

# 纽约电子工业集体谈判

## Collective Bargaining Experiences in the NY Electrical Industry

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# U.S. Union Structures and Regulations

## 美国工会结构和法规

- Duty of Fair Representation
- Serve the union members, workers in construction, electrical industry
- Private and public sector – mainly private
- 150+ negotiation experiences
- 公平代表义务
- 服务工会会员、建筑工人、电子工业工人
- 服务对象包括公有和私有
- 超过150场谈判

# Types of contracts and bargaining

## 合同和谈判的种类

- Single employer
- Multi-employer associations
- Coordinated bargaining with many unions
- 10 to 15,000 workers
- Similar process and issues: wages, hours, pensions and benefits, workplace conditions including safety issues...
- 单一雇主
- 多个雇主的联盟
- 多个工会共同参与的谈判
- 10到15000工人的规模
- 类似的程序和争议议题：工资、小时数、退休金与福利、工作场所的安全条件等。

# Strike experiences

## 罢工经历

- Reflect breakdown of collective bargaining process, refuse to settle
- Impasse in negotiations
- Less common in the U.S. today after Pres. Reagan fired striking workers in 1980 and laws allowed hiring permanent replacement workers
- Declining public and political support & increased attacks on unions
- 反映了集体谈判的程序、不同意妥协
- 谈判陷入僵局
- 随着1980年里根总统解雇了参与罢工的工人，并修订法律允许永久替换工人，罢工在当今的美国日益少见。
- 公众和政治领域对罢工和工会的支持也日益减少，攻击工会的声音反而增强

# Union leaders as negotiators

## 作为谈判人员的工会领导人

- Union reps coordinate and lead contract bargaining, with or without attorneys.
- Negotiate with Employer to reach agreement.
- Ratification by union workers.
- 工会代表主谈并协调集体谈判，不论有没有律师代理。
- 工会代表和雇主谈判，直到达成一致。
- 工会代表得到的谈判结果需要得到工会工人的认可。

# Elevator Negotiations Issues

## 电梯工人谈判

- New negotiator for multi-employer contract with elevator mechanics
  - Strike #1: Workers did not agree to set up a second shift, because it would take away overtime work hours
  - The workers burned the contracts that had been accepted by negotiating committee and employer.
  - 7-day strike; no 2<sup>nd</sup> shift
- 这些电梯工受雇于多雇主，谈判人员较新
  - 第一场罢工：工人们不同意设立两班倒的制度，因为这会占用加班时长
  - 工人们不接受由谈判人员和雇主谈判得到的合同条款
  - 工人们罢工7天，无两班工作制

# Elevator Strike

## 电梯工人罢工案

- In contract negotiations, employers sought to take workers out of the union benefit programs.
  - Contract expired. Union recommended extension and continue to work.
  - Members insisted on a strike—116 days; benefits were maintained by union. Later members blamed the union for the hard, long strike!
- 在合同谈判中，雇主打算取消工会工人的福利计划
  - 合同到期后，工会建议延长合同并会继续工作
  - 工会成员要求继续罢工，为期116天，工会福利达到保留。但随后工会成员却责备工会组织了冗长艰苦的罢工。

# LIRR Negotiations in New York 2014

## 2014长岛铁路工人谈判

- Tough negotiations
  - Strike vote was taken
  - State government intervened to push a settlement
  - Strike was avoided!
  - Public support would have been against the union and workers.
- 艰苦的谈判
  - 罢工前进行了投票
  - 州政府进行了干预，试图促成协议
  - 罢工得到了避免。
  - 如果罢工真正发生，公众对工会和工人将持强烈的反对情绪。



# Corporate Agenda

## 铁路公司的计划

- Wage freezes
- Shifting more cost of health care and benefits onto workers
- Break up the union and workers' collective power
- 工资恒定
- 由工人自身承担更多的医疗保险和福利计划
- 分裂工会作为集体的组织力量

# What is Success?

## 哪些成功经验？

- Employers give more than they wanted, but get more than they expected.
- Fair and peaceful labor-management relations going forward.
- Stronger union and worker satisfaction.
- 向雇主要求多于他们愿意放弃的东西，不过同时给他们的东西也超过他们的期待
- 公平、平和的劳资关系逐步发展起来
- 工会和工人满意度提高