

**Allina Health EMS / IAEP Local 167
2020-2021 Negotiations**

The following tentative agreements have been reached by Allina Health EMS and IAEP Local 167.

Tentative Agreements Reached on December 4, 2020:

1. **Letters of Understanding:** See Exhibit A.
2. **Job Descriptions (Section 19.1.2):** The parties agreed to modify Section 19.1.2 of the collective bargaining agreement as follows:

19.1.2 Available ~~in all report to work locations~~ electronically for staff.

3. **EMS Education (Section 17.1.3 and Section 17.2):** The parties agreed to modify the Section 17.1.3 and Section 17.2 of the collective bargaining agreement as follows:

17.1.3 At least 16 hours of annual training shall be offered for paramedics and EMT's. At least 8 hours of the EMS-specific training (which would not include, for example, compliance, ERTU, etc.) will be classroom training or interactive online training as defined by the NREMT. Employees shall be paid for time spent in the 16 hours of annual training regardless of whether it is conducted in-person or online.

17.2 Classroom sessions shall ordinarily be no less than four (4) hours, but may be less than four (4) hours for emergent circumstances. Interactive online sessions will ordinarily be no less than two (2) hours.

4. **Rules and Policies (Section 22.1 and Section 22.2):** The parties agreed to modify Section 22.1 and 22.2 of the collective bargaining agreement as follows:

22.1 Reasonable rules and policies shall be developed with input from Labor Management Committee.

22.1.1 Management shall electronically send a copy of changes in polices and work practices to the Union at least ten (10) business days prior to implementing any changes to and, if necessary, meet and confer with the Union during that 10-day period prior to implementing any policy.

~~**22.1.2** Confirmation of the electronic notice shall be verbal contact to one of the Union Board Officers.~~

~~22.2 Management will give the Union Board Officer ten (10) business days' notice of changes in policies and work practices.~~

~~22.2-11.2~~ If the Union desires a review of the proposed policy by the LMC Committee, a request for such review must be made within ten (10) business days of notice. Exception might include changes due to safety and/or legal issues.

5. **Uniforms (Section 27.4 and New Section 27.7):** The parties agreed to modify Section 27.4 and add a new Section 27.7 to the collective bargaining agreement to address uniforms for dispatch employees on probation as follows:

27.4 A specific list of required items and approved options will be held by the company. Select employees may obtain approved options up to \$175.00 annually. All option purchases must be made before December 1st of each year. There will be no carryover of option dollars from one year to the next. Dispatch staff must successfully complete training or probation before the \$175 may be utilized.

27.7 Dispatch Staff shall receive the same allotment of uniforms as non-benefit eligible dispatchers except for the winter coat (see Exhibit A – Uniform Grid) until they have cleared their probation period or have successfully completed their training. Upon completion of their probation period or training, employees will be provided the remaining uniform items.

6. **Buffalo/Cambridge Casual EMT and Paramedics (New LOU):** The parties agreed to replace LOU #1 with a new letter of understanding modifying LOU #1 as described in the attached Exhibit B.

Tentative Agreements Reached on January 4, 2021:

7. **Seniority and Job Changes (Section 12.3):** The parties agreed to modify Section 12.3 of the collective bargaining agreement to allow for a partial transfer of seniority as follows:

12.3 Any employee who changes job classifications will have their seniority “date of hire” changed to the first day of employment in the new classification. If an employee moves to a higher paid job classification the employee will get credit for 25 percent of their seniority from the employee’s prior job classification in the new higher paid classification (including Paramedic to Dispatcher and Dispatcher to Paramedic). If an employee moves to a lower paid job classification, the employee will get credit for 50 percent of their seniority from the employee’s prior job classification in the new lower paid classification. Classifications will be defined as lower or higher paid based on the top hourly step for each classification.

8. **Wage Step and Job Changes (Section 32.1.5):** The parties agreed to modify Section 32.1.5 regarding wage step placement following job transfers as follows:

32.1.5 Transfers Between Job Classifications. Classifications will be defined as lower or higher pay based on the top hourly step for each classification. Employees transferring from a lower to a higher pay classification will be placed at the step on the higher scale which has the hourly rate closest to the employee's wage rate on the lower scale without going under; ~~employees would not advance steps until warranted by their years of service in the higher classification; employees who are not eligible for step advancement will be entitled to the annual increase to the wage scale, if any.~~ Employees transferring from a higher to a lower pay classification will be placed at the step on the lower scale which has the hourly rate closest to the employee's wage rate on the higher scale; ~~thus, (if the employee's current rate of pay exceeds the top step wage rate for the lower pay classification, the employee will be placed at the top step wage rate of the lower pay classification); employees would not advance steps until warranted by their years of service in the lower classification; employees who are not eligible for step advancement will be entitled to the annual increase to the wage scale, if any.~~ If the employee is not at the top step of the new step scale, the employee will advance steps in accordance with Section 32.1.3.

9. **Probationary Employee (Section 7.6):** The parties agreed to modify the first paragraph of Section 7.6 of the collective bargaining agreement as follows:

7.6 Probationary Employee – ~~Except for Communications Center employees, there~~There will be a recognized probationary period for new employees of the bargaining unit to Allina Health EMS of 180 days unless mutually extended by the parties for a. For Allina Health EMS employees who change job classes, the probation period not to exceed an additional in the new job class will be 180 days: or until the completion of training, whichever period of time is shorter. For Communications Center employees, there will be a recognized probationary period for new employees of the bargaining unit of ~~365 days unless mutually extended by the parties for a period not to exceed an additional 180 days. to~~ Allina Health EMS of 365 days. For Allina Health EMS employees who change job classes, the probation period in the new job class in the Communication Center will be 365 days or until the completion of training, whichever period of time is shorter.

The probationary periods described in the preceding paragraph may be extended by mutual agreement of the parties for a period not to exceed an additional 180 days.

New employees to the job class who do not succeed during the probationary period in a new job class shall be returned to their previous job class, provided that there is an open position in the previous job class.

Tentative Agreements Reached on January 15, 2021:

10. **Over-Step and Over-Scale (Sections 32.1.1 and 32.1.2):** The parties agreed to delete Section 32.1.1 and 32.1.2 from the collective bargaining agreement.

**EXHIBIT A
LETTERS OF UNDERSTANDING**

<u>LOU</u>	<u>Action</u>
LOU #1 – Buffalo/Cambridge Casual EMT & Paramedic	See Item 6.
LOU #2 – Inter-Facility / Critical Care Positions	The parties agreed to renew LOU for the duration of the successor agreement.
LOU #3 – Community Paramedic Classification	The parties agreed to renew LOU for the duration of the successor agreement.
LOU #5 – Interfacility Dispatcher Wage Scale	The parties agreed to incorporate LOU into the collective bargaining agreement and eliminate the LOU.
LOU #6 – Weekend Shift provision	The parties agreed to incorporate LOU into the collective bargaining agreement and eliminate the LOU.
LOU #7 – Special Events Roster	The parties agreed to renew LOU for the duration of the successor agreement.

EXHIBIT B

EMS/IAEP LOU #10
~~Revised: April 13, 2018~~
Effective Date: ~~April 13, [DATE]~~
Expiration Date: December 31, 2023~~0~~

LETTER OF UNDERSTANDING

Between

ALLINA HEALTH EMS

and

IAEP LOCAL 167

Subject: Buffalo/Cambridge Casual EMT ~~and~~ Paramedics

This LOU allows casual positions to be utilized in (2) two Metro operations. This will create a larger pool of interested local EMT ~~and~~ paramedic candidates for Buffalo ~~and~~ Cambridge who shall not work in areas outside that region. The parties have agreed to the following criteria for the Buffalo/Cambridge casual EMT ~~and~~ Paramedics.

~~Staff may creep to a benefited position that is restricted to the locations as outlined in accordance with contract language.~~

- 1) ~~Preferred applicants are those that have past experience in pre-hospital care as a paramedic or EMT. Applicants for such positions must be able to demonstrate they have had through past employment experience, enough hours to meet paramedic West Metro standards. EMT & Paramedics with limited or no ambulance experience will not be considered in the candidate pool.~~
- 2) Regional Casual EMT ~~and~~ Paramedic position may be utilized at both Buffalo and Cambridge at a 0.0 FTE status. However, they shall work a minimum of ~~144~~96-hours per quarter.
- 3) Buffalo and Cambridge may each post and hire ~~up to five (5)~~ 0.0 FTE EMT ~~&and~~ Paramedics to work in the hiring region.
- 4) The new 0.0 EMT or Paramedics will be a separate job class for the specific region for which they were hired; however, their seniority will accrue as part of the ALLINA HEALTH EMS overall non-benefited seniority roster.
- 5) Bidding Guidelines will be developed by the Staffing Committee and reviewed by LMC.

Settlement Agreement for a Successor Contract

Allina Health EMS (the “Employer”) and IAEP Local 167 (the “Union”) have reached this Settlement Agreement for a Successor Contract (“Settlement”) for the contract that was set to expire on December 31, 2020 and was extended through January 31, 2021. The terms of this Settlement are as follows:

1. **Wages:** The parties agreed to across-the-board increases to the base wage scales as outlined in Exhibit B of the collective bargaining agreement as follows:
 - Effective January 1, 2022: 2.5 percent increase.
 - Effective January 1, 2023: 2.0 percent increase.

2. **EMS Call Taker Wage Scale:** The parties agreed that the initial wage scale for the new EMS Call Taker position will be as follows:

EMS Call Taker												
Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
22.83	23.61	24.41	25.47	26.26	27.06	27.86	28.95	30.07	31.15	32.26	33.36	34.45

3. **Duration:** The parties agreed that the successor agreement will be effective the date of ratification through December 31, 2023.

4. Tentative agreements reached to date. (See email from the Employer to the Union dated January 15, 2021 at 3:00 PM.)

5. The parties agreed to otherwise conform the contracts to the specific agreements reached in these negotiations.

6. Except as described above, the Employer and the Union withdraw all proposals.

7. All information requests, to the extent any are outstanding, are withdrawn.

8. The Union’s bargaining committee will unanimously recommend this Settlement for ratification by the bargaining unit members.