

LETTER OF UNDERSTANDING

between

ALLINA HEALTH EMS

and

IAEP LOCAL 167

**Subject: Agreement on Interim Terms and Condition of Employment
for River Falls Paramedics and EMTs**

For the paramedics and EMTs added to the existing bargaining unit of Allina Health EMS employees represented by IAEP Local 167, Allina Health EMS and IAEP Local 167 agree to apply the current collective bargaining agreement in effect between the parties except as described below.

1. The employees' will be placed on the applicable wage scale based on the step that corresponds to their current rate of pay.

Employees who picked up an open, extra shift of at least eight (8) hours since January 1, 2026, based on the employee's FTE listed in Workday will receive an hourly bonus for each such extra shift as described in the parties current Temporary Holdover and Shift Bonus LOU (the LOU effective January 1, 2026).

2. The employees' seniority dates will be the most recent dates the employees were hired into what is now a bargaining unit position in Allina Health EMS – River Falls. The parties' intent is that the current practice will be maintained.
3. Section 33.2 (Advanced Trained Paramedic) will not apply.
4. Section 33.3 (Inter-Facility / Critical Care Positions) will not apply.
6. A new Section 33.6 (Wisconsin Critical Care) described in Exhibit A will apply. Changes to Allina's most recent proposal are highlighted in Track Changes.
7. Employees who purchased PTO through the Allina Health PTO Purchase policy will remain covered by the policy through December 31, 2026, but the employees will not be eligible for additional purchases.

8. The effective date of any agreement on interim terms and conditions of employment (contract sections and letters of understanding) will be the date such agreement is ratified by the union membership.

Allina Health EMS will implement any changes to the employees' current term and condition as promptly as possible. However, it may take up to 90 calendar days for certain provisions to be implemented (e.g., dues deduction, health insurance premium subsidies, etc.) and such terms will not be implemented retroactively to the effective date.

9. Sections 2.3 and 2.4 will be modified as described in Exhibit B.

AGREED TO:

ALLINA HEALTH EMS

By Timothy B. Kohls

Its VP, Labor Relations

Dated 04/09/2026

IAEP LOCAL 167

By But Horn

Its President IAEP R7-167

Dated 04/09/2026

EXHIBIT A

33.6 Wisconsin Critical Care.

33.6.1 Compensation for Wisconsin Critical Care (WCC) Job Class:

Paramedics mandated by the Employer to be WCC credentialed will receive \$1.00 per hour for all hours worked in the job classification. Additionally, WCC shall receive an additional \$1.25 per hour for hours worked while assigned to provide a qualifying paramedic transfer. WCC Paramedics shall receive a 2-hour minimum in the performance of these duties. When calls extend beyond the two hours, the employee shall be paid for actual time worked. The two-hour minimum shall not stack. If a call is canceled and a second call for WCC Paramedic skills are necessary within the initial two hours, the overall time on task or 2-hour minimum, whichever is greater, will be paid.

33.6.2 Seniority for WCC Paramedic Job Class:

911 paramedic seniority will be combined with the WCC local paramedic seniority.

33.6.3 Training and Continuing Education:

33.6.3.1 Except as otherwise described in this Section, all training will be considered hours worked as outlined in Article 17.1.2.

33.6.3.2 WCC Paramedic staff shall receive enough continuing education annually to recredential them as required by The Office of Medical Direction (OMD) and State of Wisconsin Critical Care endorsement.

33.6.3.3 WCC Paramedic staff shall operate at the OMD Advanced Trained Paramedic care level as defined in the clinical Credentialing Manual.

EXHIBIT B

- 2.3 Union Security** – All employees now employed or hereinafter employed by the employer, coming under the jurisdiction of this Agreement shall, thirty-one (31) days from the date of employment or upon implementation of the first contract, whichever is later for the individual employee, become and remain members in good standing of the Union, or alternately pay the portion of the dues and assessments that are uniformly applied to all members covered by this Agreement that relate to the Union’s representation function.

The provisions of this Section 2.3 (Union Security) shall be deemed to be of no force and effect in any State (e.g., Wisconsin) in which the making or enforcement of such a provision is contrary to law.

- 2.4 Non-Payment of Dues** – Upon written notice by the Union to the Employer that an employee is not in compliance with the preceding paragraph labeled “UNION SECURITY” of this article, the Employer shall notify within five (5) working days of the Employer’s receipt of such notice, such employee of the requirement to terminate for non-compliance. Failure by such employee to comply with paragraph labeled “UNION SECURITY” of this article within fourteen (14) days of the date of receipt of notice from the Employer, will result in termination. The Union shall indemnify and defend the Employer and it’s agents from any claims of an employee so terminated, provided, the Employer and /or its agents may retain defense at their own cost in the event of a conflict.

The provisions of this Section 2.4 (Non-Payment of Dues) shall be deemed to be of no force and effect in any State (e.g., Wisconsin) in which the making or enforcement of such a provision is contrary to law.