



We're raising standards in EMS – together.

## Improved Scheduling Systems .....

- ☑ Establish regular and consistent times when bids for shifts can occur with management.
- ☑ Workers themselves control the shift bid process.
- ☑ Advanced notice when modifying an individual's work hours.
- ☑ Clear and established procedures for shift trades and giveaways.
- ☑ Right of first refusal for open shifts if regular hours are reduced.
- ☑ Enforceable limits on mandated consecutive work hours.
- ☑ Employer accountability for excessive or unnecessary holdovers.
- ☑ Pay premiums on holidays.
- ☑ PTO protections and guarantees.
- ☑ Guaranteed pay if reporting for a regular shift, but the assignment is not available.

**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 **improved scheduling systems** through our contracts.

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*“I remember what it was like before we had any control over the schedule. We never even had shift bids. With our contract, we won a transparent shift bid system based on seniority. It’s actually a more efficient and fair system that benefits both my coworkers and management.”*

*Kyle Kemerer  
AFSCME Council 20 Local  
Washington, D.C. (AMR)*



*“Our win to get premium pay on holidays is a such an important victory. For those of us that can work holidays, it makes it an easier choice and shows us the employer values our time. It would never have been possible before we formed our union and negotiated this benefit at the bargaining table.”*

*Seth Cribbs - Paramedic (Arizona)*

*“A big problem for us was the random holdovers or mandated hours, which honestly, happened most of the time because of poor scheduling and management. At the bargaining table, we negotiated a limit on how many consecutive hours we could work and put pay penalties to curb too many holdovers. Not having an exhausted and burnout workforce keeps us safer and also makes sure the people we are treating get the best possible care.”*

*Keth Lowry  
Paramedic - New Mexico*



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

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

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

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