



Message from the Executive Board

Out of an abundance of caution, the Executive Board has elected to move the October general membership meeting from in-person to virtual (via Zoom). I'm sure many are sick of virtual meetings, but we wanted to be as inclusive as possible so that folks can attend safely.

A few virtual meeting etiquette tips:

- Please be sure to list your first and last name, as we will be using this to take attendance and send out eBallot information for elections voting after the meeting
- Including your pronouns (she/her/hers, he/him/his, they/them/theirs) after your name is encouraged
- While there is no pressure to be on-camera for the meeting, it would be great to see your face if you're speaking
- Reminder: only members can bring up business and vote in elections. If you are not currently a member and would like to be, please contact Personnel Chair Julie Kraus julie.kraus@ci.stpaul.mn.us

We look forward to "seeing" you virtually on Tuesday October 12th at 5:30pm. BYOB & cheers your fellow PEA members. Fingers crossed that we can have an in-person general membership meeting and share a meal in April!

Full meeting invite can be found on page 2.

Please see the emailed edition of newsletter for meeting link.

A note from outgoing Vice President, Justine Roe

Dear fellow PEA members,

April of this year marked my 28th year with the City – all of it in the Water department – SPRWS.

I have been a union member the entire time. But it wasn't until 2007 when I became a steward, that I truly began to understand the importance of the work PEA does.

7 board members, 1 legal counsel, 14 stewards, 2 LMCHI representatives, 2 education/outreach coordinators, 1 website designer and 1 newsletter editor work on your behalf.

I feel good about my time on the board. I have learned so much. My decision to not seek re-election is to make room for someone else to embrace this opportunity.

Thank you for trusting me to serve you.

Respectfully,
Justine Roe
Vice President

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.



**PEA's Annual
Membership Meeting**

Tuesday 10/12/2021 5:30 pm

**Mancini's Char House
531 7th St W, St Paul, MN**

This meeting will be virtual!

Agenda

- Introduction of Stewards and Executive Committee Members
- Approval of April 14, 2021 General Membership meeting minutes
 - *(see pages 6-8 in this newsletter)*
- Board and Committee Reports
- Legal Counsel Update
- Elections
 - *only members attending the meeting may vote; the link for online voting will be sent the day after the meeting*
- Member Recognition
- Adjournment

This meeting will be virtual!

The Executive Committee has decided to hold the general membership meeting via Zoom, see link on page 1 of this newsletter.



Professional Employees Association

CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

www.peaonline.org

*** Nomination and Election Notice ***

Nominations and elections for the seven (7) executive committee positions will be held on October 12 during our PEA general membership meeting. This notice was also provided to all members through their Stewards in July 2021. The incumbents below have informed the Board that they intend on running again in their same position:

President – *Regina Etoll*

Treasurer – *Beth Ulrich*

Secretary – *Sara Nurmela*

Personnel – *Julie Kraus*

Negotiations (SPPS) – *Vaughn Kelly*

Two of the incumbents – Vice President Justine Roe and City Negotiations Chair Joe Musolf – have decided to step down from their executive board positions.

Qualifications

Pursuant to the Constitution and Bylaws as ratified and amended at the April 2018 General Membership meeting, “members are qualified to run for office on the Executive Committee or hold steward positions provided they have joined as a member in good standing one year before the election or appointment for the Executive Board or selection for a steward position and have attended at least one general membership meeting in the past 12 months.” However, the Board voted on July 19th to temporarily suspend the attendance qualification for 2021 (as underlined) because the COVID-19 pandemic has continued to interrupt regular meetings and prevented attendance. PEA wants to be inclusive to all members who would like to run for office.

Nominations should be sent to Mike Wilde (mike.wilde24@gmail.com) or made through participation at the meeting. Nominations can be made for any position. Nonmembers cannot participate in the nomination process, election, or voting.

Diversity is important in the healthy functioning of all organizations. All members are encouraged to fully participate and consider running for office.

Regina Etol – President (*incumbent*)

Dear PEA Members,

I want to take this time to thank all of you for being members and to thank you all for entrusting me as your President for the last 2 years and hope to continue to be the President of PEA.

For those of you who don't know me I started with the City as a Paralegal in the Criminal Division of the City Attorney's Office in June of 2000. Within my first few weeks I received a letter and a dues form to join PEA (not like those nice folders we hand out now) but none the less I became a member of PEA. I started out going to meetings, talking to fellow PEA members and the Executive Board, which in turn made me want to become even more involved. I served as a Steward from 2004-2013, I was voted member of the year in 2009, and served as Vice President from 2014-2018. Where I was then voted in and started my presidency in January 2019.

I truly believe in this union, in all its members and what we stand for. I understand what it takes to do what is in the best interest for PEA's membership as a whole. It takes a strong person with a strong voice to make sure we are heard and not to cave in during the difficult moments. I want to continue the good work our Bargaining Unit and the Executive Board who fight for our dignity, workplace safety, money, benefits and job security.

If anyone would like more information on becoming a member or taking a more active role, please, feel free to contact me.

Sara Nurmela – Secretary (*incumbent*)

It is important to be involved with organizations that have an impact, including PEA. I have been an active union member for many years, serving as newsletter editor since January 2012, and secretary since January 2014.

Currently I work as a Compliance Coordinator in the department of Human Rights and Equal Economic Opportunity (HREEO), administering, overseeing, and monitoring the Vendor Outreach Program (VOP) and creating specialty reports for our division. I would appreciate your support at the election!

Beth Ulrich – Treasurer (*incumbent*)

I was born and raised in Saint Paul and am a 24-year City of Saint Paul employee. I currently manage 30 million dollars of annual federal grants for the City.

It has been my pleasure to serve as your treasurer since 2019. Prior to being elected treasurer I was a steward in PED. During my tenure as Treasurer, I have implemented many changes to create cost savings and efficiencies for PEA such as enrolling in electronic federal tax payments, conversion from paper to electronic checks and changing from quarterly to annual MN tax filings. Prior to serving as your treasurer, I was the treasurer for 2 other non-profits.

If re-elected, I intend to continue to be a good financial steward of your PEA investments.

Julie Kraus – Personnel Chair (*incumbent*)

My name is Julie Kraus and I have been the PEA Personnel Chair since November 1, 2012. My job is to maintain current lists of Members and Non-members for all PEA employees working for the City of Saint Paul and the Independent School District #625.

I am usually the first contact when a new employee is hired in PEA by sending them a Welcome to PEA email to let them know our Member Outreach person will be contacting them with more information on how to join the union. I also work with stewards to help disseminate information to the membership concerning union meetings, contract votes, etc...

I enjoy my position as the Personnel Chair because I get to meet a variety of members through email or at our Steward/General Membership meetings. I also get to work with our Executive Board on important issues concerning the union. Being an Executive Board Member makes me feel I am doing my part to help preserve and protect our union and the benefits we work hard to negotiate and maintain.



**Professional
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Vaughn Kelly – SPPS Negotiations Chair (incumbent)

Working as a Facilities Project Manager with Saint Paul Schools (SPPS) for the past 4½ years, I coordinate stakeholder perspectives and represent those interests during capital investment projects. This can be anything, from a classroom A/V system installation, to roofing and piping replacements, to full-scale building renovations. Prior to working with the fine people of SPPS, I worked for architectural design firms in the Twin Cities and held several volunteer positions in the Saint Paul community and overseas.

As Negotiations Chair for PEA’s employees within SPPS, I have negotiated one collective bargaining agreement (2020-2021) and am working to build the Negotiations Committee for the 2022-2023 agreement. It is important that we build the committee broad to better understand the experience of PEA’s SPPS employees and ensure we negotiate the best possible contract for our members. To me, it is also important that we bring fresh ideas to the table. Toward that end, please consider joining the Negotiations Committee; even challenging me for the chair position. I expect another tough cycle, but am confident we can improve conditions for our members and help retain those professional employees!

Patty Lammers – City Negotiations Chair candidate

I have been a PEA member since joining the SPPD staff in June of 2017. I grew up in a union household. My father is a retired Teamster Local 120, so I had the benefit of seeing the power and need for unions. I have been active at the regular PEA meetings. I became a steward for the City Attorneys Office, OFS, and Emergency Management. I have also participated on the City Negotiations team for two cycles. In the last cycle, I took a leadership role in assisting the chair with the PEA survey and actively being at the negotiations table with the city to secure our new proposed contract. I learned a great deal during that process. I also found listening to my fellow PEA members made me want to ensure we fought as hard as we could to get a good deal. I also know that I want to continue to fight for items that we did not get this last round like another step, more deferred comp, and raises that keep up with the actual cost of living. I want to work to ensure we retain PEA members and having a good contract can help us ensure our members stay. Thank you for considering me.

Joe Musolf – Vice President candidate

I’m interested in serving PEA as your Vice President. I’ve been actively involved in PEA for many years, including the last three years as your elected Chair of the City Negotiations Committee. Prior to that, I volunteered as a member of the City Negotiations Committee and was involved with the two previous contract negotiations. In my role as City Negotiations Chair, I have also been an active, contributing member of the PEA executive committee. I’ve worked closely with our President, our legal counsel, and my other Board colleagues to resolve many individual member matters, and I have handled a lot of behind-the-scenes logistics of the Board’s operations.

I have worked for the City for thirteen years, first as a Senior Project Manager and now as a Principal Project Manager. My job is in the Housing Division of the Department of Planning and Economic Development. As a Housing PM, I negotiate and manage complex finance deals to help real estate developers create and retain quality affordable housing.

In 2016, I received PEA’s John Blackstone Member of the Year Award for my contributions to the Negotiations Committee.

If elected as your Vice President, in addition to closely supporting the work of our President, I plan to focus on improving our organization’s member communications and outreach.

Brian Balfanz – City Negotiations Chair candidate

I’m Brian Balfanz, and I’d like to be considered for the PEA Contracts Negotiation Chair position. A quick few bits about me work-wise: I’ve been with the City for about 22 years and a PEA member for about 18 years. I’ve been in Police Department for the past 10 years, and the union steward for Police, DSI, and Public Health for the past 3 years. I’ve worked in Police, Parks, OTC, and Public Works over my career. I’ve also been on projects that let me work with people from Emergency Management, Water, PED, Fire, HREEO, and OFS. I’d like to think I have a solid understanding of our PEA contract, the negotiation process, and how people get treated in different departments. I’ve seen how it is in other unions, and I believe PEA is the best value for members. I would like to keep building on what Joe & Justine have negotiated for us over the years if you’d consider me. On the personal side, I’m a dad, husband, Veteran, and big fan of coffee, reading, hammocks, BBQ ribs, and National Parks!

Minutes from

PEA General Membership meeting — April 14, 2021

Attendees:

Members: Julie Anderson, Karin Anderson, Michelle Bergman-Aho, Sarah Brown, Erin Dimond, Rosemary Dolata, Derek Engelking, Paul Fleege, Jim Giebel, Jean Hehn, Josh Hern, Robert Huntley, Claudia Klinkhammer, Lynne Knutson, Cha Lee, Menaka Mohan, Randy Niemeyer, Jennifer Peredia, Claire Pettry, Kelsey Raffel, Peter Rudrud, Paul Sawyer, Susan Sevlie, Asha Shoffner, Claire Simonson, Elizabeth Stiffler, Alexa Swan, Michele Swanson, Nardos Tesfalidet, Angela Vreeland, Tricia Wehrle, See Yang, Call-in-user1

Stewards: Brian Balfanz, Peter Borgen, Kathleen Conger, Jim Engen, Mary Henke-Haney, Patty Lammers, Brianna Nyquist, Therese Scherbel, Sarah Zorn

Board Members: Regina Etoll, Vaughn Kelly, Julie Kraus, Joe Musolf, Sara Nurmela, Justine Roe, Beth Ulrich, Mike Wilde – Legal Counsel

Meeting called to order at 5:35pm.

Meeting held virtually via Zoom.

Introduction of stewards, special committee members, and executive committee members. Thank you for all of your hard work for PEA.

Secretary's Report

Minutes from October 14, 2020 general membership meeting (as printed in the Q1 2021 newsletter) approved as written. Motion by Mary Henke-Haney, seconded by Julie Kraus.

If any edits are needed, please let Sara Nurmela or a board member know.

Treasurer's Report – Beth Ulrich

\$107,452 at the end of March. Funds are up approx. \$12,000 from last year reduced meeting expenses due to COVID. Funds are stable.

Committee Chair Reports

Personnel – Julie Kraus

As of April 8, 2020:

City: 290 total represented, 42 are nonmembers

Schools: 100 total represented, 23 are nonmembers

Total: 390 total represented, 65 are nonmembers

As of April 21, 2021:

City: 282 total represented, 35 are nonmembers

Schools: 105 total represented, 24 are nonmembers

Total: 387 total represented, 59 are nonmembers

School District Negotiations – Vaughn Kelly

It seems that our contract was recently signed, but another round of negotiations will be starting up soon. Vaughn plans to step down as chair after this next negotiations cycle, and have someone else step up to fill this role. If you are interested in serving on the school district negotiations committee or as chair, please let an executive board member know.

Vice President’s Update – Justine Roe

To fill the member outreach coordinator vacancy, the board has decided to have two member outreach coordinators – one for the city, one for the school district. There are six candidates and the executive board will be making decisions soon.

City Negotiations – Joe Musolf

Current bargaining agreement expired at the end of 2020.

PEA members are represented at the bargaining table by Joe Musolf – City Negotiations Chair, Patty Lammers, and Mike Wilde – Legal Counsel. City represented by Jason Schmidt – Labor Relations Director.

Met on February 26, bargaining unit makes first play – proposal based on research, outreach, and feedback from members. PEA’s requests include: 2-year contract, no wage increase for 2021, 2% increase for 2022, increase in employer match for deferred comp from \$500 to \$1250, asked for a 20-year step to be added to wage scale, asked for Juneteenth as a paid holiday, plus housekeeping items that are non-substantiative. We wanted to deliver a strong message about strategies concerning return to the office, and that PEA members want to be involved in that. City basically responded with “thank you, you put a lot of thought into your offer and the requests are reasonable”

City agrees on: a 2-year contract and no wage increase 2021.

They in return proposed: 0% increase in 2022, no increase to deferred comp, no to addition of a 20-year step, no to a Juneteenth holiday (which they want to talk about that on a citywide basis).

City suggested additional changes: would like to eliminate ability for members above grade 12 to earn comp time, want to cap the accrual of comp time, asked for elimination of benefits for part-time employees, requirement of a 2-week notice to be eligible for severance, eliminate special provision that requires city to give us 45 day notice for changes at library branches.

They meet again tomorrow April 15.

Pattern has been 0% increase in 2021, 1.5% in 2022 for other bargaining units.

The city is insisting that they are not filling vacancies. Many members are doing more work with less help. The city should be receiving 177 million dollars in assistance over the next two years.

Labor Management Committee Health Care Committee — LMCHCC (School District) – Charlie Colvin

No report

Labor Management Committee on Health Insurance — LMCHI (City)

No report

Legal Counsel Update

A few people are challenging the workload increase. There are members starting the JAQ process and filing out of title grievances.

Resolved an issue with severance eligibility in schools.

Meet and confer with Libraries and Human Resources – talked about things at length. One of the main concerns was increasing Saturday work assignments in various work branches. Changing some qualifications for a job title in Libraries to be more inclusive.

Various questions about vacation and FLMA usage are being worked on.

President's Report – Regina

Labor Management Committee (LMC) training for Parks. PEA has requested, along with other bargaining units, for a LMC for the Zoo & Conservatory members.

New Business / Discussion

Some questions about titles being added in Libraries, and required qualifications. Libraries is looking to create titles that are a similar level to Librarian I, but do not require a master's degree. PEA received a 20 day notice just yesterday. Justine will send the notice to the library stewards tomorrow. There is concern that these new positions will be used replace the Librarian titles/series.

Some questions about usage of sick time vs. earned sick and safe time. Some question about wording for attending funerals in the contract. Does it extend to in-laws? Some supervisors are forcing people to use vacation time to attend funerals.

Some language about the definition of family may be clarified with the contract.

There are some job openings in facilities in the school district.

Meeting adjourned at 6:35pm.



Professional Employees Association

CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

www.peaonline.org

Executive Committee

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

Staff & Others

Legal Counsel	Mike Wilde, Esq. <i>mike.wilde24@gmail.com</i>	545 7th St. W Saint Paul, MN 55102	612-227-8425
Member Outreach & Education Coordinator	Amy Ennen Bertomeu <i>amy.ennen@spps.org</i>	1930 Como Ave., 55108	651-274-4369
Member Outreach & Education Coordinator	Tim Buer <i>tim.buer@ci.stpaul.mn.us</i>	1225 Estabrook Dr., 55103	651-487-8271
LMCHI (City)	Karin Anderson <i>karin.anderson@ci.stpaul.mn.us</i>	CAO – 700 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8765
LMCHC (SPPS)	Dave Crawford <i>david.crawford@spps.org</i>	1930 Como Ave., 55108	612-364-1914
Newsletter	Sara Nurmela <i>peanewsletter@gmail.com</i>	HREEO – 280 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8974
Webpage www.peaonline.org	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

DSI, Police, Public Health	Brian Balfanz <i>brian.balfanz@ci.stpaul.mn.us</i>	367 Grove St., 55101	651-266-5531
Fire, Emergency Management, CAO, OFS	Patricia Lammers <i>patricia.lammers@ci.stpaul.mn.us</i>	367 Grove St., 55101	651-266-5455
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>	George Latimer Central Library 90 W 4th Street, 55102	651-266-7000
Libraries	Therese Scherbel <i>therese.scherbel@ci.stpaul.mn.us</i>	George Latimer Central Library 90 W 4th Street, 55102	651-266-7048
OTC / HREEO	Luke Vang <i>luke.vang@ci.stpaul.mn.us</i>	600 City Hall Annex, 25 W. 4th St., 55102	651-266-6789
Parks & Recreation	Mary Henke-Haney <i>mary.henke-haney@ci.stpaul.mn.us</i>	1100 North Hamline Ave., 55108	651-248-6500
Parks & Recreation – Zoo & Conservatory	Ann Ahiers <i>anne.ahiers@ci.stpaul.mn.us</i>	1225 Estabrook Dr., 55103	651-487-8274
PED	Sarah Zorn <i>sarah.zorn@ci.stpaul.mn.us</i>	1100 City Hall Annex 25 W. 4th St., 55102	651-266-6570
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	Kelsey Curran <i>kelsey.curran@spps.org</i>	360 Colborne St., 55102	651-767-8115
School District	Brianna Nyquist <i>brianna.nyquist@spps.org</i>	1930 Como Ave., 55108	651-744-1807
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