



MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered by and between American Medical Response Ambulance Service Inc., ("Employer") and the Washington State Nurses Association ("Association") as follows:

RECITALS

1. The Employer and the Association are parties to a collective bargaining agreement with effective dates of January 1, 2025, to December 31, 2027.
2. The Association is the exclusive bargaining representative for all employees covered by the collective bargaining agreement referenced above.
3. The Company seeks to implement a new shift schedule and corresponding wage scale.

For good and valuable consideration (including but limited to the covenants and agreement hereinafter set forth), the receipt and sufficiency of which is hereby acknowledged by the signatories below, the Association and the Employer agree through this Memorandum of Agreement as follows:

UNDERSTANDINGS

1. The Parties agree to the addition of a new full-time 12/36-hour shift schedule to be effective as of the first full pay period in October 2025.
2. The Parties agree the wage scale attached to this Agreement represents the hourly wages for employees working the new 12/36-hour schedule.
3. The Company agrees that the implementation and use of the 12/36-hour schedule shall follow the applicable language in Article 6 of the Collective Bargaining Agreement pertaining to shift schedule and shift bidding.
4. This Memorandum of Agreement shall be construed in accordance with the laws of the State of Washington. Should any court of law find any term or clause of this Memorandum of Agreement invalid under the prevailing law, then only that term or clause shall be omitted from enforcement, and all other terms and conditions shall remain enforceable.

5. This Memorandum of Agreement supplements the Parties' collective bargaining agreement and together with the controlling CBA constitutes the entire agreement between the parties concerning the matters contained herein and settles all claims and supersedes all other agreements and understanding concerning such matters. No modification, amendment, or waiver of any of the provisions of this Memorandum of Agreement shall be effective unless approved in writing by both parties.
6. The Parties agree that any interpretation or alleged breach of this Agreement shall be subject to all applicable terms of the grievance and arbitration provisions of any collective bargaining agreement between the Association and the Employer that may be in place at the time the alleged breach or dispute arises.

This Memorandum of Agreement may be executed in counterparts and facsimile signatures shall be considered as valid as original signatures.

WASHINGTON STATE NURSES ASSOCIATION

Ed Zecher	Date
Nurse Representative	
WSNA	

AMERICAN MEDICAL RESPONSE AMBULANCE SERVICE INC.

Hillarie Grenier	Date
Regional Director	
Western Washington	
American Medical Response	

January 2025- 7% Increase

Step	Annual	36/12
1	111,840.96	59.7441
2	113,841.07	60.81254
3	115,788.27	61.85271
4	117,761.85	62.90697
5	119,735.61	63.96133
6	121,709.24	65.01562
7	123,682.99	66.06997
8	125,656.61	67.12426
9	127,630.25	68.17855
10	129,603.90	69.23285
11	131,577.57	70.28716
12	133,551.24	71.34147
13	135,524.91	72.39579
14	137,498.56	73.45009
15	139,472.21	74.50439
16	140,459.05	75.03154
17	141,455.90	75.56405
18	142,432.73	76.08586
19	143,419.57	76.61302
20	145,392.83	77.66711
21	146,483.48	78.24972
22	147,574.13	78.83233
23	148,680.94	79.42358
24	149,787.74	80.01482
25	150,911.14	80.61493
26	152,034.55	81.21504
27	154,315.05	82.43325
28	155,858.20	83.25759
29	157,416.78	84.09016
30	158,990.95	84.93106

January 2026- 5% Increase

Step	Annual	36/12
1	117,433.01	62.73131
2	119,533.12	63.85316
3	121,577.69	64.94535
4	123,649.94	66.05232
5	125,722.39	67.1594
6	127,794.70	68.2664
7	129,867.14	69.37347
8	131,939.44	70.48047
9	134,011.77	71.58748
10	136,084.09	72.69449
11	138,156.45	73.80152
12	140,228.80	74.90855
13	142,301.15	76.01557
14	144,373.49	77.12259
15	146,455.82	78.23495
16	147,482.00	78.78312
17	148,518.20	79.33665
18	149,554.37	79.89015
19	150,590.55	80.44367
20	152,662.47	81.55046
21	153,807.66	82.16221
22	154,952.84	82.77395
23	156,114.99	83.39476
24	157,277.12	84.01556
25	158,456.70	84.64567
26	159,636.27	85.27579
27	162,030.80	86.55491
28	163,651.11	87.42046
29	165,287.62	88.29467
30	166,940.49	89.17761

January 2027- 4.25 % Increase

Step	Annual	36/12
1	122,423.91	65.39739
2	124,613.28	66.56692
3	126,744.74	67.70552
4	128,905.06	68.85954
5	131,065.59	70.01367
6	133,225.97	71.16772
7	135,386.49	72.32184
8	137,546.86	73.47589
9	139,707.27	74.62995
10	141,867.67	75.78401
11	144,028.10	76.93809
12	146,188.52	78.09216
13	148,348.95	79.24623
14	150,509.36	80.4003
15	152,669.77	81.55436
16	153,749.99	82.1314
17	154,830.22	82.70845
18	155,910.43	83.28549
19	156,990.65	83.86253
20	159,150.63	85.01636
21	160,344.48	85.6541
22	161,538.33	86.29184
23	162,749.87	86.93903
24	163,961.40	87.58622
25	165,191.11	88.24311
26	166,420.81	88.90001
27	168,917.10	90.23349
28	170,606.28	91.13583
29	172,315.35	92.0488
30	174,035.47	92.96767