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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 23, 2022
Moe's American Grill and Zoom Webinar
1830

Called to order by President Brett Hopper at 1840 hours.

All online voting completed by Zoom Webinar polling function.

Minutes:

There was a motion to approve minutes from the third quarter membership meeting on December 9, 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).

Treasury Report:

Treasury report was given by Colin Brown. The most recent bank statements were available at the meeting by request. The balance of the bank account is \$80,625 as of 2/15/2022. The balance of the CDs is \$5,721. We did receive payment from National finally \$17,680 but we believe we were underpaid. We are contacting the National to get this sorted out. The 2020 taxes have been completed and filed. We still owe the IRS \$10,000 for incorrect/late filing in 2018. We received one notice of this penalty. These taxes were filed by a previous Treasurer. We did file hardships with IRS to drop the fine. We have created a money market account to move matured CDs into and use potentially for a scholarship fund. We are looking into a different plan for the Bat Phone. We are still looking into E&O insurance.

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

We have not filed any since the last meeting. The last LOU that was signed was the extension of the bonus pay for picking up shifts.

Board of Directors 2022 Elections Results

There were five offices up for election in 2022 – Vice President, Secretary, District Vice-President Metro Paramedic, District Vice-President West Regions and District Vice-President Cambridge. Nominations closed January 14, 2022. 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 216 members vote out of a possible 567 eligible voters (we had 209 members vote last year). This is the highest turnout for Board of Director Elections ever! Albert Reiff was elected Vice President with 102 votes over Sara Seiberlich (54 votes) and Jason Colvin (49 votes). Amanda Layne was elected Secretary with 196 votes. Aaron Florin was elected District Vice-President Metro Paramedic with 180 votes. Adam Harvey was elected District Vice-President Cambridge with 164 votes. There were no nominees for District Vice-President West Regions. New board members will be sworn in at the next board meeting.

Committee Reports:

By Law Committee

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

Steward Report

Steward report given by Albert Reiff and prepared by Bradi Larson. We currently have 31 active stewards. We currently have one case in arbitration and no active grievances. We had 20-25 waivers signed in 2021. Anyone interested in becoming a steward or have any questions contact Bradi Larson, Albert Reiff or send an email to local167grievances@gmail.com. If you call the bat phone, you must leave a message!

****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 or any other committees.

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.

Motion to repeat last year's stipend which was to give all members of the Executive Board and the Chief and Lead Stewards a stipend of \$598 for 2021. Second. There was discussion about what the cap is for 1099 form. No further discussion. Motion passes.

Honor Guard Donation

Motion to donate \$500 to the Minnesota EMS Honor Guard as stipulated in our By Laws. Second. No further discussion. Motion passes.

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. Anyone interested in playing hockey let Hopper or Lanenberg know.

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

Donation to Union Member

Member Terra Ussatis had a house fire and lost everything. We would like to donate \$1000 from the local to Terra and her family. Hopper did reach out to the National who donated \$1500.

Motion to match National's donation of \$1500 from Local 167 to donate to Terra Ussatis and her family. Second. No further discussion. Motion passes.

Open Floor Discussion:

Minnesota EMS Charity Ride

We have separated from the Minnesota Honor Guard to help all those in need and not just line of duty deaths. The next event is June 4, 2022. More details on Facebook and website www.mnemscharityriders.org. The organization is requesting a \$500 donation from the union.

Motion to donate \$500 to Minnesota EMS Charity Ride. Second. No further discussion. Motion passes.

Pre-Negotiation Committee

Ian Hauffe would like to form a pre-negotiation committee to collect data to give to the negotiation committee. We will table this due to technical difficulties until next meeting.

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

Motion to adjourn meeting. Motion seconded. Meeting adjourned at 2037.