

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

May 19, 2022
Zoom Webinar
1830

Called to order by President Brett Hopper at 1834 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 February 23, 2022 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 \$88,151 as of 5/15/2022. The balance of the CDs is \$5,721. We still owe the IRS \$10,000 for incorrect/late filing in 2018 and now we have been assessed \$185 in interest. We did file hardships with IRS to drop the fine. We imagine that they have not excepted our filing of hardship.

There was a motion to pay the fine in full and walk away. Second. There was discussion about past experiences with tax attorneys and not being worth it for how small a fine it is. Motion passes.

We have two new liabilities added on our balance sheet: an arbitration fee and NAGE charities. We have been receiving checks from the national for union dues. We did receive February and March but nothing for January. Financial information was submitted to John Hall for general liability and D&O insurance. We are waiting to hear back on the next steps.

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

There were five LOUs signed since last meeting. LOU 15 is the sign on bonus for STS which is \$1000. LOU 16 is the extension of the extra shift bonus. The end date was the only change to the LOU. LOU 17 creates the EMT academy and paying them as employees. This one is not in effect yet. LOU 18 is the wage scale adjustments for EMTs, Paramedics, Dispatchers and Call Takers. The union did express that we didn't agree with the extension of the steps to 15 years, the \$0.15 raise for EMTs and not including mechanics. LOU 19 handles the EMTs attending paramedic school and apart of the school pool. These EMT will now be eligible for a 20 hour equivalent stipend added to their paycheck. This LOU has been announced but has not been signed.

Summer Outings

The IAEP 169 summer outing will be to the Minnesota Twins vs Cleveland Guardians game on September 11, 2022 at 1:10 pm. Tickets will be \$7 per ticket for members and

their family. More information will be posted soon to the union website and Facebook page.

EMS Retreat

There is a great opportunity for EMS to take break at Protectors Peak at Shiloh Ranch July 7-10. More information can be found at www.protectorspeak.com or email questions to protectorspeak@gmail.com.

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 need stewards in the West Corridor and need someone to take the Bat Phone. We currently have two cases in arbitration and no active grievances. 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:

Creation of a Pre-Negotiations Committee

The proposal was to create a committee that would research information and then give it to the negotiations committee. This is currently completed by the negotiations committee and starts about six months before the start of negotiations. We will table this until the member that proposed the committee is able to attend.

New Business:

National Convention

The National Convention is scheduled for October 10-14, 2022 in Las Vegas. We are able to send two delegates. Our By Laws state that the president is automatically sent and we can elect to send a second which is typically the Vice President.

There was a motion to send the President and Vice President to the National Convention and cover all travel costs. Second. No further discussion. Motion passes.

Creation of Public Information Officer

This was discussed at last meeting and further discussed by the board. This would be a non-voting board member. This would create the position and then we would be able to define the position. We would then be able to post for a member fill position.

There was a motion made to create the position of Public Information Officer. Second. No discussion. Motion passes.

Political Endorsements

We have had two requests to the local for political endorsements this year. These are the first requests that the local has ever received. There are unions that have endorsed candidates or groups after research. These groups tend to want more than just an endorsement and look for money or aid in promotion. We could choose to not endorse or we could form a committee, check with our legal and decide what level we will be endorsing. The boards ask of the general membership is whether this union wants to get into the business of endorsing candidates.

There is a motion to not get into the business of endorsing candidates at this time. Second. No further discussion. Motion passes.

Open Floor Discussion:

Bonus

Members have been told that if they take their personal vehicle, they will get a bonus and if they take a rig then they will not get the bonus. We will bring this up at LMC.

Western Corridor LMC

We were working with Jeff Lanenberg to set a date and now that is on hold. We will bring this to LMC.

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

Motion to adjourn meeting. Motion seconded. Meeting adjourned at 2026.