

# New Base Rates

SCT REGISTERED NURSE	SALARY STRUCTURE: FT / PT / PD
<b>BASE RATE:</b>	\$30.15
<i>Subject to the following Differentials:</i>	
North Differential	Add: \$6.00 per hour worked in <b>North Group</b> - Excludes MedEvac
CCRN/CFN	Add: \$1.00 per hour
MICN/RN-Paramedic	Add: \$2.00 per hour
Night Shift	Add: \$2.50 per hour
CFRN	Add: \$3.00 per hour & must be active member of MONOC Flight Team

PARAMEDIC NORTH	FT/PT/PD
<b>BASE RATE:</b>	\$20.50
<i>Subject to the following Differentials:</i>	
North Differential	Add: \$1.80 per hour worked in <b>North Group</b> - Excludes MedEvac
Experience (Capped @ 15 years)	Add: .25 cents for every year certified (must meet criteria)
National Registry - <b>FT Only</b>	Add: \$1.00 per hour
Night Shift	Add: \$1.50 per hour
Weekend Fri. 7:00 pm - Mon 7:00 am	Add: \$2.00 per hour

PARAMEDIC CENTRAL/SOUTH	FT/PT/PD
<b>BASE RATE:</b>	\$20.50
<i>Subject to the following Differentials:</i>	
Experience (Capped @ 15 years)	Add: .25 cents for every year certified (must meet criteria)
National Registry	Add: \$1.00 per hour
Night Shift	Add: \$1.50 per hour
North Differential	Add: \$1.80 per hour worked in <b>North Group</b> - Excludes MedEvac
Weekend Fri. 7:00 pm - Mon 7:00 am	Add: \$2.00 per hour worked in <b>North Group</b> - Excludes MedEvac
FP C	Add: \$2.00 per hour & must be active member of MONOC Flight Team

EMT	FT	PT	PD
<b>BASE RATE:</b>	\$10.85	N/A	\$13.25
<i>Subject to the following Differentials:</i>			
North Differential	Add: \$1.00 per hour worked in <b>North Group</b>		
Experience <b>FT Only</b>	Add: \$.50 cents for 1 - 3 years, \$.75 cents for 4 - 6 years, \$1.00 for 7 - 9 years, \$1.50 for 10+ years		
National Registry - <b>FT Only</b>	Add: \$.50 cents per hour		
Night Shift	Add: \$1.50 per hour		

CONTROL CENTER	FT	PT	PD
CALL TAKER I	\$12.00	\$12.50	N/A
CALL TAKER II	\$13.50	\$14.00	N/A
CALL TAKER III	\$16.00	\$16.25	N/A
DISPATCHER I	\$16.50	\$16.75	N/A
DISPATCHER II	\$18.50	\$18.75	N/A
DISPATCHER III	\$19.50	\$19.75	N/A

*Subject to the following Differentials:*

Controller Stipend	Add: \$1.50 per hour
Acting Crew Chief	Add: \$2.25 per hour
Night Shift	Add: \$1.50 per hour

<sup>1</sup> Subject to Article 11 (MUC) of the CBA between the parties and may be adjusted from time to time pursuant to said agreement.

MONOC/PEMSA Collective Bargaining Agreement Page 86  
 Initials: \_\_\_\_\_ Revised 3/2/2016

Please reference the next page for the President's Message



**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 PEMSAs Executive Board Members**

- Mary Daley - President  
 Cell - 848-992-0470  
 Fax - 732-982-5063  
[Email - president@pemsanj.com](mailto:president@pemsanj.com)
- Arthur Lippens - Vice President, South  
 Phone - 973-379-4299
- James DeVico - Vice President, North  
 Phone - 973-886-1268  
[Email - devico.jim@gmail.com](mailto:devico.jim@gmail.com)
- Dennis Smith - Treasurer  
 Cell - 609-226-7730  
[Email - treasurer@pemsanj.com](mailto:treasurer@pemsanj.com)
- Barbi-Lyn Chappell - Secretary  
 Cell - 732-580-8174  
[Email - secretary@pemsanj.com](mailto:secretary@pemsanj.com)
- Julia Gomes - Secretary  
 Cell - 732-558-0171  
[Email - jewelsgomes@gmail.com](mailto:jewelsgomes@gmail.com)

**Current PEMSAs Delegates**

**Administrative Delegates**

- Margaret Doyle  
 Phone - 732-600-7198
- Brian Lowndes  
 Phone - 609-651-5675
- Michael Welsh  
 Phone - 732-383-7776
- Pat Gleason  
 Cell - 352-5364575
- Delegates  
 Christopher Carrieri  
 Phone - 732-995-8339
- Theodore Cerrachio  
 Phone - 702-485-8204
- Stacy Fagan  
 Cell - 732-597-6806
- Brian Keene  
 Phone - 732-267-5680
- Jennifer Purcell  
 Phone - 732-597-1998
- Terence Whalen  
 Email - [terence.whelen@pemsanj.com](mailto:terence.whelen@pemsanj.com)

Greg Zanone  
 Cell - 973-224-9471

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

March 2016

# PEMSA-NJ 4610 NEWSLETTER



**IMPORTANT DATES**

General Membership Meeting  
 April 8, 2016 - 08:00  
 Kenilworth VFW

General Membership Meeting  
 June, 2016 - 08:00  
 Central Location (TBA)





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.

# From The President's Desk

PEMSA-NJ Executive Board, Administrative Delegates and Delegates have asked each of you to review the Collective Bargaining Agreement in detail for years. It is available on the MONOC web site under the HR header. If you have reviewed the CBA you will be familiar with the document that is attached above: Page 28 of the CBA – which is section of Article 11: Wages.

The provisions contained within our contract have been voted on and ratified by the membership of this local. The provision should come as no surprise. It is the same provision that allows MONOC to unilaterally offer bonuses. Although bonuses have been lucrative to our membership, they cause a negative overall impact on base salaries. Over the years MONOC has stated that it is better for MONOC to give bonus dollars where there are schedule problems rather than increasing overall salaries.

Prior to our first contract ratification, the membership was asked at a monthly meeting if they wanted to allow MONOC to continue with these rights. The general opinion from the membership present was that since there had not been a contract for five years, and the overall salary scale was not increased, they wanted MONOC to continue to unilaterally make that decision.

PEMSA-NJ negotiation committee and the E-Board advised against the provisions. Ultimately, based on the sentiment of the membership those provisions were drafted into the CBA. When the proposed contract was finalized, the membership in good standing was asked to review the contract in its entirety and cast their vote. The contract was ratified. Since that time there have been two additional contracts presented to the membership to ratify, with the same provisions intact. Those contracts were also ratified.

When the next contract is being negotiated and/or put to the membership for ratification, every member in good standing will have the opportunity to support and/or amend this provision.

For years, we have attempted to convince MONOC to adjust base rates and salaries to be more in line with the prevailing wages in the state. Although MONOC has refused to make the adjustment to base rates at the bargaining table, they have done so now. We can only hope that the increased base rate will attract new employees to MONOC. With that said, MONOC has utilized provisions within our CBA to raise base salaries. Any union employee below the new base rate will be raised to the same.

What are the positive attributes of the base rate increase?

The base rate increase for FT paramedics in the south is raised by \$3.00/hr.  
 The base rate increase for FT paramedics in the north is raised by \$3.30/hr.  
 The base rate increase for PT paramedics in the south is raised \$1.45/hr.  
 The base rate increase for PT paramedics in the north is raised 0.20/hr.  
 The base rate increase for PD paramedics in the south is raised \$3.50/hr.  
 The base rate increase for PD paramedics in the north is raised \$1.25 p/hr.  
 -Any employee making less than the newly established rate will be raised to that rate.

The base rates are now more competitive which addresses an outstanding concern we have had for years. Up until now union employees functioning in the same job description had different base rates from north to south. The PT and PD paramedics in the north made a significantly higher "base rate" than their counter parts in the south. This change makes base rates the same for all FT/PT/PD union employees north and south.  
 Per diem employees in the south earned \$2.25 less than the northern per diems. They now that have parity!

If you have an understanding of the CBA you know that the northern paramedics have always had a weekend differential of \$2.00/hr. PEMS-NJ has been bargaining to get the same weekend differential for the southern paramedics for years. Although MONOC did not agree that at the bargaining table they have through a bonus created parity. Paramedics regularly scheduled in the south currently receive a \$24/shift bonus for working any weekend shift.

As paraprofessional we are all concerned about the lack of paramedic coverage to the citizens of New Jersey. MONOC paramedic units are frequently being shuttered, and we routinely have prolonged response times to the patients we serve. Vince Robbins, CEO, is continually reiterating the financial reimbursement concerns the company is experiencing to the membership. Without the required paramedics to man the paramedic units, billable revenue is foregone which only compounds the financial concerns.

MONOC is well aware of the negative effect the base rate increase has on its tenured employees. Prior to the base rate increase being announced, I, as President of PEMS-NJ, verbally expressed to MONOC how dramatically the base rate would encroach the tenured union employees salary; I asked them to consider this fact before they introduced the increase, hoping they would provide a proposal to address the compression factor of the tenured employees. That did not happen. Unfortunately, as expect, this has caused discord among tenured and/or our most senior employees.

I, Mary Daley, President of PEMS-NJ, along with your E-Board, Administrative Delegates and Delegates will re-emphasize to MONOC that they should strongly reconsider salary increases for the tenured rank and file to ease the compression of salary and, in turn, demonstrate to each of you how valuable you are to MONOC's future success. In order for that to be possible it must be permissible within the collective bargaining agreement and, if it is not, PEMS-NJ and MONOC would have to come to a re-opener agreement.

I implore the senior and tenured union employees to hold your heads high. You have been loyal employees to MONOC. The future of MONOC does not depend on having the highest pay scales in the industry, although, we PEMS-NJ, will never cease in our efforts to achieve just that. The future of MONOC does depend on the retention of a highly skilled, experienced and dedicated workforce!

For the union employees that benefit from the increase in the base salary, enjoy. I am happy for you!

