

119TH CONGRESS
2D SESSION

S. 3963

To amend the Fair Labor Standards Act of 1938 to provide overtime compensation exceptions to employers of emergency medical technicians and paramedics in rural areas.

IN THE SENATE OF THE UNITED STATES

MARCH 3, 2026

Mr. CURTIS (for himself and Mr. LEE) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend the Fair Labor Standards Act of 1938 to provide overtime compensation exceptions to employers of emergency medical technicians and paramedics in rural areas.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Rural Emergency Re-
5 sponse Support Act”.

1 **SEC. 2. EXCEPTIONS FOR EMPLOYERS OF EMERGENCY**
2 **MEDICAL TECHNICIANS AND PARAMEDICS IN**
3 **RURAL AREAS.**

4 Section 7(k) of the Fair Labor Standards Act of
5 1938 (29 U.S.C. 207(k)) is amended in the matter pre-
6 ceding paragraph (1) by inserting before “if” the fol-
7 lowing: “, and no public agency which is a political sub-
8 division of a State that has fewer than 100,000 residents,
9 and no private entity serving such a political subdivision
10 pursuant to a contract with such political subdivision,
11 shall be deemed to have violated subsection (a) with re-
12 spect to the employment of any employee as an emergency
13 medical technician or as a paramedic,”.

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