

## celebration!

DELEGATE ASSEMBLY

### MSEA is Turning 30!



The 2010 Delegate Assembly marks MSEA's 30th anniversary! We'd like to make this a memorable Assembly and are hoping for record attendance numbers. Every Delegate and Alternate will receive a special gift to mark this unique "moment in time" in MSEA's history. We're also encouraging attendees to

dress up a bit for the Friday evening banquet to help us celebrate!

Assembly registration materials were sent to all unit Chief Stewards in January. Online registration is also available at:

[www.msea-mn.com](http://www.msea-mn.com)

### Deadlines

- Feb 1: Submission of all resolutions affecting the MSEA Bylaws, Articles of Incorporation and dues schedule
- Mar 1: Delegate Assembly registration form  
Nancy Crippen Educational Scholarship applications  
Sue Ezell Leadership Award nominations  
100 % full membership & Fair Share conversions  
Unit Newsletter of the Year submissions
- Mar 23: Hotel reservations for April 23rd  
Fergus Falls Bigwood Event Center ( 800.293.2216)

### DA Prep - Spring Regionals

Spring Regional meetings will be held in March to prepare Delegates and Alternates for the Assembly. Discussion items will include resolutions, Board elections, unit awards and member recognition. Please refer to the Spring Regional schedule to the right to find the location and time of the meeting near you!

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## expectations

### CHRISTINA'S CORNER

CHRISTINA L. CLARK, EXECUTIVE DIRECTOR

### What Can We Expect from St. Paul?

Minnesota's 2010 legislature will be up and running February 2. In a year where the only money under discussion is borrowed, owed, delayed, or already spent, what should we expect our legislators to do?



My answer is the same one that I give in the collective bargaining setting: This year, focus on language, not money. And given that every single state legislative seat is up for election in November (not to mention the Governor and other constitutional offices), declarations promoting new and better policy bills are sure to be flying hard and fast.

### A Long List

What are some of the public's policies that need attention and improvement? The answer depends on what policy issues are important to you. School safety? Hunting rights? Recycling school supplies and materials? Allowing school districts to include health insurance and other benefits for domestic partners? Repealing unfunded mandates? Reinforcing voting rights or other civil rights? Keeping the "public" in public school services and employees? The list is long - what's on your list?

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2010 spring regionals			
1&2	3/13	Bemidji - American Legion	12:00 PM
3	3/1	Dilworth - VFW	6:00 PM
4	3/18	Sauk Rapids - Jimmy's Pour House	6:00 PM
5	3/8	Chaska - Perkins	5:30 PM
6	3/23	Windom - Eagle's Club	5:30 PM
7	3/16	Austin - High School Teacher's Lounge	5:30 PM

The Minnesota School Employees Association (MSEA), is a growing union which recognizes the dignity of the individual worker and the power of the organized body. It is a democratic union directed by its membership, and fiscally responsible to that membership. Through an empowered membership and a professional staff, MSEA provides the highest level of representation and service in the State of Minnesota.

# MSEA

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## 30 YEARS AGO....

### President's Corner

Excerpts from the September 1980  
MSEA Action Newsletter....

*St. Ben's Leadership Conference - what a learning experience!! Beautiful setting, fantastic people from all over the state; much information given to us in the areas of organizing for locals, legal aspects, leadership skills, membership needs, structure and function of the Association. While the Conference is put on for teachers, the vast majority of information is pertinent to the non-certified employee as well, I heartily urge you to attend next year.*

*And now - a look forward. Our first Delegate Assembly is just around the corner. MSEA is a new organization. We have a real opportunity and an obligation to shape it and run it well. The delegates that are coming to the Normandy( Hotel) are your representatives. They will tell us on the Board what your Local is thinking and what you would like to see accomplished in the coming year.*

*MSEA is doing an important job for the school employees. There is a real need to upgrade the working conditions and salaries for the non-certified employee. MSEA is making an effort to meet this need. Let's do it!*

*Bev Dahlgren  
MSEA President ( 1980-83)*

“The world is divided into people who do things and people who get the credit. Try, if you can, to belong to the first class. There's far less competition.”

Dwight Whitney Morrow  
Politician/Diplomat

## FROM THE PRESIDENT



At the time I am writing this, the January 15th deadline for settling teachers' contracts has passed and 25 districts still haven't settle their contracts. This sure doesn't look good for MSEA members when it comes our time to negotiate. With school funding and the State talking about delaying payments again, a lot of MSEA members are looking at wage freezes, losing benefits or working fewer hours. For some it's a combination of all of the above, or worse yet, being laid off.

So I urge you, please take a moment to call or email your State representative and tell them adequate school funding is a MUST if Minnesota is to continue to be one of the best states in which to live and work.

It's also that time of year to start thinking about attending the MSEA Regional meetings and the MSEA Delegate Assembly. This is a special year for MSEA; we have been an independent, member-driven union for 30 years! The members of Program Committee are hoping to make this a special occasion for everyone attending the Assembly.

It would not only be nice to have representatives from each MSEA unit attend this Delegate Assembly, but also to set a new record attendance this year. MSEA has grown and prospered because we are a member-driven organization and it is at the Assembly where members elect MSEA's Board of Directors, approve the upcoming budget and set the direction that you as members want MSEA to go.

So please mark April 23-24 in Fergus Falls in your calendar. Let's make our 30th year special by having representatives from all of our units - and let's set that record for attendance!

In Unity,  
*Evan Mapes*  
MSEA President

MSEA/AFSCME Day on the Hill  
February 11, 2010

Last minute registrations are still being accepted! Please join us as we make our voices heard at the state Capitol! MSEA has also sponsored a bus to pick up members along Hwy I-94, starting in Moorhead and making stops in Fergus Falls, Alexandria and St. Cloud. Register online today!

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## Open Board Positions

Two Director positions will be open for election at the 2010 Assembly. These positions are three-year terms and run from July 1, 2010 through June 30, 2013. Anyone interested in learning more about serving on the MSEA Board of Directors should contact President Evan Mapes, your regional Director or Executive Director Christina Clark.

General Board Information as well as the Board Candidate form is also available on the Board of Director's page of the MSEA website. Board Candidate forms may be submitted to the MSEA office any time prior to or during the Delegate Assembly, up until Board elections begin on Saturday morning on April 24th.

We strongly encourage active unit leaders to take that next step and consider running for the MSEA Board of Directors!

Remember.....YOU are MSEA!

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## Realistic Expectations?

Unfortunately, the changes we can ask for and the changes we should reasonably expect are usually markedly different. And yet in this election year, we should feel free to remind our representatives not to make promises they cannot keep. Legislators are saying they are serious about a jobs bill, and we should urge their support and effort in that direction. Employment is a policy item that will actually stimulate the economy and help decrease the dismal effect of the dreaded tax shift and delayed school district payments. And while we are talking jobs, we can bring the discussion full circle back to the issues that matter to you and other MSEA members – a living wage, affordable benefits, and enforcement of rights guaranteed by PELRA.

On February 11, we have a wonderful opportunity to talk directly to our legislators about all of these issues. Please join us at our Day on the Hill – look for details elsewhere in this Newsletter. Registration deadline is NOW, so don't delay. You won't regret it.

!Si se puede!

Christina L. Clark  
MSEA Executive Director

# knowyourrights

Minnesota law provides a wide range of rights to employees. Employers might not take the time to explain these rights or make sure you are aware of them.

Here are four examples of **“time off”** rights you have – make use of them!

## Religious Holidays.

If you celebrate any religious holidays that fall on a day that you are otherwise scheduled to work, Minnesota law entitles you to take time off to observe the holiday. The leave is unpaid unless you have paid “annual” leave that you can use. Another alternative is that the law allows you to make-up the lost time.

## School Conferences/Activities.

Minnesota law also allows you to take up to 16 hours of leave per year to attend conferences or activities of your child or children that you are not able to schedule during a non-work time. Plays, concerts, school assemblies, and athletic events are good examples of events that give you the chance to take advantage of this law so you can watch your child perform.

This leave is unpaid unless you have vacation or personal leave to substitute. Also, when you know about the event in advance, you must provide reasonable notice to the district that you are going to need to time off, and do your best to minimize any disruption to the district's operations.

## Sick or Injured Child.

When your child is sick or injured, you have the right to take time off to be with your child, using your own sick leave. The rule of thumb for this statute is that if you had the same illness or injury that your child has and could use your sick leave for it, then you can use your sick leave to stay with your child.

If you have any problems making use of these guaranteed rights, please contact your field representative. Our rights are only as strong as our enforcement of them!

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## NOTEWORTHY

did you know?

### Union Dues NOT Tax Deductible

**IRS Required Notice** - Union dues paid to MSEA are NOT tax deductible as charitable contributions for federal income tax purposes. However, they might be deductible under other provisions of the Internal Revenue Code. Questions? Talk with your tax preparer.

### August Rally - Save the Date!

**August 10-11, 2010** - Due to the great success of the last year's Rally, we are planning to hold this event again this summer! We're trying something a bit different this year; the 2010 August Rally will be held at **Ruttger's Bay Lake Lodge** near Deerwood, MN. The Rally will continue to focus on the struggles and challenges faced by unit leaders all around the state. Current unit leaders and members interested in becoming more involved are especially invited to attend. Additional details regarding the 2010 August Rally will be made available in the months ahead! We hope you'll join us!

### Member Retirement Gift

Did you know that when a full member retires from the school district, MSEA will send them a check for \$25? The MSEA Board of Directors recently clarified how retiring members can make sure they receive this benefit upon retirement.

If you have worked in the district for **at least four years** at the time of retirement, you can qualify in one of two ways, if:

- 1) you are at least 50 years old, or
- 2) you have applied for Social Security, PERA or medical disability retirement

Contact Lynn Jansen at the MSEA office to verify your eligibility. Then the \$25 is all yours!

800.622.0289      [lynn@msea-mn.com](mailto:lynn@msea-mn.com)

Enjoy your retirement and on to your next exciting adventure!