**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

January 30, 2025

Mounds View Conference Room and Zoom

Present: Brett Hopper, Amanda Layne, Albert Reiff, Adam Harvey, Roman Hagen, Niki Fortune, Angie Griep and Ron Gray.

Absent: Isayas Tzegay and Ren Voigt.

Meeting started at 1617.

**Minutes:**

Minutes from December 2024 meeting approved as submitted.

**Treasury Report:**

Hopper has received all the treasury materials from Angie and will be taking over until elections are completed. Amanda will be submitting dues cards until that time as well. We were able to get our non-profit status reinstated by the IRS. There is no formal report at this time.

**Announcements:**

Elections 2025

Nominations have closed and Amanda is working on contacting all the nominees. The final ballot will be sent out next week. We will work on a general membership meeting date. Amanda will be setting the election up again with Simply Voting.

NAGE App

NAGE has an app that is specific to our union. It isn’t great and rudimentary. We should all download it and give feedback. We are working on getting a better app that is more up to date.

**Committee Reports:**

By Law Committee

Nothing new to report.

Grievance Committee

Grievance report prepared by Albert. There are eight active grievances, eight current arbitrations and six waivers have been signed.

LMC Report

LMC met today prior to board meeting at Mounds View. Allina has decided that they will no longer be contributing to holiday meals. Sick and Safety Leave has changed to Earned Sick and Safety Time (ESST). There is no change for casual employees but there is a change for benefit eligible employees. Employees are still required to rest ESST for an unscheduled PTO occurrence. The next meeting is scheduled for February 27, 2025.

**Old Business:**

Seniority

Hopper had posted a survey to the website but it was suggested to add it to the ballot so it would be sent to all members. It will include information about how seniority is handled now and the options for going forward. This will only be a poll and will be explained that information will be used by the board and negotiation committee for the next contract. Any changes that occur to seniority must be negotiated with management as it is part of the contract.

**New Business:**

Resignation from the Board

Aaron Florin has taken a full-time position in QA/QI and has submitted his resignation. His position is up for election this year.

Motion to approve Arron Florin’s resignation of his position of District Vice President Metro Paramedic. Second. No discussion. Motion passes.

**Next Meeting:**

February 27, 2025, following LMC at Mounds View Conference Room.

Motion to adjourn. Second. Meeting adjourned at 1653.