

MEMORANDUM OF UNDERSTANDING

This Memorandum Of Understanding ("Agreement") is made and entered into on 8/8/2019 (The "Effective Date"), by and between Empress Ambulance Service Inc., (Hereinafter Referred To as the "Company"), which has its principal place of business at 722 Nepperhan Ave. Yonkers NY 10701, and the International Association Of EMTs and Paramedics NAGE Local R2-20, (Hereinafter referred to as the "Union").

The Company and the Union are parties to the Collective Bargaining Agreement entered into July 12, 2018 and effective from January 1, 2018, to December 31, 2022

WHEREAS, The parties collectively have entered into this agreement regarding potential for recruitment, retention, and advancement of EMT-Basics in the workplace in terms of wages.

WAGES

Article 6, Section 6.01 (Hourly Wage Rate) of the Collective Bargaining Agreement currently establishes starting wages for full-time and part-time EMTs in Westchester as follows:

EMT Westchester

Entry Wage \$13.50

3 Months \$14.25

1 Year \$14.75

The parties agree that the above listed wage breakdown for EMTs in Westchester shall be replaced with the following new breakdown and language:

1. EMT Westchester

Entry Wage \$15.00/hour

1 Year \$15.75/hour

2. All Westchester EMT's with two (2) years to twenty (20) years of service will receive an increase of seventy-five cents (\$0.75) to their hourly base rate of pay.

3. All newly hired EMT's with Empress who have verifiable experience of one (1) year or more OR a minimum of three (3) years of verifiable EMS volunteer service:

Entry Wage \$15.50/hour

1 year \$15.75/hour

The parties additionally agree to amend the language in Article 6, Section 6.01 (Hourly Wage Rate) which currently reads:

“PER DIEM EMT’s, Paramedics and Dispatchers hired as a per diem position in the Westchester Division will earn One Dollar and Fifty Cents (\$1.50) more than the full time rate, up to a maximum of \$28.00/hr.”

The above cited language is hereby replaced by the following:

~~PER DIEM EMTs, Paramedics and Dispatchers hired as a per diem position in the Westchester Division will earn One Dollar and Fifty Cents (\$1.50) more than the full time rate, up to a maximum of longevity years.~~

All other language and provisions of Article 6 (Wages) of the Collective Bargaining Agreement shall remain unchanged.

Non-Compete

The parties further agree to amend Article 5, Section 5.18 (Outside Employment), which currently reads:

SECTION 5.18 – OUTSIDE EMPLOYMENT

Members will not work for the following ambulance service in the Management’s operating area that the Management deems a competitor without the Management’s approval:

- *AMR*
- *Citywide*
- *Senior Care*

The parties hereby agree to replace the above cited language with the following:

SECTION 5.18 – OUTSIDE EMPLOYMENT

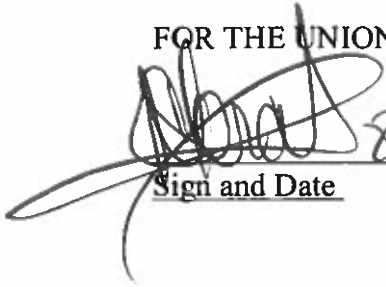
Members will not work for the following ambulance service in the Management’s operating area that the Management deems a competitor without the Management’s approval:

- **AMR**
- **Citywide**
- **Senior Care**
- **Ossining****

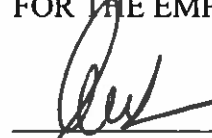
**** EMTs who are currently employed with Ossining will have until September 15, 2019 to resign from Ossining or resign from Empress.**

This agreement shall take effect on Sunday, August 18, 2019, and shall remain in full force and effect for the life of the current Collective Bargaining Agreement. Modifications or revisions to this Memorandum of Understanding shall require the parties’ written mutual agreement.

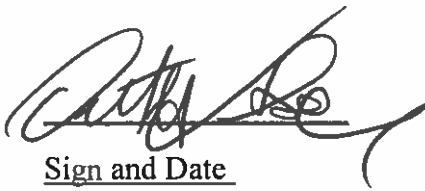
FOR THE UNION

 8/8/19
Sign and Date

FOR THE EMPLOYER

 8/8/19
Sign and Date

FOR THE UNION

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Sign and Date

FOR THE UNION

Sign and Date