

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 Board of Directors Meeting of the International Association of EMTs &
Paramedics of Local 167

March 31, 2022
Mounds View Conference Room and Zoom

Present: Brett Hopper, Amanda Layne, Albert Reiff, Ron Gray, Angie Griep, Adam Harvey,
Dean Eull, Colin Brown and Aaron Florin.

Absent: None.

Meeting started at 1607.

Minutes:

There was a motion to approve minutes from February 2022 meeting as submitted. Second. No further discussion. Motion passes.

Treasury Report:

Report given by Colin Brown. The national has acknowledged that they received our email about dues discrepancy. Our accounts are healthy and within budget. We have made contact with the IRS who directed us to the IRS Law Department. We did talk with insurance agent that suggested that at the very least we have E&O and general liability insurance. E&O would cover individual board members and us as whole. E&O would be \$300-400 annually and liability would be \$600-900 annually. The general liability cap would be one million. The board approves for Colin to move forward with application process and divulge needed financial information for application.

Motion to approve treasury report as presented. Second. No further discussion. Motion passes.

Announcements:

LOU 15 and LOU 16

LOU 15 is the sign on bonus for STS which is \$1000. We don't have sign on bonuses LOU for other job classes and not sure why this was requested as LOU. LOU 16 is the extension of the extra shift bonus. The end date was the only change to the LOU.

National Convention 2022

We got all our paper work for the national convention. The national and local by laws state that President of the local is the delegate to the national convention and then we as a local can decided to send an additional delegate. It is scheduled for October 10-14 in Las Vegas. At the

next membership meeting in May we need to vote on whether we want to send an additional delegate. We also have to approve financial costs for one or two delegates to attend.

Summer Outings

Amanda will reach out to the Twins and Saints about availability. We will look specifically at Twins 9/11 game. Amanda will send out email to board for approval and to get seats reserved.

Committee Reports:

By Law Committee

There is no update from the By Laws Committee. Aaron is the new chair as the new Metro Paramedic District VP. There are some small wording changes that need to be updated.

Grievance Committee

Report given by Albert Reiff. We have had a few grievance meetings but they have been investigatory. No changes in current arbitrations.

LMC Report

LMC met today at Mounds View prior to board meeting. They presented three policies – Open Shift, Nursing Mother and Fitness to Duty. Management is getting reports that there is member on member shaming for nursing mothers, which is unacceptable. Management proposed a new job class of EMT Trainee where employees are hired to attend EMT school and also filling in shifts in EIT and STS. They presented the new navy blue polos and job shirts. By 2023 we will phase out white shirts. The sweaters will be phased out. They spoke about the exhaust smell in trucks and believe it is due to pinhole in exhaust. If you have something wrong with a truck, write it up. Next meeting is April 28, 2022 at the Mounds View Conference Room.

Old Business:

None at this time.

New Business:

New Member Swearing In

Aaron Florin and Adam Harvey were sworn in as new members by President Hopper.

Political Endorsements

We have had two requests to the local for political endorsements. There was a discussion about whether the board should approve political endorsements or send it to the membership for a vote. There is no bylaw about political endorsements. Aaron will investigate how other unions handle this process by next meeting. We will speak about this topic at the next membership meeting. This local has never been approached by a political party before this year.

Open Officer Positions

We will post open office positions and recruit before next meeting.

Seniority Issue

There was a discussion about seniority and direct dealing with members. The board agreed to not accept the seniority that was direct with the member and management.

Next Meeting:

April 28, 2022 following LMC at Mounds View Conference room.

Motion to adjourn. Second.

Meeting adjourned at 1738.