

UPDATE

Chief Stewards, Vice Stewards, & Retirees receive this mailing.
If you are no longer a Steward inform MSEA and pass this mailing onto your successor.
Chief Stewards PLEASE share this with your MEMBERS



Left - Nona Bauer, Right - Cindi Trettel

During the holiday season, we have choices to make. We can let the cold, grey sky take us to task, or we can make a choice to be appreciative and happy. This holiday season, I am choosing to be thankful. I get to spend time with family and friends, I get to eat delicious food, and I get to create beautiful memories. This perpetual thankfulness is making me think of all the mentors I have had in my personal life and career. That includes the women in the picture above.

The definition of a mentor is, "an experienced and trusted advisor". I believe this encompasses everything our retirees are. The women in this picture have dedicated years to the school system, leadership, and helping others. We are so thankful that they were able to join us at Detroit Lakes CORE Training this year.

Not only was it great to catch up, but the presence of their knowledge in the room inspired me to spread empowerment throughout our members.

Retirees provide us with endless experience, advice and happy memories of years throughout the school system and our union. At MSEA, we value our mentors, which leaves us empowered, strong and knowledgeable. When we have people in our life who spend time teaching us and making us better at what we do, everyone benefits. That is why we created the MSEA Retiree Program, so we can see our retirees in action! I have had the pleasure of inviting a few of our retirees to member meetings where they shared their knowledge and experience with members. To see the passion when they speak and to see the renewed excitement and motivation in our active members is exhilarating.

With our MSEA-Retirees program, you can maintain the benefits of being an MSEA member after moving on to the next stage of growth in life. For a \$25 annual fee, retirees can take advantage of many benefits, including: A \$2,000 life insurance policy, United Educators Credit Union Membership, ACCESS to Savings, Minnesota Zoo discounts, Nickelodeon Universe discounts, and the MSEA Classified Newsletter. Not to mention access to MSEA events, where retirees can see that they are truly valued.

As leadership, you have the benefit of being the face of MSEA to our members. With a large population of school employees becoming eligible for retirement, we would like to ask your help in spreading the word to our members and to make sure that retirees are reported to the MSEA Office. We want them to know that we value their experience and would love to utilize it. The unity of our organization doesn't need to end when workers move on from the schools. If you would like more information, please feel free to contact the office or log on to www.msea-mn.com to download or print a retirement brochure. Spread the word. If you are interested in becoming a MSEA Retiree, please feel free to contact me directly.

Join me in being thankful for all the blessings that surround us. If it is the student that reaches a goal or the coworker that went out of their way to say good morning. Appreciate the little things, as they are what creates an amazing you!

A Very Thankful Executive Director,

Deanne Glynn



MSEA Board Biz

At the October 27, 2017 MSEA Board of Directors meeting; The Board:

Approved Worthington Secretaries Operating Policy

Approved Red Lake & South Koochiching-Rainy River Grievances

Received update on Cass Lake Arbitration

President Amy Woodford shared the appointments of:

Linda Jones as Legislative Committee Chair
Terri Knuston - Bagley, Susan Dodge - Mankato, and Nancy Sanoski - Little Falls to the Judicial Panel

Heard updates on the following:

Metro Coalition

Retiree Utilization

Southern CORE Training Feedback

Janus vs AFSCME

Success of MSEA Store

Process of choosing the 2018 RISE Award Recipient

*save
the
date*

Regionals are just around the corner. They will be earlier this year.

Region 4 will be having two regionals due to the vast distance of all the districts that Region 4 encompasses. They will be labeled as Region 4A and Region 4B.

Regional Directors and MSEA Staff are looking forward to seeing and engaging with Members from their Regions. MSEA encourages Members that have not attended Regionals before to come check it out. Everyone is welcome to attend Regionals.

See you there!!

2018 Regional Dates:

Region 6-January 16

Rivory City Eatery

Windom 5:00PM

Region 7-January 17

Pizza Ranch

Austin 5:30PM

Region 2-February 3

Sparkling Waters

Bemidji 11:30AM

Region 1-February 10

Blue Moose

East Grand Forks 11:30AM

Region 3-February 15

Country Kitchen

Detroit Lakes 5:30PM

Region 4A-February 20

Molitor's Quarry Grill & Bar

Sauk Rapids 6:00PM

Region 4B-February 21

The Oaks at Eagle Creek

Willmar 6:00PM

Region 5-February 22

Dangerfields

Shakopee 6:00PM

Did you Know.....

Every year MSEA awards ten \$500 post secondary educational scholarships to MSEA Members and dependents of MSEA Members.

The Nancy Crippen Educational Scholarship was named in honor of Nancy Crippen who served as MSEA's Executive Director from 1986-1996.

Nancy and her husband Gary had seven children to whom they passed on their love and value of education as they each went on to receive various levels of higher education degrees. Nancy believed that "our children are our future and we must teach them well."

Three scholarships are awarded to MSEA Members. Seven scholarships are awarded to dependents of MSEA Members.

Scholarship applications can be found at the MSEA website under the Member Benefits tab. They can be printed out and sent to the MSEA Office via mail or filled out via the online application.

All applications must be turned in by **MARCH 1st**. Applications sent in the mail that arrive after March 1st must have a post mark date of March 1st to be included for this year's scholarship drawing. Recipients of the scholarships will be notified by April 1st.

Questions??

Contact

Communications Coordinator

Becky Gaiovnik at

651-288-7412 or

becky@msea-mn.com



CORE Training 2017 Detroit Lakes

On October 27-28, 2017 MSEA members and staff made their way to the frozen tundra of Detroit Lakes to participate in the Northern CORE Training.

This year's CORE Training theme was "Bring Someone New". MSEA is always looking to grow and strengthen as a union and what better way than through its' members. Member to member interaction has been found to be the best way to get other members to participate in MSEA events. Members who had never attended a CORE Training before or recommended a member who had never attended a CORE Training received a cup filled with MSEA trinkets.

A whole group session kicked off the beginning of the day with an exercise in looking over your unit's Operating Policy and seeing how much you know about your own rules, bylaws, and policies. The second group session was a presentation by Field Representative Greg Gardner and Communications Coordinator Becky Gaiovnik on Right to Work and the new Supreme Court case Janus vs AFSCME. They discussed the impact of the ruling this case could have on MSEA and other unions across the nation.

After the whole group session Members attended breakout sessions facilitated by MSEA Staff.

The topics were:

- MSEA 101
- Just Cause
- Back to Basics
- ACA/FLMA/IDEA
- Treasury Training

After reviewing survey feedback from Southern CORE Training "What Can Your Union Do For You" was taken off the list of breakout sessions and was made into a whole group session. Members expressed they had wanted to attend this session as it continued the conversation from the earlier

whole group presentation on Right to Work, which they felt was really important to attend and be able to share the information with other Members in their unit.

As you can see Member survey feedback is highly valued and taken into consideration to make MSEA events better. So please always fill out the follow-up survey that is sent out after an MSEA event.

If your unit could benefit from one of the trainings presented at CORE Training contact the MSEA Office at 651-227-3623 to see about when a meeting can be set up.

Lastly, MSEA would like to say a thank you to all those who attended the Northern CORE Training in Detroit Lakes. A big thank you MSEA Staff for putting together the breakout sessions and to the Holiday Inn Detroit Lakes Lake Front for their hospitality.

See you at the next MSEA event!

Motivation Corner....



2017 Northern CORE Training - Detroit Lakes

MSEA 2017-2018 CALENDAR

December 9 - Board of Directors Meeting - St. Paul

January 16 - Region 6 River City Eatery @ 5:00PM - Windom

January 17 - Region 7 Pizza Ranch @ 5:30PM - Austin

January 20 - Board of Directors Meeting - St. Paul

February 3 - Region 2 Sparkling Waters @ 11:30AM - Bemidji

February 10 - Region 1 Blue Moose @ 11:30AM - East Grand Forks

February 15 - Region 3 Country Kitchen @ 5:30PM - Detroit Lakes

February 20 - Region 4A Molitor's Quarry Grill & Bar @ 6:00PM - Sauk Rapids

February 21 - Region 4B The Oaks at Eagle Creek @ 6:00PM - Willmar

February 22 - Region 5 Dangerfields @ 6:00PM - Shakopee

February 24 - Board of Directors Meeting - St. Paul

March 24 - Board of Directors Meeting - St. Paul

April 13 Board of Directors Meeting - Nisswa

April 13-14 Delegate Assembly - Nisswa

July 16-18 Board of Directors Meeting - St. Paul



Produced by Administrative Assistant Elizabeth Pretzel