



Fire Service Labor Management Collaboration in Colorado

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

The following guiding principles were developed and agreed to by the Colorado Professional Fire Fighters (CPFF) and the Colorado State Fire Chiefs (CSFC) in the true spirit of collaborative leadership for the enhancement of the fire/EMS service and the citizens and communities we serve. These principles are applicable to career, combination, and volunteer fire departments.

- 1. We recognize that mutual adherence to these principles requires consistent ongoing effort and mutual accountability from both labor and management.**
- 2. We recognize that labor and management have mutual goals of ensuring the mental well-being, health and safety of fire/EMS personnel and providing high quality service to the public**
- 3. We will work together to improve communications, increase participative decision making, and promote labor-management collaboration based on mutual trust, respect and understanding**
- 4. We will enhance labor management collaboration by forming labor-management committees at appropriate levels, or incorporating, as necessary, existing work groups or committees where such groups exist**
- 5. We jointly commit to provide education to labor and management leaders on collaborative methods of dispute resolution, recognizing that this process allows management and labor leaders to identify problems and craft solutions that will better serve our firefighters and the public**
- 6. We will promote these principles to our respective members at all levels of both organizations.**

Signed this _____ day of _____, 2021

**Mr. Mike Frainier, President
Colorado Professional Fire Fighters**

**Chief David DelVecchio, President
Colorado State Fire Chiefs**