



We're raising standards in EMS – together.

## A Voice in Operations Through Labor Management Committees .....

- ☑ Recommending changes to operations, deployments, and posting locations.
- ☑ Reviewing the effectiveness of equipment, safety procedures, and protocols.
- ☑ Discussing PPE stockpiles and distribution plans.
- ☑ Recommending measures and techniques to retain experienced and qualified personnel.
- ☑ Discussing and recommending methods to improve the quality of care for patients.

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

By organizing with AFSCME, EMTs and Paramedics across the country have improved working conditions and the services we provide to the public. Here are just a few examples of how we've through our Labor Management and Professional Practice Committees guaranteed by our contracts, we were able to **improve our organization's operations, morale, deployments, safety, and workloads.**

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*“In March, when COVID-19 was just beginning to affect NYC, management told us to reuse our N-95 masks. Through our labor-management committee, we solved this problem in real time and won the right kind of protective equipment – and enough of it to be safe. I even gave some PPE to a few nonunion EMS professionals from a couple of the EMS outfits who came to help us.”*

*Lt. Paramedic Anthony Almojera  
DC 37, Local 3621  
New York City FDNY*



*“Having Professional Practice Committees in our contract guarantees that management listens to our suggestions and follows through on necessary improvements and changes. We put out a satisfaction survey, which our contract requires management to share publicly. As a team, we offer real solutions and are responsible for improving our worksite and elevating our profession. Having such a strong voice really boosts morale because we see our impact firsthand every day.”*

*Seth Cribb - Paramedic  
AMR - Arizona*

*“Safety is our number one priority. Before we formed our union, we didn’t even have the ability to push back when vital equipment didn’t work. Now, we have a contract that empowers us to report any unsafe working conditions without fear of retaliation. During COVID, this voice has made a real difference as we were able to secure more PPE after local management was dragging their feet. We went from being afraid to talk about a lack of gloves to doing national blogs, making sure our voices are heard.”*

*Keith Lowry - Paramedic  
Lifeline - AZ*



**Learn more about joining AFSCME Nevada as an EMS professional.**

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

**AFSCME Nevada Local 4041:** <https://www.nvafscme.org/>

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