**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 27, 2025

Zoom Webinar

1800

Called to order by President Brett Hopper at 1810 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 12, 2024, 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 Brett Hopper. The most recent bank statements were available and reviewed at the meeting. The treasurer stepped down in November and Hopper has taken over since then. Most of our funds are in CDs. We try to have $15,000 in our checkbook. The national increased dues about four years ago and the local increased dues by $1 a few years ago.

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.

NAGE Connect App

NAGE has a customized app for our union. The app is available in the app stores. It has our contract, union board member contact information and anything that is posted on the website. This isn’t the greatest app but it is what we have for now. The national has to approve everyone that can download the app. The local officers have no control over the app. We would like to see as members as we can to download the app and then give Hopper feedback about the app.

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 on May 31, 2025. No demand to bargains at this time.

Board of Directors 2025 Election Results

There were seven positions up for election in 2025 – Vice President, Secretary, Treasurer, District Vice President Metro Paramedic, District Vice President Cambridge, District Vice President New Ulm/St. Peter and District Vice President Glencoe/Hutchinson. Nominations closed January 17, 2025. 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 217 members vote out of a possible 601 eligible voters (we had 199 members vote in 2024). Albert Reiff was elected Vice President with 189 votes. Amanda Layne was elected Secretary with 197 votes. Amy Gulbranson was elected Treasurer with 196 votes. Matt Dionne was elected District Vice-President Metro Paramedic with 98 votes over David Daniel (47 votes) and Joe Mauer (46 votes). Scott Olson was elected District Vice-President Cambridge with 98 votes over Adam Harvey (62 votes). Roman Hagen was elected District Vice-President New Ulm/St. Peter with 141 votes. There were no nominees for the position of District Vice-President Glencoe/Hutchinson. Congrats to our new board members! New board members will be sworn in at the next board meeting. There was also a survey question about seniority on the ballot. The option to keep seniority the way it is won with 105 votes over date of at AHEMS (38 votes), make change of 2021 retro back to start of union (35 votes) and move to date of hire in job class (30 votes).

**Committee Reports:**

By Law Committee

Aaron Florin has resigned. The newly elected Metro Paramedic will also be the chair for this committee.

Steward Report

Steward report given by Albert Reiff. We currently have six active actives grievances. We have eleven in arbitration, a few will be dropped by local. We had an arbitration yesterday that we lost. There were 33 calls to the Bat Phone since our last general membership meeting in December. There were 162 calls to Bat Phone in 2024. We did just complete steward training. We have had nine people sign waivers since January 2025.

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:**

None.

**New Business:**

Committee Appointments

We have several committee openings to appoint – At-Large member for LMC, grievance committee and safety committee. Please contact Amanda Layne (ajlayne0248@gmail.com) if interested.

Other Websites for Union to Join for Communication

Union leadership is looking for input on where we should have a presence to get information to more of our members. We have a large presence on Facebook (443/601 members) but is there something else that appeals to more members?

Union Strong App

There is an app called Union Strong that would be specific for our union and be able to directly connect to all our members. There is a calendar feature and direct communication links. They have a package for small union for about 1000 members would be $3000 for set up and getting everything finished. We don’t have a annual fee for this app. Hopper is looking for a motion to go forward with the app if the subscription fees are doable.

Motion to approve Board to pursue Union Strong App and spend $4000 on set up, with Board to handle any annual contracts. Second. No further discussion. Motion passes.

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 2024. 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 – 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.

**Open Floor Discussion:**

LMC Discussion - West Corridor Town Hall

Today we walked through eight pages worth of questions that the group in the west corridor had. They feel that they don’t have adequate representation from management in the west corridor. We addressed and assigned all questions to leaders today at LMC. We are hoping to have follow up soon and having another town hall in the regions about these issues.

**The next meeting will be in May 2025 via Zoom. Date has yet to be determined.**

Motion to adjourn meeting. Motion seconded. Meeting adjourned at 1940.