

## 2010 Sue Ezell Leadership Award

## april assembly BUSINESS & PLEASURE!

### Exercise....It Does A Body Good!

We are happy to report a total of 92 Delegates, Alternates, Board, staff and guests attended MSEA's 31st Delegate Assembly! Thirty-seven bargaining units from 31 school districts were represented at the Assembly to approve the 2011-12 budget, fill four Board positions, attend workshops and take action on four resolutions. The Delegate Assembly is the governing body of MSEA; it is vitally important for members to exercise their right to help shape MSEA's future!

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## looking forward CHRISTINA'S CORNER



CHRISTINA L. CLARK  
EXECUTIVE DIRECTOR

### Special Session Ahead

Anything I might write today about our current legislative session will be outdated and wrong by the time you read it. All predictions are for a special session because our legislators and governor are in such disagreement about the budget as well as many public policy issues.

So instead, I'm writing about history – our history. History never becomes outdated or wrong. We can always look back to it and

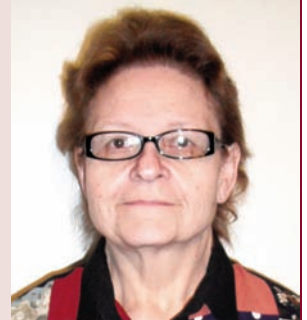
learn from it. Today, with what happened in Wisconsin as well as the threats we are facing here in Minnesota, we need to do that more than ever.

First, please take a few minutes to read Peter Rachleff's article on page 5 of this issue of the *Classified*. Professor Rachleff will be the kick-off speaker at MSEA's August Rally this summer. (Have you registered? Space is filling up quickly. See page 6). He teaches history at Macalester College in St. Paul, focusing on US labor, immigration, and African American history. As our guest columnist, Professor Rachleff helps us look backward through US labor history. He looks at how we arrived where we find ourselves today – fighting to retain what many of us have taken for granted – such as the right

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### JANET PETERSON

has just about done it all - making her very deserving indeed of the MSEA Sue Ezell Leadership Award!



Janet has been very involved with her Little

Falls Food Service unit ever since she was hired by the school district in 1988. She has served as Chief Steward for many of those years as well as Secretary/Treasurer, negotiation team member and building rep.

Janet has been passionate about her unit and has given much of her time and talent to her local unit and membership. She leads by example and has been a familiar face at MSEA's annual Delegate Assembly, Spring Regionals and workshops over the years.

Although she officially retired this Spring, Janet continues to offer support and guidance to her unit's current leadership. To be honest, she does this for two reasons. Partly because she's well aware that stepping up into a leadership roll can be a bit intimidating for a member and partly because she already misses her co-workers and friends in her school district!

Thank you Janet, for your unwavering passion and commitment to MSEA! Congratulations for receiving MSEA's Sue Ezell Leadership Award - and we wish you the very best for your retirement! You will be missed!

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Field Rep Greg Gardner  
Field Rep Don Gilbertson  
Field Rep John Rostad  
Organizer Trevor Henry

## christina's corner pg 1

to be part of a union, bargain for fair wages and benefits, or earn a pension. History shows that achieving rights for workers isn't enough; workers and labor unions must fight to keep those rights, or we will lose them. History shows that corporations and employers take advantage of any opportunity to strengthen their control and diminish ours.

## Speak Out Now

Next, I also ask you to look forward. What can we do with Professor Rachleff's history lesson? Each of us has been personally affected by the recession. We all know someone who has lost their home or job or is living without health insurance. If we wait to act, it will be too late. Remember the poem about when they came for the Socialists, the Trade Unionists or the Jews. The writer didn't speak out because he wasn't one of those. Then, when they came for him, there was no one left to speak out for him. Let's not allow that to happen to us. Speak out. Act. Participate. We are all we have.

¡ Sí, se puede!  
*Christina*

## SUMMARY ANNUAL REPORT

\*Required Notice

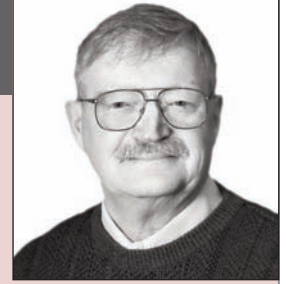
## Members Welfare Benefit Plan

This is the summary annual report for the MSEA MEMBERS WELFARE BENEFIT PLAN, EIN 41-1994256, Plan number 501 for the period Sept 1, 2009 to Aug 31, 2010. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

**Insurance Information.** The plan has a contract with insurance carriers to pay Life and Dismemberment claims incurred under the terms of the plan. Carriers are Hartford Life and Horace Mann. Total premiums paid during the plan year were \$14,115.

Visit the *MSEA Políticas* page on the MSEA website to download the complete annual summary report: [www.msea-mn.com](http://www.msea-mn.com)

## FROM THE PRESIDENT



Looking back over the last year, it is interesting to see how far MSEA has come with our three-year Strategic Plan. Like all changes, some are ahead of schedule and some are progressing slower than I would like to see.

One of the most challenging parts of the Strategic Plan is in Organizing. This is an area that all members can, and need, to participate in. Growth of MSEA is essential for the long-term well-being of the organization. It is also the key to our financial stability and continuing our move away from a fee for service model towards a member-empowered organization.

Our Organizer, Trevor Henry can do a lot, but it takes all the staff and especially all us members for ongoing organizing efforts to succeed. We as members are the best organizers for MSEA. When we are at school events we need to talk with staff from other schools and find out if they are currently represented by a union. If they are not organized or are independently organized, we should be talking with them about how MSEA works for us and asking if they would mind being contacted by Trevor. Or if there are other groups in your district that are not members of a union or independently organized, we need to reach out to them and ask if they would like to learn more about the advantages of belonging to MSEA. All organizing contacts should be passed directly to Trevor.

One of the benefits of being a member is there are incentives for us if we are successful in our organizing efforts - from \$50.00 to a waiver of dues for one year. Feel free to contact Trevor to learn who is and is not organized in your school or surrounding areas. Organizing is all about contacts, and you, the members, are the best voices for MSEA.

In Unity,  
*Evan Mapes*  
MSEA President

# DELEGATE *Assembly*

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## State of the Union

MSEA President Evan Mapes was happy to note during his State of the Union report high member participation in MSEA's August Rally, Core Trainings and Day on the Hill this year. He emphasized with what is happening in Minnesota and around the country, how important it is for MSEA members to attend the Assembly and let their voices be heard.

As part of fulfilling our strategic plan, the MSEA Board made the pro-active decision to invest some of our resources toward growing our union by hiring a full-time organizer. President Mapes assured Delegates and Alternates that the Board and staff are committed to helping MSEA's new organizer Trevor Henry succeed in his efforts. But we also need every member to commit to helping MSEA move forward by talking with unorganized co-workers in your school district about the advantages of being in a union.

Visit the MSEA website for a complete summary of the Delegate Assembly including all reports, resolutions, Board elections and awards.  
[www.msea-mn.com](http://www.msea-mn.com)

## Banquet Festivities

A big THANK YOU goes out to Orianna Kimbrell and Elaine Armstrong from Redlake for pulling out all the stops for their Mardi Gras theme during the Friday evening banquet. Once again, Delegates and Alternates displayed their artistry and creativity with their festive costumes and masks. High marks for the members of the Worthington unit for taking home both the best unit costume award and the MSEA traveling trophy award!



Top right: Orianna Kimbrell & Elaine Armstrong, Redlake

Top left: Jesse James & Monique Parks, Rochester

Bottom right: Lanette Corbet & Angie Shoemaker, Detroit Lakes



Worthington unit members: Gayla Aljets, Crystal Sibson and Tamara O'Neil





Treasurer Nona Bauer



Director Jeff Erickson



Director Deanne Glynn



Director Penny Flansburg

## Down To Business

On Saturday morning, members passed four resolutions:

- 1) Approved the MSEA Board's actions since the 2010 DA;
- 2) Amended **Bylaw 1.3** to change the deadline for submitting resolutions to amend the dues schedule to February 1st;
- 3) Amended **Bylaw 3.4** to clarify quorum requirements at the Delegate Assembly;
- 4) Created additional options for units choosing to withhold **local dues**.



## Board Elections

The following members were elected to the Board of Directors; all terms begin July 1, 2011.

### **TREASURER NONA BAUER, AUSTIN** *3-year term*

After serving as a Director for the past seven years, Nona believes she has the experience and knowledge needed in this position. She is familiar with the budget and is willing to fight for wages, health care and the protection of our pensions.

### **DIRECTOR JEFF ERICKSON, BEMIDJI** *3-year term*

Jeff feels comfortable and experienced enough to put all his efforts toward serving on the Board. He believes he owes it to MSEA to serve as best he can and wants to help play a role in the next step to keep our union moving forward.

### **DIRECTOR DEANNE GLYNN, SHAKOPEE** *3-year term*

Deanne wishes to help MSEA and its members grow to become stronger in a time when workers' rights need to be protected. In addition, her experience, leadership and passion for supporting the worker can help MSEA move in a positive direction.

### **DIRECTOR PENNY FLANSBURG, LITTLE FALLS** *2-year term*

Penny is dedicated, knowledgeable, hard-working and willing to stand up for what she believes in. She hopes to empower MSEA members and continue working to advance the missions and goals of MSEA and our Strategic Plan.

### **OUTGOING BOARD MEMBERS**

MSEA would also like to thank Treasurer Diana Vogt and Director Cindy Antonson for their many years of service on the Board of Directors. We so appreciate your passion and dedication to MSEA and our members!

Thanks to all the members who attended the Assembly and made it such a great success!

## unit awards

The following awards were announced during the Friday evening banquet.

**sue ezell leadership award**  
Jan Peterson, Little Falls Food Service

**100% full membership**  
Austin Food Service  
Clearbrook/Gonvick Sec/Cust  
Lester Prairie  
Little Falls Accounting  
Little Falls Specialists  
Murray County Central  
Rushford/Peterson Cust  
Windom Custodians  
Windom Food Service

**fair share conversions**  
202 conversions in 47 units

**unit newsletter of the year**  
Austin *Para Chat Line*

**\$500 nancy crippen educational scholarships**

**MEMBERS**  
Therese Chowen, Centennial  
Dawn Plonski, Shakopee  
Stacy Strand, Lake of the Woods

**DEPENDENTS**  
Leah Anderson, Minnetonka  
Kyle Glynn, Shakopee  
Shannon Head, Redlake  
Taylor Kline, Willmar  
Troy Lambert, LaCrescent  
Dustin Pollreis, St. Cloud  
Christina Worm, St. Cloud

**field staff recognition**  
Field Rep Lori K. Carlson - 15 yrs

# organizer hired

FEBRUARY 2011



## Welcome Aboard Trevor Henry!

We are pleased to announce that Trevor Henry recently joined the MSEA staff in February! Trevor is a recent graduate of the College of St. Scholastica in Duluth and has worked as an organizer for several unions where he gained

valuable experience organizing public sector workers. He believes successful organizing is a result of an active and engaged membership. Members are encouraged to contact Trevor regarding potential organizing campaigns and simply to get to know him better. Welcome Trevor, we're glad to have you here!

855.360.5657

trevor@msea-mn.com

First they came for the Socialists,  
and I didn't speak out because  
I wasn't a Socialist.

Then they came for the Trade Unionists,  
and I didn't speak out because  
I wasn't a Trade Unionist.

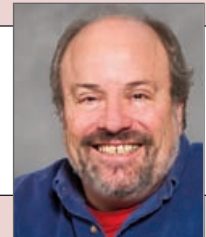
Then they came for the Jews,  
and I didn't speak out because  
I wasn't a Jew.

Then they came for me  
and there was no one left  
to speak out for me.

Martin Niemöller  
German Pastor/Theologian

## LOOKING BACKWARD

*Across the country this year, state legislatures and governors are passing one anti-labor bill after another. Close to home, Minnesota and Wisconsin are facing serious assaults on public sector workers. Taking a look backward helps put this agenda into perspective.*



Peter Rachleff  
Professor of History  
Macalester College

During the Great Depression, the U.S. Congress passed the National Labor Relations Act, which allowed unions to organize all but three categories of workers: farm workers, domestic workers, and public employees. While millions of private sector workers would organize over the next two decades and position themselves to benefit from the economic growth that started with World War II, public employees would fall behind. However, by invoking civil rights and other social issues such as poverty-level wages, public sector unions eventually began to gain strength. Between 1955 and 1975, membership in public sector unions increased tenfold, adding more than four million members.

By the late 1970s, though, the wider political and economic context was changing. The "social contract" between employers, labor, and government was over. Stagflation, fiscal crises, and deindustrialization first undercut the manufacturing workers who made up the base of the labor movement, and then began to eat at the gains of public sector workers. When Ronald Reagan fired more than 11,000 air traffic controllers who went on strike in 1981, he sent a signal that times had changed for all workers.

Soon, deregulation, privatization, and globalization threatened the economic security of workers in both the private and public sectors. As the economy struggled, employers turned to cutting costs (energy, materials, taxes, overhead, and especially, labor). The private sector saw an increase in

union-busting combined with the reality of permanent replacements for striking workers, which led to a decrease in "large" (more than 1,000 participants) strikes from 300-400 per year in the early 1970s to 25-35 per year in the 1990s to less than 10 per year since 2000. The percentage of the U.S. unionized workforce shrank from more than 30% in the 1950s to about 10% today.

Members of MSEA and other public employees now sit at a very dangerous intersection. More and more members of the public think of themselves as the "employers" of public employees rather than the recipients of the services provided by these individuals. Workers' compensation, public pensions, and skyrocketing insurance costs are depicted as unjustified drains on the taxpayer, and as a reason to freeze public sector wages. Reminders that public employees are also taxpayers fall on deaf ears.

The rate of public sector unionization (36%) is much higher than the 7% rate in the private sector. As of 2010, public employees account for slightly more than half of the ranks of organized labor. But this year's stripping of rights in Wisconsin and Ohio shows that these numbers can change in a seeming instant. As fear and jealousy grows, what are your chances of success? Using this look backward, what can you do to change the end of this chapter in labor history?

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## NOTEWORTHY

did you know?

### 2011 MSEA August Rally August 2-3, 2011

#### The Times They Are A-Changin'!

##### **Abolishing Collective Bargaining Stripping Workers' Rights Anti-Labor Legislation**

How in the world did we get **HERE?** And what can our **UNION** do about it?

Come to the MSEA August Rally and find out! We're going back to Ruttger's Bay Lake Lodge for two days of straight talk, brainstorming and networking with members from around the state.

MSEA members interested in making a difference are encouraged to attend! Attendance is limited; a maximum of four members per school district are allowed to register, on a first-come basis. If necessary, we will maintain a waiting list.

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

Registration deadline: July 8, 2011

### MN Food Service Conference July 31-August 3, 2011

**Navigating the Waves of Change** - is the theme of the annual MN School Nutrition Association conference at the St. Cloud Civic Center this year. Discover the great workshops and general sessions that will encourage and enrich you to grow personally and professionally. Visit the MSNA website for details:

[www.mnsna.org](http://www.mnsna.org)

### \$25 Member Retirement Gift

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.

Notify Lynn Jansen at the MSEA office with the date of your retirement or to verify eligibility.

800.622.0289

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