

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

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

WHEREAS the Parties are subject to a Collective Bargaining Agreement with effective dates of January 1, 2023 through and including December 31, 2026.

WHEREAS the Employer has notified the Union of the acquisition of Northern Dutchess Paramedics located in Rhinebeck, New York effective the 1st day of October, 2025.

COME NOW the Parties hereto mutually agree to the following:

1. Effective immediately, the current bargaining-level employees of Northern Dutchess Paramedics (NDP) will become employees of Empress Ambulance Service, within the North Division, at their current certification level, and the EMT's Paramedics and Dispatchers will be recognized under Article 1 of the current Collective Bargaining Agreement. These members shall be referred to as acquired employees herein.
2. The Employer shall provide opportunities for the IAEP Local 20 Executive Board to travel to the stations within the new coverage area during working hours to speak with the membership.
3. All terms and conditions of the Collective Bargaining Agreement shall become effective for the employees recognized unless specifically referenced herein.
4. Acquired employees will maintain their current level of seniority from their most recent date of hire with Northern Dutchess Paramedics and be entered into the current Empress seniority list based on those dates of hire, or dates of upgrade for paramedics. This seniority date will apply to all relevant sections of the CBA which reference seniority or annual allowances (i.e. raises, uniform stipends etc.).
 - a. In the case of employees who worked for both Empress and NDP, they will maintain their highest level of seniority between the two entities
 - b. Employees of Northern Dutchess Paramedics who previously voluntarily or involuntarily separated from employment with Empress will be offered positions, and no prior disciplinary records or actions shall be utilized during this transition except for cases of moral turpitude, as mutually agreed upon by the Union and Management.

5. Article 7, Section 7.07 Holdovers and Mandations shall be amended to increase the call-out threshold for Holdovers as follows:

	Day shift	Night Shift
Mon-Fri	7 8	5 6
Sat & Sun	5 6	4 5

6. Acquired employees shall continue their current health care coverage through November 30, 2025, and will transition to the Empress benefit plans on December 1, 2025. Employees will be eligible for all benefits as outlined in Article 11 of the CBA effective December 1, 2026. Empress shall conduct 2 open enrollment sessions for all available healthcare benefits for all effected employees. One will be held for the transition to December 1, 2025 benefit plans and the second will be for the January 1, 2026 period. The Employer will communicate with all effected employees on both open enrollment periods.
7. All acquired shifts and workstations will be added to the Permanent and electronic schedules. Transport-only or blended transport/911 units in this region will be considered entry-level (qualifying for the SSM Minimum outlined in Section 7.14 of the CBA), and all dedicated 911 workstations will be considered "Outside Systems."
8. All employees will be notified of the Empress permanent bidding system, as well as the requirements and benefits for each employment status (Full time, part time, per diem). The permanent schedule for all acquired and maintained shifts will be posted immediately, and acquired members will follow the monthly schedule outlined in Section 7.02 of the current CBA if they choose to change shifts permanently.
- Acquired employees will be exempt from the 3 months of employment requirement for holding a permanent schedule, outlined in Section 7.02 of the CBA.
9. Acquired employees wishing to work in the other Empress regions or systems shall complete a short orientation and fulfill all requirements set forth by the QA department to be cleared for that region, and any individual outside systems within it. Likewise, existing Empress employees wishing to work at any of the acquired shift locations, shall complete a short orientation and fulfill all requirements set forth by the QA department to be cleared for that region, and any individual outside system within it.
- Any system-wide restrictions on individuals in effect at the time of acquisition will remain in effect after acquisition

10. For the first six (6) months after acquisition, there shall be no seniority preferential given for permanent shifts permitted at any of the Empress locations.
 - a. Seniority Preferential is defined as: an employee originally from a different region, getting a shift bid over someone originally from the shift's region, due to overall seniority.
 - b. Example: Westchester-hired EMT (Seniority date 1/1/17) and NDP-hired EMT (seniority date 1/1/18) bid on a 911 shift in Livingston. In this case, the NDP-hired EMT would get the shift despite having less overall seniority.
 - c. Note: This does not prevent members from bidding on or obtaining shifts within new regions, just protects members from being outbid on the shifts they are most familiar with during this time frame
11. Acquired employees in the NDP region will have first choice for overtime shifts in that Region based on DOH or DOU and vice versa for the first six (6) months.
12. Acquired employees will be paid wages in accordance with the Collective Bargaining Agreement and any Memoranda of Understanding in place at the time of the transition.
 - a. A compression will be applied to ensure that rates of pay are commensurate with seniority outlined in item #4 of this MOU
 - b. Major discrepancies in rates of pay will be addressed on a case-by-case basis
 - c. The Years of Service stipend outlined in Section 10.04F shall apply only to experience obtained prior to the date of hire with Northern Dutchess. The employer will obtain information from Northern Dutchess regarding prior experience claimed on the original job application and apply the experience credit as appropriate.
13. Acquired employees will begin accruing additional PTO and Sick time into their banks at the time of their acquisition at the rates agreed upon in the CBA Section 11.07, based on their overall seniority and status. Acquired employees from NDP requesting time off for the next 90 days will be approved regardless of available PTO in their banks providing the time off stays under the PTO pool cap listed in Section 15 of this MOU.
14. The employer will work with the operations team from Northern Dutchess to determine any pre-scheduled vacations of acquired members. Vacations previously approved by Northern Dutchess for 2025 shall be honored. Any additional vacation requests shall be considered in accordance with Section 7.10 of the CBA.

15. The PTO Pool outlined in the CBA Article 11, Section 11.07C shall be adjusted as follows:

	Westchester/Bronx	Montefiore	North	West
EMT	336	48	288	48
Paramedic	96	48	144	48

SCT/CCP	52	N/A	40	N/A
Dispatcher	40	N/A	40	40

16. EMT's working the Northern Dutchess region must meet the following qualifications to work in the Division:

- a. Valid NY State issued EMT license
- b. Valid issued driver's license
- c. Valid CPR card.

17. Paramedics working in the Northern Dutchess region must meet the following qualifications to work in the Division:

- a. Valid NY State issued Paramedic License
- b. Valid issued driver's license
- c. Valid CPR Card
- d. ACLS certification
- e. PALS certification
- f. Hudson Valley MAC
- g. Westchester MAC

18. Acquired employees will be sized for and provided with Empress uniforms, in accordance with Section 8.04 of the Collective Bargaining Agreement. These uniforms shall be provided within the first sixty (60) days of acquisition, unless prevented by an external force (such as delays caused by the uniform supplier).

19. Any existing drive cams from Northern Dutchess will have audio functionality disabled immediately and be removed from all vehicles within thirty (30) days of the transition. The employer will place acquired vehicles into compliance with Section 12.08 of the CBA (Vehicle Safety Cameras) as soon as they are capable of doing so, based on the supply from the manufacturer and availability of the installation technicians.

20. This Memorandum of Understanding shall be construed in accordance with all federal, state, and local laws and statutes. Should any court of law or governing agency find any term or clause of this Memorandum invalid under the prevailing law, then only that term or clause shall be omitted from enforcement and all other terms and conditions shall remain enforceable. The parties agree to meet and bargain successor language for any term or clause deemed invalid within thirty (30) days.

21. This Memorandum of Understanding constitutes the entire agreement between the parties concerning the matters contained herein. No modifications, amendments or

waiver of any of the provisions of this Memorandum of Understanding shall be effective unless approved in writing by both parties.

22. This memorandum of Understanding shall become effective upon written execution of the Agreement and signed by both parties.

Mike Minerva

For Empress Ambulance Service, **Michael Minerva, Sr.**

2025-10-29

Date

Scott Holland

For Empress Ambulance Service, **Scott Holland**

2025-10-20

Date

Jen McSorley

For IAEP Local R2-20, **Jennifer McSorley**

2025-10-20

Date

Shonna Falcone

For IAEP Local R2-20, **Shonna Falcone**

2025-10-20

Date