



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.

I'm in a Union – Now What?

by Regina Etoll, Vice President

Shortly after starting your position with the City or the School District you received a packet of materials and an invitation to join PEA as a member. Some of us joined as regular members and some of us joined as fair share members and some of us did nothing, or didn't know what they wanted to do, so by default you became a fair share member.

Whether you are a regular member or fair share member many of us have the same questions:

Q: What does the union do?

A: The union, specifically PEA, is an organization of workers dedicated to protecting members' interests and improving wages, hours and working conditions for all. It all started when we became a collective bargaining unit. An employer is required to bargain in good faith with each collective bargaining unit, but they are not required to agree to any particular terms. Through negotiations agreements are made and a collective bargaining agreement is signed (our contract). A collective bargaining agreement is negotiated agreement between PEA and the City or School District that sets terms of employment for members of PEA including wages, hours, conditions, vacation, sick days and benefits. After the collective bargaining agreement is signed, an employer can't change details of the agreement without PEA's approval. The collective bargaining agreement lasts for a set period of time with PEA monitoring to assure the employer abides by the contract.

Q: What if the City or School District doesn't abide by the contract?

A: If PEA believes that there has been a breach of the contract PEA can file a grievance, which may be resolved through arbitration.

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Q: Who do I contact if I have a question or concern?

A: Your first resource is your steward! Chances are your steward knows the answer to your question, or will find an answer for you. Your steward will bring issues to the Executive Board and brief the board of what is going on. The board meets monthly and discusses how PEA will proceed with assisting the member, which includes discussing with our Legal Counsel. You should only go to a PEA Executive Board Member if your steward is not available, if you feel you are not getting the assistance needed, or you as the steward need assistance. Find out who your steward is by visiting peaonline.org/stewards.

If you are a steward, you need to be known and available to your assigned members.

Q: Why should I be a regular member?

A: Unions are a democracy. They hold elections for officers who make decisions on behalf of members. All members are represented, but fair share members are prohibited from voting, holding office or steward positions, or introducing new business items during scheduled meetings. Fair share members can attend general meetings, but cannot bring up business. Elections are open to all regular members and held annually at the winter general membership meeting (December 9, 2014 at Mancini's), which all members are invited to attend. Strengthen your collective bargaining unit and participate in making decisions with your peers on important issues that affect your career; become a full participant in your collective bargaining unit (PEA) by becoming a regular member. If you are a fair share member, you can upgrade by submitting a new dues authorization form to your steward or the personnel chair. For a nominal difference in your union dues you can let your voice be heard. Forms are available through your steward, the personnel chair, or online at peaonline.org.

I'm in a union – now what? Contact your steward and get involved.



Professional Employees Association

CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

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.

Luke Vang – OTC

I have worked for the City of Saint Paul for nine years. I started in Parks and Recreation for six years before moving to my current position of Management Assistant II for the Office of Technology and Communications. In my spare time I: 1) keep fish – I have three desktop aquariums at work and three aquariums at home; 2) spend time with my bulldog Bogus and Maltese mix Shinobi and 3) I like to play volleyball and run.

Amanda Rice – CAO

I am a Legal Assistant II in the Criminal Division of the City Attorney's Office. I began my career with the City in May of 2013. After graduating from Globe University, I spent five years as a paralegal at LeVander, Gillen & Miller P.A. Prior to that I was an MP in the Michigan Air National Guard. In my spare time I enjoy camping, kayaking and spending time with my family.

Sarah Brown – SPRWS

I have been with the City for the past five years. My current job title is Water Quality Specialist II. Before I came to the City I worked at the Metropolitan Mosquito Control District. I'm a very active person. You will find me outdoors doing activities like biking, running, hiking, X-country skiing, and snowboarding. I love SCUBA diving as well. I have my NITROX and Advanced PADI certifications and have been on over 75 dives around the world. My favorite sites include the Great Barrier Reef in Australia, The Red Sea in Egypt, The Coral Triangle in the Philippines, and The Andaman Sea in Thailand. I lived abroad in Australia and New Zealand for 2 years, which fueled my current love of travel. I have been to 41 countries in the past 12 years. My last trip was to Uzbekistan and Kyrgyzstan in Central Asia. I am also a semi-professional sponsored inline speed skater. I skate for a team representing Adams Inline, Luigino Skates, and Matter Wheels. I took first place in the Pro-Masters category at the last marathon I competed in this past May.

Kelly Herwin – SPPD

I started as an intern in the SPPD Crime Lab in August of 2004. In February of 2005 I was hired as a Criminalist I. I worked in the chemistry and latent print sections while part of the Crime Lab. When the Crime Lab was restructured into the Forensic Services Unit, I was relocated to the SPPD Technology/CCTV Unit because I am a certified forensic video technician. Prior to my employment with the City, I was a student. After being hired by the City I went back to school and earned my Master's degree in Criminal Justice Leadership.

My hobbies include martial arts, reading, and shopping. I am currently a second degree black belt in Taekwon Do, a white belt in Brazilian Jiu Jitsu, and a blue sash in Tai Chi. I have recently earned the titles of National Champion in weapons, and a Grand Champion on the regional level. I am currently working on my PhD, writing a dissertation on the social identity of correctional officers. I also have a research interest in lowland gorillas. I spent 4 years during my undergrad education studying the troop of gorillas at Como Zoo. I have two children, who are anything but little these days (22 and 13 years old).

Jill LaCasse – Fire

I am an Accountant III in the Fire Department. I have worked for the City for nineteen years starting at the Merriam Park Library while in college. The Fire Department was my first job out of college and I have been in that department for the past fifteen years. I keep pretty busy watching my two sons play hockey, baseball, and bowling.

Rachel Coyle – Parks

I started with the City in 2004 in Parks as a Forestry intern and then came back to the City permanently in 2007. My current position is an Urban Forester. In my spare time I enjoy camping, hiking, the outdoors, gardening, and hanging out with my three year old son.

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Connie Sandberg – DSI

I have always worked in local government. I grew up in Northern California, Bay Area, and my first job was as a lifeguard and swimming instructor for the City of Mountain View. Over the next almost 20 years, I moved around to positions in Parks (mowing lawns and fixing sprinklers!), Police (Community Services Officer), Finance (Management Assistant, budgeting), Fire (MA, again, budget and stats) and then into Information Services (hardware and software support on Macs). I then made a big jump and took a job with the City of Berkeley in the Rent Control Department, where I worked for 4 years before moving to Minnesota.

I was hired into the City of St. Paul in September 1999, in Code Enforcement, as a Management

Assistant II. In part, I was hired to help the division develop its own computer application for Code and Vacant Buildings in advance of being included into the citywide Amanda application. I have also managed the City's Truth-in-Sale of Housing (TISH) program since 1999. I have been a Management Assistant III since 2002 (I think!).

Outside of work, I love to read, mostly escapist fiction in the mystery genre. I am an avid tennis player and have participated in USTA competitive league play since the mid-1980s. I love to travel. My bucket list includes making a trip to each one of the tennis grand slam tournaments, to Melbourne, Paris, London and New York, which might have to wait until after I retire.

School District Negotiations Update

by David Peterson

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

The team is negotiating a PEA and School District bargaining agreement for the 2014 and 2015 calendar years. Terms of the previous bargaining agreement continue until a new bargaining agreement is agreed to by PEA and the School District.

David Peterson, Mike Wilde, and Todd Larson are the members of the PEA team that is meeting and bargaining with the School District.

PEA has given the School District two offers, and received two counter offers from the district. At the time of this article, the situation is at an impasse. Consequently, PEA has filed for mediation.

The School District is offering to PEA .5 percent (½ percent) Cost of Living Adjustment (COLA) for 2014, and 1 percent for 2015. Other bargaining units, including teachers and principals, are getting

higher COLAs. The School District states this is result of PEA step increases relatively lowering the PEA COLA compared to other bargaining units. PEA maintains step increases should not be relevant to the level of COLA adjustment, and that PEA should get COLA adjustment comparable to other professional employee bargaining units. Thus, there is a need for mediation.

In the end, School District PEA members would ratify any PEA and School District bargaining agreement before the agreement would go into effect.

If you have any questions or comments, feel free to contact me. Also, you may send me any information that you think may be helpful for negotiations.

David Peterson
david.peterson@spps.org
office phone: 651-744-8112
cell phone: 651-447-0216



Stewards & Executive Committee Meeting & Dinner

Wednesday, September 3, 2014

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 Regina at regina.etoll@ci.stpaul.mn.us
Please plan to arrive before 5:30PM so we can order promptly and start eating around 6:00PM. 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. Secretary's Report
3. Treasurer's Report
4. Legal Counsel's Report
5. President's Report
6. Committee Reports
 - a. Personnel
 - b. City Negotiations
 - c. District Negotiations
7. Adjournment of Combined Meeting

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

Professional Employees Association

CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

www.peaonline.org

Executive Committee

President	Karin Anderson <i>karin.anderson@ci.stpaul.mn.us</i>	CAO – 750 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8765
Vice President	Regina Etoll <i>regina.etoll@ci.stpaul.mn.us</i>	CAO – 500 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8726
Treasurer	Annette Evans <i>annette.evans@spps.org</i>	SCHOOLS – 360 Colborne, 55102	651-767-8265
Secretary	Sara Nurmela <i>peanewsletter@gmail.com</i>	HREEO – 280 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8974
Personnel	Julie Kraus <i>julie.kraus@ci.stpaul.mn.us</i>	CAO – 400 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8776
School Negotiations	David Peterson <i>david.peterson@spps.org</i>	SCHOOLS – 360 Colborne, 55102	651-744-8112
City Negotiations	Justine Roe <i>justine.roe@ci.stpaul.mn.us</i>	WATER – 1900 Rice St., 55113	651-266-1628

Staff & Others

Legal Counsel	Mike Wilde, Esq. <i>mwilde8860@comcast.net & mike.wilde24@gmail.com</i>	411 Main Street, Suite 312 Saint Paul, MN 55102	612-227-8425
Legal Counsel	Tammy Wilde, Esq. <i>tammy.wilde@gmail.com</i>	411 Main Street, Suite 312 Saint Paul, MN 55102	
Newsletter	Sara Nurmela <i>peanewsletter@gmail.com</i>	HREEO – 280 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8974
Webpage <i>www.peaonline.org</i>	John Larson <i>john.larson@ci.stpaul.mn.us</i>	Libraries (SPPL) – 90 W 4th St., 55102	651-266-7044
Office Address	Professional Employees Association	411 Main Street, Suite 312 Saint Paul, MN 55102	

PEA Calendar of Events 2014

Wednesday, September 3, 2014 Board & Stewards Meeting, Joseph's
 Tuesday, December 9, 2014 General Membership Meeting, Mancini's

Stewards

CAO / OFS / HREEO / Mayor's Office / Council Res / HR	Amanda Rice <i>amanda.rice@ci.stpaul.mn.us</i>	500 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8737
DSI	Connie Sandberg <i>connie.sandberg@ci.stpaul.mn.us</i>	375 Jackson St., Suite 220, 55101	651-266-1935
Fire	Jill LaCasse <i>jill.lacasse@ci.stpaul.mn.us</i>	645 Randolph Ave., 55102	651-228-6257
Libraries Full-Time (Central / MMC)	Susan Henry <i>susan.henry@ci.stpaul.mn.us</i>	Saint Anthony Park Branch, 2245 Como Ave., 55108	651-642-0411
Libraries Full-Time (Branches)	Kathleen Conger <i>kathleen.conger@ci.stpaul.mn.us</i>	Rondo Community Outreach Library, 461 Dale St., 55103	651-266-7431
Libraries Part-Time	Charlene McKenzie <i>charlene.mckenzie@ci.stpaul.mn.us</i>	Rondo Community Outreach Library, 461 Dale St., 55103	651-266-7419
OTC	Luke Vang <i>luke.vang@ci.stpaul.mn.us</i>	600 City Hall Annex, 25 W. 4th St., 55102	651-266-6789
Parks & Recreation	Rachel Coyle <i>rachel.coyle@ci.stpaul.mn.us</i>	1100 North Hamline Avenue 55108	651-632-2431
PED	Craig O'Brien <i>craig.obrien@ci.stpaul.mn.us</i>	1300 City Hall Annex, 25 W. 4th St., 55102	651-266-6695
Police	Kelly Hervin <i>kelly.hervin@ci.stpaul.mn.us</i>	367 Grove St., 55101	651-266-5606
Public Health	Sue Butler <i>sue.butler@co.ramsey.mn.us</i>	555 Cedar St., 55101	651-266-1321
Public Works	Bill Vos <i>bill.vos@ci.stpaul.mn.us</i>	900 City Hall Annex, 25 W. 4th St., 55102	651-266-6113
School District	Jim Engen <i>jim.engen@spps.org</i>	360 Colborne St., 55102	651-767-8346
School District	open		
School District	open		
Water	Sarah Brown <i>sarah.brown@ci.stpaul.mn.us</i>	1900 Rice St., 55113	651-266-1635