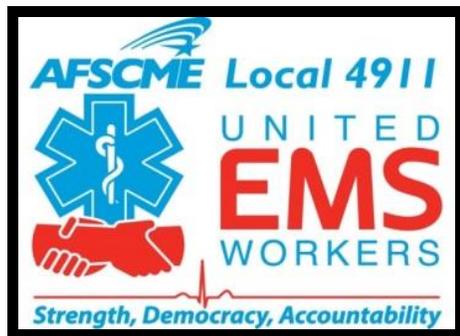


# **COLLECTIVE BARGAINING AGREEMENT**

**-between-**

**United EMS Workers**

**Local 4911 AFSCME, AFL-CIO**



**and**

**Medic Ambulance Service, Inc.**

**April 26, 2014 through and including April 25, 2021**

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## **AGREEMENT**

This agreement is entered into on April 26, 2014 by and between the United Emergency Medical Services Workers, Local 4911, AFSCME, AFL-CIO (hereinafter referred to as "Union") and Medic Ambulance Service, Inc. (hereinafter referred to as "Employer").

### **PREAMBLE**

The Employer and the Union agree that the purpose of this agreement is to ensure the delivery of the highest quality of care and utmost level of professionalism to our patients, their families, our health care associates, and the community in general. With that, the Employer and the Union recognize that to ensure quality of care and professional behavior that covered employees need to feel a certain level of job satisfaction.

The Employer and the Union recognize that the duties performed by employees involve life and death situations. The Employer and the Union recognize their responsibility to assist in resolving all disputes relating to this agreement reasonably. In recognizing this responsibility, the Employer and the Union agree to implement and exercise the provisions of this contract in a fair and responsible manner. Therefore, the two parties enter into the following agreement:

### **ARTICLE 1 – RECOGNITION**

#### **1.1 Scope of Agreement**

The Employer recognizes the United Emergency Medical Services Workers, AFSCME, AFL-CIO as the sole and exclusive bargaining representative for the work performed by all full-time and regular part-time Emergency Medical Technicians (EMTs), Paramedics, Dispatchers and SSTs performing work at or from the Employer's facilities in Solano County, excluding all other employees, managers, guards, and supervisors as defined in the National Labor Relations Act (NLRA).

#### **1.2 Employee defined**

The term "Employee" as used herein shall include all Emergency Medical Technicians (EMTs), Paramedics, Dispatchers and SSTs referenced in Section 1 above.

#### **1.3. Extra-contract Agreements**

In recognizing the Union's sole and exclusive bargaining representative status the Employer agrees not to enter into any agreement(s) or contract(s) with its employees, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement. Any such agreement shall be null and void. Any document which contains a Union Representative's signature will not be considered an extra contract agreement.

**1.4. Bargaining Unit Work**

The Employer shall not unilaterally attempt to erode the bargaining unit by changing the title of a bargaining unit classification as defined in Section 1 above. In the event the Employer desires to change a bargaining unit classification, the Employer shall provide the Union ten (10) days advance notice and provide the Union an opportunity to negotiate the Employer's proposed change.

**ARTICLE 2 – UNION SECURITY**

**2.1 Union Membership**

As a condition of continued employment, all employees included within the bargaining unit described in Article 1 of this Agreement shall either become a member of the Union and pay dues and fees thereto or in lieu thereof shall pay an amount equal to the Union's initiation fee and shall thereafter pay to the Union each month, an amount equal to the regular monthly dues and fees in effect for other employees in the bargaining unit who are members of the Union. This obligation shall begin on the thirty-first (31<sup>st</sup>) day following the beginning of employment, or the effective date of this Agreement, or the execution date of this Agreement, whichever is later. Employees must notify the Union in writing of their intention not to be a member of the Union and to pay a fair share/agency shop fee in lieu of the Union's regular monthly dues and fees in effect for other employees in the bargaining unit who are members of the Union. The Union will comply with applicable laws regarding its calculation of the fair share/agency shop fee and the information provided to non-Union members relation to that calculation.

**2.2 New Employee/Termination Notice/Change of Status**

The Employer agrees to furnish the Union each month with the name(s) of all newly hired employees covered by this Agreement, their addresses, classifications, dates of hire.

**2.3 Union Dues**

**A. Wage Information**

The Employer will submit to the Union each pay period the names and wages paid to all employees who worked during the pay period.

The Employer assumes no liability or responsibility for collection of dues and/or initiation fees.

**2.4 Applicable Law**

The foregoing provisions shall be subject to applicable provisions of federal and state laws.

**2.5 Union Activity**

The Employer will not discriminate in any way against any employee engaging in official Union activity.

## **2.6 Court/Government Agency-Ordered Garnishments Administrative Fees**

The Employer will deduct a one dollar and fifty cent (\$1.50) monthly administrative fee from each employee's paycheck for each individual court/government agency-ordered garnishment requirement or an employee's request. This deduction will continue for each month a garnishment deduction is made until such time as the garnishment is rescinded or paid in full.

## **ARTICLE 3 – UNION RIGHTS**

### **3.1 Shop Stewards**

The Employer recognizes the right of the Union to select a reasonable number of employees as Union shop stewards. The Employer agrees that there will be no discrimination against shop stewards. Shop stewards will not be recognized until the Union has notified the Employer in writing of the names of any employees becoming shop stewards. The Union will notify the Employer in writing when an employee leaves the position of shop steward. Shop stewards shall suffer no loss in pay for attendance at investigatory and grievance meetings held during their shift.

### **3.2 Access of Union Representatives**

A duly authorized representative of the Union shall be allowed to visit the premises of the Employer to meet with employees on duty in order to conduct legitimate Union business, as long as the Union representative has notified the Employer of their presence prior to visit. No Union business conducted on the Employer's premises shall interfere or interrupt with the work of any Employee. Union business between a Union representative and an employee shall not be overheard or observed by patients, customers, or the general public.

### **3.3 Union Bulletin Boards**

A. Bulletin boards, purchased by the Union, shall be placed at a mutually agreeable conspicuous location at each work site to post official Union business (on UEMSW letterhead stationery or an official UEMSW publication). The bulletin boards will be maintained by the shop steward and official Union representative. The Manager or his/her designee shall receive copies of all material to be posted prior to posting. The Employer and the Union recognize the Employer's right to remove posted material which is derogatory or damaging to the Employer's business or industry after consultation with the Union representative.

B. Materials shall be posted only upon the bulletin board space as designated and not upon walls, doors, windows, etc.

### **3.4 New Employee Orientation**

The Employer shall provide the Union with five (5) days advance notice of upcoming new employee orientations. The Union shall be entitled to meet with and address employees attending each new orientation program. Union representatives shall pre-schedule the meeting date through the Education Manager and shall be entitled to a minimum of fifteen (15) minutes to address employees.

## ARTICLE 4 - MANAGEMENT RIGHTS

All management rights, powers, authority, and functions, shall remain exclusively vested in the Employer. It is expressly recognized that such rights, are by no means limited to, the full exclusive control, management and operation of the business, the scope of its activities, the right to establish work rules, change shifts, work schedules, staffing or number of ambulances, the determination of the number, size, and location of its facilities or any part thereof and the extent to which it and its facilities or any part thereof, shall be operated, consolidated, relocated, shut down, sold, otherwise transferred, the right to terminate, merge, sell, or otherwise transfer the business or any part thereof; the determination of the number of employee's and the assignment of duties thereto and the direction of the working force including, but by the means limited to, hiring, selection, and training new employee's.

It is the intention of the Employer and the Union that the rights, powers, and functions referred to herein shall remain exclusively vested in the Employer, except in so far specifically surrendered by the express provisions of this agreement.

It is also the intent of the Employer and the Union that nothing in this agreement shall impair or infringe on the Employer's right to enforce its current policies and procedures, except to the extent any such policy or procedure conflicts with the express terms of this agreement.

The Employer shall notify the Union at least fifteen (15) days prior to implementation of any decision that impacts matters within the scope of representation for bargaining unit employees. The Employer may take action only after satisfying its obligations under the National Labor Relations Act. If, after written notification to the Union regarding such actions, the Union fails to respond within fifteen (15) calendar days, the Union waives its right to meet and confer on the particular matter.

## ARTICLE 5 - GRIEVANCE AND ARBITRATION

### **5.1 Grievance Procedure**

A. The purpose of the grievance procedure is to facilitate a timely means of adjustment by the Employer and the Union following a prompt investigation and thorough discussion of any dispute arising from the interpretation or application of any terms of this agreement and/or disputes concerning working conditions, benefits, or wages.

B. Employees should attempt to resolve problems with their immediate supervisor prior to resorting to the grievance procedure. Any agreement reached between a supervisor and an employee shall not be considered to be a precedent setting agreement, with a copy provided to the Union at the time of settlement. No agreement between supervisor and employee shall in any way conflict with the terms and provisions of this Agreement.

### **Grievance Procedure Outline**

#### **Step One**

The Employee or the Union through its steward shall submit the Grievance in writing to the Administrator or VP of Operations (VPO) within ten (10) business days of the occurrence giving rise to the grievance. Within ten (10) business days of receipt of the grievance notice, a Step 1 meeting shall be scheduled. The

Administrator or VPO will give his/her answer in writing within ten (10) business days after such meeting. Grievances resolved at this step shall not be precedent setting.

“Occurrence” is the date when the grievant learned of the event that is subject of the grievance or the effective date of discipline or discharge.

“Meeting” shall be defined as either an in person meeting, or if mutually agreeable, via telephone conference.

### **Step Two**

If the procedure in Step One fails to resolve the grievance then, the grievance shall be submitted to the President or his/her designee within five (5) business days of receipt of the Step One denial. The parties shall schedule a meeting within five (5) business days. The President or his/her designee shall respond, in writing, within five (5) business days from the date of the Step 2 meeting.

### **Step Three**

In case of failure of the parties to settle the grievance at Step Two the Union shall be entitled to request that the grievance be referred to arbitration or Federal Mediator within five (5) business days from the Unions receipt of the Employer’s Step Two response and shall request a list of seven (7) arbitrators from the Federal Mediation and Conciliation Service (FMCS). Within ten (10) calendar days from the receipt of the list from FMCS, the parties shall select an arbitrator by the process of alternately striking names from such list. The party to strike such names shall be on a rotating basis. The arbitrator’s decision shall be final and binding on the Employer, the Union, and the employee(s) involved. The cost of the arbitration shall be divided equally; the costs include the arbitrator’s fees and expenses, hearing room cost, and the cost of a transcript.

The arbitrator or Federal Mediator shall have no power to add to, or subtract from, or otherwise modify any provision of this Agreement.

## **5.2 Time Limits**

By mutual agreement between the Union and the Employer, the time limits of any step of the grievance procedure may be extended and this extension must be confirmed in writing within the specified time limits. In the event either party fails to respond to the grievance within the time limits specified, the grievance shall be resolved on the basis of the opposing party’s last stated position without setting precedent.

## **5.3 Participants**

The Employer agrees that the grievant shall be allowed to participate in any and all steps of the dispute procedure. The parties agree to exercise their best efforts to arrange grievance meetings which accommodate the schedule of all participants.

## ARTICLE 6 – CORRECTIVE ACTION AND DISCHARGE

### **6.1 Reasons for Corrective Action and Discharge**

The Employer reserves the right to issue corrective action to and discharge employees for just cause for any of the actions while on duty; including but not limited to the following below:

1. Breach of fiduciary duty
2. Drunkenness.
3. Gross negligence.
4. Substance abuse.
5. Fighting or horseplay.
6. Selling, transporting or the use of illegal drugs.
7. Insubordination.
8. Refusal or failure to respond to a call as directed by Dispatch or supervisor.
9. Gambling.
10. Any unlawful or illegal act while on duty or conducted on company premises.
11. Possession of a firearm while on duty or on company property.
12. Failure to comply with or deviation from System Status plan, including delayed responses.
13. Theft.
14. Loss of permits or certifications required by the county, state, or company.
15. Sexual or any other kind of harassment.
16. One no call no show.
17. Failure to maintain communication with dispatch.
18. Failure to restock or refuel an ambulance.
19. Failure to complete paperwork by end of shift.
21. Dishonesty, including, but not limited to; timecards, PCR's and any medical record.
22. Placing a unit in service without all required equipment.

**6.2 Procedure**

The Employer reserves the right to issue correction action, up to and including discharge, based on just cause and the circumstances of each case. Serious or repeated like offenses may call for corrective action commensurate with the offense or totality of the circumstances and not necessarily based upon the premise of progressive corrective action.

**6.3 Corrective Action Notices**

The Employer shall serve upon an employee in writing or electronically of any corrective action or discharge. The notice shall identify the reasons(s) for the corrective action or discharge and the effective date of the action. The notice shall provide language that the employee's signature is only an acknowledgement of receipt. The Employee or the Union through its steward shall be entitled to contest any such action served upon an employee by the Employer referenced in this Article by filing a written grievance at Step 1 in accordance with the grievance procedure contained in Article 5 of this Agreement.

**6.4 Retention Period**

Records of corrective action shall not be considered for purposes of future corrective action, provided there are no further corrective actions for the same conduct or similar offenses during the applicable retention period:

Verbal warnings	12 Months
Written Warnings/Suspension	24 Months

**6.5 Disclosure**

In the event the Employer serves a notice to or discharges an employee in compliance with this Article, the Employer will, upon request of the employee or the Union, provide to the Union copies of any documents or written statements relied upon by the Employer as a basis for its action. If any of the documentation or written statements contains material deemed to be confidential per HIPPA the confidential information shall be redacted prior to providing such information to the Union. Such information must be produced within ten (10) calendar days from the Union's request. If the employee or Union choose to contest any discharge or discipline it must pursue the matter through the grievance procedure outlined in this Agreement.

**6.6 Time Limits**

To be valid, written corrective action notices and discharges must be issued to the affected employee within twenty-one (21) calendar days after the Employer became aware of the alleged conduct claimed as the basis for the disciplinary action, unless an investigation is ongoing. The time limit for issuing corrective action and discharge notices may be extended with the mutual agreement of the parties on a case-by-case basis when delayed by the involvement of state or local law enforcement or state or local EMS agencies, or the employee or key witnesses are unavailable. The Employer must notify the Union in writing of any ongoing investigation and/or any requested extension of the time limit prior to the expiration of the twenty-one (21) calendar day period and the specific reason(s) for the extension.

## ARTICLE 7 – NEW EMPLOYEE PROBATION

A. Full-time employees covered by this Agreement shall be on probation for their first six (6) months of employment. Part-time employees, shall be on probation for their first twelve (12) month of employment. This probationary period may be extended in compliance with this Agreement by mutual written agreement of the Employer and the Employee, with a copy provided to the Union by the Employer at the time of agreement. At any time during the probationary period an employee may be terminated without recourse through the grievance procedure.

B. Employees who change job classifications shall be placed on a six (6) month “Promotion Evaluation Period” and will be required to perform the ‘new’ job to the Employer’s expectations. These promoted employees who fail to meet the expectations of the Employer will be returned to their former position and rate of pay (including any applicable contractual pay changes and seniority accrual).

C. The Employer may voluntarily respond to grievances filed on behalf of probationary employees, either with respect to discipline or termination. By doing so, the Employer does not change the status of a probationary employee, nor does it waive its right to refuse to accept grievances filed on behalf of probationary employees where discipline and/or termination is involved. In the event the Employer utilizes progressive discipline with respect to a probationary employee, this shall not constitute a waiver of the Employer’s right to forego such discipline and proceed directly to termination.

## ARTICLE 8 - HEALTH AND SAFETY

### **8.1 Employer’s Duty**

The Employer shall provide safe, secure, healthful working conditions and shall take actions necessary to minimize the risk of disease or injury to employees. The Employer agrees to comply with applicable federal, state and local health and safety laws and regulations.

### **8.2 Right to a Refuse Unsafe Work**

All employees shall be entitled to a safe working environment. An Employee who discovers a potential hazardous condition(s) or unsafe equipment must notify their immediate on duty supervisor of such hazard immediately after the hazard is discovered. No employee will be disciplined for reporting health or safety issues. However employees found to have violated company safety policy may be subject to disciplinary action up to and including termination.

### **8.3 Employer Paid Immunizations**

As required by OSHA regulations and for the protection of the Employees the Employer will provide, annually, at no cost, for all Employees the Hepatitis B vaccinations as well as the annual Tuberculosis PPD test, and those immunizations which are in accordance with the recommendations of United States Public Health Service Advisory Committee or the County Health Officer. These vaccines will be made available to employees by designation of a reasonable time and place by the Employer. If the Employer elects to provide an immunization they will not pay the fees for an Employee who chooses to get it from non-Employer sponsored sources. If an Employee elects not to be vaccinated they will be required to sign a declination form provided by the Employer.

#### **8.4 Safety Equipment**

A. The Employer shall provide the following safety and protective gear which meets the latest NFPA standards for each employee:

1. Gloves -Extrication type gloves;
2. Hearing and Eye Protection- for both in ambulance and outside of ambulance when requested;
3. Safety equipment personal protective equipment (PPE) garments.
  - a. In the event during the term of this Agreement, field employees covered by this Agreement are required to conduct first responder fire safety/extrication duties, the Union shall be entitled to re-open this Agreement for the sole purpose of negotiating terms and conditions related to first responder duties and the necessary PPE items required to perform such duties.

B. The Employer shall furnish in each ambulance the following safety equipment, which meet the latest applicable standards:

1. Protective eyewear
2. Biohazard kits
3. ANSI 207 reflective safety vests
4. Hazmat placard interpretation books
5. Bullard Safety helmets with eye protection
6. A functional portable communications device shall be made available to each crew. All portable communications devices/radios shall include an appropriate holster/clip.

C. Upon presentation of a receipt, the Employer shall reimburse non-probationary, full-time employees for expenditures for the repair or replacement of boots or other approved footwear up to a total maximum of seventy five dollars (\$75) on each full-time employee's anniversary date within the first year of this agreement and seventy-five dollars (\$75) biennially on the full-time employee's anniversary date each biennium thereafter. Any footwear applicable to this section is only to be worn on duty for the Employer.

#### **8.5 Work Stations and Crew Quarters**

A. Work stations and crew quarters shall be maintained by the Employer in a habitable condition in accordance with the federal, state, local laws, ordinances and Crew Quarters Policy (#202.02.01 (c) dated May 1992).

B. Crew lounges where 24-hour crews are assigned shall continue to include a minimum: one bed for each on-duty 24 hour crew member, heating and air conditioning system, shower facilities, refrigerator, stove (if permissible), living room furniture to accommodate on-duty staff, one dining table/chairs, and a microwave. The Employer shall replace and/or repair the above Company provided items within thirty (30) days after notification to the designated Employer representative.

C. Employees shall not remove any furnishings or other Employer items from crew lounges. Employees shall care, clean, and maintain such items. The Employer will not be responsible for loss or damage to personal items that are brought into work stations.

D. Special issues concerning such items as post locations, lighting and safety considerations at post locations, access to sanitary washing and bathroom facilities at post locations, and kitchen appliances in crew quarters will be discussed at the health and safety committee.

### **8.6 Alcohol, Tobacco, and Drug Free Workplace**

Smoking or use of tobacco products in accordance with local ordinances will not be permitted in areas which constitute either a fire hazard or disturbance to patients, visitors, or co-workers. Smoking is allowed only in designated areas outside of buildings. Chewing tobacco is not allowed on company premises and no tobacco product is allowed in any company owned vehicles.

### **8.7 Ergonomics and Office Equipment**

A. When purchasing VDT equipment, the Employer will purchase VDT equipment with manufacturer-specified non-reflective screens and brightness and contrast controls.

B. The Employer shall provide non-direct fluorescent lighting in all dispatch centers.

C. The Employer shall provide chairs that are adjustable in height and with back support.

### **8.8 Health, Safety, and Best Practices Committee**

A. The Employer has established a committee comprised of representatives of the Employer and representatives of the Union, with rotation of chairmanship. The committee shall consist of three (3) management personnel and three (3) bargaining unit employees designated by each respective party. The focus of this committee is to review and discuss matters and policies regarding any issue of job place health, and safety, as well as issues brought forth to the committee by an employee or the Employer. They also discuss and make recommendations of possible implementation of procedures or devices to better serve patients in a more effective way. The Employer has the sole discretion as to implement any changes recommended by this committee. The committee will not have any power to resolve grievances, change provisions of this agreement, or to negotiate new provisions.

B. The committee meets quarterly unless both parties agree to either cancel a meeting or schedule a second meeting within the quarter. Any Employee may petition the committee to review or conduct an investigation into a issue relating to this committee (a list of some related issues are provided below) during the discussion of an Employee petitioned issue the petitioning Employee will be allowed to address the committee. The Employer may elect to act immediately to correct the situation prior to the committee meeting.

1. Review possible new equipment or protective devices or procedures
2. Review safety related and ergonomic training needs
3. Job related procedures
4. Equipment currently used in the performance of job duties
5. Accidents, only to determine if they could have been prevented
6. Any perceived safety or hazardous situation issue
7. Workers compensation claim, only to determine if it could have been prevented
8. Facility security issues.

### **8.9 Employee Assistance Program**

All Employees may participate in the company's Employee Assistance Program immediately upon hire. Administrative costs of the program are fully paid by the Employer. Any communications or records for an Employee utilizing this program shall be strictly confidential.

## ARTICLE 9 – EDUCATION AND TRAINING

### **9.1 Licensing/Qualifications**

A. Employees are required by the State or County to possess and maintain any licenses certificates, and/or accreditations in the performance of their job responsibilities. Employees shall be solely responsible to maintain said licenses, certificates, and county accreditations in a current and valid status, and have originals or clear legible copies of licenses, certificates, and county accreditations on their person at all times while on duty. The Employer shall reimburse all full time employees the full cost to renew the appropriate license, certificate, and accreditation required by the State or County for the performance of their job responsibilities. The Employer shall reimburse provided such reimbursement requests are submitted within seven (7) business days from the date which the employee paid such fee(s). New full-time employees shall be reimbursed for certifications after one year of full-time service.

B. It is the sole responsibility of each individual employee to ensure that all licenses, certificates, and/or accreditations are maintained and in the employee's possession at all times while on duty. Failure to maintain a valid license, certificate and accreditation will result in disciplinary action, up to, and including termination.

C. Detailed Licensing and Certification renewal procedure can be found in Employer Policy 106.11.02. (dated March 29, 2011).

D. The Employer shall provide continuing education units for all mandatory job related training.

### **9.2 Paramedic Continuing Education**

All paramedics shall be entitled to attend CE training equal to twenty-four (24) hours per calendar year while off duty. Employer provided CE training will be made available to all employees and shall be given priority over outside providers where the subject of such training is the same. Should the state or county require additional hours of continuing training education, the employer will provide such training

### **9.3 Paramedic Re-certification and Re-License Fees**

A. The items listed in section B. below may be required to maintain paramedic accreditation. The Employer will provide each required item at no charge or reimburse employees the fee paid, upon verification of a passing score or certificate of completion and presentation of receipt of payment.

B. If the Employer provides any of, or subsequently sponsors the following training within the six (6) months preceding the expiration date of a license or certification and an employee elects not to participate, then he/she will remain responsible for payment of all required fees for the following:

1. Basic Cardiac Life Support (CPR)
2. Advanced Cardiac Life Support (ACLS)
3. Pediatric Advanced Life Support (PALS) or Pediatric Education for Pre-hospital Professionals (PEPP)
4. International Trauma Life Support (ITLS) or Pre-hospital Trauma Life Support (PHTLS)

5. Any other license/certification required by the County or State.

**9.4 EMT Re-certification**

A. All EMT's shall be entitled to attend employer provided CE training for up to twelve (12) hours per calendar year. Should the state or county require additional hours of continuing training education, the employer will provide such training

B. If the Employer provides any of, or subsequently sponsors the required training within the six (6) months preceding the expiration date of a license or certification in the training and an employee elects not to participate, then he/she will remain responsible for the payment of all required fees.

**9.5 Communications Center Training**

Dispatchers shall be trained at the level appropriate for the level of dispatch services they provide. In the event the Employer provides priority dispatch or pre-arrival instructions, all dispatchers performing such services shall be trained, certified or accredited in an Emergency Medical Dispatch program. The Employer shall make all training available to all dispatchers and pay dispatchers to attend such training and reimburse dispatchers for any license; certification or accreditations associated with the Emergency Medical Dispatch program. The Employer shall provide CPR training to all communications center personnel.

**9.6 Trainee Progress**

Employees who serve as FTOs shall report the progress of trainees to the Quality Assurance Manager at the conclusion of trainee's third shift in order to evaluate the trainee's performance and whether the trainee's FTO period will be extended. Employees who serve as FTOs shall be paid an additional one dollar and twenty-five (\$1.25) for Paramedics and one dollar (\$1.00) for EMTs per hour for all hours worked. In order to remain in paid FTO status, employees must be and remain in full compliance with all terms and conditions in FTO Policy 201.08.01.

9.7 Under no circumstances shall employees be required to pay for any Employer provided or sponsored class(es) and no full-time employees shall be required to pay for certification card(s).

**ARTICLE 10 – HOURS OF WORK**

**10.1 Work Schedule**

A. The following sections are for the purpose of defining normal work hours and are not a guarantee of hours.

B. Work schedules available for full time Employee's:

- 10-hour shifts
- 12-hour shifts
- 24-hour shifts

Special Events (BLS and ALS)

**C. Work Scheduling Options**

All work scheduling options afforded under this article, such as but not limited to, compensated time off, overtime, shift trades, etc. shall be administered by the Employer's electronic scheduler system. All scheduling options shall be available to each employee verbally at the time of the bid. At the conclusion of any bidding afforded under this Article, the Employer shall distribute a complete copy of each individual's shift to each employee. A union representative or union steward will be allowed to attend and observe all shift bids.

D. The Employer reserves the right (with at least fourteen (14) days notice given to the Union) to add, delete, or change any work schedule to better meet the needs of their clients and contractual obligations and/or to meet system status requirements. The Union, upon written request, within fourteen (14) days after the Union's receipt of Employer's notice shall be entitled to a meeting with the Employer to discuss schedule change and possible impacts on Employees.

**10.2 Workweek Defined**

The workweek shall be defined as beginning on Saturday and ending on the following Friday. Payroll is issued bi-weekly on Thursday for the pay period that ends on the previous Friday. All employees are encouraged to participate in the Direct Deposit pay program. This electronic deposit of funds produces a check stub instead of an actual check at each pay period.

**10.3 Work Hours**

A. Full-time employee defined

Full-time employees are defined as employees who are guaranteed to have a regular schedule averaging a minimum of forty (40) hours per week.

The term "work(s) as used as a verb in this Agreement is defined as any time actually worked, time in a paid status, any authorized leave and any time spent in a disciplinary suspension. Such employees who at any point during a three consecutive rolling-month period reacquire an average of forty (40) hours shall be returned to Full-time status and the Employer shall immediately restore all applicable Full-time benefits. Full time employees will retain seniority on a separate list. Full-Time employees who become Part Time employees will retain seniority for bidding purposes.

B. Regular Part-time employee defined

1. A regular part-time employee shall be defined as an employee who regardless of average hours worked per week does not work a regular schedule. To maintain regular part time status an employee must work a minimum of three (3) shifts per month. If there are no shifts available the employee must put in six (6) available days within that month. Exceptions to this minimum part time requirement may be made by mutual agreement.
2. Regular Part-time employees must submit availability, or work, at least one (1) weekend shift per month as part of the three (3) shift minimum. A "weekend shift" for purposes of this requirement is defined as a Saturday or Sunday shift. Exceptions may be made by mutual agreement.
3. The above requirements do not include standby and special events shifts, and do not constitute a guarantee of hours.

4. Full time employees desiring to become Part time must request status change in writing and submit to employer at least fourteen (14) days prior to desired part time start date. Status requests are granted at the sole discretion of the employer. No status changes from Fulltime to Part time will be allowed during the first year of employment.

C. **Reporting for Shifts**

Employees are required to report and arrive at their assigned station, for their scheduled shift on time. Once an employee has reported for their scheduled shift they will remain on duty until properly relieved and cleared by dispatch with Supervisor approval.

If an Employee is unable to report to work on a scheduled shift the employer will require a minimum of four (4) hour notice prior to the start of said scheduled shift. If an Employee fails to give notice prior to four (4) hours of the start of their shift without an acceptable reason will be subject to the following progressive discipline: 1<sup>st</sup> offense = Written warning, 2<sup>nd</sup> offense = Two (2) day suspension, 3<sup>rd</sup> offense = Termination.

**10.4 Shift Bidding**

A. There will be a bid for full time shifts every six (6) months, such shift bids shall become effective each January and July. Bids will be based upon employee shift bid seniority, in compliance with Article 11 Seniority. Once bid an employee cannot voluntarily change the shift bid assignments.

Management reserves the right to refuse any pairing of shift partners for shift bids given good and sufficient cause to do so, (i.e., documented quality assurance issues; irreconcilable personality differences).

B. Shift Bid information shall be provided to the Employee fourteen (14) calendar days in advance of bid day.

C. Employees shall be entitled to bid on shift assignments in shift bid seniority order. Bids shall be awarded to the senior qualified employee within each classification.

D. Once a shift bid has been successfully completed by an employee in compliance with this section, an employee can not voluntarily change the semi-annually shift assignments.

**10.5 Paid Breaks**

A. **Rest Periods**

The Employer shall authorize and permit all employees working shifts of less than 24 hours will be allowed to take paid rest periods at a rate of ten (10) minutes for each four (4) hour period worked or major fraction thereof. A "major fraction" is considered anything more than two (2) hours. Due to the nature of the business, employees on a rest period may be interrupted for all calls or requests for service. If the Employer fails to provide an employee a rest period in accordance with these provisions, the Employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that a rest period is not provided. Time at "post" will be considered as rest periods.

For employees working 24 hour shifts, "Down time" (Down time shall be interpreted as time on duty at a 24 hour station while not on an active call) will be considered as paid rest periods.

**B. Meal Periods**

1. Employee's working a twenty-four (24) hour shift will be allowed three (3) paid meal periods consisting of thirty (30) minutes duration each.
2. Employee's working shifts of less than twenty-four (24) hours in duration will be allowed one (1) thirty (30) minute paid meal period per each five (5) hour period or any portion thereof over three (3) hours. Meal periods shall be scheduled by the Employer on a first request basis subject to system status at the time of request. All meal periods are subject to interruption at any time due to System status Management requirements to ensure patient care is not jeopardized.
3. In the event an employee covered under this Agreement works two consecutive shifts the Employer shall authorize and permit such employee to receive an additional paid meal break immediately at the conclusion of the first shift.

**C. Bathroom Breaks**

1. Bathroom breaks shall not be unreasonably withheld; or be a cause for discipline.
2. The Employer shall provide reasonable access to bathroom facilities in close proximity to the Employee's assigned location of work throughout all hours of the shift.

**D. Sleep periods on duty**

Employee's working on a twenty-four (24) hour shift will be allowed an eight (8) hour paid sleep period. Paid sleep periods may be interrupted for the purpose of any call whether emergent or routine transfer, posting for coverage per System Status Plan, and standby's. An Employee working a twenty-four (24) hour schedule will be allowed to sleep after 17:00 pm as long as all station chores are completed, and all company and/or county response time requirements are met. Employees working on a twenty-four (24) hour shift are required to remain in full uniform (with the exception of footwear while in the station) during normal business hours (0800-1700).

Employees working a consecutive shift shall be entitled to sleep as needed with prior Supervisor approval. Such supervisor approval shall not be unreasonably withheld.

**10.6 Maximum Consecutive Shifts**

No employee shall be required to work more than two (2) consecutive shifts (except in cases of County declared disaster or emergency without a minimum break of twelve (12) hours without mutual agreement between the Employee and Employer).

### **10.7 Report In Pay**

A. If an employee shows up for a regular scheduled shift (not an additional or overtime shift)-and is unable to be utilized the Employee will have the following options:

1. Perform four (4) hours alternate work at regular pay rate, and if Employee desires they may choose to use accrued compensated time off to recover remaining hours of shift;
2. Use accrued compensated time off to cover entire hours of shift;
3. Or be released from duty with four (4) hours pay, with supervisory approval.

B. The Employer agrees to provide six (6) hours' advance notice of the cancellation of any prescheduled overtime.

### **10.8 Two Employees/Same Assignment**

In the event that two (2) employees report for the same assignment, in the absence of mutual agreement, the employee regularly scheduled for that assignment shall work. In the event neither employee is regularly scheduled for that assignment, the most senior employee will choose whether or not to work. Should the most senior employee decide not to work, the employee with less seniority must work.

### **10.9 Shift Trades**

#### **A. Shift Trades**

All Full-time employees shall be entitled to trade shifts with other Full time Employees. The Employer reserves the right to approve or deny shift trades in accordance with the following procedures:

1. All Shift trades shall be submitted via the Zoll Crew Scheduler, or its future equivalent, five (5) calendar days prior to the date of the requested trade date.
2. The Employer will respond in writing with an approval or denial to the Employee's trade request via the Zoll Crew Scheduler, or its equivalent within forty-eight (48) hours after the Employer receives the shift trade request. Trades will be approved at the discretion of the Employer, such request shall not be unreasonably withheld.
3. Shift trades shall not result in additional labor costs to the Employer.
4. Shift trades shall not result in uncovered hours.
5. Shift trades will not be allowed for the purpose of avoiding discipline.
6. Employees will be held accountable for shifts they agree to cover.
7. Failure of an employee to show for agreed shift trade will be considered a no call / no show.

8. There is no limit on the number of shift trades allowed to an Employee, shift trades must be completed within the same pay week (from Saturday to the following Friday).

#### **10.10 Mandatory Assignment of Overtime**

##### **A. Mandatory shifts**

1. When the Employer is unable to fill an available shift through any other means other than a mandatory assignment to an Employee, Mandatory Assignments will be made in reverse seniority order. Employees will be given a minimum of seventy two (72) hours notice prior to mandatory shift. The Employer shall continue to strive to fill the mandated shift up to twelve (12) hours prior to the start of the shift requiring mandation. In the event the Employer is successful in filling the shift the Employer shall immediately communicate with the mandated employee and not require the employee to work the mandated shift.
2. When a Mandatory shift has been assigned, the Employee will be moved to the bottom of the list. If an Employee refuses to accept a mandatory shift assignment they will be subject to the following progressive discipline 1<sup>st</sup> offense = Written Warning 1<sup>st</sup> 2<sup>nd</sup> offense = One (1) day suspension, 3<sup>rd</sup> offense = Termination.
3. A continuing database of employees assigned mandatory shifts will be maintained by the Employer and available for review at all times, to ensure reverse seniority is maintained by assignment with the following guidelines:
  - i. No employee will be mandatoried more than one shift per two consecutive pay period block of time.
    1. 12-hour employees shall have a 12 hour break before and after the mandated shift;
    2. 24-hour employees mandated to a 12-hour unit shall have a 6-hour break prior to the 12 hour shift.
  - ii. An employee cannot be assigned a mandatory shift that will interfere with his their regular scheduled shift.

If an Employee must refuse a mandatory shift assignment due to an extenuating circumstance the Employee must provide documentation of said circumstance to the Employer and at the sole discretion of the Employer may pardon employee from discipline. A refusal will not exclude the employee from mandatory shift assignment rotation.

#### **10.11 Overtime**

##### **A. Overtime Defined**

1. All Employees, will be paid one and one-half (1 ½) times their regular hourly rates for all hours worked in excess of forty (40) in a single workweek.
2. SST employees working twelve (12)-hour shifts will be paid their regular hourly rates for ten (10) hours and one and one-half (1 ½) times their regular hourly rates for two (2) hours. After twelve (12) hours, employees will be paid double (2X) their regularly hourly rates.

3. Employees who regularly work a 12 hour shift and are reassigned to a twenty-four (24)-hour shift will be paid at the twelve (12) hour rate.

### **10.12 Holdover**

Should the potential for a mandatory holdover arise, every possible effort will be made by the on-duty supervisor or his/her designee to find voluntary coverage before a mandatory holdover is implemented. Except in circumstances beyond the control of the Employer, no employee will be held over longer than 4 hours without the employee's agreement. Should an employee be held over more than 4 hours for a 10 or 12 shift or more than 8 hours for a 24-hour shift, such an employee shall be paid one and one half times (1 1/2X) their regular hourly rate, as a premium, for all hours held over beyond 4 hours for a 10 or 12 hour shift or 8 hours for a 24 hour shift.

## **ARTICLE 11 – SENIORITY**

### **11.1 Seniority Defined**

#### **A. Classification Seniority**

Classification seniority for full-time employees shall be defined as the period of continuous service from the employee's most recent date of hire into such full-time employee's current classification. (See Appendix A)

Classification seniority accrual for Full time employees will begin from the date of first shift assignment following completion of training (i.e., first shift without an FTO) through continuous full time employment with the Employer.

#### **B. Anniversary Date**

Anniversary date for employees covered by this Agreement shall be defined as the period of continuous service from the employee's most recent date of hire with the Employer. (See Appendix A)

C. Seniority for employees who change job classifications shall remain unchanged for purposes of time-off accruals and benefits. Employees who change job classifications will be granted up to one year seniority for bidding purposes in the new classification.

D. A current employee's time-off accruals and benefits shall not be diminished, except as provided for by Full Time Contribution Policy (FTC)(#106.02.01 (B)) dated July 10, 2012.

#### **E. Shift Bid Seniority Defined**

Shift bid seniority accrual for Full-time employees will begin from the date of first shift assignment following completion of training (i.e., first shift without an FTO) through continuous full time employment with the Employer.

Employee's working part time shall accrue shift bid seniority at 50% of full rate. Part-time employees who become full-time employees will be given their part-time seniority towards their full-time shift bid seniority.

### **11.2 Loss of Seniority**

Employees will lose seniority rights upon resignation and/or discharge.

### **11.3 Seniority Lists**

The Employer shall maintain a list of all Employees covered by this agreement containing the Employee's name, and hire date(s), both classification seniority and by anniversary date, if different than classification seniority date. The Employer shall provide a copy of the seniority list to the Union upon request. All decisions that are subject to seniority application will be made based on the most recent seniority list.

### **11.4 Application of Seniority**

An employee's seniority equal to their classification seniority shall be applied to personnel decisions, such as, but not limited to time-off accruals and benefits, etc. Shift bid seniority will be used for the purposes of shift bidding, filling of available shifts, assigning of mandatory shifts, and the scheduling of compensated time off.

### **11.5 Changes to Work Schedules and Unit Assignments**

Unless circumstances beyond the Employer's control dictate otherwise, work schedules and changes to the employee's regular unit assignment shall be posted and/or provided to employees at least fourteen (14) calendar days in advance.

### **11.6 Filling Open Shifts**

A. Available hours/shifts shall be defined as those hours/shifts, which are open.  
Available hours filled as follows:

1. Part-time employees;
2. Full time employees on the available list by seniority;
3. Any employee willing to accept the shift;
4. Any means available to the Employer (i.e., non-bargaining unit management personnel);
5. Mandatory call back in reversed order of seniority.

B. Availability schedules shall be submitted in accordance with the established practice.

### **11.7 Filling Vacant Job Position(s)**

In the event the Employer wishes to fill vacant positions they shall be filled subject to the following provisions:

Positions declared vacant by the Employer shall be posted for four (4) business days. The resulting vacancy, if any, shall also be posted for four (4) business days. The most senior qualified employee applying for the posted vacant position shall be assigned to the vacancy.

### **11.8 Layoff and Recall**

A. If there is to be a layoff or a reduction in workforce the Employer shall notify the Union no less than fifteen (15) business days prior to the date of layoff and the affected Employee's no less than ten (10) business days prior to the date of layoff. Layoffs shall be by inverse order of seniority by classification, beginning with probationary employees.

B. As positions become available, qualified employees shall have the right to be recalled within nine (9) months from the date of layoff beginning with the most senior employee in the classification.

Employees recalled to employment shall be sent a certified letter announcing such recall. Recalled employees who fail to respond within five (5) calendar days and report for duty no later than fourteen (14)

calendar days after notice of recall by certified mail has been received by the employee or refuse a recall to their former classification shall be considered to have waived their recall rights.

C. Employees who have been notified in writing by the Employer that they will be laid off may apply for an existing vacant position with the Employer provided that they meet all required qualifications. Such employees will receive preference in the hiring process over non-employees provided they have notified the employer in writing within seven (7) calendar days of receipt of layoff notification. Employees who accept such a position shall be paid the current rate of pay of the job position and shall retain their same percentage level and cost of benefits. Employees shall retain their position on the recall list until such recall rights have expired for such classification has been recalled.

D. No new employee(s) shall be hired into a full time classification until such time as all qualified laid off employees whose recall rights have not expired for such classification have been recalled.

## **ARTICLE 12 – PAID TIME OFF (PTO) AND HOLIDAYS**

### **12.1 Eligible Paid Time Off (PTO)**

A. Full time employees shall continue to accrue, use, carry-over and cash-out paid time off (“PTO”) as specified in this Agreement.

Upon termination of employment, employees will receive pay for all accrued and unused PTO.

B. All employees covered by this Agreement who have completed their probationary period shall be eligible for Paid Time Off (PTO) which shall accrue from the date of hire without loss of pay in accordance with the schedule provided in Section 12.2. PTO may be used for personal time, vacation, or sick time as the employee wishes.

### **12.2 Paid Time Off (PTO) Accrual**

A. Employees shall have Paid Time Off (PTO) benefits (i.e. vacation, sick and personal time) computed in accordance with the following schedule:

#### **Paid Time Off (PTO) For Employees Covered by this Section**

1. For full-time employees working on a twenty-four (24) hour shift PTO will be earned-for all regularly scheduled shifts (including regularly scheduled shifts in which employees use PTO) as follows:

After completion of first shift without a trainer, employees will begin to earn 1.0 hours for every twenty-four (24) hours in a paid status.

After two (2) anniversary years employees will earn 1.5 hours every twenty-four (24) hours in a paid status.

After five (5) anniversary years employees will earn 2.5 hours for every twenty-four (24) hours in a paid status.

After ten (10) anniversary years employees will earn 3.0 hours for every twenty-four (24) hours in a paid status.

After fifteen (15) anniversary years employees will earn 4.5 hours for every twenty-four (24) hours in a paid status.

2. For full-time employees working a ten (10) or twelve (12) hour shift PTO will be earned for all-regularly scheduled shifts, (including regularly scheduled shifts in which employees use PTO) as follows:

After completion of first shift without a trainer, employees will begin to earn 0.5 hours for every ten (10) or twelve (12) hours in a paid status.

After two (2) anniversary years employees will earn 0.75 hours for every ten (10) or twelve (12) hours in a paid status.

After five (5) anniversary years employees will earn 1.25 hours for every ten (10) or twelve (12) hours in a paid status.

After ten (10) anniversary years employees will earn 1.5 hours for every ten (10) or twelve (12) hours in a paid status.

After fifteen (15) anniversary years employees will earn 2.5 hours for every ten (10) or twelve (12) hours in a paid status.

Upon an employee's classification change, any accrued but unused PTO will be converted to allow the equivalent dollar value.

### **12.3 PTO Use**

A. Employees must forward PTO submissions in writing to the Zoll scheduler. Employee submissions for PTO use must be submitted at least five (5) days in advance of the intended usage date. Employee submissions for PTO use shall be approved to the extent local staffing requirements permit on a first come, first served basis. Multiple submissions for the same day(s) off shall be approved in seniority order. Employee submissions for PTO usage that are related to emergencies shall not be unreasonably denied by the Employer. Once an employee's submission has been approved in compliance with this Article, it cannot be canceled.

B. A minimum of three (3) paramedics and three (3) EMTs may be approved for prescheduled PTO and or vacation on any given day. Additional employees may be approved for prescheduled PTO or and vacation on the same day, at the Employer's discretion, provided adequate personnel are available to accommodate the necessary workload.

**12.4 Vacation Scheduling**

Vacation dates may be reserved for the following calendar year (January through December 31) on a seniority basis by written submission to the Zoll scheduler before November 30 of each year. The scheduler shall acknowledge receipt of an employee's submission by providing the employee with an electronic copy of the employee's submission within twenty-four (24) hours. Submissions received after November 30 shall be approved on a first come first served basis.

**12.5 PTO Carry Over**

Full time employees shall be entitled to carry over no more than two hundred and forty (240) hours of PTO over past the employee's anniversary date and accrual. The employee shall be entitled to sell back any amount not allowed to be carried over.

**12.6 PTO Pay at Termination**

An employee whose employment has been terminated or who resigns and who has unused accrued PTO pay shall receive such pay in addition to any other pay due in his/her final check. All sell backs or pay outs at time of termination, either voluntarily or involuntarily, shall be paid as time worked.

**12.7 PTO Pay in Lieu of Time Off**

Employees may, at their option, choose to receive pay in lieu of their PTO accrued amount. Requests for such payment need to be received five (5) days in advance and payable on the next regular payroll date.

**12.8 Holidays Observed**

The Employer shall pay employees covered under this Agreement for the following holidays:

New Year's Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Christmas Day

New Year's Eve Day

"Flex" Day (Employee discretion subject to prior approval –eligibility as follows)

- Non-Probationary employees only;
- Allowable once per Anniversary year
- 14 day notice

## ARTICLE 13 - LEAVES

### **13.1 Personal Leave**

After one (1) year of continuous full time employment all employees are eligible to request a voluntary leave of absence. Unless agreed to in writing by the Employer otherwise, a personal leave of absence shall be a maximum of thirty (30) days. If an Employee who is out on a leave of absence fails to report for work on the first scheduled shift following a leave of absence shall be considered to have resigned his/her position with the Employer. All requests for a personal leave of absence must be submitted in writing and contain the reason for leave. A leave of absence may be extended at the discretion of the Employer. Such leave of absence shall be considered an excused absence from work without pay and the Employer agrees to make every possible effort to return the employee to a comparable position upon return from leave of absence. Seniority will not accrue during a personal leave. Costs for health benefits will be borne by the employee while on a personal leave.

### **13.2 Family, Pregnancy, and Medical Leaves**

A. Under the provisions of the Federal Family and Medical Leave Act of 1993 or the California Family Rights Act as amended in 1993 all employees are entitled to request a leave of absence under these Acts given the requests meet all criteria set forth in these Acts. Employees shall make all reasonable attempts to submit request for leaves at least thirty (30) days prior to first day of desired leave. The Employer shall have the right to request the Employee obtain medical opinions or certifications supporting the leave request. As stated under the provisions of the above stated acts an employee returning to active duty after said leave shall be returned to the former or equivalent position within the company. All Employees must utilize available paid leave in substitution for any part of the twelve (12) week period required by the act. Any extension shall be at the sole discretion of the employer. All medical benefits for an Employee utilizing the Family and Medical Leave Act will continue to be provided by the Employer on the same basis as when the employee is on active duty, the Employee shall still be responsible for the payment of their portion of the Medical benefits to maintain coverage.

B. If the Employee has requested and been granted leave based on personal injury or illness the Employer reserves the right to require the Employee to submit to a physical examination and/or provide an Employers unrestricted Return to Work Medical Certification Form (2/09) completed and signed by a physician before allowing the Employee to return to active duty.

C. An Employee who fails to return to work on their first shift scheduled after a leave will be considered to have resigned his/her position with the Employer however prior to an employee being considered resigned the Employer may consider mitigating circumstances surrounding the Employee's failure to return on their first scheduled shift.

D. The Employer may offer light duty when available to any employee who has a light duty note from their Doctor due to being pregnant or having complications due to a pregnancy.

### **13.3 Military Leave**

A. Military leave will be granted in accordance with the Uniform Services Employment and Reemployment Rights Act of 1994 (USERRA), as amended, and applicable provisions of federal, state and local law.

B. Employees who enter active military service, or who are called to emergency military duty, will be granted a leave of absence upon presentation of the appropriate written orders without any loss of seniority. Reinstatement rights are governed by federal, state, and local laws and require that specific requirements be met. The Employer reserves the right to request verification details from any employee returning from a military leave of absence.

#### **13.4 Workers Compensation Leave**

Any employee who suffers an illness or injury as a result of the performance of their job responsibilities while on duty shall be granted a leave of absence. Employees requesting leave will be required to provide proof of illness or injury by a physician to be released from work responsibilities. If possible the employer shall offer a light duty position to employees injured while working. If such a light duty position is made available, light duty position shall be paid at the applicable job position pay rate.

#### **13.5 Returning from a Leave of Absence**

Employees who are returning from any of the above stated leave of absences other than those for which federal state mandates the terms and conditions of such a return to work the Employer should make every reasonable effort to place the employee back into an available position for which the employee is qualified. Employees who are returning from a leave of absence of less than 90 days duration, from leave other than those referenced above, shall receive the rate of pay (plus any applicable contract-date wage increases) and shall be entitled to any seniority and benefits the employees had acquired prior to taking such a leave. Employees shall provide the employer with seven (7) days notice of his or her intent to return to act of duty.

#### **13.6 Jury Service**

An Employee called to serve on jury duty will receive up to three (3) paid days not to exceed a total of eight (8) hours pay as time worked for all regular scheduled shift(s) they will miss due to jury service, except what is required by law minus what the court has paid the employee. Employees retained by the court over four (4) hours shall not be required to return to work for the remainder of the scheduled shift. An employee shall be entitled to take accrued vacation time to recover lost hours due to jury service. An employee called to serve on jury duty shall notify the Administrator within five (5) business days of the notification of service. If this is not given the employee will forfeit jury service pay and not be eligible to use accrued vacation time to recover lost hours. Employees will notify their immediate supervisor daily to report their jury status and any anticipated return to work date.

#### **13.7 Subpoena/Witness Service**

All full-time employee who is subpoenaed by a court of law for work related matters will receive up to a three (3) days pay (not to exceed eight (8) hours) as time worked for any regularly scheduled shift(s) they are required to miss.

#### **13.8 Domestic Violence Leave**

Full-time Employees shall be granted upon request paid leave to seek medical attention for injuries caused by domestic violence or sexual assault, to obtain psychological counseling related to an experience of domestic violence or sexual assault. Employees shall also be granted upon request paid leave if they are involved in a judicial action, such as obtaining restraining orders, or appearing in court to obtain relief to ensure the employee's health, safety, or welfare, or that of the employee's child.

All leaves granted subject to this section 13.8 shall be a maximum allowed by California Code 230, *et seq.* Full-time employees shall be entitled to use accrued paid leave for leave pursuant of this section.

## ARTICLE 14 – EMPLOYEE BENEFITS

### **14.1 Health**

The Employer will maintain the current Western Health Advantage 15MHP and Kaiser \$30 Co-pay existing coverage of private health and welfare; prescription drug (Western Health Advantage Prescription H), dental and vision plans (Vision Service Plan (VSP) (or their substantially equivalents) to the employee and their dependents.

For employees hired prior to the effective date of this agreement, the following shall apply:

- A. 4-36 months - Employee will be offered a choice of HMOs with the Employer contributing 70% employee paying 30%. Employees with dependents, Employer contributing 60% employee 40%.
- B. 37- 60 months - Employer contributes 75% employees contributes 25%. Employees with dependents, Employer contributes 60% employee 40%.
- C. 61 + months – Employer contributes 80% employee contributes 20%, for employees with dependents, Employer contributes 60% employee 40%.
- D. 120 months or more - Employer contributes 90%, for employee contributes 10%. Employees with dependents, Employer contributes 80%, employees contribute 20%.

For employees hired after the effective date of this Agreement, the following shall apply:

- E. 4-60 months – Employer contributes 50%, employee contributes 50%. Employees with dependents, Employer contributes 50%, employee contributes 50%.
- F. 61+ months – Employer contributes 70%, employee contributes 30%. Employees with dependents, Employer contributes 60%, employee contributes 40%.
- G. The pre-eligibility period for medical, dental and vision benefits is ninety (90) days.
- H. Vision and Dental plans will continue to be covered in full (100%) for the employee only by the Employer and the pre-eligibility period.
- I. Employees who opt not to participate in any of the Company health care and benefit plans will be eligible to receive in lieu pay in an amount equal to 50% of the premium cost for individual major medical coverage based on the Kaiser plan after three (3) months of full-time service.

### **14.2 401(k) Plan**

The Employer will continue providing a 401(k) Plan for employees. The Employer will make an annual profit sharing contribution to the 401(k) account for each participating employee who achieves 12 months of continuous employment with the Company and each year thereafter. The annual profit sharing contribution will be based upon the participating employee's contribution up to 4% of an employee's gross wages for the preceding 12 months. The annual profit sharing contribution shall be made to a participating employee's 401(k) account on or before December 31 of each year. Employees are eligible to participate in the

Employer's 401(k) plan after one year of service and 1000 hours with the Company and to make voluntary contributions to their individual accounts.

Example

Employee contributes 1% - Employer contributes 1%  
Employee contributes 2% - Employer contributes 2%  
Employee contributes 3% - Employer contributes 3%  
Employee contributes 4% - Employer contributes 3.5%  
Employee contributes 5+% - Employer contributes 4%

**14.3 IRS Section 125 Flexible Spending Plan**

The Employer shall continue its existing IRS Section 125 Flexible Spending Plan for bargaining unit employees.

**14.4 Credit for Time Served with a Previous Provider**

Employees of companies purchased or merged with the Employer shall receive credit for time served with the purchased or merged company towards any qualification period for health benefits under this Article.

**14.5 Health Insurance Reopener**

The parties agree that during a window period of August – December 2014 they will enter into negotiations regarding a potential change in health insurance plans which may include a higher deductible. The parties agree to mutually share information regarding costs and impact on both parties.

In the event new language is negotiated regarding health care insurance coverage, such new language and terms will be integrated into the Agreement and all other terms and conditions will remain in effect.

In the event the parties cannot come to mutual terms of agreement over health insurance language, the currently negotiated language will continue in effect, however, the term of the Agreement will be modified to expire upon its 3-year anniversary date which will be defined as three (3) years from the date of initial ratification of the Agreement.

## **ARTICLE 15 – COMPENSATION**

**15.1 Wage Increases**

The wage scales for employees covered by this Agreement appear in Appendix "B" to this Agreement and reflect the following increases and adjustments:

A. Effective upon Ratification of this Agreement: Initial Placement on Wage Scale

All employees covered under this Agreement shall be placed on their respective classification wage scale based upon the employee's wage scale seniority date with the Company. Wage scale seniority date is defined as the time accrued in an employee's current job classification post training. (See Appendix C)

1. For example, if Employee A enjoyed their 3<sup>rd</sup> anniversary of their wage scale seniority date with the Company was on June 30, 2013 Employee A will be placed on the appropriate wage scale at Step 3 and receive such wage increase effective upon ratification of this

Agreement. Thereafter, employee A will progress through the appropriate wage scale on each subsequent Company successive anniversary of their wage scale seniority date.

2. Upon ratification and each September 1 thereafter, each employee within the wage scale shall receive a one and one quarter percent (1.25%) COLA increase to base pay.
  3. Upon ratification each employee above the Top Step of the wage scale shall receive a three and one-half percent (3.5%) COLA increase to base pay.
- B. Effective 9/1/2014 and each September 1 thereafter:
1. Each employee with the wage scale shall receive a one and one quarter percent (1.25%) increase to base pay.
  2. Each employee above the Top Step of the wage scale shall receive a three and one-half percent (3.5%) COLA increase to base pay.
- C. Under no circumstances shall an employee suffer a reduction in compensation as a result of the adoption of this Agreement.

#### **15.2 Movement through the Wage Scales (Appendix B)**

Each year of this Agreement, employees shall continue progressing through the steps on their respective wage scale at each employee's anniversary of their wage scale seniority date. In the event an employee requests and is granted unpaid personal leave as defined in Section 13.1 of this Agreement, such employee's next step increase may be delayed the equivalent of the duration of the unpaid personal leave. For Example if Employee A requested and was granted an unpaid leave of absence of thirty (30) days, upon return to work after the unpaid personal leave the employee would be required to wait thirty (30) days past their next scheduled step increase to receive such increase.

#### **15.3 Appointment – Wages**

The Employer may consider an employee's previous work experience in their classification when determining the appropriate starting pay grade for new or returning entrants into the bargaining unit.

#### **15.4 Movement from EMT to Paramedic Wage Scale**

EMTs who become paramedics shall be placed on the paramedic wage scale as follows:

- A. If the employee's wage as an EMT is lower than the starting rate of pay for Paramedics at the time of advancement, the employee will be placed at the Paramedic starting rate of pay.
- B. If the employee's wage as an EMT is higher than the starting rate of pay for Paramedic, the employee will be placed at the equivalent Paramedic pay step closest to the EMT's wage rate at the time of advancement or the employee's current rate of pay which is greater.

**15.5 Ratification Cash Payment**

Employees shall receive, in a separate check a one-time cash payment upon execution of this Agreement as follows:

Part-time employees	\$250
Full-time employees 0-4 yrs	\$750
Full-time employees 5-9 yrs	\$1000
Full-time employees 10+yrs	\$1500

**15.6 Night Differential**

Employees working a night shift shall continue receiving five (5) percent above their base hourly rate.

**ARTICLE 16 – UNIFORMS**

**16.1 Uniform Issue**

A. Allotments for uniforms will be in accordance with policy # 106.07.01 (A) dated January 2012. The Employer shall provide uniforms at no cost to employees. The minimum required uniform allotment for employees will be accordance with the list below:

Required Uniform Allotment

<u>Full-time Employee</u>	<u>Part-time Employee</u>
Pants (3)	Pants (2)
Shirts (3) w/patches	Shirts (2) w/patches
Jacket (1)	Jacket (1)
Rain Gear (1)	Rain Gear (1)

1. The Employer shall provide each new full-time employee, at the successful completion of the FTO evaluation, with a uniform allowance of \$350 or a uniform allowance equal to the total cost of the required uniform allotment above in section A, whichever is greater.
2. The Employer shall provide each new part-time employee, at the successful completion of FTO evaluation at the with a uniform allowance of \$250 or a uniform allowance equal to the total cost of the required uniform allotment above in section A, whichever is greater.
3. The Employer shall provide to each full-time employee annually thereafter a uniform allowance equal to 1/7<sup>th</sup> of the initial uniform allowance as referenced in Section 1.A.(1) above.
4. The Employer shall provide to each part-time employee annually thereafter a uniform allowance equal to twelve (12) percent of the initial uniform allowance as referenced in Section 1.A.(2) above.

5. Employees shall be entitled to carryover the above uniform allowances into future years not to exceed \$175.

B. The following items which are required by the Employer but not provided by the uniform vendor shall be provided by the Employer at no cost to the employee:

Belt (1)  
Name Tags

C. Uniforms provided under this Agreement, shall be tough to take the daily stresses of tactical duty, and properly sized in both male and female sizes.

### **16.2 Replacement of Worn Uniform Items**

Replacement of worn uniforms will be in accordance with policy #106.07.01 (A) dated January 2012.

### **16.3 Uniform Maintenance Allowance**

The Employer agrees to provide a cleaning/laundry allowance of \$100 per year on each January 1 of this Agreement to employees to ensure that uniforms consistently present a positive, professional image. At the sole discretion of the Employer, the Employer may establish, at no cost to employees, a process for the cleaning/laundrying of employee's uniforms. If such a process is established, the cleaning/laundrying allowance will be discontinued for as long as such process is sustained.

## **ARTICLE 17 - NO STRIKE/NO LOCKOUT**

Neither the Union, its agents nor any of its members will collectively, concertedly, or in any manner whatsoever, engage in, incite or participate in any picketing, strike, sit down, stay in, slowdown, boycott, work stoppage, paper strike (the deliberate failure to submit timely, quality, accurate and complete medical reports and billing information), or sympathy strike against the Employer during the term of this Agreement; and the Employer agrees that during the term of this Agreement, it shall not lock out any of its employees covered by this Agreement. It is further understood that the only duly authorized representative of the Union shall use their best effort on behalf of the Union to actively encourage the employee(s) engaging in the violation of this section to cease such conduct.

Employees found to have violated the terms of this Article shall be subject to discipline up to and including discharge. Employees shall have the right to grieve discipline or discharge under this Article to the extent they claim not to have engaged in a violation of this article.

The Employer and the Union recognize that the duties performed by employees involve life and death situations. Failure to immediately transport patients to hospital and/or other designated medical facilities, and respond from hospitals and other medical facilities to patients, can result in compounding the problems of already ill and/or injured patients. Yet, it is also recognized that bargaining unit employees have a need to communicate with other Union employees who are engaged in job actions.

To meet both of these needs, the Employer and the Union agree that:

1. Under no conditions shall employees delay the transport of any patient because of a picket line or any other such job action.
2. Under no circumstances shall employees delay a response to a request for service due to any Union job action. Employees are expressly prohibited from delaying the response to any request for service or the provisions of any care and/or transport as required.
3. Employees may, after crossing picket lines to deliver patients, following such patient delivery, return to the picket line and explain to picket captain or other picketers why the picket line was crossed. Employees shall at all times remain available for dispatch by the Employers Communication Center, and immediately respond to patients or standby post locations as requested.

## **ARTICLE 18 – NO DISCRIMINATION/NO HARASSMENT**

### **18.1 Gender Intent**

Whenever words denoting a specific gender are used in this Agreement they are intended and shall be construed to mean any gender with which a worker identifies.

### **18.2 No Discrimination/No Harassment/No Retaliation**

A. Neither the Employer nor the Union shall discriminate, harass, or retaliate in any way against an employee on account of race, color, creed, religion, national origin, sex, age, veteran status, sexual orientation, marital status, or disability or any other status protected by federal, state or local law.

B. Sexual harassment as defined in the Equal Employment Opportunity Commission and California Department of Fair Employment and Housing standards is prohibited and any instance of sexual harassment will be treated in accordance with the policy and procedure handbook (Handbook Section 1 6/10).

## **ARTICLE 19 - SUCCESSOR CLAUSE**

This Agreement shall be binding upon its successors, and assigns. The Employer shall give the Union fifteen (15) days prior to any sale or closure to a purchaser, lessee or assignee.

## **ARTICLE 20 - DRUG-FREE WORKPLACE**

The Employer and the Union agree that all Bargaining Unit members shall be subject to the Medic Ambulance Drug and Alcohol Policy (Handbook Section 5 dated 6/10), with the following exceptions:

1. Any Employee who tests positive for drugs and/or alcohol following a post- vehicular accident or a reasonable suspicion test shall be subject to discipline, even if the Employee has prior to the test admitted and sought help for a drug and/or alcohol problem.

2. Reasonable suspicion testing shall be the exclusive type of drug and alcohol testing to be used under this policy.
  - a. An employee who is suspected of being under the influence of alcohol or drugs in the workplace, or while on duty, may be required to undergo an alcohol or drug test. Reasonable suspicion means suspicion based on specific personal observations by a manager or supervisor concerning the appearance, behavior, speech, or breath odor of the employee. Observation by a manager or supervisor of any of the following may give rise to a reasonable suspicion of belief that an employee is under the influence of drugs or alcohol:
    1. Drug or alcohol use or possession and/or the physical symptoms of being under the influence of a drug or alcohol;
    2. Incoherent or slurred speech;
    3. Odor of alcohol on the breath;
    4. Inability to respond appropriately to questions an employee should reasonably be capable of answering;
    5. Unsteady walking and movement, disorientation or loss of balance;
    6. Physical symptoms of alcohol or drug influence (red and watery eyes, if not explained by environmental causes); or
    7. A pattern of abnormal, erratic, paranoid or bizarre behavior.
  - b. One of the goals of this drug-free workplace policy is to encourage employees to voluntarily seek assistance with alcohol and/or drug problems. In so doing, employees shall be entitled to, prior to placing themselves into service, voluntarily seek assistance under this policy without the threat of discipline.

## **ARTICLE 21 – PERSONNEL FILES**

Employee's shall have the right to access and review their personnel file upon written request to Administration. Within twenty four (24) hours of receipt of written request an appointment during normal business hours will be scheduled, such appointment must occur within thirty (30) calendar days from the employee's written request. The review of the personnel file will take place in front of management personnel. The Employee may have a Union representative present as well. The Employee may request a photocopy of any document(s) within their personnel file, including the personnel file subject to any restrictions outlined in California Labor Code 1198.5, at no cost to the employee as long as any matter of a confidential nature is redacted. Information pertaining to an open and ongoing investigation shall not be available for review.

## **ARTICLE 22- NO SUBCONTRACTING**

During the term of this Agreement, the Employer shall not subcontract bargaining unit work, however in the event the Employer secures additional bargaining unit work and in order to initially staff-up to service the new work the Employer shall be entitled to subcontract for a period of no longer than sixty (60) days. In

such event the Employer needs additional time to initially staff-up to service the new work, the parties by mutual consent may extend the sixty (60) days' timeframe.

## **ARTICLE 23 – ADMINISTRATIVE LEAVE**

A. The Employer may place employees on an unpaid administrative leave pending investigation into allegations of serious misconduct that could lead to corrective action of a multi-day suspension or greater. Employees shall be provided written notice of the reason for the investigation when placed on administrative leave. Employees shall also be advised of the obligation to cooperate in the investigation and remain available for an administrative interview while on administrative leave. Upon request from the Union, the Employer shall provide the Union with a copy of the written notice within twenty-four (24) hours.

B. Employees shall be allowed to use one-half (1/2) of available accrued paid time off (PTO) while on administrative leave solely at the employee's option. However, employees placed on administrative leave following suspension of their clinical privileges by the State or Local EMS Agency or following an arrest for alleged serious criminal misconduct (felony) may be continued on unpaid administrative leave until completion of the EMS Agency or criminal proceedings.

C. At the conclusion of the administrative leave, employees shall be returned to their regular assignments and/or served with notice of corrective action. If no corrective action is initiated, employees shall be fully reimbursed for all lost PTO and/or pay while on administrative leave. If less punitive corrective action is initiated, employees shall be reimbursed for the difference between any lost PTO and/or pay and the corrective action. Employees may grieve the corrective action as provided in this Agreement including the loss of PTO and/or pay while on administrative leave.

## **ARTICLE 24 – DISASTERS / INCIDENTS**

### **24.1 Local Disasters**

In the event of a local disaster or catastrophe as declared by a governmental agency such as earthquake, fire, flood, explosion, widespread power failure or other acts of God outside the Employer's control that reasonably require all available employees to report for work, the provisions of this Agreement pertaining to scheduled paid time off, lunch and rest periods, job postings, shift changes, and transfers shall be suspended and the Employer shall be relieved of any obligation to adhere to those provisions during emergency operations. However, the Employer shall honor all prescheduled time off for employees who purchased non-refundable tickets or have made other non-recoverable economic commitments for use during their prescheduled time off. If the employee cannot be allowed the prescheduled time off, the Employer shall reimburse the employee for the cost of any unused non-refundable tickets and other non-recoverable economic impacts. Bargaining unit employees who are on duty when a disaster or catastrophe occurs shall be afforded every reasonable opportunity to ensure the welfare of their families.

### **24.2 Strike Teams**

Should the Employer establish Ambulance Strike Teams or Medical Task Forces (hereinafter collectively "Strike Teams") in accordance with state or local guidelines or requirements, bargaining unit employees who participate on such Strike Teams shall receive the wages specified in this Agreement and shall be

covered by all other terms and conditions of this Agreement while participating in all Strike Team related activities, unless UEMSW and Medic Ambulance enter into a separate written agreement establishing alternative wage rates and conditions of employment for Strike Team members.

**24.3 Stress Counseling**

The Employer will continue to provide Critical Incident Stress management. Time spent on Critical Incident Stress Management Team duties will be paid as time worked.

**ARTICLE 25 – SCOPE OF AGREEMENT**

**25.1 Severability**

This Agreement shall be subject to all applicable federal and state laws, and other appropriate rules and regulations of bona fide governmental authorities. Should any provisions of this Agreement be declared illegal or unenforceable by any court of competent jurisdiction or by any bona fide governmental authority, such action shall not invalidate the remainder of this Agreement. Such provision shall immediately become null and void, and shall cause the parties to meet and negotiate replacement provisions that are valid, leaving the remainder of the Agreement in full force and effect.

**25.2 Policies, Procedures and Work Rules**

This Agreement supersedes all policies, procedures and work rules previously established by the Employer with respect to the issues specifically incorporated herein covering the employment relationship between the Employer and bargaining unit employees.

**25.3 Modifications to the Agreement**

No addition to, alteration, modification, or waiver of any term, provision, covenant or condition or restriction in this agreement shall be valid, binding or of any force or effect unless mutually agreed to, in writing, by the Employer and the Union.

**25.4 Complete Agreement**

This Agreement sets forth the parties' agreement and understanding with respect to the matters referred to herein. The parties acknowledge that during the negotiations which resulted in this Agreement, each party had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Nothing contained herein shall prevent the parties, by mutual agreement, from negotiating on any subject matter, nor will it void any specific provisions in this Agreement that expressly provide for bargaining.

## ARTICLE 26 – DURATION

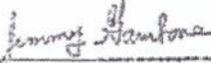
### **26.1 Term of Agreement**

This Agreement shall remain in full force and effect from the ratification of this Agreement on April 26, 2014 through and including April 25, 2021 and shall continue in full force and effect from year to year thereafter unless notice of desire to amend or terminate the Agreement is served in writing by either party upon the other at least ninety (90) but no more than one hundred and twenty (120) days prior to the date of expiration.

SIGNATURE PAGE

FOR THE UNION

FOR THE EMPLOYER

  
Jimmy Gambone, Local Union President

\_\_\_\_\_  
Rudy Manfredi, President / CEO

Date: 4/25/2014

Date: \_\_\_\_\_

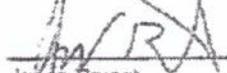
  
Curt Ostrander, Chief Negotiator AFSCME

\_\_\_\_\_  
Helen Pierson, CFO

  
Casey Vanier

\_\_\_\_\_  
James Pierson, VPO

  
Scott Williams

  
Jason Bryant

  
Wayne Scoles



**APPENDIX A SENIORITY LISTS**  
**(Anniversary Date, Classification and Shift Bid Seniority)**

<u>Employee Name</u>	<u>Anniversary Date</u>	<b>EMTs</b>	
		<u>Classification</u>	<u>Shift Bid</u>
Williams, Scott H	8/1/1994	12/1/1994	12/1/1994
McCarthy, Matthew P	2/6/2002	2/6/2002	2/6/2002
Bryant, Jason R	10/11/2002	5/19/2005	3/19/2003
Leland, Stith	8/27/2003	10/3/2003	10/3/2003
Scoles, Wayne	4/16/2003	1/25/2005	1/25/2005
Lincoln, Markus	6/27/2005	8/18/2005	7/18/2005
Mauerhan, William	12/12/2006	12/31/2006	12/31/2006
Colon, Michael	11/1/2006	3/18/2007	1/17/2007
Watson, Pamela	1/31/2007	2/22/2007	2/22/2007
Hallgren, Matthew	1/2/2009	8/1/2007	8/1/2007
Zook, Matt	8/20/2007	11/1/2008	6/11/2008
Eggert, Holli	10/5/2009	10/23/2009	10/23/2009
Smith, Brandon	10/5/2009	10/27/2009	10/27/2009
Taylor, Angelina	7/26/2010	8/25/2010	8/25/2010
Baroni, Scott	10/5/2009	9/9/2010	9/19/2010
Storts, Rory	5/2/2011	6/22/2011	6/22/2011
Sagun, John	5/2/2011	7/1/2011	7/1/2011
Thompson Bryan	9/29/2011	11/12/2011	11/12/2011
Gibson, Julia	10/3/2011	11/15/2011	11/15/2011
Pierson, Timothy	9/30/2011	11/21/2011	11/21/2011
Domingo, Marc	1/30/2012	3/18/2012	3/18/2012
Tsang, Gordon	1/30/2012	4/3/2012	3/23/2012
Robinson, Michael	11/2/2011	6/1/2012	6/1/2012
Cortes, Francisco	4/16/2012	10/12/2012	10/12/2012
Humphries, Sam	9/30/2011	10/15/2012	4/21/2012
Tomei, Michael	10/24/2012	10/26/2012	10/26/2012
Bettencourt, Jon	10/24/2012	10/26/2012	10/26/2012
Weber, Amber	8/27/2012	11/12/2012	11/12/2012
Reustle, Kevin	10/24/2012	11/12/2012	11/12/2012
Miller, Michael	10/24/2012	11/15/2012	11/15/2012
Pond, Nick	10/10/2012	10/26/2012	11/28/2012
Kelly, Eric	10/24/2012	12/11/2012	12/11/2012
Hill, Justin	12/12/2012	1/15/2013	1/15/2013
Moraida, Kevin	1/15/2013	2/16/2013	2/16/2013
Johnson, Tyler	1/15/2013	2/25/2013	2/25/2013
Nicholas, Dustin	8/14/2012	3/12/2013	1/12/2013
Anderson, Dustin	2/26/2013	3/22/2013	11/5/2013

<u>Employee Name</u>	<u>Anniversary Date</u>	<u>Classification</u>	<u>Shift Bid</u>
Bounds, Gregory	1/30/2012	5/15/2013	12/15/2012
Silva, Ryan	2/09/2006	5/21/2013	5/21/2013
Wheelen, Pete	4/4/2013	6/1/2013	6/1/2013
Harris, Alana	4/4/2013	6/2/2013	6/2/2013
Davis, Scott	6/13/2013	7/20/2013	7/20/2013
Walker, Candace	6/13/2013	7/21/2013	7/21/2013
Connelly, Kenneth	7/24/2013	8/21/2013	8/21/2013
Pizzimenti, Brian	7/16/2013	8/24/2013	8/24/2013
Anderson, David	7/24/2013	8/26/2013	8/26/2013
Roath, Meghan	8/26/2011	9/15/2013	9/15/2013
Welcker, Annica	6/13/2013	11/15/2013	11/15/2013
Fink, Andrew	6/13/2013	11/16/2013	11/16/2013
Zimmerman, Eric	5/30/2012	11/22/2013	3/22/2013
Vouchilas, Theresa	12/3/2012	12/2/2013	6/12/2013
Sturdee, Christian	10/8/2013	12/4/2013	12/4/2013

### Part-Time EMTs

<u>Employee Name</u>	<u>Anniversary Date</u>	<u>Classification</u>	<u>Shift Bid</u>
Newton, Jason	2/22/2011		10/5/2011
Skuba, Travis	10/3/2011		6/1/2012
Young, Ryan	2/22/2011		8/1/2012
Bryan, Rich	5/10/2012		10/1/2012
Munoz, Anthony	2/23/2011		10/15/2012
Shields, Michael	8/14/2012		3/20/2013
Carthy, Derek	6/12/2012		4/1/2013
Gregory, Eric	4/17/2012		5/20/2013
Williams, Kyle	6/12/2012		6/4/2013
Moore, Mason	1/15/2013		6/10/2013
Salo, Michael	12/12/2012		6/20/2013
Cox, Daniel	7/26/2012		8/15/2013
Jeppson, Forrest	6/13/2013		12/5/2013

**PARAMEDICS**  
**Full-Time Paramedics**

<u>Employee Name</u>	<u>Anniversary Date</u>	<u>Classification</u>	<u>Shift Bid</u>
Wood, Scott W	8/12/1998	8/12/1998	8/12/1998
Fenwick, Michael	10/30/1996	2/1/1999	2/1/1999
Watson, Barbara	10/3/2001	10/25/2001	10/25/2001
Kirkland, Christopher	7/16/2002	11/3/2002	9/6/2003
Bonn, Nicole	6/07/2000	3/10/2004	4/10/2004
Henderson, Cliff	11/30/2004	8/11/2004	11/18/2007
Dequattro, Joseph	12/27/2005	1/17/2006	11/2/2009
Hughry, Alan	5/3/2003	11/11/2006	11/11/2006
Billo, Nathan	10/3/2007	10/29/2007	10/29/2007
Larowe, Ryan	9/6/2006	5/12/2008	11/12/2007
Kunstman, Tim	11/18/2008	12/16/2008	12/16/2008
Vanier, Casey	11/7/2007	2/14/2009	2/14/2009
Torres, Danny	4/13/2008	2/1/2009	3/19/2012
Holt, Eric	12/10/2007	1/29/2010	2/15/2009
Balmer, Christopher	9/6/2006	6/25/2010	6/25/2010
Pinkhasov, Maria	12/7/2010	2/12/2011	4/15/2011
Arnold, Matt	1/11/2010	8/1/2011	3/1/2012
Lehman, Nick	10/7/2011	11/3/2011	4/11/2012
Hoyle, John	10/3/2011	11/24/2011	11/24/2011
Stinnett, Cory	10/3/2011	1/15/2012	1/15/2012
Dunagan, Christian	6/12/2012	7/16/2012	7/16/2012
Rubin, Nick	6/12/2012	8/1/2012	8/1/2012
Garrett, Ryan	2/22/2011	8/11/2012	5/17/2012
White, Billy	8/26/2011	9/27/2012	9/27/2012
Paulson, Eric	12/12/2012	1/19/2013	1/19/2013
Cutino, Joseph	1/15/2013	2/28/2013	2/28/2013
Thoming, Josh	3/25/2013	4/26/2013	4/26/2013
Murphy, Ryan	7/16/2013	9/10/2013	9/10/2013
Shires, Trayce	7/16/2013	10/1/2013	10/1/2013
Courter, Justin	10/3/2013	11/23/2013	11/23/2013
Morse, Tyler	10/7/2013	11/24/2013	11/24/2013
Fujimoto, Steven	10/17/2013	12/1/2013	12/1/2013
Elton, Christopher	10/7/2013	12/6/2013	12/6/2013
Goodreau, Josh	12/4/2013	1/17/2014	1/17/2014
Sack, Ryan	12/10/2013	1/23/2014	1/23/2014
Tequida, Martin	1/31/2012	2/25/2014	2/25/2014
Groosman, Aaron	1/20/2014	3/8/2014	3/8/2014
Dayoan, Micah	1/20/2014	3/15/2014	3/15/2014
Thomas, Daniel	8/26/2011	3/26/2014	3/26/2014

## Part-time Paramedics

<u>Employee Name</u>	<u>Anniversary Date</u>	<u>Classification</u>	<u>Shift Bid</u>
Hoytt, David	10/3/2007		11/1/2007
Blauser, Brian	11/7/2007		2/5/2011
Mihelich, Bryan	8/3/2009		2/1/2012
Burke, Joel	6/12/2012		1/10/2012
Reinthalder, Matt	12/8/2010		1/19/2013
Untalan, William	10/3/2011		2/19/2013
Eisan, Nicholas	1/12/2011		3/15/2013
Etchieson, Max	11/09/2001		11/20/13
Perlstein, Alex	4/4/2013		7/10/2013
Rosecrans, Megan	6/12/2012		10/26/2012
Murphy, Matt	2/22/2011		4/10/2014
Webster, Randy	10/3/2011		2/28/2012

## DISPATCHERS Full-Time Dispatchers

<u>Employee Name</u>	<u>Anniversary Date</u>	<u>Classification</u>	<u>Shift Bid</u>
Hervery, Roseann	2/22/2000	2/7/2001	7/1/2006
Carrie, Tatiana	5/23/2011	7/30/2011	7/30/2011
Messer, Cameron	5/23/2011	8/27/2011	8/27/2011
Corino, Mark	10/3/2011	11/5/2011	11/5/2011
Wilson, Gregory	2/15/2012	3/21/2012	3/21/2012
Corse, Carolyn	7/26/2012	9/12/2012	9/12/2012
McCoy, Matthew	5/8/2013	7/11/2013	7/11/2013
Walker, Natasha	8/14/2013	10/3/2013	10/3/2013
Ruggiero, Brigetta	8/14/2013	10/2/2013	10/2/2013
Travillon, Greg	4/23/2005	12/21/2013	12/21/2013
Higgins, Austin	2/29/2012	2/18/2004	2/18/2014

## Part-Time Dispatchers

Tuss, Andrew	2/22/2011	4/12/2013	5/25/2013
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**SSTS**  
**Full-Time SSTS**  
**Classification**

<b><u>Employee Name</u></b>	<b><u>Anniversary Date</u></b>	<b><u>Classification</u></b>	<b><u>Shift Bid</u></b>
Gentry, Wanda	8/12/2003	8/20/2003	8/20/2003
Whaley, Ryan	4/2/2012	9/10/2012	7/1/2012
Cibotti, Phillip	10/3/2013	11/17/2013	11/17/2013
Fortier, Christian	10/22/2013	11/18/2013	11/18/2013
Baird, Brandon	7/16/2013	1/23/2014	1/23/2014
Hutchinson, Joshua	1/24/2014	4/9/2014	3/15/2014

**Part-Time SSTS**

Diez, Michael	3/25/2011		11/15/2012
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## APPENDIX B – WAGE SCALES

1.25%										
Ratification										
	<i>MEDIC EMTs</i>									
	<b>Shift Type</b>	<b>Step 1 0 - 12 Mo.</b>	<b>Step 2 13 - 24 Mo.</b>	<b>Step 3 25-36 Mo.</b>	<b>Step 4 37 - 48 Mo.</b>	<b>Step 5 49 - 60 Mo.</b>	<b>Step 6 61 - 72 Mo.</b>	<b>Step 7 73 - 84 Mo.</b>	<b>Step 8 85 - 108 Mo.</b>	<b>Step 9 109+ Mo.</b>
	24/48	\$ 13.56	\$ 14.10	\$ 14.67	\$ 15.26	\$ 15.87	\$ 16.50	\$ 17.16	\$ 18.54	\$ 19.28
	TWELVE/42	\$ 18.49	\$ 19.23	\$ 20.00	\$ 20.80	\$ 21.63	\$ 22.49	\$ 23.39	\$ 25.26	\$ 26.27
	TEN/40	\$ 18.49	\$ 19.23	\$ 20.00	\$ 20.80	\$ 21.63	\$ 22.49	\$ 23.39	\$ 25.26	\$ 26.27
	<i>MEDIC PARAMEDICS</i>									
	<b>Shift Type</b>	<b>Step 1 0 - 12 Mo.</b>	<b>Step 2 13 - 24 Mo.</b>	<b>Step 3 25-36 Mo.</b>	<b>Step 4 37 - 48 Mo.</b>	<b>Step 5 49 - 60 Mo.</b>	<b>Step 6 61 - 72 Mo.</b>	<b>Step 7 73 - 84 Mo.</b>	<b>Step 8 85 - 108 Mo.</b>	<b>Step 9 109+ Mo.</b>
	24/48	\$ 19.10	\$ 19.86	\$ 20.64	\$ 21.48	\$ 22.34	\$ 23.23	\$ 24.16	\$ 26.09	\$ 27.14
	TWELVE/42	\$ 23.70	\$ 24.65	\$ 25.64	\$ 26.66	\$ 27.72	\$ 28.84	\$ 29.99	\$ 32.38	\$ 33.68
	<i>MEDIC DISPATCHERS</i>									
	<b>Shift Type</b>	<b>Step 1 0 - 12 Mo.</b>	<b>Step 2 13 - 24 Mo.</b>	<b>Step 3 25-36 Mo.</b>	<b>Step 4 37 - 48 Mo.</b>	<b>Step 5 49 - 60 Mo.</b>	<b>Step 6 61 - 72 Mo.</b>	<b>Step 7 73 - 84 Mo.</b>	<b>Step 8 85 - 108 Mo.</b>	<b>Step 9 109+ Mo.</b>
	TWELVE/42	\$ 16.25	\$ 16.90	\$ 17.58	\$ 18.28	\$ 19.00	\$ 19.76	\$ 20.55	\$ 22.20	\$ 23.09
	Non-EMD	\$ 14.77								
	<i>MEDIC SSTs</i>									
	<b>Shift Type</b>	<b>Step 1 0 - 12 Mo.</b>	<b>Step 2 13 - 24 Mo.</b>	<b>Step 3 25-36 Mo.</b>	<b>Step 4 37 - 48 Mo.</b>	<b>Step 5 49 - 60 Mo.</b>	<b>Step 6 61 - 72 Mo.</b>	<b>Step 7 73+ Mo.</b>		
	TWELVE/42	\$ 13.55	\$ 14.08	\$ 14.65	\$ 15.24	\$ 15.85	\$ 16.48	\$ 17.14		

1.25%  
9/1/2014

<b>MEDIC EMTs</b>									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 13.73	\$ 14.28	\$ 14.85	\$ 15.45	\$ 16.06	\$ 16.71	\$ 17.38	\$ 18.77	\$ 19.52
TWELVE/42	\$ 18.72	\$ 19.47	\$ 20.25	\$ 21.06	\$ 21.90	\$ 22.77	\$ 23.68	\$ 25.58	\$ 26.60
TEN/40	\$ 18.72	\$ 19.47	\$ 20.25	\$ 21.06	\$ 21.90	\$ 22.77	\$ 23.68	\$ 25.58	\$ 26.60
<b>MEDIC PARAMEDICS</b>									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 19.33	\$ 20.10	\$ 20.90	\$ 21.74	\$ 22.61	\$ 23.52	\$ 24.46	\$ 26.42	\$ 27.47
TWELVE/42	\$ 24.00	\$ 24.96	\$ 25.96	\$ 26.99	\$ 28.07	\$ 29.20	\$ 30.37	\$ 32.78	\$ 34.10
<b>MEDIC DISPATCHERS</b>									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
TWELVE/42	\$ 16.45	\$ 17.11	\$ 17.80	\$ 18.50	\$ 19.24	\$ 20.01	\$ 20.81	\$ 22.48	\$ 23.37
Non-EMD	\$ 14.96								
<b>MEDIC SSTs</b>									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73+ Mo.		
TWELVE/42	\$ 13.72	\$ 14.26	\$ 14.83	\$ 15.43	\$ 16.04	\$ 16.69	\$ 17.36		

1.25%  
9/1/2015

MEDIC EMTs									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 13.90	\$ 14.46	\$ 15.04	\$ 15.64	\$ 16.27	\$ 16.92	\$ 17.59	\$ 19.01	\$ 19.76
TWELVE/42	\$ 18.95	\$ 19.71	\$ 20.50	\$ 21.32	\$ 22.17	\$ 23.05	\$ 23.98	\$ 25.90	\$ 26.94
TEN/40	\$ 18.95	\$ 19.71	\$ 20.50	\$ 21.32	\$ 22.17	\$ 23.05	\$ 23.98	\$ 25.90	\$ 26.94

MEDIC PARAMEDICS									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 19.58	\$ 20.35	\$ 21.16	\$ 22.02	\$ 22.90	\$ 23.81	\$ 24.77	\$ 26.75	\$ 27.82
TWELVE/42	\$ 24.30	\$ 25.27	\$ 26.28	\$ 27.33	\$ 28.42	\$ 29.56	\$ 30.74	\$ 33.19	\$ 34.52

MEDIC DISPATCHERS									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
TWELVE/42	\$ 16.66	\$ 17.32	\$ 18.02	\$ 18.74	\$ 19.48	\$ 20.26	\$ 21.07	\$ 22.76	\$ 23.67
Non-EMD	\$ 15.14								

MEDIC SSTs							
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73+ Mo.
TWELVE/42	\$ 13.89	\$ 14.44	\$ 15.02	\$ 15.62	\$ 16.24	\$ 16.90	\$ 17.57

1.25%  
9/1/2016

MEDIC EMTs									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 14.07	\$ 14.64	\$ 15.23	\$ 15.84	\$ 16.47	\$ 17.13	\$ 17.81	\$ 19.24	\$ 20.01
TWELVE/42	\$ 19.19	\$ 19.96	\$ 20.76	\$ 21.59	\$ 22.45	\$ 23.34	\$ 24.28	\$ 26.22	\$ 27.27
TEN/40	\$ 19.19	\$ 19.96	\$ 20.76	\$ 21.59	\$ 22.45	\$ 23.34	\$ 24.28	\$ 26.22	\$ 27.27

MEDIC PARAMEDICS									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 19.82	\$ 20.61	\$ 21.43	\$ 22.29	\$ 23.18	\$ 24.11	\$ 25.08	\$ 27.08	\$ 28.17
TWELVE/42	\$ 24.60	\$ 25.59	\$ 26.61	\$ 27.67	\$ 28.77	\$ 29.93	\$ 31.13	\$ 33.61	\$ 34.95

MEDIC DISPATCHERS									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
TWELVE/42	\$ 16.87	\$ 17.54	\$ 18.24	\$ 18.97	\$ 19.73	\$ 20.51	\$ 21.33	\$ 23.05	\$ 23.96
Non-EMD	\$ 15.33								

MEDIC SSTs							
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73+ Mo.
TWELVE/42	\$ 14.06	\$ 14.62	\$ 15.21	\$ 15.82	\$ 16.45	\$ 17.11	\$ 17.79

1.25%  
9/1/2017

MEDIC EMTs									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 14.25	\$ 14.82	\$ 15.42	\$ 16.04	\$ 16.67	\$ 17.34	\$ 18.04	\$ 19.48	\$ 20.26
TWELVE/42	\$ 19.43	\$ 20.21	\$ 21.02	\$ 21.86	\$ 22.73	\$ 23.63	\$ 24.58	\$ 26.55	\$ 27.61
TEN/40	\$ 19.43	\$ 20.21	\$ 21.02	\$ 21.86	\$ 22.73	\$ 23.63	\$ 24.58	\$ 26.55	\$ 27.61

MEDIC PARAMEDICS									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 20.07	\$ 20.87	\$ 21.70	\$ 22.57	\$ 23.47	\$ 24.41	\$ 25.39	\$ 27.42	\$ 28.52
TWELVE/42	\$ 24.91	\$ 25.91	\$ 26.94	\$ 28.02	\$ 29.13	\$ 30.31	\$ 31.52	\$ 34.03	\$ 35.39

MEDIC DISPATCHERS									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
TWELVE/42	\$ 17.08	\$ 17.76	\$ 18.47	\$ 19.21	\$ 19.97	\$ 20.77	\$ 21.60	\$ 23.34	\$ 24.26
Non-EMD	\$ 15.52								

MEDIC SSTs							
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73+ Mo.
TWELVE/42	\$ 14.24	\$ 14.80	\$ 15.40	\$ 16.01	\$ 16.65	\$ 17.32	\$ 18.01

1.25%  
9/1/2018

MEDIC EMTs									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 14.43	\$ 15.01	\$ 15.61	\$ 16.24	\$ 16.88	\$ 17.56	\$ 18.26	\$ 19.73	\$ 20.51
TWELVE/42	\$ 19.67	\$ 20.46	\$ 21.28	\$ 22.13	\$ 23.01	\$ 23.93	\$ 24.89	\$ 26.88	\$ 27.96
TEN/40	\$ 19.67	\$ 20.46	\$ 21.28	\$ 22.13	\$ 23.01	\$ 23.93	\$ 24.89	\$ 26.88	\$ 27.96

MEDIC PARAMEDICS									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 20.32	\$ 21.13	\$ 21.97	\$ 22.85	\$ 23.77	\$ 24.72	\$ 25.71	\$ 27.76	\$ 28.87
TWELVE/42	\$ 25.22	\$ 26.23	\$ 27.28	\$ 28.37	\$ 29.50	\$ 30.68	\$ 31.91	\$ 34.45	\$ 35.83

MEDIC DISPATCHERS									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
TWELVE/42	\$ 17.29	\$ 17.98	\$ 18.70	\$ 19.45	\$ 20.22	\$ 21.03	\$ 21.87	\$ 23.63	\$ 24.56
Non-EMD	\$ 15.72								

MEDIC SSTs							
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73+ Mo.
TWELVE/42	\$ 14.42	\$ 14.99	\$ 15.59	\$ 16.21	\$ 16.86	\$ 17.54	\$ 18.24

1.25%  
9/1/2019

MEDIC EMTs									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 14.61	\$ 15.20	\$ 15.81	\$ 16.44	\$ 17.09	\$ 17.78	\$ 18.49	\$ 19.97	\$ 20.77
TWELVE/42	\$ 19.92	\$ 20.72	\$ 21.54	\$ 22.41	\$ 23.30	\$ 24.23	\$ 25.20	\$ 27.22	\$ 28.31
TEN/40	\$ 19.92	\$ 20.72	\$ 21.54	\$ 22.41	\$ 23.30	\$ 24.23	\$ 25.20	\$ 27.22	\$ 28.31

MEDIC PARAMEDICS									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 20.57	\$ 21.39	\$ 22.24	\$ 23.14	\$ 24.06	\$ 25.02	\$ 26.03	\$ 28.11	\$ 29.23
TWELVE/42	\$ 25.54	\$ 26.56	\$ 27.62	\$ 28.72	\$ 29.87	\$ 31.07	\$ 32.31	\$ 34.89	\$ 36.28

MEDIC DISPATCHERS									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
TWELVE/42	\$ 17.51	\$ 18.21	\$ 18.94	\$ 19.69	\$ 20.48	\$ 21.29	\$ 22.14	\$ 23.92	\$ 24.87
Non-EMD	\$ 15.92								

MEDIC SSTs							
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73+ Mo.
TWELVE/42	\$ 14.60	\$ 15.17	\$ 15.78	\$ 16.42	\$ 17.07	\$ 17.76	\$ 18.47

1.25%  
9/1/2020

MEDIC EMTs									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 14.79	\$ 15.39	\$ 16.21	\$ 16.85	\$ 17.52	\$ 18.22	\$ 18.95	\$ 20.47	\$ 21.29
TWELVE/42	\$ 20.42	\$ 21.24	\$ 22.08	\$ 22.97	\$ 23.88	\$ 24.84	\$ 25.83	\$ 27.90	\$ 29.02
TEN/40	\$ 20.42	\$ 21.24	\$ 22.08	\$ 22.97	\$ 23.88	\$ 24.84	\$ 25.83	\$ 27.90	\$ 29.02

MEDIC PARAMEDICS									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
24/48	\$ 21.08	\$ 21.92	\$ 22.80	\$ 23.72	\$ 24.66	\$ 25.65	\$ 26.68	\$ 28.81	\$ 29.96
TWELVE/42	\$ 26.18	\$ 27.22	\$ 28.31	\$ 29.44	\$ 30.62	\$ 31.85	\$ 33.12	\$ 35.76	\$ 37.19

MEDIC DISPATCHERS									
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73 - 84 Mo.	Step 8 85 - 108 Mo.	Step 9 109+ Mo.
TWELVE/42	\$ 17.95	\$ 18.67	\$ 19.41	\$ 20.18	\$ 20.99	\$ 21.82	\$ 22.69	\$ 24.52	\$ 25.49
Non-EMD	\$ 16.32								

MEDIC SSTs							
Shift Type	Step 1 0 - 12 Mo.	Step 2 13 - 24 Mo.	Step 3 25-36 Mo.	Step 4 37 - 48 Mo.	Step 5 49 - 60 Mo.	Step 6 61 - 72 Mo.	Step 7 73+ Mo.
TWELVE/42	\$ 14.97	\$ 15.55	\$ 16.17	\$ 16.83	\$ 17.50	\$ 18.20	\$ 18.93

## APPENDIX C – WAGE SCALE SENIORITY LIST

<u>Employee Name</u>	<u>EMTs</u> <u>Full-Time EMTs</u> <u>Wage Scale</u>
Williams, Scott H	12/1/1994
McCarthy, Matthew P	2/6/2002
Bryant, Jason R	3/19/2003
Leland, Stith	10/3/2003
Scoles, Wayne	1/25/2005
Lincoln, Markus	7/18/2005
Mauerhan, William	12/31/2006
Colon, Michael	1/17/2007
Watson, Pamela	2/22/2007
Hallgren, Matthew	8/1/2007
Zook, Matt	6/11/2008
Eggert, Holli	10/23/2009
Smith, Brandon	10/27/2009
Taylor, Angelina	8/25/2010
Baroni, Scott	9/19/2010
Storts, Rory	6/22/2011
Sagun, John	7/1/2011
Thompson Bryan	11/12/2011
Gibson, Julia	11/15/2011
Pierson, Timothy	11/21/2011
Domingo, Marc	3/18/2012
Tsang, Gordon	3/23/2012
Humphries, Sam	4/21/2012
Robinson, Michael	6/1/2012
Cortes, Francisco	10/12/2012
Tomei, Michael	10/26/2012
Bettencourt, Jon	10/26/2012
Weber, Amber	11/12/2012
Reustle, Kevin	11/12/2012
Miller, Michael	11/15/2012
Pond, Nick	11/28/2012
Kelly, Eric	12/11/2012
Bounds, Gregory	12/15/2012
Nicholas, Dustin	1/12/2013
Hill, Justin	1/15/2013
Moraida, Kevin	2/16/2013
Johnson, Tyler	2/25/2013
Zimmerman, Eric	3/22/2013

**Employee Name****Wage Scale**

Silva, Ryan	5/21/2013
Wheelen, Pete	6/1/2013
Harris, Alana	6/2/2013
Vouchilas, Theresa	6/12/2013
Davis, Scott	7/20/2013
Walker, Candace	7/21/2013
Connelly, Kenneth	8/21/2013
Pizzimenti, Brian	8/24/2013
Anderson, David	8/26/2013
Roath, Meghan	9/15/2013
Anderson, Dustin	11/5/2013
Welcker, Annica	11/15/2013
Fink, Andrew	11/16/2013
Sturdee, Christian	12/4/2013

**Part-Time EMTs****Employee Name****Wage Scale**

Newton, Jason	10/5/2011
Skuba, Travis	6/1/2012
Young, Ryan	8/1/2012
Bryan, Rich	10/1/2012
Munoz, Anthony	10/15/2012
Shields, Michael	3/20/2013
Carthy, Derek	4/1/2013
Gregory, Eric	5/20/2013
Williams, Kyle	6/4/2013
Moore, Mason	6/10/2013
Salo, Michael	6/20/2013
Cox, Daniel	8/15/2013
Jeppson, Forrest	12/5/2013

**PARAMEDICS**  
**Full-Time Paramedics**

<u>Employee Name</u>	<u>Wage Scale</u>
Wood, Scott W	8/12/1998
Fenwick, Michael	2/1/1999
Watson, Barbara	10/25/2001
Kirkland, Christopher	9/6/2003
Bonn, Nicole	4/10/2004
Hughry, Alan	11/11/2006
Billo, Nathan	10/29/2007
Larowe, Ryan	11/12/2007
Henderson, Cliff	11/18/2007
Kunstman, Tim	12/16/2008
Vanier, Casey	2/14/2009
Holt, Eric	2/15/2009
Dequattro, Joseph	11/2/2009
Balmer, Christopher	6/25/2010
Pinkhasov, Maria	4/15/2011
Hoyle, John	11/24/2011
Stinnett, Cory	1/15/2012
Arnold, Matt	3/1/2012
Torres, Danny	3/19/2012
Lehman, Dick	4/11/2012
Garrett, Ryan	5/17/2012
Dunagan, Christian	7/16/2012
Rubin, Nick	8/1/2012
White, Billy	9/27/2012
Paulson, Eric	1/19/2013
Cutino, Joseph	2/28/2013
Thoming, Josh	4/26/2013
Murphy, Ryan	9/10/2013
Shires, Trayce	10/1/2013
Courter, Justin	11/23/2013
Morse, Tyler	11/24/2013
Fujimoto, Steven	12/1/2013
Elton, Christopher	12/6/2013
Goodreau, Josh	1/17/2014
Ryan, Sack	1/23/2014
Tequida, Martin	2/25/2014
Groosman, Aaron	3/8/2014
Dayoan, Micah	3/15/2014
Thomas, Daniel	3/26/2014

## Part-time Paramedics

<u>Employee Name</u>	<u>Wage Scale</u>
Hoytt, David	11/1/2007
Blauser, Brian	2/5/2011
Burke, Joel	1/10/2012
Mihelich, Bryan	2/1/2012
Webster, Randy	2/28/2012
Rosecrans, Megan	10/26/2012
Reinthal, Matt	1/19/2013
Untalan, William	2/19/2013
Eisan, Nicholas	3/15/2013
Perlstein, Alex	7/10/2013
Etchieson, Max	11/20/2013
Murphy, Matt	4/10/2014

## DISPATCHERS Full-Time Dispatchers

<u>Employee Name</u>	<u>Wage Scale</u>
Hervery, Roseann	7/1/2006
Carrie, Tatiana	7/30/2011
Messer, Cameron	8/27/2011
Corino, Mark	11/5/2011
Wilson, Gregory	3/21/2012
Corse, Carolyn	9/12/2012
McCoy, Matthew	7/11/2013
Ruggiero, Brigetta	10/2/2013
Walker, Natasha	10/3/2013
Travillon, Greg	12/21/2013
Higgins, Austin	2/18/2014

## Part-time Dispatchers

Tuss, Andrew	5/25/2013
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**SSTS**  
**Full-Time SSTS**

<u>Employee Name</u>	<u>Wage Scale</u>
Gentry, Wanda	8/20/2003
Whaley, Ryan	7/1/2012
Cibotti, Phillip	11/17/2013
Fortier, Christian	11/18/2013
Baird, Brandon	1/23/2014
Hutchinson, Joshua	3/15/2014

**Part-Time SSTS**

Diez, Michael	11/15/2012
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