

From The President's Desk

It's hard to believe spring has sprung and summer is around the corner....enjoy the nice weather! Let me stress a few important issues that we have been dealing with.

1. When you receive a dispatch verbally acknowledge the call by saying "received". Do not say enroute unless you are in the vehicle with wheels rolling. DO NOT hit the MDT enroute until both partners are in the vehicle and you are ready to roll! If for some reason, your response is delayed; i.e. personal, restocking of equipment, patient turnover, etc. immediately convey this via your sprint phone and/or your portable. The new garmins have the ability to track when the wheels are rolling. Never delay response due to the nature of the call. If you have a concern with the dispatch nature please generate an email to Jim DeVico, Northern VP or Stacy Fagan, Control Delegate.

2. The new Garmins have been found to have problems with getting routing units to the correct location 100% of the time. Please, every time this occurs immediately notify control and get directions to the correct location. Every one of these events needs to be documented in an IR! Please also send a copy of the information in the IR directly to Stacy Fagan, Control Delegate.

3. MONOC has suspended Light Duty for all Workers Compensation. They are evaluating the program to see if it is meeting their needs. The CBA says they can put employees on light duty at their discretion. There are only a limited number of light duty positions. If this becomes a permanent practice we will be addressing it during our economic negotiations.

4. If you have not taken your written competency test online please do so ASAP! It must be done by the end of April! If you have experienced problems with the online testing please let me know!

5. Lastly, there was yet another ambulance accident last week in which one of our members was hurt. Please ensure all equipment in the back of the ambulance is restrained; o2 cylinders, suction units, MONITORS, the patient, and of course yourselves! In addition, we should not be using lights and sirens to the hospital, we need to stand together on this issue. If your BLS agencies will not turn their lights off; write an IR so MONOC can address it!

Sincerely,
Mary Daley, RN,CEN, NREMT-P
President PEMSA-NJ
IAFF Local 4610



CONTACT LIST

Mailing address:
Professional Emergency Medical Services Association of New Jersey
PEMSA-NJ, IAFF Local #4610
PO Box 8
Toms River, NJ 08754

Per Article 1 Section, D. ii. The following union representatives are currently PEMSA Executive Board Members

Mary Daley – President
Cell - 848-992-0470
Fax - 732-982-5063
Email – president@pemsanj.com

Michael Welsh – Vice President, South
Phone - 732-620-1562
Email – vp-south@pemsanj.com

James DeVico - Vice President, North
Phone - 973-886-1268
Email - devico.jim@gmail.com

Dennis Smith – Treasurer
Cell - 609-226-7730
Email – treasurer@pemsanj.com

Barbi-Lyn Chappell – Secretary
Cell – 732-580-8174
Email – secretary@pemsanj.com

Julia Gomes - Secretary
Cell - 732-558-0171
Email - jewelsgomes@gmail.com

Current PEMSA Delegates

Administrative Delegates
Ken Baker
Phone - 732-312-4207

Margaret Doyle
Phone - 732-600-7198

Brian Lowndes
Phone - 609-651-5675

Pat Gleason
Phone - 352-536-4575

Delegates
Christopher Carrieri
Phone - 732-995-8339

Theodore Cerrachio
Phone - 702-485-8204

Denise Cooney-Zajkowski
Phone - 201-264-3794

Stacy Fagan
Cell - 732-597-6806

Brian Keene
Phone - 732-267-5680

Dennis Kruk
Cell - 973-727-5343

Jennifer Purcell
Phone - 732-597-1998

Terence Whalen
Cell - 201-595-9809
Email - terence.whelen@pemsanj.com

PLEASE CONTACT THE APPROPRIATE INDIVIDUAL ABOVE WITH ANY QUESTIONS OR CONCERNS YOU MAY HAVE.

April 2015

PEMSA-NJ 4610 NEWSLETTER



IMPORTANT DATES

PEMSA-NJ Negotiations – May 12th, 2015

PFANJ Annual Convention - May 26-29, 2015

PEMSA-NJ Monthly Meeting - June 18th,
2015, 08:00 - Location TBA

August 24th-28th, 2015 - John P. Redmond
Symposium and Dominick F. Barbera EMS
Conference (Maryland)



NEGOTIATION UPDATE

On 4/20/15 a Bargaining Session was conducted with MONOC. Representing MONOC was Stacy Quagliana, VP HR, their outside labor counsel John Vreeland, their inside-house attorney Dave Shotwell and the Insurance Broker, Terrance Wall.

The PEMSA negotiating team was augmented by Mr. Dave Lang, President of the Professional Fire Fighters of New Hampshire. Mr. Lang is an expert in the area of Health Benefits. He came to us through the good offices of the IAFF, who paid for his time and transportation from New Hampshire.

The primary focus of today's negotiation session was to engage in conversation with MONOC to obtain a better understanding of their financial reimbursement concerns; and to understand the increase in overall health care insurance cost for our members.

MONOC has yet to respond to our most recent wage proposal. They promised that they would provide their analysis of the cost of our proposal and their response to the wage proposal 5 days prior to our next session, 5/12/15.

We then discussed MONOC's proposal to modify our health care coverage. When asked how much money MONOC anticipated their first proposal would net them in savings. They estimated it would be approximately \$ 750,000 per year. MONOC's lawyer John Vreeland did state that they knew full well we would not accept MONOC's first proposal, that it was only MONOC's starting point. Of course, we had no intention of accepting MONOC's first proposal. MONOC stated that their third-party insurance administrator, CIGNA, arrived at the net saving figure. Upon our request, MONOC promised to contact CIGNA to get us the breakdown of the projected saving from each proposed category.

We then discussed MONOC's overall cost for health insurance claims. MONOC's concerns are related to the steady increase in claims paid by MONOC over the last 7 years. Through Mr. Lang's analysis, we were have established that the increases were actually below industry trends.

We then had a lengthy discussion regarding how MONOC calculates its insurance premium rates. MONOC "self-insures" its medical plan. That is, they pay for all claims but pay a third party administrator (Cigna) processes its claims and allows access to its network of doctors and hospitals. To protect itself from high-dollar claims, MONOC has an insurance policy (known as "stop-loss") which pays all individual claims once they exceed \$110,000. In addition, if MONOC's total annual costs for all employees exceed approximately \$6.1 Million, then the stop-loss carrier pays the overage. This is complicated but is relevant to us because we are not negotiating against a premium set by an independent insurer. We are negotiating against MONOC's claims history and since we are relatively a small population, this amount can vary significantly from year to year. This year, unfortunately we had several members that had some catastrophic illnesses which increased the utilization of the stop-loss insurance. This year was stood out from the previous years we examined.

This led to a discussion in which PEMSA-NJ suggested a joint venture between the Union and MONOC to find ways to work together to keep costs down which would inure to the benefit of all parties. There are any number of proven "wellness" programs which could be implemented. We asked MONOC to consider asking member hospitals to render clinical care at little or no cost to PEMSA unit members. Several other ideas were discussed to help reduce claims costs. PEMSA and MONOC reviewed the average tenure years of each job category to ensure employees were employed long enough for MONOC to realize the financial cost savings as it relates to medical benefits if such plans were implemented. The company had previously provided us with a list of all field staff employees which included the job category and date of hire.

Using that data we were able to clearly represent the average tenure of employees which is outlined on page 3 of this issue.

It is clear to us that the implementation and follow through of "wellness" programs would not only improve employee health and curtail health care costs, it would also serve to reduce absenteeism. MONOC stated that they might be receptive to the formation of a committee with management and labor representation, to work on these ideas.

During this exchange of information, PEMSA-NJ requested additional data we would need from MONOC to move forward with negotiations. This information, if the company fully complies with our request, will enable us to move forward with our negotiations regarding benefits. Once the company addresses our wage and salary proposal, we will be submitting questions and requests for information regarding the company's historic financial statements and current financial condition.

In summary, it is our general feeling that we are in a strong bargaining position when it comes to countering MONOC's insurance and salary proposal. We will keep you informed of our progress.

Respectfully,

PEMSA's Negotiating Committee
IAFF Local 4610
AFL-CIO



BLS, ALS & Air all working together for the betterment of our communities. All of which are dispatched by our brothers & sisters in MONOC's Call Center (not pictured).

Grievances

Please use the following procedure in the event that you encounter an issue with MONOC management (i.e. payroll issue).

- 1) Attempt to rectify the issue yourself.
- 2) In the event that an issue can not be satisfactorily rectified between you and MONOC, please contact a DELEGATE from your division (i.e. North/South).
- 3) Explain to the delegate your situation and the pertinent facts.
- 4) The delegate will then pass this information along to the appropriate VP who can hopefully find a resolution between MONOC and you.
- 5) You will be informed of the determination that was made.



Tenure Of Employees

Category	Number of Employees	Average Tenure in years
Dispatch Full Time	31	5.7
Dispatch Part Time	2	5.5
EMT - B Full Time	88	12.8
EMT - B Part Time	108	3
Flight Medics Full Time	13	11.1
Medics Full Time	118	9.8
Medics Part Time	110	10.1
Nurses Full Time	16	8.5
Nurses Part Time	6	5.6

INFORMATION CORNER

Feel free to use the information below to acquaint yourself with some of the lesser known happenings of our local. Remember, knowledge is power!
The better we know our collective bargaining agreement, and MONOC's policies and procedures, the easier it will be to achieve future gains.



POLICY HIGHLIGHTS: 2015 - THIS IS MERELY A SUMMARY! PLEASE REFER TO POLICY & PROCEDURES UNDER THE HR INDEX SECTION OF MONOC EMPLOYEE WEBSITE FOR FULL POLICY.

Policy 214 - Driver's Abstract

1. MONOC will obtain a driver's license abstract or each potential employee during the pre-employment application process as part of the post-offer background check and annually for current employees. Potential and current employees whose duties may require them to operate a MONOC vehicle are ineligible for employment if their abstract reveals "Can Not Drive" based on a matrix (please see P&P manual for full matrix and definitions of violations).
2. If a minor or major violation is revealed in years 4 or 5 of the MVR look back that would disqualify an employee or potential applicant from employment, the employee or applicant has the option to appeal such disqualification by providing mitigating documentation to the Human Resources Department within 30 days of notification. This documentation includes but is not limited to police accident reports, court documents regarding summons, and/or documentation of attendance in a defensive driving class approved by the New Jersey Motor Vehicle Commission within the last 2 years but after the latest violation or accident. Based on the review of these documents, the Human Resources Director, the Vice President of Operations and the Vice President of Administration will meet and may mitigate the decision and grant the continuation of employment and/or the pre-employment hiring process (a decision of two of the three to mitigate the circumstances is acceptable if the third is unavailable).
3. An updated driver's abstract is required annually for all field staff and all Administrative staff that drive MONOC vehicles. All employees who operate MONOC vehicles are under a continuing duty to report to their Supervisor and the Human Resources Department any changes in their driving record, including but not limited to receiving a summons or being involved in a motor vehicle accident. Such information should be communicated by the employee within three business days following the incident. Failure to do so may result in accelerated disciplinary action up to and including termination.
4. As necessary, employees are required to sign release forms in order for MONOC to obtain their driving record. A refusal to execute such form shall result in termination.
5. If during the annual MVR report, an employee's abstract reveals any violations or accidents that would disqualify them from coverage under any of MONOC's insurance policies, the employee will be notified that they are suspended and will have 30 days to mitigate the violations or accidents as described in Paragraph 1(a) above. If within 30 days, the employee cannot mitigate the violations or accidents to the satisfaction of the Human Resources Director, Vice President of Operations and the Vice President of Administration, the employee will be terminated for failure to meet an essential job function.
6. If an employee's abstract reveals a currently suspended, revoked or non-issued driver's license, and such suspension, revocation or non-issuance is not in error, the employee will be subject to accelerated discipline.
7. All employees required to operate a MONOC vehicle in the course of their employment, must possess a valid driver's license from the state of permanent residency and must be able to meet the current insurance requirements to maintain coverage. Any attempt to disguise an employee's driving record (multiple licenses in one state, multiple state licensures, etc.) may lead to ineligibility for employment, or to termination of existing employment.
8. International Driving Permits are not considered driver's licenses for the purpose of employment at MONOC.

CURRENT CIVIL ACTION

We are currently waiting on two decisions. The first is in response to the Company's (MONOC) Motion for Summary Judgment. The Company's (MONOC) motion asks the Court to dismiss the case based on the undisputed facts learned in discovery. Of course, we (PEMSA-NJ) filed opposing briefs.

The second is in response to PEMSAs appeal on an employee's dismissal. That case is at the 3rd Circuit Court of Appeals in Philadelphia. The Court has not indicated a time frame on either decision.

Respectfully,
President Mary Daley