

## just right!

### CHRISTINA'S CORNER



CHRISTINA L. CLARK  
EXECUTIVE DIRECTOR

### Have You Heard?

The 2011 Delegate Assembly voted to expand the number of choices for unit dues amounts.

Unit dues are **separate** from MSEA state dues. Each bargaining unit may vote to withhold unit dues **in addition** to MSEA state dues. Previously, monthly unit dues were \$1.00 per member and \$.85 per fair share fee payer.

Fortunately, there are now **four options** for monthly unit dues: \$.50, \$1.00, \$1.50, or \$2.00 per member. Does your unit want to take advantage of one of these?

### Why Have Union Dues?

Unit dues provide the flexibility and opportunity to be more unified, grow stronger, increase MSEA's visibility within the district and the community, improve membership numbers, and more.

Unit dues can be used to:

- Sponsor food, prizes or other costs for unit meetings, picnics, parades, etc.
- Buy t-shirts, hats, pins, banners or other apparel and displays that show MSEA pride.
- Compensate stewards, negotiators or other leaders for their hard work.
- Buy equipment, supplies or other materials to make your work easier.
- Grant scholarships.
- Donate to schools, charities or other good causes.
- Cover any other cost approved by the unit.

### 2011 MSEA CORE TRAINING "Got Issues?"

It's true, everybody's got 'em! What are yours?

- Do you struggle communicating with administrators?
- Is your leadership undergoing a major transition?
- Are you facing crippling member apathy?

This workshop will help units problem-solve specific issues facing them RIGHT NOW.

October 28 & 29 - Bemidji  
November 18 & 19 - Mankato

Due to the collaborative focus of this Core Training, registration preference will be given to groups of 3 or more per school district. Groups should designate one person to register all of the members of your unit or school district at the same time.

For workshop details, or to register your group, go to:

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

### "Just Right!"

Unit dues give you the power and ability to do more for yourselves. For some units, the previous \$1.00 rate was too big, so they chose not to have unit dues at all. For others it was too small, preventing them from doing everything they wanted to do. For still others, the amount was - as Goldilocks said - "just right."

With these new options, units can choose an amount that is "just right" for them. If what you have now is "just right", you will stay that way unless your unit votes to change. Votes must occur before **June 1** to take effect for the following year.

Please discuss with your members how unit dues can increase and improve your unit's strength and status with your members and your district. As always, contact your Field Rep with questions.

¡Sí, se puede!  
*Christina*

# MSEA

www.msea-mn.com

190 E 5th St. #750  
St. Paul MN 55101

651.227.3623  
800.622.0289  
651.297.6814 fax  
888.329.6732 fax

## PRESIDENT

Evan Mapes  
20033 Center St  
Thief River Falls MN 56701  
218.681.1254

## VICE PRESIDENT

Sue Ames  
816 Cedar Dr  
LaCrescent MN 55947  
608.317.4418

## TREASURER

Nona Bauer  
53499 255th St  
Austin MN 55912  
507.433.9514

## DIRECTORS

Jeff Erickson  
3541 Cocoon Ct NW  
Bemidji MN 56601  
218.444.7835

Penny Flansburg  
1004 6th St SE  
Little Falls MN 56345  
320.632.2682

Deanne Glynn  
618 11th Av E  
Shakopee MN 55379  
952.445.1255

Angie Lien  
690 105th Av NE  
Spicer MN 56288  
320.796.6916

Mark Spangler  
902 Woodland Av  
Mankato MN 56001  
507.403.9461

Mary Schaufenbuel  
1030 20th St  
Windom MN 56101  
507.831.1848

## MSEA STAFF

Exec Dir	Christina Clark
Asst Dir	Lynn Jansen
Office Mgr	Jodi Lietzau
Admin Asst	Melissa John
Field Rep	Bob Schrank
Field Rep	Chris Schaefer
Field Rep	Lori K. Carlson
Field Rep	Greg Gardner
Field Rep	Don Gilbertson
Field Rep	John Rostad
Organizer	Trevor Henry

2011-12 SCHOOL YEAR

## Board Meetings

September 24, 2011  
October 28, 2011 (Bemidji)  
November 18, 2011 (Mankato)  
January 28, 2012  
February 25, 2012  
March 24, 2012  
April 20, 2012  
July 25, 2012

MSEA full members are encouraged to attend Board meetings which are held in the MSEA St. Paul office unless otherwise noted.

Contact MSEA for instructions and directions on entering the MSEA building on weekends in order to attend a meeting.



## Thank You FROM DIANA VOGT

I have proudly served as the Treasurer on the MSEA Board since 2004. Although my term

is now finished, I will continue to serve as the Membership Steward/Treasurer of the Rochester paraprofessional unit.

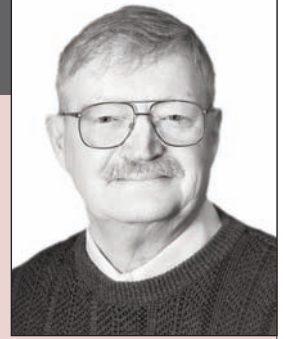
I am so happy to have had the opportunity to serve as MSEA Treasurer; it has made me feel confident that we are heading in the right direction. What makes up MSEA is the strength of YOU - the members, our Board and staff.

Thank you for your support of this great union! Yes we have struggled and have had difficult times; but I believe that it has made us stronger.

I encourage you all to think positively and work together as we strive to make MSEA everything we can be!

In Unity,  
*Diana Vogt*, Rochester Para  
Former MSEA Treasurer

## FROM THE PRESIDENT



Wow! I have no idea where this summer went. By the time you read this school will be back in session and we'll be back in our normal routine.

It has been an interesting summer for unionism and working people's rights. Unions and most middle to lower income level working people's rights and wages are under attack. From health care to social security, from hours worked to our PERA, it seems that every little thing we have worked and negotiated hard for is fair game.

MSEA members have been under attack for quite a while. Now, with the election and prominence of the tea party, it is not only school districts, county and state workers who are feeling the pressure.

The attack has spread to the private sector. In some of our own towns and cities, people are striking and being locked out by their employers. This is where as members of a Union we need to step forward and give all these workers our support. We have to realize and be aware of the fact that the people who are on these picket lines, like the sugar beet workers and the supermarket workers, and the nurses in Bemidji who have authorized a strike, are not only fighting for their rights, but ours.

So PLEASE, if you have any of these workers in your city or town, drive by and honk your support. Better yet, stop and walk the picket line with them or take up a collection of money or food for them.

After all, they are fighting for us all!

In Unity,  
*Evan Mapes*  
MSEA President

# 2011 MSEA AUGUST RALLY

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



Fifty MSEA members took a break from their busy schedules to attend the 2011 August Rally.



### Ruttger's Bay Lake Lodge August 2-3

The August Rally definitely had a different vibe this year. Fifty members from 21 school districts gathered again at Ruttger's Lodge to explore several challenging questions:

- 1) Where does MSEA fit in the larger labor picture?
- 2) What is our role in the current labor and legislative struggles?
- 3) **More importantly**, how can we make a difference in our own communities?
- 4) Should we even try?

Most were in agreement that MSEA members need to be more active, more vocal and more visible. And above all - more relevant to our members.

Coalition building is more important than ever, and can help accomplish these goals. Identifying common interests among our members and other community organizations is a vital first step. Then the work really begins as these coalitions learn and grow and try to promote positive changes in the lives of our members and our communities.



Above:  
Valerie Spychalla  
& Penny Flansburg  
of Little Falls



L to R: Mary Bruggeman, Thief River Falls  
Pat Eslinger, Cass Lake  
Brenda Henning, Shakopee  
Lori Sizenbach, Remer/Longville

## MSEA Nancy Crippen Educational Scholarship

MSEA awards ten \$500 scholarships to full members and/or their dependent children seeking post-secondary education each year.

*Nancy Crippen served as MSEA's Executive Director from 1986 until her death in 1996. Nancy's commitment to education was demonstrated through her service on the Worthington, Minnesota Board of Education and her dedication to bettering the working conditions of classified school employees throughout the public school system in Minnesota. Nancy herself had attended graduate school at the U of M and taken classes at the Hubert Humphrey Institute of Public Affairs, while her husband, Gary, served as an appellate-court judge on the MN Court of Appeals. Nancy and Gary passed on to their seven children the value of education as each of those children went on to receive various levels of higher education degrees. This scholarship was named in her memory to honor Nancy's strong belief that "our children are our future and we must teach them well."*

### APPLICATIONS MUST BE POSTMARKED OR FAXED TO MSEA BY MARCH 1st EACH YEAR.

Mail: 190 E 5th St, #750  
St Paul MN 55101

Fax: 651-297-6814 or 888-329-6732  
Phone: 651-227-3623 or 800-622-0289 (toll free)

APPLICANT \_\_\_\_\_ ISD \_\_\_\_\_

MSEA MEMBER NAME \_\_\_\_\_ RELATIONSHIP TO MEMBER \_\_\_\_\_

ADDRESS \_\_\_\_\_ HOME # \_\_\_\_\_

CITY/STATE/ZIP \_\_\_\_\_

POST-SECONDARY EDUCATIONAL INSTITUTION \_\_\_\_\_

FIELD OF STUDY \_\_\_\_\_

### SCHOLARSHIP COMMITTEE RULES and PROCEDURES

1. The Scholarship committee will be comprised of two members of the Board of Directors and three members at large.
2. Scholarship recipients must be MSEA members or their dependent children.
3. Committee members and/or their dependent children are eligible for the NCES.
4. Scholarship shall be chosen by random selection.
5. Ten \$500.00 scholarships will be awarded, three for MSEA members and seven for dependent children of MSEA members seeking post-secondary education.
6. If MSEA does not receive enough eligible applications for each type of scholarship, the scholarship(s) will be awarded to an applicant of the other group.
7. Incomplete applications shall not be considered.
8. Scholarships will be announced each year at the Delegate Assembly.
9. Award money will be distributed upon proof of payment for educational courses.
10. Recipients must claim their award for expenses incurred during the current academic school year (Sept.-Aug.) or within two years from the date of notification of the award.

## A Coalition in Rochester

Courtesy of Nan Peters, Rochester Chief Steward



I recently attended the 2011 MSEA August Rally at Ruttger's Bay Lake Lodge. The accommodations were outstanding and better yet the training sessions were invaluable.

The theme this year was **Coalition Building**. I'd never thought of the word "coalition" before and soon learned that it means a "structural arrangement between groups of organizations to work toward a common goal."

Immediately, I thought of the Rochester public school's Bargaining Unit Council (BUC) and how this a prime example of a coalition between all bargaining groups in our district.

The Rochester BUC group formed over 10 years ago. On the third Thursday of the month when school is in session, the room is a buzz at 6:00 AM for 1½ hours with voices from every bargaining unit: administration, clerical, teachers, maintenance, off-schedule, paraprofessionals, principals and nutrition services.

Each representative knows what it takes to make our schools work and everyone's input is respected and valued for the role they play in educating children. It's not a time for tattling or gossiping, but rather a positive learning experience for everyone.

The President of the Rochester Education Assn oversees the agenda, minutes and notices that need to go out along with communication at the district level.

One thing was apparent right away. For as many things that were similar within our contracts, we had as many differences.

Rochester's BUC is a remarkable example of a multi-unit coalition. We have a common, unifying purpose; an opportunity to be actively involved; clear operating procedures with defined roles; a time commitment; and measurable progress this past school year!

I can attest that BUC is an amazing group of school employees working together for the betterment of all. It's rewarding and enabled me to gain a working knowledge about the units in our district. I look forward to serving another year on BUC representing the Rochester Paras. Think about forming a Bargaining Unit Council in your

### BUC ISSUES FOR 2010-11

- 1) **Contract negotiations** & feedback regarding **Interest Based Bargaining (IBB)**. We reviewed basic concepts, advantages and disadvantages and concluded a wage freeze would hinder the concept of IBB.
- 2) **Health insurance costs** and how a Public Employees Insurance Plan would affect all employees. Data supported the current plan is good for our district and the employees.
- 3) District **budget reductions & future funding resources**. Attending school board meetings has helped. Through the BUC, we learned teachers experienced a reduction in FTE and open maintenance positions due to retirements or resignations were filled by Express employees.
- 4) **Legislative bills** that threaten collective bargaining, continuing contracts and wages for public education employees.
- 5) All were encouraged to publicize and attend the **"We Are One"** rally supporting middle class working families, **Town Hall** meetings with our elected Legislators to discuss issues central to education and working families and a **March Legislators Tour** of district buildings. Face to face contact with your legislators is critical!
- 6) A **new reporting system** introduced through a new software program.
- 7) **Staffing updates & Superintendent interviews**.
- 8) Understanding how **band and grading, codes and leaves** impact employees.
- 9) The BUC is taking the lead in improving the **climate** of our district employees. We hope a district wide picnic will show support for our new superintendent and will help all employees get the year off to a positive start.

own district and the impact and benefits it would have on communication in your district. It can and will work in any size school district, big or small.

*Nannette Peters*

Chief Steward, Rochester Paraprofessionals

MSEA  
190 E 5th St #750  
St Paul MN 55101

NON-PROFIT ORG  
US POSTAGE  
**PAID**  
TWIN CITIES MN  
PERMIT #6764

## NEWS & NOTES

did you know?

### MSEA Members On Leave

If you wish to remain an active member while on a leave of absence from your district, you must notify MSEA in writing (emails are permitted) and pay a one-time yearly dues of \$25. If you return to work at some point during the school year, the \$25 payment will be applied to your total dues amount for the current year.

Maintaining active status with MSEA allows you to receive all mailings and meeting notices during the year, vote on contract proposals and ratifications and hold a local or state office. It will also allow you to be eligible for all MSEA member-only benefits.

Please notify Lynn Jansen (lynn@msea-mn.com) as soon as possible if you wish to maintain active status during a leave of absence. Have a great year!

### Local Budgets Due November

Units withholding local dues must submit their 2010-11 End-of-Year Budget and 2011-12 Projected Budget to MSEA by **November 1st**. After December 1st, MSEA may withhold payment of local dues from any unit not in compliance. (MSEA Treasury Code of Standards)

### 2011 Food Service Conference

St. Cloud Civic Center, July 31 - August 3

The Minnesota School Nutrition Association sponsored another great Food Service Conference this year that was well attended by food service people from across the state.

Held at the Saint Cloud Civic Center, this year's theme was "Navigating the Waves of Change." There were many outstanding workshops, speakers, and exhibits. Participants shared in a variety of informative, entertaining, and educational experiences.

It was a fun conference with plenty of great food. Many people stopped by MSEA's informational booth in order to visit with our organizer Trevor Henry. Members were happy to see their union at the conference and non-members were excited to learn more about MSEA.

The Food Service Conference is an excellent way for members working in that industry to network with their colleagues while earning valuable credentials. The Minnesota School Nutrition Association also provides opportunities for professional development.