



Clayton D. Banry  
SECRETARY-TREASURER

## TEAMSTERS LOCAL 223

Representing

Office, Professional, Medical, Technical, and Public Employees  
Throughout the State of Oregon and Southwest Washington.

### HEADQUARTERS

1230 N.E. 106th Avenue  
Portland, Oregon 97220-3933  
Tel: (503) 256-5995 Fax: (503) 253-2187

### SOUTHERN OREGON BRANCH OFFICE

P.O. Box 3580  
Ashland, OR 97520  
Tel: (541) 482-0675

November 3, 2016

Deborah Kafoury, County Chair  
Board of Commissioners for Multnomah County  
501 SE Hawthorne Blvd, Suite 600, Portland, OR 97214-3587

Re: Draft Ambulance Service Plan

Chair Kafoury and County Commissioners:

The International Brotherhood of Teamsters Local 223 is a labor union that represents the paramedics, emergency medical technicians (EMT's) and dispatchers employed by American Medical Response (AMR), the current emergency services provider for the County. Local 223 and AMR are parties to a collective bargaining agreement that ensures family wages and essential health and welfare benefits for the men and women who provide emergency services for the County.

Local 223 has recently learned that, due to proposed changes to the County's Ambulance Service Plan, the County intends to issue a request for proposals (RFP) from other emergency services providers. In the event the County replaces AMR with another emergency services provider, the consequences for the current paramedics, EMT's and dispatchers could be devastating. Employees could be laid off, replaced, discharged without just cause, or paid at minimum wage levels. If a replacement services provider does not offer comparable wages and benefits, the County will lose valuable and experienced medical professionals and the level of emergency care provided to residents of the County will drop.

The attached proposed revision to the County's Draft Ambulance Service Plan ensures that a replacement service provider gives hiring preference to displaced paramedics, EMT's and dispatchers. It also ensures that displaced workers who are hired by the replacement service provider do not suffer a loss in wages and benefits. This important revision is essential to ensuring that a replacement services provider does not slash family wage jobs.

Living wages and benefits are important to our community and Multnomah County shouldn't be in the business of cutting costs at the expense of family wage jobs. Maintaining the current wage and benefit package for the employees who perform emergency services for the County should be an essential component of the County's Ambulance Service Plan.

Sincerely,

  
Dave Tully

Teamsters Local 223, Labor Representative

Proposed language revisions submitted by  
Teamsters Local Union 223

ASA Plan pgs. 22 (bottom) – 23 (top)

**Preference**

and

MCC 21.425.D.2

A. If the County replaces one ambulance service provider with another, emergency medical services staffing will be maintained, at minimum, at the levels established by this Ambulance Service Plan and MCC 21.400.

B. If the County replaces one ambulance service provider with another, the replacement service provider must give preference to comparably qualified, licensed EMS providers and certified dispatchers who are displaced from employment with the previous ambulance service provider. Such displaced employees shall be used by the replacement service provider to fill vacant or newly created positions during the period beginning when the County expresses its intent to reassign ambulance services, and ending when replacement service has been providing service for six (6) months.

Such hiring must be done with the understanding that persons hired from the previous ambulance provider are not required to leave employment with that provider until the replacement ambulance provider begins to provide ambulance services under agreement with the County.

C. Displaced EMS providers and dispatchers who are hired by a replacement service provider shall not suffer a loss in pay or benefits as result of the County's decision to replace one ambulance service provider with another.

D. In the event that a replacement service provider does not comply with the employment conditions for displaced EMS providers and dispatchers set forth in this Ambulance Service Plan, a complaint can be filed with the County EMS Program Administrator, who shall be authorized to investigate and remedy such complaints.

E. The contract for emergency ambulance services shall authorize the EMS Program Administrator to assess penalties against the replacement service provider for any violations of the employment conditions for displaced EMS providers and dispatchers set forth in this Ambulance Service Plan.