



From the President's Desk

by Karin Anderson, President

Happy Holidays and Best Wishes for a Successful 2017.

As we look forward to the new year, I am going to take this moment to say thank you and to remind you of some of the benefits we each have as members of PEA.

Thank you to all who attended the General Membership meeting on October, 5, 2016, at Mancini's. I hope your dinner was good! As President of PEA's Executive Committee, and for each of the Executive Committee members, I thank you for the trust you have placed in us, the board. We strive at all times to work, think, and act in a manner that respects all PEA members and carries out the Mission Statement on page 6.

The Executive Committee for 2017:

- Karin Anderson, President
- Regina Etoll, Vice President
- Julie Sobania, Treasurer
- Sara Nurmela, Secretary
- Julie Kraus, Personnel Chair
- Todd Larson, School District Negotiations Chair
- Justine Roe, City Negotiations Chair

Our Mission Statement says "for the overall improvement of members' working conditions." Don't forget the BENEFITS you derive from your collective bargaining agreement (contract), your membership with PEA, and your employment with either the City or the School District. I'm not talking about the obvious benefits we have, like paid vacation time, paid sick time, paid overtime/comp time, paid health insurance, paid life insurance, but some other great benefits that are available to us.

Some of the additional benefits to check out include:

Deferred Compensation

- City employees can earn a \$500 match in 2017
- School District employees can earn a \$1250 match in 2017

Take advantage of the FREE money offered in your contract! Financial advisors Michael Stein & Mark Isenberg of VOYA and Nickie Klosterboer of MN State Retirement System and MN Deferred Compensation Plan can help you get started or increase your savings amount so that you will get the FREE money match. This is one of the easiest ways to build for your retirement.

Minnesota Benefit Association (MBA)

MBA might just be able to help you with retiree planning, youth scholarships, roadside assistance, home mortgages, and more! Check them out at www.minnesotabenefitassociation.org.

Employee Assistance Program (EAP)

Take a look at the multitude of articles, FAQs, videos and other health tools to help you and your family be better, stronger, smarter AND healthier! Your employer's EAP website and/or your health insurance website can help in a multitude of ways. Help yourself to be as healthy as you can be – mentally, emotionally, and physically.

And that's just three! As you can see the benefits of PEA go beyond just what's "written" in your contract. Check out the benefits above and look to see what other benefits might be available and beneficial to you through your employee's website, your contract, and your membership in a union.

Have a positive 2017!

The Corner

by Mike Wilde, Legal Counsel

There seems to be a realistic danger about giving career advice, or any advice for that matter. You might begin to view yourself as a hypocrite or, worse yet, a fraud. It seems a pretty uncomfortable position to put oneself into. So instead, this newsletter article will be brought to you as merely musings and mutual suggestions about career development.

Another risk is for a union newsletter to offer suggestions that seem to blatantly sponsor the employer's interest and benefit. I mean... isn't the union supposed to represent the grindstone against the wheel of power? Aren't we supposed to dispute "the man" at every turn in favor of the comfort and satisfaction of our membership? Well, no. If you still believe that you're several decades behind in labor thinking and possibly doomed to long-term employment dissatisfaction.

A professional association, a labor union, and an artists' guild all aim to reach the same goal: the collective benefit of its members. And while it is true that economic challenges and working conditions are issues that are almost always addressed directly with management, it is also true that some

of our members' conflicts arise independent of management or the employer's actions. One of those internal conflicts is career stagnation.

What is career stagnation? The symptoms might be easier to describe than the condition. Are you plagued with Sunday night dread thinking that you would rather be anywhere than at work tomorrow? Do the days drag on endlessly? Is your personality and outlook considerably more pessimistic at work than at home? Have your tasks become boring? We could attribute a "yes" to these questions to several causes, but it seems only normal to plateau in your work. Plateaus can be healthy; stagnation not so much.

A plateau could be a desirable "leveling off" of increased duties and pressures. It could be an opportunity to master the developments that have long added stress to your workday. But when the plateau continues on and on with no end in sight, it might be that you start to feel stuck. This could be the career stagnation that some employees grapple with for years and others might even ride all the way into retirement. Nobody should resign himself or herself to that. Life is simply too short.

If you're feeling career stagnation has set in for you, it might be worthwhile to give an honest assessment of your situation and consider some ideas:

- 1. Update your resume as a starting point in your self-assessment.** This gives you an objective summary of where you've been, what you've "officially" learned or accomplished and your marketable skills. This does not have to be the initiation of a job search, but it can be the best way to measure the inventory of your greatest asset: yourself.
- 2. Are there credentials or certifications you can pursue?** Professional certifications deserve serious consideration. Gaining a mid-career accreditation will get you back on a personal goal setting path. It will likely bring you up to speed in industry developments that you might not understand. It might also introduce you to more people in your field and spark a sense of creativity.
- 3. Do your skills need work in other specific areas of your job or department?** Your job might require certain computer or technological skills that you can perform, but that you could definitely improve. Those areas where you know just enough to be dangerous (i.e. advanced spreadsheets, analyzing agency reports, academic research review, etc.) are often perfect opportunities for sustained focus and improvement.

The Corner continued on page 3

4. **How would you rate your “soft skills”?** It is hard to imagine anything more important than communication skills. Professional employees are expected to speak and write in a clear and convincing manner. But very few people will take time out to improve their writing skills or master public speaking. Leadership and creative skills are also two areas that are erroneously relegated to those traits that “people are just born with.” I disagree. Creativity is a state of mind. You may just need a spark to ignite your imagination.
5. **Get involved.** Broad visions and larger projects require collaboration and team effort. Yet too many people, often long time employees, will remain on the sidelines of such group activity. Unless they are specifically invited or required to engage, many employees will rely on the law of inertia to play it safe and remain quiet. Challenge yourself. Get engaged or, better yet, ask a supervisor if you could be assigned specific tasks and work inside the team framework. Radical inclusion is a great icebreaker. Try it.

Career stagnation will grab most of us at one time or another. It is too depressing to think of accepting it as a set of external limits that prevent our growth... or our career happiness. But like nearly everything worthwhile at work, and in life, fighting career stagnation is an inside job.

Note from a member

When I was placed on leave, after 19+ years of unblemished service, not only was it an extremely stressful time but I was unsure where to turn with trust. I was contacted by PEA legal representative Mike Wilde. His “reaching out” assured me that they were concerned about me and would work with me to ensure my interests were represented. During all the next steps, I felt confidence and have appreciated their guidance and facilitation during all negotiations.

The action of my department will always leave a negative impression of the district, after working for almost 20 years to improve the services for administration, staff, and students. I am extremely thankful that I joined the union many years ago; their support gave me a safe place I could turn to during this experience.

– Bryan DeGidio



Meet Your New Steward

Peter Borgen – SPPS

I’ve been with the City over 19 years as a Library Associate (part-time, then full time) and Librarian I. I’ve been posted at 6 different library locations and have filled in at all of the locations except one. Outside of work, I’m obsessive about riding bicycles and downhill skiing. I look forward to working with all of you. For those who would like to contact me via a non-City email account, I created the account PeterBorgenUnionSteward@gmail.com

Stewards & Executive Committee Meeting & Dinner

Tuesday, January 10, 2017

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

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. Legal Counsel's Report
3. Vice President's Report
4. Committee Reports
 - a. Personnel
 - b. Treasurer
 - c. City Negotiations
 - d. District Negotiations
5. Discussion / Issues from the Stewards
6. Adjournment of Combined Meeting

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

Q&A with Joe Musolf – PEA’s John Blackstone Member of the Year 2016

How long have you worked for the City of Saint Paul?

I’m in my 9th year at the City.

What department/job title do you work in?

I am a Principal Project Manager in the Department of Planning and Economic Development (PED). I work in the Housing Division of PED. My job is to use various financial tools to help create and retain quality affordable housing in the City.

What made you decide to get involved in negotiations?

I don’t take for granted the importance of our union representation, and especially our ability to collectively bargain for wages, benefits and other terms of employment. And I know that the strength of our union depends upon member involvement and input. I responded to a call from PEA leadership for volunteers for the negotiations team because I knew they needed to hear from some new people. And, I thought I might have some negotiation and finance skills to offer PEA through that committee. I didn’t necessarily expect to end up “at the table” during our negotiations, but I’m happy I got that chance.



How did it make you feel?

PEA plays an important role in determining the quality of my employment. I feel obligated to be involved, to assure PEA’s continued effectiveness.

Any advice for other members to get involved?

The semi-annual general membership meetings are an easy way to get plugged in to PEA. It’s a good opportunity to get an update on PEA issues, and it’s also always nice to get a chance to interact with colleagues from other departments and the school district.

Also, we’ll be soliciting input for our next contract negotiations soon. Share your comments, concerns, suggestions, complaints. I think more member input will give us a stronger bargaining position.

Would you participate in the union again, either in negotiations or possibly another way?

Yes, I intend to participate on the negotiations team again. Now that I have a better understanding of the process, I hope I can offer a little more this time.

PEA Calendar of Events – 2017

Tuesday, January 10 Board & Stewards Meeting, Joseph’s

Tuesday, April 4 General Membership Meeting, Joseph’s

Wednesday, July 12 Board & Stewards Meeting, Joseph’s

Tuesday, October 3 General Membership Meeting, Mancini’s



Professional Employees Association

CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

www.peaonline.org

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.

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	Julie Sobania <i>julia.sobania@ci.stpaul.mn.us</i>	Public Works – 1500 City Hall Annex, 25 W. 4th St., 55102	651-266-6139
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	Todd Larson <i>todd.larson@spps.org</i> <i>peanegotiations.spps@gmail.com</i>	SCHOOLS – 1930 Como Ave., 55108	651-744-1813
City Negotiations	Justine Roe <i>justine.roe@ci.stpaul.mn.us</i> <i>peanegotiationscity@gmail.com</i>	WATER – 1900 Rice St., 55113	651-266-1628

Staff & Others

Legal Counsel	Mike Wilde, Esq. <i>mike.wilde24@gmail.com</i>	545 7th St. W Saint Paul, MN 55102	612-227-8425
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
Mailing Address	Professional Employees Association	PO Box 7333 Saint Paul, MN 55107-0333	

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	Mary Gleich <i>mary.gleich@ci.stpaul.mn.us</i>	375 Jackson St., Suite 220, 55101	651-266-1935
Fire & Emergency Management	Jill LaCasse <i>jill.lacasse@ci.stpaul.mn.us</i>	645 Randolph Ave., 55102	651-228-6257
Libraries	Peter Borgen <i>peter.borgen@ci.stpaul.mn.us</i> <i>PeterBorgenUnionSteward@gmail.com</i>	Highland Park Library, 1974 Ford Parkway, 55116	651-695-3700
Libraries	Kathleen Conger <i>kathleen.conger@ci.stpaul.mn.us</i>	Rondo Community Outreach Library, 461 Dale St., 55103	651-266-7431
Libraries	Therese Scherbel <i>therese.scherbel@ci.stpaul.mn.us</i>	George Latimer Central Library 90 W 4th Street, 55102	651-266-7048
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	Beth Ulrich <i>beth.ulrich@ci.stpaul.mn.us</i>	1400 City Hall Annex, 25 W. 4th St., 55102	651-266-6689
Police	Kelly DeHaut <i>kelly.dehaut@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	Dominique Murray <i>dominique.murray@spps.org</i>	1930 Como Ave., 55108	651-744-8307
School District	Jerry Skelly <i>jerry.skelly@spps.org</i>	360 Colborne St., 55102	763-422-9624
Water	Sarah Brown <i>sarah.brown@ci.stpaul.mn.us</i>	1900 Rice St., 55113	651-266-1635