



# Professional Employees Association

CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

[www.peaonline.org](http://www.peaonline.org)

**Professional View**

**July – September 2013**

## **From the President's Desk – 3rd Quarter 2013**

*by Karin Anderson, President*

The Professional Employees Association is responsible for negotiating terms and conditions of employment and for initiating and working to resolve contract grievances for all professional employees of the City of St. Paul and the St. Paul Public Schools. This is true whether those employees are full members of PEA or fair share. However, there are important additional benefits that are available to PEA full members but are not available to fair share employees.

### **Individual Benefits of Full Membership vs. Fair Share**

Only full members have the opportunity to serve on the PEA Executive Board or to act as a PEA Steward. The opportunity to serve is a way to learn and grow and can be a valuable experience to include on a professional resume in the future. PEA needs your talents in order to be the best organization it can be. A variety of professionals from the City and the School District are needed to help inform and be a vital part of the Executive Committee and the pool of PEA Stewards. You can only fully participate if you are a full PEA member.

Only full members are able to vote to accept or reject a collectively bargained agreement with the City or School District. Only full members can vote to avoid or ratify a labor strike. Do you want someone else making the final decision on your benefits package or whether you will go on strike? No one wants to give up that kind of power without serious consideration. The right to vote on these critical issues impacting your livelihood and working conditions is reason enough to become a full member, and then take the next step to get involved.

### **Group Benefits of Full Membership vs. Fair Share**

Another benefit of full membership is that it strengthens the union's negotiating position with respect to the City and the School District. PEA gains power for all professional City and School District employees when its full membership increases. This increase in full membership and bargaining power can translate into significant benefits for you; benefits like flexibility, fair treatment and competitive fringe benefit options. These kinds of union benefits empower employees, especially professionals, and contribute to a strong, committed workforce for the City and the School District.

### **Benefits of Full Membership vs. Cost**

PEA dues are set by a membership vote. The cost difference between full membership and fair share is minimal – \$32 vs. \$27.20 for a full time employee. Our dues pay for contract negotiation expenses, office and support services, legal services, union newsletters and other communications, training for stewards and members, etc. For this reason, as in most unions, those who choose not to become union members pay a "fair share" fee – their fair share of the cost of bargaining and administering the contract that protects everyone. So for less than \$5 a month you gain the individual and group benefits noted above. And, as I said, PEA gains power when its full membership increases, and, PEA gains people willing to act together. By acting together we can ensure that our investment in PEA makes the City of St. Paul and the St. Paul Public Schools a better place for all of us to work.

If you are a fair share employee I encourage you to become a full member of PEA.

# ATTENTION: School District Members The PEA School District Negotiations Team wants you

*By David Peterson, PEA School District Negotiations Chair*

The current School District PEA collective bargaining agreement runs through December 31st. The agreement can be found at [www.peaonline.org](http://www.peaonline.org).

A School District PEA Negotiations team is being assembled to negotiate the next agreement by identifying and debating issues, and subsequently negotiating with the School District.

If a new School District collective bargaining agreement is not negotiated and approved by December 31st, the terms of the current School District collective bargaining agreement remain in effect until the execution of a new School District collective bargaining agreement.

The School District PEA Negotiations team will have several lunch meetings. A subgroup will negotiate with the School District, probably several times late in the afternoon.

We hope to have a balanced membership team in terms of length of employment (new employees and older employees) and in terms of health insurance coverage. Serving on the negotiations team can be personally rewarding and an excellent learning experience for you.

Please contact me with questions, or a commitment to be a team member, before September 15th.

*david.peterson@spps.org*

office phone: 651-744-8112

cell phone: 651-447-0216



**Saint Paul**  
PUBLIC SCHOOLS



## A Note for City PEA Members

Our collective bargaining agreement (CBA) for January 1, 2013 – December 31, 2015 has been finalized by the City Council. The CBA and salary schedules can be found on the PEA website – [www.peaonline.org](http://www.peaonline.org).

A 1% wage increase was effective July 13, 2013 and should have been reflected on your August 9th paycheck. Back pay covering April 6 – July 12 should have been paid on your August 23rd paycheck.

# Minnesota Sick Leave Law Changes in 2013

by Mike Wilde, Legal Counsel

Prior to August 1, 2013, Minnesota Statute § 181.9413, commonly known as the Minnesota Parenting Sick Leave Act, required employers with 21 or more employees to allow the use of sick leave for an employee's children on exactly the same terms the employee is permitted to use sick leave benefits for the employee's own illness or injury. An employee's "child," by definition, includes biological, adopted, stepchildren and foster children, either under 18 years old or under 20 years old, if still attending secondary or high school.

Effective August 1, 2013, the law has been amended and expanded to include other relatives. Now, in addition to self and child, Minnesota law requires employers with 21 or more employees to allow employees to use sick leave for adult children, spouses, siblings, parents, grandparents and stepparents. However, for these relatives, the leave is limited to 160 hours in any 12-month period.

To be clear, the law does not require that employers provide employees any sick leave benefits, either paid or unpaid. But, if they do, employers must permit employees to use these benefits in accord with the new law.

Some employers provide "paid time off" or PTO. Since a PTO plan is not technically considered a "sick leave benefit," the new law does not appear to cover PTO benefits, and this interpretation is consistent with the testimony given on the bill in the Minnesota legislature.

The intent of the new law is that actual use of sick leave for all newly-covered relatives, adult children, spouses, siblings, parents, grandparents or stepparents, in a 12-month period combined counts toward the total of 160 hours. However, the 160-hour limit cannot be imposed on time used to care for the employee's child or for the employee.

While the statute is not crystal clear, employers appear to have some flexibility in the way they count the 12-month period. To ensure that there are no surprises, communicate clearly with your supervisor and be sure to keep all documentation. Many employers will likely use a calendar year, yet some will prefer to use the same 12-month method they use for calculations under the Family Medical Leave Act.

The new law requires the leave to be given "on the same terms upon which the employee is able to use sick leave benefits for the employee's own illness or injury." So, for instance, if the employer has a policy requiring a medical certificate or doctor's note in order for an employee to use sick leave, it can do the same for the expanded list of relatives. Similarly, the use of sick leave benefits for the expanded list of relatives can be denied if it is done under the same rules and provisions as would be applied to the employee's own personal use of sick leave.

As a union member covered by a collective bargaining agreement, you should continue to apply the terms of your collective bargaining agreement (CBA), provided it is more generous than the new law. If your CBA language is less generous, you must apply the language in this law, effective August 1, 2013. Please send any questions about your CBA language to [mwilde8860@comcast.net](mailto:mwilde8860@comcast.net) and [tammy.wilde@gmail.com](mailto:tammy.wilde@gmail.com).

With the recent legislation authorizing same sex marriage in Minnesota, same-sex spouses are covered by this new expanded list of relatives, effective August 1, 2013.

A fiscal impact study on this law change is set to be conducted this year and the results are due to the Minnesota legislature by August 1, 2014.

# Stewards & Executive Committee Meeting & Dinner

*Tuesday, September 10, 2013*

***Location:***

Joseph's Grill • 140 South Wabasha  
651-222-2435

***Social Time:*** 5:00-5:30 PM

***Meeting:*** 5:30-7:00 PM

***Dinner:*** 6:00-6:30 PM

**Reservations required:** RSVP to Karin at [karin.anderson@ci.stpaul.mn.us](mailto:karin.anderson@ci.stpaul.mn.us)  
Please plan to arrive before 5:30 PM so we can order promptly and start eating around 6:00 PM. Dinner selections will be made from Joseph's menu; your dinner may include a non-alcoholic beverage of your choice. The meeting will be suspended when dinner is served so we can all enjoy our meal together.

**AGENDA:**

1. Greetings & Introductions
2. Treasurer's Report
3. Legal Counsel's Report
4. President's Report
5. Committee Reports
  - a. Personnel
  - b. City Negotiations
  - c. District Negotiations
6. Adjournment of Combined Meeting

The Executive Committee will hold a short meeting of the board following the adjournment of the Combined Meeting.

**NEXT GENERAL MEMBERSHIP MEETING: December 10, 2013 at Mancini's**

## 2013 Executive Committee

<b>President</b>	<b>Karin Anderson</b> <i>karin.anderson@ci.stpaul.mn.us</i>	CAO – 750 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8765
<b>Treasurer</b>	<b>Annette Evans</b> <i>annette.evans@spps.org</i>	SCHOOLS – 360 Colborne, 55102	651-767-8265
<b>Secretary</b>	vacant		
<b>Personnel</b>	<b>Julie Kraus</b> <i>julie.kraus@ci.stpaul.mn.us</i>	CAO – 400 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8776
<b>School Negotiations</b>	<b>David Peterson</b> <i>david.peterson@spps.org</i>	SCHOOLS – 360 Colborne, 55102	651-744-8112
<b>City Negotiations</b>	<b>Paul Hogrefe</b> <i>paul.hogrefe@ci.stpaul.mn.us</i>	OTC – 210 City Hall, 15 Kellogg Blvd. W., 55102	651-266-6783

## Staff & Others

<b>Legal Counsel</b>	<b>Mike Wilde, Esq.</b> <i>mwilde8860@comcast.net &amp; mike.wilde24@gmail.com</i>	360 North Robert St., Suite 300, St. Paul, MN 55101	612-227-8425
<b>Legal Counsel</b>	<b>Tammy Wilde, Esq.</b> <i>tammy.wilde@gmail.com</i>	360 North Robert St., Suite 300, St. Paul, MN 55101	
<b>Newsletter</b>	<b>Sara Nurmela</b> <i>peanewsletter@gmail.com</i>	HREEO – 280 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8974
<b>Webpage</b> <i>www.peaonline.org</i>	<b>John Larson</b> <i>john.larson@ci.stpaul.mn.us</i>	Libraries (SPPL) – 90 W 4th St., 55102	651-266-7044
<b>Office Address</b>	<b>P.E.A.</b>	360 North Robert St., Suite 300, St. Paul, MN 55101	

### **Mission Statement**

The Professional Employees 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.

## 2013 Stewards

<b>CAO / OFS / HREEO / Mayor's Office / Council Res / HR</b>	<b>Regina Etoll</b> <i>regina.etoll@ci.stpaul.mn.us</i>	500 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8726
<b>Fire</b>	<b>Jill LaCasse</b> <i>jill.lacasse@ci.stpaul.mn.us</i>	645 Randolph Ave., 55102	651-228-6257
<b>Libraries Full-Time (Central / MMC)</b>	<b>Susan Henry</b> <i>susan.henry@ci.stpaul.mn.us</i>	Saint Anthony Park Branch, 2245 Como Ave., 55108	651-642-0411
<b>Libraries Full-Time (Branches)</b>	<b>Kathleen Conger</b> <i>kathleen.conger@ci.stpaul.mn.us</i>	Rondo Community Outreach Library, 461 Dale St., 55103	651-266-7431
<b>Libraries Part-Time</b>	<b>Charlene McKenzie</b> <i>charlene.mckenzie@ci.stpaul.mn.us</i>	Rondo Community Outreach Library, 461 Dale St., 55103	651-266-7419
<b>DSI</b>	<b>vacant</b>		
<b>OTC</b>	<b>Gale Hawkinson</b> <i>gale.hawkinson@ci.stpaul.mn.us</i>	600 City Hall Annex, 25 W. 4th St., 55102	651-266-6781
<b>Parks &amp; Recreation</b>	<b>David Blessing</b> <i>david.blessing@ci.stpaul.mn.us</i>	1225 Estabrook	651-487-8247
<b>PED</b>	<b>Craig O'Brien</b> <i>craig.obrien@ci.stpaul.mn.us</i>	1300 City Hall Annex, 25 W. 4th St., 55102	651-266-6695
<b>Police</b>	<b>Marsha Panos</b> <i>marsha.panos@ci.stpaul.mn.us</i>	367 Grove St., 55101	651-266-5781
<b>Public Health</b>	<b>Sue Butler</b> <i>sue.butler@co.ramsey.mn.us</i>	555 Cedar St., 55101	651-266-1321
<b>Public Works</b>	<b>Bill Vos</b> <i>bill.vos@ci.stpaul.mn.us</i>	900 City Hall Annex, 25 W. 4th St., 55102	651-266-6113
<b>School District</b>	<b>Lyla Griffin</b> <i>lyla.griffin@spps.org</i>	Purchasing & Contract Services, 360 Colborne St., 55102	651-767-8288
<b>School District</b>	<b>George Simon</b> <i>george.simon@spps.org</i>	360 Colborne St., 55102	651-767-8328
<b>School District</b>	<b>Jim Langevin</b> <i>jim.langevin@spps.org</i>	360 Colborne St., 55102	651-744-1818
<b>Water</b>	<b>Justine Roe</b> <i>justine.roe@ci.stpaul.mn.us</i>	1900 Rice St., 55113	651-266-1628