**Minutes LMC Meeting January 2025**

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

**Minutes of the Regular LMC Meeting of January 30, 2025**

Present: Kevin Miller, Albert Reiff, Brett Hopper, Amanda Layne, Scott Tomek, Dave Matteson, Jodi McKusick, Bethany Worm, Niki Fortune, Brent Baker, Angie Fox, Anne Handahl. Scott Nisbit, Andrew Cohen, Jeff Czyson and Ron Gray.

Minutes taken by Amanda Layne.

Meeting called to order at 1335.

Minutes from September 2024 meeting approved as submitted. There were no meetings in November or December due to holidays.

**AHEMS Updates**

Finances

The Allina Health financial packed was reviewed.

\*\*Every year AHEMS creates a budget to guide operations and provide expectations for recapitalization of the organization. When you hear us use the term “behind plan” this refers to the fact we are performing at a rate that will leave us short of our established goal. This does not mean we are losing money; we’re just not making the amount we targeted before January 1st. Likewise, the term “ahead of plan” refers to the fact we are doing even better than was predicted which is a wonderful situation!\*\*

**IAEP 167 Updates**

None at this time.

**Committee Reports**

Staffing Committee

Report given by Jodi. There was a discussion about having bid rules reviewed at LMC. The bid rules have not been reviewed at LMC for several years. It was determined at that time that the staffing committee was able to review and approve rules for the bid and they did not need to be reviewed at LMC. This process will continue. The Spring Summer Bid started on January 22, 2025 and will finish at the end of February.

Safety Committee

Report given by Scott. The biggest thing right now is ongoing issues and injuries with new stretchers. We are getting information out about body mechanics with the stretchers and figuring out what injuries are stretcher related and which are not. There will be a new process for reporting employee safety which will launch on February 4.

Communications/Operations Committee

On pause at this time.

Wellness Well Being Advisory Committee

Report given by Jeff. The results of the well being survey have been processed. It has been presented to leadership and will be sent out to staff soon. We have a lower rate of staff burnout, people are using their wellness dollars, people are using the chaplains and therapy dogs, increase on leader burn out and issues in communications center. We are looking to add more peer support members and are looking at some that are interested in WI.

**Rumor Control**

None at this time.

**Standing Reports**

Managers doing Union Work Report

There were 389 hours of managers doing union work for reported for the month of October 2024, 321.75 hours reported for the month of November 2024 and 428.75 reported for the month of December 2024.

Outsourcing Report

There was no report available.

**Action Item Review**

EMMA Computer Connections

There have been issues with computers and Wi-Fi issues when leaving hospitals. Panasonic engineers were here and discovered that it is an issue with Panasonic software. They will have to refresh computers or replace them. This is moving forward.

Union and Management Retention Committee

This will be a next quarter launch.

Chase Car

We are hoping to have something on this for next meeting to look at.

**New Business**

Strike Team Rostering

Allina Health EMS has qualified strike team leaders, but no employee selection process exists. This would create a roster of qualified employees that would be “mission ready”. There is an SBAR to create this team created by Brent Baker. He is looking to create a roster of 20-25 people. He will be holding information meetings for anyone involved and then there would be an interview process like the mentor program.

Holiday Meals

Allina is not allowing for food to be purchased and the only way for management partner on meals in 2024 was to consolidate the Thrive money that was given out to leaders. This was a dissatisfier for the leaders and reportedly for staff. The management team would like to do something else.

The Greater Minnesota Staff

The six Greater Minnesota staff will be reporting out of Mounds View instead of Broadway.

Executive Orders and EMS

With the executive orders with deportation of illegal immigrants, there have been questions about whether ICE agents are able to enter the hospital patient areas. They are able to be in the hospital lobby, but they are not able to go into patient areas.

Bid Rules

The contract states that staffing committee will bring recommendations to LMC which would include bid rules. We have not been bringing bid rules to LMC for a few years. It was determined by LMC that rules were agreed on at Staffing Committee and did not need to be approved by LMC. We will continue with this process at this time.

Sick and Safety/Earned Sick and Safe Time (ESST)

Sick and Safety is a Minnesota law now. The name has changed to Earned Sick and Safe Time (ESST). For benefit eligible employees, there is no longer a cap on Sick and Safety – it correlates with PTO now. If someone has PTO and their reason is covered under the ordinance, then it is covered. Nothing has changed for non-benefit employees. The notification system has not changed, and employees must request ESST for unscheduled PTO. ESST covers occurrences just as Sick and Safety did.

Casual Policy

There is concern about requiring two weekend shifts for casuals that have a 48 hour requirement. These casuals are working Allina RNs and already have a weekend requirement at the hospital. When we reduced the required hours, we didn’t reduce the weekend requirement, so these casuals are working half of their shifts on the weekends. They have asked for the policy to be reviewed and possible reduce the weekend requirements. This policy is currently being reviewed by staffing and the medical directors and they will consider this change.

**Next Meeting Date**:

February 27, 2025, at Mounds View at 1330.

Adjourned at 1536 hours.