

**MEMORANDUM OF UNDERSTANDING
BETWEEN
EMPRESS AMBULANCE SERVICE
AND
INTERNATIONAL ASSOCIATION OF EMT'S AND PARAMEDICS
IAEP LOCAL R2-20**

This Memorandum of Understanding (MOU) is entered into by Empress Ambulance Service ("Employer") and International Association of EMT's and Paramedics/IAEP Local R2-20 ("Union") (collectively, the "Parties").

WHEREAS the Parties are subject to a Collective Bargaining Agreement with effective dates of July 12, 2018 through and including December 31, 2021.


WHEREAS the Parties expressed interest in a one (1) year extension of the current Collective Bargaining Agreement.

COME NOW the Parties hereto mutually agree as follows:

1. The Parties will maintain the current Collective Bargaining through 11:59 p.m. on December 31, 2022.
2. The Parties agree all terms and conditions of the Collective Bargaining Agreement shall remain in full force in effect and all Memorandums of Understanding executed during the term of the Agreement shall remain in full force and effect.
3. The Parties agree beginning on January 1, 2022, wages will be increased on the employees anniversary date of employment according to the following schedule:

<u>Base Increase</u>	<u>Attendance</u>	<u>Accident</u>	<u>Bonus</u>	<u>Total</u>
2%	1%	1%	1%	5%

4. This Memorandum of Understanding shall be construed in accordance with the laws of the State of New York. Should any court of law find any term or clause of this Memorandum 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.
 5. This Memorandum of Understanding constitutes the entire agreement between the parties concerning the matters contained herein. No modifications, amendments or waiver of any of the provisions of this Memorandum of Understanding shall be effective unless approved in writing by both parties.
 6. This Memorandum of Understanding shall become effective upon written execution of the Agreement and signed by both Parties.
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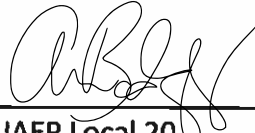
For Empress

Date: 4/21/21




For Empress

Date: _____



For IAEP Local 20

Date: 5/3/21



For IAEP Local 20

Date: 5/3/21