

**LETTER OF UNDERSTANDING**

**between**

**ALLINA HEALTH EMS**

**and**

**IAEP LOCAL 167**

**Subject: New EMT Trainee Position**

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Allina Health EMS created a new job classification EMT Trainee. The parties agree that the position is appropriately included in the bargaining unit.

The parties agreed as follows:

1. EMT Trainees will be paid according to the EMT wage scale.
2. If the EMT Trainee does not become a State of Minnesota certified EMT within ninety (90) days of the employee's first day of employment, the employee's employment may be terminated. At its discretion, Allina Health may move the employee into a Special Transportation Driver or EMS Inventory Technician (EIT) position if eligible.
3. Upon successfully becoming a State of Minnesota certified EMT, the employee will receive a completion bonus. The completion bonus shall be an amount equivalent to the authorized number of study hours outside of classroom training times the employee's hourly rate at straight pay (total hours x base pay rate). The completion bonus will be paid following the employee's successful placement on the EMT National Registry and completion of their probation period.
4. At the beginning of each week, the lead instructor will notify the trainees of the number of authorized study hours outside of the classroom for that week. At the conclusion of the training program, Allina Health EMS will notify the union of the total number of outside study hours that were authorized during the course of the program.

This letter of understanding will sunset on October 7, 2022.

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AGREED TO:

**ALLINA HEALTH EMS**

**IAEP LOCAL 167**

By \_\_\_\_\_

By \_\_\_\_\_

Its \_\_\_\_\_

Its \_\_\_\_\_

Dated \_\_\_\_\_

Dated \_\_\_\_\_