



## 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.

## Legal Corner

by Mike Wilde, Legal Counsel

*All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence.*

Martin Luther King, Jr.

I'm writing this little newsletter article from the Denver airport on, of all days, Labor Day. Like on most American holidays, the travelers are many, the delays long and the tempers short. But it gives me a great opportunity to observe how we view this celebration of labor, peaceful agreements and economic improvements, which is what President Grover Cleveland recognized when his administration ushered in the first official celebration of Labor Day about 120 years ago.

One group of people that seem enthusiastic about Labor Day is the Country's auto dealerships. Inflatable gorillas and polar bears cast shadows over free hotdog and beverage stands at the corner of many American car lots. A foreign visitor might come to the conclusion that an over abundance of "GREAT – Can't be beaten" car sales requires that we created a holiday just to make sure nobody misses out on the end of summer sales. They might think just that... until they consider the second group of Labor Day enthusiasts: the linen industry.

Bed sheets, pillowcases and bathroom towels dominate the advertising that arrives with our Labor Day weekend newspaper. Macy's, Target, Sears, etc. – They all seem to know our demands

for new sheets when August ends. I don't understand the timing, but it would not be far fetched to wonder if camping and the outdoor life of summer have caused us to take a vacation from laundry and now the sheets are so dirty that we just need to buy a new set or two.

A more understandable group of people that are happy about Labor Day is the parents of schoolchildren. This is a group that we can readily identify with because everybody reading this went to school and remembers that the approximate start date of the school year is around Labor Day. For many of us there is a cosmic shifting of the community gears. Groups of drowsy kids gather at the corners of many city blocks waiting for their bus. Regular city street traffic is abruptly halted when the bus arm swings out to remind us of our priorities. Most thankful for the parents, however, is that kids' daytime activities now become the responsibility of the schools. Our scheduling efforts morph into the schools scheduling requirements – and we hope they are much better at it than us.

There are other groups and activities that also mark the Labor Day weekend as something special for different reasons. There are picnics, art

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sales, State Fair endings and football clashes. Yet, folders, pencils, jeans and shoes are all purchased in a mad dash to make sure our students are cool and compliant leaving me to believe that the start of school reigns supreme as the mistaken reason for this holiday.

The reason I get a little anxious on Labor Day is not because of missed auto sales, bed sheet bonanzas or even my sons' school year. It's because I believe the quote that says, "Whoever owns the past owns the future." What happens to the long hard battles that working people made decades ago when we forget to celebrate "labor" as the genuine reason for Labor Day?

I don't think American society would allow all labor progress to be eliminated. No – it's more like a mild apathy that creeps into salary earners' thinking. When wages are adequate to meet our bills and health insurance still exists, despite its cost; when our jobs are pretty safe as long as we don't really speak up; when layoffs are only threatened every few years and it's a lottery win if we don't get picked; this is when organized labor becomes an unspoken thing of history.

But that apathy can be accelerated. Some politicians will attempt to offer solutions by blaming labor for certain woes. You've heard the cry: "our government is going bankrupt because of large public pensions." The same politicians rarely discuss the cost to our government and society when an increasing number of retirees are falling

below the poverty line because they lack a dignified retirement. But the acceleration against Labor continues.

Some Governors will push to rewrite laws that remove workers collective bargaining rights. Unfortunately, they are succeeding with greater frequency. Many large corporations applaud this effort because the more public unions are weakened, the easier it is to push the whole social movement over the proverbial cliff. And why? Well, corporate America sometimes claims that unions cost us our competitive edge. These same corporate leaders rarely discuss the great success the German Unions provide to a strong and competitive German economy. Or Sweden. Or many other Countries that recognize that collective bargaining has benefits even in America's hyper-competitive capitalism.

When our wage earners lose their discretionary pay, apathetically accept what is given and become bargain basement shoppers, they lose sight of quality. They lose appreciation for excellence and fairness. They patronize any place that can save them a dollar, regardless of how the workforce is treated – regardless of how unions are forbidden in that particular establishment.

A history that is lost and apathy found sets a solid stage for opponents to undermine workers' progress. It might take another 20 or 30 years, but we might someday be getting the first Monday in September off of work because it's "Linen Day."



## Professional Employees Association

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CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

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

## Meet Your New Stewards

In 2014 many departments elected new stewards to fill vacancies due to retirement, job changes, and some stewards moving on to Executive Board positions. Meet some of PEA's new stewards.

### Todd Larson – SPPS

Project Manager in the Facility Planning Department for 3 years, with St. Paul Public Schools for 5 years. I have a strong interest in working to ensure PEA members are fairly represented and treated, both contractually and in their daily work. Outside of work I can usually be found on my bicycle or working in the garden with my wife.

### Jerry Skelly – SPPS

I am a Senior Communications Specialist in the Saint Paul Public Schools (SPPS). My career with SPPS started with teaching staff how to effectively reach students using technology. Throughout my 15-year career, I've directed the launch of a new district website, introduced multiple technology tools to help connect the district with the community and produced a number of award-winning videos. My work helps SPPS reach its goals of broad and accessible communications for all families. I am married to a teacher in the Anoka Hennepin School District and have three children in college. As an avid outdoorsman and fisherman, I look forward to an annual family adventure to the Boundary Waters Canoe Area Wilderness.

### Jim Engen – SPPS

I came to the District in 1999 as a Management Assistant III. During my tenure, I have worked in 3 areas: Technology, Compliance and currently in the Business Office under the Controller. I have been married for 34 years and have 2 adult children, 2 daughter in-laws, and 2 grand children all who live in the Twin City area. I enjoy reading, fly tying, and fly fishing. I look forward to the time when those grandkids can hold a rod. I am also a licensed Marriage and Family Therapist. I have a very limited private practice and volunteer my time at Mary Jo Copeland's homeless shelter. I have never been a very active part of the union, but when presented with the opportunity to take the position of steward, I seized the opportunity and have not regretted it. The collective bargaining structure is a beneficial thing to have available in the Civil Service arena.

## School District Negotiations Update

by David Peterson

The School District negotiation team consisted of School District Negotiation Chair David Peterson, Legal Counsel Mike Wilde, Annette Evans, George Simon, Jim Engen, Kristin Johnson, and Todd Larson.

The team has negotiated a PEA and school district bargaining agreement for the 2014 and 2015 calendar years. School District PEA members approved the agreement at a meeting on October 27th. The School Board approved the agreement at the November 18th School District Board meeting.

Anticipated payroll changes are that on the November 28th the payroll rate of pay would be adjusted, and the December 12th payroll would include back pay.

Major contract changes are:

- Wages – First year 1% increase, second year 2% increase. Each year \$1,000 increase for 15 year and 20 year steps.
- Health Insurance – maximum district contribution rates remain in effect
- Severance – Max increased from \$20,000 to \$23,000
- Vacation carryover – Increased to 184 hours
- Professional Growth carryover – Max increased from \$500 to \$1,000 (plus \$500 current year)

For questions contact:

David Peterson,  
PEA District Negotiation Chair  
[david.peterson@spps.org](mailto:david.peterson@spps.org)  
office phone: 651-744-8112





**Please Join Us for  
PEA's Annual Holiday Dinner and General Membership Meeting  
Tuesday, December 9, 2014  
at Mancini's Char House, 531 West 7th Street**

**5:30 p.m. Registration & Social Hour with Hors d'oeuvres**  
**6:00 p.m. Dinner**  
**7:00 p.m. Meeting**

**Meeting Agenda**

1. Introduction of Stewards and Executive Committee Members
2. General Membership Meeting Minutes June 4, 2014
3. Legal Counsel Update – Mike Wilde
4. Committee Reports
  - a. Treasurer
  - b. Personnel
  - c. Negotiations (City)
  - d. Negotiations (School District)
5. Constitution and Bylaws vote
6. Elections
7. Member of the Year Award
8. Drawing
9. Adjourn

**PLEASE RSVP with ENTREE SELECTION by Monday, December 1, 2014**  
**Email Regina Etoll at [regina.etoll@ci.stpaul.mn.us](mailto:regina.etoll@ci.stpaul.mn.us)**

**Chicken, Steak, Walleye, or Vegetarian Pasta**

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

ALL members can attend the dinner/meeting, but 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**

## Minutes from

### PEA General Membership meeting – June 4, 2014

**Attendees:** Isaac Afwerke, Brian Balfanz, Mary Ann Berglund, Sarah Brown, Kathleen Conger, Rachel Coyle, Patricia Daugherty, Regina Etoll, Annette Evans (Treasurer), Benjamin Feldman, Connie Garrahy, James Giebel, Terry Ginther, Danielle Handt, Douglas Hempel, Susan Henry, Kelly Hervin, Jessica Joos, Brian Karschnia, Greg Kelley, Mike Kolbucar, Julie Kraus (Personnel Committee Chair), Todd Larson, Carol Martinson, Charlene McKenzie, Shannon McNulty, Patrick Murphy, Sara Nurmela (Secretary), Craig O'Brien, David Peterson (School District Negotiations Chair), Amanda Rice, Justine Roe (City Negotiations Chair), George Simon, Michael Solomon, Melanie Spellerbert, Michele Swanson, Beth Ulrich, Luke Vang, Laura Wakefield, Jodi Wallin, Casey Walters, Diane White, Angeline Wiese, Tammy Wilde (Legal Counsel), Mike Wilde (Legal Counsel)

Meeting to order at 6:10pm.

Introduction of stewards & executive committee.

Motion by Kelly H., seconded by Kathleen C. to accept the minutes from the December 10, 2013 General Membership Meeting.

#### Treasurer's Report

Approximately \$100,700 fund balance.

Jill LaCasse did an annual review of our books and did not find any issues.

All tax returns for 2013 were filed.

New budget for 2014 – ending balance next year expected to be around \$106,000.

#### Personnel Report

316 members total

City membership: 173 regular city, 50 fair share, 3 pending

School District membership: 71 regular members, 18 fair share

There are a bunch of new stewards this year.

Stewards: Please remember to CC Julie Kraus when sending emails out to your members.

#### School Negotiations

Three negotiation sessions are scheduled with the school district.

Getting prepared to get into bargaining sessions with the schools.

#### City Negotiations

No report, but contact Justine Roe if you have any items or ideas to bring up at negotiations.

#### Legal Report

Thank you to members attending their first PEA meeting tonight.

Mike gave a little background on the roots of PEA, and the two sections and bargaining units. (City & School District)

You have representation in regards to the contract. Contracts are negotiated for members. Some people have received "Ramp up" notices for layoffs – 30 day notice received, but employer hiring for similar position as laid off position. If this is happening, say something. We have good working relationship with both employers.

Mike says PEA executive board is one of the best union executive boards he's seen, and treats PEA's money as frugally as if it were their own.

Career ladders: many higher level duties have 'shrunk down' to lower job classes, for similar duties for lesser pay – we need to speak up if this is seen.

Health insurance – PEA has become more involved, Tammy helps out greatly with this component.

### **Old Business**

none

### **New Business**

New PEA office space – less expensive, free parking, nice space.

Reminder to stewards: remind your members who you are, and to have them contact you if they have any concerns.

Stewards – hang out after the meeting to have your picture taken.

Meeting adjourned at 7:11pm.

## **Notice**

Pursuant to Article XI of PEA's Constitution and By-laws, this is notice that the Executive Board has made a resolution by motion to present the General membership with a proposed amendment to the by-laws.

The proposed change would require that anyone allowed attendance at a contract vote must be a regular member. Fair share members are allowed to attend other meetings, but they do not have voting rights or the right to bring up new business. This change would resolve a recurring question about who can attend contract votes. Language will be handed out at the general membership meeting for a vote.



# Professional Employees Association

CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

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

## 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>Vice President</b>	<b>Regina Etoll</b> <i>regina.etoll@ci.stpaul.mn.us</i>	CAO – 500 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8726
<b>Treasurer</b>	<b>Annette Evans</b> <i>annette.evans@spps.org</i>	SCHOOLS – 360 Colborne, 55102	651-767-8265
<b>Secretary</b>	<b>Sara Nurmela</b> <i>peanewsletter@gmail.com</i>	HREEO – 280 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8974
<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>Justine Roe</b> <i>justine.roe@ci.stpaul.mn.us</i>	WATER – 1900 Rice St., 55113	651-266-1628

## Staff & Others

<b>Legal Counsel</b>	<b>Mike Wilde, Esq.</b> <i>mwilde8860@comcast.net &amp; mike.wilde24@gmail.com</i>	411 Main Street, Suite 312 Saint Paul, MN 55102	612-227-8425
<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>Professional Employees Association</b>	411 Main Street, Suite 312 Saint Paul, MN 55102	

## PEA Calendar of Events

Tuesday, December 9, 2014 ..... General Membership Meeting, Mancini's

March 2015, date TBD ..... Stewards Meeting, Joseph's Grill

## Stewards

<b>CAO / OFS / HREEO / Mayor's Office / Council Res / HR</b>	<b>Amanda Rice</b> <i>amanda.rice@ci.stpaul.mn.us</i>	500 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8737
<b>DSI</b>	<b>Connie Sandberg</b> <i>connie.sandberg@ci.stpaul.mn.us</i>	375 Jackson St., Suite 220, 55101	651-266-1935
<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>OTC</b>	<b>Luke Vang</b> <i>luke.vang@ci.stpaul.mn.us</i>	600 City Hall Annex, 25 W. 4th St., 55102	651-266-6789
<b>Parks &amp; Recreation</b>	<b>Rachel Coyle</b> <i>rachel.coyle@ci.stpaul.mn.us</i>	1100 North Hamline Avenue 55108	651-632-2431
<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>Kelly Hervin</b> <i>kelly.hervin@ci.stpaul.mn.us</i>	367 Grove St., 55101	651-266-5606
<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>Jim Engen</b> <i>jim.engen@spps.org</i>	360 Colborne St., 55102	651-767-8346
<b>School District</b>	<b>Todd Larson</b> <i>todd.larson@spps.org</i>	1930 Como Ave., 55108	651-744-1813
<b>School District</b>	<b>Jerry Skelly</b> <i>jerry.skelly@spps.org</i>	360 Colborne St., 55102	763-422-9624
<b>Water</b>	<b>Sarah Brown</b> <i>sarah.brown@ci.stpaul.mn.us</i>	1900 Rice St., 55113	651-266-1635