

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 11, 2023
Zoom Webinar
1830

Called to order by President Brett Hopper at 1837 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 28, 2023 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 interim treasurer Brett Hopper. We are in the need of a treasurer. Please let Brett or Amanda know if you are interested or know anyone that is interested. The most recent bank statements, budget and ledger were available and reviewed at the meeting. The balance of the bank account is \$77,681.89 as of 5/11/2023. The balance of the CDs is \$5,732.60. The 2020 and 2021 taxes have been completed and filed. We paid the \$10,000 fine issued by the IRS for delinquent filing in 2018 and have received a letter stating that our non-profit status has been reinstated. We are still waiting on a final letter stating that we are in the all clear. The LM-3 has also been completed and Department of Labor has determined that we are in compliance following our audit. We also renewed our MN state Business License. We continue to move the money from CDs to our money market account as they mature. We are looking to use this money to set up a scholarship for the members. We are still working with National to correct our dues payments. We believe the National still owes us money and they disagree. Brett has scheduled a meeting with the director and comptroller in the beginning of June to hopefully resolve the issue. Our search for E&O insurance is on the back burner until we get a new treasurer.

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 five locals in Minnesota (M Health, Welia Health, Mille Lacs Health and Cuyuna Regional Medical Center) 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 had any LOUs or filed demand in 2023.

Negotiations Committee

We are looking for members that are interested in participating in negotiations this year in August/September. We would like to have as many job classes represented as possible. We would like to have the team assembled by May to be ready. Please let Amanda or Brett know if you are interested.

Committee Reports:By Law Committee

Aaron Florin is the chair of the By Law committee. The current By Laws are on the website. Aaron will be looking through the bylaws and seeing if anything needs to be adjusted. Send any suggested amendments to Hopper or Florin.

Steward Report

Steward report given by Albert Reiff. For 2023 we have completed 13 grievances so far and we have 14 active grievances. We have five in arbitration and we have had six non-grievances (signed waivers). Mike Vander Heyden is now Lead Steward. There has been an issue with the LMS was not sending out notification of needing renewal. Everyone should make sure to keep track of their expiration dates. If anyone gets into the crash, make sure you appeal the crash. There continues to be a lot of issues in the West Regions. Anyone in this area should contact the Bat Phone any time there is an issue and get a union rep. Make sure your time cards are correct! Anyone interested in becoming a steward or have any questions contact Albert Reiff or send an email to local167grievances@gmail.com. The new number is 651-362-0297. 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:

Seniority by Hire Date for Older Members

Seniority used to be by hours worked until 2017 when we switched to date of hire in the job class. There have been some members that have requested that all seniority is moved to date of hire in the job class including the senior employees. This would have to be a contract change. We are collecting the date together to ensure we are doing what is best for the membership. We will get more information out to the members about the possible change.

New Business:

None at the time.

Open Floor Discussion:

None at this time.

The next meeting will be on August 10, 2023 at 1830 via Zoom.

Motion to adjourn meeting. Motion seconded. Meeting adjourned at 1924.