

**EXTENSION AGREEMENT  
BETWEEN PROTRANSPORT-1 AND USW/TEMSA LOCAL 12-0911  
TO EXTEND THE 2020-2023 COLLECTIVE BARGAINING AGREEMENT UNTIL AND INCLUDING JULY 10, 2024**

**August 29, 2023**

This Extension Agreement ("AGREEMENT") between ProTransport-1 ("PT-1") and United Steel, Paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union AFL-CIO on behalf of its TEMSA Local 12-911 (individually and collectively as "USW") will become effective upon signing by TEMSA Local 12-911. The terms and conditions of the 2020-2023 Collective Bargaining Agreement, unless modified by this Extension Agreement, will remain in full force and effect during the term of this Agreement.

1. **WAGES:** Effective the second full pay period after this agreement is signed, bargaining unit members will receive an across-the-board wage increase of 1% to their base rate of pay. The one percent (1%) across-the-board wage increase will be retroactive to the beginning of the July 21, 2023 pay period.

2. **RETROACTIVITY:** When the parties engage in negotiations for a Collective Bargaining Agreement that will commence in 2024, PT-1 agrees that two percent (2%) of any wage increase negotiated for the first year of the 2024 Collective Bargaining Agreement will be retroactive to July 10, 2023.

- The two percent (2%) retroactive pay will be paid in four (4) lump sum quarterly payments beginning July 10, 2024, and ending nine (9) months later. The Company agrees to meet with the Union after the first lump sum payment and before the second lump sum payment to discuss the possibility of accelerating the payment timeline.
- To be eligible for the two percent (2%) retroactive pay, the employee must be actively employed by the Employer on the date this Extension Agreement becomes effective and on July 10, 2024.
- Employees who terminate their employment after July 10, 2024, will receive the remaining balance of any lump sum payments due.

3. **TERM AND TERMINATION OF EXTENSION AGREEMENT:** All other terms and conditions of the Collective Bargaining Agreement shall remain in full force and affect up to and including July 10, 2024. This extension agreement also incorporates all active MOU's and anniversary step increases.

PROTRANSPORT-1

USW

By: \_\_\_\_\_

8/29/2023

Date

By: \_\_\_\_\_

8/29/2023

Date

**MEMORANDUM OF UNDERSTANDING CONCERNING LONG DISTANCE TRANSFERS**

**August 29, 2023**

ProTransport-1 ("PT-1" or "Employer") and the United Steel, Paper, and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC ("USW"), on behalf of its TEMSA Local 12-911 (hereinafter individually and collectively referred to as "USW" or "Union") enter into this Memorandum of Understanding ("MOU") to memorialize and to document the agreements they have reached concerning long distance transfers.

**I. For each 24 hour period, employees will be offered hotel accommodation (single occupancy) for a long distance transfer with a distance greater than 250 miles per the CAD system.**

- Only patient loaded miles will be considered to qualify as a long distance transfer.
- Employees will be on the clock during the transport until they arrive at the hotel. Employees will be clocked back in when they resume their travels.

**II. For each 24 hour period, a food and non-alcoholic beverage allowance will be reimbursed up to \$60 per long distance transfer with a distance greater than 250 miles per the CAD system.**

- Receipts must be provided and attached to an expense reimbursement form.
- Only patient loaded miles will be considered to qualify as a long distance transfer.

**III. Term and Termination of this MOU**

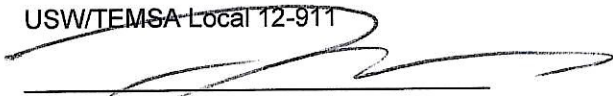
This MOU becomes effective when it is signed by both parties and will remain in effect until a new Collective Bargaining Agreement is negotiated.

ProTransport-1

  
Rick Fields  
For ProTransport-1

Dated: 8/29/2023

USW/TEMSA Local 12-911

  
Fernando Mirelez  
For USW/TEMSA

Dated: 8/29/2023

# MEMORANDUM OF UNDERSTANDING CONCERNING HOLDOVERS

August 29, 2023

ProTransport-1 ("PT-1" or "Employer") and the United Steel, Paper, and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC ("USW"), on behalf of its TEMSA Local 12-911 (hereinafter individually and collectively referred to as "USW" or "Union") enter into this Memorandum of Understanding to memorialize and to document the agreements they have reached concerning holdovers.

**I. Effective with this Agreement, the following will apply to holdovers when employees are receiving overtime pay:**

- Employees will not be paid holdover premium pay and overtime pay for the same hours worked, unless the employee working an overtime shift has, within the first ninety (90) minutes of their shift, submitted a form notifying dispatch that they are on an overtime shift and do not wish to be held over. If the employee is held over they will be compensated per section III below in addition to the overtime rate.-
- For full time employees, if the employee alerts the Employer that it is an overtime shift, the crew will not be held over, with the exception of ALS calls and specialty calls (CCT, NICU/PICU and Code 3).

**II. Effective with this Agreement, the following will apply to voluntary holdovers:**

- Employees volunteering to be held over must submit a Voluntary Holdover Request form no later than the end of the first half of their scheduled shift.
- Voluntary holdover pay will be granted based on operational need.
- Voluntary holdover pay will be paid in accordance with Section 9.06 of the Collective Bargaining Agreement, not section III below.

**III. Effective with this Agreement, the following will apply to holdovers:**

- Employees will receive an additional 0.5 holdover premium when held over. Employees held over past one hour from their scheduled end of shift will receive an additional 0.25 holdover premium. Employees held over beyond two hours will receive an additional 0.25 holdover premium.

**IV. Term and Termination of this Memorandum of Understanding**

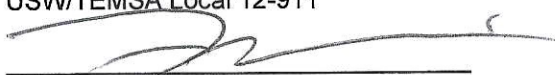
This Memorandum of Understanding becomes effective when it is signed by both parties and will remain in effect until a new Collective Bargaining Agreement is negotiated.

ProTransport-1

  
Rick Fields  
For ProTransport-1

Dated: 8/29/2023

USW/TEMSA Local 12-911

  
Fernando Mirelez  
For USW/TEMSA

Dated: 8/29/2023

**MEMORANDUM OF UNDERSTANDING CONCERNING EAST BAY, SAN MATEO AND SAN FRANCISCO KAISER AND SUTTER SHIFTS**

**August 29, 2023**

ProTransport-1 ("PT-1" or "Employer") and the United Steel, Paper, and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC ("USW"), on behalf of its TEMSA Local 12-911 (hereinafter individually and collectively referred to as "USW" or "Union") enter into this Memorandum of Understanding ("MOU") to memorialize and to document the agreements they have reached concerning the East Bay, San Mateo and San Francisco Kaiser and Sutter shifts.

**I. Effective with this Agreement, PT-1 will implement a \$2 shuttle differential for crews originating their shift from Rancho Cordova or Modesto:**

- Sutter / Kaiser Shuttle shifts will be created with a "L" shift identifier and employees who pickup or are administratively placed on an "L" or Sutter / Kaiser Shuttle shifts will earn a \$2 differential for the full duration they are working on the L shift identifier.
- Sutter / Kaiser Shuttle shifts will primarily serve Alameda County (ALCO), San Mateo County, and SF to out of county calls. Alameda County calls require the Shuttle crew to be in an ALCO certified rig (Shuttle crews will either start in an ALCO certified rig or swap into one during the shift). San Mateo and SF to out of county transports do not require any crew to swap rigs.

**II. Effective with this Agreement, PT-1 will implement a \$2 extra shift differential for East Bay and San Francisco full-time employees who pick up extra shifts:**

- Shift substitutions and trades do not qualify for the differential.
- Training shifts and special events do not qualify for the differential.
- Full-time employees must work all of their regularly scheduled shifts in that work week to receive the differential. Any absences that accrue attendance points will not meet this requirement.
- Full-time employees who pick up an extra shift must submit a designated company form for review by the end of the pay period to receive the differential.

**III. Term and Termination of this MOU**

This MOU becomes effective when it is signed by both parties and will remain in effect until and unless terminated by either party upon thirty (30) days written notice to the other party.

ProTransport-1

  
Rick Fields  
For ProTransport-1

Dated: 8/29/2023

USW/TEMSA Local 12-911

  
Fernando Mirelez  
For USW/TEMSA

Dated: 8/29/2023