



Professional Employees Association, Inc.

PROFESSIONAL VIEW
PEA'S NEWSLETTER FOR JANUARY-MARCH, 2007
www.peaonline.org

PRESIDENT'S UPDATE

Submitted by David Peterson, President

The Executive Committee has continued its schedule of monthly Tuesday night meetings at the union office. The agenda is dominated by committee reports, city or school district negotiation related topics, and the Business Agent/Legal Council Report on current grievances and other issues.

Some of the other current activities and discussion:

The PEA/School District bargaining agreement is now on-line at:

http://hr.spps.org/sites/796838e5-b16a-499a-8c29-8e37dabb6712/uploads/C_PEA_04-05_2.pdf

Made notifications to welcome the two new stewards:

- Office of Technology / Information Service - Paul Hogrefe
- Public Works - Bill Vos

A welcome the two new board members:

- Negotiations (Schools) - Rebekah Doyle
- Negotiations (City) - Bruce Riebe

Discussed a potential bylaw change for bargaining agreement voting procedures,

Discussed the results and findings of a Civil Service Hearing,

Reviewed information from the City and the school District LMC Health Insurance meetings;

Discussed PEA members performance evaluation procedures,

Discussed job description changes and responded to the City Human Resources Department.

Arranged for the 2006 audit of the financial records,

Made additional assignments for arranging the union office (because of the recent office move);

Set the Spring Steward-Board meeting agenda, and

Confirm dates for the 2007 Steward-Board meetings and the 2007 General Membership meetings.

The Executive Committee and Stewards have continued to be very involved and active. I would like to again thank PEA members for their support.

PEA Calendar of Events

2007

- March 6th Combined Steward-Executive Committee Meeting
Joseph’s Grill – 5:30 PM

- June 6th General Membership Meeting
Joseph’s Grill – 5:30 PM

- Sept. 11th Combined Steward-Executive Committee Meeting
Joseph’s Grill – 5:30 PM

- December 5th TENTATIVE DATE
General Membership Meeting (with elections)
Mancini’s – 5:30 PM

Ongoing

The Executive Committee generally meets the first Tuesday of the month at the union office at 5:30.

**Meet our new City Negotiations Chair:
Bruce Riebe**

I have worked for the City since 1983 holding a plethora of titles and jobs. Currently, I am in charge of computers for Public Works which means I am assigned to Public Works but am in the Office of Technology. I have been active in PEA for approximately 4 years as a Steward first for the Office of Technology, then for O.T. and Public Works when Mike Kassin moved to SPSO. I have been married for 12 years and my wife (Mary Beth) is a stay at home mom who cares for our 2 children Dana (12) and Erik (10). We live on a ranch-farm in Isanti County where we raise: horses, rabbits, alfalfa, goats and pigs. I am active in: Trinity Lutheran Church and School (Chair of School Board), coach football and baseball, am MNUSA Wrestling State Director of Awards and Vice President of the Gladiator Wrestling club. I am interested in getting the best contract for our members and would like to encourage any input from our members. If you have concerns please email them to me so I can add them to my negotiations folder!

**Meet our new School District
Negotiations Chair:
Rebekah Doyle**

Rebekah Doyle is the new chair of district negotiations. She has been with the district since 2000 and works as a specialist in the Fund Development Office, otherwise known as the grants office. Contract talks will begin this spring/summer, so anyone who has concerns, ideas, or would like to be on the committee, please get in touch with Rebekah at: 651-767-8366 or email her at rebekah.doyle@spps.org.

From the Vice President, Kay Wittgenstein

I am PEA's representative on the City Labor Management Committee on Health Insurance (LMCHI). We are meeting weekly at this time as we have put out requests for proposals for Health coverage for Saint Paul employees. We usually do this process every three years.

We have heard presentations from Blue Cross/Blue Shield, Medica and Health Partners. All three plans would really like to be our provider. At this time they will look at our past utilization data (we will have the data by the end of February) and then they will write up proposals with different plans and their costs. This is a very serious and complicated task as we want to get the best care and service for our money. Different employees and their families have different needs and we want to assure we are being inclusive and cognizant of everyone's' needs. A reminder: Health Partners will pay \$20.00 a month toward your participation in a fitness center if you go at least 12 times a month. You can check on their web site or your materials to see which centers are covered by the plan.

As always, I really would like to encourage your participation in PEA. The more people involved the stronger our voice. With more participation more ideas come forward that might be negotiable and may lead to a more satisfying work environment.

Our next general membership meeting will be held at Joseph's on Wednesday, June 6th. Please try to attend-you will be provided a great dinner and we would really like to hear from you!

The Legal Corner

By Mike Wilde

America's professionals are working longer, and longer, and longer hours. This is not an unfounded claim made by employee advocates and unions. It's a fact. New technology means the workday isn't 9 to 5. It's 5 to 9. This growing phenomenon is not limited to one industry or the high tech sector of the workforce. Nor is it America's self-conscious effort to catch up to the fabled high-octane workdays of our Japanese counterparts, which was the center of global competitiveness in the '80s. We've already surpassed them in annual work hours, for better or worse. Instead, nearly anyone who utilizes high tech gadgets is susceptible to the long-arm of the daily work demands. The news magazine program 60 Minutes recently reported just how much this demand has grown. The "Digital Revolution means cell phones, wireless Internet and handheld computers like the BlackBerry allow us to work anywhere, anytime, 24/7."

This development was occurring even before our more recent reliance on BlackBerrys, which are often referred to as "crackberrys" due to their addictive nature. Drawing on Bureau of Labor Statistics data, it has been demonstrated that average working hours in the United States rose nearly 12 percent between 1973 and 2000. Yet, the problem might be growing even worse in the past five years. Not only does the constant access to cell phones and emails keep most professionals in constant touch with the office, but strains in other areas of life are also undeniable. Consider the travel time wasted during Minnesota's ever-growing traffic problems. Personal experience has proven that it takes me longer to travel 14 miles to downtown Minneapolis than it did only eight years ago. I think you would agree that rush hour commutes have grown longer, not shorter.

That means less time at home. Also, the rise of dual-income families means less quality time at home with both parents and families are collectively putting in more time on the clock.

Is this a problem or an opportunity? That might depend on your personal philosophy. I like the old saying that "nobody on their death bed ever says 'if only I could have spent more time at the office'." But that pearl of wisdom often contradicts my actions when I'm working those midnight hours or Sunday afternoons. In fact, a lot of professionals claim they like the flexibility of working when they want and where they want ... with the understanding that they're ultimately responsible to their employer for completing all assignments. That "flexibility" seems to be a key. If midnight emails, weekend office hours and round-the-clock pager assignments are met with self-tailored work schedules, the productivity can be very rewarding. Unfortunately, most modern demands are met with traditionally stifling expectations. Your employer might need you on the weekend and expect you to come in when called for those all-too-frequent emergencies, but you're still expected to arrive on-time, limit your lunch time and work through the end of the standard day. Based on that approach, the scales seem to be tipped more than a little.

Public employees are NOT immune to the expanding workday. In fact, PEA is currently exploring this issue in response to a request from City Management. As always, our members will contemplate what is fair to the employee and what is consistent with our members' professional dedication to getting the work done. With your input we will negotiate with the City, and probably soon with the School District, as to what our members' personal time, family life and personal boundaries are worth.

Subject: Priceless

Jack wakes up with a huge hangover after attending his company's Christmas party. Jack is not normally a drinker, but the drinks didn't taste like alcohol at all. He didn't even remember how he got home from the party. As bad as he was feeling, he wondered if he did something wrong.

Jack had to force himself to open his eyes, and the first thing he sees is a couple of aspirins next to a glass of water on the side table.

And, next to them, a single red rose! Jack sits up and sees his clothing in front of him, all clean and pressed. He looks around the room and sees that it is in perfect order, spotlessly clean. So is the rest of the house. He takes the aspirins, cringes when he sees a huge black eye staring back at him in the bathroom mirror. He notices a note hanging on the corner of the mirror written in red with little hearts on it and a kiss mark from his wife in lipstick:

"Honey, breakfast is on the stove, I left early to get groceries to make you your favorite dinner tonight. I love you, darling! Love, Jillian"

He stumbles to the kitchen and sure enough, there is hot breakfast, steaming hot coffee and the morning newspaper. His son is also at the table, eating. Jack asks, "Son... what happened last night?"

"Well, you came home after 3 A.M., drunk and out of your mind. You fell over the coffee table and broke it, and then you puked in the hallway, and got that black eye when you ran into the door."

Confused, he asked his son, "So, why is everything in such perfect order and so clean? I have a rose, and breakfast is on the table waiting for me??"

His son replies, "Oh, THAT!.. Mom dragged you to the bedroom, and when she tried to take your pants off, you screamed, "Leave me alone, I'm married!!"

Broken Coffee Table \$239.99

Hot Breakfast \$4.20

Two Aspirins \$.38

Saying the right thing, at the right time . .

PRICELESS

2006 EXECUTIVE COMMITTEE

PRESIDENT	DAVID PETERSON	SCHOOLS - 360 Colborne, 55102	696-9626
VICE PRES.	KAY WITTGENSTEIN	PHD - 555 Cedar St., 55101	266-1285
TREASURER	MARIE SCHRUL	SCHOOLS - 360 Colborne, 55102	767-8275
SECRETARY	BRIAN KRAWIECKI	LIEP - 8 E. 4 th St., #200, 55101	266-9134
NEGOTIATIONS			
CITY	BRUCE RIEBE	OT/IS/PW--700 CH Annex, 25 W. 4 th St., 55102	266-6091
SCHOOL	REBEKAH DOYLE	SCHOOLS - 360 Colborne, 55102	767-8366
PERSONNEL	KARIN ANDERSON	CAO - 750 City Hall, 15 W. Kellogg, 55102	266-8765

STEWARDS

CAO & OFS	REGINA ETOLL	500 City Hall, 15 W. Kellogg, 55102	266-8726
FIRE	PAULA PETERSON	100 E. 11 th St., 55101	228-6203
LIBRARIES			
CENTRAL	SUSAN HENRY	MMC, 2109 Wilson Ave., 55119	501-6305
PART TIME	SUSAN McMAHON	Highland Pk, 1974 Ford Pkwy., 55116	699-6756
BRANCHES			
LIEP & HR	FRANK BERG	8 E. 4 th St., #200, 55101	266-9072
PARKS & REC	BRIAN TOURTELOTTE	300 CH Annex, 25 W. 4 th St., 55102	266-6414
P.E.D.	CRAIG O'BRIEN	1100 CH Annex, 25 W. 4 th St., 55102	266-6695
POLICE	MARSHA PANOS	367 Grove St., 55101	292-3781
PUB. HEALTH	SUSAN MYRAN	555 Cedar St., 55101	266-1210
SCHOOL DIST.	LYLA GRIFFIN	360 Colborne, 55102	767-8288
	COLLEEN SHIELDS	360 Colborne, 55102	767-3472
TECH. & MAN.	PAUL HOGREFE	700 CH Annex, 25 W. 4 th St., 55102	266-6267
TMS & PW	BILL VOS	700 CH Annex, 25 W. 4 th St., 55102	266-6113
WATER	ISSAC AFWERKE	1900 N. Rice, 55113	266-6267

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