



We're raising standards in EMS – together.

## Job Security and Safeguards from Unfair Discipline .....

- ☑ Eliminating 'at-will' status where employees can be disciplined or fired any reason or no reason at all.
- ☑ Creating a 'Corrective Action' system where the employer agrees they will first seek training and education rather than punishment for most performance issues.
- ☑ Guaranteeing the employee has union representation during any workplace investigations.
- ☑ Guaranteeing the right of an employee to inspect their personnel file and provide responses in they disagree with the information.
- ☑ Mandating that any corrective action be documented in writing and given to the employee and if no action is taken, it cannot be held against the employee on a later date.
- ☑ Hard time-limits on how long past disciplinary actions can remain in a personnel file and be used for any further progressive discipline.

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- ☑ The right to file a grievance to challenge a corrective action or a discharge.
- ☑ A clear grievance process with steps and binding arbitration with a neutral third party should union and the employer not come to a settlement.
- ☑ Burden of proof on the employer during arbitration hearings regarding corrective action or discharges.

## 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. AFSCME contracts empower EMTs and Paramedics on the job by **creating workplace protections that shield front-line staff from unfair discipline or wrongful termination.**



*“As a former paramedic and current Executive Director of AFSCME Local 4911 – a union of over 4,000 EMS professionals, I take great pride in representing, protecting, and empowering our members. I work with private EMS providers like AMR making sure that the voices of our members, their expertise, and their well-being is at the center of every decision that gets made. The issues run the gamut from scheduling, safety, the need for quality equipment, if it matters to our members we fight as a united force to make the administration address it. It is my greatest honor to fight with our members for a voice on the job, respect, and better pay & benefits.”*

Jason Brollini - Executive Director AFSCME Local 4911 - CA

*“As professionals when we make a mistake we are ready to take responsibility. But sometimes its not fair or its important to know the whole story behind a situation. Having a grievance process and making sure you always have a union representative makes everyone breathe a little easier. Its just nice to have someone on your side with your best interest at heart.”*

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

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