



# REPLICA POSITION STATEMENT

MARCH 2026

The IAFF has updated its position on the Recognition of EMS Personnel Licensure Interstate Compact (REPLICA) and now maintains a neutral stance.

Experience in states that have adopted the EMS Compact shows that the concerns behind the IAFF's initial opposition have not materialized. There has been no significant influx of out of state labor, no evidence of cross state licensure being used by for profit entities to undermine fire departments, and no displacement of local jobs. The IAFF initially opposed REPLICA out of concern that interstate licensure could weaken fire department-based EMS systems or threaten local employment.

The federal government now awards additional points on Rural Healthcare Transformation grant applications to states participating in REPLICA.

State associations should assess proposed REPLICA legislation and determine the approach that best serves their members. Several associations have already leveraged such legislation to secure meaningful gains for their workforce.

The IAFF will continue to monitor developments and remain engaged in the ongoing work of the EMS Compact.