



Letter from the President

by Joe Musolf, President

Dear PEA Colleagues,

As we move into the last quarter of the year, I'd like to remind you of the importance of the Fall General Membership Meeting. You'll see details elsewhere in this newsletter regarding the meeting and RSVP instructions. At our annual meeting, PEA members elect their governing board, the Executive Committee. These seven positions are annual appointments, term running from Jan 1 to Dec 31. I hope you consider running for a position, and/or attending the meeting and participating in this important vote.

I have decided not to run for re-election. So, there will be at least one open position without an incumbent. But, incumbent or not, all seven positions are up for election. If you're interested to learn more about the roles of any of our leadership positions, please feel free to contact me or any other member of the Executive Committee.

We're so lucky to have a broad interest in leadership positions in our Association. And I am confident that we'll have no trouble assuring that all of our positions are assigned to competent, caring colleagues.

I remember my first exposure to PEA beyond the support I was receiving early in my employment from my Steward: I went to an information session regarding an upcoming contract negotiation. It was fascinating and inspiring to see that this collective of voices was debating and determining how to

prioritize our negotiation interests. It had all been so vague and intangible until that time I sat in that first session. I realized, I can play a part in influencing these outcomes. Next thing you know, Negotiations Committee member, City Negotiations Chair, Vice President, President. It continues to be a rewarding experience, serving my PEA colleagues.

I see, every single day, your Stewards and your Executive Committee colleagues working to represent you and your interests. Sometimes it's "big stuff" like the complex contract negotiation processes, or helping a member navigate a possible grievance issue, or addressing a workplace safety issue. But more often, your Stewards and Exec Board are doing smaller things like coaching and supporting members who are having some difficulty with a manager relationship, or maybe are trying to constructively cooperate on a Performance Improvement Plan. Or, sometimes, we're just a resource for some small questions about benefits, or compensation, or any other number of minor but nevertheless important member concerns.

I hope to see many of you in October. Thanks for all you do in the School District and the City government. I'm proud of the important and positive role we play in serving St. Paul residents, students, businesses and visitors.

Respectfully,
Joe

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.

*** Nomination and Election Notice ***

Nominations and elections for the seven (7) executive committee positions will be held on **Wednesday October 11, 2023** during our PEA general membership meeting.

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 – *Beth Ulrich*

Vice President – *Sara Nurmela* (incumbent)

Treasurer –

Secretary – *Bri Herrera* (incumbent)

Personnel – *Patty Lammers* (incumbent)

Negotiations (SPPS) – *Mike Dosedel* (incumbent)

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

Joe Musolf has decided to step down from the President position. Beth Ulrich has served as Treasurer and is running for 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.*”

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.

* If there are new candidates, a Special Edition Election Newsletter will be sent out with submitted biographies if there are new candidates and they submit a biography by August 31. Otherwise the bios for many of the incumbents can be found at <https://peaonline.org/newsletters/> in the Elections Special 2022 newsletter under 2022.

Nominations and biographies 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.

The Corner

by Mike Wilde, Legal Counsel

Nearly every institution that you encounter or participate in throughout your life has the characteristics of change and consistency. Without these elements the organization probably wouldn't survive. This applies to a workplace, a family unit and even a holiday event. It also applies to a group of employees who work together in concerted activity for the betterment of one another's working conditions. Boil that down and we have a union. PEA is a union. And PEA certainly has change and consistency.

Change is obviously the difference from what existed before. It can be the rejuvenation and adaptation that gives the organization energy, growth and relevancy. This is extremely valuable to less formal organizations like small unions where democracy and new ideas serve as the basis for how members are served and conditions improved. We get to experience this in PEA when one of our 14 stewards decides to move on or retires. Occasionally, the successor comes in with different ideas on how to communicate with the PEA members under their care. Similarly, when committees are led by a new chair the ideas and enthusiasm are a change. Deficiencies that were once unnoticeable are now looked at with a fresh set of eyes. This helps. Change can be the lifeblood of an organization.

The same occurs on the PEA Executive Board. In the nearly 50 years that this professional union has existed we have had

professional employees volunteer to serve on a board of colleagues that they may, or may not, know. Although it is not purely volunteer, the modest quarterly stipends are never enough alone to lure members onto the Executive Board. Instead, generous and dedicated peers step forward, introduce change and strive to make sure we are improving and changing with the times. For that we are grateful.

Continuity is equally valuable. It is obviously when things stay the same. You can't get more elementary, but it carries within it consistency, process, and proven success. In PEA, the Board, stewards, and committee chairs have consistently risen to the task. These colleagues have consistently examined the problems, big and small, of their fellow workers to let members feel assure that they have advocacy in the face of job challenges.

Elections are held annually. That is a continuous process. New emerging leaders accept the challenge. They give us fresh perspective. Change. When you consider running for office, serving as steward or volunteering as a committee chair, give some thought to these two critical elements: change and continuity. Even when you are voting at the meeting this October. Remind yourself that change is worth considering and continuity keeps us on track. Both are needed. So we consistently welcome the possibility of change and in that spirit of service, we're consistent.

HELP WANTED! Website Editor

The PEA Executive Committee is looking for someone to serve as Website Editor.

Duties would include maintaining peaonline.org, uploading documents and information as needed. Would also be responsible for coordinating hosting and domain name. Position comes with dues waiver and quarterly stipend.

If you're interested or have additional questions, please reach out to PEA President Joe Musolf or Vice President Sara Nurmela.

Fall General Membership Meeting

& Executive Board Elections

Wednesday October 11, 2023

Mancini's Char House

531 7th St W, Saint Paul

5:30pm – Registration & Appetizers

6:00pm – Dinner

6:30pm – Meeting - including Elections
& gift card giveaway

Cost: FREE for Members,
\$20 for Nonmembers
(payable at the door by cash or check)

PEA's General Membership Meetings are a time to connect with other members, talk to union leadership, hear about the current state of PEA, and learn more about opportunities available to our members.

Don't know anyone who will attending? Don't worry, we'll help you get connected and meet new people!

RSVP by Friday September 29, 2023

to sara.nurmela@ci.stpaul.mn.us with your choice of entrée:
steak, chicken, walleye, or vegetarian

To request accommodations or ask questions about accessibility, please include a note with your RSVP email to sara.nurmela@ci.stpaul.mn.us to allow time to make arrangements if necessary.



Everyone represented by PEA can attend the dinner/meeting, but only members may vote and participate fully in PEA. If you are not a member, please consider becoming a member today so you can be an active participant in your Association. Attendance at a general membership in the previous year is a requirement to run for an elected position in PEA.

City Negotiations Update

by Patty Lammers, City Negotiations Chair

Our contract was approved by City Council on June 28. The negotiations team has been working with HR on implementation of the new contract. We pushed them to try to implement things as quickly as possible. While we hoped it would happen more quickly, we recognize that HR is currently working short staffed and doing their best considering all the unions are needing things at the same time. Our new contract changes are more complex than any we have had in the past, so the process of updating pay rates and receiving backpay will be handled in multiple phases.

We want everyone to stay on top of each step to ensure that you are being paid correctly. If you believe you have not been paid correctly, please let Patty know immediately so we can research it for you. patricia.lammers@ci.stpaul.mn.us

August Changes

Phase 1 – Pay Check August 11 (for pay period 7/15/23 – 7/28/23)

Everyone – Bereavement has been added as an option in TASS.

Step 8 Members – The 1% increase has been added to step 8. (see the attached salary schedule for your title and grade to determine your pay rate)

Step 1 Members – The old start step (1) is eliminated. Your updated rate will be listed on the salary chart as the new step 1. For example: On the 2021-2022 contract, Grade 11 step 1 was \$28.48. This will be adjusted to \$30.81 as of 1/1/23, and then receive the 3.5% COLA (Cost of Living Adjustment) to be \$31.89 as of 2/25/23. This will be your only step increase this year. This means some members will receive their annual step a few months early. This does not change your step schedule in the future, only this year. So if your title anniversary date is October 15, 2023, you will receive the step increase now, but will not move to step 2 until the paycheck after your title anniversary date of October 15, 2024.

** To view the updated rate on your paycheck, look at the “Rate” column in the ‘Hours and Earnings’ section of your paycheck.

Phase 2 – Pay Check August 25 (for pay period 7/29/23 – 8/11/23)

Step 1 Members – Back Pay from 12/31/22 – 7/14/23 will be on this check (13 pay periods).

Coming in September

- COLA increases
 - » HR has implemented COLA pay rate updates for many members already, but they do have until September 9 to complete this.
- Back pay for steps 2-8
- Annual steps from January – September that are due to PEA members.

Also, one additional change that you should see is if you’ve reached the \$600 city match limit on the 457(b) (Deferred Compensation) enrollments. That limit is now \$700, you should receive additional matches now until \$700 is reached. To view this, look in the “Employer Paid Benefits” section of your paycheck. It will be listed as “VOYA Roth - Match ER” or “MDCPPreTxMtch 457bER”. If you’re not enrolled in 457(b) deductions and you’ve been an employee for 1 year, please consider enrolling in deferred comp as the city will match up to \$700 into your account. (In 2024 the match will be \$800, and \$900 in 2025.)

You can get additional information and/or enroll in the deferred compensation plans by calling the plan administrators. A tax deferred 457 compensation plan is available through the State of Minnesota’s Deferred Compensation Plan and VOYA, Inc. This is available immediately upon hiring. The city match will start on day 366 of your employment. Contact Information: MNDCP 800-657-5757 or 651-296-2761; VOYA 800-262-3862

We will let you know if anything on the schedule changes and will send out the detailed September information later in the month.

A Negotiated Win for City PEA Members' Safety – But we need your participation!

When the City Negotiations Committee began our work of listening to our members one of the top priorities that emerged among members was workplace safety. We heard from members across departments and locations there were a variety of safety concerns that needed to be discussed. When we entered negotiations, we knew that we had to keep this priority as a must for members. It may not bring members financial gain, but we knew that was affecting members quality of life and work. Some of the safety concerns we heard from members included:

- Safety coming to and from workspaces
- Not feeling safe while at work
- Having to deal with clients/patrons that can be dangerous or items that can be dangerous
- Pest infestations
- Unequal application of policies regarding emergencies (weather, bomb threats, etc)

We raised many of these concerns during our contract talks and let it be known we needed action on these issues. We came to agree that addressing these issues would need a longer-term strategy than just our negotiations, so we agreed to create our new PEA member Safety LMC (Labor Management Committee). This safety LMC is in effect for the duration of our contract. The memorandum of agreement states we have 180 days to create this new committee. However, the sooner we are ready on our end; the sooner we can push the city to begin. We heard from many that issues were urgent, so we need to step up immediately to make this happen.

So what are our next steps and how can you help make this a success?

We need those members who raised concerns to be a part of the LMC. We want members of different backgrounds/skills, departments, and locations so we can ensure we are representing the various concerns raised. The first steps of the LMC will be to determine when it meets, create policy for the committee, and establish pay status for time required to participate. These steps will establish the foundation for how this committee will be driven and what it can accomplish. The committee will focus on facility safety, safety training, hazardous material exposure and crisis intervention, but will not be limited to just those items.

I have committed to seeing this through and am willing to be a part of this committee; **now who among PEA members would like to serve with me?** Please email me your interest by September 15th.

Sincerely,
Patty Lammers
City Negotiations Chair
patricia.lammers@ci.stpaul.mn.us



Professional Employees Association

CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

www.peaonline.org

Executive Committee

President	Joe Musolf <i>joemusolf@ci.stpaul.mn.us</i>	PED – 1100 City Hall Annex, 25 W. 4th St., 55102	651-266-6594
Vice President	Sara Nurmela <i>peanewsletter@gmail.com</i> <i>sara.nurmela@ci.stpaul.mn.us</i>	HREEO – 280 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8974
Treasurer	Beth Ulrich <i>beth.ulrich@ci.stpaul.mn.us</i>	PED – 1100 City Hall Annex, 25 W. 4th St., 55102	651-266-6689
Secretary	Brianna Herrera <i>brianna.herrera@spps.org</i>	1930 Como Ave., 55108	651-744-1807
Personnel	Mary Henke-Haney <i>mary.henke-haney@ci.stpaul.mn.us</i>	1100 North Hamline Ave., 55108	651-248-6500
School Negotiations	Mike Dosedel <i>michael.dosedel@spps.org</i> <i>peanegotiations.spps@gmail.com</i>	360 S. Colborne St., 55102	
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)	Kathleen Conger <i>kathleen.conger@ci.stpaul.mn.us</i>	George Latimer Central Library 90 W 4th Street, 55102	651-266-7000
LMCHC (SPPS)	Laurie Niblick <i>laurie.niblick@spps.org</i>	360 Colborne St., 55102	651-603-4347
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>		651-695-3700
Libraries			
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	JD Miller <i>jd.miller@ci.stpaul.mn.us</i>	1200 City Hall Annex, 25 W. 4th St., 55102	651-266-6730
Parks & Recreation	Adam Strehlow <i>adam.strehlow@ci.stpaul.mn.us</i>	1100 Hamline Ave N, 55108	651-632-2432
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	Pam Bookhout <i>pamela.bookhout@spps.org</i>	1930 Como Ave., 55108	651-744-5475
School District	Alexander Corey <i>alexander.corey@spps.org</i>	360 Colborne St., 55102	651-744-4387 work cell: 612-409-2869
Water	Sarah Brown <i>sarah.brown@ci.stpaul.mn.us</i>	1900 Rice St., 55113	651-266-1635