



The Corner

by Mike Wilde, Legal Counsel

Has there ever been a time when people did not think they were living in interesting times? Nevertheless, it sure seems that these are more *interesting* than any time I can recall. None of the PEA readers out there needs another layer of news or current events. So, I'll try instead to use relevant examples to show the impact on public employees.

The difference between a strategy and a tactic is usually overlooked or ignored all together. A strategy is a plan created to reach a specific aim. A tactic however is an action or technique to carry out a plan. Several tactics could be employed to reach the eventual goal according to strategy.

If a large employer had the ultimate aim of reducing its workforce, federal employees for example, rather than calling for mass layoff based on an across-the-board reduction in force (RIF) it could create a strategy. By offering two million employees an early retirement buy-out then the goal of reducing workforce could be accomplished. Just imagine how some employees, especially the ones who did not like the direction of its employer, would consider accepting the buy-out. A strategy of removing the less loyal workforce could be accomplished. Sound familiar in these first two weeks of national events?

Now imagine that at the same time the offer is being made the same employer freezes all funding to programs. The employer has used a tactic that reminds everyone including the workers that their programs, often their very employment, is in jeopardy of being eliminated. The buy-out incentive becomes even more enticing. Even if the threat of de-funding is rescinded (for now) the message

is sent. The larger strategy of reducing the workforce by removing the dissenters by their own choice becomes more likely. There are less seniority concerns, less opposition, less litigation and greater internal loyalty, or submission. Who knows how many accepted? Will they ever get paid?

A simple tactic used on labor relations closer to home is often used in bargaining. An employer might suggest incentives or benefits that appear financially enticing to the employees. The union might tweak or clarify the terms of the incentive, but it is reluctant to reject such benefits considering it monetarily benefits the employees for whom the union bargains. The tactic sometimes used is to offer the benefit on the condition that it cannot be challenged through the grievance procedure. The enforcement mechanism is tactically removed from the benefit thereby making it procedurally unenforceable.

The larger risk to accepting this condition is that yet another facet of employment compensation is beyond challenge. The contract gets weaker. If PEA accepts such a caveat it allows for another exception to the enforceability of our collective bargaining agreement. When things go fine, they are unnoticed. The first time there is a critical dispute or misapplication, the employer will remind the union that it has no way to enforce the agreement. It's left for the employer to decide. Contracts need to be enforceable... otherwise they are merely policies.

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.

City Negotiations Update

by Patty Lammers, City Negotiations Chair

Committee Members

Are you interested in ensuring we get the best contract we can? We are seeking new committee members for the negotiations team. The team consists of 5-6 six members that will work over 2025/2026 to seek member input, prioritize needs, draft out contract changes, and negotiate with HR staff for the new contract. We will start meeting in April to gather our plan for member input and then in fall work together to prepare our requests to the city. Full negotiations won't start till late fall/early 2026. The time commitment is smaller in the beginning but will need more time during actual negotiations. If you are interested in joining the team please contact me at patricia.lammers@ci.stpaul.mn.us

Equity Goals & Performance Pay

This is the first year that an equity goal will be part of performance pay for those who qualify. The city has just come out with the citywide goals for 2025 for us to use when crafting our performance goals.

The goals are:

- Build a Workforce that Reflects Our City
- Onboarding Employees and Workplace Culture
- Become a Learning Organization

Details of each goal and additional information about the performance pay procedure can be found on the PEA website.

We recently held a performance pay refresher for members to help understand the process, timelines, and goals. If you missed it or were not able to attend, we have posted a recording of the afternoon session on the PEA webpage at the bottom of the contracts page. <https://peaonline.org/contracts/>

As always if you have any questions or concerns, please feel free to reach out to me.

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



City employees – heads up about the transition from TASS timekeeping to Infor Workforce Management

OTC is excited to announce that we will be transitioning from TASS to Infor Workforce Management (WFM) as our new enterprise time management software. This transition will take place over a phased timeline (see timeline below). Additional information, including a SharePoint page and training schedules, will be shared by citywide email during the week of 02/10/25.

TASS to WFM Phased Timeline

Phase 1: City Council, CAO, HREEO, HR, Mayors Office, OFS, OTC, Public Health (April 5, 2025)

Phase 2: DSI, Libraries, PED (April 19, 2025)

Phase 3: Fire (May 3, 2025)

Phase 4: Police (May 17, 2025)

Phase 5: Water (August 9, 2025)

Phase 6: Parks (September 6, 2025)

Phase 7: Public Works (October 18 2025)

We are working on finalizing reservations for the April & October general membership meetings, and the July stewards meeting.

An invite for the spring general membership meeting will be distributed as soon as we have the details settled.

Thank you for your patience!



Professional Employees Association

CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

www.peaonline.org

Executive Committee

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
Vice President	Sarah Brown <i>sarah.brown@ci.stpaul.mn.us</i>	SPRWS – 1900 Rice St., 55113	651-266-1635
Treasurer	Kelsey Curran <i>kelsey.curran@spps.org</i>	360 Colborne St., 55102	651-767-8115
Secretary	Joe Musolf <i>joe.musolf@ci.stpaul.mn.us</i>	1100 City Hall Annex, 25 W. 4th St., 55102 55102	651-266-6594
Personnel	Mary Henke-Haney <i>mary.henke-haney@ci.stpaul.mn.us</i>	1100 North Hamline Ave., 55108	651-632-2427
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>	353 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>	Sun Ray Library 2105 Wilson Ave, 55119	651-266-7000
LMCHC (SPPS)	vacant		
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>	Claire Huber <i>claire.huber@ci.stpaul.mn.us</i>	Libraries (SPPL) – 90 W 4th St., 55102	651-266-7475
Mailing Address	Professional Employees Association	PO Box 7333 Saint Paul, MN 55107-0333	

Stewards

Police, Fire, Emergency Management, Public Health	Derek Peterson <i>derek.l.peterson@ci.stpaul.mn.us</i>	367 Grove St., 55101	651-266-5725
CAO, DSI	Jean Filipkowski <i>jean.filipkowski@ci.stpaul.mn.us</i>	CAO – 500 City Hall, 15 Kellogg Blvd. W., 55102	651-266-6262
OFS	vacant		
Libraries	Peter Borgen <i>peter.borgen@ci.stpaul.mn.us</i> <i>PeterBorgenUnionSteward@gmail.com</i>		651-695-3700
Libraries	Sarah Gerdes <i>sarah.gerdes@ci.stpaul.mn.us</i>		651-266-7482
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	Jenn Dull <i>jennifer.dull@ci.stpaul.mn.us</i>	1100 City Hall Annex 25 W. 4th St., 55102	651-266-8498
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	Annie Ross <i>annie.ross@spps.org</i>	360 Colborne St., 55102	651-632-3777
School District	Pam Bookhout <i>pamela.bookhout@spps.org</i>	1930 Como Ave., 55108	651-744-5475
School District	Alex Miller <i>alex.miller@spps.org</i>	1930 Como Ave., 55108	612-437-2767
School District	Laurie Niblick <i>laurie.niblick@spps.org</i>	360 Colborne St., 55102	651-603-4347
Water	Blake Castagneri <i>blake.castagneri@ci.stpaul.mn.us</i>	1900 Rice St., 55113	651-266-6267