

MEMORANDUM OF UNDERSTANDING
BETWEEN
FITCH-RONA EMERGENCY MEDICAL SERVICES DISTRICT
AND
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 311

Background:

The calls for service in the Fitch-Rona EMS District have averaged an annual increase of 4.6% over the last 20 years. Since the opening of the third station in 2018, the increase has been 8% in just the past seven years.

In an effort to address the rising demand for calls and increasing mutual aid requirements in the district that accompany that rise, the district is looking at different options to meet those demands.

The district recognizes it's rights as listed in 3.04 stating they may "Create, add, reduce, combine, modify, and eliminate positions within the District."

The district recognizes article 3.04, stating, "Management, supervisory, or other employees shall not normally perform work in jobs covered by this Agreement unless otherwise mutually agreed to, except under the following circumstances:

- A. The quantity of the work or the effect on the bargaining unit is minor;
- B. The work is experimental or arises as a consequence of a technological change or a change in existing practices, methods, equipment or facilities;
- C. An emergency (including but not limited to Acts of God or other disasters) or special situation or need is involved (including but not limited to covering for absences or scheduling gaps to ensure uninterrupted full-service ambulance coverage); or
- D. Employees are being trained.

The district acknowledges that regularly scheduled shift work does not fall under the listed exceptions and is proposing a mutually agreed-upon plan to add additional scheduled part-time staff.

Proposal:

The proposal is for 2 (two) designated 12 (twelve) hour shifts per week, during peak call times of 0700 to 1900.

The day of the week is subject to change

The location of this ambulance will be determined by the Chief and is subject to change.

These employees will continue to be referred to as Limited-Term Employees (LTEs) for a period of up to one year, exclusive of the references to Part-Time employees, unless otherwise mutually agreed upon in a separate memorandum

Except for participation in the State Retirement System (WRS), these employees shall not accrue benefits, as defined in the current policy, or as required by law.

Full-time staff will not be eligible to fill a vacancy in the peak-time truck staffing proposal

Full-time staff will not be mandated to fill a vacancy in the peak-time staffing proposal.

Full-time staff may be moved between stations or ambulances to accommodate peak-time staffing with an eligible crew.

Dated this ____ day of _____, 2025 with an effective date of 1 January 2026.

Fitch-Rona Emergency Medical Service District

International Association of Firefighters
AFL-CIO, Local 311

Patrick Anderson, EMS Chief

Brandon Ryan, Union Steward- Fitch-Rona EMS

Derek Johnson, EMS Commission Chair

Mahlon Mitchell, President, IAFF Local 311