



## 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.

## From the President's Desk

by Karin Anderson, President

Happy New Year to You! I hope this newsletter finds you enjoying this wintertime and looking forward to spring and the freshness of our earth's new beginnings.

Speaking of new beginnings... you may have been surprised to learn at the last General Membership Meeting – our lovely dinner at Mancini's – that long time PEA Executive Committee Member David Peterson chose not to run for re-election to the board. When I learned of this after the election I was just as surprised. David expressed to me after that meeting that he had decided *that night* not to run again. He felt he needed to cut back on his obligations outside of work and family. That I do understand. It is amazing how fast my calendar fills up each month – as does, I'm sure, yours.

Since we were unable to give David a rousing send off and "Thank You" at that dinner, I'd like to thank him now for all he has done for you and me through his service to PEA and his work on the Executive Committee.

David filled many positions on the Executive Committee over the past **23** years. Yes, that's right. **23 YEARS**. David believes he started on the board in 1991. He has been President, Vice President, Treasurer, and most recently, School Negotiations Chair. He never was Secretary or Personnel Chair, but, I know for a fact that on occasion he took minutes during board meetings and he has always

encouraged and recruited new School employees to become full members of PEA.

It was my pleasure to come on to the PEA board at a time when there were many long time servants to PEA on the board. What fun we had and did good work, too! Many a night after a board meeting David, Steve Olson, Steve Roy, Mike and I would stop down at the Top Hat for a beer – to chat, discuss, and just enjoy each other's company. That was how I got to know David. I learned David always strives to build lasting relationships based on honesty and integrity by providing support, creative thinking, and old fashioned hard work. He is very detail and deadline conscious with a positive outlook!

David, thank you for serving PEA for so long and for handling so well all the jobs you did over time. And for stepping up whenever the Executive Committee needed someone to jump in. PEA is a better organization because of you. And, interestingly, I probably would not have stayed on the board this long or been willing to take on the responsibility of being PEA's President if it hadn't been for you and those before you who were long time servants to PEA. At the board level, we will miss seeing you and hearing your thoughts and



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ideas. I know we will see you at membership dinners and meetings. Good luck and best wishes to you. See you around!

In trying to piece together David's PEA career, I decided we need to start a spread sheet of dates and positions held for board members and for stewards – it would be helpful in times like this! So, that is my next project. Stewards, start thinking about when you started. I'll be contacting you!



## **Important Wellness Plan Reminder for City PEA Members**

The first deadline for the 2016 well-being program is rapidly approaching!

- Biometric screening must be completed by **February 28, 2015**
- Don't forget to sign up for and attend a 'Learn It!' education seminar: <http://healthy.stpaul.gov/learn-it-education-options/>
- If you have attended a Learn It! seminar, don't forget to manually enter your attendance on your HealthPartners well-being page.

### **Timeline for Healthy St. Paul 2016:**

- February 28, 2015 – Biometric screening must be completed
- July 31, 2015 – Must complete: online health assessment, educational seminar, well-being activity

This is well worth the effort for \$75/month deposited into your VEBA account each month in 2016. (That's \$900 throughout the course of the year!)

If any deadlines are missed, you will not qualify for the well-being program incentive in 2016. For additional information view the Healthy Saint Paul website at <http://healthy.stpaul.gov>

## The Corner

by Mike Wilde, Legal Counsel

The first time that I ever heard someone utter, “*don’t let perfect become the enemy of good*” I had to pause. It’s true that our expectations usually exceed reality because we always want things better. The mind is pretty greedy that way, except for those few of you who have mastered acceptance, but that is an article for some zen magazine, not a union newsletter. We need to point out where things are flawed, where we could improve, and where our expectations have been unmet.

After representing unions for 20 years, I’ve come to realize that this response is fundamental inside of labor organizations. “*What are my dues doing for me?*”; “*Can’t we change management’s attitude towards staff?*”; “*Is anybody addressing the real problems?*” These types of questions are valuable, not subversive. They are part of a democratic process that helps improve and hold our organizations, including PEA, accountable. It is dangerous to either ignore or suppress critical questions. Otherwise, the common result would be stagnation and complacency.

But questions like that can also be used as the kindling to stoke a fire that is meant to destroy the whole house, especially when ignited by historical foes. That is what is happening in the labor movement. And it is serious.

On February 9, 2015, the Illinois Governor signed executive order 15-13. His Order directs all of the fair share fees for Illinois State employees to be placed in escrow. Thereby denying the Illinois unions of a portion of their funding. Then he filed a lawsuit against all of the Illinois public unions asking the court to declare fair share fees unconstitutional and therefore illegal. Proponents of this move sometimes claim that by outlawing fair share dues it will force unions to bring real value to their fair share members, thereby persuading them to become full paying members. In other words, when things are perfect the members won’t have to settle for good.

Let’s return to human nature for a second. Just as the mind is greedy for improvements, it constantly

makes comparisons. “Keeping up with the Jones” (not the Kardashians... thankfully) and “what’s fair for one is fair for all” are daily phrases that remind us just how much we watch, measure and size up our neighbors. Now apply that to the work setting. Do we check, see and measure the fairness in the work setting? You know we do.

If fair share fees are deemed illegal in Illinois then operational funding will be seriously hobbled for the public unions. But they will likely survive – until deterioration by comparison begins. All employees in the bargaining unit will get the same benefit of the contract. That equality is legally required under the duty of fair representation, a legal principle that requires unions to treat all members equally regardless of full membership status. When everyone receives the same benefits, the same protections, the same advocacy, but a fraction of the workers contribute nothing for the good of the contract, the comparisons will begin.

Human nature will allow some people to conclude that it is simply not fair that their co-worker contributes zero and they have the same vacation, retirement and health insurance. In order to balance the scales, many will also decide not to pay anything. There will be erosion in representation as funding dwindles. At some point, the tipping point will be realized: the unions will become financially unable to represent everyone under the contract. Negotiations and enforcement will be equal casualties in the war on fair share dues. The historical foes might then celebrate their deathblow to public unions.

The unions can’t be legally required to represent members and non-members equally. Both sides can’t receive the same benefits when one group is merely freeloading. It assaults our sense of fairness. If taxation without representation is tyranny, then representation without taxation is servitude... and self-destructive. But maybe that is what the Governor of Illinois and his friends want. Ya think?



# Stewards & Executive Committee Meeting & Dinner

*Wednesday, March 4, 2015*

**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](mailto:regina.etoll@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. 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](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>Todd Larson</b> <i>todd.larson@spps.org</i>	SCHOOLS – 1930 Como Ave., 55108	651-744-1813
<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 2015

Tuesday, June 2, 2015 ..... General Membership Meeting, Joseph's  
 Wednesday, September 2, 2015 ..... Board & Stewards Meeting, Joseph's  
 TBD December 2015 ..... General Membership Meeting, Mancini's

## 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>Beth Ulrich</b> <i>beth.ulrich@ci.stpaul.mn.us</i>	1400 City Hall Annex, 25 W. 4th St., 55102	651-266-6689
<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