



The Corner

by Mike Wilde, Legal Counsel

Change being what it is has reminded us all to pay attention. Since our last newsletter, there have been a couple significant developments. A few noteworthy ones are a City contract ratification, a tri-council strike threat, and both Schools and City implementing vaccine policies. Each has a different effect on PEA's members. Our city contract vote passed with broad approval for a new collective bargaining agreement. The negotiation team held close to the priorities of our members as they were gleaned through a pre-negotiations survey. A few common threads that ran through your responses and our discussions were the uniquely brutal consequences of the pandemic in 2020 and a desire to avoid unnecessary negotiations delays. During the process, however, we also factored in the availability of new federal stimulus money. These components along with desired priorities were our focus.

Shortly after the contract vote and its signing day, Tri-Council (laborers, teamsters and operating engineers) took a different strategy and voted to strike against the city. A different bargaining unit with different interest, attitudes and affects from the pandemic led to the strong likelihood that they would withhold services. A strike can be irreversibly costly to both sides. Nevertheless, Tri-Council dug in.

Very recently, the parties settled in mediation. As a result, PEA learned that the strike threat might have moved the financial needle. PEA doesn't want to be at a disadvantage for trying to reach a timely settlement. Nor does the city like breaking its version of pattern bargaining. So we're currently exploring contract modifications that reestablish parity between union increases.

On top of this drama, both the Schools and the City have implemented a vaccine policy. Both are mandatory and impact all PEA members working for either employer. However, the St. Paul Public Schools allow for an employee who refuses to vaccinate the option of weekly testing. PEA has heard of no opposition or discipline against any of our 100 employees working under our School contract.

It's quite a different story in the City. Despite several heated meetings with all 26 unions and the city, Mayor Carter's policy mandates vaccines by December 31st with no alternative for testing. The only exceptions to this mandate are a medical accommodation or a religious exemption. Of the nearly 300 employees under our contract, PEA is sure to have some individuals who will be in a difficult predicament.

Although the PEA Executive Board has not yet established how we might respond to potential job loss for the unvaccinated, I can assure you that the issue is at the top of our agenda for the November meeting. Whether it's contract surprises, pandemic particulars or individual struggles that our members face in the workplace, I remain proud to work with the ever-changing executive board of PEA. They sincerely analyze and deliberate as consciously as any group of advocates I've ever worked with. Meanwhile, if you have individual questions, concerns or comments please contact me for a confidential discussion. Your input is important for a healthy organization. And during these a-changing times, your other job is to pay attention.

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.

Meet Your New Steward

Derek Engelking, OTC & HREEO

My name is Derek Engelking and I am on the Business Intelligence team in the City's Office of Technology and Communications. Our team supports the City's goals by organizing and supplying data for operational use and decision-making. I have been working at the City since May of 2015. I grew up in Bloomington and have lived most of my life in the Twin Cities, with a few years in Syracuse, NY. Currently, I live in the Mounds Park area of Saint Paul with my wife and two children aged 7 and 3. In my free time I like to ride my bike, ski, read and listen to and play music.

Message from a Member

by Terry Giinther, Libraries

Hello, my name is Terry Giinther and I am a new PEA member and have been employed as a librarian with the City for over 20 years. Union membership runs deep in my family roots. My father was a District 11 United Steelworker for over 25 years, my mother was a SEIU member and I have previously been a Teamster and AFSCME member. I formerly held the belief that if one did what the employer asked or required then everything would be fine...right? Boy was I wrong.

When COVID-19 first hit us with a crushing force last year, my doctor said that I should protect myself greatly, because I am at higher risk of contracting the deadly virus. Due to my health condition, I was medically advised not to take the vaccine, reduce my work schedule and limit contact with the public. I was then given an accommodation by the City, which lasted for months, but then I was informed that my accommodation was ending and offered (told to accept) another position within the library. This new position was a part-time position in

another union, with less pay and no health insurance. And if I did not accept this new position then I would be out of a job.

Not knowing what to do, I contacted the leadership of PEA. Kind and caring individuals met with me, assisting me through this difficult situation, and I was able to keep my present position. If there are any *fair share* members, contemplating whether or not to join PEA, the time is now! Your job may depend on it.

You may have noticed that I have two i's in my last name. There is an unusual story behind that. My Father was born and raised in western Minnesota. Coming from a farming community, he attended a one-room schoolhouse, and had the same teacher for many years. Early on, his teacher noticed that he had umlaut above the u in his last name. Well, as my Father told me, the typewriter could not add an umlaut over the u in his last name so she changed the spelling of his last name to Giinther instead of Günther.

PEA Calendar of Events 2022

add these dates to your calendar!

Wednesday, January 12 Board & Stewards Meeting, Joseph's
(stewards, special committee members, & executive board only)

Wednesday, April 13 General Membership Meeting, Mancini's

Wednesday, July 13 Board & Stewards Meeting, Joseph's
(stewards, special committee members, & executive board only)

Wednesday, October 12 General Membership Meeting, Mancini's

A decorative border surrounds the text, featuring various blue and white snowflakes of different shapes and sizes. In the bottom-left corner, there is a stylized snowman wearing a top hat and holding a broom. The background is a light blue gradient with small white dots scattered throughout.

PEA Dinner & Meeting

Stewards, Special Committee Members & Executive Committee

Joseph's Grill

140 Wabasha St S, St Paul, MN 55107

Wednesday, January 12, 2022

5:30 pm

AGENDA:

1. Greetings & Introductions
2. Legal Counsel Report
3. President and/or Vice President's Report
4. Committee Reports
 - a. Treasurer
 - b. Personnel
 - c. City Negotiations
 - d. District Negotiations
5. Adjournment of Combined Meeting

Please RSVP to joe.musolf@ci.stpaul.mn.us

The Executive Committee will hold a short meeting following the adjournment of the combined meeting.



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	Derek Engelking <i>derek.engelking@ci.stpaul.mn.us</i>	1200 City Hall Annex, 25 W. 4th St., 55102	651-266-6748
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