



March 16, 2020

Mr. Jason Brollini
United EMS Workers/AFSCME
Local 4911
7275 National Dr, Unit F
Livermore CA 94550
jason.brollini@uemsw.org

RE: COVID 19

Dear Jason:

As we move forward amid the current COVID-19 crisis, I wanted to provide you and your organization with current information about some of the Company's actions in response, particularly as they relate to employees who are represented by your organization.

To address the numerous challenges the Company and our employees face during this crisis, we believe it is critical that the Company and its employees have as much flexibility as reasonably possible to ensure we maintain our commitment to our patients and the communities we serve. As you know, most or all of our CBAs include provisions whereby the parties agreed that in the event of disaster or catastrophe outside of the control of the employer causing disruption to normal operations, the employer would be temporarily relieved of obligations under the CBA relating to certain matters including scheduling and shift changes. The parties also agreed that for employees deployed to work as part of an employer-sponsored response team effort, the terms of the applicable CBA would be suspended including any employer obligations relating to wages, hours, benefits and other terms and conditions of employment. As I trust you can understand, the Company deems the current COVID-19 crisis to be such an event.

Accordingly, effective immediately the Company shall temporarily invoke the local and national disaster provisions of the collective bargaining agreements your organization has with operating subsidiaries of American Medical Response, Inc. With the declarations of emergency announced Nationally and by most States, invoking these provisions allows the Company the flexibility to work with employees to adjust work schedules, assignments and other elements of daily work life so that employees can make accommodations to address their personal needs and still be available to work. Additionally, those provisions allow the company to modify work schedules,

work times and other daily working conditions to also adjust to the ever-changing needs of our patients and communities during this unprecedented time in our work lives.

In addition to the above, there are on-going situations that have created the need to seek employee volunteers to augment staffing or to provide specific services that we have been tasked to perform by Department of Homeland Security around the country. Because of this, it is likely that in one or more of the operations where your organization represents AMR employees, there may be staff from other locations working side by side with your members.

Last, for your information, I have enclosed a copy of the Company's most updated Coronavirus Disease (COVID 19) pay practice guidelines. As events change, this policy may be modified or changed back to the standard operating procedures when the National Emergency is no longer in effect, and/or as demands in certain regions change.

Sincerely,

A handwritten signature in blue ink, appearing to read "David Banelli".

David Banelli
Vice President
Labor Relations
Global Medical Response

enclosure