



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 be attending? Don't worry, we'll help you get connected and meet new people!

RSVP by end of workday Wednesday October 4, 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.

*** 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 – *Mary Henke-Haney* (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.

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.

Beth Ulrich – President candidate

I am a 26-year employee of the City of Saint Paul, currently managing the City's federal HUD entitlement grants. I am fortunate to be in a position that allows me to be a mentor and foster growth in the career paths of the next generation of City employees and PEA members while managing programs that make positive impacts in the lives of the residents and business owners in the City.

It has been my pleasure to serve as your Treasurer since 2019. 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 being elected treasurer, I was actively involved in PEA as a steward for PED. It's been an honor serving with such a dedicated group that advocates for its members with integrity and professionalism.

I would appreciate your support in this election so that I can continue to serve PEA in a new capacity as President.

Sara Nurmela – Vice President (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, secretary from 2014-2022, and Vice President since January 2023.

Currently I work as a Senior 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!



**Professional
Employees
Association**

Kelsey Curran – Treasurer candidate

Hi members, my name is Kelsey Curran. I've been an active PEA member since joining the Saint Paul Public Schools team in 2009, have served as Steward for two years, and was part of the Negotiations committee during the last round of School Negotiations. I value the work our Union does for its members; the passion our leadership has for the work and the people is unmatched! It's been an honor to step into a more active role with PEA over the past few years. I have greatly enjoyed serving and getting to know more of my colleagues and what they do through the Steward role. It is amazing what a diverse, highly-skilled, professional group of people PEA serves!

I am currently a Research Analyst in the Department of Research, Evaluation, and Assessment. I work with data to inform instruction and curriculum, meet state and federal reporting requirements, and report out to the media and the public. Accuracy, attention to detail, timely delivery of information, and clear communication are essential in my role, and these skills would serve me well if you give me the opportunity to serve as PEA Treasurer. Time spent growing up in my family's small business also gave me experience with book-keeping and fiscal responsibility. I welcome the opportunity to do more for PEA, and appreciate your consideration of me as Treasurer.

Bri Nyquist – Secretary (incumbent)

I have been an active PEA member since the beginning of my employment with SPPS, and I have served as a steward for over four years. It has been my pleasure to serve as the PEA secretary for the past 10 months. I believe it's important to have a balance a City and Schools representation on the executive board to ensure that all members' voices are heard. It has been an honor to be a part of a union that puts its members first. I appreciate the dedication and professionalism that our executive board has displayed during my time in PEA. Thank you for considering me!

Patty Lammers – City Negotiations Chair (*incumbent*)

I am crime prevention specialist with SPPD and have been a PEA member since 2017. I have been an active member since joining PEA by serving as a steward for Police, Fire, and CAO. I started serving on city negotiations committee 4 years ago and become chair of the committee two years ago. I led our last contract cycle which saw PEA receive a 3-year contract that includes several new benefits including: bereavement, additional deferred comp, additional vacation, family leave, performance pay, accelerated steps and COLA. I want to continue to serve as chair because I feel like my work is not complete with the new contract. I want to work with members to ensure we maximize our new benefits especially working to prepare members for performance pay success by creating some member learning opportunities.

Michael (Mike) Dosedel – School Negotiations Chair (*incumbent*)

Hi, I am Mike, and I work for St. Paul Public Schools in the Research Evaluation Assessment Department. I am a Program Evaluator, and our office is on the bridgeview side of the 2nd floor of 360 Colborne. Stop by and say hi. I have been in this position for nearly two years and previously worked as a special education teacher. In my home life, I love the outdoors, mountain biking, and chasing around my 2-year-old (Noel). Working as a special education teacher, I saw the value of unionization. In my current position, I am excited to be more involved in PEA and have a place to advocate for our members. I was lucky enough to get appointed this spring to the negotiations chair position on an interim basis. I am looking forward to (with your vote) leading us through this year's negotiations and beyond.

Mary Henke-Haney – Personnel Chair (*incumbent*)

Hi PEA! I've been honored to be your Personnel Chair for the past nine months, and I'd like to continue in this role for the next year!

I grew up and live right here in Saint Paul, and have a potentially unreasonable amount of Saint Paul themed art around my house. I work for the City as the Education Coordinator for the Natural Resources team within Parks and Rec. In that role I develop and lead nature-based programming for folks of all backgrounds and abilities to help us all better understand that Saint Paul is an ecosystem with many diverse and interconnected parts that rely on each other to survive and thrive. You're all welcome to come out to an event sometime: catch some bugs, skip some stones on the river, or prowl for owls with us right here in town.

As Personnel Chair, I am the keeper of the member list. I process new folks we represent, and work with our Outreach and Education folks from the City and Schools to make sure new folks know who we are. As a union, we are only as strong as our membership, so I'm always looking for ways that we can do better. I'm open to suggestions and ideas if you ever have them.

I also serve on your executive board and do my best to make sure diverse perspectives are being heard in our deliberations.

I'm happy to be available and talk if and when you have questions.

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 General Membership meeting – April 11, 2023

Held at Joseph's Grill

Attendees

Executive Board: Mary Henke-Haney, Bri Herrera, Patty Lammers, Joe Musolf, Sara Nurmela, Beth Ulrich, Mike Wilde

Stewards & Other special committee reps: Laurie Niblick, Karin Anderson, Michelle Bergman-Aho, Tim Buer, Anne Ahiers, Pamela Bookhout, Peter Borgen, Kathleen Conger, Kelsey Curran, Jean Filipkowski, JD Miller, Warsame Shirwa, Adam Strehlow, Bill Vos,

Attendees: Dan Aliperto, Julie Anderson, Brian Bergstrom, Ann Blaser, James Brown, Jasmine Caldero, Lydia Campbell + guest, , Liz Carey-Linskey, Blake Castagneri, Mike Christen, Jen Clark, Kathleen Cleary, Charlie Colvin, Erin Dimond, Rosemary Dolata, Michael (Mike) Dosedel, Kenneth (Kenny) Ekblad, Paul Fleege, Sarah Gerdes, Gary Grabko, Laura Haynssen, Katie Hemsworth, Sarah Jenkins, Henry Jerome, Jason Jones, Erin Kayser, Natalie Kelley, Sandy Kimbrough, Rebekah Marty, Alex Miller, Elsa Mundt, Brigid Murphy, Jennifer (Jenni) Peredia, Derek Peterson, Clare Pillsbury+ guest, Anna Potter, Jeannette Rebar, Dennis Rosemark, Anne Ross, Peter Rudrud, Paul Sawyer, Jimmy Shoemaker, Marika Staloch, Elizabeth Stiffler, Alicia Thoj, Zong Vang, Ashley Verdeck, Angela Vreeland, Rachael Weiker, Amanda Xiong, See J (CJ) Yang, Youa Yang

Total 75 attendees

2 of those were +1 guests, 1 non-member

Meeting called to order at 6:36 pm

Introduction of stewards and executive board.

Secretary's Report:

Previous minutes from the October 25, 2022 general membership meeting approved as written.

Motion by Gary Grabko and seconded by Patty. Approved by present.

Treasurer's Report:

March 2023 month end balance = \$110,383.33

February 2023 month end balance = \$112,970.20 (-\$2,586.87)

March 2022 = \$109,204.91 (+\$1,178.42)

Funds are stable.

There were questions about expenses at the last stewards' meeting. The majority of our funds go to legal expenses, then payroll & payroll taxes, no office fees, misc. office supplies and website fees.

Question – where are accounts held? The city/county credit union, CD, money market account. We try to take advantage of earning additional money through interest.

Personnel:

City – 308 total represented, 40 are non-members

SPPS – 111 total represented, 23 are non-members

Total = 419 represented, 63 are non-members

There are 15 new members, 4 new non-members, 9 pending members, and 12 employees that were either laid off, resigned, retired, on a LOA, or changed unions.

Question – do we have demographic information (not personal, but duration of membership). Mary has access to hiring dates and can provide at the next meeting. There is a lot of effort put into capturing new members. Most often, people make their union to join the union at the beginning of their employment. Sometimes they join around contract negotiations. PEA has two positions dedicated to member outreach. After the Janus ruling, PEA enacted a legal service fee for non-members and gained new members. Stewards and members are a critical part of member outreach.

PEA increased membership after the Janus decision, but many unions have suffered greatly.

School District Negotiations:

No updates.

City Negotiations:

Special thank you to the committee. Negotiations are still underway, and significant progress was made today.

Deferred comp - \$100 increase per each year of the contract.

Overall package looking at significant step changes. Negotiations are ongoing for COLA, and there is a tentative agreement on longevity pay.

Bereavement pay is another area still in discussion.

Patty would like to send out another update in April, but it may come in May.

Patty is happy to answer any questions about negotiations.

Question - who sits across the table? It changes at each negotiation.

Question - Is performance pay going to be tied to performance reviews? Yes. Unless you have an unsatisfactory review, you will get 1% increase at a minimum. Supervisors will have to give reviews if they have not been. Yearly reviews are required once per year per civil service rules.

Question – Has paternity leave been discussed? It is currently on the table.

Question – any movement on vacation time? TBD

Next scheduled meeting is April 20. Patty is optimistic that there will be a tentative agreement.

Once tentative agreement is reached, membership will vote on the agreement. There will likely be some informational sessions with members prior to the vote.

Special Committee – Meeting Accessibility:

No updates

President:

The Executive Board is excited to have the meeting at full capacity. We will look into reserving a larger room for future meetings.

Percentage of membership that has opted to remain members has remained constant. Finances have remained stable. Health of our organization is strong in member engagement. Attendance at meetings is good. There is lots of feedback when PEA asks for feedback about contract negotiations.

PEA should have a focus on education and communication to membership. Joe is pushing the executive board to work on these two areas. He put a 15 min module together about how PEA works. Joe is going to deliver this through a Zoom meeting so it can be recorded and distributed to new members. Other topics may include: classified vs. unclassified, contract vs. civil service rules, and the discipline process. Let Joe know if there are other topics you would like to learn about.

There is a vacancy for Schools negotiations chair. A couple Schools members have expressed interest. The Board is reviewing bylaws to determine eligibility. The hope is that interested members will run at the October meeting.

Question – City management sent a survey to employees. Will we see the results? Joe is unsure, but would like to press the city for results.

Legal Counsel Repost:

Mike provides some background information about PEA:

In 1935 the Wagner Act passed, which gave employees the right to form unions. In 1970 there was a teachers' strike in MN. In 1971 MN passed PELRA (Public Employment Labor Relations Act). In 1988 Schools began to be represented by PEA. Mike was hired in 1995 by PEA. PEA currently represents 419 employees, which is the most we've ever had.

PEA is an independent union, and we are not member of AFL-CIO. PEA has some of, if not the lowest, dues in the state. We have our own constitution and bylaws.

In the 90s, PEA was located near St. Peter Street. Then PEA moved to the Empire Building. In 2016, we became rent free. Mike is also the director of a small non-profit, and PEA documents and meetings are held there.

PEA represents professional employees. Generally, this means members hold a college degree. We represent full-time and part-time employees. We also represent temp employees after 67 days on the job. We represent provisional employees and classified and non-classified employees.

Meeting Adjourned at 7:36 pm



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