe, City Negotiations Chair; Brian Krawiecki, Secretary and Mike Wilde, Legal Counsel.

STEWARDS: Frank Berg, Kathleen Conger, Regina Etoll, Lyla Griffin, Susan Henry, Craig O'Brien, and Bill Vos.

OTHER PEA MEMBERS IN ATTENDANCE INCLUDED: Mary Ann Berglund, Sue Butler, Mary Calvo, Joan Calvo, Jennifer Carpenter, Joan Chin, Bryan Degidio, Susan Feuerherm, RoseAnn Foreman, Shelly Hawkins, Gale Hawkinson, Marian Heinrichs, Kelly Hervin, Martha Hill, Corinne Juve, Mark Kaisersatt, Brian Karschnia, Mark Kile, Marilee Kistler, Joan Klinkenborg, Kathy Korf, Fong Lor, Barbara Malas, Michael Marmsoler, Charlene McKenzie, Pam Mendez, Mike Michaud, Geoff Miller, Barb Morin, Sara Nurmela, Paula Peterson, Ruth Richardson, Connie Sandberg, Kiel Schmitz, Greg Simpson, Barbara Sippel, Julia Sobania, Michael Tharp, Casey Walters, Tom Watkins, David Weisberg, Maly Yang and Chin-Ming Yin.

INTRODUCTIONS: John asked PEA Members to introduce themselves.

MINUTES FROM THE DECEMBER 3, 2008 GENERAL MEMBERSHIP MEETING: The minutes from the December 3, 2008 General Membership Meeting were presented. **MOTION** by David Peterson to adopt the December 3, 2008 General Membership Meeting minutes as presented. **SECOND** by Marian Heinrichs, **MOTION CARRIED.**

LEGAL COUNSEL UPDATE: Mike emphasized the value of Union contracts during these times of economic recession and mentioned the pending Employee Free Choice Act (EFCA). Mike met with the Mayor last week and was told the outlook for the City's budget is bleak. There are City employees that will be facing job loss due to Governor Pawlenty's unallotment of Local Government Aid (LGA). PEA was aware of the possibility of layoffs and has been working with Human Resources so there is a crystal clear understanding of the PEA Contract layoff procedure. PEA has reviewed the seniority list to make sure it is accurate. PEA is actively communicating with members as information regarding layoffs becomes available.

The LMCHI is in the process of developing a Voluntary Employees Beneficiary Association Plan (VEBA) for Health Reimbursement Arrangement (HRA). PEA has taken an active role in the process to make sure the Agreement is structured and implemented to limit PEA's exposure and liability. One big advantage with a VEBA HRA Plan will be to have all the City Unions bargain with the City for Health Plans at the same time.

COMMITTEE REPORTS:

President: Union officials met with City Council members at their request to be informed about the budget problems and pending layoffs. There was no discussion and as a result it was a short meeting. John would like members to keep in contact with Stewards and Executive Committee members to relay information about layoffs or other Union concerns.

Vice President: Karin distributed a document from the City Risk Management Division to explain the mechanics of a VEBA HRA Plan. The LCMHI is working to have the VEBA HRA Plan implemented by this October's Open Enrollment session. Debit cards will be issued to be used for payment of Health Insurance related items. The debit cards will use funds from the employee's Flexible Spending Account first then the funds will be taken from the VEBA HRA Plan account.

The City has promised to offer extensive training opportunities for employees to learn about Health Insurance and the VEBA Plan. Karin encouraged members to take advantage of the training sessions the City will be offering for Health Insurance information and the VEBA Plan prior to the open enrollment session.

Karin distributed information from Ron Guilfoile, City Benefits Manager to emphasize the costs of sick employees who come to work (presenteeism).

Treasurer: Maia reported PEA's fund balance to be \$134,742.63.

Personnel: Page recognized three new Stewards, Sue Butler in Public Health, Gale Hawkinson in the Office of Technology and Charlene McKenzie in the Libraries. There are 305 PEA members, 232 in the City and 73 in the School District, 268 are full members.

City Negotiations: Paul has printed contracts available. The VEBA HRA Plan may be helpful in the next negotiations if we can quantify the benefit to the City by having the Union's being responsible for the Plan.

School District Negotiations: David invited School District members to be involved with the School District Negotiations Committee. PEA will be surveying School District members to get a sense of what are the most important issues to the members. The School District will make final recommendations to the Budget Committee by the end of June. Lyla Griffin is PEA's representative to the School District's LMCHI. We should know by June 17th who the health insurance provider will be for the School District members.

OLD BUSINESS: None was discussed.

NEW BUSINESS: No new business was presented.

Target gift certificates were presented to the members in attendance at this meeting.

ADJOURNMENT: The meeting was adjourned at 7:45 p.m.

**CONSTITUTION AND BY-LAWS OF THE
PROFESSIONAL EMPLOYEES ASSOCIATION, INC.**

Amended effective July 1, 2008

Proposed Changes December 2009 to be effective January 1, 2010

PREAMBLE

~~The Professional Employees Association, Inc. exists to protect the public welfare by promoting the highest standard of professional practice among its membership and the highest quality of public services through an effective employee/employer relationship. The association represents and bargains for all of its members by negotiating terms and conditions of employment and administering grievance procedures in accordance with the collective bargaining agreement and the Minnesota Public Employment Labor Relations Act as amended over time.~~

Mission Statement

The Professional Employees Association (hereinafter "Association") is dedicated to bargain, administer and enforce labor agreements in a responsible, prudent and lawful manner for the overall improvement of members' working conditions, with emphasis on general advocacy, education and communication.

ARTICLE I

Calendar

The administrative year of the ~~Corporation~~Association shall be from January 1 to December 31. The fiscal year of the ~~Corporation~~Association shall be from January 1 to December 31.

ARTICLE II

Membership

1. Any person, without regard to race, color, creed, national origin, sex, sexual preference, disability, or political belief, who meets any of the requirements defined hereafter, shall be eligible for membership in the ~~Corporation~~Association.

2. Regular membership shall include any employee for whom this ~~Corporation~~Association is designated as exclusive bargaining agent and who has voluntarily joined the ~~Corporation~~Association and pays dues as established by the membership.

3. Fair Share members shall include any employee for whom this ~~Corporation~~Association is designated as exclusive bargaining agent, and who has elected to not join the ~~Corporation~~Association, but has and pays Fair Share dues ~~deducted from his/her salary~~. Fair Share members are prohibited from voting, holding office or steward positions, or introducing new business items during scheduled meetings.

4. Unless otherwise specified in the by-laws, only regular members in good standing may vote on any business before the ~~Corporation~~Association.

~~5. Membership in the Corporation may be terminated by separation of employment with the employer, change of position or title to one not represented by the Corporation, or upon resignation from membership in the Corporation. Resignation from membership in the Corporation must be presented to the Executive Committee in writing. The resignation shall become effective thirty (30) days after receipt by the Executive Committee, at which time the member shall become a Fair Share member.~~

65. Dues and fees:

a. Regular membership dues shall be \$20.00 per month.

b. Regular membership dues for part-time employees (twenty (20) hours or less per week) shall be \$10.00 per month.

c. Fair Share assessment for full-time employees shall be \$17.00 per month. Fair Share assessment for part-time employees (twenty (20) hours or less per week) shall be \$8.50 per month.

d. Payroll deductions shall be the preferred method of payment for dues.

e. Special assessments will be made only if necessary and only by vote of a majority of the regular members in attendance at any meeting of the membership, provided notice of the need for assessment appeared in the agenda.

f. The funds (combined checking, savings and money market accounts) of the ~~Corporation~~Association shall not rise and remain above one hundred and fifty thousand dollars (\$150,000) for a period more than twelve (12) consecutive months. The funds of the ~~Corporation~~Association during such a twelve (12) month period shall not be allowed to rise above two hundred thousand dollars (\$200,000). If the funds total more than one hundred and fifty thousand dollars (\$150,000) at the end of twelve (12) months or reach two hundred thousand dollars (\$200,000) at any time, a by-law amendment to lower dues shall be submitted to the General Membership.

ARTICLE III

Officers and Committees

1. The officers of this ~~Corporation~~Association shall be a President, a Vice President, a Secretary, and a Treasurer.
2. Standing Committees shall be a Personnel Committee, a City Negotiations Committee, and an ~~ISD~~ School District Negotiations Committee.
3. The Executive Committee shall consist of the officers and ~~chairpersons~~Chairs of the standing committees.
4. Special Committees shall be appointed by the President, as necessary.
5. The Executive Committee shall be the governing body of this ~~Corporation~~Association and shall be the custodians of all properties of the ~~Corporation~~Association. All actions of the Executive Committee shall be reported to the membership on a periodic basis at a general membership meeting.
6. All administrative affairs shall be conducted by a majority vote of the attending members of the Executive Committee, providing a quorum is present.
7. Executive Committee members shall be granted remuneration as specified in the by-laws.
8. Special Committee Chair(s) shall be granted remuneration as specified in the by-laws.

ARTICLE IV

Terms of Office and Elections

1. Officers and ~~Chairpersons~~Chairs shall stand for election for one-year terms.
2. A Nominating Committee shall be appointed by the President ninety (90) days prior to the end of the current term. The Committee shall submit at least one name for each office and chair to the membership at the election meeting.
3. Additional nominations may be made from the floor on the date of the election.
4. Election shall be by secret ballot, except in the case of unanimous consent.
5. Should the office of the President become vacant, the vacancy shall be filled by the Vice President.
6. Should a vacancy occur at any time in any office or chair, other than President, it 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 the next general membership meeting. Should the Executive Committee choose not to fill the vacancy it may be filled by nomination and election at the next general membership meeting.

~~7. Executive Committee Members shall be regular members of the Corporation for the duration of their term~~

ARTICLE V

Duties of Executive Committee Members

1. The President shall be the chief executive and shall preside at all membership and Executive Committee meetings of the ~~Corporation~~Association. The President shall conduct all business of ~~this~~the Corporation Association pursuant to the ~~c~~Constitution and ~~b~~By-laws of ~~this~~the Corporation Association. The President shall appoint all special committees of ~~this organization~~the Association. The President shall schedule a general membership meeting in December to elect officers and ~~chairpersons~~Chairs. The President shall have one vote on the Executive Committee.

2. The Vice President shall assist the President ~~in the performance of his/her duties as needed~~. The Vice President shall succeed the President upon the President's inability to perform the functions of the office. The Vice President shall insure Association representation in Labor Management Committees on Health Insurance- ~~The Vice President shall arrange meetings and events for the Association. monitor city, state and federal legislation proposals which may have an impact upon the membership. The Vice President shall report to the Executive Committee monthly and to the membership at regular and special meetings on legislative concerns of the Corporation Association.~~ The Vice President shall have one vote on the Executive Committee.

3. The Secretary shall keep minutes of all proceedings ~~of~~at all membership and Executive Committee meetings of this ~~Corporation~~Association. The Secretary shall prepare for distribution notices for general membership meetings ~~which will include including~~ the agenda, any proposed by-law amendments, and the minutes from the previous General Membership Meeting. The Secretary will maintain and update the by-laws. The Secretary shall have one vote on the Executive Committee.

4. The Treasurer shall hold all funds and property of the ~~Corporation~~Association. The Treasurer shall be accountable to the Executive Committee and the membership for the use and expenditure of all property and funds of the ~~Corporation~~Association. Annually the Treasurer shall prepare financial statements and report to the general membership. The Treasurer shall have one vote on the Executive Committee.

5. The Personnel Committee ~~ChairpersonChair acts as is~~ the liaison ~~between the Executive Committee and to~~ the stewards. The ~~ChairpersonChair~~ shall keep a roster of all members in good standing. The ~~ChairpersonChair~~ is responsible for the dissemination of information to the stewards and for coordinating the election of stewards. The Personnel Chair shall have one vote on the Executive Committee.

6. The City Negotiations Committee ~~ChairpersonChair serves on and~~ selects a negotiations committee which identifies goals, objectives, and demands for negotiations with the City. The ~~ChairpersonChair~~ seeks ideas and data from ~~PEA~~ members employed by the City supplementing the product of the committee. The ~~ChairpersonChair~~ reports ~~significant negotiations committee discussion majority and minority positions~~ to the Executive Committee. The ~~ChairpersonChair~~ maintains communications between committee members and the Executive Committee, throughout the negotiation process. The ~~City~~ Negotiations Chair shall have one vote on the Executive Committee.

7. The ~~ISD~~ School District Negotiations Committee ~~ChairpersonChair serves on and~~ selects a negotiations committee which identifies goals, objectives, and demands for negotiations with the School District. The ~~ChairpersonChair~~ seeks ideas and data from ~~PEA~~ members employed by the School District, supplementing the product of the committee. The ~~ChairpersonChair~~ reports ~~significant negotiations committee discussion majority and minority positions~~ to the Executive Committee. The ~~ChairpersonChair~~ maintains communications between committee members and the Executive Committee, throughout the negotiation process. The School District Negotiations ~~ChairpersonChair shall have~~ has one vote on the Executive Committee.

ARTICLE VI

Removal of Executive Committee Members

The following procedures shall be used to remove an Executive Committee member from a position in the ~~Corporation~~ Association.

1. Formal written charges for removal of an Executive Committee member shall be made by a majority vote of the Executive Committee or by a petition signed by not less than twenty percent of those regular members in good standing in the ~~Corporation~~ Association.

2. A copy of the written charges shall be presented to the Executive Committee member being charged.

3. The Executive Committee member being charged shall have fourteen (14) calendar days from receipt of the written charges to prepare a written rebuttal to all charges made. This time limit may be extended by a majority vote of the Executive Committee if, in their opinion, extenuating circumstances exist.

4. After the limit of time allowed for preparing a rebuttal has elapsed, a special general membership meeting shall be called to read and discuss the charges and the rebuttal to the charges, if one is available.

5. After discussion, a two-thirds majority vote by secret ballot by those regular members in good standing in attendance at the special general membership meeting shall be necessary to remove the Executive Committee member from the position in the ~~Corporation~~Association.

ARTICLE VII

Stewards

1. Duties:

The stewards' primary duties shall include: dissemination of information, handling of grievances, representing their groups at general membership and stewards' meetings, and other related duties and training as assigned by the Executive Committee.

2. Allocation of Stewards:

There shall be one steward position for up to every thirty (30) members, or fraction thereof.

3. Groups for Stewards:

Regular and Fair Share members will be assigned to a steward by the personnel chair. The personnel chair will attempt to assign each member to a steward who works in their department or in a nearby office.

4. Term of Office:

a. Stewards shall be nominated by the Executive Committee or a member of the group they represent. They shall be elected by a simple majority of the members of the group(s) they represent and shall serve as long as is mutually acceptable.

b. If a steward fails to perform the duties listed in this article, the Executive Committee or a member of the group which the steward represents may recommend the replacement of the steward. The replacement shall be confirmed by a simple majority of those paid regular members who vote from the group that the steward has been assigned to represent.

5. Stewards shall be granted remuneration as specified in the by-laws.

ARTICLE VIII

Remuneration

1. The President shall receive gross payment of four hundred and ~~twenty five~~ fifty dollars ~~(\$425.00)~~(\$450.00) per month.

2. The Vice President shall receive gross payment of ~~two~~ four hundred dollars ~~(\$200.00)~~ (\$400.00) per month.
3. The Secretary shall receive gross payment of ~~two~~ three hundred dollars ~~(\$200.00)~~ (300.00) per month.
4. The Treasurer shall receive gross payment of three hundred and fifty dollars ~~(\$300.00)~~ (\$350.00) per month.
5. The ~~Chairperson~~ Chair of the City Negotiations Committee shall receive gross payment of two hundred fifty dollars ~~(\$200.00)~~ (\$250.00) per month.
6. The ~~Chairperson~~ Chair of the School District Negotiations Committee shall receive gross payment of two hundred fifty dollars ~~(\$200.00)~~ (\$250.00) per month.
7. The ~~Chairperson~~ Chair of the Personnel Committee shall receive gross payment of two hundred fifty dollars ~~(\$200.00)~~ (\$250.00) per month.
8. The Chair of a special Committee shall receive gross payment up to two hundred dollars (\$200.00) per month.
- ~~89.~~ The Newsletter Editor shall receive one hundred dollars (\$100.00) per issue.
910. The Website Editor shall receive one hundred dollars (\$100.00) each quarter.
- ~~1011.~~ The Auditor of the financial records of the ~~Professional Employees~~ Association shall receive one hundred dollars (\$100.00) for an annual audit.
- ~~112.~~ The Executive Committee shall be reimbursed for regular membership dues.
- ~~1213.~~ The Stewards shall be reimbursed for regular membership dues.
- ~~13. The Parliamentarian shall receive fifteen dollars (\$15.00) per general membership meeting.~~
14. The Chair of a Special Committee shall be reimbursed regular membership dues
- ~~1415.~~ Any member may be reimbursed for expenses incurred on ~~Corporation~~ Association business, provided documentation of said expense is presented to and approved by the Executive Committee. Paragraph No. ~~15-16~~ below shall not apply to these expense reimbursements.
- ~~1516.~~ Remuneration and/or reimbursement to Executive Committee members and Stewards 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.

ARTICLE IX
Meetings

1. Meetings of the membership shall be the election of officers to be held during the month of December, and at least, but not limited to, one other meeting per calendar year, or at the call of a majority of the Executive Committee. Written notice shall be given at least fifteen (15) days, but not more than thirty (30) days, prior to the meeting and shall include a descriptive agenda. In case of an emergency so determined by the President, summary notice of an emergency meeting may be given reciting the emergency, with notification being made to the members by the most expeditious means available to the President.

2. Business shall be transacted at general membership meetings by a simple majority vote of those regular members in good standing present at the meeting. Only regular members may introduce business and nominate candidates for office.

3. All collective bargaining agreements must be ratified by a majority vote of regular members in good standing present at a meeting after proper written notice as required in Article IX, section 1. Ratification requires the majority vote of only those members employed under the terms and conditions of the collective bargaining agreement under consideration. Memorandums of understanding with an employer are not subject to the ratification process except by majority vote of the Executive Committee.

~~4. The President may appoint a Parliamentarian to assist the President in matters relating to rules and procedures. The parliamentarian shall serve at the pleasure of the President and shall be granted remuneration as specified in the by-laws.~~

~~54.~~ Meetings of the Executive Committee shall be every month or at the call of the President, or at the call of the majority of the Executive Committee.

~~65.~~ Meetings of the Committees shall be at the call of the Committee ~~Chairperson~~Chair.

~~76.~~ The Executive Committee shall have the authority to establish the time, date, and location of any meeting of the ~~Corporation~~Association. The following criteria shall be considered in the order listed when choosing a meeting location: ~~t~~The location shall be handicap accessible, a private meeting place should be available, ~~the establishment should be staffed with union employees~~, it should be within the city limits of St. Paul, and the meeting location and expenses should not be cost prohibitive.

ARTICLE X
Quorum

1. The regular members in good standing present shall constitute a quorum authorized to transact business duly presented at any meeting of the ~~Corporation~~Association, provided proper ~~call~~notice of the meeting has been made.

2. Four members shall constitute a quorum for the Executive Committee.
3. A majority of any committee shall constitute a quorum of that committee.

ARTICLE XI
Rules of Order

~~The rules contained in Robert's Rules of Order shall govern the Corporation in all cases to which they are applicable and in which they are not inconsistent with the Constitution and By-laws of the Corporation.~~

ARTICLE XII
Amendments to Constitution and By-laws

By-laws may be adopted or amended by a majority of the votes cast by regular members at any meeting of the general membership, providing publication of the proposed by-law or amendment has been given in the [eall-notice](#) for the meeting.

1. If the proposed by-law or amendment is amended when submitted, other than semantic changes, the revised by-law or amendment shall be resubmitted to the membership at the next meeting, provided a fifteen (15) day notice has been given.
2. Proposals to amend the by-laws may be made by resolution of the Executive Committee or by petition signed by not less than five (5) regular members.

ARTICLE XIII
Donations Approval Requirements

No individual member of the General Membership or of the Executive Committee shall be authorized to commit the ~~Professional Employees~~ Association to any donation or donation request until the following applicable procedure is satisfied.

1. Any and all donation requests seeking money or a cash value of two hundred dollars (\$200.00) or less shall only be approved when a quorum of the Executive Committee has voted and given majority approval for a requested donation. Requests of this size and value need not be approved by the general membership.
2. Any and all donation requests seeking money or a cash value in excess of two hundred dollars (\$200.00) and less than five hundred dollars (\$500.00) shall not be approved without majority approval of a vote of the general membership. Prior notice on the general membership notice or agenda need not be submitted prior to the vote at the general membership meeting.
3. Any and all donation requests seeking money or a cash value in excess of five hundred dollars (\$500.00) shall not be approved unless authorized by a majority vote of the general membership

after proper notification on the general membership notice or proposed agenda preceding the membership meeting in accordance with these bylaws.



**Please Join Us for PEA's Annual Holiday Dinner and General Membership Meeting
Wednesday, December 2, 2009, at Mancini's Char House, 531 West 7th Street**

All Attendees Will Receive a Door Prize !!

5:00 p.m. Registration & Social Hour with Hors d'oeuvres
6:00 p.m. Dinner
6:45 p.m. Meeting

Meeting Agenda

1. Introduction of Stewards and Executive Committee Members
2. General Membership Meeting Minutes June 3, 2009
3. Legal Counsel Update - Mike Wilde
4. Committee Reports
 - a. President
 - b. Vice President
 - c. Treasurer
 - d. Personnel
 - e. Negotiations (City)
 - f. Negotiations (School District)
5. Elections
6. Member of the Year Award
7. Amendments to the By Laws
8. Adjourn

PLEASE RSVP with ENTREE SELECTION by FRIDAY, NOVEMBER 27, 2009
Call or Email Karin Anderson, 651-266-8765 / karin.anderson@ci.stpaul.mn.us

Chicken Breast, 10 oz
Steak Filet, 8 oz.
Charbroiled Walleye
Vegetarian Mushroom Ravioli

Your Dinner Includes Salad, Bread, Baked Potato, Cake, & Choice of Coffee, Tea, Milk or Pop
[If you have special dietary needs please let Karin know when making your reservation.]

Only regular members may vote and participate fully in the Association. If you are a fair share member, please consider becoming a regular member today so you can be an active participant in your Association.

Seasons Greetings from **PEA**

2009 EXECUTIVE COMMITTEE

PRESIDENT	JOHN BLACKSTONE	WATER - 1900 Rice St., 55113	266-6324
VICE PRES.	KARIN ANDERSON	CAO - 750 City Hall, 15 W. Kellogg, 55102	266-8765
TREASURER	MAIA SIERRA	SCHOOLS - 360 Colborne St., 55102	767-8269
SECRETARY	BRIAN KRAWIECKI	DSI - 8 E. 4 th St., #200, 55101	266-9134
NEGOTIATIONS			
CITY	PAUL HOGREFE	OT/IS-210 City Hall, 15 W Kellogg, 55102	266-6783
SCHOOL	DAVID PETERSON	SCHOOLS - 360 Colborne, 55102	696-9629
PERSONNEL	PAGE DELONG	PUBLIC HEALTH—555 Cedar St., 55101	266-1321

STEWARDS

CAO/OFS/HREEO/ MAYOR'S OFF/ COUNCIL RES/HR	REGINA ETOLL	500 City Hall, 15 W. Kellogg, 55102	266-8726
FIRE	PAULA PETERSON	100 E. 11 th St., 55101	228-6203
LIBRARIES			
Full-Time			
(Central /MMC)	SUSAN HENRY	MMC, 2109 Wilson Ave., 55119	501-6310
Full-Time (Branches)	KATHLEEN CONGER	Rice Street, 1011 Rice St., 55117	558-2223
Part-Time	CHARLENE MCKENZIE	Rondo, 461 Dale St., 55103	266-7419
DSI	FRANK BERG	375 Jackson St., Suite 200, 55101	266-9072
OTC	GALE HAWKINSON	600 CH Annex, 25 W. 4 th St., 55102	266-6781
PARKS & REC	BRIAN TOURTELOTTE	400 CH Annex, 25 W. 4 th St., 55102	266-6414
P.E.D.	CRAIG O'BRIEN	1300 CH Annex, 25 W. 4 th St., 55102	266-6695
POLICE	MARSHA PANOS	367 Grove St., 55101	266-5781
PUB. HEALTH	SUE BUTLER	555 Cedar St., 55102	266-1321
PUB. WORKS	BILL VOS	900 CH Annex, 25 W. 4 th St., 55102	266-6113
SCHOOL DIST.	JENNIFER CARPENTER	Dist. Service Facility, 1930 Como Ave., 55108	603-5001
SCHOOL DIST.	LYLA GRIFFIN	Purch. & Contract Serv., 360 Colborne, 55102	767-8288
SCHOOL DIST.	MARIAN HENRICHS	Res., Eval., & Ass., 360 Colborne, 55102	767-8116
WATER	SALAM HAMID	WATER - 1900 Rice St., 55113	266-1632

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