**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

February 28, 2024

Zoom Webinar

1830

Called to order by President Brett Hopper at 1836 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 14, 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:**

Report given by Angie Donwen. The most recent bank statements were available and reviewed at the meeting. The balance of the checking account as of 1/31/2024 is $62,380.18, balance of money market is $20,592.09 and balance of CDs is $5,721.16. Net revenue for January 2024 was -$3,283.47. Everything has been filed for the year. Everything is current and up to date. Used a new software for the 990. We have not done a budget for this year yet and are working on it.

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 (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) 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. Allina also offers legal benefits and so does the SEIU. SEIU also offers mental health benefits through Ark Health.

Letter of Understanding (LOUs)/Demand to Bargain

The shift bonus LOU will expire at the end of March. We are hoping that it will be extended but not sure at this time.

Negotiations 2024 Update

Negotiations started well and settling issues that we both had interest in. This is the most spread-out that sessions have never been scheduled due to multiple issues. The next meeting is scheduled on March 13, 2024 with a federal mediator. They presented a half page proposal and we presented a presentation about the items in our proposal and why it would work. They believed that we should have only asked for a modest raise.

Board of Directors 2024 Election Results

There were five positions up for election in 2024 - Treasurer, District Vice President EIT, District Vice President Communications Center/Broadway, District Vice President Wright County and District Vice President Glencoe/Hutchinson. Nominations closed January 19, 2024. Voting was competed using electronic ballots send out to members via email or home mail if we did not have an email address. We had a total of 199 members vote out of a possible 586 eligible voters (we had 216 members vote in 2022). Angie Donwen was elected Treasurer with 165 votes. Angie Griep was elected District Vice-President EIT with 177 votes. Niki Fortune was elected District Vice-President Communication Center/Broadway with 125 votes over Isayas Tzegay (40 votes). Lindsey Groves was elected District Vice-President Wright County with 162 votes. Jon Johnson was elected District Vice-President Glencoe/Hutchinson with 150 votes. Congrats to our new board members! New board members will be sworn in at the next board meeting.

Union App

There is a union app through NAGE for locals to use. The app can be an easy resource for contracts, stewards and board information. The app is call NAGE Connect but it currently isn’t set up for our local but Brett is working with the national to get it operational. More information to come on this.

**Committee Reports:**

By Law Committee

Aaron Florin is the chair of the By Law committee. The current By Laws are on the website. We will be talking about splitting the Communication Center/Broadway rep into two positions.

There was a motion to approve By Law changes as presented. Second. No discussion. Motion passes.

Steward Report

Steward report given by Albert Reiff and Mike Vander Heyden. We currently have 19 active actives grievances. We have ten in arbitration, with two or three to be dropped by the national potentially. We have dropped one grievance and have had five that were determined to not be grievable. There were 51 calls to the Bat Phone since our last general membership meeting in December.

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 my 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 1/18/2018 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.

Motion to change to date of hire in job class and then a motion was made to table until the next meeting in May. We will send out survey to members about date of hire in job class vs date of hire in Allina EMS. We will then propose by law change in May meeting. Second. No further discussion. Motion passes.

**New Business:**

Committee Appointments

We have several committee openings to appoint – audit committee, At-Large member for LMC, grievance committee and safety committee. Please contact Brett or Amanda if interested.

Stipend Approval for Board Members

Motion to repeat last year’s stipend which was to give all members of the Union Board and the Chief and Lead Stewards a stipend of $598 for 2023. Second. No further discussion. Motion passes.

Donation – Honor Guard

We will be donating $500 to the Minnesota EMS Honor Guard as stipulated in our By Laws.

Donation – Hockey

Currently, we don’t have any hockey tournaments scheduled. The team will come back to the membership when tournaments are scheduled.

Donation – Minnesota LODD Memorial

Motion to donate $500 to Minnesota LODD Memorial to help with funding to get project off the ground and to look into future donations. Second. No further discussion. Motion passed.

Donation – Burnsville Public Safety

Motion to donate $1000 to the memorial fund/family support fund for our former Union brother and colleague Adam Finseth. Amended to: Motion to donate $1000 to the LELS Police Benevolent Fund that supports all three fallen members of Burnsville Public Safety. Second. No further discussion. Motion passes.

**Open Floor Discussion:**

General Statements Made by Members

1. There has been a lot of “fighting” between members on the Facebook page. We need to avoid this as it only divides us and makes us weaker as a union.
2. A member has been out on leave and wanted to state that being able to join the meeting was a nice connection and they appreciate what the union does.

**The next meeting will in May 2024 via Zoom. Date has yet to be determined.**

Motion to adjourn meeting. Motion seconded. Meeting adjourned at 2049.