

A group of firefighters in full gear, including helmets and jackets, are gathered around a fire hose at a fire scene. The background is filled with bright orange and yellow flames, creating a dramatic and intense atmosphere. The scene is dimly lit, with the primary light source being the fire itself.

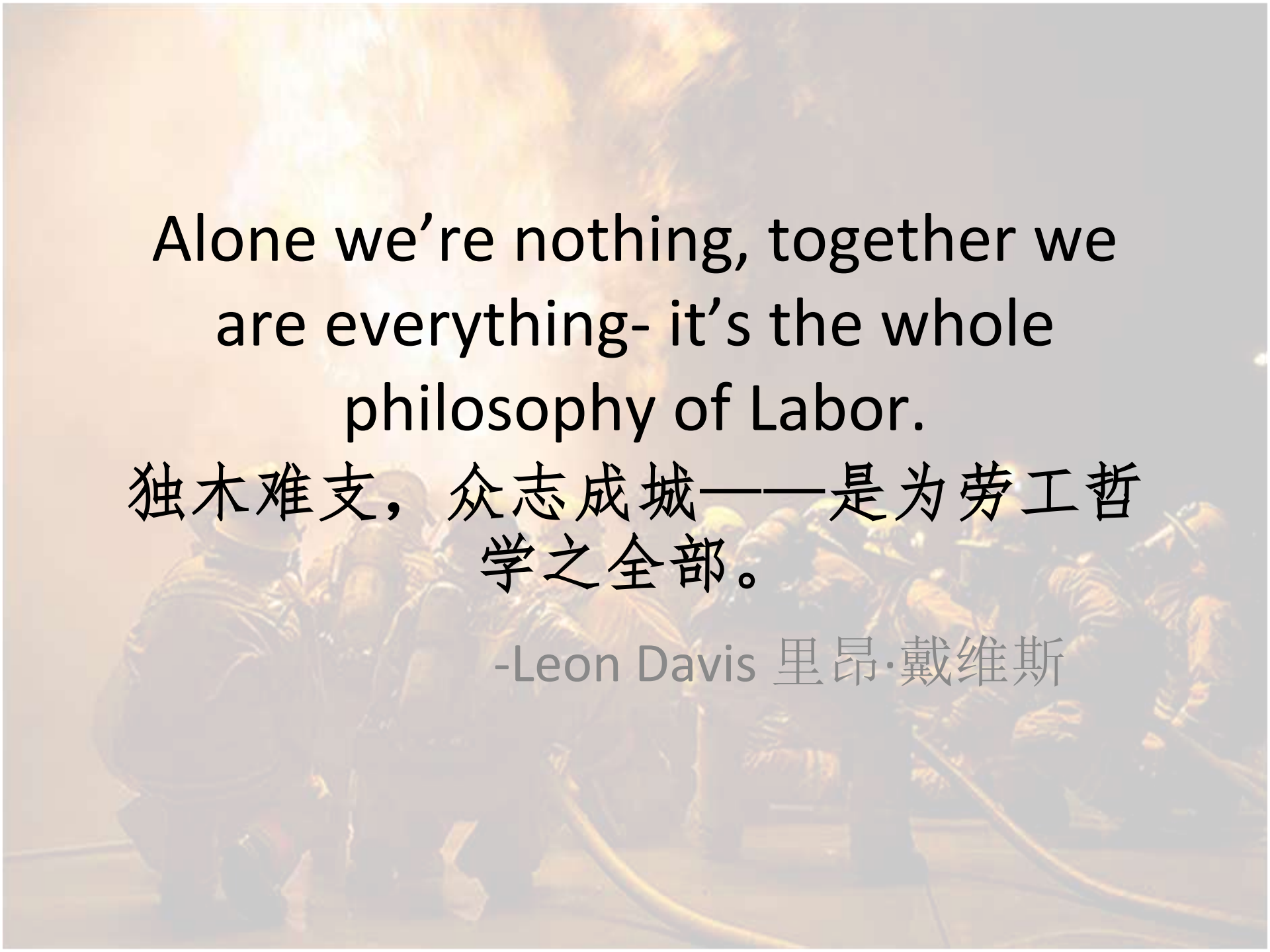
***How we elect leaders and threats to union  
representation***

我们如何选举自己的领袖，兼论工会代表  
制所面临的挑战

Lou Paulson, President

California Professional Firefighters

卢·鲍尔森，加州专业消防员协会主席



Alone we're nothing, together we  
are everything- it's the whole  
philosophy of Labor.

独木难支，众志成城——是为劳工哲  
学之全部。

-Leon Davis 里昂·戴维斯

# The structure of the Firefighters 消防员的组织途径

- IAFF 国际消防协会
- CPF 加州专业消防协会
- Local Affiliates 地方分支机构





# International Association of Firefighters 国际消防员协会



- **Parent organization** 它拥有许多分支机构
- **Represents Professional Firefighter, EMS and related services** 它代表专业消防员、邮政快递员及从事相关业务领域之雇员
- **Purpose is Legislative and Politics at a National Level** 它意在影响全国层面的立法及政治过程
- **Provides training for all affiliated Locals** 它还地为在地的分支机构提供培训

# California Professional Firefighters 加州专业消防员协会



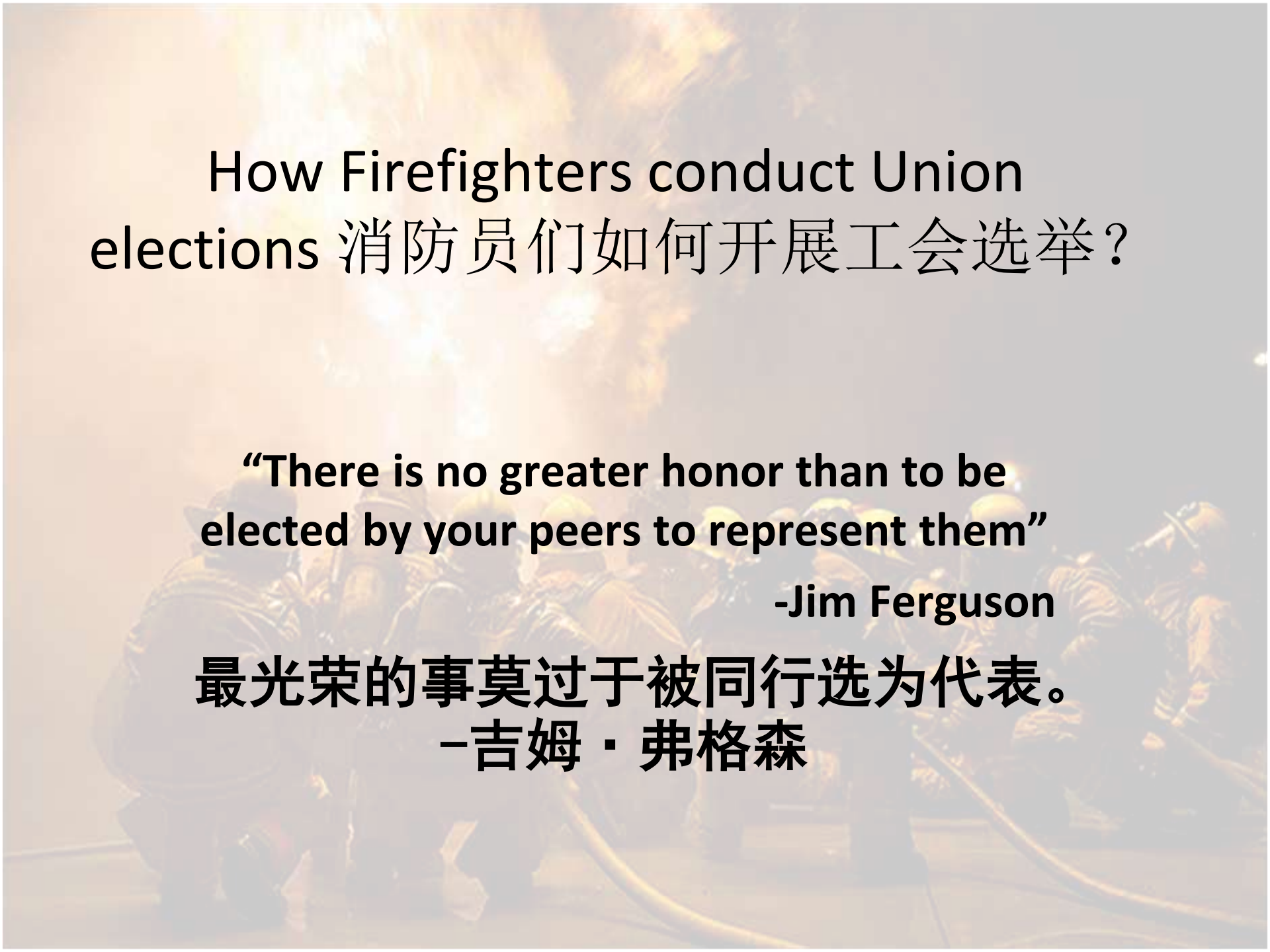
- **State Council for the IAFF** 该机构为IAFF在加州的分支机构
- **Responsible for State Politics and Legislation** 它同样试图影响州内的政治和立法过程
- **177 Affiliated Local Unions** 属下拥有177个地方分支机构

# Local Union's 地方的工会组织



- **Must be Chartered with the IAFF 须经IAFF之核准**
- **No individual members but individual membership 仅允许以个人身份加入**
- **Responsible for everything contained under wages, hour and working conditions 所负责的事务五花八门，包括工资、工时及工作环境等**





**How Firefighters conduct Union  
elections 消防员们如何开展工会选举？**

**“There is no greater honor than to be  
elected by your peers to represent them”**

**-Jim Ferguson**

**最光荣的事莫过于被同行选为代表。**

**-吉姆·弗格森**

# Two Types of Elections 两类选举

- Direct democracy 直接民主
- Representation elections 代议民主
- Common to all elections 两类选举的共同点
  - 50 percent is needed to win 获半数以上选票方能当选
  - All election rules are governed by each organizations Constitution and Bylaws and election rules specified under the US Department of Labor 选举规则由各工会内部的基本法所决定，并受到合众国劳工部有关规定的约束



# Direct Democracy 直接民主



- **At the Local Level** 适用于地方层级
- **Nomination process of your peers** 由同行提名
- **One member one vote** 一人一票
- **Secret Ballot election** 秘密投票制
- **Election conducted at arms length from Union Leadership** 对工会领导层实行利益回避原则
- **No Union Money can be spent on campaigns** 工会资金不得用于选战

# Representational 代表制



- For CPF and IAFF elections 适用于CPF及IAFF层级的选举
- Elections occur at a Convention by those delegates 各地区代表以召开大会的形式办理选举
- Local Union elects delegates (By secret ballot) to attend Convention 地方工会以秘密投票方式选举其代表
- Amount of delegates are based on a formula (4 per 100) 每百人选出4名代表

# Representational Elections continued

## 施行中的代表制

- **Nominations are done from the floor for that Convention**  
提名从最基层开始
- **Elections are done by secret ballot** 秘密投票制
- **Elections run by a Committee** 选举由委员会办理
- **Elections happen at the same Convention must be present to vote if over 100 members** 大会投票必须至少有100名会员列席方为有效
- **Delegates vote based on the number of members of their Local (400 members = 400 votes)** 代表所能投出的票数由在地的会员人数决定（400名会员即等于400票）
- **Different election strategy** 多样化的选举策略



# Who are our Elected Leaders 我们选出的领袖是什么样的人？



- **IAFF founded in 1918 by Firefighters** 国际消防员协会由消防员创建于1918年
- **Elected leaders at all levels started as Firefighters** 各级领导人必须具有实际的消防工作经验
- **No business agents** 商业机构代理人不得参选
- **Everyone is an expert on the issues** 每位领导人均具备过硬的业务水平
- **Must live with their actions** 领导人必须具有行动力
- **Retention and Training** 留任和培训机制



# Challenges to Labor 目前劳工所面临的挑战

- **Attacks originate from two different positions 来自两方面的挑战**
  - **Reputation of organized Labor 劳工组织的声誉**
  - **Political and Legislative arena 政治与立法过程中的博弈**



# Reputation 声誉

- **Attacks on Union members based on the arguments that Union members have better pay, health care, retirement and working conditions** 工会成员拥有更好的薪酬、健保、退休待遇及工作环境，这受到了一些指责
- **The strategy of class warfare placing non Union workers against Union workers** 福利支付的“阶级化”策略催生了工会成员与非工会成员之间的对立
- **Comes in all forms, social media, newspapers, editorials, television and messaging (Right to work)**来自各种各样的诸如社交媒体、报刊杂志评论、电视和即时消息等等渠道的指责（主要关于工作权）

# Political and Legislative 政治与立法过程

- **Attacks in many States either thru Legislation or Initiatives (That are voted by the electorate)来自各州立法及公民创制（即由选举人直接投票）等渠道的挑战**
  - **Legislative actions focus on pension “reform”; collective bargaining and elimination of worker rights 聚焦于退休金“改革”的立法行为；集体谈判与劳工权利的消亡**
  - **Local and Statewide initiatives that focus on pension “reform”; the ability collect union dues thru payroll deduction 关注退休金“改革”的地方/州际层面的公民创制；由于薪酬削减而导致工会会费难以为继**



# Fighting Back 绝地反击



- Building broad based coalitions 构建基础更为广泛的联盟
- Educating Union members to the issues 就热点议题对会员展开相应的教育
- Making members the messengers 让会员也广泛地参与到文宣工作当中来
- Educating the public that Union are the good guys for all 使公众认识到工会存在对整个社会都有好处