



## INSIDE

### Negotiations Updates

City currently in negotiations, join the SPPS negotiations team

### Upcoming meetings

### Reminder: Review your paystub

## 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.

## The Corner

By Mike Wilde, Legal Counsel

There's a familiar feeling in the air - you know that feeling - that we're just around the corner from spring, which means spring cleaning is nearly here too. Perhaps you're one of those individuals who enjoys annual decluttering, refreshing and deep cleaning that comes after a long winter. I am. But while growing up I recall my mother saying, "if you keep up, you never fall behind." That was her shorthand logic of instilling in all of us kids a sense of gentle persistence. So, here's the segue... It applies to household maintenance as much as it does to employment or organizational vigilance. This guardedness helps preserve your work environment, but also protects your hard earnings.

Three areas that are worthy of attention are going to be touched upon in this article.

They are

- 1) your paycheck
- 2) professional services in the public sector and
- 3) the new employee.

**Check your check:** Whether it was from your college career counselor, a tax preparer or a mentor you might have had in your first full-time job, you've likely heard the sage advice to save your employment records. Specifically, I was taught to inspect my paystub and make sure that I understood everything on the document. Then - save it! I have no idea what percentage of people actually review their pay stubs, but over 76% of surveyed Americans receive their pay stubs electronically. I'm pretty confident that if you don't touch it (i.e. electronic receipts), you probably don't inspect it either. Sure, they're saved online as is everything now. But do you review them?

I've seen wage theft claims against employers in the private sector that were successful simply because one worker saved all of his paystubs over the years. PEA has been involved in several payroll mistakes over the years. We have seen delayed promotion pay, incorrect vacation accruals, and a fair number of errors over leave time. Our school district members are even under the contractual requirement to review their paycheck or run risk of losing out on delayed claims that you were underpaid. It's important, for everyone, check your check.

**Contingent Workforce:** There are certain safeguards against the overuse of temporary or provisional workers in the Civil Service Rules. Similar protections exist implicitly and explicitly under PEA's contracts. Don't let the names temporary or provisional confuse you. Workers could also be called independent contractors, part-time recent retirees or the ever-fashionable consultants. Why does this matter? These types of workers, by whatever euphemism they're given, are low-cost labor. And the more an employer can utilize cheap labor, the more threatened, limited and devalued are the professional workers whose earnings and benefits are negotiated through collective bargaining. Anyone who doubts that this can happen in government employment has already forgotten about DOGE and the lessons its

teaching about slashing government workers, only to meet the required tasks by less expensive means.

A contingent workforce doesn't have benefits and they don't join together to improve their conditions. But you do. PEA has an enforceable contract that sustains families and careers. To avoid pitting our members against a workforce that can do part of your job, some of the time for half of the compensation, we must be watchful. Know who is working in your departments. This simple awareness is almost the exclusive responsibility of you. Full-time, professional careers with benefits and reasonable security are worth protecting. Beware of the contingent workforce.

**Complacency:** As of the last meeting, PEA has 81% membership in our bargaining unit. So roughly 90 people joined the professional ranks of either the City or School District and either declined union representation or were unaware of the advantages, therefore neglected to join. Non-members probably don't know that for nearly 50 years the professional staff in St. Paul's public sector have outpaced supervisors in vacation, exceeded technical workers in earnings and surpassed most other unions in benefits. With the lowest dues in the state, we still offer constant communication and quick access to PEA's leadership, stewards or legal counsel.

Furthermore, the membership voted overwhelmingly after the 2018 *Janus* decision from the United States Supreme Court that only members would get legal services and union representation for grievances, arbitrations and similar matters. It is usually an uncomfortable decision when non-members reach out seeking assistance or advocacy only to learn, or be reminded, that they're decision to forego membership is a rejection for future representation. Most seek to reverse that decision by joining and awaiting the eligibility period.

The helpful step for current PEA members is to welcome new employees into your department. Not by email, but by a friendly visit and a positive greeting. If the new employee now holds a professional title, tell them about the Professional Employees Association and invite them to join. You can even plan to attend the next general membership meeting in May. Dinner is on us.

## Spring General Membership Meeting

Wednesday May 13, 2026

@ TST Creative Catering / Ideal Hall  
1494 Dale St N, Saint Paul

5:30 pm - Check in & social time; 6:00 pm - Dinner

Invitation with full meeting details will be sent out soon via your steward.

In the meantime, please contact VP Sarah Brown with questions  
or to RSVP early: [sarah.brown@ci.stpaul.mn.us](mailto:sarah.brown@ci.stpaul.mn.us)

---

# City Negotiations Update

By Patty Lammers, City Negotiations Chair

The negotiations team is hard at work. We are currently meeting with the city to further secure our contract. We hope to have a tentative agreement in the near future. Once we have tentative agreement the following will happen.

1. We will schedule in person and on-line review sessions where we will walk thru the contract changes and provide you copies of the proposed contract changes.
2. We will schedule a contract vote. This will happen electronically, and an email will go out with the link and timeline for voting.
3. We will announce the results of the vote. If members approve, we would contact the city and let the process move forward to city council for approval. If members reject the proposed contract, we would re-enter negotiations and possible mediation.

## Upcoming Meetings 2026

**May 13** (Wednesday) –  
General Membership Meeting,  
@ Ideal Hall / TST Creative Catering

**August 11** (Tuesday) –  
Executive Board, Stewards +  
Other Staff Meeting  
@ Gnome Craft Pub

**November 4** (Wednesday) –  
General Membership Meeting,  
@ Mancini's

# SPPS Negotiations Update

By Steve Mundt, School District Negotiations Chair

Our current PEA/SPPS contract expires on June 30, 2026, and contract negotiations are just around the corner. PEA seeks 5-10 volunteers for the SPPS Negotiations Committee to help create and negotiate the next contract. The Negotiations Committee will meet several times, starting in April, to develop a member outreach strategy, analyze the subsequent feedback, and draft an opening offer to the District. The Table Committee, a 2-3 person sub-committee, will then represent PEA with District negotiators and will likely meet several times to consider offers and counter offers. During negotiations, the larger Negotiations Committee members are contacted on an as-needed basis until a final agreement is reached.

This is an exciting opportunity to represent your fellow PEA members. Whether you are a past committee member, or you are new to the process and looking to jump in, please contact me via email: [steven.mundt@spps.org](mailto:steven.mundt@spps.org) with the subject "PEA Negotiations Committee."

## PEA needs a newsletter editor!

As you can tell this newsletter looks a little different. Sara no longer has access to the Adobe suite, and this one was cobbled together in Word. (ugh)

*What's needed?*

Assemble/design of quarterly newsletters (4 per year) to be distributed to membership, with a possible additional 'special edition' elections newsletter (if needed).

*Why should I consider this?*

- It is a good way to get more involved with PEA
- Pay: \$100 per newsletter, and monthly union dues are waived.

If you have the skillset to create a newsletter, are a member in good standing, and are interested in this role, or if you have any questions please reach out to Sara Nurmela at [sara.nurmela@ci.stpaul.mn.us](mailto:sara.nurmela@ci.stpaul.mn.us)

# New year, new payroll deductions

By Sara Nurmela, PEA President with assistance from member Pa Lee

Consider this article your yearly reminder to **review your paystubs**. With the change to a new year, you should be sure that the deductions listed on your paystub match your open enrollment elections.

If you're not in the regular habit of checking your paystubs, here are some things you should be keeping an eye on each payday.

- Pay start & end date, and 'advice date' / check date
- Hours and pay description - some of the common rates seen on city checks are: Regular Pay, Holiday Benefit, Sick, Vacation
- Pay rate(s)
- Longevity pay - (city contract - shows as LNGVTY on paystub)
- Taxes
- Deductions - both pre-tax & after-tax. Some deductions are made 26 times a year, some made 12 times a year, and some 24 times a year.
  - *City employees:* To see which deductions are taken out of your check and how often, look for the current year's payroll deduction schedule. It can be found on Saint Paul Connect here [Payroll Deductions](#) (only viewable by city employees with credentials logged in)
- Deposit account(s)
- Net pay

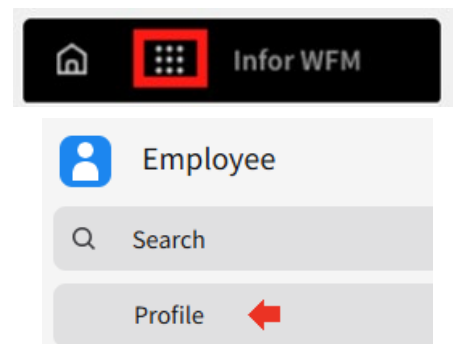
The abbreviations used for descriptions listed in deductions, taxes, and benefits can be confusing. Use information from open enrollment to help decipher what each deduction is for. If you have a question about what a certain description code is, reach out to your payroll specialist.

On City checks common abbreviations used in descriptions: "ER" = employer-paid and "EE" = employee paid.

*Additional Information for City employees - Check your estimated vacation and sick accrual balances:*

To view your future estimated vacation and sick accrual balances:

1. Navigate to Global HR within Infor. If you do not have an open tab, use the 3x3 dotted icon in the top left to open "Applications" and find Global HR.
2. Click on your employee profile.
3. Click "Future Accruals". This will take you to a dashboard titled "My Future Accrual Estimates". Future accruals are highlighted in purple on each payday of the calendar. To view a list of future accrual estimates, click on the chart options button at upper right and select "List for 'My Future Accrual Estimates'".



NOTE:

- Accruals are reset every Saturday after payday and are based on any **vacation or sick leave** taken during the previous pay period.
- The amounts displayed are **estimates** and should be treated accordingly.

If you have specific questions about information on your paystub, reach out to your Human Resources liaison or payroll. If you have contract-related questions about something on your paycheck, reach out to your PEA steward.

Find the current PEA contracts here: [Contracts - Professional Employees Association](#)

Many thanks to Pa Lee for her assistance in gathering this info!

## Executive Committee

<b>President</b>	<b>Sara Nurmela</b> <a href="mailto:sara.nurmela@ci.stpaul.mn.us">sara.nurmela@ci.stpaul.mn.us</a> <a href="mailto:peanewsletter@gmail.com">peanewsletter@gmail.com</a>	HREEO - 280 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8974
<b>Vice President</b>	<b>Sarah Brown</b> <a href="mailto:sarah.brown@ci.stpaul.mn.us">sarah.brown@ci.stpaul.mn.us</a>	SPRWS - 1900 Rice St., 55113	651-266-1635
<b>Treasurer</b>	<b>Kelsey Curran</b> <a href="mailto:kelsey.curran@spps.org">kelsey.curran@spps.org</a>	360 Colborne St., 55102	651-767-8115
<b>Secretary</b>	<b>Joe Musolf</b> <a href="mailto:joe.musolf@ci.stpaul.mn.us">joe.musolf@ci.stpaul.mn.us</a>	1300 City Hall Annex, 25 W. 4th St., 55102 55102	651-266-6594
<b>Personnel</b>	<b>Mary Henke-Haney</b> <a href="mailto:mary.henke-haney@ci.stpaul.mn.us">mary.henke-haney@ci.stpaul.mn.us</a>	1100 North Hamline Ave., 55108	651-632-2427
<b>School Negotiations</b>	<b>Steve Mundt</b> <a href="mailto:steven.mundt@spps.org">steven.mundt@spps.org</a>	1930 Como Ave, 55104	651-428-8144 cell
<b>City Negotiations</b>	<b>Patty Lammers</b> <a href="mailto:patricia.lammers@ci.stpaul.mn.us">patricia.lammers@ci.stpaul.mn.us</a>	367 Grove St., 55101	651-266-5455

## Staff & Others

<b>Legal Counsel</b>	<b>Mike Wilde, Esq.</b> <a href="mailto:mike.wilde24@gmail.com">mike.wilde24@gmail.com</a>	353 7th St. W Saint Paul, MN 55102	612-227-8425
<b>Member Outreach &amp; Education Coordinator</b>	<b>Michelle Bergman Aho</b> <a href="mailto:michelle.bergman-aho@spps.org">michelle.bergman-aho@spps.org</a>	1930 Como Ave., 55108	651-744-2226
<b>Member Outreach &amp; Education Coordinator</b>	<b>Tim Buer</b> <a href="mailto:tim.buer@ci.stpaul.mn.us">tim.buer@ci.stpaul.mn.us</a>	1225 Estabrook Dr., 55103	651-487-8271
<b>LMCHI (City)</b>	<b>Kathleen Conger</b> <a href="mailto:kathleen.conger@ci.stpaul.mn.us">kathleen.conger@ci.stpaul.mn.us</a>	Sun Ray Library 2105 Wilson Ave, 55119	651-266-7000
<b>LMCHC (SPPS)</b>	<b>Katie Merten</b> <a href="mailto:katie.merten@spps.org">katie.merten@spps.org</a>	1930 Como Ave., 55108	651-263-1568
<b>Newsletter</b>	<b>Sara Nurmela</b> <a href="mailto:peanewsletter@gmail.com">peanewsletter@gmail.com</a>	HREEO - 280 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8974
<b>Webpage</b> <a href="http://www.peaonline.org">www.peaonline.org</a>	<b>Claire Huber</b> <a href="mailto:claire.huber@ci.stpaul.mn.us">claire.huber@ci.stpaul.mn.us</a>	Libraries (SPPL) - 90 W 4th St., 55102	651-266-7475
<b>Mailing Address</b>	<b>Professional Employees Association</b>	PO Box 7333 Saint Paul, MN 55107-0333	

## Stewards

<b>Police, Fire, Emergency Management, Public Health</b>	<b>Derek Peterson</b> <a href="mailto:derek.l.peterson@ci.stpaul.mn.us">derek.l.peterson@ci.stpaul.mn.us</a>	367 Grove St., 55101	651-266-5725
<b>CAO, DSI</b>	<b>Jean Filipkowski</b> <a href="mailto:jean.filipkowski@ci.stpaul.mn.us">jean.filipkowski@ci.stpaul.mn.us</a>	CAO - 500 City Hall, 15 Kellogg Blvd. W., 55102	651-266-6262
<b>OFS</b>	<b>Andrei Hahn</b> <a href="mailto:andrei.hahn@ci.stpaul.mn.us">andrei.hahn@ci.stpaul.mn.us</a>	OFE - 700 City Hall, 15 Kellogg Blvd. W., 55102	651-266-8874
<b>Libraries</b>	<b>Peter Borgen</b> <a href="mailto:peter.borgen@ci.stpaul.mn.us">peter.borgen@ci.stpaul.mn.us</a> <a href="mailto:PeterBorgenUnionSteward@gmail.com">PeterBorgenUnionSteward@gmail.com</a>		651-695-3700
<b>Libraries</b>	<b>Sarah Gerdes</b> <a href="mailto:sarah.gerdes@ci.stpaul.mn.us">sarah.gerdes@ci.stpaul.mn.us</a>		651-266-7482
<b>OTC, HREEO</b>	<b>JD Miller</b> <a href="mailto:jd.miller@ci.stpaul.mn.us">jd.miller@ci.stpaul.mn.us</a>	1200 City Hall Annex, 25 W. 4th St., 55102	651-266-6730
<b>Parks &amp; Recreation</b>	<b>Adam Strehlow</b> <a href="mailto:adam.strehlow@ci.stpaul.mn.us">adam.strehlow@ci.stpaul.mn.us</a>	1100 Hamline Ave N, 55108	651-632-2432
<b>Parks &amp; Recreation - Zoo &amp; Conservatory</b>	<b>Anne Ahiers</b> <a href="mailto:anne.ahiers@ci.stpaul.mn.us">anne.ahiers@ci.stpaul.mn.us</a>	1225 Estabrook Dr., 55103	651-487-8274
<b>PED</b>	<b>Jenn Dull</b> <a href="mailto:jennifer.dull@ci.stpaul.mn.us">jennifer.dull@ci.stpaul.mn.us</a>	1100 City Hall Annex 25 W. 4th St., 55102	651-266-8498
<b>Public Works</b>	<b>Bill Vos</b> <a href="mailto:bill.vos@ci.stpaul.mn.us">bill.vos@ci.stpaul.mn.us</a>	900 City Hall Annex, 25 W. 4th St., 55102	651-266-6113
<b>School District</b>	<b>Annie Ross</b> <a href="mailto:annie.ross@spps.org">annie.ross@spps.org</a>	360 Colborne St., 55102	651-632-3777
<b>School District</b>	<b>Pam Bookhout</b> <a href="mailto:pamela.bookhout@spps.org">pamela.bookhout@spps.org</a>	1930 Como Ave., 55108	651-744-5475
<b>School District</b>	<b>Alex Miller</b> <a href="mailto:alex.miller@spps.org">alex.miller@spps.org</a>	1930 Como Ave., 55108	612-437-2767
<b>School District</b>	<b>Laurie Niblick</b> <a href="mailto:laurie.niblick@spps.org">laurie.niblick@spps.org</a>	360 Colborne St., 55102	651-603-4347
<b>Water</b>	<b>Blake Castagneri</b> <a href="mailto:blake.castagneri@ci.stpaul.mn.us">blake.castagneri@ci.stpaul.mn.us</a>	1900 Rice St., 55113	651-266-6267