

**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

June 3, 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 first quarter membership meeting on February 24, 2021 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](http://www.iaep167.org)).

**Treasury Report:**

Treasury report was given by Brett Hopper and prepared by Colin Brown. The most recent bank statements were available at the meeting by request. The balance of the bank account is \$105,016 as of 5/19/2021. The balance of the CDs is \$26,145. The executive board is working on moving CDs as they mature into a saving account. We are hoping to turn this savings account into a union scholarship fund.

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](http://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](http://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](http://www.seiumb.com)). To use the site, you must register and sign in. Use SEIU as the union log in and 5000 as local number. 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

We have not signed any new LOUs. We are working on one LOU that will outline pay for a union member that would be the secondary dog handler for a therapy dog that Buffalo area will be receiving. Hopper was also notified that they are looking to bring back the weekend bonus but has not seen anything more about it. We do not have any demand to bargain at this time.

#### Contract Negotiations

The negotiation team will be meeting with union lawyers tomorrow morning to discuss our proposal to arbitration. The arbitration date has not been set but we are guessing that it will be scheduled for some time in August. They did send an offer last week which included the same financial offer of 4.5% over three years and reduction of 130 hours in PTO bank. We will be discussing this offer with negotiation team tomorrow. Other unions in our area have been getting 2 or 2.5% per year.

#### Weekend Bonus

The weekend bonus is still active for picked up shifts for the weekend. Its \$10 extra per hour. Make sure to notify your supervisor if you work one to add it to your timecard. This LOU is in effect until the end of 2021.

#### Tripping Inverters/Overloading Electrical

We may be overloading the electrical system and tripping the inverter. They are not sure exactly what we are doing that is causing it. Be careful of what you are plugging into the truck and know that it may be causing electrical issues.

#### SharePoint/Writing Up Trucks

We need to make sure we are writing up trucks in SharePoint and in detail. You can also edit someone else's write up. You can click on a write up and add more detail with the new date and your name. We can also write up things that we suspect about to be

proactive. There were some write ups that have been deleted due to a space issue and if there were double write ups. A big shout out to the EITs that fix all the little things!

### Western Region LMC

We had an LMC style meeting with the union reps from each base and the management team in the West Region. We had a long talk about safety, working condition, hours, and deployment.

### **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. We will be making some By Law changes for the next membership meeting. We will be removing Forbes and replacing it with Broadway.

#### Steward Report

Steward report given by Brett Hopper and prepared by Bradi Larson. There are 32 stewards currently and always looking for more. Anyone interested in becoming a steward contact Bradi Larson, Dan Seiberlich or Albert Reiff. We currently have two grievances in arbitration and four have been submitted for the grievance process. We recently had a successful result of a discipline being lowered. There is an opening on the Grievance Committee. Please send an email to local167grievances@gmail.com if you are interested. It has become a common occurrence for management to pressure members into a meeting with a witness or without a steward without offering to reschedule. If this happens, please contact Bradi or union leadership to let them know.

#### **Please stop signing waivers and ask for representation!**

**\*\*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:**

None at this time.

### **Open Floor Discussion:**

#### Tiered 911 Response

There has been a big push to do this lately. We as a union would be in favor of this and members being able to respond to more calls and use their skills. The Hennepin County ordinance has not been changed.

#### LMC Issues

This year has been difficult with the pandemic, being short staffed, finances and contract negotiations. The relationship between L167 and Allina EMS management has become strained. There was a lengthy discussion at the most recent LMC about ways to work as a group to identify the strain and mend it.

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

Motion to adjourn meeting. Motion seconded. Meeting adjourned at 1940.