



## Notice of Meetings and Announcements

*by Regina Etoll, President*

Unprecedented times are calling for unprecedented changes. As everyone knows we had to cancel our April 8th General Membership Meeting. The Executive Board has decided that instead of trying to “make it up” we will forgo the spring meeting and look forward to our fall meeting at Mancini’s. However, given the unknown of what might be going on in October we are in the process of coming up with a way to be able to have our meeting virtually, if needed. If folks have suggestions for virtual meetings, please, send them to us. We are also looking into a way that will allow members to vote remotely and remain anonymous.

Additionally, PEA would like to update member contact information, so please be on the look-out for that request and respond promptly when you receive it.

Stewards: Please note that the stewards meeting in July may be a virtual meeting as well.

All updates and information will be sent via email and posted on our website [peaonline.org](http://peaonline.org).

***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.

# The Corner

by Mike Wilde, Legal Counsel

Nearly every single piece of news and updates that you have received over the past two months, regardless of the source, has invariably focused on COVID-19. I would like to offer relief from such an onslaught, but then this newsletter article would seem irrelevant to our current challenges, perhaps even frivolous. So instead, we focus on **SOLIDARITY THRU SAFETY**.

The two overarching elements of almost all current responses focus on either safety or the economy, which for most of us means work, our jobs. PEA would like to weigh in, and remind you, that the bedrock of unionism is safety in the workplace.

## Safety

Minnesota's Department of Labor and Industry (DLI) holds weekly updates for labor leaders, employee advocates and employers. In doing so, they provide a more detailed explanation of developments on worker safety. We've seen that Governor Walz has largely transcended political divides that plague us and provided steady guidance throughout this pandemic. In doing so, the top officials in the State have pledged, like never before, a commitment to protecting workers broadly, and promoting better working conditions for essential workers.

DLI Commissioner Nancy Leppink stressed the need to make sure that workers know about things like MNCARE, and whether they might be eligible for continued unemployment benefits even if their employer reopens down the road, as well as FMLA rights. PEA has monitored our members' work status through communications with both City and Schools' Labor Relations staff. Thankfully, we have not heard of any current or imminent layoffs. Although this could change, we rely on necessary communication from members, usually through our dedicated PEA stewards.

When employees do end up going back to "normal" work, there will be broad rights to refuse to work where there is a safety concern, but these issues must be raised with the employer. Being a union member allows you to work through PEA because many of you will not be comfortable raising these concerns with the employer. These discussions must be based on reasonable concerns supported by evidence-based threats to an individual's health and safety. PEA anticipates case-by-case review of such scenarios and we will need to work cooperatively with the employer and PEA member(s) for increased safety.

Regarding health conditions that increase COVID-19 risk, the Minnesota Department of Human Rights (MDHR) anticipates this is going to be a huge *reasonable accommodation* issue for the foreseeable future. Employees can contact PEA or the MDHR if they need assistance with this. If a reasonable accommodation truly is not available for these people employees might be eligible for unemployment benefits.

## Work

"*Necessity is the mother of invention*" ~ Plato. It's hard to argue with this ancient wisdom. Because when the need for something becomes imperative, you are forced to find ways of getting or achieving it. So now, it appears as though we need to change the way we perform our work.

What will this entail? PEA has already witnessed an occasional disconnect between what department directors believe our jobs involve and the actual day-to-day job demands. The natural objective of the employer is to staff the workers who can and do satisfy their particular function. If upper management is unaware of how these job functions can be accomplished, they are less likely to find a new alternative and safe means to accomplish these goals. If they don't know, they can't solve it. Many might say "if we can't provide the service, we need to start layoffs."

This is where the creative, professional input of PEA members might save their jobs... and even save lives. It is no exaggeration to state that it is every member's duty to begin to think of how they can accomplish their core duties and newly created values in a manner that provides consistent employment with safety and effectiveness in mind.

Do you have a plan? Are there methods for you to meet your job's demands remotely? At a distance from others? Collaboratively, but in a new paradigm? If layoffs or furloughs become a consideration for City and School officials, PEA will look to our members for ways we can minimize the loss of jobs. Perhaps we can effectively advocate and collaborate for this new work lifestyle. But the essential ingredient in that plan is you and your input. Communication is always key.

Working together for new solutions is more important than ever. So protect yourself and others by "Solidarity Thru Safety."

# Stewards & Executive Committee Meeting

**Wednesday, July 8, 2020**

**Location:** Virtual  
(the executive board is working on the details)

**Meeting:** 5:30-7:00 PM

**Reservations required:** RSVP to Justine at [justine.roe@ci.stpaul.mn.us](mailto:justine.roe@ci.stpaul.mn.us)

**AGENDA:**

1. Greetings & Roll Call
2. Reports
  - a. Legal Counsel
  - b. President and/or Vice President
  - c. Treasurer
  - d. Personnel
  - e. City Negotiations
  - f. District Negotiations
3. Adjournment of Combined Meeting

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

## PEA CALENDAR OF EVENTS 2020

Wednesday, July 8 ..... Board & Stewards Meeting, virtual  
(stewards & executive board only)

Wednesday, October 14 ..... General Membership Meeting, Mancini's



# 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>Regina Etoll</b> <i>regina.etoll@ci.stpaul.mn.us</i>	CAO – 500 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8726
<b>Vice President</b>	<b>Justine Roe</b> <i>justine.roe@ci.stpaul.mn.us</i>	WATER – 1900 Rice St., 55113	651-266-1628
<b>Treasurer</b>	<b>Beth Ulrich</b> <i>beth.ulrich@ci.stpaul.mn.us</i>	PED – 1400 City Hall Annex, 25 W. 4th St., 55102	651-266-6689
<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>Vaughn Kelly</b> <i>vaughn.kelly@spps.org</i> <i>peanegotiations.spps@gmail.com</i>	1930 Como Ave., 55108	651-744-1682
<b>City Negotiations</b>	<b>Joe Musolf</b> <i>joe.musolf@ci.stpaul.mn.us</i>	PED – 1400 City Hall Annex, 25 W. 4th St., 55102	651-266-6594

## 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>Member Outreach &amp; Education Coordinator</b>	<b>Jeremy Berger</b> <i>jeremy.berger@ci.stpaul.mn.us</i>	645 Randolph Ave., 55102	651-228-6257
<b>LMCHI (City)</b>	<b>Karin Anderson</b> <i>karin.anderson@ci.stpaul.mn.us</i>	CAO – 700 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8765
<b>LMCHC (SPPS)</b>	<b>Charlie Colvin</b> <i>charles.colvin@spps.org</i>	1930 Como Ave., 55108	651-744-6309
<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> <a href="http://www.peaonline.org">www.peaonline.org</a>	<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>	<b>Professional Employees Association</b>	PO Box 7333 Saint Paul, MN 55107-0333	

## Stewards

<b>DSI &amp; Police</b>	<b>Brian Balfanz</b> <i>brian.balfanz@ci.stpaul.mn.us</i>	367 Grove St., 55101	651-266-5531
<b>Fire, Emergency Management, CAO, OFS</b>	<b>Patricia Lammers</b> <i>patricia.lammers@ci.stpaul.mn.us</i>	367 Grove St., 55101	651-266-5455
<b>Libraries</b>	<b>Peter Borgen</b> <i>peter.borgen@ci.stpaul.mn.us</i> <i>PeterBorgenUnionSteward@gmail.com</i>	Highland Park Library, 1974 Ford Parkway, 55116	651-695-3700
<b>Libraries</b>	<b>Kathleen Conger</b> <i>kathleen.conger@ci.stpaul.mn.us</i>	George Latimer Central Library 90 W 4th Street, 55102	651-266-7000
<b>Libraries</b>	<b>Therese Scherbel</b> <i>therese.scherbel@ci.stpaul.mn.us</i>	George Latimer Central Library 90 W 4th Street, 55102	651-266-7048
<b>OTC / HREEO</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>Mary Henke-Haney</b> <i>mary.henke-haney@ci.stpaul.mn.us</i>	1100 North Hamline Ave., 55108	651-248-6500
<b>PED</b>	<b>Sarah Zorn</b> <i>sarah.zorn@ci.stpaul.mn.us</i>	1100 City Hall Annex 25 W. 4th St., 55102	651-266-6570
<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>Brianna Nyquist</b> <i>brianna.nyquist@spps.org</i>	1930 Como Ave., 55108	651-744-1807
<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