



PROFESSIONAL VIEW

PEA'S NEWSLETTER FOR OCTOBER-DECEMBER, 2010

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**DECEMBER 2010 PRESIDENT'S UPDATE**

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

Several years ago I was asked to lead the planning/design/construction of the replacement for the kitchen at our church camp located on an island in northern Minnesota. One of the first things I did was recruit two experienced architects from my congregation. I knew that planning, designing and constructing a kitchen would require a design team with experience. I also know that building a kitchen on an island would be challenging. Although I consider myself a skilled project manager I also understand my abilities and know that teams are successful when the correct disciplines are on board. I also knew that I could trust either of these professions unconditionally. I knew that I would never ever have to consider whether they would always be absolutely trustworthy. Whenever I think about a partnership I always recall Clint Eastwood and Lee Marvin in the movie, "Paint Your Wagon" The process of planning, designing and building the kitchen took over three years. I am very pleased with my role in the process but I am most proud of the technical team and how we worked together. It was never as raucous as any of the scenes or the antics in "Paint Your Wagon" but it was more rewarding.

Early in my involvement with the PEA Executive Committee I sensed that they are the same as the team that I worked with on the church camp kitchen. They are dedicated, they are competent, they are professional, they are focused, they work together to bring value to PEA, they are wise, they have a variety of skills, they are a

pleasure to work with and most important we trust each other beyond any doubt. One of the major issues within an organization can be focus. There are a myriad of problems at the city, county, school district and water utility. Sometimes events pull at the heart strings or lift up the ire fueling the desire to make things right or better. It takes wisdom and discipline to sort out which issues are directly related to our Contract and which are not. Many times it is not black or white it is some shade of grey. This is where the wisdom and dedication of the Executive Committee shines. It is rewarding to be part of thoughtful proactive decisions.

In the past year the Executive Committee has addressed major and minor issues from dismissal to department morale. Each member of the Executive Committee is empowered to candidly express their opinion on the topic of discussion. This is healthy because the Executive Committee has a broad perspective to make decision and each member knows others will carefully listen to their concern and consider it as we make a decision. In this way PEA has been very effective in negotiating and advocating for our members.

I am very honored to be part of the process. It is rewarding and fulfilling. I wish you and your family a rewarding and pleasant holiday.



# You Are Invited!

Please Join Us Tuesday, November 30,  
2010, for PEA's Annual Dinner and  
General Membership Meeting at  
Mancini's, 531 West 7<sup>th</sup> Street, St. Paul

**All Attendees Will Receive a Door Prize !!!**

5:30 p.m.      Registration with Appetizers  
6:00 p.m.      Dinner  
7:00 p.m.      Meeting

## Meeting Agenda

Introduction of Stewards and Executive Committee Members  
Approval of June 2010 General Membership Minutes  
Mike Wilde's Legal Counsel Update  
Reports of Board & Committees  
    President  
    Vice President  
    Treasurer  
    Personnel  
School District Negotiations Chair  
City Negotiations Chair  
Amendments to the Bylaws  
Elections  
Member Recognition  
Adjournment

RSVP your Entree Selection by Wednesday, November 24, 2010  
Karin Anderson at [karin.anderson@ci.stpaul.mn.us](mailto:karin.anderson@ci.stpaul.mn.us) or 651-266-8765

## ENTREES

Chicken Breast  
Steak Filet  
Charbroiled Walleye  
Vegetarian Pasta

Your Dinner includes Salad, Bread, Baked Potato, Cake & Choice of Coffee, Tea, Milk or Pop  
Please Let Karin Know If You Have Any Special Dietary Needs

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!

## THE CORNER

By Mike Wilde, Legal Counsel

Most unions across the United States are spending a growing number of time and resources dealing with health care coverage. Consider for example what is currently happening in the building and construction trade industry. The majority of construction trade unions gain health care coverage for their members through self-funded programs called Taft-Hartley plans. The name comes from federal legislation over 50 years ago that allowed these cooperative plans between employees, their unions and employers. The basic concept was to allow the members to negotiate a small fraction of their compensation into a collective fund that could be used to cover their medical costs. It was distinctly different from standard insurance plans because the construction tradesman back then, and still today, would have several different employers during their working years. There was little chance of continuation of employment with the same employer and there were significant periods of unemployment as the construction season would slow down over the winter. Thus, insurance policies tied to a single employer were not feasible.

In response, the trade unions realized that the members and their families needed very flexible coverage that followed the worker and was available when the worker was laid off. They negotiated the funding through the collective bargaining process and employers grew to accept that a stable and available workforce needs to get health coverage at an affordable rate to remain available in the industry. The mutually beneficial trust funds were funded and then administered by a joint board of trustees with equal representation from labor and management. That is the very short history of funds that were created when contributions might be a dime per hour. A simpler time seems to be a dramatic understatement.

I think the history of the Taft-Hartley labor-management funds is a successful one. But it also gives us a better picture of how expensive medical care has become. Remember, there is no insurance company company in Taft-Hartley plans. This self-funded mechanism cannot look to the profit line or a bloated middle management of an insurance company to blame its financial woes on. Don't misunderstand, these funds also have administrators (who pay the medical claims), investors, actuaries

and fund attorneys. So they have overhead expenses, but it is much leaner than the insurance industry. So how is the milk, without all the cream on top? Sour.

Between working hours being down due to the economy and investments remaining stagnant, modest Taft-Hartley plans are requiring \$8, \$9 and sometimes \$10 per hour per worker to adequately fund the family health care coverage. Now think about that for a moment. That is a very large portion of one's compensation. One might be tempted to say that \$8.00 off of the hourly wage is completely absurd and that with self-management of such funds, "I could do better on my own." Well, that might be true with good investment returns, steadfast discipline and great health. But you don't often find people, especially with a family, willing to risk everything on "going it alone" against the risk of medical catastrophe.

If the average man or woman working in the trades contributes \$8.00 per hour over the course of 1,500 hours per year (remember construction workers are seasonal), that would result in \$12,000 per year. At \$9.00/hour the fund would collect \$13,500 per year in order to adequately cover that family's health care. Compare that with the amount Healthpartners is charging per month under its family coverage: \$1,468.26 or **\$17,619 per year**. At this rate, the full-time employee costs \$8.47 per hour to insure under family health care coverage. It is realistic for everyone to keep that in mind when they are listening to healthcare debates, reading editorials encouraging status quo, sitting in the hospital waiting room or ... exercising.

Whether you work in the City or in the District you can do the simple math to show that your healthcare insurance has the same astronomical costs as the construction industry people who don't rely on insurance companies. That is a \$8 or \$9 per hour cost to cover your family. This comparison between public employees and the construction industry can be spread to every industry and employment sector in the country. That is why it is accurately described as a national healthcare crisis; nobody is immune from the costs.

**PRELIMINARY DRAFT**

*Minutes from the JUNE 2, 2010 General Membership Meeting The draft below needs approval from the General Membership at the Winter Holiday General Membership Meeting.*

**PEA GENERAL MEMBERSHIP MEETING**

**Joseph's Grill**

**June 2, 2010**

**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, Sue Butler, Jennifer Carpenter, Kathleen Conger, Regina Etoll, Gale Hawkinson, Lyla Griffin, Salam Hamid, Marian Heinrichs, Susan Henry, Charlene McKenzie, Craig O'Brien, Marsha Panos, Paula Peterson, Brian Tourtelotte.

**OTHER PEA MEMBERS IN ATTENDANCE:** Issac Afwerke, Mary Ann Berglund, Joe Blomquist, Christine Boulware, Joanna Brookes Joan Hagen-Chinn, Roberta DeCrans, Karen Edmond, Connie Garrahy, Jim Giebel, Cece Hauge, Shelly Hawkins, Jennifer Jannetto, Jim Jeffery, Brian Karschnia, Mark Kile, Jon Klinkenberg, Kathy Korf, Fong Lor, Kari McDermott, Andrew McGlory, Pam Mendez, Geoffrey Miller, Mark Moody, Barb Morin, Jesse Mraz, Tuan Ngo, Kieu Oanh Thi Nguyen, Sara Nurmela, Jason Reid, Gessner Rivas, Connie Sandberg, Julia Sobania, Elizabeth Stiffler, Michele Swanson, Michael Tharp, Beth Ulrich, Jodi Wallin, Casey Walters, Elizabeth Wegele, Alyssa Wetzell-Moore, and Chin-Ming Yin.

**The meeting was called to order at 6:30 p.m. by President John Blackstone.**

**INTRODUCTIONS:** John welcomed attendees and asked PEA Stewards and Executive Committee members to introduce themselves.

**MINUTES FROM THE DECEMBER 2, 2009 GENERAL MEMBERSHIP MEETING:** The minutes from the December 2, 2009 General Membership Meeting were presented. **MOTION** by Kathy Korf to adopt the December 2, 2009 General Membership Meeting minutes as presented. **SECOND** by Karin Anderson, **MOTION CARRIED.**

**LEGAL COUNSEL UPDATE:** Mike explained the value of the Recognition Clause in our contract by reviewing the history of the 1936-37 General Motors strike in Flint Michigan that led the company to recognize the UAW as the official bargaining agent for the workers. PEA's Contracts are the documents that define the terms and conditions of employment for all PEA members.

The School District has laid-off seven PEA members (10%) and now they have posted openings for new hires that will be PEA positions. Mike reminded everyone that laid-off employees have two years reinstatement rights to their vacated positions. Mike asked members to help keep track of the new hires to compare the new positions' job descriptions and duties with those that have been vacated.

Mike asked some of the stewards to share recent issues with those in attendance, and he facilitated discussion to further develop and define the issues. Some of those issues included round trip mileage (back to the office), contract language that could be clarified to better define the intent specific to continuing education and license renewal reimbursement, and email monitoring by an independent consultant hired by the City.

The LMCHI is planning to reinstate the wellness plan and PEA would like to have representatives from various departments to help with the development of the proposed wellness plan. Mike encouraged members to participate with anticipated surveys related to Health Insurance issues.

## **COMMITTEE REPORTS:**

**President:** John reviewed some issues that have been pressuring labor unions, including the KSTP public works investigation and the "Race to the Top" program proposal for schools. John asked members to support the Labor Management Safety Committee efforts to improve workplace safety.

**Vice President:** Karin described the LMCHI activities and gave an overview of how the committee operates. The LMCHI is looking for options to help contain and minimize increased health insurance costs.

Karin had 74 members RSVP for tonight's meeting and thanked those in attendance for their support of PEA. Karin has made arrangements for the winter holiday meeting to be held at Mancini's on Tuesday, November 30<sup>th</sup>.

**Treasurer:** Maia reported PEA's fund balance to be in excess of \$118,000.00. The PEA financial audit for 2009 has been completed and PEA's financials look good for now.

**Personnel:** Page reported there to be 310 PEA members, 236 in the City and 74 in the School District. There are 39 fair share members in the City and 4 in the School District. PEA will be looking for a Steward for the Parks Department to replace Brian Tourtelotte. Page asked members to email her if they have interest in serving as a Steward for the Parks Department.

**City Negotiations:** The current City contract continues through 2010. Paul asked members to review the contract and to let him know if they have any ideas to improve the next contract.

**School District Negotiations:** The School District contract expired on December 31<sup>st</sup>, 2009. In past negotiations with the School District the PEA contract has paralleled and closely followed the Teachers' contract. PEA has met with the District three times and will continue to meet with them to reach a contract proposal that can be brought to the School District members for a vote.

John gave special recognition and thanked Jodi Wallin for her dedication and excellent work to develop a brochure for PEA that can be presented to new members and anyone else that has interest or questions about PEA. Copies of the PEA brochure are available and it will be included on PEA's website [www.peaonline.org](http://www.peaonline.org)

**DISCUSSION REGARDING DUES:** Paul presented graphical information on PEA Monthly Dues Comparison with other City unions and the PEA Annual Budget Trend. Paul gave an overview of some of PEA's expenses and went on to explain the downward trend for PEA's budget. There have been no dues increases for many years, and if the downward trend continues, PEA's fund balance will be zero in approximately three years.

The PEA Executive Committee has discussed this issue and is contemplating a proposal for a \$5.00 dues increase in January 2011 and a \$7.00 increase in January 2012 to stabilize the budget. Paul opened the floor for discussion and comments. Questions, comments and discussion followed and included annual budget expense details and the amount proposed for the dues increase. The discussion and comments indicated general support for a dues increase. John indicated there will be a proposal for a vote to increase the dues at the November 30<sup>th</sup> winter holiday general membership meeting.

**OLD BUSINESS:** There was no old business presented.

**NEW BUSINESS:** The PEA Stewards and Executive Committee will meet at 5:30 p.m. on September 8, 2010 at Joseph's Grill.

**ADJOURNMENT:** The meeting was adjourned at 8:20 p.m.

**PEA Constitution and By-laws Proposed Amendments Summary**  
**November 30, 2010**

**Submitted by Paul Hogrefe, City Negotiations Chair**

**Article II.5.a-c: Dues:**

\$20/month through 12/31/2010

\$26/month effective 1/1/2011

\$32/month effective 1/1/2012

Fair share members will continue to pay 85% of the above amounts

Part time members will continue to pay 50% of the above amounts

Raise “at any time” maximum from \$200,000 to \$300,000

**Article V.1: President Duties**

Remove sentence about December general membership meeting because it is redundant (see article IX.1)

**Article IX.1: Meetings:**

Clean up language to require elections at the “last meeting of the calendar year” rather than “during the month of December”

**Article II.5.f: Fund limits (combined checking, savings and money market accounts):**

Raise 12 consecutive month maximum from \$150,000 to \$250,000

**About The Scheduling of the Last Meeting of 2010**

Although the election of officers is required to be held during the month of *December*, PEA’s Constitution also specifically states that “[t]he Executive Committee shall have the authority to establish the time, date, and location of any meeting of the Association.” Article IX, § 7. Due to the

holiday scheduling and facility availability and for the convenience of the members, the PEA Executive Board approved the scheduling of this year’s annual business meeting for Tuesday, November 30<sup>th</sup>.

**Election Notice**

Every year we have an election of officers for PEA’s Executive Board. It is always an open and democratic process and this year is no different. I encourage and invite each of you to consider running for a Board position. We always want to maintain a open and inclusive atmosphere in deciding PEA’s leadership.

All of the incumbents are intending on running again, except Dave Peterson who has decided to

step down as PEA’s Negotiation Chair in the District. For that position, we will need a PEA member who is a regular member (not fair share) and who is employed by the District. I invite all PEA members in the District to consider this position.

All interested candidates should notify Mike Wilde at: [MLWilde@Local49](mailto:MLWilde@Local49) and [mlwilde8860@comcast.net](mailto:mlwilde8860@comcast.net)

**PEA CALENDAR OF EVENTS 2011**

Wednesday, March 2

Tuesday, June 7

Tuesday, September 6

Wednesday, November 30

Combined Stewards/Board Meeting

General Membership Meeting

Combined Stewards/Board Meeting

General Membership Meeting

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

Amended ~~January 1~~November 30, 2010

**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 Association shall be from January 1 to December 31. The fiscal year of the 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 Association.
2. Regular membership shall include any employee for whom this Association is designated as exclusive bargaining agent and who has voluntarily joined the Association and pays dues as established by the membership.
3. Fair Share members shall include any employee for whom this Association is designated as exclusive bargaining agent, and who has elected to not join the Association, and pays Fair Share dues. 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 Association.
5. Dues and fees:
  - a. Regular monthly membership dues shall be \$20.00 ~~per month~~through 12/31/2010, \$26.00 effective 1/1/2011, and \$32.00 effective 1/1/2012.

b. Regular monthly membership dues for part-time employees (twenty (20) hours or less per week) shall be \$10.00 ~~per month~~through 12/31/2010, \$13.00 effective 1/1/2011, and \$16.00 effective 1/1/2012.

c. Fair Share monthly assessment for full-time employees shall be \$17.00 ~~per month~~through 12/31/2010, \$22.10 effective 1/1/2011, and \$27.20 effective 1/1/2012. Fair Share monthly assessment for part-time employees (twenty (20) hours or less per week) shall be \$8.50 ~~per month~~through 12/31/2010, \$11.05 effective 1/1/2011, and \$13.60 effective 1/1/2012.

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 Association shall not rise and remain above ~~one-two~~ hundred and fifty thousand dollars (\$~~150250~~,000) for a period more than twelve (12) consecutive months. The funds of the Association during such a twelve (12) month period shall not be allowed to rise above ~~two-three~~ hundred thousand dollars (\$~~200300~~,000). If the funds total more than ~~one-two~~ hundred and fifty thousand dollars (\$~~150250~~,000) at the end of twelve (12) months or reach ~~two-three~~ hundred thousand dollars (\$~~200300~~,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 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 a School District Negotiations Committee.
3. The Executive Committee shall consist of the officers and 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 Association and shall be the custodians of all properties of the 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 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.

#### **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 Association. The President shall conduct all business of the Association pursuant to the constitution and by-laws of the Association. The President shall appoint all special committees of the Association. ~~The President shall schedule a general membership meeting in December to elect officers and Chairs.~~ The President shall have one vote on the Executive Committee.
2. The Vice President shall assist the President 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 ensure Association representation in Labor Management Committees on Health Insurance. The Vice President shall arrange meetings and events for the Association. The Vice President shall have one vote on the Executive Committee.
3. The Secretary shall keep minutes of all proceedings of all membership and Executive Committee meetings of this Association. The Secretary shall prepare for distribution notices for general membership meetings 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 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 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 Chair is the liaison to the stewards. The Chair shall keep a roster of all members in good standing. The Chair 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 Chair serves on and selects a negotiations committee which identifies goals, objectives, and demands for negotiations with the City. The Chair seeks ideas and data from members employed by the City supplementing the product of the committee. The Chair reports significant negotiations committee discussion to the Executive Committee. The Chair 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 School District Negotiations Committee Chair serves on and selects a negotiations committee which identifies goals, objectives, and demands for negotiations with the School District. The Chair seeks ideas and data from members employed by the School District, supplementing the product of the committee. The Chair reports significant negotiations committee discussion to the Executive Committee. The Chair maintains communications between committee members and the Executive Committee throughout the negotiation process. The School District Negotiations Chair shall have 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 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 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 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 fifty dollars (\$450.00) per month.

2. The Vice President shall receive gross payment of four hundred dollars (\$400.00) per month.
3. The Secretary shall receive gross payment of three hundred dollars (300.00) per month.
4. The Treasurer shall receive gross payment of three hundred and fifty dollars (\$350.00) per month.
5. The Chair of the City Negotiations Committee shall receive gross payment of two hundred fifty dollars (\$250.00) per month.
6. The Chair of the School District Negotiations Committee shall receive gross payment of two hundred fifty dollars (\$250.00) per month.
7. The Chair of the Personnel Committee shall receive gross payment of two hundred fifty dollars (\$250.00) per month.
8. The Chair of a special Committee shall receive gross payment up to two hundred dollars (\$200.00) per month as approved by the Executive Committee.
9. The Newsletter Editor shall receive one hundred dollars (\$100.00) per issue.
10. The Website Editor shall receive one hundred dollars (\$100.00) each quarter.
11. The Auditor of the financial records of the Association shall receive one hundred dollars (\$100.00) for an annual audit.
12. The Executive Committee shall be reimbursed for regular membership dues.
13. The Stewards shall be reimbursed for regular membership dues.
14. The Chair of a Special Committee shall be reimbursed regular membership dues
15. Any member may be reimbursed for expenses incurred on Association business, provided documentation of said expense is presented to and approved by the Executive Committee. Paragraph No. 16 below shall not apply to these expense reimbursements.
16. 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. There shall be at least two (2) general membership meetings per calendar year. The election of officers shall be held during the last meeting of the calendar year. A majority of the Executive Committee may also call a general membership meeting.~~ Written notice shall be given at least fifteen (15) days, ~~but not more than thirty (30) days,~~ prior to ~~the each~~ meeting and shall include a descriptive agenda. In case of an emergency ~~so as~~ determined by the President summary notification of an emergency meeting ~~may shall~~ 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. 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.
5. Meetings of the Committees shall be at the call of the Committee Chair.
6. The Executive Committee shall have the authority to establish the time, date, and location of any meeting of the Association. The following criteria shall be considered in the order listed when choosing a meeting location: the location shall be handicap accessible, a private meeting place should be available, 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 Association, provided proper 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**

### **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 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 XII**

### **Donations Approval Requirements**

No individual member of the General Membership or of the Executive Committee shall be authorized to commit the 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.

**Report to the Membership Since the Last Newsletter: August 2010**

**Totals: 296 Members  
City: 229 (39 are fair share)  
Schools: 67 (3 are fair share)**

**Welcome New Members:**

1. Jessica M. Riemer, HREEO
2. Daniel E. Marx, CAO
3. Patricia A. Lund, Schools
4. Jacqueline A. Howard, HREEO

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

1. Elizabeth Knight, HREEO
2. Jeanna B. Sather, CAO
3. Sonia Aswegan, Schools
4. Kieu Oanh Thi Nguyen, Schools
5. Patricia Norwig, Schools
6. Guy Parker, Schools
7. DeAnn Weber, Schools
8. Maly Yang, Schools
9. Jennifer Carpenter, Schools
10. Catherine C. Penkert, Parks

**In Special Honor to Member David Peterson**

Organizations the size of PEA are extremely lucky when they have members volunteer their time and efforts for a whole decade. But PEA has had that luxury for two decades! The Executive Board would like to give special recognition and acknowledgment to David Peterson for his loyal and dedicated years of service to his fellow employees. David has met regularly for about 240 consecutive months to discuss, deliberate and decide employment issues for members of PEA. He has shared his personal opinions and strong held beliefs to advance fairness and reasonableness on behalf the working professionals in both the District and the City. There is not a member or reader

amongst you who has not been affected by his work in one way or another; whether it be through a committee, an employment benefit, negotiations, a grievance or a leadership vote that Mr. Peterson was instrumental in.

David has a unique calm that allows him to advance his opinion, or fail in trying, without any lasting rancor or hard feelings. He embodies the concept of "agreeing to disagree" and he has demonstrated that yesterday's labor battles are today's cherished lessons. His institutional knowledge will not be replaced and his service will not be soon forgotten. We will miss David dearly.

**2010 EXECUTIVE COMMITTEE**

|                     |   |          |
|---------------------|---|----------|
| <b>PRESIDENT</b>    | JOHN BLACKSTONE WATER - 1900 Rice St., 55113<br>e-mail address: <a href="mailto:john.f.blackstone@ci.stpaul.mn.us">john.f.blackstone@ci.stpaul.mn.us</a>        | 266-6324 |
| <b>VICE PRES.</b>   | KARIN ANDERSON CAO - 750 City Hall, 15 W. Kellogg, 55102<br>e-mail address: <a href="mailto:karin.anderson@ci.stpaul.mn.us">karin.anderson@ci.stpaul.mn.us</a>  | 266-8765 |
| <b>TREASURER</b>    | MAIA SIERRA SCHOOLS - 360 Colborne St., 55102<br>e-mail address: <a href="mailto:maia.sierra@spps.org">maia.sierra@spps.org</a>                                 | 767-8269 |
| <b>SECRETARY</b>    | BRIAN KRAWIECKI DSI - 375 Jackson St., Suite 200, 55101<br>e-mail address: <a href="mailto:brian.krawiecki@ci.stpaul.mn.us">brian.krawiecki@ci.stpaul.mn.us</a> | 266-9134 |
| <b>NEGOTIATIONS</b> |   |          |
| <b>CITY</b>         | PAUL HOGREFE OTC-210 City Hall, 15 W Kellogg, 55102<br>e-mail address: <a href="mailto:paul.hogrefe@ci.stpaul.mn.us">paul.hogrefe@ci.stpaul.mn.us</a>           | 266-6783 |
| <b>SCHOOL</b>       | DAVID PETERSON SCHOOLS - 360 Colborne, 55102<br>e-mail address: <a href="mailto:david.peterson@spps.org">david.peterson@spps.org</a>                            | 696-9626 |
| <b>PERSONNEL</b>    | PAGE DELONG RAMSEY PUBLIC HEALTH<br>e-mail address: <a href="mailto:page.delong@co.ramsey.mn.us">page.delong@co.ramsey.mn.us</a>                                | 266-1321 |

## 2010 STEWARDS

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LIBRARIES  
Full-Time  
(Central /MMC) SUSAN HENRY MMC, 2109 Wilson Ave., 55119 501-6310  
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