

20220401 Labor Committee Meeting Minutes (Approved)

Thursday, March 31, 2022 2:52 PM



State of Maine
Department of Public Safety
Maine Emergency Medical Services
152 State House Station
Augusta, Maine 04333



Janet T. Mills
governor

Michael Sauschuck
Commissioner

J. Sam Hurley
Director

Meeting Subject: Maine EMS Labor Committee

Meeting Date: 4/1/2022 8:30 AM

Location: <https://mainestate.zoom.us/j/81612027431>

Link to Outlook Item: [click here](#)

Invitation Message

Participants

[Davis, Darren W](#) (Meeting Organizer)

Agenda

Agenda

1. Call to Order 0830
2. Maine EMS Mission Statement

“The mission of Maine EMS is to promote and provide for a comprehensive and effective Emergency Medical Services system to ensure optimum patient care with standards for all providers. All members of this Committee should strive to promote the core values of excellence, support, collaboration, and integrity. In serving on this Committee, we commit to serve the respective providers, communities, and residents of the jurisdictions that we represent.”

3. Attendance











- [Davis, Darren W](#) (Meeting Organizer - Staff - Non/voting)
- [Aiden Koplovsky \(aikoplovsk@gmail.com\)](#)
- [Brian Chamberlin](#) Absent
- [Jay Bradshaw](#)
- [Joe Brichetto \(jbrichetto894@gmail.com\)](#)
- [Joseph Kellner](#) Absent
- [Matthew Quinn \(matthew.quinn141@gmail.com\)](#)
- [Matthew Sholl](#) Absent
- [Rick Petrie](#)
- [Stephen Smith](#)

 [Tim Beals](#)

Jason Oko

4. Minutes: March 11, 2022

1. Motion to accept Aiden motions to approve
2. Seconded Matt seconded


 [Aiden Koplovsky \(aikoplovsk@gmail.com\)](#)
 [Brian Chamberlin](#) Absent
 [Jay Bradshaw](#)
 [Joe Brichetto \(jbrichetto894@gmail.com\)](#)
 [Joseph Kellner](#) Absent
 [Matthew Quinn \(matthew.quinn141@gmail.com\)](#)
 [Matthew Sholl](#) Absent
 [Rick Petrie](#)
 [Stephen Smith](#)
 [Tim Beals](#)

5. Public Comment: None

6. Modifications to the Agenda: Switch order of old business

7. Old Business

1. Re-entry Plan

- a. Review proposal
- b. Stephen - Jay did an excellent job
[Melissa Adams joined]
- c. Jay - Melissa Adams helped and provided some good info
 - i. A couple of items still need to be address
 - 1) Complete the Protocol update
 - a) Jason Oko - a few things in the update that are across license levels that were not covered in the 2021 protocol update. Not currently available on Memsed.
 - 2) Jay - Submit an acceptable scope of practice education plan adopted by the service with whom they will be working, what does this mean?
 - a) Tim - why couldn't we specify in the plan to make the service responsible.
 - b) Stephen - I think that would be the easier way to do it.
 - c) Rick - I think it is the easier way to attack it. To make the service responsible for all protocol updates that are warranted since the clinician's license expired.
[Ashley Moody joined]
 - d) Melissa - If you say the service must develop a review of the NIHTSA scope of practice and Maine EMS protocols that would be all encompassing.
 - e) Jay will make changes and send to Darren
 - 3) Rick Motion to send the amended document to Board
 - a) Tim, seconded
 - b) Vote
 [Aiden Koplovsky \(aikoplovsk@gmail.com\)](#)

- [Brian Chamberlin](#) Absent
- [Jay Bradshaw](#)
- [Joe Brichetto \(jbrichetto894@gmail.com\)](#)
- [Joseph Kellner](#) Absent
- [Matthew Quinn \(matthew.quinn141@gmail.com\)](#)
- [Matthew Sholl](#) Absent
- [Rick Petrie](#)
- [Stephen Smith](#)
- [Tim Beals](#)

i) Motion passed

2. Labor Survey

- a. Stephen - interesting and a little disappointing
- b. Matt - agree that it is disappointing on how people are expressing themselves. It is overwhelmingly clear that the biggest issue is compensation and work schedule. Mixed results regarding vaccine mandate. It is important that people know they were heard. It is important that this be made public and published. Some people will need to have big shoulders. There are things that the committee and Maine EMS can address.
- c. Stephen - also a little disappointed in the low level response.
- d. Melissa - who is going to follow up
- e. Rick - where are our focus groups, where dose that sit?
 - i. Aiden - reached out to the university of Maine and waiting for Maine EMS.
 - ii. Jay - we need to make sure people support the strategic plan process. In the absense of info from Umaine to feed the Strategic plan process is there something we can do.
 - iii. Rick would ask that Maine EMS to reach out to UMaine for a date. Looking for a substantive report by June 1. The board needs this information
 - iv. Tim, if Umaine cannot get this done then we should pull the plug.
 - v. Jay would be good for the office to provide guidance on the stakeholder group process.
 - vi. Rick - go back to Nov 2020 to review what is meant by stakeholder groups. The way this was going to lay out Sam's idea.
 - vii. Aiden - has initial draft for the irb proposal.
- f. Stephen - What do we want to do with the survey.
 - i. Matt - I think it is important to get this stuff out there.
 - ii. Tim - I agree with Matt, we are a subcommittee of the board.
[Jay Bradshaw left]
 - iii. Darren - it is FOAAable and I think it needs to have some attention from the committee to develop strategies for the top items.
 - 1) Stephen - I agree. Who is going to follow up
 - 2) Matt - Doesn't mind calling.
[Joe Brichetto left]
 - 3) Melissa - If members of the committee does call back please keep in mind the mission statement.
 - 4) Stephen - Will reach out to Sam and Chair Libby.
 - 5) Rick - Not sure if there is a specific concern regarding Melissa's comments. If the Board approves then someone from the committee could reach out.
 - 6) Aiden - Believe the report should be provided to the Board and ask them for guidance on how to release.
 - 7) Tim - I agree and would suggest

- 8) Stephen - the committee needs to come up with the top 5 things.
- 9) Matt - will need to provide some input to other committees. The survey
- g. Fund the development of a comprehensive recruitment and retention campaign
 - i. Matt - Should ask the Office to invest in the campaign. Then what would be the ensuing the role
 - 1) Tim - there would be an ongoing role.
 - 2) Jason - should be separated into Recruitment and Retention
 - 3) Matt - do we have any data why young people are not going into EMS. Clearly the survey we just conducted a retention survey. How do we get our arms around recruitment.
 - ii. Jason - can survey at licensing events.
 - [Tim Beals left]
 - 1) This would allow us to monitor effectiveness of strategies implemented.

8. New Business

9. Action Items and Next Steps

- 1. Review the report and come back with top 5 priorities.

10. Next Meeting Date and Time: April 1, 2022 0830

11. Adjourn at

Parking Lot:

- **Maine EMS Staffing Coalition Report**

- a. Discussion about what additional information could be sought in this survey that we didn't capture in the multiple vaccination reporting surveys completed by services in November and December. It is the committee's understanding that Maine EMS has the data to answer the question posed by the Board as to how many clinicians left services due to the vaccine mandate.

- i. Kellner will bring this item back to the Board for clarification.

- **Request for supplemental reimbursement**

- **Fund the development of a comprehensive recruitment and retention campaign**

- **Essential Services**