



Tentative Agreement Announcement!

A Message From Your Northern California Bargaining Team Negotiating Session 6: May 5-7, 2008

The NEMSA Contract Bargaining Team made of representatives from all 21 operations/counties of the Northern California Bargaining Unit ("Core") are proud to announce that after 22 days of negotiations we have reached a deal on a contract agreement with AMR estimated to be worth over **\$190 Million dollars**, with over **\$36 million** in wage and benefit increases over the next three years.

This agreement contains increases in wages, significant improvements in healthcare premiums and coverage options, as well as working condition changes in many areas that are a great improvement over the current contract.

Cost of Living Adjustments (COLA) in the agreement will be 4% upon ratification, 4.5% in year two, and 4% in year three. The compounded increase on the COLA's alone is 13.03%. The total annual average pay increase the membership will see with steps is over 8% each year. The total increase over three years is a staggering 28% average with some getting as much as 36% compounded over the life of the contract.

Healthcare was a major issue addressed in this agreement. Individuals receive a premium share of 90/10 throughout the life of the contract. Within 1 month of ratification, family and dependant premiums shares will decrease to 85/15. In January of 2009, family and dependant premium shares will decrease again to 90/10. Total Family and dependant premium shares decrease by 50%.

Another major gain is the retention and increase in the health spending debit cards. Year one the amount funded is \$1000; \$750 in years two and three. These FSA cards offset deductible costs.

Further offsetting healthcare costs is the addition of \$500 per person (including family and dependents) per year in cost free coverage for preventative medicine such as physicals, checkups, annual exams, mammograms, and other preventative type appointments and procedures.

The agreement will soon be available at www.NEMSACORE.com. NEMSA and AMR need about a week to finalize the agreement before sending it out for your review and vote. Summaries and agreement copies will be made available to people prior to voting. Ballots will be mailed as soon as possible.

The Bargaining Team strongly recommends a YES vote on the agreement. This is the absolute best EMS contract in the country. Details and additional information will be made available soon.

The 2008 NorCal Bargaining Team