



## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered by and between American Medical Response, Stanislaus Operations ( " C o m p a n y " ) and the Turlock Emergency Medical Services Association in affiliation with the United Steelworker International Union (USW), TEMSA ( A s s o c i a t i o n ) c o l l e c t i v e l y " t h e f o l l o w s :

### RECITALS

1. The Association, in affiliation with the USW is the certified exclusive representative for the certain employees working at t h e E m p l o y e e o p e r a t i o n s .
2. The Company and the Association, in affiliation with the USW are parties to a Collective Bargaining Agreement, (CBA) with effective dates of December 1, 2021, to November 31, 2024.
3. The Company in conjunction with the Association seek to provide active employees within the bargaining unit a wage increase.

NOW, for good and valuable consideration including but limited to the covenants and agreements hereinafter set forth, the receipt and sufficiency of which is hereby acknowledged by the signatories below, the Parties agree through this Memorandum of Agreement to the following:

### UNDERSTANDINGS

1. The Company shall replace the Paramedic wage scale scheduled in the Collective Bargaining Agreement, (CBA) to be implemented in November of 2023 with a new Paramedic wage scale (Appendix A attached).
2. The Company agrees to implement the new Paramedic wage scale with an effective date of the first full pay period after July 1, 2023.
3. Upon implementation of the new Paramedic wage scale the Company shall adjust current active fulltime and parttime bargaining unit Paramedics onto the new wage scale based on length of service providing each Paramedic with an average wage increase of approximately eight (8%) percent.
4. The Parties agree employees on leave at the time of the wage adjustment shall upon return receive the wage adjustment with an effective date as of the first full pay period after their return to work.

5. The Union agrees the wage increase shall replace any and all other wage increases set forth in the Collective Bargaining Agreement, (CBA) and shall be the only wage increase for Paramedics until a successor Collective Bargaining Agreement, (CBA) is Negotiated. However, Paramedics will continue to receive their anniversary step Increases.
6. The Parties agree that upon the implementation of the new Paramedic wage scale any Paramedic who was previously over the wage scale and is now within the ranges of the new wage scale shall no longer be eligible for a lump sum payment as identified in Article 15, Section 15.01 D.
7. The Company agrees to provide all full-time and part-t i m e E M T ' s a n h o u r l y w a g e increase of 3% effective first pay full pay period following November 1, 2024. If a full-time bargaining unit employee is at or exceeds the top of their respective wage scale, said employees shall receive a lump sum payment of three percent (3%) of their annual wage, based on their previous calendar year earnings, in lieu of an increase to their base hourly rate. Half of the lump sum to be distributed the first full pay period following November 1, 2024, and the second half to be distributed on the first full pay period following March 1, 2025.
8. The Union agrees that in exchange for the implementation of the wage adjustments contained in this Memorandum of Agreement, the Collective Bargaining Agreement, (CBA), shall be extended for one (1) additional year.
9. The Parties agree based on the above and through this Memorandum of Agreement the new Collective bargaining Agreement, (CBA) shall have an expiration date of November 30, 2025.
10. This Memorandum of Agreement constitutes the entire agreement between the Parties concerning the matters contained herein. No modification, amendment, or waiver of any of the provisions of this Memorandum of Agreement shall be effective unless approved in writing by both parties.
11. The Parties agree that this Memorandum of Agreement shall be non-precedent setting and shall not be used by either party in any future situation, agreement, or challenge to establish a precedent or practice.
12. This Memorandum of Agreement shall be construed in accordance with the laws of the State of California. Should any court of law find any term or clause of this Memorandum of Agreement invalid under the prevailing law, then only that term or clause shall be omitted from enforcement, and all other terms and conditions shall remain enforceable.

This Memorandum of Agreement may be executed in counterparts and facsimile signatures shall be considered as valid as original signatures.

**TURLOCK EMERGENCY MEDICAL SERVICES ASSOCIATION, TEMSA**

DocuSigned by:  
By: Lee Almeida  
268A41F91ABE426...  
Lee Almeida  
President  
Turlock Emergency Medical  
Services Association, TEMSA

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

**UNITED STEELWORKERS INTERNATIONAL UNION, USW**

DocuSigned by:  
By: Fernando Mirelez  
3C3860D8A8A240D...  
Fernando Mirelez  
Staff Representative  
United Steelworkers

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

**AMERICAN MEDICAL RESPONSE, STANISLAUS OPERATIONS**

DocuSigned by:  
By: Nicole Hendrickson  
9D62C05D27964D5...  
Nicole Hendrickson  
Vice President of Operations,  
Pacific Region  
American Medical Response

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

**PARAMEDIC WAGE SCALE**

**12/42 -SHIFT**

| <b>STEP</b> | <b>HOURLY WAGE RATE</b> |
|-------------|-------------------------|
| 1           | \$30.07                 |
| 2           | \$30.99                 |
| 3           | \$31.91                 |
| 4           | \$32.89                 |
| 5           | \$33.84                 |
| 6           | \$34.84                 |
| 7           | \$35.89                 |
| 8           | \$37.00                 |
| 9           | \$38.08                 |
| 10          | \$39.24                 |
| 11          | \$40.81                 |
| 12          | \$42.45                 |

**EMT WAGE SCALE**  
**NOVEMBER 2024**

**12/42 -SHIFT**

| <b>STEP</b> | <b>HOURLY WAGE RATE</b> |
|-------------|-------------------------|
| 1           | \$21.66                 |
| 2           | \$22.31                 |
| 3           | \$22.94                 |
| 4           | \$23.64                 |
| 5           | \$24.35                 |
| 6           | \$25.11                 |
| 7           | \$25.81                 |
| 8           | \$26.64                 |
| 9           | \$27.44                 |