

THESE MINUTES ARE BEING POSTED UNAPPROVED
AT THE NEXT MEETING THESE MINUTES WILL BE APPROVED
THE APPROVAL PROCESS MAY CHANGE SOME SENTENCE STRUCTURE OR
WORDS, BUT SHOULD NOT SIGNIFICANTLY CHANGE THE CONTENT.
These minutes will then be replaced with the approved minutes.

Minutes of the Regular Quarterly Meeting of the International Association of EMTs &
Paramedics of Local 167

February 24, 2021
Zoom Webinar
1830

Called to order by President Brett Hopper at 1840 hours.

All voting completed by Zoom Webinar polling function.

Minutes:

There was a motion to approve minutes from the third quarter membership meeting on December 17, 2020 as submitted. Second. No discussion. Motion passed. All union minutes (board, LMC and general membership) are posted on the union boards at report to work locations and on the union website (www.iaep167.org).

Treasury Report:

Treasury report was given by Dustin Hadley. The most recent bank statements were available at the meeting by request. The balance of the bank account is \$89,363.19 with \$21,599.20 in pending deposits and pending debits of \$2,170.05. There is a checking error that the bank made in the amount of \$100. We also have an estimated total of dues owed to National in the amount of \$20,205.00. That makes the net total \$88,678.34. The balance of the CDs is \$19,732.13. We are working on correcting some dues errors for former members that are still having dues deducted and one member that is having double dues deducted. The goal is have taxes completed by the March board meeting.

There was a motion to accept the treasury report as given. Second. No discussion. Motion passes.

****A reminder that if you change your FTE status to inform the treasurer so the amount of dues taken out of your check can be adjusted. ****

Communication Reminders:

Website/Facebook

Please log onto the website to stay up to date with what is happening. The address is www.iaep167.org. If you do not have access please contact the website administrator Ryan Dougherty. The new format is up and running. Everyone's user name has been changed to member's first name space last name and password is member's A number

(with a capital A). Make sure to like our Facebook page – IAEP R7-167 and join the member's only Facebook group – IAEP 167 Union Members Only Page.

National Representative/Executive Board:

Brett Hopper serves as our National Representative for four locals in Minnesota and one in Wisconsin. The national executive board meets twice per year, Brett attends these meetings. If you have problem with the way the local is running you can talk with Hopper or you can contact his boss Phil Petit at National. His contact information is on the union website. Hopper has been re-elected as a representative to the National Executive Board for IAEP for a four-year term.

Scholarships

Several scholarships are available for union members through IAEP, SEIU, and Union Plus. IAEP scholarship applications are due by the end of May each year and winners are drawn at the June meeting. Members can find links to available scholarships on the union website (www.iaep167.org) on the left-hand side links or on the Union Plus website (<http://www.unionplus.org/union-member-benefits>)

Union Plus/SEIU Member Benefits (SEIU MB)

The union benefits website has changed from Union Plus to SEIU Member Benefits (www.seiumb.com). To use the site, you must register and sign in. The local number to use remains 5000. These are the same discounts that were available through Union Plus like pet insurance! Talk with any board member if you are having issues or have any questions.

LOUs/Demand to Bargain

LOU for surge staffing will expired at the end of March 2021 and weekend bonus LOU has been extended through the end of 2021.

Board of Directors 2021 Elections Results

There were five offices up for election in 2021 – Treasurer, District Vice-President EIT, District Vice-President Wright County, District Vice-President Cambridge and District Vice-President Dispatch/Forbes/Grand. Nominations closed January 15, 2021. Voting was completed using electronic ballots sent out to members via email or home mail if we did not have an email address. We had a total of 209 members vote out of a possible 567 eligible voters (we had 141 members vote last year). This is the highest turnout for Board of Director Elections ever! Colin Brown was elected Treasurer with 134 votes over Dustin Hadley (56 votes). Angie Griep was elected District-Vice President EIT with 177 votes. Dean Eull was elected District Vice-President Wright County with 83 votes over Kat Visco (81 votes). Noah Peterschick was elected District Vice-President Cambridge with 90 votes over Jaime DeBilzan (66 votes). Jodi McKusick was elected District Vice-President Dispatch/Forbes/Grand with 101 votes over Tara Vadnais (40 votes). New board members will be sworn in at the next board meeting.

Contract Negotiations

Quarterly Membership Meeting Minutes – February 2021

We voted down the proposed contract on February 4, 2021. There were 421 voters that participated in voting and 376 voted no. Hopper sent response to management. New negotiations dates have been set for March 8th and 15th.

Western Region LMC

The West Region has had a lot of turnover management wise recently. Pat Egan moved to fleet services, then his replacement resigned after only a few days and the supervisor for New Ulm resigned. They are looking at doing some restructuring in the West Regions. We will have to wait on a meeting out there until things get sorted out.

Committee Reports:

By Law Committee

Dan Seiberlich is the chair of the By Law committee. The current By Laws are on the website. Send any suggested amendments to Hopper or Seiberlich. There were no changes to the By Laws this year.

Steward Report

Steward report given by Brett Hopper and prepared by Bradi Larson. There were 16 grievances filed in 2020. Five were sent to arbitration, three were employee related and two were union related. The three employee related sent to arbitration were settled prior to arbitration in the employees' favor. The two union related were the 401K grievance and the River Falls grievance. They decided on Tuesday to have the 401K arbitration settled in a summary of the facts and both sides will have until April 2 to write briefs. An arbitrator will then read the briefs and make decisions from there. The River falls arbitration is scheduled for July 2021. There were 61 steward waiver forms signed in 2021. There were also two members that petitioned the national over their grievance. This is a possibility when the grievance committee votes to not pursue a grievance. The member can petition for national to overturn the decision and grieve it. This is a long process and will update the membership when we hear more. Anyone interested in becoming a steward contact Bradi Larson, Dan Seiberlich or Albert Reiff.

****Everyone should remember to request a union steward anytime they feel a conversation may lead to discipline with management. Stewards are there to be your witness and to make sure discipline is just and fair.****

Old Business:

None at this time.

New Business:

Committee Appointments

Please email to Secretary Layne if you are interested in sitting on LMC.

Stipend Approval for Board Members

It is part of the By Laws that the membership can elect to give board members a token of appreciation for work rendered.

Quarterly Membership Meeting Minutes – February 2021

Motion to give all members of the Executive Board and the Chief and Lead Stewards a stipend of \$598 for 2020. Second. No further discussion. Motion passes.

Honor guard Donation

We will be donating \$500 to the Minnesota EMS Honor Guard as stipulated in our By Laws.

Allina EMS Hockey Teams Donation

The Allina EMS Hockey team usually plays in two tournaments each year - Big Bear Tournament in April and The M Health Tournament. The M Health tournament has been cancelled this year. Anyone interested in playing hockey let Hopper or Lanenberg know. Also fun to watch if they are allowing spectators.

Motion to donate \$700 to the Big Bear Tournament on behalf of the Allina EMS Hockey team. Second. No discussion. Motion passes.

Open Floor Discussion:

Facebook Post

Director Long requested more information about what exactly Hopper meant in his email. Hopper posted the question on the Facebook group. There have been many comments on the post. He may include some comments with the names removed in his response email.

The next meeting will be in May 2021. Date and location to be determined.

Motion to adjourn meeting. Motion seconded. Meeting adjourned at 2011.