



**We're raising standards in mental healthcare for EMS – together.**

**To raise mental healthcare standards in EMS, we need a real voice on the job.**

By organizing with AFSCME, EMTs and paramedics across the country have improved the quality and access EMS professionals have to **quality mental healthcare**. Here are a few examples.

## Improving Mental Health Access for EMS

- ☑ AFSCME EMS members have won increased employer-paid mental health sessions, including access for dependents at the bargaining table.
- ☑ AFSCME EMS contracts include Critical Incident Stress Management (CISM), empowering union employees to request support after traumatic incidents. AFSCME and the employer also develop and bargain over CISM policies. The contracts also mandate that an employee be paid for the remainder of their shift if they accept CISM leave, as well as provide the option of additional paid time off if necessary, and employer-paid CISM training for employees.
- ☑ In California, AFSCME EMS members are directly negotiating with insurance providers to create an affordable mental health program that includes services specifically tailored for EMS professionals. They are also partnering with their employer to create innovative and more inclusive outreach programs within their local communities, which seek to destigmatize receiving care and earned support.

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## Improving Mental Health Access for EMS

- ☑ AFSCME in Connecticut won an historic legislative victory when they classified traumatic events that cause PTSD as a workplace injury, covered by workers compensation for fire fighters and police. The union is now seeking to expand the groundbreaking law to EMS.
- ☑ AFSCME is a champion for federal legislation that will dramatically expand mental health grants to EMS – to fund and develop peer-to-peer programs to reduce responder suicides and promote mental health access and services.



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*“Our work as EMS professionals is stressful – what we experience on a daily basis requires deep mental strength and takes an emotional toll. We need mental healthcare policies and access that respect our unique experiences. Our union, AFSCME Local 4911 in Northern California, is addressing this need by not only negotiating with our employer – at the contract level but also at local policy level – as an equal partner with our employer, while also working directly with our insurance providers. AFSCME nationally is involved with federal legislation that seeks to address the mental health needs of first responders. EMS professionals need and deserve real mental healthcare.”*

*Jason Brollini (Executive Director) AFSCME Local 4911, CA*



Learn more about joining AFSCME Florida as an EMS professional.

AFSCME EMS Workers United: <https://www.emsworkersunited.org/>

AFSCME Nevada: <https://www.nvafscme.org/>

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