



CALIFORNIA PROFESSIONAL FIREFIGHTERS

State Council of the International Association of Fire Fighters • California Labor Federation • AFL-CIO

Paycheck Deception – A Fight We Can't Afford to Lose

Everything that we have accomplished, or ever will accomplish, is rooted in our ability to have a voice in politics

- 30 years ago, firefighters had few of the staffing, job safety, pay and benefit advantages we enjoy today
- Management doesn't give us stuff because we're pretty – we earn it by having a strong voice and, in the modern world, that means politics.
- The legislative action we've taken in Sacramento has enhanced our lives locally, and that is all due to a strong political voice.

The new Paycheck Deception initiative is a direct threat to your job and your future.

- One-sided "reform" removes your right to speak out politically through your union via payroll deduction – does nothing to restrict traditional corporate campaign activity.
- Redefines unions as "government contractors" and prohibits speaking out in any election in your locality.
- Affects every union member – public and private sector. It is a nuclear bomb aimed at organized labor.

Out-of-state hard-liners are pushing paycheck deception in California as part of a national agenda to kill organized labor

- IAFF: 1600 anti-worker bills introduced in U.S. state legislatures.
- Anti-labor governors have shut down collective bargaining in WI and tried to do so in over a dozen other states, including OH
- Pension and "paycheck deception" restrictions have been pushed in dozens of other states, including California
- The people pushing paycheck deception are the same ones that have demonized firefighters, their families and their pension benefits.

If working people's voice is silenced, our opponents will have a free hand to take away everything you've earned.

- Staffing and public safety. Firefighters are the public's voice for protecting staffing, EMS and public safety. Take away our voice and you take away the public's voice.
- Privatizing fire protection. Private companies such as Wackenhut Industries are aggressively shooting for CA fire departments. Political action is all that has stood in their way.
- Cancer presumptions. The presumption laws that protect us and our families were earned through legislative action in Sacramento. Every single presumption was bitterly opposed by local government management – they will move to take it away if we lose our voice.
- Retirement security. Pension "reformers" are pushing their case at the ballot box. Without a political voice, we will lose any means of fighting these attacks.

For firefighters, defeating Paycheck Deception is the most important issue on the ballot in 2012