



PEA's Fall General Membership Meeting & Dinner

Tuesday October 25, 2022 • 5:30 pm

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

5:30 pm – Registration & Appetizers

6:00 pm – Dinner

6:30 – Meeting

Agenda

- Introduction of Stewards and Executive Committee Members
- Approval of April 13, 2022 General Membership meeting minutes
- Board and Committee Reports
- Legal Counsel Update
- Elections
 - *only members attending the meeting may vote*
- Member Recognition
- Adjournment

Please RSVP by Friday October 14

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

with your choice of entrée
steak, chicken, walleye or vegetarian
or any special dietary needs

Dinner is complimentary for members,
\$20 for non-members – cash or check accepted

*** Nomination and Election Notice ***

Nominations and elections for the seven (7) executive committee positions will be held on **Tuesday October 25** during our PEA general membership meeting. This notice was also provided to all members through their Stewards in August 2022.

The incumbents below have informed the Board that they intend on running again in their same position or in a new position that will be vacated at the end of the term:

President – *Joe Musolf* (interim due to Regina Etoll’s resignation)

Vice President – *Sara Nurmela*

Treasurer – *Beth Ulrich* (incumbent)

Secretary –

Personnel –

Negotiations (SPPS) –

Negotiations (City) – *Patty Lammers* (incumbent)

Three (3) of the prior incumbents who decided to step down are Regina Etoll, Julie Kraus, and Vaughn Kelly from the President, Personnel Chair, and School Negotiations Chair positions respectively. Sara Nurmela has served as Secretary and is running for Vice President. Open positions will be filled through the October election.

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 has again voted to temporarily suspend the attendance qualification for 2022 (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.

Also stated in the Constitution and Bylaws “[e]ach nominee is encouraged to submit a short biography that will be submitted in the meeting notice and/or newsletter preceding the election meeting*. Qualified members that are nominated from the floor understand that they will not have had the opportunity to submit such biography for the meeting notice or newsletter.”

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.

Joe Musolf – President candidate

I've been actively involved in PEA for many years, including the past year as your elected Vice President (and Interim President), and for 3 years prior as your elected Chair of the City Negotiations Committee. I've also previously volunteered as a member of the City Negotiations Committee. I have been "at the table" for the previous 3 City contract negotiations. During my 4 years serving on the 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 fourteen 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.

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.

Sara Nurmela – Vice President candidate

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!

Bri Nyquist – Secretary candidate

My name is Bri Nyquist, and I am a Program Controls Specialist with Saint Paul Schools (SPPS). My primary responsibility is monitoring the District's bond and levy funds for the health and safety program, deferred maintenance program, and capital improvement projects. My team provides actionable information to a variety of stakeholders which influences the timing and cost outcomes of the programs and projects we support.

I have been an active PEA member since the beginning of my employment with SPPS, and I have served as a steward for the past 4+ years. It has been an honor to be a part of a union that puts its members first. I have appreciated the dedication and professionalism that our executive board has displayed during my time in PEA. I would like to see more SPPS representation on the executive board and welcome the opportunity to serve all PEA members.



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Patty Lammers – City Negotiations Chair (incumbent)

I have been a PEA member since joining the SPPD staff in June of 2017. I was elected in 2021 to serve as the City Negotiations Chair. I have enjoyed serving in the role and worked to put together a great team of PEA members to work on our contract. 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 prior to becoming the current chair. Thank you for considering me.

Jean Filipkowski – Personnel Chair candidate

Hello Fellow Members; My name is Jean Filipkowski and I'm running for the open position of Personnel Chair. I've been the steward for CAO, OFS and DSI since June of 2019 as well as being a Paralegal for CAO.

In my position it's required to be extremely detailed and keep files organized and prepped for 3 criminal attorneys that have heavy case-loads. As such, I've mastered multiple many platforms for maintaining that information as well as my personal systems. My experience with a vast range of personalities and backgrounds have provided me with a wonderful toolbox in communication skills.

I believe my experience and passion for our Union will be an asset for our board and although difficult to replace our leaving Personnel chair, will do my very best to make her and our members proud.

I look forward continuing to be an active member and carry on the family tradition of Union representation and participation as an employee for our amazing city of St. Paul.

Please feel free to contact myself with any questions or concerns and I thank you in advance for your consideration.

Mary Henke-Haney – Personnel Chair candidate

Hi members! My name is Mary Henke-Haney and I'd like to be your new Personnel Chair.

I currently work as the Natural Resources Education Coordinator for the City of Saint Paul. I have been the Steward for more than 30 members in Parks and Recreation since 2018. You may recognize me as one of the people that talks a lot at our general membership meetings! I take my role as steward seriously, and I use my position to represent and advocate for my members so they all have a voice within our organization. If you're willing to elect me as you Personnel Chair, I'll be a voice for you when you need one, too!

How? I work hard to be available and approachable for any and every question or concern my members have, and proactively seek out input and ideas. What does that look like? It looks like advocating for and getting a Labor Management Committee and another steward added to better represent members at the Zoo. It looks like forming a committee to explore making our meeting more accessible to more of our members (in progress!).

Being your Personnel Chair means having clear communication channels between the executive board and our stewards, so all our members can not only be aware of what PEA is doing, but also understand why we're doing it. I'm an educator, making sure people understand things is what I do. If what we're doing is not understandable, you can be sure I'll be asking questions and pushing for clarity.

Have questions or want to know more? Feel free to reach out. Happy to meet you and talk more. Mary.henke-haney@ci.stpaul.mn.us

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.

Minutes from

PEA Executive Board meeting – April 13, 2022

Attendees: Nathan Aadland, Dennis Rosemark, Isaac Afwerke, Alexis Rossow, Anne Ahiers, Peter Rudrud, Lucy Angelis, Lianna Sanders, Brian Balfanz, Jolene Santema, Peter Borgen, Paul Sawyer, Shannon Broderick, Therese Scherbel, Sarah M. Brown, Warsame Shirwa, Jennifer Clark, Jerry Skelly (left before dinner), Kathleen Conger, Ryan Stanzel, David Crawford, Alexandra Swan, Kelsey Curran, Michele Swanson, Alexander Davison, Angela Tillges, Erin Dimond, Beth Ulrich, Derek Engelking, Austine Vaughn-Bergling, Regina Etoll, Ashley Verdeck, Jean Filipkowski, Bill Vos, Sarah Gerdes, Angela Vreeland, Terry Giinther, Erica Wacker, Sarah Haas, Iris Winter, Catherine Hemsworth, Sarah Zorn, Mary Henke-Haney, Joshua Hern, Mike Wilde, Xenia Hernandez, Johnny Howard, Scott Hvizdos, Henry Jerome, Jason Jones, Kaziah Josiah, Vaughn Kelly, Alexandra Klarich, Claudia Klinkhammer, Julie Kraus, John Larson, Pa Lee, Karl Mueller, Brigid Murphy, Joe Musolf, Laurie Niblick, Alexandra Nicome, Randall Niemeyer, Sara Nurmela, Brianna Nyquist, Jennifer Peredia, Derek Peterson, Jeanette Rebar, Jonathan Reisetter, Mary Rick, Angela Riffe, Justine Roe

Meeting called to order at 6:17pm.

Introduction of executive board, stewards, & special committee chairpersons.

Secretary's Report

Minutes from October 12, 2021 general membership meeting approved as written. Motion by Peter B, seconded by Jean F.

Treasurer's Report

March 2022 Month End Balance= \$109,204.91

February 2022 = \$ 111,040.77 (- 1,835.86)

March 2021 = \$ 107,452.83 (+ 1,752.08)

Funds are stable.

Legal Counsel Report / Update

Mike has been with PEA since 1994. A past president would start with fun facts –

Fun fact: Avg American checks their phone 334 times per day.

Since 2008 (13 years ago) the amount of PEA members from SPPS has about doubled.

In Minnesota, union dues cost range between \$650 to \$1400 per year. PEA's dues are less than 60% of the low range.

Negotiations upcoming in the schools and in the city. Patty L, city negotiations chair, is getting a jump on things. Vaughn K is working on putting a survey together.

PEA website is a valuable resource to find contracts and constitution and bylaws. peaonline.org

Committee Chair Reports

Personnel

As of April 14, 2021:

City – 282 total, 35 are non-members

SPPS – 105 total, 24 are non-members

Total: 387 represented, 59 are non-members

As of April 13, 2022:

City – 293 total, 36 are non-members

SPPS – 109 total, 20 are non-members

Total: 402 represented, 56 are non-members

School District Negotiations

A negotiations committee & sub-committee have been assembled. Have had one meeting so far. Will take next steps soon. A survey will be coming out in the next couple weeks. Looking to get input from all schools members, please keep an eye out for the survey. Reach out to Vaughn if you have any questions or feedback.

City Negotiations

The city has formed a negotiations committee. Keep an eye out for emails from the negotiations committee, and respond if needed. Patty worked to get a wide variety of folks from different departments to be on the committee.

LMCHI & LMCHC

An RFP that has gone out for health insurance – no real news to report yet.

Break for dinner.

New Business

Reminder to both schools & city members that there is a deferred comp match. \$600 yearly match for city, \$1450 yearly match for school district members. Regina attended a retirement gathering where the person talked about how important the deferred comp money was for retirement. Money will roll over if you leave employment with the city or school district. Don't leave free money on the table – be sure to take advantage of this benefit.

Question raised by Mary H-H, Parks steward: to think about – purpose of general membership meetings in person. What are goals and aims with meetings – how can meetings be more accessible for those that cannot be in attendance. Can we revisit how to do meetings and make them more accessible to members? There are some members that are unable to attend meetings in the current format/schedule. Is there a way we can separate more social meetings from business side of meetings? Especially if attendance is required for running for a position as steward or executive board.

Tonight's meeting has about twice as many folks in attendance as we had at zoom general membership meetings.

Suggestions: take survey, take comments, learn what issues are, discuss options at steward meeting. Find out why people aren't attending – what are the barriers?

Hybrid is an option, but there are logistical issues as well. Would need to have wi-fi availability, ability to monitor zoom, how to include folks if online.

Motion by Mary H-H: To form a committee to explore options to adapt meetings to make them more accessible. Seconded by Peter B. Accepted by majority of those in the room.

Question from a Parks member about bereavement leave – why does it come from sick time hours? Per Mike, it would likely have to be included with city negotiations to change it to a separate set of hours for bereavement. Vaughn mentioned that they made a change to bereavement time in the schools contract.

Newsletter articles are due April 22 – anyone can submit an article. Submit to peanewsletter@gmail.com

Meeting adjourned at 7:50pm.

A Note From the Outgoing Personnel Chair

by Julie Kraus, Personnel Chair

Hi all PEA members:

After 10 years of serving as your Personnel Chair, I have decided not to run in this year's election. Any PEA member in good standing is eligible to run for the open position. The Personnel Committee Chair is the liaison to the stewards. The Chair shall keep a roster of all members in good standing. The Chair is responsible for the dissemination of information to the stewards and for coordinating the election of stewards. The Personnel Chair shall have one vote on the Executive Committee. Here are some of the duties involved:

1. Maintain a current list of members, nonmembers and pending members.
2. Send new employee reports from HR to the Member Outreach Coordinator so they can contact the employee.
3. Send Welcome Email to new employees.

4. Email new PEA member's deductions forms to HR for processing
5. Send monthly reports to PEA Executive Committee, Stewards and Member Outreach Coordinators prior to each meeting.
6. Forward emails from Executive Committee to Stewards so they can then forward them to their respective members and nonmembers.
7. Coordinating the election of any new stewards.

You need to also be able to attend 12 monthly meetings a year (8 Executive Board only Meetings; 2 Steward/Executive Boards meetings and 2 General Membership Meetings). This position takes a person who likes detailed work. I hope you will consider running for this position. It can be challenging at times but very rewarding knowing you are a part of making your union stronger.



Professional Employees Association

CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

www.peaonline.org

Executive Committee

| | | | |
|---|--|--|--------------|
| President | <i>vacant</i> | | |
| Interim President / Vice President | Joe Musolf <i>joemusolf@ci.stpaul.mn.us</i> | PED – 1400 City Hall Annex, 25 W. 4th St., 55102 | 651-266-6594 |
| 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 | Patty Lammers <i>patricia.lammers@ci.stpaul.mn.us</i> | 367 Grove St., 55101 | 651-266-5455 |

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 | Michelle Bergman Aho <i>michelle.bergman-aho@spps.org</i> | 1930 Como Ave., 55108 | 651-744-2226 |
| 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) | <i>vacant</i> | | |
| 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

| | | | |
|---|--|--|--------------|
| Police, Fire, Emergency Management Public Health | Warsame Shirwa <i>warsame.shirwa@ci.stpaul.mn.us</i> | 367 Grove St., 55101 | 651-266-8593 |
| CAO, OFS, DSI | Jean Filipkowski <i>jean.filipkowski@ci.stpaul.mn.us</i> | CAO – 500 City Hall, 15 Kellogg Blvd. W., 55102 | 651-266-6262 |
| 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 | Anne 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 |