

RESOLUTION NO. 2021- 411

A RESOLUTION APPROVING A MEMORANDUM OF AGREEMENT BETWEEN THE INTERNATIONAL ASSOCIATION OF EMTs AND PARAMEDICS, LOCAL R2-074 FOR TEMPORARY TERMS OF EMPLOYMENT PENDING A FINAL COLLECTIVE NEGOTIATIONS AGREEMENT.

WHEREAS, on or about June 22, 2021, the City of Vineland (the City), by way of Resolution No. 2021-283, formally recognized the International Association of EMTs and Paramedics, Local R2-074 (IAEP), as the sole and exclusive representative for all employees employed by the City of Vineland in the position of Supervising Emergency Medical Technician (Supervising EMT); and

WHEREAS, the City and IAEP have not formalized the terms of a collective negotiations agreement but intend to commence negotiations for such in or around October, 2021; and

WHEREAS, the City and IAEP have engaged in preliminary negotiations concerning a schedule change; and

WHEREAS, the City and IAEP are in agreement with regards to the terms and conditions of employment concerning that schedule change, while negotiations for a full collective negotiations agreement are pending; and

WHEREAS, the City and IAEP wish to memorialize those terms by way of a Memorandum of Agreement.

NOW THEREFORE, BE IT RESOLVED, by the Council of the City of Vineland that:

1. All statements set forth in the preamble are hereby incorporated as if fully restated herein.
2. The Memorandum of Agreement between the City of Vineland and the International Association of EMTs and Paramedics, Local R2-074, a copy of which is attached hereto and made a part hereof, is approved.
3. All City officials and officers are hereby authorized to take any and all action which may be required or reasonably necessary to carry out the intent and purpose of this Resolution.

Adopted:

President of Council

ATTEST:

City Clerk

MEMORANDUM OF AGREEMENT

**CITY OF VINELAND
AND
INTERNATIONAL ASSOCIATION OF EMTs AND PARAMEDICS,
LOCAL R2-074**

WHEREAS, on or about June 22, 2021, the City of Vineland (the City), by way of Resolution No. 2021-283, formally recognized the International Association of EMTs and Paramedics, Local R2-074 (IAEP), as the sole and exclusive representative for all employees employed by the City of Vineland in the position of Supervising Emergency Medical Technician (Supervising EMT); and

WHEREAS, the City and IAEP have not formalized the terms of a collective negotiations agreement but intend to commence negotiations for such in or around October, 2021; and

WHEREAS, the City and IAEP have engaged in preliminary negotiations concerning a schedule change; and

WHEREAS, the City and IAEP are in agreement with regards to the terms and conditions of employment concerning that schedule change, while negotiations for a full collective negotiations agreement are pending; and

WHEREAS, the City and IAEP wish to memorialize those terms by way of a Memorandum of Agreement.

NOW THEREFORE the City and IAEP agree as follows:

1. All statements set forth in the preamble are hereby incorporated as if fully restated herein.
2. Effective September 5, 2021, or as soon as possible thereafter, all Supervising EMTs shall be assigned to a shift on a platoon schedule which shall be assigned by seniority. However, the employees may agree amongst themselves on an initial platoon assignment, provided that same is approved by the Director of the Department and Chief of the Department.
3. A shift shall consist of 12 hours and will be consistent with the scheduling pattern followed by IAEP Local R2-75, which covers EMT employees of the City of Vineland.
4. Overtime compensation shall be paid at one- and one-half times the employee's regular rate of pay for all hours worked outside of the employee's regularly scheduled work assignment.

5. Any work that is part of the employee's regular work assignment and is actually worked in excess of forty hours in a week shall be paid at one- and one-half times the employee's regular rate of pay.
6. All employees shall retain their same paid leave time as listed on the employee's pay stub until this provision is negotiated.
7. Shift differential shall be eliminated.
8. All articles contained in the Unit 3 contract shall remain in full force and effect except to the extent that they conflict with any of the above paragraphs or applicable law.
9. This agreement shall be in full force and effect unless and until the terms are re-negotiated and memorialized in a successor agreement.
10. The parties reserve the right to negotiate all of the above as well as all articles contained in the Unit 3 contract, and all other negotiable terms and conditions of employment.

By signing below, representatives of each party acknowledge that they will present same to their respective constituencies and recommend approval of same.

City of Vineland

IAEP Local R2-075

Date:

By: _____

Date:

Date: _____

Date:

Date:

Date: