

Basic Collective Bargaining Objectives

EMSPAC presents this proposal in hopes it will not only be adapted as baseline demands in upcoming EMS Labor Negotiations, but will also be supported by City, State, and National Legislation.

EMTS AND PARAMEDICS DESERVE A LIVING WAGE

1) A Pension after 20 years

Contributions are to be made by both employer and employee and managed by the State

2) Pay & Benefit Parity

with the Firefighters and Police Officers.

EMT Start Pay: \$30.00

Paramedic Start Pay: \$45.00

\$1 raise per year

3) Full Coverage & Medical Benefits

paid by the employer with dental, vision, and equitable family coverage.

4) Unlimited Sick Leave

with valid documentation.

5) Adequate PTO & Vacation

of 6 weeks per year with an additional week per 2 years worked.

6) Premium Shift Differentials

for mandation, night shifts, weekend shifts, holidays, field training and hazard pay for major incidents and all working fires.

7) Improved Longevity Pay

beginning at year 6 increasing every 2 years carrying over between garages or agencies

8) Paid Meal & Bathroom Breaks w/ Clean, Decent Quarters

at every garage. Facilities to be granted for every 8 hours worked not to be interrupted in a 30-minute bank.

9) Credential Differentials

for 911, Hazmat, Rescue, Critical Care, Community Paramedicine and Flight Medic.

10) Uniform Standardization & Allowance

A standardized uniform provided for all members, individualized Bunker Gear including boots, helmets, eye protection and all necessary respiratory PPE.

11) Educational Opportunities

for study grants, health service scholarships and bridge programs to the in-hospital care professions RN, RT, PA & MD.

12) Professionalization of EMS

of a modular EMT progression program, a Paramedic Licensure Program and relevant continuing education. A Paramedic Practitioner BA and MA degree program.

13) Maternity/Paternity Leave

12 weeks (64 days) at 100% salary for maternity and **8 weeks** (56 days) paternity, **6 weeks** (42 days) for adoption, or foster care leave – and up to **16 weeks** fully paid when combined with existing leave.

14) Death & Disability Benefit Parity

with on or off job injury insurance, 3/4 pension pay out for line of duty disability, and full transfer of pension in death to surviving spouse, child or elderly parent.

15) Wellness, Safety, & Critical Stress Relief

programs to protect members from cumulative and post-traumatic stress. A multi-tier program of confidential support for members and their families, free counseling, peer-to-peer networks, and subsidized physical fitness.