

UNITED EMERGENCY MEDICAL PROFESSIONALS OF ARIZONA  
LOCAL I-60  
OF THE  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

Collective Bargaining Agreement

SW General, Inc  
d/b/a American Medical Response

November 1<sup>st</sup>, 2023 - October 31<sup>st</sup>, 2026

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## Article 1 - Agreement & Recognition

This agreement is entered into by and between Southwest General Inc. hereinafter referred to as the “Employer” and United Emergency Medical Professionals of Arizona, LOCAL I-60, International Association of Fire Fighters, AFL-CIO, hereinafter referred to as the “Union”.

Both the Employer and the Union recognize that the delivery of services, in the most efficient, effective, courteous, and professional manner is of paramount importance to the Employer and its employees and such achievement is recognized as a mutual function of the parties of this Agreement, within their respective roles and responsibilities.

It is the intent and purpose of the parties that this Agreement achieve and maintain harmonious relations between the Employer and the Union, to provide for the equitable and peaceful adjustments of differences, which may arise, and to establish proper standards of wages, hours, and other conditions of employment.

### **Recognition**

The Employer recognizes the United Emergency Medical Professionals of Arizona as the sole bargaining agent of all full time and part-time Emergency Medical Technicians, Paramedics and Registered Nurses, excluding all other employees, including office clerical, managerial employees, security guards, and supervisors as defined in the National Labor Relations Act (NLRA).

Except for disputes specifically pertaining to the definition of covered employees as certified in the NLRB election petition, this (Scope of the Agreement) provision shall be excluded from the grievance and arbitration procedure.

### **Employee Defined**

The term “Employee(s)” is defined as individuals occupying the classification defined above.

### **Extra-contract Agreements**

In recognizing the Union’s sole and exclusive bargaining representative status the Employer agrees not to enter into any agreement(s) or contract(s) with its employees, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement.

## Article 2 - General Provisions

### **Savings Clause**

It is not the intent of either party hereto to violate any laws, rulings, or regulation of any governmental authority or agency having jurisdiction over the subject addressed in this Agreement.

If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation or arbitration, the remaining parts or portions of this Agreement shall remain in full force and effect.

The waiver or breach of conditions of this Agreement by either party shall not constitute a precedent for any further waiver of such breach of conditions.

### **Modification**

This Agreement contains all the conditions agreed upon between the parties, and supersedes all previous Agreements, collectively or individually, between the parties.

No modifications shall be made except by mutual consent of the parties in writing except as otherwise specified in this Agreement. A mutually agreed upon memorandum of understanding signed after the date of ratification of this Agreement, by the Union President and the Employer, shall supersede the current contract verbiage where it expressly conflicts.

### **Successor Agreements**

The Employer will provide notice to the Union of the sale, transfer or lease of the entity covering this agreement at the time the sale, transfer, or lease is made public.

### **Termination Clause**

This Agreement will terminate on the expiration date listed in Duration unless mutually extended by the Union and the Employer in writing.

Either party shall provide written notice of intent to renew, modify or terminate the Agreement, provided such notice is given at least ninety (90) days prior to the expiration of this Agreement.

### **Conflict with Other Laws**

Other than for matters which must be processed through the Grievance and Arbitration procedure set forth herein, this Agreement is in no way intended to supersede or waive any constitutional or other rights that the employee may be entitled to under Federal, State, or Local statutes.

**Bargaining Waiver and Zipper Clause**

This Agreement constitutes the sole and entire existing agreement between the parties and supersedes all private agreements, commitments, and practices whether oral or written, and expresses all obligations of and restrictions imposed on the Employer and the Union.

The Employer and the Union acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and the understanding and agreement arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

With respect to the negotiations leading to the execution of this Agreement, the fact that a proposal was made and withdrawn during the course of those negotiations shall not be used to prove that the party making the proposal had in any manner given up any rights granted to him elsewhere in this Agreement.

This Agreement is subject to amendment, alteration, or addition only by a subsequent written agreement between, and executed by, the Employer and the Union. The waiver of any breach, term, or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of any such term or condition.

## Article 3 - Non-Discrimination

The Employer and the Union agree that neither party shall discriminate against any person because of race, color, sex, age, religion, creed, gender identity, sex, national origin, marital status, disability, veteran status, sexual orientation, or any other status that is protected by applicable Federal, State or local law.

The Employer and the Union further agree that the Employer has the right to enter into any agreement or practice modifying the terms of this Agreement which is necessary to comply with Title VII of the Civil Rights Act of 1964, as amended, the Americans with Disabilities Act of 1990, the Family and Medical Leave Act of 1993, Section 1981 of the Civil Rights Act of 1866, the Fair Labor Standards Act, or any other Federal, State or local law, rule or regulation relating to equal employment opportunity, the environment, health, or safety. In particular the Employer maintains the right in relation to providing reasonable accommodations to individuals with disabilities as required under respective law. The Company agrees to inform the Union of any accommodations needed to comply with the Americans with Disabilities Act and the Age Discrimination in Employment Act.

**Arbitration/Litigation Waiver Election**

Grievances alleging unlawful discrimination or harassment in violation of this Agreement may be pursued and resolved through the grievance and arbitration procedure contained in this Agreement, provided that all requirements for the filing and maintenance of a grievance through arbitration are satisfied and that the employee and/or Union have not initiated or filed a complaint or legal action based on the same event(s) with a federal, state or local agency or court. The initiation or filing of a complaint or legal action alleging unlawful discrimination or harassment with a federal, state, or local agency or court shall waive the employee's and/or Union's right to pursue the same matter as a grievance pursuant to this Agreement. Any grievance alleging unlawful discrimination or harassment shall be deemed withdrawn at any step of the grievance and arbitration procedure upon the filing of such a complaint or legal action. Employees and the Union are not required to exhaust the grievance and arbitration procedure of this Agreement before initiating or filing a complaint or legal action alleging unlawful discrimination or harassment with any federal, state, or local agency or court.

### **Harassment**

The Union and the Employer agree that harassment is a form of misconduct, which undermines the integrity of the employment relationship and cannot be tolerated in the workplace. Any conduct, which falls within the definition of harassment as defined in the Equal Employment Opportunity Commission standards is prohibited and will be investigated fully in accordance with the Harassment policy and procedure. Complaints alleging harassment may be made orally or in writing. Employees who violate this Article shall be subject to corrective action, up to and including termination.

## **Article 4 - Legal Indemnification**

The Employer agrees to maintain liability insurance which covers the employees under this Agreement when they are in the performance of their duty, except where such conduct, action, activity, or decision arose out of an employee's dereliction of duty, conduct or violation of Employer Rules, Standard Operating Procedures, or Policies.

## **Article 5 - Correspondence and Notification**

The parties shall communicate any proposed changes to this Agreement, or any permitted changes pursuant to the Management Rights provision of this Agreement, via certified mail with a courtesy email of the same to the party's designee, however, failure to provide a courtesy email shall not constitute breach of contract.



The Employer shall not implement any changes which impact hours, wages, and working conditions without prior notice to the impacted personnel a minimum of fourteen (14) days in advance, unless such implementation is required to meet the bona fide needs of the Employer's contractual obligations.

The Union shall provide the Employer with a list of all Union Representatives including phone numbers, fax numbers, mailing addresses and e-mail addresses of the President, Secretary, Vice President, Business Agent, and Union Representatives / Stewards.

Any changes to the required contact information shall be communicated, in writing to the Employer designee within seven (7) calendar days. Any notification sent to the President or Secretary sent to non-current contact locations shall constitute proper notice as required by this article or any other article requiring the company to notifying the Union, provided that the non-current address was the last address provided to the Employer.

## Article 6 - Strike and Lockout Prohibition

### **No Strike**

The Parties understand that the duties performed by employees covered by this Agreement involve potential life and death situations, and that any delay in treating patients or transporting them to hospitals or other medical facilities, or in responding to calls, can exacerbate the problems of patients who are already ill and/or injured. To that end, the Union agrees that, during the term of this Agreement, neither the Union nor any of its agents or members will collectively, concertedly, or in any manner whatsoever, incite, ratify, encourage, sanction or participate in any picketing, strike, sit-down, stay-in, slowdown, boycott, work stoppage, paper strike (e.g. deliberate failure to submit timely, quality, accurate, and complete medical reports and billing information), or sympathy strike against the Employer. The Union further agrees that no member while on duty or in uniform will honor the picket line of any other bargaining unit not covered by this Agreement. The union further agrees that this clause shall specifically prohibit any of the aforementioned conduct for protest of alleged unfair labor practices and that any such alleged unfair labor practices shall be handled under the National Labor Relations Act.

### **Violations**

Employees who violate this Article may be subject to disciplinary action up to and including discharge from employment. Any such discharge may be grieved under the Grievance Procedure set forth in this Agreement; however, the Parties agree that the sole issue for determination in any such grievance proceeding shall be whether the grievant directly or indirectly called, sanctioned, encouraged or participated in such conduct prohibited by this Article.

**Union Responsibility**

In addition to any other liability, remedy or right provided by statute, the Union agrees that should there be any work stoppage, strike (including sympathy strike), sit down, sit in, slow down, boycott, picketing, sick out, sick in, paper strike, withholding of services, or any other economic action or interference with the operations of the Employer, the Union shall immediately upon receiving notification from the Employer:

- (a) Advise the Employer in writing that the Union did not call for or sanction the action;
- (b) Notify each involved employee of the requirements of this Article and instruct them to cease such action and to return to work immediately if this has not been done. If requested by the Union to help in the delivery of such notification to the employees, the Employer agrees to facilitate the same.
- (c) Post notices on Union bulletin boards publicly disavowing such action and instructing employees to cease such action and return to work immediately if this has not yet been done.

**No Lockout**

Employer agrees that it will not lock out any bargaining unit member during the term of this Agreement.

## Article 7 - Union Representation

Any employee covered under this Agreement shall have the right to request official Union representation during any meeting that is of an investigative nature that could lead to corrective action of the employee. In the event the Union cannot respond within forty-eight (48) hours, the Union waives its right to representation and the Employer may proceed with the investigatory interview. In no event shall the Union delay any investigatory meeting longer than seventy-two (72) hours.

Except as limited by this Agreement pertaining to drug testing of an employee, any employee who is denied a request for Union representation will have the right to refuse to participate in disciplinary or investigative meetings.

In any meeting where Union representation is requested the Union shall be allowed one representative and one union official to be present. Active participation in the meeting will be limited to employee and the individual representative of each party. This shall not preclude active participation by "fact witnesses" or experts such as physicians, human resource personnel, or risk management.

Bargaining unit personnel shall be responsible for contacting the union representative of his/her choosing within twenty-four (24) hours. The Union representative shall be responsible for notifying the Employer of their requested representation and shall schedule a meeting for a mutually agreeable time, date, and location within a maximum of forty-eight (48) hours from the notice of representation, except

for when such forty-eight (48) hours is over a weekend or holiday. In such case where the period spans a weekend or holiday, the timeline shall be extended a minimum of an additional twenty-four (24) hours.

The Company shall obtain the employee's acceptance or refusal of union representation using the form in Appendix B "Right to Union Representation Notice". All completed forms shall be provided to the Employee at the time of signing and to Union within three (3) calendar days from the date the employee signed. Such forms may be provided via e-mail, mail, or hand delivery at the Employer's choice.

## Article 8 - Viewing of Personnel Records

Any employee covered under this Agreement shall have the right to view his/her personnel file by scheduling a meeting with the Human Resource department at least five (5) business days prior to the requested appointment during normal business hours.

An authorized Union representative shall have the right to review specific personnel files in order to conduct investigations and defend employees in disciplinary matters. A request to review a personnel file shall be made at least five (5) business days prior to the requested appointment, during normal business hours. Under certain circumstances, an appointment may be made in less than five (5) business days with the approval of the Human Resources representative.

The Human Resources Manager or a person designated by the Human Resources Manager shall be present when employee personnel files are reviewed. The Union shall have the ability to caucus for discussion of the contents during the file review, however; the Union representative may not be left unattended with the personnel file.

## Article 9 - Union Activities

There shall be no discrimination, interference, restraint, or coercion by the Employer against any employee for his or her activity on behalf of, or membership in, the Union.

A duly authorized representative of the Union shall be permitted access to the Employer's work sites for the purpose of Employee Representation, crew and station visits and/or participating in the grievance procedure. The Union agrees that its business representative or another authorized representative shall notify the Employer, by contacting the Regional Director or Operations Manager, before visiting the Employer's premises, and that Union visits will be permitted between 0800 and 2000 hours. The Union representatives shall not allow their activities to interfere with or disrupt the performance of their work or the work of any other employee or member. The Union and/or bargaining unit employees shall not solicit Union membership, collect Union dues, or conduct any other type of Union business, unless

requested by the Employer, during working time on Company property, or at any time on the premises of hospitals or other facilities serviced by Employer.

During the orientation process, the Union may provide a representative to meet with newly hired employees that qualify for the bargaining unit for the purposes of answering questions and enrolling members.

### **Information Requests**

The Employer will provide the Union, upon a reasonable request, readily available information, as it relates to wages, hours, working conditions or to the filing of a grievance, provided such request is not overly burdensome and excessive in number of documents the Union seeks. The Employer will seek to provide the information in a timely fashion to not affect any timeline requirements outlined in the grievance and arbitration provisions of this Agreement.

Such requests shall be made through the Regional Director or Operations Manager and shall be provided within a reasonable amount of time. In the event the information cannot be provided within 30 days, the Employer agrees to communicate an estimated timeline to the Union.

### **Bulletin Board**

The Union may install bulletin boards for the sole use of the Union at each employee work location as to be easily accessible to the employees for the purpose of posting official Union notices. The posting shall not be of a defamatory or threatening nature and shall be posted on official letterhead of the Union or bear the Union's insignia.

Such bulletin boards shall not be in public view in stations that are shared with other organizations.

The space provided for such bulletin boards will be maintained by an official Union representative, with the posting or removal of bulletins and publications to be handled only by the Union. The Union shall be responsible for all posted materials and shall indemnify and hold the Employer harmless for any claims asserted in relation to the content of the materials.

Materials shall only be posted upon the bulletin board space as designated and not upon walls, doors, windows, etc. The Employer reserves the right to remove posted materials which are outside the scope of concerted union activity. The Employer shall notify the Union immediately upon removing aforementioned materials and provide the removed materials to the Union. The removal of any posted materials by the Employer shall be subject to the grievance and arbitration process.

### **Union Insignia**

Employees may wear an official UEMPA Insignia on their Class B Uniform. This insignia will be a pin no larger than one (1) inch in diameter with protected backing and will be worn centered, above the nameplate.

## Article 10 - Union Dues Check-Off & Employee Status Reports

The Parties agree membership in the Union is voluntary. Employees who seek membership with the Union agree to have dues deducted from their wages and shall authorize such deduction via a signed authorization for monthly dues, initiation fees and lawful assessments, in amounts designated on the Employer's Dues and Assessments Processing Sheet (DAPS) as defined in Appendix "A", which shall be completed by the Union.

Should the Union choose to use an electronic dues authorizations form for employees who volunteer to become members of the union, it shall include all provisions as defined on their non-electronic authorization form. Electronic authorization forms shall only be accepted if the signature capturing software provides for a certificate of completion, such as DocuSign, identifying the date and time the employee electronically signed the document, and the employees email address.

Said deductions shall be made each payroll period of each month and forwarded to the Union by Electronic Funds Transfer (EFT) (when available) or by mail immediately thereafter, and upon transmittal of said funds, the Employer's obligation and responsibility shall cease with respect to such deductions, including any obligation and responsibility to correct any errors prior to transmittal.

The Employer shall be relieved of its obligation for collecting deductions in the event Union's dues calculations/formulas (e.g., hours worked, annual earnings, gross wages, etc.) are not compatible with the Employer's dues deduction process. Additionally, the Employer shall be relieved from making such "check-off" deductions upon (a) termination of employment, or (b) transfer to a job other than one covered by the bargaining unit, or (c) layoff from work, or (d) an unpaid leave of absence, or (e) an arbitration award; or (f) revocation of a voluntary dues check-off authorization by the employee(s), or (g) upon expiration of this Agreement or any extension agreement thereof.

The Union agrees to pay to Employer an administrative processing fee of two hundred and fifty dollars (\$250) per request for the processing of changes to dues deductions to include, but not limited to, dues increase, dues decrease, arrears dues deductions, and any other correcting deductions requested by the Union. Any changes to dues, initiation fees, and or lawful assessments shall be requested a minimum of sixty (60) calendar days in advance by the Union.

The Employer agrees to continue deducting from the wages of any employee who is a member of the Union and seeks to donate to the Union's 501(c)3 public charity as provided with a voluntary written authorization from the employee. Such authorization must be executed and may be revoked by the employee at any time by giving written notice to both the Employer and the Union.

The Employer agrees to remit any deductions made pursuant to this provision monthly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

Upon the implementation of a HR/Payroll system that is capable of further configuration, such deductions shall be labeled "Union Charity" on the employee's paycheck and such deducted funds shall be remitted to the Union as a separate check made payable to UEMPA Charities and remitted to the Union monthly.

The Union shall immediately protect, wholly indemnify and hold the Employer harmless against all claims made against, or suits instituted against, or cost of any kind, including attorney's fees, the Employer evolving out of this Article.

If a Union member is transferred to a non-bargaining unit position within the company, the Employer shall automatically stop payroll deductions of Union dues effective the following pay period.

### **Employee Status Reports**

Each month the Employer shall provide an electronic report (e.g., Excel Spreadsheet) of terminations and all employees in the bargaining unit(s) to which this Agreement pertains. The reports shall include full name, date of hire, job classification, work location, union status, mailing address, e-mail address (where available), and current wage rate.

For the purpose of calculating Bargaining Unit Seniority, the Employer agrees to provide the Union with rosters from each EMT Academy including name, date of hire with the Employer and the status change date when the employee passes their NREMT and is cleared to work in the field as an EMT.

## **Article 11 - Union Release Time**

The Union shall be provided a bank of hours per calendar year as union release time. Effective beginning January 1, 2024, the bank shall be 1,500 hours and will decrease by 250 hours per year for the duration of this Agreement.

All requests regarding union release time shall be approved by the Union President and coordinated with Scheduling a minimum of 48 hours in advance. Union release time shall only apply to Principal officers who shall make good and reasonable effort to find their own coverage. Individuals who agree to provide coverage for union release time shall not be sent home from the covered shift. In the event a principal officer finds his/her own coverage of equal qualification, he/she may utilize union release time upon approval of the Union President with less than a forty-eight (48) hour notice.

With a minimum of a forty-eight (48) hour notice to the Company designated representatives, the Union President may remove a Union Principal Officer from his or her shift, as union release time, provided that no more than one (1) officer is removed without relief in each business unit. Exceptions to the forty-eight (48) hour notice shall only occur if a Principal Officer is requested by management.

For the purposes of this Article, "Principal Officers" shall mean those holding the positions of President, Vice President, Secretary, Treasurer, or Sergeant at Arms.

Those officers or union representatives who are not principal officers as defined herein may use union release time only with the approval of the Union President and shall be required to find their own shift coverage of equal qualification a minimum of a forty-eight (48) hour notice.

## Article 12 - Management Rights

The Union recognizes and agrees that, except as specifically limited by the express provisions of this Agreement, the Employer maintains sole and exclusive right to manage its business in such a manner as the Employer shall determine to be in its best interest.

The Employer's right to manage its business includes the right to:

- (a) select, test, train, hire, promote, demote with just cause, transfer, assign and direct employees;
- (b) sell, lease, or transfer all or part of the business;
- (c) move, transfer or change the location of part or all of the operations;
- (d) discipline, suspend, discharge, or relieve employees of duties with just cause;
- (e) require physical or other examinations of employees; as it pertains to their job description, at the company's expense;
- (f) make and enforce Company rules and regulations;
- (g) increase or decrease the work force;
- (h) pay additional compensation and determine the amount thereof to the employees over and above the hourly rate agreed to herein;
- (i) give additional benefits to the employees over and above the benefits established herein;
- (j) determine the work to be performed, job content, the employee's performance and methods to be employed;
- (k) establish quality and work standards;
- (l) discontinue or relocate any or all portions of the operations now or hereinafter covered or carried out at the premises covered by this Agreement;
- (m) schedule and reschedule hours including overtime; determine and re-determine job content and any classifications that are required;
- (n) increase or decrease the number of hours worked by any classification of employees, however the Company agrees to meet with the Union at least fourteen (14) calendar days, except in an emergency situation, prior to any proposed increase or decrease in the number of scheduled hours for bargaining unit personnel in order to negotiate over the proposed increase or decrease in hours and the effects thereof. In an emergency situation, the Union and Company agree to meet within three (3) calendar days, either prior to or after the

increase or decrease in hours, to negotiate over changes related to the emergency situation. An emergency situation shall be defined for the purposes of this Article as a situation that could not be reasonably anticipated by the Company which requires a temporary increase or decrease in scheduled hours.

- (o) determine and, from time to time, re-determine the qualifications of the employees and to maintain safety and efficiency and order;
- (p) determine and, from time to time, re-determine, the locations from which employees change shifts and/or report to work upon negotiation with the Union.

The exercise or non-exercise of the rights retained by the Employer shall not be deemed to waive any such rights or the discretion to exercise any such rights in some other way in the future.

Whether or not a decision is in the best interest of the Company shall be decided at the Employer's discretion and shall not be subject to negotiations or the grievance and arbitration procedure, provided, however, that the carrying out of any such decision shall not expressly conflict with the express written terms of this Agreement. A grievance regarding whether or not the application of such a decision does conflict with the express written terms of this Agreement may be taken to arbitration following the procedures set forth in Article 37 and 38 of this Agreement. The terms of this written Agreement encompass all limitations and the rights of management and no Agreements, promises, customs, benefits, practices or usage, whether written or oral, which were established or in effect before the execution of this Agreement, will be binding upon either party subsequent to the execution of this Agreement.

Both parties acknowledge that during the negotiations that resulted in this Agreement, both parties had every right to discuss and did discuss all collective Bargaining demands and proposals and that, as a result thereof, this Agreement is complete and resolves all collective bargaining issues between the parties for its duration. However, in the event some new matter arises between the parties which has not been addressed in this Agreement, the parties agree, upon the request of either party, to meet for the purpose of negotiating such new matter.

Any of the rights and powers the Company had before entering into this Agreement are retained by the Employer except as specifically abridged or modified by the express written Agreement with the Union as to the particular subjects.

Notwithstanding the limitations expressed in this Article, further negotiations may occur during the term of this Agreement with the consent of both parties in writing. If such negotiations do occur and result in an Agreement, such Agreement shall be reduced to writing, and shall be binding upon the parties hereto for any term agreed to by the parties.

No operation of any equipment, or machinery, or use of any equipment, or tools is or may become the exclusive right or jurisdiction of any employee or classification of employees represented by the Union.



No subject matter specified in the Agreement is subject to the grievance and arbitration provision except as specifically set forth in this Agreement.

The Employer has the right to require employees to follow directives, even though deemed by such employee or employees, or the Union, to be in violation of the contract, unless and until it is established that such order or orders are in violation of the law, or the contract, according to the procedure provided herein, unless the order places the employee at an immediate and foreseeable risk of personal harm.

The exercise of these rights shall be consistent with the terms of this agreement and shall not conflict with any specific provision of this Agreement.

## Article 13 - Unpaid Leave of Absence

An employee may request an unpaid personal leave for compelling personal or medical reasons. The employee must be specific about the reason and duration.

Personal leave must be applied for and approved by the Regional Director and or designee. The decision to grant the leave shall be subject to operational need and the substantive reason for leave. Leave approval or denial shall be at the discretion of the Employer.

In the event that a request for leave is denied, the employee shall be notified of the reason for denial.

Requests for personal leave will be granted for up to a maximum of ninety (90) calendar days in any rolling twelve (12) month period.

Domestic Partners, that are not eligible for FMLA under the terms of Article 30, may take an unpaid leave of absence, under the terms of this Article, for a maximum of six (6) months for qualifying FMLA events.

Employees shall provide the Employer with a minimum of a seven (7) calendar day notice of their intent to return to work.

## Article 14 - Vacation & Sick-Time

### **Vacation Accrual Bank**

Employees shall accrue vacation time upon their first date of employment. Effective beginning with calendar year 2024 each employee's PTO bank shall be converted to vacation hours. Employees shall

continue to accrue vacation hours under this Article as outlined below. Employees shall use vacation time in accordance with the provisions below.

### **Sick Leave**

Effective January 1, 2024, and each January thereafter for the life of this Agreement all employees shall receive forty-eight (48) hours of Sick Leave in addition to Vacation Time Accrual. Employees hired during the year shall receive a pro-rated amount based on their hire date. Employees calling out of work shall indicate at the time of call out the use of sick leave, otherwise such time shall be determined to be vacation time used from the employee's vacation accrual bank. Employees who call out sick in excess of forty-eight (48) hours or who have vacation time used for sick purposes shall be subject to the company's attendance policy.

Sick Leave and Vacation Time will be tracked separately. Sick Leave will be refreshed each January 1.

### **Vacation Time Carry-Over**

Employees shall be allowed to maintain a maximum of three hundred (300) hours of vacation time in their vacation bank. Once an employee's vacation bank reaches the maximum allowed, the employee's accrual shall cease until such time as the employee's balance drops below the maximum allowed.

### **Vacation Payout**

Employees may, at their discretion, elect to request a pay-out of their accrued and unused vacation time at any time during the calendar year. Such pay-out will be at the straight time rate of pay. Employees who do not possess sufficient vacation time at the time of the employee's vacation to cover all time off shall be considered unapproved time off and subject to the company's attendance policy for those days off that exceed the amount of accrued vacation.

Due to the time required for processing payout requests of vacation time, payout may be delayed until the next regularly occurring pay period following the pay period in which the request was made.

### **Separation of Employment**

An employee who is separated from Employment (e.g., resignation, death, retirement, or discharge) shall be compensated for all unused vacation time at the straight time rate of pay at the time of separation or within twenty-one (21) calendar days from the date of separation. Employees who voluntarily terminate their employment and fail to provide a minimum of a two (2) week notice or who fail to complete all paperwork; or return all company property shall forfeit all accrued unused vacation time. Sick leave is not considered wages and therefore shall not be paid out at any time.

### **Requesting Vacation**

Vacation leave requests shall be submitted and processed using an electronic web-based system which allows employees to access, review, and submit requests from their personal devices (e.g., smartphones, laptops, etc) and not restricted to a company network. Any changes to the system(s) or process shall be communicated to the Union and all employees at least fourteen (14) days prior to

implementation. In the event the Employer chooses to change the process of Leave Requests, which does not permit the use of personal electronic devices, the Labor Management Committee will address the mechanism to be used for such requests.

Employees' vacation requests shall be submitted no later than seven (7) days, but not more than one hundred eighty (180) days prior to the requested date\*\* and shall be awarded on a first-come first-serve basis. Approvals or denials shall be notified to the employee within forty-eight (48) hours of submission to the Employer designee. In the event that more than one employee of equal qualification submits a request for vacation at the same time for the same date of, vacation seniority shall be used to award the approval to the employee with the most seniority.

All vacation requests are subject to approval based on staffing needs in geographic locations, Scheduling shall allow for ten percent (10%) (excluding Pima County) of the scheduled work force to be on pre-scheduled vacation time. Such percentage shall be calculated separately for each business unit in Maricopa, (IFT calculated independently for East and West) Pinal and Graham County operational areas. The 10% calculation shall be based on the number of scheduled positions on the master schedule. Vacation requests in which an employee has found his/her own relief shall not be counted towards the 10% staffing requirement. Additionally, the 10% of the workforce in any given area shall be calculated separately for each level of personnel (i.e. EMT, Paramedic, and RN).

Pima County will be calculated separately and will grant the below, at a minimum, Vacation slots per day:

EMT – 5

Paramedic – 3

Registered Nurse – 1

Vacation time shall not be counted as hours worked toward the calculation of overtime, unless taken in a full one-pay week block. Employee requests for payout or payout upon termination or transition to non-bargaining unit part time status, shall be compensated at the employee's straight time rate.

A minimum of four (4) hours must be used for any vacation request and shall only be approved at the beginning or end of a shift.

\*\*Vacation requests for consecutive shifts may be requested 180 days prior to the first shift being requested off.

#### **Vacation Found Coverage**

If ten percent (10%) of the scheduled work force is already on approved vacation time and another employee has requested that day off, it is the employee's responsibility to find their own coverage for the day(s) requested and provide that information to scheduling, no less than eight (8) hours in advance, for approval.

### **Vacation Cancellation**

Employees may cancel their vacation request at least twenty-four (24) hours prior to the start of their shift. If an employee cancels his/her vacation requests, he/she shall be returned to their scheduled shift. If the shift was already filled, the displaced employee, if on overtime, shall be released from the shift without pay. If the displaced employee was on a regularly scheduled workday, they shall retain the shift. The employee canceling their vacation may be moved to another vacant position based on operational need.

### **Unpaid Leave of Absence and Vacation**

Employees seeking an unpaid leave of absence shall be required to exhaust all accrued vacation time prior to approval for the unpaid leave of absence that is not part of an administrative leave pending an investigation.

Vacation time will be accrued at the following rates:

Months of Service	Accrual Rate / Hour Worked
00 – 11 Months	0.03340
12 – 23 Months	0.04327
24 – 59 Months	0.05771
60 – 180 Months	0.07693
181+ Months	0.09616

### **Part-Time Employee Vacation Accrual and Usage**

Part-Time employees will continue to accrue Vacation Time at the above per hour worked accrual rate. Part-Time employees may utilize accrued Vacation Time for up to fifty percent (50%) of their monthly hours requirement as noted in Hours of Work and Overtime. Vacation Time must be submitted to the Scheduling department at least seven (7) days prior to the dates requested to be approved.

## **Article 15 - Labor/Management Committee**

The Employer and the Union agree to establish separate Labor-Management Committees for Central Arizona and for Southern Arizona consisting of no more than six (6) representatives of each party who shall meet quarterly. Additionally, with mutual agreement, LMC meetings may be conducted semi-annually on a bargaining unit wide basis. The Committee(s) may meet more or less often upon mutual agreement.

The Committee shall have the authority to make recommendations to the Union and the Employer for work related, health and safety and system status concerns or matters. However, the parties acknowledge that matters pertaining to mandatory subjects of bargaining shall not be discussed.

To prevent the accumulation of matters before the Committee, any items which are not mutually agreed upon during a Committee meeting may be deferred to the Union President and the Employer designee within thirty (30) calendar days.

## Article 16 - Corrective Action & Discharge

The Employer and the Union recognize the intent of corrective action is to remedy performance problems and modify behavior in a fair, constructive manner. While the Employer will attempt to accomplish those objectives through training, remediation, and corrective action. The Employer reserves the right to issue corrective action, up to and including discharge, based on just cause and the circumstances of each case.

### **Investigations**

Under no circumstances will any employee be required to sign any document that waives their right to just cause for discipline and/or the right to voice a complaint through the established grievance procedure. Any agreement signed by any employee that waives these rights shall be deemed invalid in its entirety.

A full-time employee under investigation for alleged misconduct will be served with the Notice to Right to Union Representation at the time of notice of an investigatory interview. Such interview shall occur within 20 calendar days of the time the Employer became aware of an issue that warrants and investigation that may lead to corrective action. Following the investigatory meeting with the Employee, the Employer will have 14 calendar days to issue any corrective action or remediation to conclude the investigation. The time limit for issuing corrective action and discharge notices may be extended with the written mutual agreement of the parties on a case-by-case basis when delayed by the involvement of state or local law enforcement or state or local EMS agencies, or the employee or key witnesses are unavailable.

A part-time employee under investigation for alleged misconduct will be served with the Notice to Right to Union Representation at the time of notice of an investigatory interview. Such interview shall occur as soon as practical based on the availability of the part-time employee and the date the Employer became aware of an issue that warrants and investigation that may lead to corrective action. Following the investigatory meeting with the Employee, the Employer will have 14 calendar days to issue any corrective action or remediation to conclude the investigation. The time limit for issuing corrective action and discharge notices may be extended on a case-by-case basis when delayed by the involvement of state or local law enforcement or state or local EMS agencies, or the employee or key witnesses are unavailable.

Serious or repeated like offenses may call for corrective action commensurate with the offense or totality of the circumstances and not necessarily based upon the premise of progressive corrective action.

### **Corrective Action**

The Employer shall notify an employee in writing of any corrective action or discharge. The notice shall identify the reasons(s) for the corrective action or discharge and the effective date of the action. The notice shall be signed by both the issuing manager and the receiving employee and shall include the actual corrective action notice.

The type of corrective action taken shall be consistent with the severity of conduct and whether it is a repeat offense. The Employer shall consider the following levels of corrective action:

- Documented Verbal Counseling
- Written Reprimand
- Suspension without pay for two (2) shifts OR a maximum of twenty-four (24) hours.
- Last and Final Written Warning
- Termination

Records of corrective action shall not be considered for purposes of future corrective action, provided there are no further corrective actions for the same conduct or similar offenses during the applicable retention period:

Verbal Reprimand	6 months
Written Reprimand	9 months
Suspension	12 months
Last and Final Warning of Termination	18 months

### **Probationary Employment Period**

During the first six (6) months of their employment, all employees are considered probationary, meaning in part that they are subject to corrective action, up to and including dismissal, without recourse to the grievance and Arbitration process.

### **Administrative Leave**

Employer may place employees on unpaid administrative leave in the following circumstances:

1. Following suspension of clinical privileges by an EMS Agency, MRO, and/or Medical Control; or
2. Following an arrest for alleged criminal misconduct.
3. Following an arrest for DUI or related charge.
4. An investigation by the Employer related to sexual harassment or workplace violence.
5. An investigation by the Employer into allegations that could present a risk to the Employer, Employees or patients if the alleged action is repeated.

Employees will remain on administrative leave until the Employer's investigation has been completed as stated above in this Article, or the EMS Agency proceedings or criminal proceedings have been completed, as appropriate. Should the administrative leave for an EMS Agency proceeding and/or criminal proceeding last longer than ninety (90) calendar days, the employee shall be separated from employment. For purposes of section "serious criminal misconduct" includes, but is not limited to:

- a) Any felony.
- b) Any crime involving moral turpitude or intentional dishonesty for personal gain, including fraud, theft, etc.
- c) Any crime related to the use, possession, sale or transportation of controlled substances, including any crime related to the operation of a motor vehicle while under the influence of a controlled substance or alcohol.
- d) Any crime involving use of force, violence, threat, or intimidation.
- e) Sex related crimes.

Whenever an employee is placed on administrative leave, the Employer shall use its best efforts to expedite the investigation/administrative proceedings for all employees on administrative leave. Employees in such circumstances shall be entitled to use available accrued paid time off (e.g. vacation) during this period. Should such allegations be found to lack merit or not warrant a suspension, the employee shall be made whole by crediting any used vacation and/or lost wages.

Employees shall be provided written notice of the reason for the investigation when placed on administrative leave. Employees shall also be advised of the obligation to cooperate in the investigation and remain available for an administrative interview while on administrative leave and shall meet with the Company within 24-hours of a meeting request from the Company. The Employer shall concurrently provide the Union with a copy of the written notice within twenty-four (24) hours.

## Article 17 - Grievance Procedure

A "grievance" is a complaint, dispute or controversy that concerns the application of a specific provision(s) of the Agreement in conjunction with specific act(s) or situation(s), including disciplinary acts.

The provisions of this Article shall be exclusive method to be followed by the Union and the Employees in the adjustment or settlement of all grievances and disputes regarding the interpretation or application of this Agreement. The Union shall be the moving party. This article does not survive the term of this Agreement.

The Employer cannot file grievances.

Time Limitations – Both parties agree that all grievances should be dealt with promptly and every effort should be made to settle grievances as close to the source as possible. Any grievance not submitted to the Employer in writing within fifteen (15) calendar days, shall be deemed abandoned and waived, thus preventing an accumulation of grievances. Should the Union fail to comply with the time limits herein, the grievance shall be considered abandoned. Time limits may be extended by mutual consent. Should the Employer fail to comply with the time limits herein, the grievance shall be deemed denied at that level, and the Union may proceed through the grievance process without prejudice.

Processing of Grievances – Grievances shall be processed in the following manner:

Step One – The employee and/or the Union may submit grievance in writing via certified mail, hand delivery or electronic mail which shall be sent directly to the specific Operations Manager for the operational area and shall be deemed timely if postmarked fifteen (15) calendar days from the date of the action which gave cause to the grievance. If the grievant is unavailable to sign the grievance, a steward or representative may do so. All grievances must contain:

- (a) The specific provision and/or section of any component of the Agreement alleged to be misapplied, misinterpreted or violated.
- (b) The remedy sought.
- (c) A statement(s) identifying the facts of the situation.

Any grievance filed that does not contain the information outlined in A, B and C shall be deemed inappropriately filed and void.

The Operations Manager may meet with the grievant and his/her representative, within fifteen (15) calendar days and give his/her answer to the grievance in writing within fifteen (15) calendar days after the discussion.

Step Two – If the grievance is not satisfactorily resolved at step one, the grievance shall be submitted to the Regional Director within fifteen (15) calendar days after the steward or representative has received the step one answer. The Regional Director shall initiate a meeting or conference call to discuss the grievance with the grievant, steward, or designated representative. This meeting or conference call shall be held within fifteen (15) calendar days of the time the step 2 was received. The Regional Director shall give a written answer to the Union within fifteen (15) calendar days from the discussion.

Step Three – The parties encourage the use of voluntary non-binding mediation as a means of settling disputes without arbitration. Upon mutual agreement between the Union and the Employer, within fifteen (15) calendar days of the receipt of the reply to the grievance at Step Two, the parties may meet to discuss submitting the dispute to mediation. The Federal Mediation and Conciliation Services (FMCS) shall be the permanent mediator whose function will be to hear the contentions of the parties, review pertinent documentary evidence, and provide the parties with recommendations on how the dispute should be resolved. The mediator's recommendations shall be given orally and shall be non-binding. The



mediator's recommendations shall not be introduced in any arbitration, judicial, or administrative proceeding, whether state or federal. Neither party shall unreasonably deny the request of the other party to engage in voluntary non-binding mediation.

Step Four – If the grievance has not been resolved at Step 3, the Union may request that the grievance be submitted to arbitration within fifteen (15) calendar days after receiving the Employer's rendered written response.

## Article 18 – Arbitration Process

### **Arbitration Filing**

If the matter is not resolved at Step 2 and/or Step 3 (if used), the Union may submit the grievance to arbitration to the American Arbitration Association within fifteen (15) calendar days of receipt of the proceeding grievance Step answer. All grievances submitted for arbitration shall be submitted to an arbitrator selected in accordance with the procedures of the American Arbitration Association. The arbitration shall be conducted under the prevailing Voluntary Labor Arbitration rules of the respective organization.

### **Arbitration Authority**

The arbitrator selected in accordance with the above procedure shall decide the dispute and the decision shall be final and binding on the Company, the Union and the employee(s), provided the arbitrator shall only have authority to decide if the Company violated the express terms of the Agreement and shall have no authority to add to, subtract from, or to inject or impose his/her own judgment over that of the Employer in determining levels of discipline; supplement or modify this Agreement in any way or to rule on any matter except while this Agreement is in full force and effect between the parties. The arbitrator shall have no power to establish wage rates on new or changed jobs or any existing job or to change any wage rate. He shall have no power to substitute his discretion in cases where the Company has retained discretion or has been given discretion by this Agreement. In the event that "just cause" is in dispute, the arbitrator shall be empowered to determine if just cause exists. In the event a case is appealed to an arbitrator and he finds that he has no power to rule on such case, the matters shall be referred back to the parties without recommendation on the merits of the case.

### **Back Pay**

The Company, in no event, shall be required to pay back wages for more than twenty-one (21) calendar days prior to the date a written grievance is filed. All awards of back pay shall be limited to the amount of wages the employee would otherwise have earned less any unemployment compensation or any other compensation for his services that he may have received from any source during the period. If the employee was out of the labor market or failed to make diligent efforts to apply or look for work during unemployment, no back pay shall be awarded for that period of time.

**Arbitrator Jurisdiction**

The arbitrator shall not be empowered and shall have no jurisdiction to base his award on any alleged custom, practice or understanding, which occurred prior to the effective date of this Agreement.

**Arbitration Case Size**

The arbitrator shall not be empowered to hear more than one (1) grievance at any time unless it involves identical facts or unless the parties have otherwise in writing prior to the proceeding.

**Arbitrator Fees**

The fees and expenses of the arbitrator shall be borne by the losing party.

**Burden of Proof**

The burden of proof in any case pertaining to corrective action and/or termination before the arbitrator shall be on the Employer. The burden of proof in any case pertaining to a contractual dispute shall be on the Union or the employee(s).

**Arbitrator Time Limits**

The arbitrator shall within sixty (60) calendar days from the close of the arbitration hearing submit his findings and remedies to the grievance and the Company, or their representatives.

**Term Limit**

This article does not survive the term of this Agreement except in cases in which the initial event which triggered the grievance, occurred prior to the termination of this Agreement.

## Article 19 - Payroll Processing and Errors

Employees shall accurately document worked hours via the Employer's electronic time keeping system. Employees who have missed a single punch shall reconcile such missed punches electronically through the electronic time keeping system or via electronic mail to the appropriate company designee(s). Employees who miss both punching in and punching out shall be permitted to submit their time via electronic mail (or other electronic process).

Changes to payroll procedures that directly relate to employee use of the timekeeping or payroll system shall be communicated to all affected personnel.

Absent a major system shutdown or system outage, shortages in an employee's paycheck resulting from an Employer error, shall be corrected by a manual check or direct deposit as soon as possible but no later than five (5) business days (Monday – Friday) after discovery or notification of such error, provided

such shortage is more than \$125 Errors less than \$125 shall be corrected on the employee's next regularly scheduled paycheck.

Shortages in an employee's paycheck resulting from an employee error shall be corrected by a manual check or direct deposit as soon as possible but no later than five (5) business days (Monday – Friday) after discovery or notification of such error, provided such shortage is more than \$200.00 Errors less than \$200 shall be corrected on the employee's next regularly scheduled paycheck.

Employees who have more than one self-created payroll error shall be subject to corrective action. In any instance where two (2) or more employee caused (e.g., missed punches) payroll errors occur the employee shall forfeit the ability to receive a manual check correction.

## Article 20 – Compensation

### Pay Scales

Effective the first full pay period after February 1, 2024, pay scales for EMTs and Paramedics will remain annualized (except EMT 2456 rates) as noted in Appendix A. Effective November 1, 2024, pay scales will be condensed into four (4) different rates (8/10HR, 12/18HR, 2448 and 2456).

### Nurse Wages

Nurses will transition to the wage scale in Appendix A in the Step they are in as of the ratification of this Agreement. Wage increases will be effective the first full pay period following February 1, 2024, all Nurses will remain in that step for the duration of the Agreement. Nurses will be given the following annual increase effective the first full pay period after November 1<sup>st</sup>,

- November 1, 2024 – 3%
- November 1, 2025 – 3%

### New-Hire Nurse Wages

Nurses hired after November 1, 2023, will be placed into the wage scale based on their prior, pertinent experience as an RN based on the below matrix. Pertinent experience will be defined as prior time as a Critical Care Transport Nurse, ground or flight, Emergency Department and/or ICU.

Years of Experience	Wage Scale Placement
2-5 Years	1
5-10 Years	4
10-15 Years	6
15+ Years	8

**Wage Adjustments**

Effective the first full pay period after February 1, 2024, all EMTs and Paramedics shall transition in the step they are in as of May 1, 2024, to the new wage scales listed in Appendix A for their respective classification. Each year thereafter, in the first full pay period in November, employees shall move to the applicable new year wage scale for their classification.

Current EMT's and Paramedics that are at Step 20 with greater than twenty (20) years of service, but less than twenty-four (24) years of service will be placed in the step according to their years of service in their current certification (e.g., an EMT currently at a Step 20 on the pay scale with 23 years of service will be placed at Step 23).

Employees with greater than twenty-four (24) years of Service in their current certification will be placed in Step 24.

For contract years 2024 and 2025 all EMTs and Paramedics shall receive the following wage increases (reflected in the wages scales listed in Appendix A).

First full pay period in November 2024 – 3% - (4% for 1248/2448, 5% for 2456 Paramedic Rates)

First full pay period in November 2025 – 3% - 4% Based on Shift Type

Employees who do not receive a wage increase or already exceed their respective wage scale shall receive in lieu of an hourly rate increase a lump sum payment of 3% based on their previous years scheduled base earnings.

Any bargaining unit employee who upon transition to the new wage scales in 2024 who would receive less than a four (4%) percent wage increase will be adjusted to the first step on the wage scale that provides for a four (4%) increase, excluding employees who move to the top step of the wage scale who shall only receive the top scale rate.

In the event the Employer eliminates shifts, and no other shifts of that type are available (e.g. 24-hour) and the hard-bid employee suffers a loss in annual wages (e.g., Removal of 24-Hour Units) the Employer agrees to adjust that employee's hourly wage to equal the annual base salary the employee would have earned in their current wage step. If the employee elects to not move onto a similar available shift type (e.g. 24-hour shift to 24-hour shift), their hourly rate will adjust according to the contracted wage scale.

**Promotional Pay Adjustment**

Employees who are promoted to a higher classification shall move to the entry level of the new pay scale or the next highest step on the new pay scale provided such move is at least a ten (10%) percent increase.

**Transfer Pay**

Employees who transfer into the bargaining unit from another AMR operation shall be placed into the step at or immediately above their prior rate of pay, provided the employee held a same or comparable position.

**New Hire Pay**

Newly hired employees to AMR shall receive a credit of one-half (1/2) of their full-time years of service in their current certification to a maximum credit of 10 years, with a ground or air transport agency excluding volunteer services.

**Field Training Officer (FTO) Pay**

Employees who meet the FTO job description qualifications and are selected by the Employer to be FTOs will receive an hourly rate adjustment of two (\$2.00) dollars per hour for as long as the Employer determines a need exists for such employee's services as an FTO. The Employer reserves the right to remove an employee from FTO status at its discretion.

**On Call Stipend**

Employees may volunteer to be available for twelve (12) hour shifts. Each employee who volunteers and is designated as "available" by the Employer shall be paid \$75.00 for a 12-hour shift of availability. In the event the available crew is needed, they shall report to the respective station within 90 minutes from initial receipt of the call or when message is left. In the event the employee does not pick up the phone or respond within 10 minutes of the call the employee shall forfeit their availability stipend. Each employee shall be paid their non-24-hour rate (1242/1844 Rate for Contract Years 2023 and 2024) at straight time, unless already in an Overtime status. Employees shall sign up for availability using the Employer's scheduling software. The Company at its discretion may establish for limited periods temporary pay adjustments to address specific needs, (e.g., Demand Units).

**Associate Supervisor Status and Pay**

Employees selected by the Employer to act as an Associate Supervisor shall receive a two (\$2.00) dollar per hour differential above their hourly rate of pay for all time worked in the capacity as an Associate Supervisor. The Employer reserves the right to remove an employee from Associate Supervisor status at its discretion.

**Longevity Pay**

Every December 1st and June 1st of each year, full-time employees who have completed at least five (5) years of full-time service shall qualify for a bonus for each year of continuous full-time service in excess of four (4) years as follows up to a semi-annual maximum of \$6,000 and annual maximum of \$10,000.

Completed Years of Service	Per Year of Service > 4 years
5-9	\$100
10-14	\$150
15+	\$200

Employees on industrial leave shall qualify for this payment only the first six (6) months of industrial leave.

Payments will be made to employees who are active as of the date payment is made. Payments will be paid no later than thirty (30) days after the qualifying date. An employee must be in good standing as of the qualifying date to receive longevity pay. Good standing shall be defined as not currently exceeding the written level for prior actions during the prior six (6) month period. Discipline issued exceeding the written level must have been issued within the six (6) months preceding the qualifying date.

#### **Night and Weekend Differential Pay**

Bargaining unit employees working between 2100 (9:00:00 pm) and 0500 (5:00:00 am) will be compensated an additional one dollar fifty cents (\$1.50) per hour worked.

Bargaining unit employees working 2100 (9:00 pm) Friday through 0500 (5:00 am) Monday morning will be compensated an additional one dollar (\$1.00) per hour worked.

Differential pay will be paid in conjunction for night hours worked over the weekend, Friday 2100-0500, Saturday 2100-0500 and Sunday 2100-0500 will be paid a total of two dollars and fifty cents (\$2.50).

#### **Mileage Stipend Graham County**

Bargaining unit employees working in Graham County Operations shall be eligible for a mileage stipend of seventy-five (\$75) dollars under the following conditions:

- Employees eligibility occurs after one travel event for a week.
- Employees must travel greater than seventy-five (75) miles.

#### **Training and Special Event Pay**

Bargaining unit employees who are attending mandatory training, or performing assigned training activities approved to be completed off duty shall be compensated at a twelve (12) hour rate. Bargaining unit employees working special events shall be compensated at a twelve (12) hour rate.

## **Article 21 – Retirement & 401k Funding**

#### **401k Funding**

The Employer shall provide the following 401k match for employees who chose to participate in the Company's 401k plan:

- (a) Employees hired after the signed execution of this Agreement shall be automatically enrolled in the Employer's 401k plan. The employee shall contribute a minimum of 3% of their per payroll

period wages and the Employer will make a matching contribution equal to 50% of each eligible employee's Elective Contribution for the payroll period that does not exceed 8% of the employee's wages for the payroll period. Employees may opt out of the automatic enrollment or increase/decrease their voluntary contributions.

- (b) For employee's hired after March 1st, 2016 – The Employer will make a matching contribution equal to 50% of each eligible employee's Elective Contributions to his/her 401(k) plan for the payroll period that do not exceed 8% of the employee's wages for the payroll period.
- (c) For employee's hired prior to March 1, 2016, who as of that date had less than five (5) years of employment The Employer will make a matching contribution dollar for dollar of each eligible employee's elective contributions to his/her 401(k) plan for the payroll period that do not exceed 5% of the employee's wages for the payroll period.
- (d) For employee's hired prior to March 1, 2016, who as of that date had five (5) years but less than 10 years of employment – The Employer will make a matching contribution dollar for dollar of each eligible employee's elective contributions to his/her 401(k) plan for the payroll period that do not exceed 6% of the employee's wages for the payroll period.
- (e) For employee's hired prior to March 1, 2016, who as of that date with ten or greater years of employment – The Employer will make a matching contribution dollar for dollar of each eligible employee's contributions to his/her 401(k) plan for the payroll period that do not exceed 7% of the employee's wages for the payroll period.

The parties agree that the Employer shall not match Elective Contributions that are catch-up contributions (i.e. contributions in excess of plan and legal limits that can be made by participants who are at least age 50).

#### **Defined Benefit Pension Plan**

Any individual employed into a bargaining unit position on or after March 1st, 2016, shall not be eligible for participation in the Local I-60 defined benefit pension plan.

Effective on June 30th, 2016, the Local I-60 defined benefit pension plan shall be frozen for all participants.

Effective after June 30th, 2016, covered employee's service time shall continue to count toward an employee's vesting time but shall not count toward credited service under the plan.

Nothing in this Agreement shall prohibit the Employer from terminating the plan.

## Article 22 – Healthcare & Insurance

### Insurance Benefits

The Employer agrees to offer all eligible full-time employees covered by this collective bargaining agreement a sponsored benefit plan that may include the following coverage, on a pretax basis, where applicable: Health, Dental, Vision, Basic and Supplemental Life, Basic and Supplemental Accidental Death and Dismemberment (AD&D), Short Term Disability, Long Term Disability and Health Savings Accounts. Full-time employees shall be eligible to participate in benefits plan on the first day of the month following thirty (30) consecutive calendar days of full-time employment.

### Plan Changes

In the event plan(s) covered under this Agreement are no longer available, the Employer reserves the right to offer equivalent plan(s) under an alternate insurance carrier or provider. In such event, the Employer agrees to provide notification to the Union in order to provide opportunity for impact bargaining.

### Medical Insurance

For calendar years 2023, the Employer shall maintain the current medical plans and premium cost shares through and including December 31, 2024.

Effective beginning January 1, 2025, and for the remainder of the Agreement, medical plan coverage shall transition to the following plans: BC/BS PPO High and Low Plans; BC/BS HSA High and Low Plans.

Effective January 1, 2025, medical plan premium cost shares shall be as follows:

Plan Name / Type	Employee Contribution	Employer Contribution
BC/BC HSA High Plan	15%	85%
BC/BC HSA Low Plan	15%	85%
BC/BC PPO High Plan	15%	85%
BC/BC PPO Low Plan	15%	85%

### Dental Insurance

Effective for the life of this Agreement, the Employer will maintain the current dental plan premium cost shares.

### Vision Insurance

The employee shall pay one hundred percent (100%) of the monthly premium for vision plans through pre-tax payroll deductions.



**Long Term Disability Insurance**

The Employer shall provide a long-term disability plan, at no cost to the employee, that includes a one hundred and eighty (180) day elimination period and replaces sixty percent (60%) of an Employee's annual base salary, excluding, bonuses and commissions.

The Employer shall pay one hundred percent (100%) of the long-term disability premiums for eligible full-time employees.

**Group Term Life and Supplemental Life**

Basic life insurance equal to one hundred percent (100%) of annual base salary, excluding bonuses and commissions. The Employer agrees to pay one hundred percent (100%) of the premiums for basic life insurance for eligible full-time employees. Minimum benefit coverage of \$50,000.

Additionally, the Employee may purchase supplemental life insurance for the employee and/or spouse and/or dependent(s). The Employee shall pay one hundred percent (100%) of the supplemental insurance premiums through after-tax payroll deductions.

**Accidental Death and Dismemberment Insurance (AD&D)**

Basic AD&D insurance equal to one hundred percent (100%) of annual base salary (minimum of \$50k), excluding bonuses and commissions. The Employer agrees to pay one hundred percent (100%) of the premiums for basic AD&D insurance for eligible full-time employees. Minimum benefit of \$50,000 in coverage.

Additionally, the Employee may purchase supplemental AD&D insurance for the Employee and/or spouse and/or dependent(s). The Employee shall pay one hundred percent (100%) of the supplemental insurance premiums through after-tax payroll deductions.

**Short Term Disability (STD)**

The Employer agrees to offer a supplemental short-term disability plan to employees. The employee shall pay one hundred percent (100%) of the supplemental insurance premiums through after-tax payroll deductions.

**Liability Insurance**

The Employer shall maintain, at no cost to employees, liability insurance which covers employees covered by this Agreement when they are performing work-related duties.

**Health Savings Accounts**

The Employer shall allow employees to defer up to the maximum allowed by federal law per calendar year on a pre-tax basis per IRS Section 125 guidelines for the purpose of paying for dependent care cost for qualified dependents. The dependent care provider will be at the discretion of the employee; however, the employee must receive and present the third-party administrator with receipts for dependent care services and the tax identification number of the provider.

The Employer shall allow employees to defer up to the maximum allowed by federal law per calendar year on a pre-tax basis per IRS Section 125 guidelines for qualified health related expenses not otherwise covered under any health plan (i.e., medical, dental, vision). The employee must receive and present the third- party administrator with receipts for medical care. The Employer shall pay the administrative cost for this plan excluding the elective fee to coordinate payments with the other health insurance plans.

## Article 23 - Holiday Pay

The following eight (8) days are Company designated holidays:

- (a) New Year's Day
- (b) Memorial Day
- (c) Independence Day
- (d) Labor Day
- (e) Thanksgiving Day
- (f) Christmas Eve
- (g) Christmas Day
- (h) New Year's Eve

The Holiday begins at Midnight and runs through the following midnight of the Holiday.

Employees who work on a recognized holiday shall receive "holiday pay" equal to an additional one half (.5) their applicable hourly rate of pay for hours worked between 0000 and 2359 hours on the designated holiday. However, at no time shall an employee's pay on a holiday exceed two (2x) times the employee's regular rate of pay.

Should the Employer choose to eliminate regularly scheduled shifts for full-time employees on a holiday, the Employer will seek requests for voluntary time off at least forty-eight (48) hours prior to the holiday. Employees who are granted their voluntary time off request may use accrued PTO for the time off or take the time off as leave without pay solely at the employee's option.

If a sufficient number of employees do not voluntarily request time off, the Employer may involuntarily reduce staff for the holiday. Units will be reduced by operational need based on shift, day, or night, in order of combined crew seniority (least senior crew first) continuing until the necessary number of shifts are reduced. Employees who are removed from a shift prior to reporting to work may use accrued PTO for time off or take the time off as leave without pay solely at the employee's option. Employees who

are removed from a shift after reporting to work shall be paid for all hours actually worked on the holiday as specified above or paid no less than two (2) hours.

Vacation requests for holidays must be submitted pursuant to the Vacation Time Article of this Agreement.

To be eligible for holiday pay employees must work, if scheduled the day before and/or after, the holiday (excluding any approved leaves, e.g. FMLA, PTO, ICA, etc). There shall be no pyramiding of overtime on a holiday to exceed two (2x) the employee's regular rate of pay.

## Article 24 - Mileage Allowance

Employees required to use their private automobiles for Employer business or as a necessity in changing stations shall be reimbursed for their travel, upon submission of a mileage reimbursement request. Said reimbursement shall be paid based on the Employer's Travel and Expense Policy.

Employees who are required to report to an alternative work location to cover another vacant shift shall be allowed to submit expense reimbursement for miles traveled to/from their new assignment location provided such distance is greater than forty (40) miles roundtrip.

The Employer shall process and remit reimbursements within thirty (30) calendar days from the Employee's submission date.

## Article 25 - CISM/Peer Support

The Employer shall maintain a cross functional Critical Incident Stress Management (CISM) program with employees from multiple bargaining units and provide appropriate training to maintain the team.

I-60 CISM team members who are requested to provide support outside of their scheduled working hours shall be compensated as hours worked for team activation, peer support services, training, meetings, etc. Such compensation shall be at the employee's current 0840 hourly pay rate (Non-24 Rate for Contract Year 2025).

An Employee Assistance Program will be available to employees in accordance with the Employer's EAP Policy in effect at the time the employee makes a request for services.

## Article 26 - Continuing Education and Training

The Employer and Union agree that it is the bargaining unit employee's responsibility to maintain the necessary certifications and/or licenses to function within their job classification and participate and successfully complete all required and necessary courses as available. This shall include ensuring that all continuing education requirements established by medical direction and/or Arizona Department of Health Services (ADHS) are met allowing an employee to maintain their certification/license. Failure to maintain certification/license shall result in termination pursuant to the Licensure and Certification Article of this Agreement. All expenses associated with obtaining the appropriate continuing education and maintenance of certification/license shall be borne entirely by the employee, however, such costs for continuing education (e.g. course fees, book fees) shall be reimbursable provided such classes are not offered by the Employer within one hundred eighty (180) days prior to the employee's expiration date on a schedule which does not require the employee to suffer any loss of wages, or where such class is not offered locally (e.g. Paramedic Refresher Course in Tucson).

The Employer shall provide, free of charge to the employee, the following courses:

- (a) Paramedic Refresher Course, (excluding Tucson) or equivalent CE training
- (b) EMT Refresher Course or equivalent CE training
- (c) AHA Basic Life Support Course (Healthcare Provider CPR)
- (d) AHA Advanced Cardiac Life Support
- (e) AHA Pediatric Advanced Life Support
- (f) NAEMT Pre-Hospital Trauma Life Support (PHTLS)\* or ITLS
- (g) NAEMT Advanced Medical Life Support (AMLS)\*
- (h) NAEMT Emergency Pediatric Care (EPC) OR AAP Pediatric Emergencies for Pre-Hospital Providers (PEPP)\* or similar pediatrics course

\*These courses are only available in Tucson, Arizona at the time of this contract execution. Should these courses be offered in additional locations (e.g. Mesa) after execution of this Agreement, bargaining unit members shall be permitted to attend free of charge.

The Employer may require employees to attend or participate in mandatory training (e.g. OSHA, HIPPA, etc). Employees shall attempt to complete such training while on-duty. Should an employee not be able to complete the required training (e.g. high call volume, limited computer access), the employee may request approval from Operations Manager to complete the training from home. If approved, the employee shall be paid at the Non-24 Hour Rate and receive payment based on the estimated time it takes to complete each training module as determined by the Learning Management System.

The Employer may also require mandatory attendance to other training programs or station meetings, or area familiarization and education required by contracted customers, the employee's Medical Director, or the Administrative Medical Director of the Company. Employees will be paid their special

duty Non-24 Hour Rate as hours worked while attending the training. However, such training must be approved in advance by the Regional Director or his/her designee.

## Article 27 – Licensure, Accreditation, and Certification

All employees are required to maintain the appropriate licenses and/or certifications, for the performance of their job responsibilities. It is the employee's responsibility to renew all required certifications, licenses prior to their expiration date. Proof of such renewal shall be submitted using the Employer's electronic application or to the appropriate representative as designated by the clinical department no later than seven (7) calendar days prior to the expiration date(s).

Employees who have not provided proof of their certification and/or license renewal within seven (7) calendar days prior to the expiration date shall cause the employee to be removed from the schedule. Once the employee has provided an up-to-date certification and/or license the employee shall be returned to their regularly scheduled shift, within forty-eight (48) hours of receipt of a validated certification and/or license. Other employees who pick up voluntary overtime to cover vacancies created by expiring or expired certifications shall be removed from the overtime shift when the regularly scheduled employee has been cleared to return to work. The displaced personnel shall be given an opportunity to fill another vacancy or declining it at no penalty.

Employees who turn in their licensure and/or certification after they were removed from the schedule will be allowed to pick up open shifts and special events once the employee's license and/or certification has been validated.

Failure to maintain such licenses and/or certifications may result in corrective action, up to and including discharge. It is the responsibility of each individual employee to ensure that all licenses, certificates, are maintained. The costs of recertification (i.e. Arizona Department of Health Services, National Registry of Emergency Medical Technicians, Arizona State Board of Nursing) shall be the sole responsibility of the employee.

All certifications and or licenses are deemed valid up to the date of expiration.

Employees who perform work duties without the required government license or certificate, shall be subject to discharge. Employees who notify the Employer prior to the expiration or loss of a required license or certificate shall be given thirty (30) calendar days to obtain a current and valid license or certificate. Employees whose required license or certificate is not renewed within thirty (30) calendar days shall be cause for separation from employment.

Employees whose state or local license is temporarily suspended by a state or local agency may be placed on unpaid administrative leave for a maximum of ninety (90) calendar days. Employees may

utilize accrued PTO solely at their option during any portion of the suspension. Employees shall be required to have all licenses or certifications, up to date at the conclusion of the suspension. Failure to maintain such licenses or certifications, shall be cause for separation from employment.

Employees on an approved personal leave of absence (PLOA) shall be required to have all licenses and/or certifications up to date prior to returning from leave or may be subject to separation from employment. Employees on approved FMLA or Workers Compensation Leave shall be required to have all licenses and/or certifications up to date by no later than thirty (30) calendar days following the expiration of the leave or may be subject to separation from employment. Employees returning from Military leave shall be required to have all licenses and/or certifications up to date by no later than sixty (60) calendar days following the expirations of the leave or may be subject to separation from employment. However, at the Employer's option, the Employer may extend this period beyond sixty (60) calendar days to accommodate individual circumstances. Employees shall not be allowed to work until they have presented all valid and current licenses and/or certifications to the Employer.

## Article 28 - Tuition Reimbursement

To assist employees in developing and learning new skills through educational institutions or programs, employees may participate in a Tuition Reimbursement Program designed to lead to an Associate, Bachelors, Master's or PhD, or a certificate program related to the employee's current or prospective job classification (e.g. paramedic school).

Eligibility to participate in the program will be restricted to the following:

- (a) Successful completion of the employee's probationary status
- (b) Courses must be offered through an accredited academic educational institution.

Courses must be deemed relevant to the current or prospective role.

Approval may be denied at management's discretion based upon such factors as staffing needs, financial condition, and/or the employee's performance.

### **Higher Education Reimbursement**

Employee's seeking tuition reimbursement shall submit all requests in writing to the Regional Director identifying the courses and the educational institution. Requests for tuition reimbursement must be submitted to the Regional Director for approval no later than thirty (30) days prior to the beginning of the employees first class.

Requests will be considered based on a first come first serve basis distributed as follows per calendar year:

- (a) Five (5) for southern Arizona
- (b) Seven (7) for central Arizona

Distribution may vary based on the number of requests received by area based on a first come first serve basis.

Upon presentation of successful completion of the approved courses, the employee will be reimbursed for the cost of the course, books and lab fees based on invoice from the course provider.

Successful completion of a course means achievement of a grade of “B” or higher or a “pass” when the course is only offered on a pass/fail basis. When an employee does not successfully complete a course or fails to provide proof of successful course completion, he/she will not be eligible for reimbursement.

The Employer will approve up to a maximum of twelve (12) students per year to receive tuition reimbursement toward a degree of higher education.

The maximum amount of reimbursement under this Program is \$2,500.00 per employee per fiscal year (January 1 – December 31). The Regional Director must approve all application and/or exceptions in advance and in writing.

#### **Payment Processing**

The following documents must be sent to the Human Resource Manager for final payment approval to ensure the employee has not exceeded the \$2,500.00 per year allowance.

Reimbursement shall be processed within thirty (30) calendar days following submission of the following:

- (a) The original Request for Tuition Reimbursement form signed by Regional Director.
- (b) Copy of the successful completion of a course as stated in paragraph # 2 above.
- (c) Copy of the paid invoice from the course provider.
- (d) A completed and approved Expense Reimbursement form.

#### **Paramedic School Assistance**

To promote and elevate current employee’s interest in becoming Paramedics, the Employer shall offer the following:

- (a) The Employer shall pay for all tuition costs above any grants or scholarships received by the employee to attend paramedic school up to twenty- five (25) employees across the bargaining unit per calendar year.

- (b) Employees in an accredited paramedic program shall be removed from their regular shift and shall be paid for sixteen (16) hours. Pay shall be based on the hourly rates identified in the compensation article in this Agreement provided that the employee works a minimum of twenty-four (24) hours per week or has PTO (or PST) applied to cover any or all of the 24-hour requirement.
- (c) To help ensure that employees in this program maintain their minimum hour requirement, they shall be permitted to fill vacant shifts up to twenty-four (24) hours prior to enacting the overtime process in Hours of Work and Overtime. Nothing shall prohibit or restrict employees from working additional hours or overtime.
- (d) Employees shall be required to complete the required ride time on a company ambulance, (unless such ride time is unavailable on a company ambulance), whereby ride time may be approved to be completed at a local GMR affiliate. Employees who successfully complete their classroom and clinical phase will be placed on an appropriate shift and paid at their regular rate of pay while riding as a third.

Employees who are approved to participate must execute a minimum work requirement contract with the Employer guaranteeing that upon completion of the paramedic program the employee will remain and work as a paramedic for a minimum of three years, absent any separation for cause by the Employer.

The Employer may at its discretion also offer a Paramedic Earn While You Learn Sponsorship Program outside of the paramedic assistance referenced above for existing employees attending Paramedic School. Such program shall require each student to complete all educational and licensing requirements as determined by the Employer and accept employment through a personal agreement with the Employer, if offered, as a Full-

Time Paramedic. Further each student under the personal agreement shall commit to working for the Company for a period of thirty-six (36) months from the date of accepting a paramedic position.

### **Separation of Employment**

In the event an employee separates from the Employer (except due to job elimination) before completion of thirty-six (36) months as a paramedic or fulfillment of their personal agreement, they must reimburse the Employer for any payments made to the employee under this the Paramedic Assistance Program or the Earn While You Learn Program, including tuition costs paid to the Program. The Employer reserves the right to withhold the amount of any monies owed pursuant to the Programs referenced above from an employee's paycheck as permitted by local and state laws.



## Article 29 - Meal Periods and Employee Requested Posting

The Employer and the Union recognize that it is important for employees' health to be given an opportunity to eat during their shift.

Due to the nature of the Employer operations, the need for Employer services will vary widely with each scheduled workday, and there are instances when Employees cannot be completely relieved of all duties during a meal period. To allow for these circumstances, the Union, on behalf of the Employees, has agreed to designate meal periods as "on-duty," and the Employer has elected to provide paid meal periods without any deduction of time at the Employee's regular rate of compensation.

Employees understand that, due to the nature of the Employer's operations, there are occasions when Employees will be required to respond to emergency and non-emergency calls during their meal period and/or occasions in which the meal period will be otherwise interrupted.

Employees are encouraged to request meal periods and good faith efforts will be made by the Employer to provide, and to avoid interrupting, a requested meal period. However, meal periods may be interrupted by emergency calls, non-emergency calls, post moves, or when operationally necessary. Employees are encouraged to notify their supervisor and/or communications to arrange for a reasonable time for a brief meal period.

### **Crew Rest Periods**

The Parties agree to work collectively through the Labor/Management Committee to develop a rest period plan for 24-hour units provided certain criteria is met that maintains service to the community while ensuring 24-hour unit employees have sufficient rest and are not un-duly fatigued.

## Article 30 - Uniform & Appearance

Employees shall be required to wear as a uniform, an approved dark blue specialized AMR T-Shirt\*\*, navy blue, long pants, and black boots with safety toe protection.

The Company will, dependent upon vendor availability, make available to employees approved specialized uniform T-shirts as replacement uniforms for Polo shirts beginning July 1, 2024. Beginning July 1, 2024, the Employer will provide approved specialized T-Shirts as the standard uniform.

Nothing in this Article shall prevent or prohibit employees from voluntarily wearing a Class B (button-up shirt with badge, name plate and appropriate patches) provided that both crew members assigned to a unit are in matching shirt types.

Hair should be no longer than shoulder length, should be clean and combed at all times. If hair extends beyond shoulder length it should be tied back and secured away from face when providing patient care.

Employee facial hair shall be compliant with the Employer's Safety and Risk policy.

Due to safety concerns any jewelry worn should not dangle from the body, including earrings and necklaces. Excessive jewelry or any facial piercings may be evaluated for inappropriateness on a case-by-case basis. Fingernails or any other accessories must not interfere with job duties at any time.

All clothing must be worn in a presentable and professional manner and represent the appropriate uniform.

Any perfume or cologne, if worn, must be conservative in nature.

Employees temporarily assigned to an office environment or Special Event, shall wear the uniform as deemed appropriate by the Regional Director for the work area or Special Event.

Appropriate undergarments shall be worn at all times.

Visible tattoos shall not include any profanity, nudity or any other offensive material. If deemed inappropriate by local management and HR the employee shall be asked to cover the tattoo with a long sleeve shirt or a tattoo sleeve that is black, white, tan or navy. Facial tattoos are not permitted.

\*\* Approved specialized Tee shirts for each work area (Central, Southern AZ). Any Celebratory T-Shirt (e.g., Breast Cancer, EMS Week) will only be worn during the approved time at the sole discretion of the Employer.

## Article 31 - Uniform Allotment

The Employer shall provide the necessary uniforms for employees to perform their job functions. In addition, the Employer, at no charge to the employee, will replace all damaged or contaminated uniforms. Intentional damage to uniforms may result in disciplinary action, up to and including discharge.

The following uniform components will be issued by the Employer to all new hire employees as indicated:

- (a) Full-time employees shall be provided with five (5) approved navy-blue uniform shirts with AMR logo (inclusive of heat patches); (either long or short sleeved).

- (b) Part-time employees shall be provided with two (2) approved navy-blue uniform shirts with AMR logo, (inclusive of heat patches) (either long or short sleeved).
- (c) Full-time employees shall be provided with five (5) navy blue EMS style duty pants.
- (d) Part-time employees shall be provided with two (2) navy blue EMS style duty pants.
- (e) All new hire employees shall be provided with the following additional uniform components:

1. One (1) cold weather (tundra type) jacket or three seasons type jacket (employee's discretion), or Sweatshirt
2. Hat (baseball cap or beanie, at employee's discretion)
3. Black Belt (of employee's discretion)
4. One pair of boots w/ protective safety toe

### **Replacement of Worn Uniform Components**

The Employer shall replace the above employee uniform components, (excluding boots) periodically for damage incurred while on duty or for normal wear and tear. Uniform components will be replaced at any point if damaged or permanently soiled in the performance of the employees' duties. Any uniform component supplied by the Employer under this Agreement, which is worn/and or damaged beyond repair through the normal course of business, shall be replaced at no cost to the employee upon return of the worn or damaged item to the Employer within thirty (30) days from the employee's return of the worn/damaged item.

Annually, following the Employee's anniversary date, each employee will be given a \$250 (gross) stipend, on the first full pay period following their anniversary date for the purchase of footwear or other additional uniform components.

### **Biohazard Contaminated Uniform and Personal Protective Equipment Servicing**

Employees who have a Biohazard contaminated uniforms shall attain a new uniform following the process outlined above under replacement of worn uniform items section of this Article.

Employees who promote in certifications or licensure shall be given five (5) new appropriate polo shirts in exchange for their prior certification uniform polos, two certification patches, and two certification employer patches.

Registered Nurses shall wear the same uniform items but with an RN designator/patch identification on the item.

A list of Company approved uniform items shall be reviewed by the Labor Management Committee, taking into consideration the availability of products from the Vendor(s). The Company will utilize its best effort to get comparable items on the approved uniform items list which existed at the time of ratification of the agreement.

Upon terminating employment, employees shall return all of their uniforms which contain the Company logo back to the Company. All other uniform items such as pants, belts, boots, etc. which do not contain the Company logo shall be kept by the employee. The returned used uniform items shall not be distributed back to the work force as sold as new.

## Article 32 - Posting Plans

The Parties understand that efficient and effective posting plans lead to improved response requirements and providing high quality customer and patient care.

The Employer agrees to provide a copy of the proposed posting plan to the Union in advance of its implementation. The union may request a meeting to address identified impact issues or identified concerns related to the posting plan changes, however the meeting will not delay implementation.

Proposed changes to the posting plan shall be communicated to the Union via e-mail to the Union's President.

The Employer will make all efforts to return twenty-four (24) hour units to their station location when not on an assignment. Whenever possible, the Employer shall utilize day-trucks (e.g., 12-hour units) for street-corner posting.

## Article 33 - Staffing and Attendance

### **Policy**

Due to the nature of providing emergency medical services, employee attendance is critical, as it benefits our patients as well as our coworkers. This procedure has been established to enable the Company and field employees to maintain our level of excellence and consistent staffing for all field assignments.

### **Clocking In/Out**

It is each employee's responsibility to accurately record all hours worked. Employees shall be paid to the minute based on their clock in and clock out time.

Employees may clock in up to 10 minutes prior to their scheduled start time. All punches that occur after the scheduled start of the employee's shift, may be considered tardy and must include a detailed reason for the late punch.

Employees must clock out at the end of their scheduled shift. All punches created after end of shift must include a detailed reason for the late punch. Late out punches due to a late call must include a run number.

Employees may clock in/out on a company computer, timeclock, or personal cell phone so long as they are on company property or at a management designated clock in area at the time of the punch. The only exception to this is Company approved assignments that occur off site, for which employees may punch in upon arrival at the designated work area. Employees must be ready to work and in uniform prior to clocking in.

If an employee has a missed or incorrect punch, it is the employee's responsibility to correct the punch at the end of their shift. Missed punches not corrected by the end of the pay period may be grounds for corrective action.

### **Absences/Call Outs**

When calling out for a shift, employees are required to call in directly to their Operation Supervisor or other designee as specified by the Employer, a minimum of two (2) hours prior to the start of the assigned shift. Single shift call outs up to a maximum of three (3) consecutive shifts will be considered one (1) occurrence unless AZ Sick Time is used.

Employee's may use AZ sick time in less than full shift increments. Employees who call out for less than a full shift using AZ sick time and who do not return to work for the remainder of their shift shall be considered as an absence for their shift and subject to the attendance policy.

Call outs must be for a complete shift for shifts of less than twenty-four (24) hours or twelve (12) hours (top/bottom) for 24-hour shifts. Call outs after the start of an assigned shift must be for the remainder of that shift.

Employees calling out using protected sick time or accrued vacation time shall be required to designate the use of the protected sick time or accrued vacation time at the time of the call out. Employees who fail to identify the use of protected sick time will have the call out charged to their accrued Vacation bank and will receive an occurrence. Employees shall not be allowed to use protected sick time retroactively.

Absences as a result of any of the following approved leaves shall not count as an occurrence: PTO, Worker's Compensation, FMLA, Arizona Fair Wages and Healthy Families Act, Jury Duty, Military Duty, Bereavement, any OM approved Leave of Absence.

### **Tardiness**

Any employee who is not ready to work at his/her assigned location, at his/her scheduled time, will be considered tardy. A tardy will be considered one half (0.5) of an occurrence. If an unexpected emergency causes an employee to be late for work, the employee must contact their Operation

Supervisor, or designee, to notify of the need to be late. The employee will advise the nature of the emergency and the estimated time of his/her arrival. This may not excuse the tardy but will ensure that Company operations are not interrupted.

### **Shift Abandonment**

All employees are required to remain on duty during their scheduled times. If an emergency occurs during that time, the On Duty Operations Supervisor must be notified immediately. Any employee leaving an assignment without proper notice to and permission from the Supervisor, will be considered to have abandoned their assignment and may be subject to corrective action, up to and including termination.

Any employee who calls out after having their job assignment changed for the shift may be considered a shift abandonment. In the event of an unforeseen emergency the employee may seek an exception by the Regional Director or Operations Manager based on verifiable documentation. To support an exception, documentation must be provided prior to the end of the following pay period.

### **No Call/No Show**

Any absence not reported to a Supervisor within the first 2 hours of the start of an assigned shift, shall be considered a no call/no show. A no call/no show may result in disciplinary action, up to and including termination.

Corrective Action for Shift Abandonment and No-Call/No-Show may begin with a Last and Final Written Warning after the first investigated offense.

### **Excessive Absenteeism/Tardiness**

Excessive absenteeism/tardiness places a burden on both the work force and the entire operation and may be a cause for corrective action.

### **Consecutive Callouts**

Consecutive callouts will be defined as a maximum of three (3) consecutive shifts being missed will be considered a single occurrence. Should an occurrence cause an employee to miss three (3) or more consecutive shifts, the employee may be required to provide physician documentation stating the employee is cleared to return to work.

### **Corrective Action**

An employee may be subject to corrective action: when any of the following qualifying events occur:

1. More than four (4) occurrences within one (1) rolling calendar year beginning on the date of the first occurrence.
2. A call out for the shift prior to, or following scheduled time-off, including PTO, shift forfeits and trades.
3. A call out for a shift on any Company recognized holiday.

Callouts for items two and three above may not immediately lead to discipline. Should the employee have a reasonable and/or verifiable reason for the callout, it shall be investigated and determined on a case-by-case basis.

When issued, Corrective action will be dispersed using the following:

- (a) 1st offense - Verbal Warning – 6 Months
- (b) 2nd offense - Written Warning – 9 Months
- (c) 3rd offense - Last Final Written Reprimand – 12 Months
- (d) 4th offense - Termination

Following the execution of this Agreement, employees with existing discipline for Attendance will have the discipline timelines decreased to meet the above requirements (e.g., Last and Final will be decreased from 24 months to 12 months from the original issue date). Any callouts that occurred prior to the Execution of the Agreement will not be held against the Employee for the application of this Agreement.

#### **Attendance Bonus**

Bargaining unit personnel shall be eligible for a monthly attendance bonus of \$250.00 to be paid in the first full pay period following the end of the prior month when all of the following are met:

- (a) Worked 100% of regularly scheduled shifts (not including pre-approved Vacation Time) and
- (b) No absences or tardies not otherwise approved (sick time, bereavement...)

Absences the result of pre-approved vacation, Arizona paid sick time, Family Medical Leave Act, shall not impact the eligibility of the attendance bonus.

## Article 34 – Promotion

Employees who increase their certification or qualification may be required to function in their previous capacity until such time as staffing levels permit an additional employee at their new level. In no event shall an employee obtaining a higher level of certification result in termination or discharge.

Upon validation of promotion to a higher-level certification, employees shall be paid at the appropriate rate effective the pay period in which the training and/or orientation began for the new job classification.

Mandatory training required for the promotion (e.g. medical director orientation, pump/vent training) shall be paid at the applicable training rate of the promotion in accordance with Article 25 (i.e. 40-hr rate).

## Article 35 - Hours of Work & Overtime

### **Work Week**

The work week is defined as a seven (7) consecutive day period beginning at 0000.00 hours on Saturday and ending at 23:59.59 hours the following Friday.

### **Workday**

The workday shall be defined as a twenty-four (24) hour period beginning at 0000.00 hours and ending at 23:59.59 hours.

Full-time bargaining unit employees are employees who are regularly scheduled to work a schedule which averages to forty (40) hours per week or be on an approved leave for such regular schedule.

Part-time bargaining unit employees are employees who work less than forty (40) hours per week. Following the ratification of this Agreement, part-time Employees will be required to work a minimum of forty-eight (48) hours per calendar month.

Part-time employees who place availability, are approved to work a shift and are subsequently canceled from all or part of the assigned shift by the Employer will have any hours remaining of the shift counted towards their monthly minimum requirement. On a case-by-case basis the Employer may waive the monthly hourly requirement if no open shifts exist in the employee's region (Southern or Central).

On a case-by-case basis, part time employees may be authorized to work in the Training or Clinical department to meet their monthly requirements. Authorization must be granted by the Regional Director.

Where available and applicable, the Employer may establish scheduled shifts which part-time employees may be assigned to a regular shift through a shift bid process.

Part-time employees who do not meet the minimum monthly hour requirement for either: two (2) consecutive months or for any (3) three months in a twelve-month period, will be considered to have abandoned their assignment and automatically separated from employment. No employee shall be approved or denied overtime based on that employee's hourly wage.

Part-time employees that are deployed to work in emergency scenarios (e.g., wildland fire) may be granted leave from the Regional Director for deployment on a case-by-case basis. The employee will



notify the Regional Director as soon as they are aware of such deployment and the tentative date of their return.

No employee shall be permitted to work more than forty-eight (48) consecutive hours, except for those areas that are regularly scheduled to work forty-eight (48) consecutive hour shifts or with the prior approval from the employer. Employees who at any time work more than twenty-four (24) hours and up to the maximum of forty-eight (48) must have a minimum of eight (8) hours off before any further shifts can be worked. Employees who work shifts without the ability to rest (i.e., no bed or sleeping area access) shall not be permitted to work more than two back-to-back shifts or a maximum of twenty-four (24) hours and must have a minimum of eight (8) hours off in-between any additional shifts.

All open or available shifts shall be posted to employees using Employer's electronic scheduling system, overtime for open shifts on a first come, first-serve bases. Should two employees submit requests for the same shift at the same time, the shift shall be awarded to the person with the most bargaining unit seniority.

Overtime shall be processed within forty-eight (48) hours from the request and a minimum of twelve (12) hours prior to the start of the shift unless mutually agreed upon between the Employer and the Employee. It is the responsibility of the employee to monitor the Employer's scheduling system to determine whether their overtime shift has been approved.

Employees that arrive at work and are cancelled shall be assigned to another open shift within the same business unit, if the same or similar vacancy exists in the business unit. If a same or similar vacancy does not exist in the same business unit, the employee shall be assigned into another business unit if a same or similar vacancy exists. Should no vacancy exist, the employee will be released from the remainder of his/her shift. If the employee is not assigned to an open shift the employee shall be compensated the greater of the actual hours worked, or a flat rate of two (2) hours as hours worked.

Employees on an unscheduled overtime shift that arrive at work and are cancelled shall be assigned to another open shift within the same business unit, if the same or similar vacancy exists in the business unit. If a same or similar vacancy does not exist in the same business unit, the employee may elect to fill a vacancy in another business unit if a same or similar vacancy exists or the employee will be released from the remainder of his/her shift. If the employee is not assigned to an open shift the employee shall be compensated the greater of the actual hours worked, or a flat rate of two (2) hours as hours worked.

In the event a shift is cancelled employees who are on overtime shall be reduced prior to any employee who is working their normal schedule.

## Article 36 - Sub-Contracting of Work

The Employer agrees to notify the Union of any instances that the Employer wishes to sub-contract work performed by bargaining unit employees. However, the Employer agrees that it will not subcontract work to another provider of emergency or non-emergency services exclusively for the purpose of displacing bargaining unit employees.

The Employer agrees to negotiate with the Union any sub-contracting that the Company may wish to engage in. The Employer agrees to limit the use of sub-contracted labor to units which the Employer is unable to fill with bargaining unit employees, or to units that are required to be staffed by contracted labor as a condition of a service contract between the Company and a customer.

Sub-contracting shall not result in the layoff of bargaining unit employees unless there would be an equal or greater loss of bargaining unit jobs without engaging in sub-contracting. The Employer agrees to meet with the Union to mitigate the impact of the layoff, if any.

Nothing in this Agreement shall limit the Employer from using Advanced Contract Labor (i.e. third-party agencies providers who's employers are compensated for acting as an additional provider during a transport).

## Article 37 - Staffing of Special Events

The parties agree special events may be staffed in a first-come first-served manner irrespective of bargaining unit.

The Employer shall be allowed to outsource staffing of a Special Event to another Employer to fill remaining vacancies in the event sufficient staffing is unable to be attained within twenty-one (21) days of the scheduled event.

### **Southern Arizona**

If events are not fully staffed twenty-one (21) days prior to the event, the event may be staffed by other bargaining unit personnel (e.g., RMFD).

### **Specialized Training**

Employees working special event positions requiring specialized training (i.e. Track trained) may be pulled from their regularly scheduled shift at the company's discretion.

## Article 38 - Seniority

### **Employer Seniority**

Employer seniority shall be defined as an employee's continuous full-time or part-time employment from the employee's most recent date of hire with the Employer. Continuous full-time seniority shall be used for purposes of determining, layoff, recall, time off accruals. Employer seniority for employees who change job classifications within the bargaining unit or transfer into the bargaining unit from another operation shall remain unchanged and used for purposes of calculating time-off accruals in alignment with this Agreement.

The reinstatement of an employee following the grievance or arbitration process shall not be considered a break in service.

### **Bargaining Unit Seniority**

Bargaining unit seniority shall be defined as the length of continuous service an employee is employed in a bargaining unit position, as defined in the Recognition Article. Bargaining unit seniority will be reinstated if an employee is re-employed within six (6) months or is reinstated via the grievance or arbitration process.

Bargaining unit seniority shall be for the purpose of calculating shift bid seniority.

### **Classification Seniority**

Classification seniority shall be defined as the length of continuous service an employee is employed in a classification position, (e.g. EMT, Paramedic). Classification seniority shall be for the purpose of layoff and recall or in cases of a tie related to a shift bid.

### **Transfer of Bargaining Seniority**

Employees who transfer into the bargaining unit shall be credited one-half (1/2) of their employment seniority, up to a maximum of ten (10) years of credit.

### **Part-Time Seniority**

Bargaining unit members who are employed in a part-time status shall be credited half time for seniority (Example: Six months of part time status equals 3 months Bargaining Unit Seniority)

### **Loss of Seniority**

An employee shall lose all seniority rights for any of the following reasons:

- Resignation, unless rehired within three (3) months.
- Discharge for cause.
- Six (6) months of continuous layoff.

- Failure to report on recall to work following layoff within fourteen (14) calendar days from the date of receipt by certified mail.

## Article 39 - Mandatory Shift Holdover

It is the responsibility of the Employer to make the arrangements in order to ensure customer service is not interrupted and employee workload is not unnecessarily increased due to inadequate staffing/coverage.

In the event an employee is to be held over on a mandatory basis, the Employer will notify the employee as soon as possible.

The purpose of mandatory shift hold-over is to address short-notice staffing (e.g. call-offs) and abrupt significant increase in call volume impacting service levels in a particular operation.

Employees may be subject to a mandatory holdover for up to two (2) hours following the scheduled end of their shift. Should an employee be held over, the employee shall receive one-half (0.5X) times compensation as a premium for all hours held over.

Should the potential for a mandatory holdover arise, every effort will be made by the on-duty supervisor or his/her designee to find voluntary coverage before a mandatory holdover is implemented. No employee will be held over longer than two (2) hours beyond the regularly scheduled end of a shift unless an active assignment takes them past the two (2) hour limit.

Employees working in remote locations (e.g. Safford and Tri-City) may be held longer than two (2) hours in order to allow the replacement coverage to arrive at those locations. Additional 'remote' locations shall be addressed by the Labor Management Committee as needed.

Employees shall not leave their assigned duty station until properly relieved. Proper relief shall consist of relief by the oncoming employee or being released by the on-duty supervisor.

### **Late Call Holdover**

Employees who receive a call for service that results in being held past their scheduled end of shift greater than one (1) hour will qualify for one-half (0.5X) times compensation as a premium for all time held over.

### **Critical Staffing**

Should the Employer require additional personnel due to back-filling disaster deployment positions, the Employer may implement a bonus of \$100.00 for shifts of twelve hours or less, and \$200.00 for shifts

greater than twelve hours. The Employer has the discretion to identify which shifts qualify for the bonus.

### **Emergency Staffing**

In the event of a local disaster or catastrophe as declared by a governmental agency, such as earthquake, fire, flood, explosion, widespread power failure or other acts outside the Employer's control that reasonably require all available employees to report for work or remain on duty, the Employer may enact emergency staffing whereby both parties shall be relieved of all contractual obligations outside of wages, benefits, and those terms outlined below in this provision.

In the event the Employer enacts Emergency Staffing provision of this Agreement the Employer shall be relieved of all contractual obligations outside of wages, benefits, and those terms outlined below in this provision.

Employees may be excused or accommodated with verifiable reason (e.g., pre-schedule pre-paid vacation, scheduled medical treatments, major life events such as marriage, childbirth, etc.). However, employees who refuse to work an emergency staffing shift, without a verifiable reason as determined by the Employer, may be subject to corrective action up to and including termination. All previously approved time off shall be honored.

## **Article 40 - Shift Trades**

A shift trade is defined as an exchange of equal shift hours (+/- six (6) hours) with another employee of the same job classification within the same pay period. Employees who trade shifts must meet area specific qualifications where applicable.

Trades shall be for a full shift when the shift is twelve hours or less, or for half of any shift above twelve (12) hours. Employees may arrange shift trade relief coverage for half or a full shift when the relief is covered by an on-coming or off-going employee either at the beginning or the end of the shift.

Units may not go out of service to complete a shift-trade crew-change. Units may be held if services levels are at level 2 or below.

No shift trade shall overlap an employee's scheduled shift.

Shift trades shall not result in uncovered hours.

Both employees seeking a shift trade shall submit the trade request to the Scheduling Department during the office hours for the Scheduling department and a minimum of eight (8) hours prior to the start time of the initial traded shift to allow adequate time for processing.

Shift trades shall be submitted using the Employer's online electronic scheduling system. Both parties must submit their portion of the trade before they can be processed and approved. Trades shall be approved provided that they meet the above requirements. Employees shall be notified of approval/denial via electronic or telephonic means.

Upon approval of the shift trade, the employees that have agreed to specific shifts will be responsible for working the schedule and subject to any applicable policies (i.e. Attendance).

## Article 41 - Shift Giveaways

Each employee shall be entitled to giveaway forty-eight (48) hours per month in accordance with the following procedure:

- A shift giveaway is defined as a forfeit of scheduled hours from one employee to another employee of the same job classification. Employees who are in receipt of shift giveaway must meet all area specific qualifications where applicable.
- Employees may arrange shift giveaway coverage for a minimum of four hours when the relief is covered by an on-coming or off-going employee, either at the beginning or the end of the shift. Giveaways at the end of a shift must provide for at least four (4) hours remaining in the employee's shift.
- When the receiving employee of the giveaway is not the on-coming or off-going employee, the giveaway must be for a full shift, or half of a shift above twelve (12) hours.
- Units may not go out of service to complete a shift-giveaway crew-change. Giveaways may be held if services levels are at level 2 or below.
- The Employer is not obligated to compensate the relieving employee until the off-going (relieved) employee is clocked-out or their regular scheduled shift begins.
- Employees seeking a shift giveaway shall submit the giveaway request to the Scheduling Department a minimum of twelve (12) hours prior to the start time of the shift to allow adequate time for processing.
- The Employee accepting the giveaway must submit acceptance via the Employer's scheduling system. Scheduling shall not be responsible for seeking approval from the accepting employee. Employees will be held accountable for shift giveaways they agree to cover.

- Until and unless such time that the giveaway is processed and approved, the original employee shall be responsible for working their shift.
- Giveaways will be approved at the discretion of the Employer.
- Giveaways may be denied if they result in additional overtime costs to the Employer.
- Shift giveaways shall not result in uncovered hours.
- Part-time employees shall be required to work their minimum hour requirements regardless of any shift they give away to maintain their employment.
- Part-time employees who pick up shifts given away from other employees shall be counted toward their minimum hour requirements.
- Employees are responsible for finding their own coverage of equal certification.
- Full time Employees that provide documentation of attendance to a Paramedic program outside of the Employer's sponsored program will be allowed to give-away shifts that exceed the restrictions set forth in this Article.

## Article 42 - Shift Bids

Full-time permanent open shifts shall be posted and bid on a quarterly (January 1, April 1, July 1, October1) basis for the entire bargaining unit (e.g. Central and Southern Arizona).

Employees hired into Safford operations shall have the option to remain in a Safford shift for the life of the Agreement. Based on Operational need, shift bids for the Safford operation may differ, the schedule and process for these shift bids will be decided through the Labor/Management process.

Bids shall close at midnight on the seventh (7<sup>th</sup>) day.

Should a situation arise where a significant business fluctuation occurs, the Employer may require the Union to conduct a shift bid prior to the quarterly bid. For situations other than a significant business fluctuation, the parties agree that any change to a quarterly bid shall be discussed during Labor-Management.

The Employer shall provide the Union the master schedule prior to each shift bid cycle.

The Union shall provide the Employer with the results of any shift bid within five (5) business days of the bids closing.

Employees must submit their shift bids electronically to the Union following the bid process prior to the close of the posted bid cycle.

Employees who encounter problems accessing or using the online shift-bid system must email [shiftbids@locali60.org](mailto:shiftbids@locali60.org) for assistance prior to the close of the bid cycle.

Shift bids shall be implemented on the first full pay period in the month following the shift bid process.

The Union has sole responsibility for conducting the shift-bids quarterly, or as modified as a result of a business function or through Labor-Management.

Shift bids shall be awarded in a fair and non-discriminatory manner based upon Bargaining Unit seniority.

Employees shall not be permitted to decline the award of any shift bid. Employees may be permitted to forfeit a hard-bid position in extenuating circumstances which shall be reviewed by the Employer.

In the event of a staffing emergency, as identified by the Employer, the Labor-Management Committee may suspend this process and fill the necessary open shifts in a different manner in order to meet the immediate or urgent operational needs of the Employer. Such staffing emergency shall be an event which is not reasonable predictable by the Employer. Suspension of the standard shift bid process shall be temporary and shall not significantly impact the standard shift bid process or schedule.

Employees moving to a different operational system following a shift-bid must meet the area requirements prior to the implementation of the shift-bid.

The company may restrict bidding on certain positions for employees with a minimum experience level and/or for employees who have completed unit specific training. In no case shall this prevent the company from filling those positions on a temporary basis if the position is vacant. In the event a client, customer, or facility specifically objects to an individual working with that client, customer, or at a specific facility, the parties shall meet to discuss reasonable solutions regarding the complaint.

The Employer reserves the right to transfer employees for administrative reasons at the sole discretion of the Employer. Employees transferred for administrative reasons will be provided a complete explanation for the transfer. Upon request, the reason will be given in writing to the affected employee, with a copy to the Union. When the administrative transfer is due to verifiable reasons of a confidential nature affecting any employee, an affected employee's transfer can be temporary, the employee may



request to return to his/her original shift. The Employer will advise the affected employee if the transfer is temporary or if the transfer is permanent.

Notwithstanding extraordinary circumstances, employees who are on an approved leave status (e.g. ICA, FMLA, military) shall retain their bid for the duration of their approved leave, up to one-hundred-twenty (120) calendar days or as required by Local, State, and Federal law.

## Article 43 - Permanent Shift Trades

A permanent shift trade may occur with another employee of like certification, and qualification. Permanent shift trade must be submitted to the area Operations Manager for approval.

For the purposes of this Article, a permanent shift is a shift which was awarded through the shift-bid process.

Both employees must be full-time, active employees in good standing with the Employer.

For a permanent shift trade to be approved, both employees must have a permanent shift assignment and must sign the permanent shift trade prior to submission.

Permanent shift trades shall not be approved if either employee is planning on terminating their full-time employment status with the Employer. If either employee voluntarily terminates their full-time employment within sixty (60) calendar days of the permanent shift trade becoming effective, management may revert the remaining employee back to his/her original shift assignment.

Once the employees have been awarded a permanent shift trade, the employee(s) shall not be eligible for the next shift bid.

## Article 44 - Reduction in Force and Recalls

Should it become necessary for the Employer to reduce the size of the workforce, the Employer shall notify the Union at the earliest possible opportunity but in no event less than fourteen (14) days excluding circumstances when the Employer has less than a fourteen (14) day notice due to a loss of business prior to the layoff. Layoffs shall be by inverse order of classification seniority, beginning with probationary employees.

As positions become available, qualified employees shall have the right to be recalled within six (6) months from the date of layoff beginning with the most senior employee in the classification being recalled. Employees recalled to employment shall be sent a certified letter announcing such recall. Recalled employees who fail to respond within seven (7) days from the date of the recall letter or refuse a recall to their former classification shall be considered to have waived their recall rights. After six (6) months, employees who have not received written notice of recall will no longer be eligible for recall. Employees recalled from layoff within six (6) months from the date of layoff shall be reinstated to a position in their former classification and shall have all benefit levels restored as if they had not left. Such employees will have health benefits restored effective the first day of the month immediately after the month in which they return to work.

Employees who have been notified in writing by the Employer that they will be laid off may apply for an existing vacant position with the Employer if they meet all required qualifications. Employees who accept such a position shall be paid the rate of pay of the new classification and shall retain their position on the recall list until such recall rights have expired as provided in this Article or until recalled to their former position, whichever comes first.

An employee who is laid off shall be paid for all earned and accrued vacation time, based on the employee's hourly compensation as of the date of layoff.

## Article 45 – Minimum Standards

All advanced life support and basic life support ambulances operated by the Company will meet all guidelines outlined by the Arizona Department of Health Services for ambulance equipment.

It shall be a joint responsibility of the Company, employees and the Union to see that all vehicles and equipment shall be kept clean and in safe working order. Deficiencies shall be reported immediately to the on-duty supervisor and shall be rectified by the appropriate party in a timely manner.

The Company will endeavor to limit the employees' exposure to infectious fluids by providing appropriate personal protective equipment, and decontamination areas whenever possible.

## Article 46 - Parking

The Employer shall provide employees with adequate parking for personally owned vehicles at no cost to the employee.

The Employer and the Union will work together to make reasonable accommodations, if necessary, to provide a reasonable safe location for employee vehicles.

If permitted by the owner of the property, the area outside of quarters shall have lighted areas for crew's private vehicle parking where appropriate and available.

## Article 47 - Station Maintenance

The Employer agrees to supply and make available materials required in the day-to-day cleaning of all facilities. The Employer furthermore agrees to supply items necessary to maintain satisfactory sanitary conditions of all quarters within all facilities.

The Union agrees that employees are responsible for day-to-day cleaning of their facilities to maintain sanitary conditions.

Repairs to, and/or replacement of, station equipment, furniture, mattresses, etc. will be addressed and remedied within a reasonable time frame from notification.

## Article 48 - Climate Control

All facilities and company vehicles must have cooling and heating systems which are in good working order.

## Article 49 - Driving Status

As a condition of employment, all bargaining unit employees are required to operate company vehicles as part of their job duties.

All newly hired employees, irrespective of their job classification, shall be provided EVOC training.

The Union agrees to adopt the AMR Vehicle Safety Policy. In the event the company safety policy is modified that affects a condition of employment, wages, hours of work or other benefit the company agrees to meet to discuss any identified impact issues.

Employees are required to meet the AMR Driver Qualification Standards as a condition of employment.

Employees hired on or after the ratification of this Agreement shall be required to observe and abide by the AMR Vehicle Safety Policy referenced above.

## Article 50 - Crew Accommodations

The Employer shall comply with all applicable State, Local and Federal guidelines concerning crew accommodations.

The Labor Management Committee shall make recommendations on all crew accommodations to provide comfortable, safe, and private living quarters for all crews.

In addition, the stations shall have, at minimum, the following:

- (a) AC/heat.
- (b) In-quarters bathroom, where possible, with hot and cold running water of drinkable quality. Where in-quarters bathrooms are not possible, employees must have 24 / 7 access to an in-building bathroom.
- (c) A shower or nearby shower with 24/7 access.
- (d) A kitchen area with a microwave, sink, and refrigerator.
- (e) A sleeping area separate with a door for stations with twenty-four (24) hour assignments.
- (f) A day room with satellite / cable TV, where available.
- (g) Proper lighting in all areas.
- (h) Cleaning supplies (vacuum, broom, mop, paper towel, toilet paper, plunger, bowl brush and disinfectant).
- (i) If permitted by the owner of the property, the area outside of quarters shall have running water for cleaning ambulances
- (j) Computer with network connection for clocking in, and other company related business.
- (k) Wireless Internet where practical for personal use (e.g. training, school work, banking, and email)
- (l) Adequate comfort seating for assigned crew members

The Union shall appoint a representative to work with the Employer for potential site locations in an attempt to reach these goals.

During the life of this Agreement the Employer shall, through the Labor Management committee or the Union, repair, replace or enhance station accommodations as recommended by the Labor Management Committee giving consideration to practicality and reasonable budget restraints.

Repairs required to correct safety hazards shall be completed as soon as practical. Should a hazard pose imminent danger to health or life safety, the Employer agrees to temporarily relocate affected employees to a safe location while facilitating any necessary repairs.

The Union shall be notified of any applicable timelines to remediate items which are in violation of the provisions of this Agreement and such items shall be corrected within thirty (30) calendar days unless extended by mutual agreement.

It shall be the responsibility of the Labor Management Committee to inspect each existing station and to prioritize upgrades.

## Article 51 - Contagious Disease

At the bargaining unit member's option and at no cost to the unit member, the Employer agrees to provide Hepatitis B inoculations to any unit member whose medical plan does not provide such immunization without cost.

Bargaining unit members who have elected to receive Hepatitis B inoculations may request a follow-up examination with the Employer's Physician to determine whether or not the inoculations were effective. Such follow-up examination shall be conducted at no cost to the bargaining unit member.

In addition to the standards and requirements outlined by the Occupational Safety and Health Administration, the Employer shall provide a one-time immunization during the life of this Agreement for all employees who want to be immunized, as follows:

- (a) Hepatitis (Type B)
- (b) Influenza (Quadrivalent)
- (c) MMR Booster
- (d) Varicella Vaccine
- (e) Any vaccination required by the Employer and/or health department related to an ongoing public health crisis or epidemic.

Employees who refuse to be immunized for Hepatitis-B and who later contract the disease shall not be presumed to have contracted the disease while on duty.

### **TB Screening**

The Employer shall provide a tuberculosis screening annually for all bargaining unit employees. Employees who test positive, or have a previous positive reaction, shall be offered a chest x-ray and/or QuantiFERON Gold confirmatory test.

The Employer will provide training and equipment to assist in recognizing and/or preventing the communication of HIV, Hepatitis, and other infectious diseases.

The Employer and the Union will work together to establish a system whereby employees shall report, in a timely manner, all instances of on-the-job contact with bodily fluids, used needles or other possible sources of infection.

The Safety Committee may make recommendations to the Employer on the Employer's Exposure Control Plan. The Committee may review recaps of exposures, which are blinded to the involved employees.

## Article 52 - Employee Examinations

The Parties adopt the Employer's Physical Ability Test policy with the following modifications and/or contingencies.

The Employer retains the right to require an employee to submit to medical, physical, and/or psychological examination or fitness for duty test for all post incident, accident and/or workers' compensation injuries, controlled substance diversion investigation, on approved leave or out of work for more than thirty (30) calendar days, (excluding approved PTO) patient injury, or reasonable suspicion that the employee is unable to safely perform their duties; poses a threat to co-workers or the public or displays an appearance of impropriety or irrational behavior. If the fitness for duty test is conducted at a location other than that of the Employer, the employee shall be reimbursed for mileage measured from the operations center to the location of the fitness for duty test.

A medical or psychological examination shall be performed by a physician selected by the Employer, at the Employer's expense and shall test the employee's ability to perform the job duties required by the Employer.

The fitness for duty test shall be administered in-house, within the employee's geographic work area (e.g. Tucson, Mesa) and shall test the employee's ability to perform the job duties required by the Employer. The parties agree that the determination of reasonable suspicion for testing is within the Employer's exclusive discretion and shall be binding upon an Arbitrator.

Employees who are found to be fit to perform the essential functions of their job classifications shall be allowed to continue working their regular positions and assignments. Employees shall not be required to authorize a greater release of information to the Employer other than whether the employee is fit or unfit for duty and, if unfit, only identify the employee's functional limitations to performing the essential functions of their job classifications.

Except for in circumstances of on-duty injury or illness, if an employee fails to pass the medical or psychological examination the employee will be placed on leave of absence for a maximum of one-hundred-twenty (120) calendar days without pay or until he/she successfully passes the examination,

whichever occurs first. If the employee fails the examination, the employee may obtain a second opinion by a physician of their choosing and at their own expense. The employee shall ensure the basis for examination as reported to the initial physician from the company is provided to their physician (indicated in writing from the employee's physician) so that an informed examination may be performed. In the event the second opinion contradicts the initial examination, the Employer may obtain a third opinion by an alternative physician that will be paid by the Employer. The third opinion shall be final and not appealable.

If an employee fails to pass the fitness for duty test the employee will be placed on a leave of absence for a maximum of one-hundred-twenty (120) calendar days without pay or until he/she successfully passes the examination, whichever occurs first. If the employee fails the fitness for duty test, the employee may retake the test a second time. In the event the employee fails the second test, the employee may take the test a third time. This third test result shall be final and not appealable.

Should the employee's leave of absence expire prior to the employee passing the medical or psychological examination or fitness for duty test said employee shall automatically be resigned from employment. Such resignation shall not be grounds for appeal under the grievance and arbitration provision of this Agreement.

The Employer agrees to schedule an employee for a return-to-work PAT within five (5) business days after the employee notifies the employer of their status and provides all documentation required. Should the Employer be unable to provide the PAT within the five (5) business days in the employee's geographical work area (e.g. Tucson, Mesa) the employee will be compensated for any additional missed shifts based on their regular work schedule.

Employees that were hired using the PAT shall be required to complete the PAT in accordance to this Agreement.

### **Drug Testing**

Both the Union and Company recognize the necessity of maintaining a drug free workplace.

If an employee is requested or required to take a drug screening examination, and the employee requests Union representation, the employee shall be afforded the opportunity to contact a Union representative for consultation and/or representation providing such notification and/or representation shall not delay the taking of the drug screening examination.

The Union agrees to adopt the Employer's Substance Abuse Prevention Policy from the Company's Safety Risk Management Manual.

In the event that the content of the above policy conflicts with the provisions of this Agreement, the terms of this Agreement shall prevail.

## Article 53 - Other Leave Types

### **Educational Leave**

At the Employer's discretion, employees may be granted leave, with or without pay, for education purposes to attend Paramedic school; fire service academy; or flight service training or other functions of a similar nature that are intended to improve, maintain, or upgrade the individual's certifications, skills, and professional ability.

Employees are expected to request any such leave a minimum of thirty (30) calendar days in advance, and such requests shall be approved or denied within ten (10) calendar days.

In the event a request for educational leave is denied, the employee shall be provided the reason for denial.

### **Voting Leave**

The Employer recognizes an employee's civic responsibility for voting in Local, State, and Federal general elections. Employee's may request time off when their work schedule prohibits the employee from voting. In such event, voting time off will be provided in accordance with Local, State, and Federal guidelines. Requests for time off shall be made within a minimum of forty-eight (48) hours advance notice to the Company.

### **Military Leave**

Employees who enter active duty, military service, including the National Guard, Enlisted Reserves, and the National Disaster Medical Systems (NDMS) service, will be granted leave of absence in accordance with the terms of all applicable Federal laws including the Uniformed Service Employment and Re-Employment Rights Act of 1994 (USERRA) and any applicable State laws, in effect on the date of which such employee makes his/her request for a military leave.

### **Subpoenas and Witness Service**

Any employee subpoenaed to appear in an administrative or legal proceeding or to give a deposition in same, shall be granted time off without loss of pay or benefits if required to appear by a governmental agency and the incident giving rise to subpoena is work related. The employee must submit documentation representing time spent in compliance of said subpoena to their Operations Manager upon their return to work in order to receive payment for such time. If the employee is excused from his/her obligation and more than four (4) hours remain in the employee's normally schedule workday, the employee may return to work. Employees who choose to not return to work shall notify the on-duty supervisor immediately following release from the subpoena. The Employer shall notify the employee within twenty-four (24) hours of the receipt of a subpoena at the Employer's operation.

Employees shall not be entitled to pay under this provision if a trial or proceeding that initiates the subpoena is by or on behalf of a present or past employee that has initiated litigation towards the Employer, however, the Employer shall ensure that the employee is allowed the time off for such proceeding and that the employee may request vacation for their time off.

Any employee called upon by or on behalf of the Employer will be compensated, as hours worked, by the Employer for witness time and any resulting lost work time.



**Bereavement Leave**

When a death occurs in a full-time employee's immediate family, the employee shall be entitled to paid bereavement leave of four (4) regular scheduled shifts within thirty (30) days from the date of death. Any employee who is notified of a death in the immediate family while on duty will be relieved, at the employee's request, upon notification of the supervisor for the remainder of their shift with pay.

An immediate family member for the purposes of this section is defined as the employee's spouse, child, including still birth, stepchild, parent, stepparent, in loco parentis, mother-in-law, father-in-law, sister, brother, stepsister, stepbrother, grandparent, grandchild, aunt, uncle, niece, nephew, domestic partner or significant other residing with the employee at the time of death.

In the event of a death to the Employee's extended family (e.g., grandparent in-law, cousin, ex-spouse), the employee may request to use accrued vacation to assist with attending services, etc. PTO requests for this reason will not be unreasonably denied.

When a death occurs in a part-time employee's immediate family, the employee will be removed from any scheduled shift without penalty. Should the employee have available vacation, they may apply those hours to any of the scheduled shifts they were removed from at their discretion.

If an employee is on vacation and a death occurs in the immediate family, the employee may request to convert the vacation to bereavement leave. In no event, shall the employee receive any pay greater than would have been paid had the leave been taken immediately.

Time off without pay may be granted or an employee may use approved accrued vacation in cases of bereavement for individuals not included in the definition of the immediate family, or for bereavement travel, provided the employee receives approval from the Employer in advance.

**Juror Summons**

Employees who are summoned for jury service will be granted time off to meet their jury service obligation in accordance with law. Employees are required to provide documentation of the required jury service to the Company. Employees shall receive compensation for up to a maximum of ten (10) regularly scheduled working days missed resulting from jury service. Employees may opt to refuse compensation and continue working during the period of their jury service if reasonably feasible. Employees will be afforded every opportunity to pick up open shifts and the Employer shall accommodate such requests dependent upon the operational schedule.

**Family & Medical Leave Act**

FMLA is designed to help employees balance their work and family responsibilities by allowing them to take reasonable unpaid leave for certain family and medical reasons. It also seeks to accommodate the legitimate interests of employers and promote equal employment opportunity for men and women.

**Length of Leave**

The 12-month leave period adopted by the Company for consideration of FMLA is a "rolling year," which is measured backward from the date the employee uses any leave.

**Basic Leave Entitlement**

The Family Medical Leave Act ("FMLA") allows covered employees to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

- (a) For incapacity due to pregnancy, prenatal medical care or child birth;
- (b) To care for the employee's child after birth, or placement for adoption or foster care;
- (c) To care for the employee's spouse, son or daughter, or parent who has a serious health condition (including a child for which the employee is acting "in loco parentis"); or
  - I. It is agreed that if the Employer's FMLA Policy or Arizona State Law is expanded to include domestic partners, such expansion in eligibility for FMLA will be incorporated in the coverage listed above.
  - II. Until such time that domestic partners are covered under the Employer's FMLA policy, employees whose domestic partner meets the FMLA qualifying medical conditions or events should refer to ~~Article 21~~, unpaid leaves of absence.
- (d) For a serious health condition that makes the employee unable to perform the employee's job.

### **Military Leave Entitlement**

Eligible employees with a spouse, son, daughter, or parent on active duty or call to active-duty status in the National Guard or Reserves in support of a contingency operation may use their 12-week entitlement to address qualifying exigencies such as:

- (a) Attending certain military events;
- (b) Arranging for alternative childcare;
- (c) Addressing certain financial and legal arrangements;
- (d) Attending certain counseling sessions; and
- (e) Attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered service member during a single 12-month period. A covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the service member medically unfit to perform his or her duties for which the service member is undergoing medical treatment, recuperation, or therapy; or is in outpatient status, or is on the temporary disability retired list.

### **Eligibility**

Employees are eligible for FMLA if they have: Completed 12 months of employment with the Company and 1,250 hours of service over the previous 12 months; and

### **GUIDELINES & PROCEDURES**

Employees wishing to request FMLA, or a supervisor aware of a potential FMLA absence, should contact Human Resources as soon as possible for the appropriate paperwork and/or additional information. Requests for FMLA leave must be submitted 30 days in advance to Human Resources. If such advance notice is not possible, notice should be given as soon as possible (1-2 business days within the time the need for leave is known). When the leave is for a serious health condition of either the employee or the employee's family member, the employee will be asked to provide certification from the health care provider caring for the employee and/or family member. The Company will provide the employee with the medical certification form to be completed by the appropriate health care provider, which must be returned to the Company within 15 days. Failure to submit a fully completed form in the allotted time may result in postponement or denial of a leave request. Once the fully completed forms are submitted

to the Human Resources department a determination will be made as to whether the employee qualifies for the FMLA protection. After leave has been granted, an employee may be periodically asked to submit additional documentation to substantiate the need for continued leave. If an extension to a leave is requested and/or granted, the same procedure outlined above should be repeated.

### **Paid vs. Unpaid Leave**

Employees are required to exhaust their accrued paid leave time as part of their 12-week FMLA leave entitlement. On a case-by-case basis, the Company, at its sole discretion may waive this requirement. The utilization of paid leave time does not extend the 12-week unpaid FMLA leave period. Further, in no case can substitution of paid leave time for unpaid leave time result in an employee's receipt of more than 100% of his/her salary. Employees will not accrue time towards any paid leave while out on FMLA leave.

### **Benefits**

Employee benefits will be continued throughout the duration of an FMLA leave under each employee's current active status terms and conditions. It is the employee's responsibility to contact the Benefits department to arrange a premium payment program and make the applicable per pay period premium payments.

### **Restoration of Employment**

Employees returning from FMLA leaves of absence will be generally reinstated to their same position held before the leave, or an equivalent one with equivalent status, pay, benefits, and other employment terms. Exceptions to reinstatement include, but are not limited to: (1) the employee's current position has been eliminated due to reorganization or layoffs; (2) the employee fraudulently obtained the leave; (3) the employee gives unequivocal notice that s/he does not intend to return to work, or the employee fails to return to work after the 12-week leave expires; or (4) any other reason permitted by law.

### **Fitness for Duty**

Fitness for duty certification may be required prior to reinstatement. An employee who fails to return to work following an FMLA leave or who fails to provide a requested fitness for duty certification will be considered to have voluntarily resigned.

Upon exhaustion or expiration of an employee's FMLA, the employee may seek an additional ninety (90) calendar days of unpaid personal leave.

### **Workers Compensation**

Employees, who become ill or injured (same claim) resulting from the job responsibilities and are unable to perform their normal work duties will be paid for their shift and be granted a leave of absence not to exceed twelve (12) calendar months in any rolling eighteen (18) month period from the onset of the leave, subject to applicable state and federal law. Such leave shall not extend beyond their period of incapacitation for duty. An employee who fails to return at the end of the scheduled leave of absence shall be considered separated from employment.

The Employer will continue to provide health benefits for employees on Workers' Compensation Leave as long as the employee continues to pay all applicable contributions, up to a maximum of twelve (12) months unless applicable laws require longer.

If an employee is cleared to return to work and fails to return to work he/she shall be separated from employment, except that employees will be allowed an additional thirty (30) days following their clearance to return to work to restore any required licenses, certifications, or accreditations. The Employer retains the right to separate from employment any employee who fails to restore the required license, certification, or accreditation within the thirty (30) day period immediately following expiration of such leave.

### **Transitional Duty**

Whenever feasible the Employer may offer a transitional duty to employees who have suffered a work-related injury or illness or a pregnancy-related medical condition. Such duty shall not be offered to any other employee, subject to any applicable federal, state, or local law. In most cases transitional duty will be offered when available at the employee's work location. In such cases the employee working in a transitional duty position shall be paid the appropriate shift hourly rate so that the employee does not suffer any loss in wages. In situations where transitional duty is not available at the employee's work location, the employee may be offered transitional duty through an outside provider for the period the employee is unable to return to full employment. Wages, hours etc., will be determined by the outside provider for the offer of transitional duty.

Employees participating in transitional duty at an outside provider that must travel greater than 30 miles from their primary work location will be eligible for mileage reimbursement for the distance between the primary work location and the outside provider under the Employer's Reimbursement policy.

Employees on transitional duty shall provide the Employer with a current note from his/her health care provider or the recognized workers' compensation health care provider that due to the employee's work-related injury or illness or pregnancy-related medical condition, they are temporarily unable to work their usual duties but is medically able to temporarily work in a different role. The health care provider's note must be updated and provided to the claim's examiner and/or Human Resources every 30 days or after every medical appointment.

Employees on a Worker's Compensation leave of absence will be allowed to return to a position within their job classification only upon successfully passing a return to duty Physical Abilities Test (PAT). Workers' Compensation leave of absence will run concurrent with any other qualified LOA.

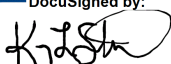
In the event an employee is separated from employment after twelve (12) months on a Worker's Compensation leave and is subsequently medically cleared to return to full duty within sixty (60) days following the separation from employment, the employee shall have first right of refusal for an open position in the employee's most recent classification, provided the employee has all the required certifications and licenses. Should the employee be rehired in accordance with this Section, the employee shall have all seniority, vacation, pay and benefits restored to the level the employee would have received if the employee had not been separated from employment.


Nothing shall prohibit an employee on Worker's Compensation leave to attend Employer offered or sponsored continuing education to maintain his/her licensure or certification, provided such activities are within the scope of the employee's injury restrictions as to not impede treatment and recovery.

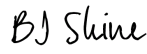
## Article 54 - Duration of Agreement


Upon ratification by the Union, this Agreement shall be considered effective November 1<sup>st</sup>, 2023 for a period of three years (3) years, ending October 31<sup>st</sup>, 2026.

### For the Union:

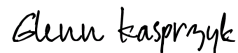
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 Kacy Stoneburg  
 President,  
 IAFF, Local I-60  
 5/23/2024  
 Date


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 PJ Elias,  
 Secretary/Treasurer  
 IAFF, Local I-60  
 5/23/2024  
 Date

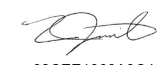
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 BJ Shine  
 Vice President  
 IAFF, Local I-60  
 5/23/2024  
 Date


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 Jerry Toigo  
 Vice President  
 IAFF, Local I-60  
 5/23/2024  
 Date

### For the Employer:

DocuSigned by:  
  
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 Glenn Kasprzyk  
 President, West Region  
 American Medical Response  
 5/23/2024  
 Date

DocuSigned by:  
  
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 David Banelli  
 Vice President, Labor Relations  
 Global Medical Response  
 5/23/2024  
 Date

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 Todd Jaramillo  
 Regional Director  
 American Medical Response  
 5/23/2024  
 Date

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 David Tantone  
 Regional Director  
 American Medical Response  
 5/23/2024  
 Date

## APPENDIX A

### EMT SCALE - EFFECTIVE FEBRUARY 2024

Step	Annual	0840/1040	1242	1844	1248/2448	2456 Annual	2456 Hourly
New Hire A	\$41,598.84	\$20.00	\$18.18	\$18.04	\$15.38	\$ 50,849.58	\$ 15.28
0	\$42,232.32	\$20.30	\$18.46	\$18.31	\$15.62	\$ 51,623.94	\$ 15.51
1	\$42,854.40	\$20.60	\$18.73	\$18.58	\$15.85	\$ 52,406.68	\$ 15.75
2	\$43,497.60	\$20.91	\$19.01	\$18.86	\$16.09	\$ 53,189.43	\$ 15.98
3	\$44,149.20	\$21.23	\$19.30	\$19.14	\$16.33	\$ 53,972.17	\$ 16.22
4	\$44,811.60	\$21.54	\$19.59	\$19.43	\$16.57	\$ 54,792.19	\$ 16.46
5	\$45,483.60	\$21.87	\$19.88	\$19.72	\$16.82	\$ 55,612.21	\$ 16.71
6	\$46,166.40	\$22.20	\$20.18	\$20.02	\$17.07	\$ 56,432.23	\$ 16.96
7	\$46,858.80	\$22.53	\$20.48	\$20.32	\$17.33	\$ 57,289.52	\$ 17.21
8	\$47,562.00	\$22.87	\$20.79	\$20.62	\$17.59	\$ 58,146.82	\$ 17.47
9	\$48,274.80	\$23.21	\$21.10	\$20.93	\$17.85	\$ 59,004.11	\$ 17.73
10	\$49,240.80	\$23.67	\$21.52	\$21.35	\$18.21	\$ 59,898.68	\$ 18.00
11	\$50,226.00	\$24.15	\$21.95	\$21.78	\$18.57	\$ 60,793.24	\$ 18.27
12	\$51,230.40	\$24.63	\$22.39	\$22.21	\$18.95	\$ 61,687.81	\$ 18.54
13	\$52,254.00	\$25.12	\$22.84	\$22.66	\$19.32	\$ 62,619.65	\$ 18.82
14	\$53,299.20	\$25.62	\$23.30	\$23.11	\$19.71	\$ 63,551.49	\$ 19.10
15	\$54,632.40	\$26.27	\$23.88	\$23.69	\$20.20	\$ 64,520.60	\$ 19.39
16	\$55,998.00	\$26.92	\$24.47	\$24.28	\$20.71	\$ 65,489.72	\$ 19.68
17	\$57,398.40	\$27.60	\$25.09	\$24.89	\$21.23	\$ 66,458.83	\$ 19.97
18	\$58,832.40	\$28.28	\$25.71	\$25.51	\$21.76	\$ 67,465.22	\$ 20.27
19	\$60,303.60	\$28.99	\$26.36	\$26.15	\$22.30	\$ 68,471.60	\$ 20.57
20	\$61,810.80	\$29.72	\$27.02	\$26.80	\$22.86	\$ 69,515.26	\$ 20.89
21	\$62,428.91	\$30.01	\$27.29	\$27.07	\$23.09	\$ 70,135.94	\$ 21.07
22	\$63,053.20	\$30.31	\$27.56	\$27.34	\$23.32	\$ 70,756.61	\$ 21.26
23	\$63,683.73	\$30.62	\$27.83	\$27.61	\$23.55	\$ 71,377.28	\$ 21.45
24	\$64,320.57	\$30.92	\$28.11	\$27.89	\$23.79	\$ 71,997.95	\$ 21.63

EMT SCALE – EFFECTIVE NOVEMBER 2024

Step	0840/1040	1242/1844	1248/2448	2456
New Hire B	\$20.29	\$18.45	\$15.61	\$ 15.50
New Hire A	\$20.60	\$18.73	\$15.85	\$ 15.74
0	\$20.91	\$19.01	\$16.09	\$ 15.98
1	\$21.22	\$19.29	\$16.32	\$ 16.22
2	\$21.54	\$19.58	\$16.57	\$ 16.46
3	\$21.86	\$19.87	\$16.82	\$ 16.70
4	\$22.19	\$20.17	\$17.07	\$ 16.96
5	\$22.52	\$20.48	\$17.33	\$ 17.21
6	\$22.86	\$20.78	\$17.59	\$ 17.47
7	\$23.20	\$21.09	\$17.85	\$ 17.73
8	\$23.55	\$21.41	\$18.12	\$ 18.00
9	\$23.91	\$21.73	\$18.39	\$ 18.26
10	\$24.38	\$22.17	\$18.76	\$ 18.54
11	\$24.87	\$22.61	\$19.13	\$ 18.82
12	\$25.37	\$23.06	\$19.51	\$ 19.09
13	\$25.88	\$23.52	\$19.90	\$ 19.38
14	\$26.39	\$23.99	\$20.30	\$ 19.67
15	\$27.05	\$24.59	\$20.81	\$ 19.97
16	\$27.73	\$25.21	\$21.33	\$ 20.27
17	\$28.42	\$25.84	\$21.86	\$ 20.57
18	\$29.13	\$26.48	\$22.41	\$ 20.88
19	\$29.86	\$27.15	\$22.97	\$ 21.19
20	\$30.61	\$27.83	\$23.54	\$ 21.51
21	\$30.91	\$28.10	\$23.78	\$ 21.71
22	\$31.22	\$28.38	\$24.02	\$ 21.90
23	\$31.54	\$28.67	\$24.26	\$ 22.09
24	\$31.85	\$28.96	\$24.50	\$ 22.28

EMT SCALE – EFFECTIVE NOVEMBER 2025

Step	0840/1040	1242/1844	1248/2448	2456
New Hire C	\$20.59	\$18.71	\$15.84	\$ 15.73
New Hire B	\$20.90	\$19.00	\$16.08	\$ 15.97
New Hire A	\$21.22	\$19.29	\$16.32	\$ 16.21
0	\$21.54	\$19.58	\$16.57	\$ 16.46
1	\$21.86	\$19.87	\$16.81	\$ 16.71
2	\$22.19	\$20.17	\$17.07	\$ 16.96
3	\$22.52	\$20.47	\$17.32	\$ 17.21
4	\$22.86	\$20.78	\$17.58	\$ 17.47
5	\$23.20	\$21.09	\$17.85	\$ 17.73
6	\$23.55	\$21.41	\$18.11	\$ 17.99
7	\$23.90	\$21.73	\$18.38	\$ 18.26
8	\$24.26	\$22.05	\$18.66	\$ 18.54
9	\$24.62	\$22.38	\$18.94	\$ 18.81
10	\$25.12	\$22.83	\$19.32	\$ 19.09
11	\$25.62	\$23.29	\$19.71	\$ 19.38
12	\$26.13	\$23.75	\$20.10	\$ 19.66
13	\$26.65	\$24.23	\$20.50	\$ 19.96
14	\$27.19	\$24.71	\$20.91	\$ 20.26
15	\$27.87	\$25.33	\$21.43	\$ 20.57
16	\$28.56	\$25.97	\$21.97	\$ 20.88
17	\$29.28	\$26.61	\$22.52	\$ 21.19
18	\$30.01	\$27.28	\$23.08	\$ 21.51
19	\$30.76	\$27.96	\$23.66	\$ 21.83
20	\$31.53	\$28.66	\$24.25	\$ 22.16
21	\$31.84	\$28.95	\$24.49	\$ 22.36
22	\$32.16	\$29.24	\$24.74	\$ 22.56
23	\$32.48	\$29.53	\$24.99	\$ 22.75
24	\$32.81	\$29.82	\$25.24	\$ 22.95



PARAMEDIC SCALE – EFFECTIVE FEBRUARY 2024

Step	Annual	0840/1040	1242	1844	1248/2448	2456
New Hire A	\$57,802.40	\$27.79	\$25.26	\$25.06	\$21.38	\$17.37
0	\$58,682.64	\$28.21	\$25.65	\$25.45	\$21.70	\$17.63
1	\$59,562.72	\$28.64	\$26.03	\$25.83	\$22.03	\$17.90
2	\$60,456.48	\$29.07	\$26.42	\$26.21	\$22.36	\$18.17
3	\$61,362.78	\$29.50	\$26.82	\$26.61	\$22.69	\$18.44
4	\$62,283.90	\$29.94	\$27.22	\$27.01	\$23.03	\$18.72
5	\$63,217.56	\$30.39	\$27.63	\$27.41	\$23.38	\$19.00
6	\$64,166.04	\$30.85	\$28.04	\$27.82	\$23.73	\$19.28
7	\$65,129.34	\$31.31	\$28.47	\$28.24	\$24.09	\$19.57
8	\$66,105.18	\$31.78	\$28.89	\$28.66	\$24.45	\$19.86
9	\$67,096.98	\$32.26	\$29.33	\$29.09	\$24.81	\$20.16
10	\$68,103.60	\$32.74	\$29.77	\$29.53	\$25.19	\$20.46
11	\$69,125.04	\$33.23	\$30.21	\$29.97	\$25.56	\$20.77
12	\$70,162.44	\$33.73	\$30.67	\$30.42	\$25.95	\$21.08
13	\$71,214.66	\$34.24	\$31.13	\$30.88	\$26.34	\$21.40
14	\$72,282.84	\$34.75	\$31.59	\$31.34	\$26.73	\$21.72
15	\$73,366.00	\$35.27	\$32.07	\$31.81	\$27.13	\$22.05
16	\$74,467.08	\$35.80	\$32.55	\$32.29	\$27.54	\$22.38
17	\$75,584.28	\$36.34	\$33.04	\$32.77	\$27.95	\$22.71
18	\$76,718.58	\$36.88	\$33.53	\$33.27	\$28.37	\$23.05
19	\$77,868.84	\$37.44	\$34.03	\$33.76	\$28.80	\$23.40
20	\$79,037.00	\$38.00	\$34.54	\$34.27	\$29.23	\$23.75
21	\$79,827.71	\$38.38	\$34.89	\$34.61	\$29.52	\$23.99
22	\$80,625.99	\$38.76	\$35.24	\$34.96	\$29.82	\$24.23
23	\$81,432.25	\$39.15	\$35.59	\$35.31	\$30.12	\$24.47
24	\$82,246.57	\$39.54	\$35.95	\$35.66	\$30.42	\$24.71

PARAMEDIC SCALE – EFFECTIVE NOVEMBER 2024

Step	0840/1040	1242/1844	1248/2448	2456
New Hire B	\$28.19	\$25.63	\$21.91	\$17.96
New Hire A	\$28.62	\$26.02	\$22.23	\$18.24
0	\$29.06	\$26.42	\$22.57	\$18.51
1	\$29.50	\$26.81	\$22.91	\$18.79
2	\$29.94	\$27.22	\$23.25	\$19.07
3	\$30.39	\$27.62	\$23.60	\$19.36
4	\$30.84	\$28.04	\$23.96	\$19.65
5	\$31.30	\$28.46	\$24.31	\$19.95
6	\$31.77	\$28.89	\$24.68	\$20.24
7	\$32.25	\$29.32	\$25.05	\$20.55
8	\$32.73	\$29.76	\$25.43	\$20.86
9	\$33.23	\$30.21	\$25.81	\$21.17
10	\$33.72	\$30.66	\$26.19	\$21.49
11	\$34.23	\$31.12	\$26.59	\$21.81
12	\$34.74	\$31.59	\$26.99	\$22.14
13	\$35.26	\$32.06	\$27.39	\$22.47
14	\$35.79	\$32.54	\$27.80	\$22.81
15	\$36.33	\$33.03	\$28.22	\$23.15
16	\$36.88	\$33.52	\$28.64	\$23.49
17	\$37.43	\$34.03	\$29.07	\$23.85
18	\$37.99	\$34.54	\$29.51	\$24.21
19	\$38.56	\$35.05	\$29.95	\$24.57
20	\$39.14	\$35.58	\$30.40	\$24.94
21	\$39.53	\$35.94	\$30.70	\$25.19
22	\$39.93	\$36.30	\$31.01	\$25.44
23	\$40.32	\$36.66	\$31.32	\$25.69
24	\$40.73	\$37.03	\$31.63	\$25.95

PARAMEDIC SCALE – EFFECTIVE NOVEMBER 2025

Step	0840/1040	1242/1844	1248/2448	2456
New Hire C	\$28.60	\$26.13	\$22.32	\$18.31
New Hire B	\$29.04	\$26.53	\$22.66	\$18.59
New Hire A	\$29.48	\$26.93	\$23.01	\$18.88
0	\$29.93	\$27.34	\$23.36	\$19.16
1	\$30.38	\$27.75	\$23.71	\$19.45
2	\$30.84	\$28.17	\$24.07	\$19.74
3	\$31.30	\$28.59	\$24.43	\$20.04
4	\$31.77	\$29.02	\$24.79	\$20.34
5	\$32.24	\$29.46	\$25.17	\$20.64
6	\$32.73	\$29.90	\$25.54	\$20.95
7	\$33.22	\$30.35	\$25.93	\$21.27
8	\$33.72	\$30.80	\$26.31	\$21.59
9	\$34.22	\$31.26	\$26.71	\$21.91
10	\$34.74	\$31.73	\$27.11	\$22.24
11	\$35.26	\$32.21	\$27.52	\$22.57
12	\$35.79	\$32.69	\$27.93	\$22.91
13	\$36.32	\$33.18	\$28.35	\$23.25
14	\$36.87	\$33.68	\$28.77	\$23.60
15	\$37.42	\$34.18	\$29.21	\$23.96
16	\$37.98	\$34.70	\$29.64	\$24.32
17	\$38.55	\$35.22	\$30.09	\$24.68
18	\$39.13	\$35.75	\$30.54	\$25.05
19	\$39.72	\$36.28	\$31.00	\$25.43
20	\$40.31	\$36.83	\$31.46	\$25.81
21	\$40.72	\$37.19	\$31.78	\$26.07
22	\$41.12	\$37.57	\$32.10	\$26.33
23	\$41.53	\$37.94	\$32.42	\$26.59
24	\$41.95	\$38.32	\$32.74	\$26.86

## REGISTERED NURSE SCALE

### EFFECTIVE FEBRUARY 2024

Step	Rate
1	\$ 37.00
2	\$ 37.93
3	\$ 38.87
4	\$ 39.84
5	\$ 40.84
6	\$ 41.86
7	\$ 42.91
8	\$ 43.98
9	\$ 45.08
10	\$ 46.21
11	\$ 47.36
12	\$ 48.55
13	\$ 49.76
14	\$ 51.00
15	\$ 52.28
16	\$ 53.59
17	\$ 54.93

### EFFECTIVE NOVEMBER 2024

Step	Hourly Rate
1	\$ 38.11
2	\$ 39.06
3	\$ 40.04
4	\$ 41.04
5	\$ 42.07
6	\$ 43.12
7	\$ 44.20
8	\$ 45.30
9	\$ 46.43
10	\$ 47.59
11	\$ 48.78
12	\$ 50.00
13	\$ 51.25
14	\$ 52.54
15	\$ 53.85
16	\$ 55.19
17	\$ 56.57

### EFFECTIVE NOVEMBER 2025

Step	Hourly Rate
1	\$ 39.25
2	\$ 40.23
3	\$ 41.24
4	\$ 42.27
5	\$ 43.33
6	\$ 44.41
7	\$ 45.52
8	\$ 46.66
9	\$ 47.83
10	\$ 49.02
11	\$ 50.25
12	\$ 51.50
13	\$ 52.79
14	\$ 54.11
15	\$ 55.46
16	\$ 56.85
17	\$ 58.27





## Right to Union Representation Notice AMR Central/Southern

Employee Name:	Date:
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**Notice of Meeting:** You are hereby notified that you have been asked to participate in the meeting that may result in disciplinary action regarding:

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The tentative time and date of this meeting is on \_\_\_\_\_ (Date) at \_\_\_\_\_ AM/PM (Time).

You are entitled to union representation at the meeting. If you elect to have a union representative present at the meeting, it is your responsibility to contact the union representative of your choice within 24 hours. The Union representative shall be responsible for notifying the Employer within 48 hours from the notice of representation. A meeting for a mutually agreeable time, date and location will be confirmed at that time, except for when such 48 hours is over a weekend or holiday. Where the period spans a weekend or holiday, the timeline shall be extended a minimum of an additional 24 hours. You understand that failure to contact the Union Representative shall result in the Company proceeding with the investigatory meeting without them present.

I, \_\_\_\_\_ (name) \_\_\_\_ Request \_\_\_\_ Decline union representation at the above meeting. If I request union representation, I understand that it is my responsibility to contact the Union representative.

Employee Signature	Date
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Company Signature	Date
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Company Representative Printed Name	Union Representative (If Applicable)
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Please note, all Employees are encouraged to take a picture of this form. Contact information for Union Representatives can be found at [my.locali60.org/officers](http://my.locali60.org/officers) or simply scan the QR code to send them a direct email.



• American Medical Response •  
• 617 W Main St • Mesa • AZ • 85201 •  
• 3759 N Commerce Dr • Tucson • AZ • 85705 •