



## Mission Statement

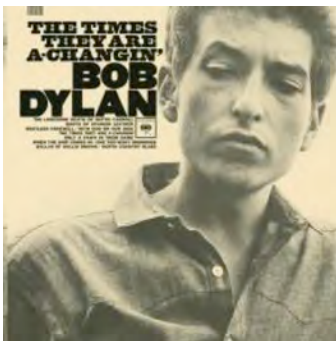
The Professional Employees Association is dedicated to bargain, administer, and enforce labor agreements in a responsible, prudent, and lawful manner for the overall improvement of members' working conditions, with emphasis on general advocacy, education, and communication.

## From the President's Desk

by Karin Anderson, President

*"For the times they are a-changin'"*

Bob Dylan



Yes! PEA times are "a-changin'." Read again our Mission Statement.

*PEA 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.*

Today, I want to emphasize PEA's stated emphasis on education and communication in our mission statement.

The Executive Committee works to keep you as the General Membership informed and engaged regarding our working conditions within the City and the School District. However, it seems lately that our numbers at the General Membership meetings are dwindling.

The Executive Committee uses the General Membership meetings as a time and place to touch base – we need and want the General Membership meetings to be a place not just to transfer information **to you**, but also a place for you to transfer information **to us**. So, after conversation, discussion, and ideas brought forth by members and stewards, we have decided to try a different schedule of meetings starting in 2016.

We are jumping right in with the first **Combined Steward/Board** meeting on **Wednesday, January 6!** (Stewards, please see your invite within.) Our first General Membership meeting will be Tuesday, April 5; followed by the next Combined Steward/Board meeting on Tuesday, July 12; and the final General Membership meeting for the year on Wednesday, October 5.

We are hoping that April and October will not be as busy for you as June and December seemed to be. This should also help us in scheduling dates at Joseph's and Mancini's farther in advance and enable us to switch evenings annually for those of you who often work evenings. It is the Executive Committee's hope that the new schedule makes it easier for each of you to attend the General Membership meetings and all Stewards to attend the Combined meetings. We look forward to **meeting** you face to face!

### **New Schedule at a Glance:**

**Steward/Board meetings** – January 6 & July 12

**General Membership meetings** – April 5 & October 5

**Board meetings** – first Wednesday in February, March, May, June, August, September, November & December

Newsletters will be published in March, June, September, and December.

# The Corner

by Mike Wilde, Legal Counsel

It is tempting to say that we are now into the political season, but it is more realistic to say we're always in the political season. It never ends. But this brief article is not about government politics. It's about union politics.

The Professional Employees Association conducts an officers' election on the last meeting of every calendar year. Our officers fill one-year terms on the Executive Committee. These are relatively short terms that give the membership frequent opportunity to change the direction or leadership of their bargaining unit (union). It also gives individual employees the chance to get more involved in setting policy and making decisions that affect your work environment.

### \*\*\* NOMINATION AND ELECTION NOTICE \*\*\*

Nominations and elections for the seven (7) executive committee positions will be held on Tuesday, December 8th during our general membership meeting at Mancini's. Every full member is qualified to run for office. The following incumbents have informed me that they intend on running again:

President	Karin Anderson
Vice President	Regina Etoll
Treasurer	<i>no nominations at this time</i>
Secretary	Sara Nurmela
Personnel	Julie Kraus
Negotiations (City)	Justine Roe
Negotiations (SPPS)	Todd Larson

Nominations can be sent to Mike Wilde ([mike.wilde24@gmail.com](mailto:mike.wilde24@gmail.com)) or made on the floor at the meeting. Nominations can be made for any executive committee position. Fair share members cannot participate in the nomination process or election. **Please note, PEA strongly encourages nominations for the Treasurer position because that office will be vacant as of January 1, 2016.**



## 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)

## City Negotiations Update

by Justine Roe

Our current contract with the City of St. Paul expires on December 31, 2015. As we prepare for negotiations on a new contract, we have filed our *Notice of Desire to Negotiate* with the City. Sometime after the Thanksgiving holiday, the negotiation process will begin.



In the last newsletter, I mentioned that ideas and good discussion were generated at the general membership meeting in June and subsequently several people have contacted me to be part of the negotiations team. It's not too late to get involved. We would still like to hear from more of our members. What are important issues for you? Career ladder and professional growth opportunities? Pay? Comp time? Send your suggestions, concerns and ideas to [peanegotiations-city@gmail.com](mailto:peanegotiations-city@gmail.com).

## School District Negotiations Update

by Todd Larson

Negotiation preparations are in full swing. We've issued a survey to members soliciting your feedback in establishing negotiation priorities and gotten a lot of responses. If you didn't have a chance to give us your feedback the survey will be left open for a while, please take a minute to share with us.



We also held an open house with members to discuss negotiation topics. Thanks to all that joined us.

We do still have opportunities for members to volunteer for the negotiations committee. If you don't have time to commit to the whole process, but want to help out, that's ok, we have need for a few roles that can have limited involvement. We're also still looking for a few people to join the committee to help with negotiations preparation, please consider volunteering.

[peanegotiations.spps@gmail.com](mailto:peanegotiations.spps@gmail.com)

## PEA Calendar of Events

- Tuesday, December 8, 2015 ..... General Membership Meeting, Mancini's
- Wednesday, January 6, 2016 ..... Board & Stewards Meeting, Joseph's
- Tuesday, April 5, 2016 ..... General Membership Meeting, Joseph's
- Tuesday, July 12, 2016 ..... Board & Stewards Meeting, Joseph's
- Wednesday, October 5, 2016 ..... General Membership Meeting, Mancini's



**Please Join Us for  
PEA's Holiday Dinner and General Membership Meeting  
Tuesday, December 8, 2015,  
at Mancini's Char House, 531 West 7th Street**

- 5:30 p.m. Registration & Social with Hors d'oeuvres**  
**6:00 p.m. Special Speaker – Pete McCall from PEPSA**  
(Public Employees Pension Service Association – [pepsa.org](http://pepsa.org))  
**6:15 p.m. Dinner & Meeting**

**Meeting Agenda**

1. Introduction of Stewards and Executive Committee Members
2. General Membership Meeting Minutes – June 2, 2015
3. Legal Counsel Update – Mike Wilde
4. Executive Committee Reports
  - a. President
  - b. Treasurer
  - c. Personnel
  - d. Negotiations (City)
  - e. Negotiations (School District)
5. Elections
6. Member of the Year Award
7. Gift Card Giveaway
8. Adjourn

**PLEASE RSVP with ENTREE SELECTION by Tuesday, December 1, 2015**  
**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 2, 2015

*Attendees:* Issac Afwerke, Karin Anderson (President), Brian Balfanz, Sara Brown (Steward), Susan Butler (Steward), Cynthia Carlson-Heins, Kathleen Conger (Steward), Rachel Coyle (Steward), Kelly DeHaut (Steward), Regina Etoll (Vice President), Annette Evans (Treasurer), Benjamin Feldman, Connie Garrahy, Terry Giinther, Mary Gleich, Regina Harris, Brian Karschnia, Julie Kraus (Personnel Chair), Todd Larson (School Negotiations Chair), Carol Martinson, Julia McBride-Bibby (Steward), Charlene McKenzie (Steward), Kelly Moch, Joseph Musolf, Sara Nurmela (Secretary and Newsletter Editor), Justine Roe (City Negotiations Chair), Constance Sandberg (Steward), George Simon, Claire Simonson, Julia Sobania, Beth Ulrich (Steward), Bill Vos (Steward), Casey Walters, Angeline Wiese, Mike Wilde (Legal Counsel), Chin-Ming Yin

Meeting called to order at 6:37pm.

### Welcome & Introductions

Introduction of stewards and executive board members.

### Secretary's Report

Adoption of minutes from December general membership meeting. Motion by Kelly DeHaut seconded by Charlene McKenzie – approved by all.

### President's Report

LMCHI (Labor Management Committee on Health Insurance) – tasked with keeping costs down and getting best possible service. The City's health is declining rather than improving as a result of the wellness program. The LMCHI wants us to be healthier. The wellness program will be changing next year. Health assessment, biometric screening, and health coaching will be the requirements only to receive full additional benefit. VEBA money will be split – some money for biometrics and health assessment, additional money for completing three health coaching calls. Will work to take people's privacy issues into consideration. No conversations at this time about extending the wellness program to dependents.

Health Partners was hacked – LMCHI wanted to know how HP is keeping wellness separate from doctor visits. Karin indicated that she is very assured that this info is being kept separate.

Question about getting more options for stand up work stations, but that money comes from the department budget, not from the wellness committee (Healthy Saint Paul).

AON (consultant company) has projected 13.6 or 13.7% rate increase with Health Partners.

### Treasurer's Report

Fund balance = approximately \$99,500

Prepared and submitted tax returns, reconciled balance sheet, financial statement was audited, prepared 990EZ, payrolls and payroll reports, executive board approved budget for 2015.

## **Committee Chair Reports**

### **Personnel**

226 city, 83 SPPS, 309 total members.

230 regular, 63 fair share

### **School District Negotiations**

Looking for members to join the negotiations committee.

Todd and Justine completed labor relations class at the University of MN which was helpful to help with negotiations process.

### **City Negotiations**

Negotiations should start in October, looking for members to join the negotiations committee.

Let Justine know if you have any questions or ideas for negotiations.

### **Legal Counsel Report**

Mike would like to see more suggestions and feedback from members for the board.

PEA's office is moving from 411 Main – maintaining records is important. PEA has been in existence for about 40 years, which means there are a lot of records. Mike has been going through these records, and reviewing past issues that have been addressed over the years.

All grievances stem from the collective bargaining agreement. Without a collective bargaining agreement what is left is employment at will – what the boss says goes. There are two types of problematic unions: one says yes to everything and loses credibility by supporting bad cases, the other does nothing. PEA's executive board does a lot of work for the members on a monthly basis.

Union has been requested to look into job studies. We try to assist when looking at reclassifying a number of titles. We do not go in and bargain individually for specific job studies. Bargaining for all, not for one.

Vacation carryover – lose vacation over 120 hours after December 31st. Differences between department management may cause inconsistencies and confusion about vacation carryover. Some departments send out notices to remind people to use vacation in excess of 120 hours before the end of the year, some departments did not. Members should be aware of how close to the line they are on this.

Comp time is different than vacation time. If there are any questions about this, let Karin know.

### **Old Business**

No report.

## New Business

Karin received an email about a departmental policy that may have differed slightly from citywide policy. She does appreciate being notified of these different procedures and policies.

Suggestion that maybe there would be more attendance if the general membership meetings were held at a different time of the year. (April/Oct, May/Nov rather than June/Dec)

Motion to adjourn Regina Etoll, seconded by Connie Sandberg.

Meeting adjourned at 7:42pm.

*June 2 General Membership Meeting minutes – page 3*

# Stewards & Executive Committee Meeting & Dinner

**Wednesday, January 6, 2016**

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

**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 5:30PM** 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. 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.



# 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> <i>peanegotiations.spps@gmail.com</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> <i>peanegotiations-city@gmail.com</i>	WATER – 1900 Rice St., 55113	651-266-1628

## Staff & Others

<b>Legal Counsel</b>	<b>Mike Wilde, Esq.</b> <i>mike.wilde24@gmail.com</i>	545 7th St. W 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>Mailing Address</b>	Professional Employees Association	PO Box 7333 Saint Paul, MN 55107-0333	



## 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>Mary Gleich</b> <i>mary.gleich@ci.stpaul.mn.us</i>	375 Jackson St., Suite 220, 55101	651-266-1935
<b>Fire &amp; Emergency Management</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 DeHaut</b> <i>kelly.dehaut@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>	pending		
<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