**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 28, 2024

Mounds View Conference Room and Zoom

Present: Brett Hopper, Ron Gray, Amanda Layne, Albert Reiff, Jon Johnson, Aaron Florin, Roman Hagen and Adam Harvey.

Absent: Angie Griep, Angie Donwen, Niki Fortune and Lindsey Groves.

Meeting started at 1600.

**Minutes:**

Minutes from the February 2024 meeting approved as submitted.

**Treasury Report:**

Treasurer not present. We did a dues audit and 126 members were not paying dues. We are working to collect the missing dues cards.

**Announcements:**

ULP/Demand to Bargain/LOU

LOU 3 was signed today. This will extend the bonus program until December 31, 2024. The language regarding PTO was taken out along with some other language clean up.

EMSRB Changes

There is a bill that looks like it will pass that will dissolve the EMSRB. EMS will fall under The Office of Emergency Services which will be one person instead of a board of individuals. This would not be good for EMS or Minnesota.

Contract Negotiations 2024

Attempted to meet 3/22/24 via Zoom but snow storm caused a power outage. We were able to exchange some financials. The next meetings are scheduled for April 19 and 20th and will be in person with the mediator.

**Committee Reports:**

By Law Committee

Nothing new to report.

Grievance Committee

We are waiting on response for three grievances. There have been some members that petitioned national about their grievance. There are still a few outstanding arbitrations. One staffing grievance was dropped as it was found that the policy was followed.

LMC Report

LMC met today prior to board meeting at Mounds View. LOU 3 that extends the bonus pay was signed. There was extensive discussion about retention. They have added night ACLS classes and more PALS classes. They will also be adding more classes in Cambridge. We discussed the process for UV scopes and review of the footage. Crews are not able to review the footage immediately but are able to review with QA via Teams on Wednesdays. This is to protect the crews and Allina. The next meeting is scheduled for April 25, 2024.

**Old Business:**

Management Meeting in West Regions

Brett, Jon and Roman met with management in West Regions on March 11. There was good dialog. Kevin and Brian will be spending more time in the Regions. Since then we have had two members that have resigned because they made safety complaints and nothing has been done.

Lead Steward Rotation

At this time, we do not have a Chief Shop Steward. Albert has been filling this role. We would like to transition the Lead Steward, Mike Vander Heyden, into the Chief Steward role and during this time would like board members to handle the position of lead steward. Amanda will be taking over the bat phone and duties while Mike is training. Once Lindsey is able to complete steward training, she will be sharing the bat phone with Amanda.

**New Business:**

Committee Appointments

We had two members interested in an At-Large Member position on LMC. We are going to table this appointment until the next board meeting.

Retention

Management has asked for a union representative to sit on a new committee they would like to form to work on employee retention. Jon Johnson will sit on this committee.

General Membership Meetings

We are going to try to move back to in person meetings starting in May. Amanda will reserve Moe’s. Next meeting we will discuss other locations to hold meetings. We would like to figure out how to rotate a meeting in Glencoe/Hutchinson area and St. Peter/New Ulm area.

Retirees on the Facebook Group

There was a concern brought forward by a member that retirees should not be apart of the Facebook group. The board agrees that any member that retirees from EMS and the Union in good standing will be allowed to stay in the Facebook group if they choose. Retirees were dues paying members with knowledge and insight that benefits us all and they should be able to keep up on union news. If anyone has any specific issues with a retiree or any member on the group, please contact a board member so the board can address the issue specifically.

**Next Meeting:**

April 25, 2024 following LMC in the Mounds View Conference Room via Zoom.

Motion to adjourn. Second. Meeting adjourned at 1737.