

**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 have a Collective Bargaining Agreement with an effective date of July 12, 2018 through December 31, 2021.

WHEREAS, the Parties have discussed the Employers desire to increase wages for bargaining unit members effective the first full pay period of April, 2021.

COME NOW the Parties hereto mutually agree as follows:

1. The Employer will increase the wages as follows:

Westchester Division:

EMT Basic (FT/PT) starting rate will increase from \$15.00 per hour to \$16.50 per hour

EMT Basic (FT/PT) 1 year rate will increase from \$15.75 per hour to \$17.00 per hour

Montefiore Division

EMT Basic (FT/PT) starting rate will increase from \$19.00 per hour to \$19.25 per hour

EMT Basic (FT/PT) 3 month rate will increase from \$20.00 per hour to \$20.25 per hour

EMT Basic (FT/PT) 1 year rate will increase from \$20.50 per hour to \$20.75 per hour

All per-diem EMT Basics , who are outside of the CBA scale will increase by fifty (.50) cents per hour.

All full-time and part-time EMT Basics who are outside of the CBA scale will increase by seventy-five (.75) cents per hour.

All EMT (FT/PT) Basics who fall between one (1) and two (2) years of employment will receive a one dollar (\$1.00) hourly increase.

EMT's who qualify for the Longevity Pay as described in Article 7, Section 7.19 will receive a fifty (.50) cent per hour increase.

2. Paramedics(Westchester division)

Paramedic (FT/PT) starting rate will increase from \$22.00 per hour to \$22.75 per hour

Advancing to a Paramedic "A", rate will increase from \$23.50 per hour to \$24.25 per hour

One year Paramedic rate will increase from \$25.00 per hour to \$25.75 per hour.

3. Paramedics (FT/PT) (Montefiore division)

Paramedic starting rate will increase from \$24.75 per hour to \$25.50 per hour

3 month rate will increase from \$25.75 per hour to \$26.50 per hour

1 year paramedic rate will increase from \$26.75 per hour to \$27.50 per hour.

4. All full time/part time paramedics who fall outside of the CBA scale will increase by seventy-five (.75) cents per hour.

All per-diem paramedics who fall outside of the CBA scale will increase by twenty-five (.25) cents per hour.

Paramedics who qualify for the Longevity Pay as described in Article 7, Section 7.19 will receive a seventy-five (.75) cent per hour increase.

5. Article 6, Section 6.01C, CCM of the Collective Bargaining Agreement will be modified to read as follows:

Critical Care Paramedics will be paid in accordance with the following:

\$1.25 per hour stipend while in training, and working on a Critical Care Ambulance out of Yonkers or WMC.

\$2.50 per hour stipend after completion and passing of the Empress CCP-C class, while working a Critical Care Ambulance out of Yonkers.

\$5.00 per hour stipend after becoming Nationally Certified as a Critical Care Paramedic and working a Critical Care Ambulance.


6. The Parties agree that any member who contests their hourly rate of pay shall express in writing to the IAEP Local President in writing the disparities. Each case will be reviewed for accuracy by the Parties, and corrections will be made as deemed appropriate.

7. 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.

8. 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.

9. This Memorandum of Understanding shall become effective upon written execution of the Agreement and signed by both Parties.

For the Employer:




President

Date: 4/21/21

Date: _____

For the Union:



Austin Magnum

Date: 5/3/21

Date: 5/3/21