

## September 2025 EMS Report

Brothers and Sisters, September showed up and just like that we had an end to the hottest summer we've seen in what feels like years with run volumes to match. Hopefully we will see some relief in the high run volume as the temperatures stay more moderate. While I did have some summer furloughs I did stay busy at the union hall with arbitrations, representations and contract negotiations. Here are the updates and issues from the past few months.

- Single role candidates - June saw the 52 new single role paramedics hit the street which resulted in a pretty steep decline in the number of mandatory rehires. June had 157 but July was down to 47 and 65 for August. August saw an increase I believe due to the additional rehires for summer festivals. There is a rumored PIC class this fall so we might see the overtime creep back up for the fpm's. In any case welcome to our new brothers and sisters and good luck to you as you start your careers.
- Arbitration updates - A missing persons report has been filed on the arbitrator for the Ambulance 45 flooded viaduct case. It seems near universal that Arbitrators vastly underestimate the time it takes to get decisions back. If I had a dollar for every time an arbitrator said they have decisions back in 30 days I'd have at least 5 dollars. Ok that's a bad example but you get my meaning. Unfortunately we did get a decision back in the CDPH no subcontracting case and the arbitrator ruled that hiring EMT Bs to respond to psychiatric emergencies on CARES vans does not violate the no subcontracting clause of the contract. While those responses aren't anyone's favorite call to go to, I'm disappointed in the decision as I believe all calls dispatched via the OEMC to provide prehospital emergency care is exclusively the work of Local 2 members. There is a pending Unfair Labor Practice complaint filed with the board of Labor but essentially if we lost one we lost both so I don't believe any further action can be taken on this grievance. In June we had two days of arbitration on the Ambulance 74 case where the AC was given and served a 9 month suspension. Written briefs were due September 11th but you may not be surprised the City has asked for an extension. While this report is too brief to discuss all of the merits of the case I will say the idea of a 9 month suspension is in of itself an injustice. There is no way that a suspension so long it forces someone to the verge of homelessness or losing your health insurance putting the health of your family at risk can be considered "corrective discipline". Members of this department should be treated justly and punishments of this magnitude are anything but.
- Contract - As you are all now aware the proposed contract was ratified by the membership on September 8th. The new online voting was in my mind a success as we had a 79 percent turnout which is larger than anyone at the hall can remember since the strike vote in 1980. The next steps in the process will be for the Chicago city council workforce development committee to take it up and vote on recommending ratification and then to the full city council presumably at the end of this month for a full council vote. If all of this goes as expected we should see pay raises starting October 1st and

received on October 22nd. Retro pay must be paid within 75 days so figure somewhere in mid December. One additional point of clarification I want to address is the salary schedule. PIC is still listed as F3A which is the current pay rate for that position. I spoke with our attorney and was told that it is listed that way because it doesn't go into effect until ratification and to list it as F3AP gives the appearance that it would be retroactive to July 1st 2021 which it's not. My concern is that this will cause confusion going forward and ultimately we agreed it should be amended to show proper pay grade pre and post ratification. Any changes no matter how small do have to be agreed to by both parties but as this is only a clarification I don't suspect we will have an issue resolving it.

That's my report for September 2025. I hope you enjoy some of the fall like weather and when it comes to labor your first call should be to your union steward.

Fraternally,  
Anthony Snyder  
Director of EMS