Agreement Between

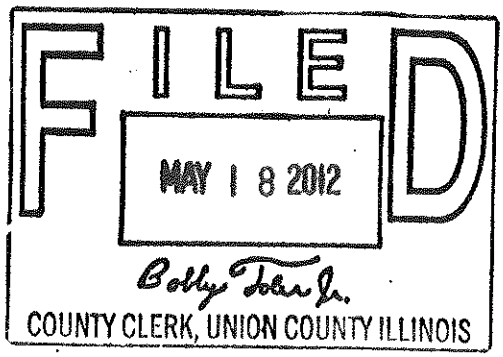
IAFF / AFFI Local 4857

Representing

Union County Ambulance Service

and

The County of Union



December, 2011 – November 30, 2013

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ARTICLE I
AGREEMENT

Agreement made and entered into by and between the County of Union, Illinois, a body politic and corporate, hereinafter referred to as "County" and the IAFF Local 4857 representing Union County Ambulance Service, hereinafter referred to as the "Union."

ARTICLE II
RECOGNITION AND REPRESENTATION COVERED

The County recognizes the Union as the sole and exclusive bargaining agent for all full-time individuals employed by the Union County Ambulance Service, excluding the Ambulance Service Director and Assistant Director, and all supervisory, managerial, and confidential employees within the meaning of the Illinois Public Labor Relations Act (5 ILCS 315).

ARTICLE III
UNION SECURITY AND FAIR SHARE

Within the limits provided by the laws of Illinois, the County recognizes the IAFF as the exclusive bargaining representative for the employees covered by the Agreement.

It shall be a condition of employment that all employees who are employed within the recognized bargaining unit shall become members of the Union or shall contribute his or her fair share for representation within 30 days of the effective date of the agreement, or within 30 days upon being hired, whichever is later.

ARTICLE IV
DUES CHECK OFF

All dues, initiation fees, and assessments levied by the Union on the employees covered by this Agreement shall be checked off from the wages of such employees from each pay check after the County received signed authorization from the bargaining unit employees to make such deductions. Any delinquent dues and/or initiation fees shall be collected by the Union. The Union shall indemnify and hold the Employer harmless against any claim, demand, suit or liability arising from any action taken by the Employer in complying.

DATE_____

I, _____, hereby authorize my employer to deduct from my wages each and every month an amount equal to the monthly dues and uniform assessment of Local IAFF/AFFI #4857 and direct such amounts so deducted to be turned over each month to the Vice President/Treasurer of the Local Union on my behalf.

This authorization and assignment shall be irrevocable for the term of the applicable contract between the union and the employer of for one year, whichever is lesser, and shall automatically renew itself for successive yearly or applicable contract periods thereafter, whichever is lesser, unless I give written notice to the employer and the union and least sixty (60) days, but no more than seventy-five (75) days before any periodic renewal date of this authorization and assignment of my desire to revoke same.

Employee Signature: _____

ARTICLE V
MANAGEMENT RIGHTS

It is understood and agreed that the County possesses the sole and unrestricted right to plan and conduct its operations and to determine the conditions of employment of its employees, except where that right is clearly, expressly, and specifically limited in the Agreement. Nothing herein shall affect the internal control authority of the County as referenced in the State Statue.

Rights which the County may exercise include, but are not limited to, the following:

1. To determine its mission, organization, budget, method of operation, and standards of service.
2. To determine the methods and means, including number and type of personnel, needed to carry out its mission.
3. To plan, direct, and control the work of employees, including the assignment of overtime.
4. To select new employees and to promote current employees.
5. To suspend, demote, discharge, or take other disciplinary action against employees for just cause.
6. To lay off employees for lack of work or funds or for other legitimate reason.
7. To introduce new or improved methods, equipment, and facilities.
8. To contract for goods and services, provided that the County will notify the Union prior to contracting out services to the extent that wages, hours or benefits of bargaining unit employees may be reduced. Upon request, the county will meet and negotiate with the Union over the impact of such contracting out.

The County recognizes the interest of the Union in any changes which affect the working conditions of employees represented by the Union, and consequently agrees to inform the Union of such changes.

ARTICLE VI
WORK WEEK, EMERGENCY RUNS, OVERTIME COMPENSATION, MANDATORY CALL-IN LIST AND SHIFT SUPERVISOR DESIGNATION

SECTION 1 – WORK WEEK: The work week shall be set as follows. Twenty four (24) hours on shift and forty eight (48) hours off for all employees.

SECTION 2 – OVERTIME: All hours worked in excess of 40 hours/week shall be compensated at the rate of one and one-half (1 ½) times the normal rate of pay. Overtime shall be distributed as equally as possible among those qualified and licensed to perform specialized tasks. In order to maintain appropriate staffing levels, it is understood that overtime is not voluntary.

A. SCHEDULED OVERTIME: All scheduled overtime shall be assigned and posted seventy two (72) hours or more prior to the dates/hours to be worked. Assignment of overtime will be determined by the licensure and skills for proper staffing, the need for supervisors or designees, and any other specific needs to provide for the appropriate operations and staffing of Union County Ambulance Service.

B. OVERTIME NOT SCHEDULED: Overtime created by unexpected circumstances such as sick leave, family emergencies, work related injuries, and other cause is to be considered "Mandatory Overtime" and it's assignment shall be determined initially by on duty personnel that will be mandated to work the vacated hours. Seniority, training, licensure, and skills will be considered for this assignment. Further assignment shall be determined by a rotating list and equal distribution whenever possible. The same guidelines for scheduled overtime shall apply for staffing with regard to other specific needs and the appropriate operation of Union County Ambulance Service. Refusals to comply shall fall under the steps of progressive discipline.

SECTION 3 – SHIFT SUPERVISOR: There shall be a shift supervisor designated by the director or his designee for each shift according to qualifications as defined in the agreement. Qualifications for shift supervisors shall include a minimum of Intermediate or Paramedic skills and appropriate licenses. Also, a shift supervisor must have the ability to perform and demonstrate proficiency in system protocols and guidelines at the ALS level of care. Shift supervisor qualifications shall be subject to change based on applicable IDPH licensure level requirements and other state and/or resource system requirements. In the absence of a shift supervisor all employees will function according to all verbal and written existing policies, protocols, and standing orders, any other issues or concerns shall be resolved by the Director or his/her designee. The Director or designee shall have the option of appointing a temporary shift supervisor if determined necessary at his / her discretion. Shift supervisor must be a full-time hourly employee.

A. DUTIES AND RESPONSIBILITIES: Shift Supervisors shall have the following duties and responsibilities:

1. Each Shift Supervisor shall have authority over and direct supervision of his or her assigned shift. In the absence of the Director or his Assistant, the Shift Supervisor shall have the authority to make binding decisions as to the operation of his or her crew, and shall otherwise enforce the orders, directives, and/or policies of the Union County Ambulance Service. All directives or orders issued by the Shift Supervisor shall have the same force and effect as if issued by the Director and/or Assistant.

2. Each Shift Supervisor shall be responsible for the maintenance and cleanliness of his or her ambulances which shall be cleaned and checked daily, and shall insure that the same are fully operational at all times. Any and all systems and/or equipment which is not fully operational and which cannot be remedied and/or repaired by the Shift Supervisor shall be immediately reported to the Director and/or Assistant.

3. Each Shift Supervisor shall likewise be responsible for the cleanliness of the Union County Ambulance Service quarters, which shall be cleaned daily, and shall also be responsible to see that all laundry used by or involving the Ambulance Service is washed and dried. Management, at its discretion, may post a list of daily duties and make changes if they are determined necessary.

B. DISCIPLINE:

1. Any employee who fails to comply with an order, directive, or policy issued by a Shift Supervisor or Management shall be subject to an incident report, that is to be written by the Shift Supervisor, and turned into management. Incident reports shall be turned into management in a timely manner. Supervisors who fail to comply with reporting duties shall be subject to disciplinary action by management. Involved employee(s) shall receive written notice of any reprimand by service of a copy of the same within seven (7) days after its issuance.
Any subsequent violations shall result in a one (1) day suspension without pay, as otherwise consistent with pertinent provisions of this agreement.

2. Shift Supervisors who fail to follow any order, directive or policy of the Director or Assistant Director of the Ambulance Service shall receive a written reprimand by the Director and/or Assistant, which shall be placed in the Shift Supervisor's personnel file. Said Shift Supervisor shall receive written notice of said reprimand by service of a copy of the same within seven (7) days after its issuance.
Any subsequent violation shall result in immediate termination and forfeiture of the Shift Supervisor designation, as well as all of the right, duties, and obligations which that position entails, as otherwise consistent with pertinent provisions of this Agreement.

C. ABUSE OF AUTHORITY: Shift Supervisors shall not abuse their authority and shall fulfill the same duties as all other employees in inspecting and maintaining ambulances, responding to calls, cleaning the Ambulance quarters, and doing the laundry associated with the Ambulance Service.

SECTION 4 – OFF DUTY CALL INS: All off duty employees who are called in for voluntary ambulance runs shall receive a minimum of two (2) hours overtime pay, with all services provided in excess of two (2) hours to be compensated as provided in Section 2 when called to work and approved by management.

ARTICLE VII
VACATION

A. Employees shall earn vacation time off as follows:

After one (1) year of service	One (1) 72-hour week of vacation
Upon completion of two (2) years of service	Two (2) weeks of vacation (one 72-hour week and one 48-hour week)
Upon completion of ten (10) years of service	Three (3) weeks of vacation (two 72-hour weeks and one 48-hour week)
Upon completion of fifteen (15) years of service	Four (4) weeks of vacation (two 72-hour weeks and two 48-hour weeks)

B. Vacation time shall be pro-rated during the first calendar year of employment and shall be based on calendar years of employment thereafter. Should an employee resign his/her position or be terminated before the end of a calendar year, vacation time shall be pro-rated for the number of months and hours actually worked during the year.

C. Employees may accumulate or carry over up to two (2) weeks of vacation time from year to year. This shall be limited to no more than two (2) weeks additional vacation time in any calendar year.

D. Vacation days may be used separately or taken in 48-hour or 72-hour work weeks. No more than three individual 24-hour shift days can be taken individually as vacation in any calendar year.

   Employees shall make every effort to give the County at least ten (10) working days notice of their request for vacation days. All vacation days that are to be used shall be by mutual consent of Employer and employee.

E. When an employee schedules a short (48-hour) vacation week, in place of a long (72-hour) week, the remaining 24-hours may be allowed to be taken at a later time. This shall be subject to management approval and based on availability as to not interfere with other scheduled vacation time. It is understood that this use of vacation time shall be with prior approval of the Director or his/her designee, and that the use of short (48-hour)

weeks so that more than three (3) individual twenty-four (24) hour shifts may be taken in one (1) year shall be allowed.

F. Vacation time requested prior to and until March 1st of each calendar year shall be scheduled based on employee seniority. Vacation time requested after March 1st shall be scheduled based on the order in which requests are received and availability.

Anytime two (2) or more employees request vacation time that conflicts with daily operations it will be resolved with management's discretion.

Management shall reserve the right to reject vacation time that conflicts with other requests or daily operations.

G. Employees may be paid up to four (4) weeks of unused vacation time at the discretion of the Director and/or the Assistant. This shall be limited to four (4) weeks in any calendar year. Any request for vacation time in pay must be submitted in writing and signed by the employee.

H. Vacation time shall be taken or paid as described in Sections C and G.

ARTICLE VIII
HOLIDAYS AND PERSONAL DAYS

A. Employees shall receive eight hour's pay per each recognized holiday. Those holidays recognized under the Agreement shall be as follows:

New Year's Day	Veteran's Day	Memorial Day
Lincoln's Birthday	Thanksgiving	Labor Day
Good Friday	Day after Thanksgiving	General Election Day
Independence Day	Martin Luther King's Birthday	Christmas Eve
Columbus Day	Washington's Birthday	Christmas Day

Any other additional days or part days, which may be observed by the County as directed by the County Board.

B. The employer and employees agree that the following holidays shall be worked through split shifts and will be assigned and rotated each year. These shifts will not be "traded" without management's approval. These holidays are as follows:

1. Thanksgiving 2. Christmas Eve 3. Christmas Day

No other holidays will be affected.

C. Said holidays will be observed on those days which are nationally recognized according to state and federal guidelines, which may differ from the traditional dates for said holidays.

D. During pay periods involving Thanksgiving and Christmas, management reserves the right to amend the work schedule to allow 112 hour pay periods for all Union employees.

E. Employees will receive eight (8) hours holiday pay at their regular rate to be collected on each pay period for holidays approved by the County Board. Holiday pay will be divided and distributed equally per pay period throughout the year.

F. Bargaining unit employees will be provided one (1) 24-hour shift period per year as a personal day. The personal day may be taken in 8-hour increments and must be approved at least one (1) 24-hour shift in advance of requested use. The Director and/or Assistant may deny a personal time request if operational needs of the Service dictate. Personal time shall not accumulate from year to year and must be taken within the year it is earned. Personal time shall be requested in writing at least ten (10) days prior to the next nearest schedule posting. Use of personal time for emergency purposes shall be requested as soon as practicable. Use of personal time for emergency purposes shall be subject to management approval; provided, however, such approval shall not be unreasonably withheld.

ARTICLE IX
FUNERAL LEAVE

In the event of a death in the immediate family of an employee, the employee shall be allowed two (2) 24-hour shift days of leave with pay. Immediate family shall mean the death of a spouse, father, mother, brother, sister, son, daughter, step-children, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, maternal or paternal grandparents, and great grandparents.

ARTICLE X
SICK LEAVE

All employees shall earn twenty-four (24) hours sick leave per month without loss of pay. Sick leave may be accumulated to a maximum of two hundred forty (240) days. Illinois Municipal Retirement guidelines will be used to determine maximum accruals and how accrued sick leave will be converted for service credit at retirement.

Sick leave shall be interpreted to mean personal illness including pregnancy related disability or illness in the immediate family or household. Sick leave may be taken only for bona fide illness or injury of the employee or employee's immediate family.

Management reserves the right to require a doctor's statement if there is any evidence of abuse or misuse of sick leave. A doctor's statement is required if an individual is absent for two (2) consecutive shifts. The doctor's statement shall state the prospective date of return to work. If abuse or misuse of sick leave is determined by management, such sick time shall not be allowed and shall be considered as an unexcused absence without pay and may be followed by disciplinary action.

ARTICLE XI
GRIEVANCE PROCEDURE

Should differences arise between the Employer and the Union as to the meaning or application of the provisions of the agreement, there shall be no suspension of work or slowdown by employees, nor any lockout by the Employer, but an earnest effort shall be made to settle such differences promptly by the following procedure:

STEP 1: The grievance shall be presented promptly so that the facts can be readily obtained. The time shall be established as within seven (7) working days of the occurrence that caused the grievance. The grievance should first be submitted to the immediate supervisor of the grievant.

STEP 2: If the grievance is not satisfactorily resolved pursuant to Step 1, the grievance shall be reduced to writing and submitted to the Director within seven (7) days. The Director shall meet with the grievant and Union Representative within seven (7) days of the receipt of the written grievance. The Director will hear the grievance and secure any other evidence he deems appropriate. Within seven (7) days of the meeting, he shall forward a written response to the grievant and Union regarding his findings.

STEP 3: If at such time the Union Representative and the Director cannot settle the matter, it shall be referred to the County Board.

STEP 4: If the grievance is not satisfactorily resolved either party shall notify the other in writing of its intent to seek arbitration within fourteen (14) days following receipt of the Step 3 written response from the Employer.

After submitting notification of an intent to arbitrate to either party, the Employer and/or the Union shall file a request to the Illinois Department of Labor to appoint an Arbitrator within the seven (7) days.

The decision of the Arbitrator shall be final and binding on both parties. Costs of arbitration shall be borne equally by the parties.

ARTICLE XII
PROGRESSIVE DISCIPLINE

Discipline shall be administered by the Director or his/her designee on a progressive basis as follows:

1. Documented Oral Warning
2. Written Warning(s)
3. Suspension (s)
    a. At the discretion of the Director or his/her designee, a suspension may be with or without pay.
4. Termination

Copies of all written documentation excluding oral warnings shall be forwarded to the Union.

Progressive steps may be suspended in cases in which the severity of the act(s) of the employee mandate stronger disciplinary action by the employer. Proof of dishonesty on the part of an employee may increase the severity of disciplinary action.

All disciplinary documentation shall remain in the employee's personnel file unless purged from said file pursuant to the grievance and arbitration process.

ARTICLE XIII
HEALTH INSURANCE

The employer agrees to provide employees covered by this Agreement Health and Welfare benefits for the duration of the Agreement, consistent with those being offered at the signing of the agreement.

The total cost of the individual employee's premium for the health insurance program shall be paid by the County. The employee shall be responsible for the first three hundred dollars ($300.00) of the deductible expense in the health insurance plan and the Employer shall reimburse said employees for any deductible above three hundred dollars ($300.00). If the employee elects family or dependant coverage, the employee shall be responsible for all premium and deductible costs associated with the family coverage.

The County reserves the right to change insurers and health plans during the course of the Agreement so long at the benefits and coverage sought are substantially similar or better than those being currently offered.

A complete copy of the health plan describing the benefits and coverage contained therein shall be supplied to the employee upon hire or upon the creation of a new or additional benefit health plan.

ARTICLE XIV
RETIREMENT

The County shall participate in the Illinois Municipal Retirement Fund and contribute the standard amount of the employees share.

ARTICLE XV
SENIORITY

SECTION 1: In all cases of decreasing or increasing the work force or for promotion, seniority shall be used as a determinant as well as ability to perform the work with proper licensure and skills.

SECTION 2: The list of employees rated according to seniority shall be attached hereto and made a part of this agreement. Anytime a new full-time union member is hired the list shall be updated within two (2) weeks.

SECTION 3: In the event of layoff, an employee with less than five (5) years seniority shall be continued on the seniority list of the county for a period of twelve (12) months from the date of the layoff. An employee with five (5) or more year's seniority shall be continued on the seniority list of the county for a period of twenty-four (24) months from the date of layoff.

SECTION 4: The term "continuous service" and "employed continuously" as used in this article shall be so construed that absence from employment due to illness, accident, family death, or other similar occurrences, or layoffs by the county due to lack of work or for other causes shall not cause a break in the meaning in the work rates or other provisions of the Agreement except as stated in Section 4 above.

SECTION 5: Regular employees, who leave the service of the county to enter the United States Armed Forces, or the service of the U.S. Maritime Commission, within 90 days from release from such service, be granted all seniority rights as if continuously employed by the county during such service.

ARTICLE XVI
TRAINING

It shall be the responsibility of each employee to maintain his/her Illinois state license. This shall include, but not be limited to, all refresher courses, competency testing, continuing education hours and any other renewal standards established by the Illinois Department of Public Health. All IDPH and resource system required training, certifications, classes, etc. shall be the responsibility of individual employees. Any employee who does not maintain applicable minimum standards as required by his/her licensure level may be subject to suspension of work privileges. Loss of licensures/certifications may result in loss of employment. The employer may reimburse individuals for mileage and/or training that is required by the Union County Ambulance Service as a condition of employment. Any reimbursement or requirement is solely as the discretion of the Director or his/her designee.

ARTICLE XVII
STEWARD

The Union President shall appoint a steward to assist fellow employees in presenting grievances to the Employer.

ARTICLE XVIII
UNIFORMS

Two (2) sets of shirts and pants shall be provided by the employer to each full-time employee. Two (2) sets of jackets and caps shall also be provided by the employer. All damaged or worn out uniforms shall be replaced as soon as practicable by the employer at the employer's expense.

The county reserves the right to determine whether and/or when seasonal uniform changes are to be made. Further, the county may designate other items of apparel that must be worn while on duty (i.e., hates, identification tags, etc.).

ARTICLE XIX
SEPARABILITY AND SAVINGS

In the event any article, section, or portion of the Agreement should be held invalid and unenforceable by any court of competent jurisdiction, such decision shall apply only to the specific article, section, or portion thereof specified in the court's decision; and upon issuance of such decision, the Employer and the Union agree to immediately negotiate a substitute for the invalidated article, section, or portion thereof.

ARTICLE XX
MISCELLANEOUS

SECTION 1 – DAMAGED PERSONAL ITEMS: Approved personal items of the employees which are damaged pursuant of the course of their employment while on duty, will be repaired and/or replaced by the employer up to an annual limit of $100 for watches and $300 for eyeglasses. The employer shall not be responsible for said repair or replacement if the damage was due to the employee's negligence. Nothing contained in the section shall restrict the county's ability to prohibit or restrict the use of personal items while on duty. The County will not be responsible for lost or stolen items.

SECTION 2 – IMMUNIZATIONS: All necessary immunizations shall be provided at the employer's expense. These immunizations are limited to those necessary to protect the employee during the course of employment.

SECTION 3 – PART-TIME EMPLOYEES: The County reserves the right to employee part-time employees for the purpose of maintaining adequate staffing levels that might be created by holidays, vacations, sick leave, etc.

SECTION 4 – SCHEDULING: The director or his designee shall post a work schedule within a reasonable time prior to the initiation of said work schedule. In no event shall the work schedule be posted less than seventy-two (72) hours prior to the initiation of the same. Nothing herein prohibits temporary changes in the schedule that might be needed because of unforeseen emergencies (i.e., injury, illness, resignation, etc.).

SECTION 5 – MILEAGE REIMBURSEMENT: Use of a personally-owned automobile must be authorized in advance. Mileage will be reimbursed at rates consistent with Internal Revenue Service Guidelines. Adjustments to the allowable IRS rates shall become effective on December 1 of each year. The authorized mileage allowance included all operating expenses such as gas, oil, and repairs precluding any separate claim for such items.

ARTICLE XXI
PROBATION

All employees hired by the employer shall serve a nine (9) month probation period from the date of hire. During said period, the employer shall evaluate the performance of the employee and may, at any time during said nine (9) month period, terminate the individual's employment upon giving the fourteen (14) days written notice.

ARTICLE XXII
MAINTENANCE OF STANDARDS

Economic benefits and work practices not set forth in this agreement and still in effect shall continue and remain in effect for the term of this agreement.

ARTICLE XXIII
NO STRIKE-NO LOCKOUT

SECTION 1 – NO STRIKE COMMITMENT: During the duration of this agreement, neither the Union nor any employee shall call, instigate, authorize, participate in, sanction, encourage or ratify any strike, work stoppage, slow-down or similar activities by any employee or group of employees or any concerted interference with, in whole or in part, the full faithful and proper performance of the duties of employment with the Employer. Neither the Union nor any officer shall refuse to cross any picket line by whoever established.

SECTION 2 – DISAVOWAL BY UNION: In the event any action prohibited by Section 1 above, the Union shall immediately disavow such action and request the employees to return to work and shall use its best efforts to achieve a prompt resumption of normal operations. Upon complying with the requirements of the Section, neither the Union nor its officers or agents shall be liable for any damages resulting directly or indirectly from activity prohibited by Section 1.

SECTION 3 – EMPLOYER RIGHT TO DISCIPLINE: Any employee who violates the provisions of Section 1 of this Article shall be subject to disciplinary action up to and including discharge and any action taken by the employer against any employee who participates in action prohibited by Section 1 above shall not be considered a violation of the Agreement and shall not be subject to the provisions of the Grievance Procedures herein except that the issue of whether an employee in fact participated in a prohibited action may be subject to the grievance and arbitration procedures herein.

SECTION 4: If any employee organization fails to comply with any order of the Court issued pursuant to the Section, the employer may institute judicial proceedings to enforce the order of the court.

ARTICLE XXIV
WAGES

All wage increases retroactive to December 1, 2010

Wage for full-time employees:

Effective December 1, 2010 – 1%

Effective December 1, 2011 – 1 1/2 %
Effective December 1, 2012 – 2%

Effective December 1, 2011 starting wages for a newly hired EMT Basic shall be $8.30 per hour (inclusive of increase listed above)

Effective December 1, 2011, starting wages for a newly hired EMT Intermediate shall be $9.00 per hour (inclusive of increase listed above)

Currently employed full-time EMT Intermediate/Paramedic shall receive a one-time hourly increase of thirty (30) cents per hour based on new training standards and IDPH requirements. This increase shall be separate and distinct from any other increases listed above. This increase will establish a seventy (70) cent differential between EMT Basic and EMT Intermediate/Paramedic and, consequently, in the future, any employee moving from EMT Basic to EMT Intermediate/Paramedic shall receive an hourly rate increase of seventy (70) cents per hour.
In addition, employees shall receive longevity increases to be added as follows:

A. Upon completion of each two (2) years of service an additional 1.25% per hour.
B. Designated Shift Supervisors shall receive an additional $100 per month, flat rate, to be divided equally on each pay period.

   Longevity is determined by years of service in the current office of service. The longevity increase is not cumulative.
C. Full time employees who take call on their day off will receive regular hourly rate per hour for a total of eight (8) hours. Full time employees who choose to work at the quarters for their shift will received their regular overtime rate of pay. The decision for the on-call rate or the overtime rate will be made prior to the date of the shift, unless scheduling conflicts do not permit it. Employees will receive the on-call rate, or the overtime rate, but not a mixture of both for the same shift. An on call employee must be close in distance, time, etc. The on call employee must report to the base when a unit leaves on a call. The on call employee is to have the same responsibilities and duties as others on duty such as check sheets, housekeeping, time clock, taking ambulance calls, etc. The on call employee shall report in person at the beginning and end of each on call shift. All on call shifts are to be preapproved by the Director or his/her designee and may be denied at the discretion of the Director or his/her designee.

ARTICLE XXV
BEGINNING AND DURATION OF AGREEMENT

This agreement shall be in full force and effect from December 1, 2010 to November 30, 2013, and shall automatically continue year to year thereafter. Either party desiring change or modification in the same shall notify the other party in writing at least one hundred eighty (180) days prior to the expiration of the agreement. Such other party must grant a meeting to the other party desiring the change within thirty (30) days after such notification. If the Agreement is not reopened in a timely manner, it shall continue in force and effect for additional one (1) year.

Due to the fact these employees provide a vital and necessary service the following procedure is hereby agreed to in the event of an impasse at the expiration of the Agreement.

ARTICLE XXVI
NON-DISCRIMINATION

It is agreed that there shall be no discrimination by the Union or the Employer against any employee or applicant for employment with respect to hiring, firing, rate of pay, work assignment, or any term or condition of employment for reasons of race, religion, color, sex, age, marital status, handicap, national origin, or veteran's status.

DATE AND SIGNED BY THE PARTIES TO THE AGREEMENT.

For the County of Union

William Bowen Jr.
Ambulance Service, Director
Date: 05-10-12

For the Union

Local 4857 President
IAFF Local 4857
Date: 5/10/12

Randy Lambdin
Board of Commissioners, Chairman
Date: 5-18-12

UNION COUNTY AMBULANCE SERIVCE
SENIORITY LIST

EMPLOYEE NAME	HIRE DATE
Roy E. Walker	01/14/87
Carrell O'Daniell	02/93
Michael Akers	09/03
Julian Lopez	02/16/04
Mark Cerny	05/15/08
Jess Dawley	06/08/09
Lance Meisenheimer	09/21/09
Greg Brown	05/17/10
Keith Bass	08/28/11
Lindsey Fadely	09/21/11
Jodi Clutts	10/11/11