

MEMORANDUM of UNDERSTANDING

BETWEEN

EMPRESS AMBULANCE SERVICE

AND THE

**INTERNATIONAL ASSOCIATION OF EMT'S AND PARAMEDICS
IAEP LOCAL R2-20**

Temporary Revision to Schedule Bid Process

This Memorandum of Understanding (hereinafter the "MOU") is made and entered into between Empress Ambulance Service (hereinafter the "Company") and the International Association of EMT's and Paramedics/IAEP Local R2-20 (hereinafter the "Union"). The Company and the Union are referred to hereinafter collectively as the "Parties."

WHEREAS, the Parties have entered into a Collective Bargaining Agreement ("CBA"), covering rates of pay, rules, and working conditions of various bargaining unit employees employed by the Company; and

WHEREAS, Section 7.02 of the CBA provides for a monthly bid process covering employee work schedules; and

WHEREAS, the Parties desire to temporarily implement a bi-monthly bid process for purposes of determining the benefits that such a process may provide to the employees and the Company.

NOW, THEREFORE, the Parties agree to the following:

1. This MOU will apply to the Shift Bids effective September 1, 2026.
2. For purposes of this MOU, the following provision in Section 7.02 of the CBA will be revised as follows:

Permanent Schedule Bid – Full- and part-time members may hold a permanent schedule after they have completed three (3) months of service from their Date of Hire or Date of Upgrade (for paramedics). Once approved, members may maintain these shifts indefinitely, unless otherwise specified in this agreement. The permanent schedule will be revised bi-monthly, and members may bid on desired shifts and drop undesired shifts throughout this time period, using the employer supplied shift bid form. The employer may designate certain shifts as "FTO shifts," which will not be available for bidding, and which will be clearly delineated on the permanent schedule. All permanent shift bids

must be submitted by the member on the shift bid form by no later than 0800 hours on the last Monday of the month prior to the next bi-monthly bid period. The Employer will post copies of the bi-monthly permanent schedule on the following Tuesday on the electronic scheduling system by 1700 hours. Members on an approved leave of less than forty-two (42) days may bid on shifts only if the member has a set return to work date.

Monthly Schedule Bid – A bi-monthly bid shall be performed in conjunction with the posting of the permanent schedule. Per diem members must submit bids for their desired bi-monthly-shifts on the bi-monthly work schedule no later than 0800 hours on the Friday after the permanent schedule has been posted (See Section 6.11). Full- and part-time members may likewise submit requests for extra shifts and/or overtime no later than 0800 hours on the Friday after the permanent schedule has been posted. These per diem and overtime requests shall be processed and posted on the Electronic Schedule System no later than 1700 hours on the Friday following the posting of the permanent schedule. Remaining shifts will be made available on a first-come first-serve basis for the remainder of the monthly scheduling period.

3. This MOU may be terminated at the written request of either party provided that any request to terminate must be received at least 20 days prior to the end of the then current bid period in order to provide sufficient time to return to a monthly bid process.
4. In the event of termination the bid process will revert to the process provided in the current CBA.

IN WITNESS WHEREOF, the Parties hereto execute this Memorandum of Understanding effective this 11 day of August, 2026

FOR THE COMPANY

Scott Holland

DATE 2026-08-11

FOR THE UNION

Jen MacSorley

DATE 2026-08-11

George LeBrou

DATE 2026-08-11