

and people of color in our uniformed services... Mr. Mayor, as you weigh your national aspirations under the mantle of progressive values, consider this: there are more than 21,000 EMS agencies across the United States, many of whom have already expressed their anger over your remarks. They deserve your respect, as do the brave women and men who serve here at home, and who depend on you to be a voice for equality.”

The ads end with, “Please put action to your words and take the courageous steps necessary to evolve on this issue. There is still time to be on the right side of history in the fight for pay equity in New York City. You can make that difference. Your legacy and our lives depend on it.”

The City of New York has a longstanding tradition of disregarding the work of EMS workers, the majority of whom are women and people of color. This was most recently highlighted in the tragic death of Yadira Arroyo, a 14-year veteran of EMS, who was killed when a man jumped into her ambulance and tried to speed away in 2017. Despite her lengthy experience working with EMS, she still only had a base salary of merely \$48,153. NYPD and FDNY workers, with only 5½ years of experience earn significantly more, about \$85,000.

Seeking to rectify the pay inequity, the two unions have been forced to take their case to court. The unions, represented by The Kurland Group, a well-known New York City civil rights firm, are suing the City in State Court to turn over pay data, including the gender and race of workers they will use to show discriminatory pay practices. They also have brought suit in Federal Court, in an action alleging unfair promotional practices for Lieutenants and above. A hearing is scheduled in this matter on March 28, 2019.

All the while, the men and women of the EMS have continued to work and experience significant pay and promotional disparities compared with fire side of FDNY. Both unions, meanwhile, have been without a contract since June 28, 2018.

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