

UFCW Local 1189 & FM Ambulance-Sanford Health Letter of Understanding
January 24, 2020
(Community Paramedic)

The intent of this Letter of Understanding (LOU) is to outline a new employee classification titled community paramedic. This agreement is made November 24, 2019 between F-M Ambulance-Sanford Health (F-M Ambulance) and United Food and Commercial Workers Local 1189 (UFCW).

F-M Ambulance and UFCW agree to establish a community paramedic job classification separate from other job categories outlined in the Collective Bargaining Agreement and agree as follows:

1. A new job classification titled community paramedic will be established with a unique job description. Only paramedics that have completed a community paramedic training program and are eligible for state licensure are qualified candidates.
2. A wage table specific to community paramedic is created (see attachment A).
3. F-M Ambulance reserves the right to select qualified candidates consistent with Article 5 of the collective bargaining agreement. Once a candidate is selected seniority rights are applied for future work within this job classification.
4. The pattern of scheduling will be at the discretion of F-M Ambulance but will generally be times that patients typically make appointments. This is most commonly during daytime hours on weekdays.
5. F-M Ambulance will provide all the equipment necessary to complete the essential functions of the position such as medical supplies and equipment, vehicles, computers, and work space within a Sanford facility.

Dated: 1/23/20
F-M Ambulance Service, Inc.



By: Brittany Montecuollo
Its: Vice President

Dated: 1-23-2020
United Food and Commercial Workers Union,
Local 1189, Chartered by The United Food and
Commercial Workers International Union



By: Gary Morgan
Its: Union Representative

Attachment A:

Step #	Community	Paramedic
Effective	11/24/2019	4/12/2020
Start	\$22.40	\$ 22.81
1	\$22.81	\$ 23.22
2	\$23.22	\$ 23.65
3	\$23.65	\$ 24.08
4	\$24.08	\$ 24.52
5	\$24.52	\$ 24.97
6	\$24.97	\$ 25.43
8	\$25.43	\$ 25.90
10	\$25.90	\$ 26.38
12	\$26.38	\$ 26.87
14	\$26.87	\$ 27.36
16	\$27.36	\$ 27.87
18	\$27.87	\$ 28.39
20	\$28.39	\$ 28.92