

PEA General Membership Meeting — October 12, 2021

Attendees: Anne Ahiers, Julie Anderson, Karin Anderson, Tomoko Arai, Brian Balfanz, Beth Baumgartner, Michelle Bergman Aho, Pam Bookhout, Peter Borgen, Sarah Brown, Deb Calvert, Mike Christen, Kathleen Conger, Sierra Cumberland, Kelsey Curran, Ari Dahlager, Rosemary Dolata, Derek Engleking, Enriques Estrada, Regina Etoll, Paul Fleege, Terry Giinther, Jean Hehn, Mary Henke-Haney, Xenia Hernandez, Johnny Howard, Sarah Jenkins, Vaughn Kelly, Alex Klarich, Claudia Klinkhammer, Julie Kraus, Patty Lammers, Bianca Lazowski, B McMonigal, Joe Musolf, Niemeyer, Sara Nurmela, Claire Pettry, Will Ranieri, Jeannette Rebar, Nora Reimenschneider, Kate Rodrigues, Justine Roe, Kari Rohman, Peter Rudrud, Paul Sawyer, Therese Scherbel, Asha Shoffner, Claire Simonson, Jerry Skelly, Bob Spaulding, Elizabeth Stiffler, Alexa Swan, Beth Ulrich, Austine Vaughn-Bergling, Shannon Veeraboina, Bill Vos, Mike Wilde, Iris Winter, Sarah Zorn, 651-266-8989 (DSI), NO MANDATE

Meeting called to order at 5:38pm.

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 April 14, 2021 general membership meeting (as printed in the Q3 2021 newsletter) approved as written. Motion by Karin Anderson, seconded by Patty Lammers.

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

Treasurer's Report – Beth Ulrich

Sept 2021 Month End Balance= \$107,061.79

Aug 2021 = \$111,047.21 (-3,985.42)

Sept 2020 = \$101,336.71 (+5,725.08)

Funds continue to be stable.

Committee Chair Reports

Personnel – Julie Kraus

As of October 14, 2020:

City: 293 total represented, 35 are nonmembers

Schools: 105 total represented, 22 are nonmembers

Total: 398 total represented, 57 are nonmembers

As of October 12, 2021:

City: 287 total represented, 37 are nonmembers

Schools: 97 total represented, 21 are nonmembers

Total: 384 total represented, 58 are nonmembers

School District Negotiations – Vaughn Kelly

Trying to put together the negotiations committee for the current negotiations cycle. If you have interest in joining the committee, reach out to Vaughn by email.

City Negotiations – Joe Musolf

The city successfully negotiated a new collective bargaining agreement for 2021 – 2022. Contract language has been finalized; the city council needs to take official action to ratify on behalf of the city. Reminder that a lump sum payment was negotiated and should happen after November 21, and before December 31.

Question about members taking advantage of deferred comp. Per Mike Wilde, last we heard from the city, a little more than half of our members are using deferred comp. The \$100 deferred comp increase will happen January 1, 2022.

Vice President’s Update – Justine Roe

No report.

Member Outreach – Tim Buer &

No report.

Labor Management Committee on Health Insurance – LMCHI (City) – Karin Anderson

Have not had many meetings lately due to open enrollment coming up October 18-29. Pay attention to open enrollment information from Human Resources. Be sure to view your benefits summary to confirm your enrollment.

Question from a member: Can you participate in Healthy Saint Paul if you do not have city health insurance? Believe that you can participate, but can only receive the VEBA \$ incentive if you have city health insurance. Member should confirm this with Human Resources.

121 Benefits for flex spending management will be deactivated, new BRI platform will go live on January 3, 2022.

Labor Management Committee Health Care Committee – LMCHCC (School District)

Open enrollment is October 18-29. Be sure to print off your benefits statement to confirm your enrollment.

Legal Counsel Update – Mike Wilde, Legal Counsel

City contract is ready for signature – hopefully signed tomorrow. As soon as it is ratified it will be posted online at peaonline.org.

Tri-Council union with the city has not reached an agreement, and have voted to go on strike.

School district has passed vaccination mandate – must be vaccinated or have weekly testing.

PEA has not had much feedback yet from membership about vaccine mandates.

Some unions have said that as much as 25% of their members will quit. Some are refusing to even get tested. Mike is attending meetings discussing a vaccine mandate in the city. PEA has brought up some items about reasonable accommodation for vaccine requirement for medical or religious exemptions. No public sector job has mandated vaccine or your job. Most are vaccine or weekly testing. Would like to meet with mayor and deputy mayor.

Question from a steward as to why the city doesn't want to offer a testing option, and what process would there be for a medical exemption? It is too expensive and time consuming to repeatedly test an employee. How would the mayor respond if the employee had to pay for their weekly test?

City vaccine mandate to start December 1, 2021. Is a sweeping policy, with no restrictions on work location. It is possible that the mandate may pass as it is currently drafted. If you have further questions or specific scenarios to discuss, please let Mike, your steward, or the executive board know.

New Business / Discussion

Libraries stewards have notices that they have more employees that have had discipline issues brought up. They are not notified when there is a performance improvement plan. Concerns about increased workloads. Library members, please let the Library stewards know if you are having issues.

Question from a school district member about staying with remote work, and asking if we have heard anything about it. Member prefers to work from home if possible. School district steward mentioned that there is some guidance from HR about working from home a couple days a week. Member's response from HR has been unclear and dismissive. Member would like written info about the policy.

Idea to meet face-to-face with new stewards and new executive board members.

Elections

Notice of election was distributed via email through stewards in July 2021, and printed in the August newsletter and special elections newsletter in September 2021. No one has stepped forward in response to these notices. Mike asked for nominations from the floor for each of the executive board positions.

There are attendance requirements that must be met – must have attended at least one general membership meeting in the past year. This attendance requirement was waived this year due to the cancellation of the April 2020 general membership meeting.

Mike requested any nominations from the floor for each of the following positions, but there were no additional nominations.

The following executive board positions are running unopposed, with no nominations from the floor – approved by acclimation by members present at the meeting.

President — Regina Etoll (*incumbent*)

Vice President – Joe Musolf

Treasurer — Beth Ulrich (*incumbent*)

Secretary — Sara Nurmela (*incumbent*)

Personnel Committee Chair— Julie Kraus (*incumbent*)

School District Negotiations Chair — Vaughn Kelly (*incumbent*)

Vacant positions — candidate(s)

City Negotiations Chair – Brian Balfanz & Patty Lammers

Ballots will be sent out by email tomorrow to vote via eBallot for the City Negotiations Chair. Only dues-paying members in good standing that have attended the general membership meeting will receive a ballot and be able to vote. Voting should be open for a couple days, until approximately mid-day Friday.

Member Recognition

Almost 20 years ago PEA started a member recognition award – the John F Blackstone PEA Member of the Year award.

This year the member of the year award goes to Mary Henke-Haney. There were so many things going on during the pandemic, Mary met with members effectively and put in a lot of work. She articulates the sense of urgency and needs to the executive board. We are happy and proud to award Mary with the 2021 PEA Member of the Year award.

A final note from Regina – anyone can write a newsletter article, if you would like to contribute, please submit by October 22 to peanewsletter@gmail.com .

Meeting adjourned at 7:09pm.