

**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 July 12, 2018 through and including December 31, 2021, with an extension of the Collective Bargaining Agreement to December 31, 2022, and the Parties have entered into successor negotiations.


WHEREAS the Parties have reached a Tentative Agreement on a successor Collective Bargaining Agreement on January 25, 2023.

WHEREAS the Parties have identified the need to address the grandfathering of Darin Baia and Care 2 U employees.

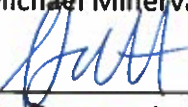
COMENOW the Parties hereto mutually agree to the following:

1. Effective upon ratification and execution of the negotiated Collective Bargaining Agreement, Daryn Baia will be indefinitely grandfathered into his permanent shift at Yorktown.
2. Any employee who is currently employed by Care 2 U will be permitted to retain that employment and will not be subject to the “do not compete” provisions of Article 8, Section 8.10.
3. 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.
4. 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.

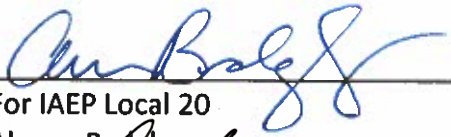
5. This memorandum of Understanding shall become effective upon written execution of the Agreement and signed by both parties.

  
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For Empress Ambulance Service  
Michael Minerva Sr.

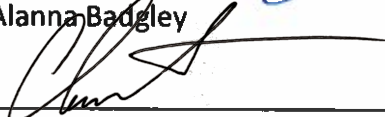
Date: 2/8/23

  
\_\_\_\_\_  
For Empress Ambulance Service  
Scott Holland

Date: 2/8/23

  
\_\_\_\_\_  
For IAEP Local 20  
Alanna Badgley

Date: 2/8/2023

  
\_\_\_\_\_  
For IAEP Local 20  
Chris Dineen

Date: 2/8/23