

COLLECTIVE BARGAINING AGREEMENT

GUILFOYLE AMBULANCE SERVICE AND LOCAL
200 UNITED SEIU

JULY 1, 2019 – June 30, 2022

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PRELUDE

This Agreement made and entered into the First Day of July 2019, made by and between Local 200 United, Service Employees International Union (herein called "Union") and Guilfoyle Ambulance Service Inc. (herein called "Employer").

ARTICLE I – PURPOSE AND INTENT

It is the intent and purpose of the parties to set forth herein their Agreement covering rates of pay, wages, hours of employment, and other conditions of employment and to provide for settlement of grievances without interruption of or other interference with the operation of the Company with due regard at all times to the paramount need of the Employer to provide effective and continuous service to the patients in its charge.

ARTICLE II – RECOGNITION AND APPLICATION

The Employer recognizes the Service Employees International Union, Local 200 United, as the sole and exclusive bargaining representative for all full-time and part-time bargaining unit personnel.

ARTICLE III – UNION SECURITY

Section 1. It shall be a condition of employment that all employees covered by this Agreement who are members of the Union in good standing on the date of execution of this Agreement shall remain in good standing and those who are not members on the execution date shall on the 31st day following the execution date become and remain members in good standing in the Union. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its execution date shall, on the 31st day following the beginning of such employment, become and remain members in good standing in the Union.

Section 2. The Union agrees to accept into membership each employee covered by this Agreement who tenders to the Union the periodic dues and initiation fee uniformly required as a condition of acquiring or retaining membership in the Union and further that it will not demand the discharge pursuant to this provision of any employee who has been denied membership in the Union or whose membership has been terminated for any reasons other than his failure to tender such initiation fees or periodic dues.

Section 3. The Union agrees to indemnify and hold the Employer harmless for any damages it may sustain by reason of any action taken in accordance with this Article.

Section 4. By the end of each month, the Employer shall give to the Union Divisional Chairperson and the Union a list of new hires in the bargaining unit during the previous month. The list of new hires will include each new hire's date of hire, home address, and job title and job status (full-time or part-time). Twice each year (during the months of January and July), the Employer, shall give the Union a list of bargaining unit employees. The list of bargaining unit employees will include each bargaining unit employee's date of hire, home address, and job title and job status (full-time or part-time).

ARTICLE IV - CHECK-OFF

Section 1. The Employer agrees to deduct, on a weekly basis, an amount equal to the weekly membership dues, and initiation fees when applicable, of the Union from the wages of each employee providing written authorization for such deduction.

Section 2. Total Union dues shall be deducted from each paycheck of the month, provided the proper written authorization has been filed with the Employer no later than three (3) days before the last workday of the prior pay period.

Section 3. Once each month the Employer shall give to the Union a check in the amount of the total wage deductions, together with a list of the names of the employees from whose wages such deductions were made.

Section 4. The monthly dues and initiation fee deductions shall be made in the amount certified in writing by the Union to the Employer as the amount of the current monthly union dues and initiation fee.

Section 5. The authorization for the deductions shall be valid and irrevocable for a period of one (1) year and shall be thereafter be automatically renewed, irrevocable for successive periods of one (1) year unless written notice of its revocation is given to the Employer and Union by registered mail, return receipt requested, thirty (30) days prior to the expiration of each term of one (1) year.

Section 6. The Union agrees that it will not hold the Employer liable for the administration of the check-off, and shall indemnify and save harmless the Employer from any and all claims arising by reason of the Employer making Union deductions pursuant to written authorizations.

Section 7. COPE FORM LANGUAGE AND FORM ATTACHED.

ARTICLE V – NO STRIKES OR LOCKOUTS

Section 1. Neither the Union, its agents, nor any of its members individually, collectively, concertedly, or in any manner whatsoever, shall engage in or incite any strike, sit-down, stay-in, slow down, boycott, or work stoppage against the Employer during the term of this Agreement nor shall the Union, its agents or any of its members engage in a sympathy strike or refuse to cross the picket line of other unions or employees at hospitals, nursing homes, or other plants or facilities of other employers during the term of this Agreement.

Section 2. The Union and its officers, agents and representatives shall use their best efforts to actively discourage bargaining unit employees from engaging in conduct constituting a violation of this provision.

Section 3. During the term of this Agreement, the Employer shall not lock out any of the employees covered by this Agreement.

Section 4. Employees who violate the terms of this provision shall be subject to discipline up to and including discharge. The degree of discipline imposed shall not be subject to the grievance and arbitration provisions of

this Agreement, the sole issue which may be submitted to arbitration being the issue of whether or not the employee engaged in activities prohibited by this, no strike, no lock out provision.

ARTICLE VI – NON-DISCRIMINATION

It is agreed by the Employer and the Union that neither party shall discriminate against any employee or applicant for employment by reason of race, color, national origin, sex, age, and qualified individuals with disabilities, marital or veteran status, or union membership to the extent prohibited by federal and state law.

ARTICLE VII – BLACKLISTING

Neither the Union nor the Employer shall discriminate against a member of the bargaining unit from obtaining employment with any other employer or company on the basis of union affiliation, membership or the lack thereof.

ARTICLE VIII – SEXUAL HARASSMENT

Section 1. All person share in the responsibility to maintain a work place in which is free of discrimination, and any form of harassment on the basis of race, color, religion, sex, gender, national origin, age, mental or physical disability, marital status, or any other protected status will not be tolerated in the work place. Included in this prohibition is any form of sexual harassment whether it is verbal or physical contact or otherwise interferes with an individual's work or working environment. Employee(s) have the right to file an EEOC, under the Title VII of the Civil Rights Act of 1964

Sexual harassment includes, but is not limited to:

- a. Unwelcomed sexual advances, unwanted touching or comments of a suggestive, lewd, or offensive nature;
- b. Requests for sexual favors;
- c. Verbal or physical conduct of a sexual nature when submission is made a term or condition of an individual's employment;
- d. When submission to or rejection of such conduct is used as the basis for an employment decision affecting the individual;
- e. Conduct which has the purpose or effect of unreasonably interfering with an individual's work performance, or creating an intimidating, hostile, or offensive working environment;
- f. Posting or distributing pornographic, lewd, or offensive material.

Section 2. Harassment on the basis of sex or otherwise, is an act of misconduct and grounds for disciplinary action up to and including discharge and maybe committed by supervisors, employees and/or non-employees, including vendors, clients, etc.

Section 3. Employees should immediately report incidents of harassment, actual or suspected, to the Chief Executive Officer, or to a supervisor of the employee's choosing and employees may be accompanied by a Union representative at their option.

Section 4. All complaints of harassment will be investigated by the Employer in as discreet a manner as possible.

Section 5. The Employer shall send copies of all documentation regarding the investigation to Local 200 United's Syracuse Office, provided the employee has requested the Union's participation in the process.

ARTICLE IX – UNION RIGHTS

Section 1. Union Representative

The Union shall have the right to designate stewards and officers to represent bargaining unit members during the term of this Agreement. The Union shall notify the Employer in writing of the names of the stewards and officers so selected, and all changes as they occur. Stewards and officers shall collectively be entitled to four (4) hours per month, pooled, among them, for the purpose of investigating and presenting grievances and attendance at arbitrations. (Representation Time) Unused representation time may be accumulated to a total of twelve (12) hours per quarter; so, for example, if union officers and stewards collectively utilize one (1) hour of representation time in January and two (2) hours during February, they will have nine (9) hours available for use during March. Commencing April 1st the cycle shall renew and there will be four (4) hours available, etc.

Section 1a. The Chapter Divisional Chairperson or his designee shall be present at the orientation of all newly hired personnel to explain union membership, programs, etc. and to get authorization forms completed.

Section 2. A Union Representative may have reasonable access to the premises for the purpose of investigating and processing grievances and arbitration, and making changes on the employee's bulletin boards where appropriate. The Union Representative shall notify the President or designee of his/her desire to visit the premises and shall arrange such visits so as not to interfere or disrupt with normal operations of the facility. Access will not be denied upon reasonable notification of intent to visit.

Section 3. Union Bulletin Board

The employer shall furnish one (1) bulletin board approximately three (3) feet in size for the purpose of posting union bulletins and publications. The location of the board shall be in F1 by the kitchen. The space provided shall be maintained by the officers and stewards and or the union representatives. Placement and removal of bulletins and publication shall only be performed by the aforementioned individuals.

Section 3a. Notification of changes in officers and stewards shall be submitted as soon as they occur.

Section 4. Personnel Files

Employees may review and copy their official personnel files as soon as practical following a request submitted to the President or designee. This right shall extend to disciplinary notices, evaluations, and all other materials contained in the file. Employees shall reimburse the Employer for the cost of the copies at the rate of \$.05 per page excluding disciplinary notices and evaluation notices. Original Employee personnel files shall remain in the Administration office during review.

ARTICLE X – PROBATIONARY PERIOD

Section 1. All new employees will serve a probationary period of six (6) months.

Section 2. If an employee transfers from one position or department to another, a new trial period will be required of thirty (30) working days (shifts).

ARTICLE XI – SENIORITY

Section 1. This Article shall apply to all full-time and part-time employees.

Section 2. Bargaining unit seniority is defined as the length of continuous service, including part-time service of an employee, starting with the employee's most recent date of hire.

Section 3. In the event that the date of full-time seniority or part-time seniority is the same for more than one employee in their respective job classification, the date the employee was cleared for assignment in that respective job classification will be the deciding factor.

Section 4. Any open biddable shift will be awarded to On-call Part-time employees based on bargaining unit seniority. In the event the scheduling of a shift to an On-call Part-time employee would create scheduled overtime, the shift will be awarded to the next senior On-call Part-time employee. If all On-call Part-time employees who have bid on the same shift would be on scheduled overtime, a Regular Full-time employee who has bid the same shift will be awarded the shift. If no Regular Full-time employee has bid the same shift, the shift will be awarded to the most senior bargaining unit On-call Part-time employee.

Section 5. In the event an On-call Part-time employee advances in level of care, their bargaining unit seniority will remain the same.

Section 6. Part-time seniority shall be measured in terms of for every 1040 hours worked, an employee will receive six (6) months seniority credit towards vacation only, provided the employee advances into a full-time position.

Section 9. Upon request, the Employer shall provide the Union with a current seniority list, and also provide to the union timely notification of new hires and terminations.

Section 10. Any employee laid off shall not lose seniority on recall, but shall not accrue seniority during layoff.

Section 11. An employee who has seniority and takes a non-bargaining unit job within the company will lose all his/her seniority if in the non-bargaining unit job for more then 365 days (1 year) or more. Any employee

taking a leave of absence (other than for active duty deployment) for more than 365 days will lose all seniority.

Section 12. For purposes of determining vacation scheduling, transfer, layoff, or recall from layoff, bargaining unit seniority shall prevail provided that skills, ability and job performance are relatively equal.

An employee's seniority for any purpose shall be broken and terminated by:

- a. Discharge;
- b. Resignation or retirement (resignation from a full-time position results in a loss of full-time seniority);
- c. Voluntarily quitting;
- d. Failure to report to work for three (3) consecutive days without two (2) hours prior notification to the Employer of the reason for absence;
- e. Overstaying an unauthorized leave of absence or giving false reason for such leave or absence of employment with any other employer during such leave of absence;
- f. Absence due to illness or injury or any reason other than layoff for twelve (12) consecutive months or more;
- g. Failure to return to work following layoff within five (5) days after being recalled to work by certified return to work receipt letter mailed to the last address furnished to the Employer.

ARTICLE XII – GRIEVANCE AND ARBITRATION

Section 1. A meeting to discuss the issue giving rise to the grievance shall occur between the grievant, two representatives from the chapter and Guilfoyle before the issue is reduced to writing on forms provided by the Union.

Step 1. A grievance shall be first raised by the employee, with or without union representation, to the President or Designee within one (1) calendar week including weekends and holidays, of when the employee knew or should have known of the event(s) giving rise to the grievance, whichever period is shorter. The grievance shall be summarized in writing and delivered to the President or Designee within two (2) days of the submission of the grievance. The written answer from the President or Designee will be given within one (1) calendar week (including weekends and holidays) of the President or Designee's receipt of the written summary of the grievance.

Step 2. Any grievance unresolved in Step 1 will be reduced to writing and submitted to the, President or Designee. The President or Designee shall investigate the circumstances upon which the grievance is based and will hold a hearing at which the Union may present a rationale for resolving the dispute, including presentation of witnesses and/or other evidence on behalf of the grievant. The President or Designee shall provide a written response to the grievant and the Union within five (5) working days, not to include weekends or holidays.

Step 3. If both parties cannot settle this matter in Step 2 then both parties agree to FMCS Mediation to resolve the matter. If no satisfactory settlement is made with Mediation, and the grievance concerns an alleged violation of an express provision of this Agreement, then the Union has thirty (30) calendar days after the FMCS mediation to submit the matter in writing (copy to Employer) to a mutually agreed upon arbitrator or, if none, to the American Arbitration Association in accordance with its voluntary arbitration rules. The decision of the arbitrator shall be final and binding on each party. Such arbitration shall be held, if possible, during normal working hours.

Section 2. The arbitrator shall have no power or authority to add to, subtract from, or alter any of the provisions of this Agreement, nor shall he have the power or authority to imply any obligation that is not expressly set forth in this Agreement. No award shall be effective retroactively more than thirty (30) days beyond the date the grievance was first raised orally to the General Manager or Designee. This retroactive limit is not intended to increase the filing requirements set forth in Step 1 above.

Section 3. The fees and expenses of the arbitrator will be shared equally by the Employer and the Union.

Section 4. Any settlement between the Employer and the Union at any stage of the grievance procedure shall be binding on the Employer, the Union, and the aggrieved employee or employees.

Section 5. Unless the grievance is raised, served in writing referred, appealed, and submitted to arbitration within the time limits at each stage herein set forth and which may be extended only by written consent of both the Employer and the Union, it shall be deemed that the parties have waived the right of arbitration and the matter will be deemed closed.

Section 6. The employer shall compensate all union members who attend such aforementioned meetings during their regular working hours, provided that there attendance is required as a party or witness.

Section 7. If either party fails to timely submit its response to a grievance, the party who failed to timely submit its response shall be deemed to have accepted the position of the other party with respect to the grievance. A grievance deadline maybe extended or waived only by written consent of both parties to the grievance.

ARTICLE XIII – DISCHARGE AND DISCIPLINE

Section 1. No employee who has been employed beyond the probationary period will be discharged or disciplined without just cause. Whether such cause existed shall be subject to the provisions of the grievance procedure or this Agreement.

Section 2. The Employer shall notify the Divisional Chairperson or Designee within the first 24 hours upon the onset of an incident or situation of an employee requiring an investigation, citing the reason for the disciplinary action/investigation taken. The Employer will also provide notification to the Union when it takes other disciplinary actions within five (5) days including weekends and holidays, and only after the Employer was made aware of the occurrence. No Notice needs to be given to the Union under this section if the

employee so requests provided the Employer previously advised the employee of the right of Union notification at the onset of the meeting.

Section 3. The Employer will advise any Union member, at the onset of a meeting, if discussion may/or could lead to disciplinary action and will advise the Union member of their right to Union representation. The Employer will have a Union representative present at discipline or discharge proceedings, unless the employee subject to discipline or discharge requests that a representative not be present, provided that said employee is previously advised of his/her right to have a Union representative present.

Section 4. All disciplines shall be removed from the employee's personnel file after one (1) year, except disciplines relating to patient care, which shall remain for two (2) years. Upon completion of two (2) years, it is agreed that the Union and Guilfoyle shall revisit all patient care disciplines.

Section 5. The Employer reserves the right to suspend, without pay, any employee who it feels has placed him or co-workers in an avoidable, potentially serious or life threatening situation, pending a timely completion of the investigation within a thirty (30) day period. If the employee is exonerated of any wrong doing, he/she shall receive all back pay and be reinstated immediately with all discipline notices of such removed from an employee's file.

Section 6. An employee shall receive a written notice of any allegation warranting discipline or discharge within five (5) days of the time that the Employer reasonably should have known of the alleged misconduct. The Employer will not discipline or discharge any employee who has not received timely notice of the allegation warranting discipline or discharge.

ARTICLE XIV – HOURS OF WORK AND OVERTIME

Section 1. Definitions:

- a. Regular Full-time- an employee who has successfully bid on and been awarded a Full-time position and is regularly scheduled to work 36 or more hours in a work week.
- b. Regular Part-time- an employee who is regularly scheduled to work less than 36 hours in a work week.
- c. On-call Part-time- an employee who is not given a regularly scheduled shift but who works as needed, less than 36 hours per week.
- d. Streets – Qualified employees scheduled to work 911 calls, trips, standbys, and other requested coverage.
- e. Dispatch – Qualified employees scheduled to work in the Dispatch Center who are EMD certified.
- f. Call Taker- Qualified employees scheduled to work in dispatch that are not EMD certified.
- g. Coach – Qualified employees scheduled to work Coach and meeting said requirements to do so, i.e. 19-A.
- h. Mechanic – Qualified employees that maintain and repair vehicles.
- i. Billing Clerk – Qualified employee that maintains the billing process.

Section 2. Part-time employees shall be awarded part-time shifts on the basis of bargaining unit seniority and employee availability, provided that the employer does not have to award a part-time employee any shift that would result in weekly overtime work for that part-time employee. All shifts will be awarded in accordance with Article XV of this agreement.

Section 3. Special event work, such as sporting events, mass gatherings, etc. shall be posted for-bid. The Employer will endeavor to assign the above-described work as equitably as possible, consistent with bids and operational requirements. Accordingly, among employees who bid for such work it will ordinarily be assigned to the employee with the least amount of hours in such work, subject to operational and patient care requirements.

Volunteer events (events that Guilfoyle is not paid for and posted as volunteer for no compensation) shall be awarded at the discretion of management.

Employees who come into work to perform interfacility ambulance transfers will be compensated an addition \$3.00 per hour for the time they are on the interfacility transfer.

Section 4. A crew can be held over for one 911 call to a maximum of 3 hours. Any ambulance interfacility transport over the EOS with a 100-mile radius roundtrip or greater will be paid at a rate of double time for the time worked past EOS. If an employee is holding over due to his/her relief being late for work, the hold over will be at their normal rate of pay. If an employee is being held over due to management error, i.e. schedule error, the employee holding over will be compensated at a rate of time and a half for the time being held over. Any voluntary hold over will be paid at their normal rate for that shift which the employee is working/holding.

Section 6. A newly hired employee shall receive training and orientation from a preceptor either for thirty (30) days or until the newly hired employee's preceptor clears the newly hired employee, whichever occurs first. The rate of pay for a newly hired employee who has not completed training and orientation is New York State minimum wage. The rate of pay for a newly hired employee who has completed training and orientation is the employee's level of care rate of pay.

Coach Operators will be entitled to a 30-minute meal period without loss of pay for scheduled shifts of at least eight (8) hours. The company will make a good faith agreement to provide such a meal period during every fourth (4th) through sixth (6th) hour of work on an uninterrupted basis.

Section 7. An Employee, who is called into work, shall receive a minimum of 2 hours pay. Should the employee leave without being released by a Supervisor, the employee shall forfeit the remaining 2 hours of call in time.

An employee working as a preceptor or FTO shall be paid an additional \$1.00 per hour, for the period of time the employee performed preceptor duties, provided that the employee has timely completed and turned in all required preceptor paperwork. Preceptor or FTO pay will include all newly hired employees, and students that are doing ride time. FTO pay will include new ALS providers who are cleared to work with other ALS providers.

Section 8. Any Coach Operator, that has to have drug tests, endorsements for license will be paid for by the Company. If an employee with an endorsement is to leave the employment of Guilfoyle, the employee will reimburse any unused time from the license to the Company. (NOTE: Endorsements paid by the company includes the difference between the required Class E driver's license and the CDL required to operate as a Coach operator. It doesn't include the full cost of the employees license or the cost of maintain said employees higher CDL endorsements.)

Section 9. Full time EMS employees will be scheduled for the term of this agreement for a 36/48 hour rotation. The rotation will be scheduled 36 hours one week and 48 hours the following week. The company agrees that the full time EMS employees will work the 36/48 rotation for the term of this contract.

All non EMS FT employees will remain at 40 hours per work week for the term of this agreement.

Nothing herein limits the right of the company, in its sole and exclusive judgment, to determine the number of employees required for any shift and or expands or limits its business operations including the addition or elimination of a shift.

ARTICLE XV- SHIFT BIDDING AND AWARDING

Section 1. EMS SHIFTS- Employees shall bid on available and posted shifts and submit availability prior to the close of the business on the 20th of each month for the following month's schedule.

The company will award biddable shifts to those in compliance with the above language on or before the 25th of each month by awarding those that bid, one paid shift for each round until all shifts are awarded or there are conflicts that prohibit them being awarded or it create scheduled overtime.

These shifts are awarded by seniority to qualified and eligible bidders.

A page will then go out to all employees to accept these bids, all pending shifts not accepted on the 1st will be re bid and reassigned at the discretion of management.

Any shifts that are open and biddable on the first of the month can be filled at the discretion of management as to not negatively affect the operational needs of the company. At no time does management have to award overtime to fill these shifts until 24 hours prior to the beginning of the shift at which time it will be awarded to the most senior employee.

Any shift that becomes open will be paged out and filled 24 hours following the page unless it is less than 24 hours to the beginning of the shift at which point the shift may be filled two hours after the page but no later than 2300 the evening before.

Call offs and no shows shall be filled no later than one hour prior to the beginning of the shift. However management reserves the right to fill these openings with the first qualified caller that contacts dispatch. Company does reserve the right to award the shift without awarding overtime.

The employee awarded the shift shall be the one with the most seniority up to 24 hours per pay period and shifts shall be awarded as evenly as possible beyond 24 hours per pay period.

At no time will the company have to award a shift to anyone that will result in greater than 16 hours of continuous shift work which includes coach work, dispatch, streets, trips or any combination thereof.

Shift-Swaps – that are approved and if an employee that was approved for a shift swap decides not do the shift, that employee is responsible for finding coverage. If that employee cannot find coverage, then that employee will have to work the shift-swap that was approved.

Section 2. PT COACH SHIFTS – All coach drivers will submit weekly availability into the Coach Book prior to Friday at 3pm for the following week.

Any driver that is available will be called in order of seniority as needed before anyone no on the list.

If a reduction in drivers is necessary for any reason on any given shift the driver who was not on the list will be sent home first then seniority will be used for all others. This does not apply if any driver is on or will be on overtime as a result of this decision.

When awarding hours to coach drivers the hours should go to the most senior PT driver on the list. Every effort must be taken to maintain even hours amongst the PT drivers within a pay period.

If a senior driver will end the day with more than 6 hours more than a less senior employee that the less senior employee should be considered in awarding the shift.

All of these decisions are based on the schedule at the time it is made and management cannot be responsible or anticipate changes that result in an in balance in hours at the end of the pay period.

ARTICLE XVI- TRANSFER AND PROMOTION

The Employer will transfer and fill vacancies based on the ability and qualifications of the applicant for the position.

Section 1. The Employer shall post vacancies on the employee bulletin board for not less than seven (7) days prior to selecting a candidate to fill the vacancy. The posting shall identify the position to be filled, its classification, or occupation, certification requirements if any, and a general description of its duties and shifts (if applicable).

Section 2. The Employer may fill the position on a temporary basis for not more than thirty (30) days pending completion of the selection process.

Section 3. Preference for vacancies shall be given first to qualified FT employees working within the classification or occupation in which the vacancy exists. An out of classification FT employee with equal qualifications and experience shall also be given preference. If no FT employee bids or is qualified then qualified PT employees within the classification will be considered. Selection shall be based upon experience, training and clinical/job skills with emphasis on the latter. In the event that the selection criteria are relatively equal, the candidate with the most bargaining unit seniority will be given preference.

Section 4. In the event that a permanent vacancy exists for which there are no applicants within its classification or occupation, the Employer will give consideration to other employees within the bargaining unit having proper certification if applicable, who have submitted written applications for such. Selection shall be based upon experience, training and clinical/job skills with emphasis on the latter. In the event that the selection criteria are relatively equal, the candidate with the most bargaining unit seniority will be given preference.

Section 5. Employees assigned or selected to fill vacancies shall serve trial period of thirty (30) calendar days, during which the employee's abilities in the new position shall be evaluated and a decision made whether the employee shall be selected for permanent transfer. If selected, the employee shall be awarded credit for the trial period toward his/her new bargaining unit seniority. If deemed unqualified, the trial period shall be credited towards the employee's prior bargaining unit seniority and the employee shall be returned to his former job without loss of seniority. Employees may elect to return to their former jobs without loss of seniority at anytime during the trial period.

ARTICLE XVII – LAYOFF AND RECALL

Section 1. In the event of a layoff, probationary employees shall be laid off before any employee with seniority is laid off, providing the remaining employees are capable of doing the work to be performed without training. If employees with seniority are to be affected by a layoff, selection will be governed by the abilities of the employees to perform the required work. If the abilities of the employees are relatively equal, then the employee with the least seniority will be laid off first.

Section 2. The Employer will determine the timing of layoffs, the number of employees to be laid off and in which job classification layoffs will be affected. A uniform reduction in the number of hours scheduled in a workweek for all employees in a job classification shall not constitute a layoff.

Section 3. An employee who is laid off may bump the employee with the least seniority in a job classification if the bumping employee has more seniority than the employee he/she will bump and is qualified to do the job of that job classification without training or break in. If the employee is eligible to bump into more than one job classification the Employer shall designate the job classification into which the employee may bump.A

part-time employee who is laid off may not bump a full-time employee. A senior employee affected by a reduction in force herein may take the layoff, rather than bump a more junior employee. REMOVED FORT DRUM LANGUAGE.

Section 4. If there is a disagreement as to the application of this Article, it may be submitted as a grievance at Step 2 of the grievance procedure. If there is still a disagreement, the union may submit the disagreement to FMCS for mediation. If the disagreement cannot be resolved through mediation the union may move to Arbitration under Article XII.

Section 5. In the event of a recall from a layoff, employees shall be recalled to their regular jobs in the reverse order in which they were laid off. No new employees shall be hired to fill a position from which an employee has been laid off until the position has been offered to the qualified laid off employees. Laid off employees shall be given notice to return to work by certified mail to their last known address. Employees shall notify the Employer of their proper post office address and the Employer shall rely on the last address furnished by the employee.

Section 6. The Union Chairperson, Vice President, and Chief Steward shall be deemed to have super seniority with respect to layoff and recall.

Section 7. The Employer shall provide advanced notice of layoff at the time it becomes aware of the need to layoff insofar as practicable.

ARTICLE XVIII – WAGES

- A. Employees shall be increased in wages by \$1.25 on July 1, 2019, 3.25% percent on July 1, 2020 and 3.25% percent on July 1, 2021 as reflected in the attached wage schedule "Appendix A."
- B. Longevity Pay Differential – employees shall be entitled to a twenty- five cent (\$.25) per hour longevity pay differential for every consecutive two (2) years of service.
- C. The employer shall contribute forty cents (\$.40) for each dollar contributed on behalf of all the employees currently enrolled in the 401k program at this rate. (GEMS 401k retirement plan) All employees are eligible and are encouraged to participate.
- D. The employer shall contribute twenty cents (\$.20) for each dollar contributed on behalf of all employees who enroll in the 401K retirement plan following the ratification of the previous contract 2016-2019.
- E. RECRUITMENT – Advanced placement wages for new entrants into the bargaining unit, with documented relevant experience, with proof of prior experience (resume, job application), may be hired above the entry rate based on one half (1/2) year credit, for each year of proven experience not to exceed that of a current employee with the same level of experience, at management discretion. The union does not wave grievance and arbitration rights if the Company does not meet proof of prior experience.

ARTICLE XIX – LEAVE OF ABSENCE

Section 1. Absence due to off-the Job Disability: The Employer shall provide eligible employees with New York State Disability Insurance for a non-occupational illness or injury. Under New York State Law, employees are eligible for disability insurance after four (4) consecutive weeks of full-time employment or twenty-five (25) days of regular part-time employment. Disability benefits will commence on the 8th calendar day of absence from work and all benefits shall be in accordance with New York State Law. An eligible employee may use sick or vacation credits for the first seven (7) days of disability. The Employer may request verification of a disability illness or injury at any time.

Section 2. Absence for Worker's Compensation: In the event an employee loses work time as a result of a job related injury, compensation benefits are paid in accordance with the Worker's Compensation Laws of the State of New York. Medical insurance contributions will continue to be made for the employee who is covered for up to a three (3) month period, and the employee will continue to make the appropriate co-payment pursuant to Article 26, Section 2 of this Agreement.

Section 3. Employees shall be eligible to accrue seniority while on compensation or disability leave of absence up to six (6) months.

Section 3A. The Employer reserves the right to ask for all Company owned equipment to be returned with any anticipated absence of thirty (30) days or more.

Section 4. Personal Leave of Absence: Employees who have been continuously employed for at least one (1) year may request a personal leave of absence without leave pay for a period of time not to exceed ninety (90) calendar days. Requests for leave will be considered based on the employee's length of service, performance, responsibility level, the reason for request, whether individuals are already out on leave, and the expected impact on the Employer's operations. Approval of such a leave request is within sole discretion of the Employer, but shall not unreasonably be denied.

ARTICLE XX – BEREAVEMENT LEAVE

A full-time employee shall be entitled to leave with pay for a maximum of three (3) shifts scheduled work hours lost in the event of death of the employee's parent, legal guardian, sibling, child, spouse, mother-in-law, father-in-law, Step parents, step children and domestic partners living in the home. Such leave may be used during the three (3) shift period commencing with the date of death, unless there are circumstances requiring the use of such leave during a different three (3) shift calendar period, in which case the affected employee will advise the Employer of the circumstances and the three (3) shift period required for observance of bereavement leave, and approval of such request will not be unreasonably withheld. Leave under this Article

shall not be available in the event of the death of a step-relative, (Other than those listed) but the employee may request leave without pay in such circumstances, approval of which will be considered in accordance with operational requirements. An employee shall be entitled to one (1) paid day, the day of the funeral, for grandparents or step grandparents. Leave with pay under this Article shall be conditioned upon the employee submitting to the Employer, if the Employer so requests, proof of death of the deceased and the employee's relationship to the deceased.

ARTICLE XXI- SICK/PERSONAL LEAVE

Section 1. All full-time employees shall accrue sick days at a rate of one (8 hours) per month.

All part time employees who work 1500 hours in a year will be awarded sixty (60) hours of PTO.

All part time employees who work 1250 hours in a year will be awarded fifty (50) hours of PTO.

All part time employees who work 1000 hours in a year will be awarded forty (40) hours of PTO.

All part time employees who work 750 hours in a year will be awarded thirty (30) hours of PTO.

All part time employees who work 500 hours in a year will be awarded twenty (20) hours of PTO.

All part time employees who work 250 hours in a year will be awarded ten (10) hours of PTO.

Part Time PTO will be calculated and awarded upon completion of the employees first full year (12 months) of employment, prorated to January 1st and on January 1st each year thereafter.

All employees carry over PTO from year to year. Carry over shall be capped at 200 days. Upon resignation or retirement employees shall receive payment for any unused PTO time to a maximum of 200 days.

If an employee is terminated for cause or does not give ample notice of resignation (2 weeks) employee will forfeit all PTO.

All employees who have accrued time available must use such time when calling of sick and time does not count towards hours worked.

When taking personal time off on an advanced notice (96 hours or more) FT employees may use as many hours as necessary to complete payroll for the week and maintain a FT position. These hours do not count towards hours worked. If said employee performs other work to equal 36 hours then PTO is not required to be used.

Employees who have no time accrued will be allowed to bid on open shifts provided they are qualified and it does not create overtime. Shift will be awarded by seniority.

Section 2. The Employer guarantees approval of any FT sick/personal leave request, which is submitted ninety six (96) or more hours in advance of the requested time off for (1) FT employees in each job classification (EMS/COACH/DISPATCH) including vacation. The Employer will make reasonable efforts to accommodate any

sick/ personal leave request, which is submitted less than ninety six (96) hours in advance of the requested time off. The Employer retains the right to deny any sick/personal leave request, which is not submitted to the appropriate supervisor at least two (2) hours in advance of the requested time off.

The employer does guarantee approval of PTO for 4 EMS employees, 1 Coach Employee, and 1 Dispatch employee if requests for PTO are submitted prior to the schedule for said date being put out for bid. The total number of employees off in each class includes vacation, PTO and leave.

In any case, no time off request shall be honored if said employee does not have adequate sick/personal time accrued.

Section 3. A full-time employee who is ineligible for Worker's Compensation, but whose injury prevents the employee from performing his or her regular job assignments shall be offered a "light duty work assignment" in dispatch, provided that such assignment is available and provided that the employee is qualified to perform dispatch work. Light duty work assignments shall be offered on the basis of bargaining unit seniority. No employee shall be forced to accept a light duty work assignment. An employee who performs "light duty work" shall receive his or her regular rate of pay. The Employer is entitled to make the final determination of eligibility based on the employee's ability to perform dispatch work as relates to the employee's injury.

Section 4. Employees may work on a "light duty" assignment, as needed by Guilfoyle and the employee's ability to do the assigned work.

ARTICLE XXII- HOLIDAYS/RED LINE SHIFTS

Section 1. Holidays designated:

Christmas (8:00pm Christmas Eve to 8:00pm Christmas night)

New Years (8:00pm New Years Eve to 8:00pm New Years Day)

Presidents Day (8:00am Presidents Day to 8:00am the next day)

Memorial Day (8:00am Memorial Day to 8:00am the next day)

July 4th (8:00am July 4th to 8:00am the next day)

Labor Day (8:00am Labor Day to 8:00am the next day)

Veteran's Day (8:00am Veteran's Day to 8:00am the next day)

Thanksgiving (8:00am Thanksgiving Day to 8:00am the next day)

All Full-time Billing Clerks will receive 1 (one) Floating Holiday

Section 2. Eligible Employees: Each full- time and part-time employee who has actually worked on the Holiday designated above shall be eligible for holiday pay. If an employee does not work during a designated holiday,

they shall not be eligible for holiday pay, except that if the respective division (re: coach or office) is closed for a holiday those employees who regularly scheduled to work that day shall receive straight time pay for the hours missed.

Section 3. Holiday Pay: An employee eligible for paid holiday benefits shall receive pay for the day at an amount equal to double time of the employee's regular rate of pay. .

Section 4. Red Line Shifts: Red Line Shifts are shifts that management deems necessary to not grant time-off requests. Red Line Shifts shall be broken down by classification (Paramedic, Tech, Coach/Para-transit, etc.) as well as by day and night shifts. Each employee working within the Red Lined Shift/Classification will be paid at one and half times the employee's normal rate of pay as per the Wage Schedule, Appendix A. Management can opt for those shifts due to increased projected work load (i.e., multiple scheduled events) or projected decreased employee availability (i.e., holidays, conferences, etc.) Employees will be allowed to seek replacements on Red-Line shifts with other employees who have an equal level of care. Such requests will not be unreasonably denied by Guilfoyle.

Holiday Pay, Redline Pay or EOS cannot be combined. The highest rate any employee can receive is the highest of the three if all variables are involved.

A posted vacation schedule will assist in reducing actual usage of Red Line Shifts due to the ability to fill projected vacancies far in advance. There may be extenuating circumstances requiring an employee to request time off during Red Line Shifts. Any such request will be reasonably considered. Any employee who calls in sick during Red Line Shifts will be required to have a Doctor's note prior to returning to work.

ARTICLE XXIII- VACATION/SCHEDULING

Section 1. Eligible Employees: Full-time employees shall be entitled to paid vacation in accordance with the vacation allotment schedule set forth below. Management will make every reasonable effort to accommodate requests.

Section 2. Amount of Vacation:

YEARS OF CONTINUOUS SERVICE:

WEEKS OF VACATION:

After completion of one (1) year

One (1) week of vacation

After completion of three (3) years

Two (2) weeks of vacation

After completion of six (6) years

Three (3) weeks of vacation

After completion of eight (8) years

Four (4) weeks of vacation

After completion of fifteen (15) years

Five (5) weeks of vacation

After completion of the twentieth (20) years Six (6) weeks of vacation

*All vacations will be prorated from the Anniversary date to the end of the first year and thereafter will run by Calendar year.

Section 3. Vacation Scheduling: Full-time vacation requests shall be submitted during December 1st through December 15th for the following year. This will allow for proper scheduling to fill vacancies.

Round 1: One (1) week granted to each eligible full-time employee based on seniority.

Round 2: Up to two (2) weeks granted to each eligible employee based on seniority.

Round 3: One (1) week granted to each eligible employee based on seniority.

Section 4. After completion of the first year of continuous service, the employee must take at least one (1) week of vacation per year.

Section 5. An eligible employee may not accumulate and carry over unused vacation from one year to the next. Vacation not used by the end of the calendar, will be paid in lieu of vacation at the employee's full hourly rate. This check will be dispersed no later than the first pay period in December.

Section 6. Rate of Pay: A full-time employee shall be compensated for vacation at the straight time rate of pay for his/her designated job classification at the time vacation is taken. A FT employee on the 36/48 rotation will receive 42 hours of vacation for each week earned.

Section 7. If an employee is called to work during his/her scheduled vacation period he/she will be compensated for the day(s) of work and will be given another day(s) vacation or vacation pay at the Employer's option.

Section 8. If a Ft employee wishes to cash out any vacation throughout the year they may do so by submitting PTO/Vacation cash out request to management one pay period in advance of request.

ARTICLE XXIV - JURY DUTY

Section 1. The Company believes that everyone should meet his/her civic responsibility and urges its employees to accept jury duty when summoned. In order that such service does not create financial hardship, employee-jurors will receive regular pay for the time missed, less the fees received from the Court. A report of such fees must be presented to the Supervisor at the conclusion of the absence in order that pay adjustments can be made. The Company agrees to follow the stated requirements listed in the Judiciary Law Section 519,521.

Section 1A. The payment provided above shall be limited to a maximum of five (5) shift days per year.

Section 2. Employees will be expected to report to work on those days when their presence as a juror is not required. The Company may require verification of the dates and times of an employee's jury service. If an employee is relieved from the court duty at a time when there are more than four (4) hours remaining on the shift, the employee shall call the departmental Supervisor for the purpose of determining whether the Company desires the employee to complete the shift. The Company shall not pay any employee who is not available to complete their shift because of jury duty.

Section 3. Employees called into replace an employee serving on jury duty shall be guaranteed four (4) hours of work.

ARTICLE XXV - UNIFORMS

The company will provide all newly hired PT employees with two (2) polo's, two (2) pairs of navy blue pants, one (1) pair of leather work boots and one (1) job shirt.

Upon completion of six (6) months of probation all employees will begin to accrue \$.20 of clothing allowance for each hour worked not to exceed \$450.00 per year. This allowance may be used annually on their hire date to order or be reimbursed for uniforms for use at Guilfoyle.

FT employees will receive \$450.00 annually for clothing allowance.

Any unused clothing allowance will be carried over not to exceed a running total of \$250.00.

Uniform allowance is available annually on the employees date of hire or as needed at the discretion of management.

Employees may order uniforms through Guilfoyle or purchase on own and be reimbursed through payroll.

All polo's and job shirts purchased with this allowance must have the approved Guilfoyle logo on the chest, Guilfoyle on the back if appropriate (job shirts) and is the property of Guilfoyle. Any clothing with the Guilfoyle logo or patch is to be worn while working at Guilfoyle and shall be returned to Guilfoyle upon request, resignation or termination of employment.

All clothing must comply with the companies clothing policy.

ARTICLE XXVI- TUITION REIMBURSEMENT

Section 1. It is agreed that Guilfoyle will offer recertification twice per year for the following, ACLS, PALS, and CPR.

Section 2. Notwithstanding the provisions of Section 1 above, if the employee is affiliated with another service, the Employer will only provide educational reimbursement if the course is not reimbursable by the other service with which the employee is affiliated. For CME hour's, only one agency can reimburse/compensate the employee for time spent training. Employer reserves the right to request verification.

Section 3. Employer agrees to pay employees for hours spent completing their CME refresher training. Hour paid will be limited to the number of hours required to refresh their level of care in NYS and will be for the three year period of the refresher.

Employees must be actively working at Guilfoyle and participating in the Guilfoyle CME refresher program, and must submit the CME packet through Guilfoyle.

Employees must be in uniform for training at Guilfoyle and are available to be pulled for emergency calls if need be during training.

Employees may attend outside training but it shall be pre approved by management and must be for hours that are eligible for the CME program under the NYS Guidelines. Certificates and proof of training must be submitted to Guilfoyle before any hours will be paid.

ARTICLE XXVII- HEALTH, DENTAL INSURANCE and SEBF Disability Insurance

Section 1. Eligibility: All full-time employees and part time employees that qualify under the ACA standards shall be eligible for coverage.

Section 2. Cost of Coverage: For the term of this agreement, the employees' contribution on health insurance premiums shall be 20% for all grandfathered employees (employees currently paying 30%). Any increases set forth by the insurance carrier may cause an increase to the rates; however, the employee's responsibility shall be maintained at twenty percent (20%) for the life of this agreement. Newly added full time and eligible part time employees shall have a 30% contribution to the health insurance premiums (employees enrolling after the ratification of this contract). All employees will be responsible for 40% of the respected deductible. Employer will be responsible for the first 60% and employees are responsible for the last 40%.

Section 3. Change of Benefits: All benefits are subject to the provisions of the policies and the Employer will not be responsible for changes imposed by an insurance carrier in benefits, co-pay or deductible.

Section 4. Scope of Employer's Responsibility: The Employer's responsibility is limited to the payment of the Employer's portion of necessary premiums to purchase the insurance above. The Employer has no liability for the failure or refusal of the insurance carrier to honor an employee's claim or to pay benefits, and no such action on the part of the insurance carrier shall be attributed to the Employer or constitute a breach of the collective bargaining agreement by the Employer. Under no circumstances shall the Employer be responsible

for paying any benefits under this Article. No dispute arising or relating to this Article shall be subject to the grievance and arbitration procedures herein, except that the Employer has failed to pay the premiums required to purchase and/or maintain the insurance coverage.

Section 5. Part Time employees become eligible for health insurance under the ACA standards when the average number of hours worked over 12 consecutive months meets or exceeds an average of 30 hours per week. This is calculated on the employee's anniversary date following the first full year of employment and annually on January 1st. If at any time the ACA standards change this language too shall change.

Section 6. Vision Care Program: The Employer will provide a Vision Care Program for full-time employees and their eligible dependents. The plan will be with Vision Works or a comparable plan and is at no cost to the employees.

Section 7. A full-time employee who voluntarily does not enroll in both the Employer provided Medical Insurance Plan and the Employer provided Dental Insurance Program shall receive from the Employer twenty five dollars (\$25.00) each week.

Section 8. SEBF Disability Insurance Weekly Disability: The Employer agrees to perform payroll deductions for all bargaining unit members who wish to voluntarily participate in the Service Employees Benefit Fund's Weekly Disability Benefit. Such payroll deductions shall be forwarded to the Service Employees benefit fund no later than the 15th of the month following the month such premiums have been deducted from the bargaining unit member's pay.

Service Employees Benefit Fund (SEBF) is administered pursuant to the provisions of an Agreement and Declaration of Trust and policies, rules and regulations established by the various Trustees. Such Agreement and Declaration of Trust, rules, regulations and policies including a Collection Policy, together with any restatement or amendments thereto, are incorporated herein by reference as it fully set forth herein. This Agreement and Declaration of trust, the Funds Collection Policy and all other rules, regulations and policies of SEBF govern and supersede any inconsistent provision of this Agreement.

ARTICLE XXVIII- MANAGEMENT RIGHTS

Section 1. Except as expressly modified or restricted by terms of this Agreement, in order to operate its business, the Employer retains the exclusive right to manage the business, to direct and control the company and its work force, and to make any and all decisions affecting the business, whether or not specifically mentioned herein, whether or not heretofore exercised, including but not limited to the following.

- A. The right to hire, promote, demote, layoff, assign, transfer from one job classification to another, suspend, discharge and discipline employees for cause, select and determine the number of

employees, and to otherwise direct and schedule the working force, including a determination of when overtime shall be worked.

- B. The rights to (1) install or remove equipment; (2) To subcontract nurses only. The Employer recognizes its obligation, under applicable law, to bargain with the Union over the effects of subcontracting; and (3) to discontinue the operation of the business by sale or otherwise, in whole or in part at any time.
- C. To determine the methods, procedures, materials, and operations to be utilized in the performance of the work and/or to make operating decisions necessary for the efficient and economical operation of the facilities and equipment, including the right to change the work week, the number of hours normally worked during this week, the length of the work day, the hours of work, the beginning and ending of each shift or assignment, and the number and manner of shifts to be operated.
- D. To promulgate and enforce rules and regulations.
- E. To change, combine or abolish job classifications and to determine the job content and qualifications.
- F. To set standards and methods of employee evaluations.
- G. To discontinue or recognize any department or branch of operations with any consequent reduction or other changes in the work force.
- H. To introduce new and improved methods of facilities regardless of whether or not the same will cause a reduction on the work force, and in all respects to carry out, in addition, the ordinary and customary functions of management, except as specifically abridged, altered, or modified by the terms of this agreement.

Section 2. Supervisory and managerial personnel may perform bargaining unit work as is currently performed including, but not limited to responding to emergencies, and/or maintaining their national, state and local licenses in certification. Supervisory and managerial personnel may not be assigned to work additional shifts, extra work, overtime and special events unless qualified bargaining unit personnel are unavailable or do not agree to perform the work. Bargaining unit work may only be performed by supervisory and managerial personnel if it does not result in displacement or replacement of bargaining unit employee(s) from their normal work schedule. Management must make a reasonable effort to fill bargaining unit work with a qualified bargaining unit employee, including but not limited to the back-filling of bargaining unit work.

Section 3. Selection of supervisory personnel shall be the sole responsibility of the Employer and shall not be the subject of grievance or arbitration.

Section 4. Every two (2) weeks or as needed, Union officers, Stewards and Local200U Representatives shall meet with Guilfoyle management for the purpose of discussing labor/management related issues.

ARTICLE XXIX- SAFETY COMMITTEE

Section 1. No employee shall be required to work under hazardous conditions or with unsafe equipment which would be hazardous to him/her or their co-workers, or to a patient's health and safety. Weather conditions are not hazards for the purpose of this provision in as much as employees are obligated to transport patients during inclement weather conditions, especially winter storms.

Section 2. Company paid immunization; The Employer will pay for the cost of any immunizations received by employees for communicable diseases related to their employment. No request will be unreasonably denied.

Section 3. Safety Committee: A Safety Committee will be formed, to review standards for safety and health, equipment, operations, dispatch, communications, infection control, and other safety matters that may arise. The committee will make recommendations to the Employer, which they will respond to.

Meetings will be held monthly, unless otherwise agreed to. Minutes will be taken and posted on the employees' bulletin board.

The employer will endeavor to schedule committee members to work on the days that the meetings are scheduled and attendance shall be considered as part of the regular job duties of the committee member. If a committee member is called in especially to attend a meeting of the committee, he/she will be paid their regularly hourly rate for attendance at the meeting.

Section 4. Safety Committee Members: The Safety Committee will consist of two (2) management personnel and two (2) bargaining unit personnel. The bargaining unit members shall be appointed by the membership. Any employee or management personnel may attend the meetings as non-voting members. Each bargaining unit member shall serve a term of twelve (12) months and may be reappointed with no limit on the number of terms.

Section 5. It shall be the option of the driver to refuse to operate any vehicle which the driver feels to be unsafe.

ARTICLE XXX- EMPLOYEE ASSISTANCE PROGRAM

Guilfoyle currently has retained Northern Employee Assistance Service for use by all employees, for any situation they feel they need assistance with.

The Employee assistance Program will help employees of Guilfoyle and their dependants by providing CONFIDENTIAL assessment and referral to the appropriate professional services needed.

This is a no cost program for all employees and their dependants to benefit from when needed.

ARTICLE XXXI- AGREEMENT SUBJECT TO APPLICABLE LAW

In the event any State or Federal applicable law or court or administrative order or regulation is or shall be in conflict with any provision of this Agreement, the provision in such conflict shall become invalid and unenforceable, but such invalidity or unenforceability shall not impair or effect any other term or provision of this Agreement.

ARTICLE XXXII- EFFECTIVE DATE, DURATION AND TERMINATION

This Agreement shall become effective as of 30th day of August, 2019 and shall remain in effect until June 30, 2022 and shall continue from year to year thereafter unless either party serves a written notice on the other not less than sixty (60) days prior to the expiration date specifying a desire to terminate or modify this Agreement.

Retro Activity - \$1.00 for every hour worked, since the expiration date of June 30, 2019

Changes to Pay and health benefits contributions will become effective the first full pay period following the ratification of this agreement.

FOR THE UNION

FOR THE EMPLOYER

BARGAINING COMMITTEE:

APPENDIX "A"

Job Class	New Hire	7/2019	7/2020	7/2021
Basic EMT	\$13.46	\$15.72	\$16.23	\$16.75
Advanced EMT	\$14.45	\$16.79	\$17.33	\$17.89
Critical Care EMT	\$15.46	\$18.39	\$18.98	\$19.59
Paramedic	\$19.33	\$21.90	\$22.61	\$23.34
Call Taker	\$14.45	\$16.79	\$17.33	\$17.89
Dispatcher	\$15.46	\$18.39	\$18.98	\$19.59
Coach	\$13.61	\$16.55	\$17.08	\$17.64
Billing Clerk	\$15.46	\$18.39	\$18.98	\$19.59
Mechanic	\$18.53	\$27.43	\$28.32	\$29.24

APPENDIX "B"

COMMITTEE ON POLITICAL EDUCATION

(C.O.P.E.)

"Upon receipt of written authorization from an employee, the Employer shall, pursuant to such authorization, deduct from the wages of the employee, a sum specified in said authorization, and remit same for SEIU Committee on Political Education (COPE). The Union shall provide a standard voluntary COPE Deduction Authorization Form for this purpose. A Union member may withdraw their authorization at anytime, provided the employee notifies the Employer in writing of this withdrawal, with a copy to the Union."

FOR THE UNION

Scott Phillips
De Oair

FOR THE EMPLOYER

Bruce G. Smith

BARGAINING COMMITTEE:

Thomas

John Call

Paul Carpenter

[Signature]

FOR THE UNION

FOR THE EMPLOYER

Scott & Kelly
L. Davis
David Permen.

Bruce G. Smith

BARGAINING COMMITTEE:

Thomas
Paul Carpenter

Joseph Calf