



Colorado Critical Issues Briefing

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Principles of Fire Service Labor Management

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Guiding Principles of CSFC/CPFF Labor-Management Relations

Labor & management have **mutual goals** of ensuring the well-being and safety of fire/EMS personnel and providing high quality service to the public

To work together to improve communications, enhance training, increase participative decision-making and promote a labor-management partnership based on **mutual trust, respect and understanding**

What Do Employees Want?

A leader who cares about me as a person in addition about me as a firefighter

Respect, Fairness, Integrity

Input into the organization's decision making process

A Governing Board that understands and cares about the firefighters

What Do Employers Want?

No problems

Good morale & dedicated firefighters

Active, informed and engaged firefighters

Operating within the budget

Moving forward

Start slowly and build

Respect and trust are the foundation

Agree to disagree

Don't make it personal

Use SB-25 to provide the structure

“Labor management collaboration is not something we do; it is who we are.”

- 1. Requires ongoing effort and mutual accountability**
- 2. Understand Labor and management have mutual goals**
- 3. Improve communications, increase participative decision making based**
- 4. Use labor-management committees**
- 5. Education labor and management leaders on collaborative methods**
- 6. Promote these principles at all levels of our organizations**

**“A long habit of not thinking a thing wrong
gives it the superficial appearance of being right”**

Thomas Paine, Author

Common Sense

1776