



# Virginia Professional Fire Fighters 2025 Legislative Agenda

## SUPPORT FIRE FIGHTER & EMS EMPLOYER-EMPLOYEE COOPERATION ACT

The VPFF urges the Virginia General Assembly to pass the Fire Fighter & EMS Employer-Employee Cooperation Act.

### BACKGROUND

Fire Fighters and emergency medical workers face dangerous conditions every day while fighting fires, responding to vehicle accidents and caring for critically ill and injured patients. Unlike private sector and federal employees, fire fighters and emergency medical workers have no federal or state protections for their rights to collectively work with their employers to improve working conditions and operational readiness.

Cooperation enables fire fighters, paramedics, and their communities to confront budgetary constraints, staffing challenges and shortages of PPE. Numerous studies and other states have shown when fire fighters and emergency medical workers collaborate with their employers, their communities have lower death rates, more effective fire and emergency medical services, safer working conditions and improved wages. All together, this improves employee recruitment and retention which is a critical challenge for Virginia's fire and emergency medical services.

### NEEDED ACTION

Pass the Fire Fighter & EMS Employer-Employee Cooperation Act to ensure fire fighters and emergency medical workers have the right to work with their employers to address issues related to working conditions that impact public safety. The legislation includes protections for existing state law, does not permit fire fighters or emergency medical workers to strike, nor does it force any worker to join a union.

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Proudly representing over 10,000 professional firefighters, paramedics and communications officers across Virginia since 1955.