

**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

August 10, 2023  
Zoom Webinar  
1830

Called to order by President Brett Hopper at 1848 hours.

All online voting completed by Zoom Webinar polling function.

**Minutes:**

There was a motion to approve minutes from the second quarter membership meeting on May 11, 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](http://www.iaep167.org)).

**Treasury Report:**

Treasury report was given by interim treasurer Brett Hopper. The most recent bank statements, budget and ledger were available and reviewed at the meeting. The balance of the bank account is \$60,493.26 as of 8/10/2023. The balance of the CDs is \$5,732.60. The balance of the Money Market is \$20,581.71 as of 8/10/2023. We are in the clear of the prior tax issues that we had. We also passed our Dept of Labor audit and we will probably be audited again. We are still working with National to correct our dues payments. We believe the National still owes us money and they disagree. 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](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 five locals in Minnesota (Allina EMS, 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](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. 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.

#### Summer Outing

The IAEP 169 summer outing will be to the Minnesota Twins vs Cleveland Guardians game on September 10, 2023 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. Members must sign up and pay for tickets by August 17, 2023. Contact Secretary Layne with any questions.

#### Letter of Understanding (LOUs)/Demand to Bargain

We have not had any active LOUs since our last meeting. The bonus LOU does expire at the end of the next month. We are hoping we can work with management to continue the LOU. We have not heard from them as of yet.

#### Layoffs 2023

Allina announced layoffs throughout the organization. There were three that affected the EMS division. There were two that were non-union members – medical director FTE reduction and layoff of non-EMS scheduling person. One was a union member and it is considered an FTE reduction from 1.0 to 0.5. This was a maintenance position at Grand. We requested to discuss other money saving options and they were not interested as they only wanted to reduce this particular position's FTE.

Negotiations Committee

We are looking for members that are interested in participating in negotiations this year in August/September. We typically go to the table in October and try to get a deal done by November. The management team sent notice at end of May to have wage only discussion to get a deal done for the rest of the contract. At that time, we had not formed our team yet. We were able to get our team together and send notice to them in July and we were scheduled to meet at the end of August. They wanted to go to the table for a three-year deal on wages, which is not something we have done before. We responded that we would be able to meet on the date and to discuss economics but could not agree that it would be for a three-year term. They responded that they would not be negotiation with us at that time and would be meeting with us later this year to discuss the entire contract. The negotiation team is Brett Hopper, Albert Reiff, Gavin Rice, Venessa Soldo-Jones, Ryan Marti, Rachel Carson.

**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 46 grievances so far and we have 7 active grievances. We have three in arbitration. We have had 15 non-grievances (signed waivers). Mike Vander Heyden is now Lead Steward. There have been 107 phone calls to the bat phone so far this year. We are waiting on 12 possible investigations. 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:**Minnesota EMS Charity Ride

The organization helps all those in need and not just line of duty deaths. The last event was June 3, 2023. More details on Facebook and website [www.mnemscharityriders.org](http://www.mnemscharityriders.org). The organization is requesting a monetary donation from the union.

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

**Open Floor Discussion:**

Critical Care Paramedics

There was a discussion at the QA meeting about having another classification for paramedics with advanced training. Members would like to see that all paramedics that above and beyond certifications be included, not just paramedics in the critical care division. Hopper requested in the past to discuss this topic but has had no response.

Minnesota EMS Memorial

Adam Harvey has been working for many years to get a memorial for EMS deaths in Minnesota. The union has been assisting Adam with anything that he needs. Keith Witte has created a concept drawing for the memorial. Adam says that he still has a long way to go.

**The next meeting will be on December 14, 2023 at 1830 via Zoom.**

Motion to adjourn meeting. Motion seconded. Meeting adjourned at 2013.