



INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS AFL-CIO, CLC

STANDING STRONG

52ND CONVENTION • CINCINNATI, OH • JULY 14-18, 2014



Resolutions Book

PRE-CONVENTION COMMITTEE MEETINGS

In compliance with Resolution No. 181 adopted at the 1972 International Convention in Los Angeles, California, the following committees will meet prior to the opening of the 2014 Convention:

- Credentials Committee will meet on Thursday, July 10 through Monday, July 14, 2014.
- Constitution & By-Laws, Resolutions and Policy Committees will meet Thursday, July 10 through Sunday July 13, 2014.
- Sergeant-at-Arms Committee will meet Sunday, July 13 through Wednesday, July 16, 2014.
- Rules of Order and Legislative will meet on Sunday, July 13, 2014.

2014 Convention Committees

CONSTITUTION & BY-LAWS

District

Larry F. Osborne, Chair

- 01 **Alexander Hagan**
L0854 New York Uniformed Fire Officers
Association
- 02 **Robert S. Wing**
L0064 Kansas City
- 03 **Peter S. Carozza Jr.**
A0007 Uniformed Professional Fire Fighters
Association Of Connecticut
- 04 **Arturo D. Martynuska**
A0037 Pennsylvania Professional Fire Fighters
Association
- 05 **Mahlon Mitchell**
A0047 Professional Fire Fighters Of Wisconsin
- 06 **Michael Hurley**
C0005 British Columbia Professional
Fire Fighters Association
- 07 **Kelly L. Fox**
A0045 Washington State Council Of
Fire Fighters

District

Roy L. McGhee, III, Vice Chair

- 08 **Thomas E. Ryan Jr.**
L0002 Chicago
- 09 **Raymond C. McAllister**
A0027 Professional Fire Fighters Of Nevada
- 10 **Lewis V. Stone A0005**
California Professional Firefighters
- 11 **Gerald P. Sipe Jr.**
L0157 Oklahoma City
- 12 **Walter J. Dix**
L4321 Broward County
- 13 **Carmen Santoro**
L1582 Oakville
- 14 **Edward William Jaros Jr.**
A0004 Arkansas Professional Fire Fighters
- 15 **Paul Stackhouse**
L0771 Saint John
- 16 **Lawrence M. Cordell**
J0001 Federal Fire Fighters Joint Council

CREREDENTIALS

District

Terrence H. Chesney, Chair

- 01 **Keith B. Kemery**
L3249 Camden County
- 02 **Michael S. Bryant**
L0625 Ames
- 03 **Richard F. Paris**
L0718 Boston
- 04 **Edward C. Smith**
L0036 Washington
- 05 **Jerry R. Biggart**
L1848 Oak Creek
- 06 **Craig David Macdonald**
C0003 Alberta Fire Fighters Association
- 07 **Greg B. Markley**
A0045 Washington State Council Of Fire Fighters
- 08 **Christopher Scrol**
L0413 Rockford
- 09 **Scott M. Gorgon**
A0027 Professional Fire Fighters Of Nevada

District

Stacy H. Birdwell, Vice Chair

- 10 **Tony Spitaleri**
L1319 Palo Alto
- 11 **J.R. Sullivan**
A0042 Texas State Association Of Fire Fighters
- 12 **Richard L. O'Brien**
A0032 Professional Fire Fighters And
Paramedics Of North Carolina
- 13 **David Naaykens**
C0004 Manitoba Professional Fire Fighters
Association
- 14 **Peter T. Reagan**
L2866 Fayetteville Fire Fighters Association
- 15 **Glenn Sullivan**
C0002 Atlantic Provinces Professional Fire
Fighters Association
- 16 **Joseph F. Love III**
F0061 Philadelphia Naval Shipyard

GRIEVANCES AND APPEALS

District

Thomas Hanify, Chair

- 01 **James John McGowan Jr.**
L0854 New York Uniformed Fire
Officers Association
- 02 **Matthew M. Jackson**
L3309 Junction City
- 03 **Louis P. DeMici**
A0007 Uniformed Professional Fire Fighters
Association Of Connecticut
- 04 **Andrew K. Pantelis**
L1619 Prince George's County
- 05 **Scott Christopher Vadnais**
L1275 Edina
- 06 **Michael W. McNamara**
L1271 Surrey
- 07 **Gregory M. Womack**
L0149 Boise
- 08 **Mark D. Docherty**
A0021 Michigan Professional
Fire Fighters Union

District

Michael J. Lopez, Vice Chair

- 09 **Joseph D. Fender**
A0048 Federated Fire Fighters Of Wyoming
- 10 **Robert H. Lee**
L1463 Hawaiian Islands
- 11 **Doug Dickerson**
L0058 Dallas
- 12 **William J. Pesature**
L3967 Isle Of Palms Professional
Fire Fighters Association
- 13 **Tom R. Bilous**
L0867 Winnipeg
- 14 **Mark A. Young**
L0140 Nashville
- 15 **Blair Sullivan**
L1053 Fredericton
- 16 **Michael Thomas Massone II**
F0033 San Diego

HUMAN RELATIONS

District

Lorne Allan West, Chair

- 01 **Jeffrey M. Holtz**
L2958 North Plainfield
- 02 **Demetris Alfred**
L0073 Fire and EMS Professionals of Saint
Louis, Missouri
- 03 **Ralph P. Dowling**
L0718 Boston
- 04 **Michael W. Hanks**
A0044 Virginia Professional Fire Fighters
- 05 **William Bush**
L0642 Fargo
- 06 **Pete Steenaerts**
L0255 Calgary
- 07 **Ryan D. Reese**
L1805 Clark County Fire District 6
- 08 **Joseph C. Richard**
L0067 Columbus

District

Mark S. Woolbright, Vice Chair

- 09 **Susan Davis**
A0043 Professional Fire Fighters Of Utah
- 10 **Diego A. Arencon**
L0244 Albuquerque
- 11 **Mark J. Medrano**
L1173 Baytown
- 12 **Roberto J. Suarez III**
L0587 Miami Association Of Fire Fighters
- 13 **Ann Bryan**
L0498 Kingston
- 14 **Nicholas G. Felton Jr.**
L0632 New Orleans
- 15 **Gregory Gordon**
L0999 Moncton
- 16 **Brian L. Grubb**
F0088 Wright-Patterson Air Force Base

LEGISLATIVE

District

James B. Johnson, Chair

- 01 **James M. Slevin**
L0094 Uniformed Fire Fighters Association
Of New York
- 02 **Trevor Towey**
L0385 Omaha
- 03 **John R. Martell**
L0740 Portland
- 04 **Richard L. Ruehl**
L2000 Howard County
- 05 **Steve Wilding**
A0047 Professional Fire Fighters Of Wisconsin
- 06 **Robert Lamoureux**
L0323 Burnaby
- 07 **Curtis Smith**
L0187 Pocatello
- 08 **James P. Carney**
L3850 Plain Township Fire Fighters

District

Thomas A. Thornberg, Vice Chair

- 09 **Robert J. Livingston**
L0314 Salem
- 10 **David W. Gillotte**
L1014 Los Angeles County Fire Fighters
- 11 **Jim Tate**
L0440 Fort Worth
- 12 **Seth Holzopfel**
L2345 Myrtle Beach
- 13 **John Sobey**
L0162 Ottawa
- 14 **Alfred D. Patrick**
L1349 Mobile
- 15 **J. Reggie Verner**
L3591 Kennebecasis Fire Fighters Union
- 16 **Bruce E. Poore**
J0001 Federal Fire Fighters Joint Council

HEALTH & SAFETY

District

William Romaka, Chair

- 01 **Anthony J. Tarantino**
L1860 Newark Fire Officers
- 02 **Timothy M. Carr**
L0135 Wichita
- 03 **Neal A. Mullane Jr.**
L0718 Boston
- 04 **Kelvin Fong**
L0022 Philadelphia
- 05 **Brian K. Sjodin**
S0006 Minneapolis Airport
- 06 **Bruce Micheal Siemens**
L0080 Saskatoon
- 07 **Mark R. Johnston**
L0452 Vancouver
- 08 **Christopher T. Bartley**
L0526 Lexington

District

Fred LeBlanc, Vice Chair

- 09 **Jack B. Tidrow**
A0043 Professional Fire Fighters Of Utah
- 10 **Frank V. Lima**
L0112 Los Angeles City
- 11 **Brian K. Foughty**
L2047 Moore
- 12 **David R. Anders**
A0032 Professional Fire Fighters And
Paramedics Of North Carolina
- 13 **Peter D. Kennedy**
L0162 Ottawa
- 14 **Chad Major**
A0017 Professional Fire Fighters Association
Of Louisiana
- 15 **John R. Stamp**
L1075 St. John's
- 16 **Joseph Krieger**
F0025 Tidewater Federal Fire Fighters

ORGANIZING

District

	Ray R. Rahne, Chair
01	Shawn G. Stewart L0916 Eastchester
02	David T. Engler L0644 Lincoln
03	John T. Colbert L0076 Somerville
04	Brian Jones A0046 Professional Fire Fighters Of West Virginia
05	Jeremy Ryan L0414 Kenosha Professional Fire Fighters
06	Matt Osborne L0255 Calgary
07	Dennis J. Lawson L0726 Pierce County Professional Fire Fighters
08	Brian C. O'Neill L0345 Louisville

District

	Fred LeBlanc, Vice Chair
09	Zackery M. Hatch L2970 West Valley City
10	Michael J. Lopez L2881 Cal Fire Local 2881
11	Stephen A. Dorris L2661 Professional Fire Fighters of McKinney
12	Keith Wilder L0548 Raleigh
13	Warren Scott L0447 St. Thomas
14	Nathan Goodin L3758 Franklin Fire Fighters
15	Peter Alexander L0771 Saint John
16	Michael S. Holmes F0147 Coltsneck

POLICY

District

	James T. Ferguson, Chair
01	Samuel Fresina A0031 New York State Professional Fire Fighters Association
02	Michael Cambiano L0042 Kansas City
03	David E. Lang Jr. A0028 Professional Fire Fighters Of New Hampshire
04	John R. Niemiec L2068 Fairfax County Professional Fire Fighters And Paramedics
05	David R. Seager Jr. L0215 Milwaukee
06	Kirby Benning C0001 Saskatchewan Professional Fire Fighters Association
07	Thomas J. Lovell A0011 Professional Fire Fighters Of Idaho
08	Michael E. Reeves L0416 Indianapolis

District

	Paul L. Hufnagel, Vice Chair
09	Michael Frainier A0006 Colorado Professional Fire Fighters
10	Steve Beuerlein L0493 Phoenix
11	Bryan Sky-Eagle L0341 Houston
12	Roy S. Clelland L1365 Orlando Professional Fire Fighters
13	Ed Kennedy L3888 Toronto Professional Fire Fighters
14	James E. Mitchell A0041 Tennessee Professional Fire Fighters Association
15	James Peter Gates L0268 Halifax
16	Roy R. Colbrunn F0088 Wright-Patterson Air Force Base

PUBLIC RELATIONS

District

Mark S. Woolbright, Chair

- 01 **Leroy McGinnis**
L0094 Uniformed Fire Fighters Assoc. Of New York
- 02 **Daniel R. Cougill**
L0007 Sioux City
- 03 **Benjamin R. O'Brien**
A0049 Professional Fire Fighters Of Vermont
- 04 **Michael B. Rund**
A0019 Professional Fire Fighters Of Maryland
- 05 **Christopher J. Parsons**
A0022 Minnesota Professional Fire Fighters
- 06 **Bradley L. Hoekstra**
C0003 Alberta Fire Fighters Association
- 07 **Ryan J. Mudie**
L0031 Tacoma
- 08 **Christopher Lake**
L0421 Lansing

District

David J. Burry, Vice Chair

- 09 **Michael Charlton**
L1883 Henderson
- 10 **Thomas P. O'Connor Jr.**
L0798 San Francisco
- 11 **Ricky Burns**
L2041 Chickasha
- 12 **Randall W. Wyse**
L0122 Jacksonville Association Of Fire Fighters
- 13 **Wade Ritchie**
L0803 The Brandon Professional Fire Fighter/Paramedics Association
- 14 **Matthew J. Tomek**
L1784 Memphis
- 15 **Kevin Todd Dean**
L0268 Halifax
- 16 **Michael H. Melhorn**
F0123 Portsmouth Shipyard

RESOLUTIONS

District

William V. Taylor, Chair

- 01 **Dominick Marino**
A0029 Professional Fire Fighters Association Of New Jersey
- 02 **Tony Kelley**
L0152 Springfield
- 03 **Edward A. Kelly**
L0718 Boston
- 04 **Ralph A. Sicuro**
L0001 Pittsburgh
- 05 **Michael J. Woodzicka**
L0257 Appleton
- 06 **Gordon W. Ditchburn II**
C0005 British Columbia Professional Fire Fighters Association
- 07 **David Joseph Van Son**
L0008 Great Falls
- 08 **Gaylynn H. Jordan**
L0136 Dayton

District

Ricky J. Walsh, Vice Chair

- 09 **Rocky L. Hanes**
L1660 Tualatin Valley
- 10 **Louis E. Paulson**
A0005 California Professional Firefighters
- 11 **Guy F. Turner**
A0042 Texas State Association Of Fire Fighters
- 12 **Charles R. Taylor Jr.**
L2157 Gainesville Professional Fire Fighters
- 13 **Alex J. Forrest**
L0867 Winnipeg
- 14 **Steven R. Pegues**
A0001 Professional Fire Fighters Association Of Alabama
- 15 **Doug Cadigan**
L1075 St. John's
- 16 **Gregory A. Russell**
F0121 National Capital Professional Federal Fire Fighters

RULES OF ORDER

District

Danny L. Todd, Chair

- 01 Michael T. McManus**
A0031 New York State Professional Fire
Fighters Association
- 02 Les E. Norin**
L0017 Davenport
- 03 Paul C. Reed**
A0038 Rhode Island State Association Of
Fire Fighters
- 04 Jeffrey D. Buddle**
L1664 Montgomery County
- 05 Michael T. Smith**
L0021 Saint Paul
- 06 Brad Wilson**
L1763 Delta Firefighters
- 07 Thomas A. Wescott**
A0002 Alaska Professional Fire Fighters
Association
- 08 Anthony L. Murray**
L4416 Hamilton County Professional
Fire Fighters Union

District

- 09 Kelly M. Bach**
A0036 Oregon State Fire Fighters Council
- 10 Brian Rice**
L0522 Sacramento
- 11 Joseph A. Tellez**
L0051 El Paso
- 12 LeRoy J. Marcotte**
A0039 South Carolina Professional
Fire Fighters Association
- 13 Mark Train**
L1212 Mississauga
- 14 Richard J. Morehead**
L0034 Little Rock
- 15 Allen Mitton**
L0999 Moncton
- 16 Reid S. Shimabukuro**
F0263 Federal Fire Fighters Of Hawaii

SERGEANT-AT-ARMS

District

Curtis Dunn, Jr., Master Sergeant

- 01 **Louis F. Vellucci**
L0628 Yonkers Mutual Aid Association
- 01 **Patrick J. Eggleston**
L0729 Binghamton
- 02 **Michael J. Byrne**
L0042 Kansas City
- 02 **David M. Brown**
L3987 Lake Area Fire Fighters Association
- 03 **Robert Mullins**
L0739 Lynn
- 04 **Robert Ford Jr.**
L1664 Montgomery County
- 04 **Robert A. Konczal**
L2068 Fairfax County Professional
Fire Fighters And Paramedics
- 04 **Jay Todd Grimes**
L1605 Hagerstown
- 05 **Mark Lakosky**
L0082 Minneapolis
- 05 **Joseph B. Mattison**
L0082 Minneapolis
- 06 **Brad Hilker Readman**
L1190 Red Deer
- 07 **John Stockman**
L2829 Redmond
- 07 **Dean Allen Shelton**
L3219 Marysville
- 08 **Montgomery C. Nye**
A0021 Michigan Professional
Fire Fighters Union

District

Daniel J. Mitsch, Assistant to Master Sergeant

- 08 **Mark David Fankhauser**
A0021 Michigan Professional Fire Fighters
Union
- 09 **Reed Norwood**
L1309 West Metro Fire Fighters
- 10 **Anthony McHale**
L1364 Ventura County
- 10 **Richard L. Sanchez**
L0244 Albuquerque
- 11 **Christopher Charles Balough**
L1329 Arlington
- 11 **Daniel A. Little**
L0176 Tulsa
- 12 **Cletis Browning**
L2117 Reedy Creek Fire Fighters Association
- 12 **Wayne G. Bernoska Jr.**
L1365 Orlando Professional Fire Fighters
- 13 **Michael D. Ogle**
L3888 Toronto Professional Fire Fighters
- 13 **Julian A. DeGrave**
L0867 Winnipeg
- 14 **Dennis L. Carroll**
A0041 Tennessee Professional Fire Fighters
Association
- 15 **Shawn Richard White**
L3591 Kennebecasis Fire Fighters Union
- 16 **Jason A. Morgal**
F0121 National Capital Professional Federal
Fire Fighters
- 16 **Taska Lanae Elin**
F0282 Puget Sound Federal Fire Fighters

DUPLICATE RESOLUTIONS

(6) Recommendation re: Verbatim Duplicate Resolution by Vice President Jack Bostick on behalf of the Convention Resolutions Committee:

Resolved, That the Secretary-Treasurer shall print a resolution only once and assign it a number. All other resolutions that are verbatim duplicates shall have the name of the introducers added to the bottom of the original resolution.

Recommendation was adopted by the Delegates.

PROPOSED RESOLUTIONS

2014 IAFF CONVENTION

RESOLUTION NO. 1

COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS RE: BUDGET ADJUSTMENT FOR INFLATION

1 WHEREAS, after analyzing the present
2 operations and IAFF budget; and
3 WHEREAS, it has been established that
4 approximately 100% of the IAFF budget is subject to
5 inflation; and
6 WHEREAS, the 40th Biennial Convention in
7 St. Louis, in 1990, established the measuring period
8 for a Consumer Price Index (CPI) increase from
9 April 1 through March 31, as issued by the
10 Department of Labor; and
11 WHEREAS, the CPI for this period, April 1, 2013
12 through March 31, 2014, was 1.41 percent (1.41%);
13 therefore be it
14 RESOLVED, That the new total per capita tax at
15 the conclusion of the 2014 Convention be increased
16 eighteen cents (\$.18) per active member and nine
17 cents (\$.09) per active-retired member, and that this
18 inflation increase shall become effective on
19 September 1, 2014 for FY 2014; and be it further
20 RESOLVED, That the per capita tax be adjusted
21 for FY 2015 based on the U. S. National Consumer
22 Price Index (CPI) as issued by the Department of
23 Labor measured from April 1, 2014 through March
24 31, 2015, but in no instance will it exceed 3.5 percent
25 (3.5%) per active member and active-retired member,
26 and that this increase shall become effective on
27 September 1, 2015; and be it further
28 RESOLVED, That the International Constitution
29 & By-Laws be changed in the appropriate Articles
30 and Sections to reflect this adjustment.

Submitted by: IAFF Executive Board
Cost Estimate: 18 cents per active member and 9 cents per active-retired member on September 1, 2014, and in the second year beginning September 1, 2015, the cost will be adjusted by the 2014/2015 CPI, but not to exceed 3.5 percent (3.5%).
(See cost factor detail in Appendix.)

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 2

COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS RE: DELEGATE CREDENTIALS

1 WHEREAS, the IAFF Constitution & By-Laws
2 expressly requires each elected delegate and alternate
3 delegate to establish his/her identity by presenting to
4 the Credentials Committee the "original form of
5 official credential signed by the president and
6 secretary-treasurer of the local union or other
7 subordinate body of which he/she is a delegate"; and

8 WHEREAS, technology has evolved to the point
9 that the credential/registration process can be more
10 thoroughly administered and tracked via integration
11 with our membership database; and
12 WHEREAS, the IAFF has instituted an online
13 credential/registration process that utilizes an
14 electronic signature and does not require the use of
15 paper credentials; therefore be it
16 RESOLVED, That Article IV, Section 5,
17 paragraph 1 be replaced with the following text:
18 "Each elected delegate and alternate delegate
19 shall establish his/her identify and right to a
20 voice and vote in the convention by presenting
21 to the Credentials Committee not later than
22 5:00 p.m. on the first day of the convention, in
23 person or through a member of his/her
24 delegation, by presenting either an IAFF
25 membership card, a driver's license or
26 passport."

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 3

COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS RE: SUBMISSION OF PROXY CREDENTIALS

1 WHEREAS, the IAFF Constitution & By-Laws
2 expressly specifies the date and manner in which
3 proxies must be received by the IAFF General
4 Secretary-Treasurer; and
5 WHEREAS, the IAFF has instituted an online
6 credential/registration process that does not require
7 paper records; therefore be it
8 RESOLVED, That Article IV, Section 5,
9 paragraph 2, sentence 2 be replaced with the
10 following text:
11 "The online credentialing program will stop
12 accepting proxy credentials that have not been
13 approved by both the president and secretary-
14 treasurer of an affiliate as of 5:00 p.m. EDT of
15 the cutoff date set by the General Secretary-
16 Treasurer."

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 4

**COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: REMITTANCE OF REVENUE**

1 WHEREAS, the IAFF Constitution & By-Laws
2 expressly specifies that all money due to the
3 Association by local unions, state or provincial
4 associations or joint councils shall be remitted by
5 check or money order payable to the General
6 Secretary-Treasurer; and
7 WHEREAS, the IAFF has instituted an online
8 payment system that permits payment via an
9 electronic transfer; therefore be it
10 RESOLVED, That Article VIII, Section 7,
11 paragraph 1, sentence 1 be replaced with the
12 following text:
13 "All money due to the Association by local
14 unions, state or provincial associations or joint
15 councils shall be remitted by check or money
16 order made payable to the International
17 Association of Fire Fighters, or via electronic
18 funds transfer, as provided by the
19 Association."

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 5

**COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: AUDITS AND FINANCIAL REPORTS**

1 WHEREAS, the IAFF Constitution & By-Laws
2 expressly requires the books and accounts of all local
3 unions be audited annually; and
4 WHEREAS, the last such report of that audit be
5 forwarded each year to the General Secretary-
6 Treasurer over seal of the local within 180 days of
7 the close of the local's fiscal year; and
8 WHEREAS, the Association provides a standard
9 auditors' form to be completed and submitted
10 annually; and
11 WHEREAS, the term "audited" or "audit" is not
12 indicative of the level of review requested by the
13 Association; therefore be it
14 RESOLVED, That Article XIII, Section 9,
15 paragraph 1, sentence 1 be replaced with the
16 following text:
17 "All local unions shall have an independent
18 inspection of their books and accounts
19 performed annually."
20 and be it further
21 RESOLVED, That Article XIII, Section 9,
22 paragraph 1, sentence 2 be added to read:
23 "A financial report of this inspection, as
24 provided by the Association, be prepared,
25 signed and forwarded each year to the General
26 Secretary-Treasurer within 180 days of the
27 close of the local's fiscal year."

Submitted by: IAFF Executive Board

Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 6

**COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: AMENDING PROCEDURES FOR WORK
JURISDICTION DISPUTES**

1 WHEREAS, Article XIX of the IAFF
2 Constitution & By-Laws provides the procedures by
3 which disputes over work jurisdiction are resolved;
4 and
5 WHEREAS, the IAFF Executive Board adopted a
6 policy favoring mediation prior to arbitration of work
7 jurisdiction disputes at the June 2013 Executive
8 Board meeting; and
9 WHEREAS, the IAFF Executive Board hopes to
10 retain a small cadre of pro-labor, experienced
11 arbitrator(s) to regularly decide Article XIX disputes;
12 and
13 WHEREAS, numerous locals involved in Article
14 XIX work jurisdiction disputes found the role of the
15 arbitrator in work jurisdiction disputes to be
16 confusing; therefore be it
17 RESOLVED, That Article XIX, Section 3 shall be
18 retitled "Outside Arbitrator Use; Mediation" and the
19 following shall be inserted as the second paragraph
20 of that section:
21 "Prior to determining whether or not a work
22 jurisdiction dispute exists, the General
23 President may first order mediation of matters
24 between the parties, and appoint a mediator
25 from outside the district(s) involved.
26 Authorized travel and expenses for the
27 appointed mediator shall be borne by the
28 IAFF. No statements or admissions made
29 before the mediator shall be admissible before
30 the arbitrator, and the mediator shall not
31 participate in, advise, or comment on any
32 proceedings related to the dispute."
33 and be it further
34 RESOLVED, That the first sentence of Section 4
35 shall be replaced with the following:
36 "Upon determination that a work jurisdiction
37 dispute exists between two or more affiliates,
38 the General President shall provide a list of
39 five arbitrators from the American Arbitration
40 Association or from the Labour Minister, from
41 which the parties shall alternately strike
42 names, charging party striking first, until a
43 single arbitrator remains."
44 and be it further
45 RESOLVED, That Section 5 shall be retitled
46 "Deciding the Dispute; Recommending Remedies"
47 and the following sentence shall be added to the end
48 of the section:
49 "This report shall determine the facts, assign
50 fault between the parties (if appropriate), and
51 make recommendations to the Executive
52 Board on suitable remedies for the dispute."

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 7

**COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: THE EXPANDING ROLE AND INCREASED
RESPONSIBILITIES OF DISTRICT VICE PRESIDENTS
DESERVE TO BE REFLECTED WITH A PAY INCREASE**

1 WHEREAS, since the founding of our great
2 International Union in 1918, the District Vice
3 Presidents have provided leadership in establishing
4 the policies, the mission and priorities of the IAFF;
5 and

6 WHEREAS, for many years, the role of the
7 District Vice Presidents was exclusively to function
8 as the governing board of the IAFF, meeting four
9 times a year to provide strategic vision for the
10 organization, in the same fashion as a corporate
11 board of directors; and

12 WHEREAS, this policy role was universally
13 recognized by IAFF affiliates and rank and file
14 members; and

15 WHEREAS, for many years most IAFF District
16 Vice Presidents served as active members of their
17 fire departments and/or officers of their respective
18 local unions or state/provincial associations in
19 addition to their function as a District Vice President
20 of the IAFF; and

21 WHEREAS, IAFF District Vice Presidents served
22 without any annual compensation, only receiving a
23 daily per diem when they attended meetings, and
24 without receiving any health care or pension benefits;
25 and

26 WHEREAS, as the IAFF grew in membership and
27 stature, IAFF affiliates and members demanded
28 greater service and assistance from the IAFF; and

29 WHEREAS, as a result of the growing demand,
30 the role of District Vice Presidents evolved from
31 being a part-time policy position to dramatically
32 expanding and morphing into being both a traditional
33 board member and a full-service-field operative to
34 the point where the position has become a full-time
35 responsibility; and

36 WHEREAS, the IAFF is the only major union
37 without a full-time organizing department with our
38 District Vice Presidents serving as the de facto
39 organizers for our union, and under this cost effective
40 model, the IAFF has grown steadily in membership
41 each and every year while other unions'
42 memberships have continued to decline; and

43 WHEREAS, District Vice Presidents serve as the
44 initial point of contact for all affiliates in their
45 respective districts for advice, counsel and to access
46 IAFF resources; and

47 WHEREAS, District Vice Presidents provide
48 direct servicing to our locals and supervise both the
49 District Field Service Representatives and Service
50 Representatives to provide additional services to
51 affiliates; and

52 WHEREAS, the District Vice Presidents provide
53 in-district education to their affiliates through the
54 delivery of IAFF educational modules at caucuses,
55 state conventions, meetings and educational
56 seminars; and

57 WHEREAS, District Vice Presidents serve as the
58 point of contact and advocate for Emergency Dispute
59 Funds, Guardian Policy coverage, Frontline
60 protection and PROP loans for their affiliates; and

61 WHEREAS, delegates at various conventions
62 have recognized the important and expanding role
63 and responsibilities of District Vice Presidents; and

64 WHEREAS, delegates at the 1968 Convention
65 determined that because of the service-related aspects
66 of the District Vice Presidents' positions that they
67 should be elected by affiliates within their district
68 instead of at-large; and

69 WHEREAS, delegates at the 1986 Convention
70 deemed that because of the demands and scope of the
71 position that District Vice Presidents should be
72 provided with a \$30,000 annual salary; and

73 WHEREAS, delegates at the 1992 Convention
74 determined that as the position expanded within the
75 International the District Vice Presidents shall be
76 afforded a pension benefit; and

77 WHEREAS, delegates at the 2002 Convention
78 recognized that in order to better concentrate on their
79 expanding duties and to conform with the terms of
80 office for the Principal Officers that the term of
81 District Vice Presidents shall be increased to four
82 years; and

83 WHEREAS, it wasn't until 2004 that the District
84 Vice Presidents were finally provided health
85 insurance coverage through the IAFF; and

86 WHEREAS, IAFF District Vice Presidents
87 currently are paid far less than their counterparts in
88 comparable unions; and

89 WHEREAS, most IAFF bargaining union
90 employees covered under the collective bargaining
91 agreement with OPEIU Local 2 earn more than our
92 District Vice Presidents; and

93 WHEREAS, the only salary increase since 2000,
94 was by Convention action in 2006 which increased
95 the salary by \$10,000 along with periodic COLA
96 adjustments allowed by the provisions in the
97 Constitution. Currently District Vice Presidents
98 receive a salary of \$79,000, they do not receive any
99 per diem other than the \$80 travel expense allowance
100 they receive for work done outside their home
101 domicile and \$100 per week home
102 office/administrative allowance which is consistent
103 with IAFF policy; and

104 WHEREAS, our District Vice Presidents have
105 earned and are entitled to compensation
106 commensurate with their duties, responsibilities and
107 roles within this IAFF; therefore be it

108 RESOLVED, That effective October 1, 2014 the
109 District Vice Presidents' annual salary will be
110 increased by \$13,333 at a cost of 9 cents per capita;
111 and be it further

112 RESOLVED, That effective October 1, 2015 the
113 District Vice Presidents' annual salary will be

114 increased by an additional \$13,333 at an additional
115 cost of 9 cents per capita; and be it further
116 RESOLVED, That effective October 1, 2016 the
117 District Vice Presidents' annual salary will be
118 increased by an additional and final \$13,333 at a cost
119 of an additional 9 cents per capita.

Submitted by: General President, Delegate At-Large
General Secretary-Treasurer, Delegate At-Large
Cost Estimate: 9 cents on October 1, 2014; an additional 9
cents on October 1, 2015; an additional and
final 9 cents on October 1, 2016
(See cost factor detail in Appendix.)

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 8

COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS RE: VOLUNTARY FORFEITURE OF STATE AND PROVINCIAL CHARTER BY A LOCAL UNION, ARTICLE XIV, NEW SECTION 11

1 WHEREAS, the IAFF's State and Provincial
2 Associations provide an important and distinct level
3 of service to local affiliates; and
4 WHEREAS, the ability to affiliate with a state or
5 provincial association and participate in its programs
6 and activities is considered to be of significant
7 benefit to local affiliates; and
8 WHEREAS, state and provincial associations
9 identify and endorse candidates, develop legislation
10 affecting fire fighters and provide for lobbying at the
11 state or provincial level; and
12 WHEREAS, the development and delivery of
13 programs and activities of the state or provincial
14 association require predictable and consistent
15 revenue streams; and
16 WHEREAS, the efforts of the state and provincial
17 associations impact, affect and benefit all of the
18 IAFF affiliated local unions within their jurisdictions;
19 therefore be it
20 RESOLVED, That a new Section 11 be inserted
21 into the IAFF Constitution & By-Laws, Article XIV
22 and subsequent sections be renumbered; and be it
23 further
24 RESOLVED, That the new Section 11 shall read:
25 "There shall be no voluntary forfeiture of the
26 charter of a state or provincial association by a
27 local union unless the majority of its
28 membership in good standing vote to forfeit
29 the charter.
30 Voluntary forfeiture of a charter shall be
31 determined only by a referendum vote of the
32 local union. This referendum shall be
33 conducted by secret ballot after at least thirty
34 (30) days written notice has been made to all
35 members of such local union, stating that a
36 proposal to forfeit the charter will be submitted
37 to a referendum ballot. Such written notice
38 shall also be communicated by the local union
39 seeking forfeiture to the International General
40 President and will be promptly communicated

41 to the International Vice President for that
42 state or province and the affected state or
43 provincial association president. The
44 referendum shall be initiated only by motion of
45 the membership in good standing of such local
46 union."

Submitted by: Federation of State and Provincial Professional
Fire Fighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 9

COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS RE: STATE AND PROVINCIAL ASSOCIATION CONDITIONS AND RESTRICTIONS, ARTICLE XIV, SECTION 11, SUBSECTION A

1 WHEREAS, the Federation of State and
2 Provincial Professional Fire Fighters (FSPPFF) was
3 established in 1974 and has been chartered by the
4 IAFF since August 9, 1982; and
5 WHEREAS, 49 states, 10 provinces and federal
6 fire fighters are united in the FSPPFF; and
7 WHEREAS, the FSPPFF has regularly met two
8 times annually, in the spring and in the fall; and
9 WHEREAS, the FSPPFF meets to exchange
10 legislative, political action and current issues
11 affecting fire fighters in states and provinces; and
12 WHEREAS, these meetings provide a means for a
13 stronger relationship and coordination between state
14 and provincial associations; and
15 WHEREAS, the restriction to biennial meetings
16 has no practical application and has not been
17 enforced or followed; therefore be it
18 RESOLVED, That Article XIV, Section 11,
19 subsection A be removed and this restriction be
20 eliminated.

Submitted by: Federation of State and Provincial Professional
Fire Fighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 10

COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS RE: 52ND IAFF CONVENTION ETHICS RESOLUTION

1 WHEREAS, the IAFF is nearing its 100th
2 anniversary and continues as the essential safeguard
3 for North America's union fire fighters and
4 paramedics; and
5 WHEREAS, our union suffers from unsound and
6 unethical decision making; and
7 WHEREAS, the way to protect our union and
8 ensure its viability is to commit union officers to a
9 sound and commonsense ethical standard; therefore
10 be it
11 RESOLVED, That delegates seated at the 52nd
12 IAFF Convention present for constitutional adoption

13 the following ethical precepts:
14 International Association of Fire Fighters Ethics
15 (a) Union service is a sacred trust. Union officers
16 have a responsibility to place loyalty to the IAFF
17 Constitution and ethical principles above private
18 gain. Every union officer must work to uphold the
19 integrity of the IAFF. Every officer shall respect and
20 adhere to the principles of ethical conduct set forth in
21 this section.
22 (b) General principles: The following general
23 principles apply to every union officer and form the
24 basis for the standards contained in this part. Where a
25 situation is not covered by the standards set forth in
26 this part, union officers shall apply the principles set
27 forth in this section in determining whether their
28 conduct is proper.
29 (1) Union officers will place loyalty to the
30 IAFF Constitution and ethical principles above
31 private gain.
32 (2) Union officers shall not hold financial
33 interests that conflict with the conscientious
34 performance of duty.
35 (3) Union officers shall not engage in financial
36 transactions using union information or allow
37 the improper use of such information to further
38 any private interest.
39 (4) A union officer shall not solicit or accept
40 any gift or other item of monetary value from
41 any person or entity seeking official action
42 from, doing business with, or conducting
43 activities with the IAFF, or whose interests
44 may be substantially affected by the
45 performance or nonperformance of the
46 officer's duties.
47 (5) Union officers shall put forth honest effort
48 in the performance of their duties.
49 (6) Union officers shall not knowingly make
50 unauthorized commitments or promises of any
51 kind purporting to bind the IAFF.
52 (7) Union officers shall not use their office for
53 private gain.
54 (8) Union officers shall act impartially and not
55 give preferential treatment to any business,
56 organization or individual.
57 (9) Union officers shall protect and conserve
58 IAFF property and shall not use it for other
59 than authorized activities.
60 (10) Union officers shall not engage in outside
61 employment or activities, including seeking or
62 negotiating for employment, that conflict with
63 IAFF duties and responsibilities.
64 (11) Union officers shall disclose waste, fraud,
65 abuse, and corruption to appropriate
66 authorities.
67 (12) Union officers shall satisfy in good faith
68 their obligations including all just financial
69 obligations.
70 (13) Union officers shall take no action which
71 directly or indirectly jeopardizes the Union's
72 health and safety advocacy role or the health
73 and safety of IAFF members.
74 (14) Union officers shall endeavor to avoid

75 any actions creating the appearance that they
76 are violating the law or the ethical standards.
77 Whether particular circumstances create an
78 appearance that the law or these standards
79 have been violated shall be determined from
80 the perspective of a reasonable person with
81 knowledge of the relevant facts.
82 Failure to adhere to these ethical principles will result
83 in disciplinary action including trial board and loss of
84 office.

Submitted by: Local 2863, Brownwood, TX
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 11
COMMITTEE ASSIGNMENT: POLICY
RE: IAFF MEMBERS RESPONDING TO
ACTIVE SHOOTER EVENTS

1 WHEREAS, the emerging threat of terrorism and
2 asymmetric warfare, specifically small unit "active
3 shooter" and improvised explosive device (IED)
4 attacks, is a concern for the fire service; and
5 WHEREAS, an attack by radicals armed with
6 weapons in public areas, such as schools, shopping
7 malls, churches or any other locations where people
8 congregate is a real threat to a sense of security and
9 daily lives; and
10 WHEREAS, "active shooter" scenarios are
11 unfolding across the nation; and
12 WHEREAS, fire and law enforcement
13 departments, regardless of size or capacity, must find
14 ways to marshal appropriate and effective responses
15 to these events; and
16 WHEREAS, local fire and law enforcement
17 departments faced with responding to active shooter
18 events are establishing standard operating procedures
19 to deal with these unusual, highly volatile, and
20 extraordinarily dangerous scenarios; and
21 WHEREAS, IAFF local leaders throughout the
22 United States and Canada need information and
23 guidance as these protocols are developed and
24 negotiated; and
25 WHEREAS, every EMS delivery model is
26 different and active shooter protocols must be
27 customized for individual departments; therefore be
28 it
29 RESOLVED, That relevant standard operating
30 procedures (SOPs) should at minimum include use of
31 the National Incident Management System (NIMS)
32 in particular the Incident Command System (ICS).
33 Fire and law enforcement officers should establish
34 a single command post (CP) and establish face-to-
35 face unified command (UC); and be it further
36 RESOLVED, That responders should use
37 common communications terminology and
38 understand common terms such as *cleared, secured,*
39 *cover, concealment, hot zone/cold zone* and
40 related vocabulary; and be it further
41 RESOLVED, That fire departments deploying

42 rescue task forces (RTF) consisting of both fire
43 department and law enforcement personnel, into the
44 indirect threat zone (warm zone), shall assure that
45 those personnel are trained to provide immediate life-
46 saving care using the concepts of Tactical
47 Emergency Casualty Care (TECC); and be it further
48 RESOLVED, That law enforcement and fire
49 departments should train together both initially and
50 regularly to assure all personnel are prepared for
51 response as assigned; and be it further
52 RESOLVED, That fire departments will provide
53 appropriate protective gear to personnel exposed to
54 risk just as they provide PPE for response to fire; and
55 be it further
56 RESOLVED, That active shooter response using
57 RTFs is NOT the same as Tactical EMS or SWAT
58 medic response; and be it further
59 RESOLVED, That fire fighters will not carry
60 weapons; and be it further
61 RESOLVED, That fire departments will provide
62 post-response behavioral health programs for
63 responders to these events.

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 12
COMMITTEE ASSIGNMENT: POLICY
RE: FIRE-BASED COMMUNITY HEALTHCARE PROVIDER
(AKA: COMMUNITY PARAMEDIC, INTEGRATED
HEALTHCARE PROGRAM)

1 WHEREAS, the provisions of the Patient
2 Protection and Affordable Care Act (ACA) and the
3 associated regulations are driving change in
4 traditional healthcare delivery and in local EMS
5 systems; and
6 WHEREAS, local healthcare systems are
7 changing to embrace the savings or avoid penalties
8 set forth in the ACA; and
9 WHEREAS, these changes can threaten local fire-
10 based EMS systems if they are not included in the
11 integrated community healthcare programs; and
12 WHEREAS, Fire-Based Community Healthcare
13 Provider Programs (FBCHP) are intended to provide
14 public health services to elderly, underserved, and
15 chronic condition-patient populations by providing
16 primary care as an extension of a physician; and
17 WHEREAS, FBCHP Programs may provide
18 health, assessment, chronic disease monitoring,
19 patient education and prescription regime
20 compliance, immunizations and vaccinations,
21 hospital discharge follow-up care, and minor medical
22 procedures approved by the system medical director
23 or patient's primary care physician; and
24 WHEREAS, based on state or provincial law and
25 community need, FBCHP Programs may include
26 transport to alternative destinations such as walk-in
27 clinics, mental health triage, social detox facilities,
28 homeless shelters and in-home assistance services; and

29 WHEREAS, FBCHP Programs may conduct
30 frequent caller education and assist high risk patients
31 to better learn about their condition and ways to
32 manage it better so that they can eliminate
33 unnecessary hospitalizations and transports; and
34 WHEREAS, FBCHP Programs may also include
35 scheduling in-home evaluation of high-risk patients
36 following hospital discharge; and
37 WHEREAS, a FBCHP has the potential to reduce
38 health system expenditures, become self-sustaining,
39 and enhance public health and safety by supporting
40 the health and social welfare needs of the
41 community; therefore be it
42 RESOLVED, That the IAFF support and promote
43 Fire-Based Integrated Healthcare Provider Programs
44 designed to provide added value to local
45 communities; and be it further
46 RESOLVED, That the IAFF develop resources
47 and services to educate and assist local affiliates and
48 their departments to implement successful Fire-
49 Based Integrated Healthcare Provider (Community
50 Paramedic) programs; and be it further
51 RESOLVED, That these resources include
52 assessment of related local, state or provincial laws
53 for necessary changes to enable local implementation
54 of such programs.

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 13
COMMITTEE ASSIGNMENT: POLICY
RE: ADOPTION OF IAFF HAZMAT TRAINING

1 WHEREAS, the IAFF HazMat/WMD Training
2 Department has available by request hazardous
3 materials training to provide first responders with the
4 knowledge and skills to provide a risk-based
5 response to incidents that involve hazardous
6 materials; and
7 WHEREAS, the Hazardous Materials First
8 Responder Operations program provides the basic
9 level of competencies for first responders to incidents
10 that involve hazardous materials as required by
11 OSHA and EPA; and
12 WHEREAS, the Hazardous Materials First
13 Responder Operations program has been recognized
14 and funded by Public Safety Canada by means of a
15 contribution agreement with the IAFF since 2007;
16 and
17 WHEREAS, the IAFF First Responder Operations
18 program has been accredited by the Pro Board Fire
19 Service Professional Qualifications System to meet
20 the requirements of NFPA 472, Standard for
21 Competence of Responders to Hazardous
22 Materials/Weapons of Mass Destruction Incidents,
23 2013 edition at the Operations level; and
24 WHEREAS, the IAFF has additional courses that
25 provide first responders with the knowledge and
26 skills beyond the operations level for incidents

27 involving hazardous materials and other incidents
28 requiring specialized team capabilities to comply
29 with applicable regulations and standards; and
30 WHEREAS, the IAFF instructor cadre consists of
31 emergency service providers with extensive
32 background and experience in these specialty areas
33 and the ability to transfer the knowledge and skills to
34 students; and
35 WHEREAS, this training is funded through
36 federal grants and is available at no cost to the
37 jurisdictions; therefore be it
38 RESOLVED, That IAFF affiliates encourage their
39 employer(s) to adopt the IAFF Hazardous Materials
40 First Responder Operations training and other IAFF
41 specialty training into their recruit training programs
42 and other refresher or specialized training of their
43 personnel.

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 14

**COMMITTEE ASSIGNMENT: POLICY
RE: ENSURING THAT IAFF CONVENTIONS-CONFERENCES
ARE ACCESSIBLE FOR DESERVING LOCALS TO HOST**

1 WHEREAS, the IAFF is nearing its centennial
2 anniversary, and the growth and achievements of the
3 IAFF in the past have been extraordinary; and
4 WHEREAS, the strength of the IAFF is derived
5 by the participation of its membership in its
6 initiatives; and
7 WHEREAS, a number of locals have been
8 honoured to host various events associated with
9 conventions and conferences provided by the IAFF;
10 and
11 WHEREAS, the hosting of such conventions and
12 conferences can have a substantial financial benefit
13 to a host local and city; and
14 WHEREAS, all locals of the IAFF are proud of
15 their members, their city, and their affiliation to the
16 IAFF; and
17 WHEREAS, IAFF locals currently bid to host
18 provincial and state conventions and policy
19 conferences; and
20 WHEREAS, IAFF locals can bid, four years prior,
21 to be the host local for the IAFF Biennial
22 Convention; and
23 WHEREAS, the IAFF also designates various
24 sites to host the Vincent J. Bollon Affiliate
25 Leadership Training Summit, the Ernest A. 'Buddy'
26 Mass Human Relations Conference, and the John P.
27 Redmond Symposium in conjunction with the
28 Dominick F. Barbera Emergency Medical Services
29 Conference, to name a few; and
30 WHEREAS, the aforementioned conferences are
31 hosted by the same locals on a rotational basis; and
32 WHEREAS, the IAFF has policies which describe
33 the guidelines under which conventions and
34 conferences can be hosted; and

35 WHEREAS, the criteria needed to fulfill the
36 requirements of the policy guidelines can be
37 restrictive to the point of disqualifying for
38 consideration many deserving locals; and
39 WHEREAS, in 2012, three locals presented
40 expressions of interest in hosting the 2016 IAFF
41 Biennial Convention, and for different reasons, all
42 three were disqualified; and
43 WHEREAS, the IAFF Executive Board
44 unilaterally decided that the 2016 IAFF Biennial
45 Convention be in Las Vegas, Nevada; and
46 WHEREAS, it would be beneficial to allow more
47 locals an opportunity to host conventions and
48 conferences in order that members be allowed to
49 experience those venues and experience the diversity
50 of membership in the IAFF; therefore be it
51 RESOLVED, In consideration of the
52 aforementioned, that the IAFF review its policies and
53 guidelines with respect to hosting conventions and
54 conferences; and be it further
55 RESOLVED, That the IAFF adopt policy and
56 guideline amendments that effectively allow for more
57 locals to host the biennial convention and IAFF
58 conferences; and be it further
59 RESOLVED, That if adopted at the 52nd
60 Convention in Cincinnati, Ohio the IAFF report back
61 to the delegates assembled at the 2016 IAFF
62 Convention of the amendments to the policies and
63 guidelines and the effect of same.

Submitted by: Canadian Policy Conference
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 15

**COMMITTEE ASSIGNMENT: POLICY
RE: IAFF SUPPORT INFORMING STATE ASSOCIATIONS**

1 WHEREAS, the IAFF First Responder Training
2 (HazMat, confined space, peer fitness classes) may
3 be requested by locals in the state. Locals throughout
4 the state may not know of the date and times of
5 classes.
6 WHEREAS, these classes may lack attendance
7 due to information not given to the state associations
8 so that they may inform all locals in the state;
9 therefore be it
10 RESOLVED, That when a local is approved for
11 hosting such classes the IAFF inform the state
12 associations of the date, location, and time of
13 classes.

Submitted by: South Carolina Professional Firefighters
Association
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 16
WITHDRAWN BY SUBMITTER

RESOLUTION NO. 17
COMMITTEE ASSIGNMENT: POLICY
RE: REIMBURSEMENT RESOLUTION

1 WHEREAS, The International Association of Fire
2 Fighters (IAFF) is desirous of expanding the
3 presence of the IAFF; and

4 WHEREAS, the IAFF has at times relied on
5 affiliate locals and state and provincial affiliates to
6 conduct organizing efforts; and

7 WHEREAS, the cost for these organizing efforts
8 can have a significant impact on the budgets of
9 affiliate locals and state and provincial affiliates; and

10 WHEREAS, the IAFF is desirous of these
11 organizing efforts continuing unabated; and

12 WHEREAS, the entire IAFF organization benefits
13 from increased union density; and

14 WHEREAS, the increased presence of IAFF
15 affiliates in areas that had not been previously
16 serviced by IAFF members furthers the IAFF
17 agenda; therefore be it

18 RESOLVED, That the IAFF reimburse affiliate
19 locals and state and provincial affiliates for
20 substantiated legal costs associated with organizing
21 new IAFF locals; and be it further

22 RESOLVED, That said reimbursement shall be
23 capped at \$3,500 per organizational effort; and be it
24 further

25 RESOLVED, That any requests in excess of
26 above said amounts must be approved by the General
27 President or his/her designee.

Submitted by: Pennsylvania Professional Fire Fighters
Rhode Island Professional Fire Fighters

Cost Estimate: ½ cent
(See cost factor detail in Appendix.)

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 18
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: PUBLICATION OF RESOLUTIONS

1 WHEREAS, the IAFF Constitution & By-Laws
2 expressly requires printing of proposed resolutions to
3 amend the Constitution & By-Laws in the IAFF's
4 "official publication"; and

5 WHEREAS, the move of the IAFF to a quarterly
6 publication and the timing of conventions makes this
7 method of printing resolutions complex; and

8 WHEREAS, it has recently been the policy and
9 practice of the IAFF to publish online all properly-
10 submitted resolutions and amendments so that
11 members and delegates may know the proposed
12 business of each convention; therefore be it

13 RESOLVED, That Article VI, Section 2,
14 paragraph 9 be replaced with the following text:
15 "He/She shall distribute and make available
16 electronically all properly-submitted

17 convention resolutions prior to said
18 convention, and in accordance with the
19 procedure prescribed in Sections 1 and 2 of
20 Article XX."

21 and be it further

22 RESOLVED, That the second sentence of Article
23 XX, Section 2 be replaced with the following text:

24 "All such amendments or resolutions to be
25 considered by any convention of this
26 Association (including the IAFF/Canada)
27 must be received by the General Secretary-
28 Treasurer no later than 50 days immediately
29 preceding the opening of the convention and
30 no later than 5:00 p.m. EDT of the cut-off date
31 in order that all such amendments and
32 resolutions may be distributed and made
33 available electronically to the membership
34 preceding said convention accompanied by a
35 summary statement prepared by the General
36 Secretary-Treasurer of the estimated costs
37 respecting any resolution which in his/her
38 judgment involves cost factors."

Submitted by: IAFF Executive Board

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 19
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: IAFF FALLEN FIRE FIGHTER MEMORIAL

1 WHEREAS, the mission of the IAFF Fallen Fire
2 Fighter Memorial is to honor the sacrifice made by
3 IAFF members who serve as professional fire
4 fighters and emergency medical personnel and who
5 have given their lives in the line of duty; and

6 WHEREAS, the hallowed grounds of the IAFF
7 Fallen Fire Fighter Memorial have served as the site
8 of the annual memorial service for family and friends
9 to honor the memories of our fallen brothers and
10 sisters; and

11 WHEREAS, currently the Memorial's Wall of
12 Honor lists the names of 2,808 IAFF members who
13 have died in the line of duty since 1976. The names
14 of 3,469 IAFF members who died in the line of duty
15 from 1918 to 1975 are to be added to the Wall of
16 Honor, as well as approximately 3,700 names over
17 the next 25 years; and

18 WHEREAS, after thirty years the original site is
19 deteriorating, veneer walls are cracking, the
20 foundation needs repairs, major drainage issues must
21 be addressed and additional walls are needed to
22 accommodate future names. The site is no longer a
23 fitting tribute to the sacrifices of our fallen members;
24 and

25 WHEREAS, the IAFF Executive Board
26 recommended a complete rebuild of the entire
27 Memorial leaving just the original sculpture in place
28 adding additional walls to accommodate future
29 names; and

30 WHEREAS, the Fallen Fire Fighter Memorial
31 Committee's plan also calls for additional space to

32 accommodate the families of the fallen during the
33 annual Fallen Fire Fighter Memorial observance each
34 September. Currently, the area seats 2,500.
35 Attendance is typically 5,000, but reached 10,000 in
36 2002 after 347 IAFF members made the ultimate
37 sacrifice on September 11, 2001; and

38 WHEREAS, the redesign plan includes improved
39 drainage, new and enhanced entry experience,
40 lighting, and landscaping; and

41 WHEREAS, the Fallen Fire Fighter Committee
42 issued a Request for Proposal to architectural design
43 firms in Colorado Springs; and

44 WHEREAS, the Committee selected the firm of
45 Thomas and Thomas Planning Urban Design
46 Landscape Architecture, Inc. to submit a proposal for
47 a complete rebuild of the Memorial site; and

48 WHEREAS, Thomas and Thomas has submitted
49 the design for a complete rebuild of the existing
50 Memorial as well as addressing the needs of the
51 annual ceremony, including a dedicated family area
52 along with spaces for individual reflection; therefore
53 be it

54 RESOLVED, That the delegates at the 2014
55 Convention approve the complete rebuilding of the
56 Fallen Fire Fighter Memorial to ensure the integrity
57 of the site remains intact for future generations of fire
58 fighters and their families; and be it further

59 RESOLVED, That new walls will be incorporated
60 into the design that allow for the recognition of up to
61 12,000 members and the current granite walls will be
62 repurposed into the design in the form of a ring
63 embracing families; and be it further

64 RESOLVED, That the Memorial will include a
65 new entrance from the parking lot, new walkways,
66 landscape/drainage improvements, honoree plaza,
67 signage, fencing and site lighting; and be it further

68 RESOLVED, That the cost of the completed
69 renovation of the Fallen Fire Fighter Memorial is
70 \$3.5 million; and be it further

71 RESOLVED, That the construction is scheduled
72 to begin immediately following the 2014 Fallen Fire
73 Fighter Memorial Ceremony and will be completed
74 by the 2015 Fallen Fire Fighter Memorial Ceremony;
75 and be it further

76 RESOLVED, That the delegates assembled at the
77 52nd Convention of the IAFF dedicate an amount of
78 21 cents per capita to sunset after five years to cover
79 the cost of the renovation of the Fallen Fire Fighter
80 Memorial; and be it further

81 RESOLVED, That all funds dedicated to the
82 renovation of the Fallen Fire Fighter Memorial shall
83 be distributed with the approval of the General
84 President and the Executive Board.

Submitted by: IAFF Executive Board
Cost Estimate: 21 cents per month for five (5) years
(sunset 9/1/2019)
(See cost factor detail in Appendix.)

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 20
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: RECOGNITION OF JOSEPH E. KING

1 WHEREAS, Brother Joseph E. King served as a
2 fire fighter with the Pittsburgh Bureau of Fire for 40
3 years, dedicating himself to the protection of the
4 citizens and the preservation of their lives and
5 property; and

6 WHEREAS, Brother King has been a member of
7 IAFF Local 1 for 40 years, 34 of which he served as
8 an elected board member, and 26 years in the
9 capacity of President; and

10 WHEREAS, he worked tirelessly on behalf of
11 Local 1 to secure 14 different contracts, under 7
12 different fire chiefs and 7 different mayors. Brother
13 King worked to protect fire fighters' rights, provide
14 better working conditions, safety equipment, and
15 training; and

16 WHEREAS, Brother King's knowledge on safety
17 issues got him an appointment to the Pennsylvania
18 Governor's Health and Safety Committee along with
19 the Governor's Fire Advisory Board setting standards
20 for Pennsylvania; and

21 WHEREAS, Brother King served as speaker on
22 public sector OSHA laws for Pennsylvania AFL-
23 CIO; and

24 WHEREAS, Brother King has served 30 years as
25 Financial Secretary of Pittsburgh's Firemen's Relief
26 and Pension Fund working diligently to defend the
27 rights and privileges of fire fighters and their families
28 as legislators attempted to either take away or
29 diminish state protected pensions; and

30 WHEREAS, Brother King has served 26 years on
31 the Comprehensive Pension Fund Investment Board,
32 managing the fund's assets; and

33 WHEREAS, Brother King has assisted IAFF
34 affiliates in Pennsylvania and across the United
35 States with testimony and contract negotiations; and

36 WHEREAS, Brother King has served the IAFF as
37 a District Field Service Representative and a vocal
38 member of numerous committees which he served on
39 at 16 IAFF Conventions; therefore be it

40 RESOLVED, That at this 52nd Convention of the
41 International Association of Fire Fighters in
42 Cincinnati, Ohio, this resolution is entered in the
43 official minutes, as a means of expressing our
44 heartfelt love and genuine gratitude and appreciation
45 for all of Brother Joseph "Joe" King's contributions
46 to the labor movement; and be it further

47 RESOLVED, That the delegates in attendance at
48 the 52nd Convention of the International Association
49 of Fire Fighters, formally recognize and
50 acknowledge Brother Joseph "Joe" King's passion
51 for this great union and for taking steps to ensure that
52 the fire service continuously strives to become a
53 stronger profession; and be it further

54 RESOLVED, That Brother Joseph "Joe" King's
55 legacy as a champion of safety and working
56 conditions be memorialized in the official
57 proceedings of this Convention; and be it further

58 RESOLVED, That upon passage of this resolution
59 the delegates to the 52nd IAFF Convention shall

60 stand in honor and recognition of our Brother
61 Joseph “Joe” King; and be it further
62 RESOLVED, That suitable copies of this
63 resolution be prepared and presented to Brother King
64 and to IAFF Local 1.

Submitted by: Local 1, Pittsburgh, PA
Pennsylvania Professional Fire Fighters
Association
Federation of State and Provincial Fire Fighters

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 21

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: RESOLUTION HONORING IAFF L2400 MEMBER
JAY JOHNSON**

1 WHEREAS, in 1976, Brother Jay Johnson
2 became a proud member of International Association
3 of Fire Fighters of the San Mateo Fire Department
4 and a proud member of the International Association
5 of Fire Fighters Local 2400, San Mateo County,
6 California; and

7 WHEREAS, Brother Johnson loyally served as a
8 leader on Local 2400’s Executive Board for twelve
9 years, holding the positions of Secretary, Vice
10 President, and District Representative; and

11 WHEREAS, Brother Johnson passionately and
12 humbly mentored his fellow brothers and sisters in
13 Local 2400, and advocated for education, particularly
14 in the field of hazardous materials training; and

15 WHEREAS, Brother Johnson, upon his passing,
16 generously bequeathed the majority of his estate to
17 the International Association of Fire Fighters W. H.
18 “Howie” McClennan Scholarship Fund to provide
19 educational opportunities, in the form of grants,
20 scholarships, and awards, for the children and
21 dependents of fire fighters who are injured or killed
22 in the line of duty; therefore be it

23 RESOLVED, That the International Association
24 of Fire Fighters recognize Brother Johnson’s
25 dedication and service to the people of San Mateo,
26 the brothers and sisters of IAFF Local 2400, the
27 International Association of Fire Fighters, and the
28 future education of the children and dependents of
29 our fallen brothers and sisters.

Submitted by: IAFF Executive Board

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 22

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: UNION ACTIVITIES JUSTICE FUND**

1 WHEREAS, there are times when union members
2 are disciplined as a result of their union activities,
3 thus resulting in a loss of fire department
4 compensation; and

5 WHEREAS, the IAFF Guardian Program
6 provides for legal expenses but not loss of wages and
7 benefits; and

8 WHEREAS, union members are often overly
9 scrutinized and subject to attack and should never be
10 scrutinized to make choices between standing up for
11 union principles and protecting the financial well-
12 being of their family; therefore be it

13 RESOLVED, That the IAFF Executive Board
14 develop a program that IAFF local union members
15 who have been terminated and are covered by the
16 IAFF Legal Guardian Policy may apply for financial
17 relief in an amount of up to 60% of gross monthly
18 salary by the IAFF for lost wages from the time the
19 local member is suspended without pay, released or
20 terminated from their position; and be it further

21 RESOLVED, That such financial relief shall be
22 continued until all appeals have been exhausted; and
23 be it further

24 RESOLVED, That any and all IAFF provided
25 financial relief will be paid back to the IAFF if and
26 when the member recovers any back pay, back wages
27 or settlement via arbitration or court action, prorated
28 to the recovery to the member; and be it further

29 RESOLVED, That the per capita assigned to this
30 resolution sunset after 3 years with the intent that the
31 funds will continue in perpetuity with members
32 recovering back wages and repaying this fund.

Submitted by: Ricky J. Walsh, 7th District Vice President
Local 726, Pierce County Professional, WA
Local 187, Pocatello, ID
Local 8, Great Falls, MT
Local 1324, Fairbanks, AK
Local 27, Seattle, WA
Local 1433, Pasco, WA
Local 1747, Kent, WA
Local 4446, Sultan, WA
Local 31, Tacoma, WA
Local 3375, Longview, WA
Local 2639, Aberdeen, WA
Local 1919, Cheney, WA
Local 448, Helena, MT
Local 3429, Lewistown, MT
Local 601, Havre, MT
Local 2903, Lacey, WA
Local 2916, Spokane County, WA
Local 1892, Pullman, WA
Local 2878, Eastside Fire, WA
Local 3261, Great Falls Airport, MT
Professional Fire Fighters of Idaho
Montana State Council of Professional Fire
Fighters
Alaska Professional Fire Fighters Association
Washington State Council of Fire Fighters
Local 975, Austin, TX

Local 453, Wenatchee, WA
Local 1805, Clark County, WA
Local 469, Yakima, WA
Local 2510, Chehalis, WA
Local 864, Renton, WA
Local 106, Bellingham, WA
Local 1828, Snohomish County, WA
Local 3219, Marysville, WA
Local 613, Bozeman, MT
Local 521, Billings, MT
Local 1352, Valley Fire Fighters, WA
Local 3728, Arlington, WA
Local 149, Boise, ID
Local 29, Spokane, WA

Cost Estimate: 24 cents, sunset after 3 years
(See cost factor detail in Appendix.)

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 23

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CHARLES SCHWAB'S REMOVAL FROM THE
BOARD OF DIRECTORS**

1 WHEREAS, the Charles Schwab Corporation is a
2 multinational brokerage and banking company with
3 total revenues of more than \$6 billion a year; and

4 WHEREAS, the California Professional
5 Firefighters Insurance Trust (CPFIT) and many fire
6 fighters in California and around the nation have
7 savings and other assets invested with the Charles
8 Schwab Corporation; and

9 WHEREAS, it has come to light that the
10 corporation's founder and board chairman, Charles
11 Schwab, personally contributed \$6.4 million to a
12 "dark money campaign" in support of Proposition 32,
13 the viciously anti-labor ballot initiative on the
14 November 2012 California ballot that, if it had
15 passed, would have silenced the strong united voice
16 of working people in California; and

17 WHEREAS, Mr. Schwab, the Koch brothers and
18 other extremely wealthy contributors to this
19 despicable effort went to great lengths to hide their
20 involvement through a money-laundering scheme
21 that used three 501(c)(4) organizations; and

22 WHEREAS, California Fair Political Practices
23 Commission, the state's enforcement agency
24 governing violations of campaign finance law, levied
25 record fines against the organizations involved in this
26 "dark money" campaign; and

27 WHEREAS, the California Professional
28 Firefighters Insurance Trust has written a letter to
29 Mr. Schwab denouncing his contribution and the
30 methods used and notifying him of its intent to vote
31 its shares in opposition to his reelection as chairman
32 of the board; and

33 WHEREAS, the CPFIT has also notified Mr.
34 Schwab of its intent to vote its shares in support of a
35 shareholder proposal from the New York City
36 Comptroller calling for more transparency in the
37 disclosure of political contributions; and

38 WHEREAS, it is critical that all working people,
39 including and especially our nation's front line fire

40 fighters, take a stand against those who would work
41 to diminish the strong, united voice of labor;
42 therefore be it

43 RESOLVED, That the delegates assembled at this
44 convention denounce Charles Schwab for his
45 participation in the deceptive and illegal "dark
46 money" campaign in support of efforts to silence the
47 strong, united voice of working families; and be it
48 further

49 RESOLVED, That this convention supports
50 California's effort to hold Schwab accountable for
51 his actions and seeking transparency in the disclosure
52 of corporate political action; and be it further

53 RESOLVED, That the delegates encourage any
54 IAFF-affiliated locals and/or individuals with
55 holdings in Charles Schwab Corporation to vote their
56 shares against Mr. Schwab's reelection as board
57 chairman and in support of the New York
58 Comptroller's accountability proposal; and be it
59 further

60 RESOLVED, That copies of this resolution, the
61 CPFIT letter and supporting material be forwarded to
62 Mr. Schwab, the Board of Directors of the Charles
63 Schwab Corporation, and all IAFF-affiliated labor
64 organizations.

Submitted by: California Professional Firefighters

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 24

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF FIRE CHIEF DAVE HANNEMAN**

1 WHEREAS, IAFF Local 2180 represents 124
2 members of the Chula Vista Fire Department who
3 proudly serve and protect the citizens of Chula Vista,
4 California; and

5 WHEREAS, the Chula Vista Fire Department
6 serves approximately 252,422 citizens of the Chula
7 Vista area; and

8 WHEREAS, Chula Vista Fire Chief Dave
9 Hanneman has made numerous decisions and taken
10 actions that are detrimental to the members of Local
11 2180 and to the safety of the citizens of Chula Vista,
12 and he refuses to meet with Local 2180 at labor
13 management meetings; and

14 WHEREAS, many of these decisions and actions
15 have violated the Memorandum of Understanding
16 between Local 2180 and the City of Chula Vista,
17 leading to numerous grievances and favorable
18 rulings and settlements for Local 2180; and

19 WHEREAS, Chief Hanneman pursued the
20 elimination of Fire Station 9, an effort eventually
21 thwarted through political action by Local 2180; and

22 WHEREAS, while the Chula Vista Fire
23 Department falls below safe staffing and deployment
24 levels, Chief Hanneman continues to advocate for
25 and protect administrative and management
26 resources at the expense of front-line response
27 capability; and

28 WHEREAS, Chief Hanneman resisted issuing

29 new flash hoods, while six fire fighters suffered
30 first- and second-degree burns to the face and ears;
31 and
32 WHEREAS, Chief Hanneman refused to honor an
33 ALS agreement that would cross-train fire fighters to
34 be paramedics at no net cost to the City; and
35 WHEREAS, Chief Hanneman further diminished
36 public safety and fire fighter safety by freezing the
37 hire of a training officer, while adding civilian
38 administrative staff to create the largest
39 administrative staff in the recent history of the Fire
40 Department; and
41 WHEREAS, Local 2180 has been forced to
42 engage in constant disagreements with Chief
43 Hanneman over safety, staffing, equipment,
44 department management, and unreasonably severe
45 disciplinary actions against Fire Department
46 personnel; and
47 WHEREAS, this lack of cooperation between
48 Fire Department management and Local 2180 led the
49 membership to authorize the use of attorneys to
50 litigate issues that should be resolved through
51 discussion, but instead have cost Local 2180 and
52 the taxpayers of Chula Vista thousands of dollars;
53 and
54 WHEREAS, under Fire Chief Hanneman's
55 tenure, fire inspections of public schools have not
56 been conducted, resulting in at least one faulty
57 system and thereby placing the public at risk; and
58 WHEREAS, Chief Hanneman received a near-
59 unanimous vote of no confidence in his leadership
60 abilities from the members of Local 2180; therefore
61 be it
62 RESOLVED, That The International Association
63 of Fire Fighters formally censures Fire Chief Dave
64 Hanneman; and be it further
65 RESOLVED, That notice of this censure be
66 disseminated to Chief Hanneman, all IAFF affiliates,
67 and the International Association of Fire Chiefs
68 (IAFC).

Submitted by: Local 2180, Chula Vista, CA
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 25
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF DEPUTY FIRE CHIEF JAMES GARCIA

1 WHEREAS, IAFF Local 2180 represents 124
2 members of the Chula Vista Fire Department who
3 proudly serve and protect the citizens of Chula Vista,
4 California; and
5 WHEREAS, the Chula Vista Fire Department
6 serves approximately 252,422 citizens of the Chula
7 Vista area; and
8 WHEREAS, Deputy Fire Chief Garcia has made
9 critical decisions and taken actions that are
10 detrimental to the members of Local 2180 and to the
11 citizens of Chula Vista; and
12 WHEREAS, Deputy Chief Garcia is part of the
13 management team that resisted issuing new flash
14 hoods, while six fire fighters suffered first- and
15 second-degree burns to their face and ears; and
16 WHEREAS, Deputy Chief Garcia pursued the
17 elimination of Fire Station 9, the third busiest fire
18 station in the City of Chula Vista; and
19 WHEREAS, the closure of this station would
20 have created a large area in the center of the City that
21 could not have been effectively covered by the
22 remaining stations, thus causing longer response
23 times and harm to public safety; and
24 WHEREAS, by promoting aspects of the Fire
25 Facility Master Plan and its language, Deputy Chief
26 Garcia and the management team were in direct
27 violation of the Memorandum of Understanding with
28 Local 2180; and
29 WHEREAS, Deputy Chief Garcia is part of the
30 administrative staff of the Fire Chief, who has been
31 issued a vote of no confidence by an overwhelming
32 majority of the membership of Local 2180; therefore
33 be it
34 RESOLVED, That The International Association
35 of Fire Fighters formally censures Deputy Fire Chief
36 James Garcia; and be it further
37 RESOLVED, That notice of this censure be
38 disseminated to Deputy Chief Garcia, all IAFF
39 affiliates, and the International Association of Fire
40 Chiefs (IAFC).

Submitted by: Local 2180, Chula Vista, CA
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 26

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF DEPUTY FIRE CHIEF JOHN DAVIDSON**

1 WHEREAS, IAFF Local 2180 represents 124
2 members of the Chula Vista Fire Department who
3 proudly serve and protect the citizens of Chula Vista,
4 California; and
5 WHEREAS, the Chula Vista Fire Department
6 serves approximately 252,422 citizens of the Chula
7 Vista area; and
8 WHEREAS, Deputy Fire Chief John Davidson, as
9 a member of IAFF Local 522, crossed a union picket
10 line to participate in a Battalion Chief’s promotional
11 test against the published wishes of the Local 2180
12 membership; and
13 WHEREAS, Deputy Chief Davidson is part of the
14 management team that resisted issuing new flash
15 hoods, while six fire fighters suffered first- and
16 second-degree burns to their face and ears; and
17 WHEREAS, Deputy Chief Davidson pursued the
18 elimination of Fire Station 9, the third busiest fire
19 station in the City of Chula Vista; and
20 WHEREAS, the closure of this station would
21 have created a large area in the center of the City that
22 could not have been effectively covered by the
23 remaining stations, thus causing longer response
24 times and harm to public safety; and
25 WHEREAS, by promoting aspects of the Fire
26 Facility Master Plan and its language, Deputy Chief
27 Davidson and the management team were in direct
28 violation of the Memorandum of Understanding with
29 Local 2180; and
30 WHEREAS, Deputy Chief Davidson is part of the
31 administrative staff of the Fire Chief, who has been
32 issued a vote of no confidence by an overwhelming
33 majority of the Local 2180 membership; therefore be
34 it
35 RESOLVED, That The International Association
36 of Fire Fighters formally censures Deputy Fire Chief
37 John Davidson; and be it further
38 RESOLVED, That the notice of this censure be
39 disseminated to Deputy Chief Davidson, IAFF
40 affiliates, and the International Association of Fire
41 Chiefs (IAFC).

Submitted by: Local 2180, Chula Vista, CA
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 27

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF RHODA MAE KERR, CHIEF OF THE
AUSTIN FIRE DEPARTMENT, AUSTIN, TX**

1 WHEREAS, IAFF Local 975 represents 1,128
2 members of the Austin Fire Department who proudly
3 serve and protect the citizens of Austin, Texas; and
4 WHEREAS, the Austin Fire Department serves
5 approximately 850,000 citizens of the Austin area;
6 and
7 WHEREAS, Austin Fire Chief Rhoda Mae Kerr
8 has made a plethora of decisions and taken actions
9 that are detrimental to the fire fighters of the Austin
10 Fire Department and to the public safety and best
11 interests of the citizenry of Austin; and
12 WHEREAS, one of Chief Kerr’s first actions as
13 Austin Fire Chief was to attempt to reduce 4-person
14 staffing on certain engine companies; and
15 WHEREAS, these decisions and actions have
16 violated Collective Bargaining Agreements between
17 Local 975 and the City of Austin, leading to
18 grievances and litigation resulting in Local 975 being
19 unnecessarily forced to engage in constant battles
20 with the Austin Fire Department and the City of
21 Austin to protect the interests of its members and the
22 citizenry; and
23 WHEREAS, Chief Kerr passed over two
24 Battalion Chiefs and appointed two Lieutenants to
25 the rank of Assistant Chief, leading to a race-
26 discrimination lawsuit by the Battalion Chiefs, which
27 resulted in a settlement ordering the Fire Department
28 not to discriminate on the basis of race when making
29 discretionary appointments to the ranks of Division
30 Chief or Assistant Chief for seven years and costing
31 the taxpayers \$850,000; and
32 WHEREAS, Chief Kerr encourages and supports
33 the subcontracting of Austin fire fighters’ jobs, which
34 allows the City of Austin to annex without building
35 new Austin fire stations; and
36 WHEREAS, Chief Kerr oversaw a cadet hiring
37 process in 2010 that was plagued with
38 mismanagement at every step, including a leaked
39 exam, improperly calculated rankings, and a poorly
40 selected oral interview panel that resulted in a failed
41 process that cost the tax payers over \$800,000; and
42 WHEREAS, Chief Kerr oversaw a subsequent
43 hiring process in 2012 that resulted in investigations
44 by the Equal Employment Opportunity Commission
45 and the Department of Justice and a subsequent
46 proposed consent decree alleging that under Chief
47 Kerr’s leadership, the Fire Department has engaged
48 in “unlawful employment practices” in violation of
49 Title VII of the Civil Rights Act of 1964; and
50 WHEREAS, Chief Kerr acceded to the use of
51 non-union civilians to perform wildland firefighting
52 related duties within the City of Austin; and
53 WHEREAS, Chief Kerr acceded to the use of
54 non-union, non-Fire Department employees to
55 perform firefighting related duties within the City of
56 Austin; and
57 WHEREAS, during the Labor Day wildfires of

58 2011, Chief Kerr was out of town on a golfing
59 vacation and decided not to return to duty, leaving
60 the assistant chiefs to coordinate the response to the
61 fires, which destroyed hundreds of homes and
62 charred thousands of acres in neighboring counties;
63 therefore be it

64 RESOLVED, That The International Association
65 of Fire Fighters formally censures Fire Chief Rhoda
66 Mae Kerr; and be it further

67 RESOLVED, That notice of this censure be
68 disseminated to Chief Rhoda Mae Kerr, all IAFF
69 affiliates, and the International Association of Fire
70 Chiefs (IAFC).

Submitted by: Local 975, Austin, TX

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 28

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF EMERGENCY SERVICES CONSULTING
INTERNATIONAL (ESCI)**

1 WHEREAS, IAFF Local 3631 represents 960
2 professional fire fighters, paramedics, training
3 officers, Hazmat specialists, aircraft rescue fire
4 fighters, helicopter pilots, bulldozer operators, hand-
5 crew personnel, and FEMA California Task Force 5
6 personnel; and

7 WHEREAS, Orange County Fire Authority
8 (OCFA) fire fighters proudly serve 1.7 million
9 citizens in 24 cities in Orange County, California;
10 and

11 WHEREAS, OCFA management has pursued
12 staffing cuts in recent months that are detrimental
13 to public safety and that directly threaten the safety
14 and the livelihood of professional fire fighters in
15 Orange County; and

16 WHEREAS, one of those actions was to retain
17 the services of ESCI to author a new “Standards of
18 Cover Report” that offers to impose adverse
19 fundamental changes to the time-tested and safe
20 staffing and deployment systems of the OCFA; and

21 WHEREAS, the SOC Report was prepared and
22 completed by ESCI without any involvement or
23 input by labor or rank-and-file members, and labor
24 as well as the Joint Powers Authority Board was
25 excluded from reviewing or providing input into the
26 final document before it was provided to the media;
27 and

28 WHEREAS, the SOC Report offered by ESCI
29 included firehouse closures, reduced fire engines,
30 reduced fire fighter daily staffing, reductions in
31 company staffing from four personnel to three
32 personnel, and proposed changes to the current shift
33 schedule and working conditions to the detriment of
34 IAFF members; and

35 WHEREAS, the Report recommended an
36 extreme, dangerous, and unwarranted reduction in
37 ALS staffing, including a reduction in daily as well
38 as per-unit fire fighter ALS staffing; and

39 WHEREAS, ESCI used inaccurate information
40 and flawed data to justify a decrease in professional
41 fire fighters; and

42 WHEREAS, the principal officer of ESCI is a
43 proponent of volunteer fire fighters and
44 “combination” fire departments and even authored
45 a guidebook titled “Recruiting, Training, and
46 Maintaining Volunteer Firefighters”; therefore be it

47 RESOLVED, That The International Association
48 of Fire Fighters formally censures ESCI and its
49 officers; and be it further

50 RESOLVED, That notice of this censure be
51 disseminated to ESCI and its officers, all IAFF
52 Affiliates, and the International Association of Fire
53 Chiefs (IAFC).

Submitted by: Local 3631, Orange County, CA

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 29

**COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: CONSOLIDATED FEDERAL FIRE DEPARTMENT**

1 WHEREAS, our nation’s federal fire fighters,
2 including California’s federal fire fighters, are
3 employed by and work under the direction of various
4 governmental agencies at federal installations
5 throughout the United States; and

6 WHEREAS, the federal governmental agencies
7 that employ the more than 10,000 civilian federal fire
8 fighters have varying workplace practices, standards
9 and staffing requirements, thereby resulting in a
10 degradation of workplace fairness and equity; and

11 WHEREAS, the CPF 5th District, as well as the
12 IAFF 16th District, expends an abundant amount of
13 time, effort and resources on an annual basis to
14 effectively represent the various federal fire fighter
15 locals in contract negotiations; and

16 WHEREAS, due to the inherent nuances of local
17 contract negotiations and the often-varied
18 interpretation by employing governmental agencies
19 of applicable standards, laws and procedures
20 impacting federal fire fighters, contracts are often
21 duplicated; and

22 WHEREAS, it is not uncommon for a federal fire
23 fighter local in one jurisdiction to be successful in
24 negotiating specified contract language, which
25 another federal fire fighter local is unsuccessful in
26 obtaining in their respective jurisdiction; and

27 WHEREAS, interagency operability and
28 cooperative response capability does not currently
29 exist between federal fire entities, but, if reorganized
30 and subsequently coordinated under an “all risk”
31 umbrella, a single federal fire entity could ultimately
32 provide critically-needed resources in the event of an
33 emergency or disaster; therefore be it

34 RESOLVED, That the IAFF pursue a legislative,
35 legal and/or a political remedy, which results in
36 consolidating all existing federal fire entities into one
37 agency for the purpose of establishing interagency

38 operability and cooperative response capability; and
39 be it further
40 RESOLVED, That such a consolidated remedy
41 also afford adequate levels of staffing, safety, pay
42 and retirement fairness for our nation’s federal fire
43 fighters; and be it further
44 RESOLVED, That in pursuing a consolidated
45 federal fire agency, the IAFF collaborate with the
46 AFL-CIO and affected federal agencies in pursuit of
47 providing representation to all federal fire fighters.

Submitted by: California Professional Firefighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 30
COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: COLLECTIVE BARGAINING FOR TRIBAL
FIRE FIGHTERS

1 WHEREAS, our nation’s tribal fire departments
2 are responsible for fire prevention and suppression,
3 public education, emergency medical services and
4 hazardous materials emergency response on their
5 respective Reservations; and
6 WHEREAS, tribal fire departments often employ
7 a mix of full-time firefighting, emergency medical
8 service (EMS) personnel and volunteer fire fighters,
9 while also maintaining mutual aid agreements with
10 adjacent fire departments; and
11 WHEREAS, tribal fire fighters have no collective
12 bargaining rights and are “at-will” employees,
13 subject to job termination at any time without
14 reasonable cause or notice; and
15 WHEREAS, due to their “at-will” status and
16 inability to collectively bargain, tribal fire fighters
17 are often denied adequate training and workplace
18 safety protections, as well as fair wages, hours and
19 working conditions, just to name a few; and
20 WHEREAS, collective bargaining not only
21 benefits employees, but society as a whole, thanks to
22 labor-management relations that increase skill levels
23 and reduce turnover; and
24 WHEREAS, this basic process provides a forum
25 where employers and employees can join together to
26 address problems; and
27 WHEREAS, collective bargaining also protects
28 against political patronage; and
29 WHEREAS, ultimately, employers, employees
30 and the public are best served by employees whose
31 first loyalty is to their job, not to a particular political
32 agenda and collective bargaining helps to insulate
33 against such patronage; and
34 WHEREAS, it is in the interest of all fire fighters
35 and the public they are sworn to protect that tribal
36 fire fighters be extended collective bargaining rights;
37 therefore be it
38 RESOLVED, That the IAFF pursue collective
39 bargaining rights for our nation’s tribal fire fighters.

Submitted by: California Professional Firefighters
Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 31
COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: SUPPORT FEDERAL FIREFIGHTERS
FAIRNESS ACT — H.R. 3718

1 WHEREAS, in 1982, CPF secured California’s
2 first cancer presumption statute protecting state and
3 local government fire fighters and other public safety
4 officers, which specifies that any cancer so
5 developing or manifesting itself in a fire fighter shall
6 be presumed to arise out of and in the course of
7 employment; and
8 WHEREAS, at first glance, the dangers fire
9 fighters face today might appear to mirror what they
10 faced a hundred years ago. But our members know
11 that a closer look reveals quite the opposite. With the
12 advent of polyvinyl chloride, asbestos and
13 polychlorinated biphenyls, just to name a select few,
14 a fire fighter’s work environment has changed
15 dramatically since even the 1980s, when the public
16 safety cancer presumption was first adopted in
17 California; and
18 WHEREAS, since 1982, CPF has not only been
19 successful in expanding California’s presumptive
20 statutes to include other job-caused illnesses and
21 injuries, but each of the remaining 49 states have
22 also since passed some form of similar presumptive
23 legislation, but these state presumptive laws do not
24 apply to those fire fighters who are employed by the
25 federal government; and
26 WHEREAS, because federal fire fighters are not
27 protected by a federal presumptive statute, when a
28 federal fire fighter is diagnosed with a type of lung
29 disease or some form of cancer, they are faced with
30 the daunting task of proving when, where and what
31 type of exposure caused said disease before it can
32 be considered job-caused – a link that is often
33 impossible for a fire fighter to make given the
34 complex synergistic effects of multiple compound
35 exposures, as well as the rapidly growing
36 introduction of new chemicals and industrial
37 compounds into our environment; and
38 WHEREAS, there is a long-overdue need to
39 adequately protect the rights and benefits of all
40 federal fire fighters who, like their state and local
41 government counterparts, become ill as a result of
42 hazardous occupational exposures and the daily
43 stresses of the job, especially when such exposures
44 can result in catastrophic illnesses, such as cancer;
45 therefore be it
46 RESOLVED, That the delegates to the 2014 IAFF
47 Convention wholeheartedly support H.R. 3718,
48 sponsored by California Congresswoman Lois
49 Capps, which would enact the Federal Firefighters
50 Fairness Act and remedy this inequity by affording
51 presumptive parity to California’s federal fire
52 fighters and their colleagues nationwide; and be it
53 further
54 RESOLVED, That the IAFF transmit a copy of
55 this resolution to Congresswoman Capps.

Submitted by: California Professional Firefighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 32

**COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: SUPPORT FOR THE FEDERAL FIREFIGHTER
FLEXIBILITY AND FAIRNESS ACT – H.R. 1141**

1 WHEREAS, current federal law prohibits federal
2 fire fighters from exchanging duty (shift trade)
3 outside of the normal two-week pay period; and
4 WHEREAS, federal fire fighters work uncommon
5 tours of duty and in the federal sector, this is
6 exasperated by a regularly scheduled 72-hour work
7 week and minimum staffing requirements; and
8 WHEREAS, at the workplace, minimum staffing
9 requirements dictate that a certain number of fire
10 fighters be on duty at all times; and
11 WHEREAS, although minimum staffing is an
12 understood requirement, minimum staffing can make
13 being involved in family events or functions very
14 difficult for federal fire fighters; and
15 WHEREAS, the problem is further compounded
16 by staffing shortages within the federal sector and
17 consequently, many requests for annual leave are not
18 granted due to the minimum staffing needs and
19 shortages; and
20 WHEREAS, state and local government fire
21 fighters, by law, are extended the ability to exchange
22 duty outside of their pay period and such an
23 exchange of duty, and the terms of payback, are a
24 mutual agreement between the two employees; and
25 WHEREAS, there is a need to remedy the trade
26 time inequity that currently exists between our
27 nation's federal fire fighters and their state and local
28 government colleagues; therefore be it
29 RESOLVED, That the delegates to the 2014 IAFF
30 Convention wholeheartedly support H.R. 1141,
31 sponsored by Maryland Congressman Paul
32 Sarbanes, which would enact the Federal Firefighter
33 Flexibility and Fairness Act, a bill that would
34 appropriately provide trade time parameters for
35 federal fire fighters that are similar to those provided
36 for municipal fire fighters under FLSA regulations
37 and in doing so, allow federal fire fighters to
38 exchange duty time with similarly-qualified fire
39 fighters outside of the normal two-week pay period
40 in lieu of annual leave and at the election of
41 employees, and would allow them to schedule such
42 time up to one year in advance; and be it further
43 RESOLVED, That a copy of this resolution be
44 forwarded to Congressman Sarbanes.

Submitted by: California Professional Firefighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 33

**COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: FEDERAL FIRE FIGHTER RETIREMENT**

1 WHEREAS, due to the rigorous nature of the job,
2 federal fire fighters have a mandatory retirement age
3 at age 57; and
4 WHEREAS, federal fire fighters must complete
5 20 years in the fire service to vest in the special fire
6 fighter retirement; and
7 WHEREAS, many federal fire fighters suffer
8 from deteriorated health due to job hazards and
9 occupational illness or injury prior to vesting in the
10 special retirement; and
11 WHEREAS, federal fire fighters who can no
12 longer meet the physical or medical requirements
13 of the job due to these illnesses and injuries may be
14 placed in another federal job outside of the fire
15 department; and
16 WHEREAS, once placed in a job outside of the
17 fire service they lose eligibility for a percentage or
18 portion of their retirement earned as a fire fighter;
19 therefore be it
20 RESOLVED, That the IAFF will actively pursue
21 legislation or regulatory revisions that alters the
22 Federal Employees Retirement System (FERS)
23 to allow personnel that have not completed 20 years
24 of fire service but are being removed from the job
25 due to occupational illness, injury or medical dis-
26 qualification the ability to retain the retirement credit
27 percentage portion earned as a fire fighter.

Submitted by: Local F282, Puget Sound Federal Firefighters, WA
Local F121, National Capitol Professional Fire-
fighters, MD
Local F33, San Diego Federal Fire, CA
Local F61, Philadelphia Naval Shipyard, PA
Local F283, Lewis-McChord Professional Fire-
fighters, WA
Local F25, Tidewater Federal Firefighters, VA
Washington State Council of Fire Fighters
California Professional Firefighters

Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 34

**COMMITTEE ASSIGNMENT: HEALTH & SAFETY
RE: FLAME RETARDANTS, TOXIC CHEMICALS AND
THEIR RELATIONSHIP TO THE INCREASE OF
CANCER IN FIRE FIGHTERS**

1 WHEREAS, the International Association of Fire
2 Fighters has recognized through the adoption of
3 Resolution No. 25 at the 2012 Biennial Convention
4 the proven correlation between firefighting and
5 occupational related cancer; and
6 WHEREAS, since 2002, 56 percent of the Line of
7 Duty Deaths reported to the IAFF have been the
8 result of occupational cancers and that this
9 unacceptable statistic is one of the major health
10 related issues facing our members; and

11 WHEREAS, the continual mounting weight of
12 scientific data points to fire fighters having a much
13 higher risk of developing cancer due to their contact
14 with known carcinogens, to include flame retardants,
15 due to skin absorption, ingestion, breathing of air and
16 other routes of exposure during and after a
17 firefighting incident; and

18 WHEREAS, representatives of the major
19 manufacturers of these flame retardants, in the states
20 where they have legislatively opposed banning the
21 use of these carcinogenic flame retardants, have been
22 shown by investigative journalists and our own
23 affiliates in these states, to use a campaign of
24 misinformation, lies, and deceit; and

25 WHEREAS, chemical industry interests attempts
26 at the federal level to amend preemption language in
27 the Toxic Substances Control Act (TSCA) far exceed
28 the preemption provision currently in place under
29 TSCA; and

30 WHEREAS, the National Fire Protection
31 Association, International Code Council,
32 Underwriters Laboratories and other similar
33 organizations play an important role in the
34 development of open flame tests and the use of flame
35 retardants in attaining these standards; and

36 WHEREAS, these standards will have a direct
37 impact on the health and safety of IAFF members
38 due to their exposure to these toxic chemicals; and

39 WHEREAS, the IAFF recognizes that firefighting
40 has inherent risks but that all efforts to minimize our
41 members' exposure to toxic chemicals and other fire
42 ground health and safety issues must be aggressively
43 pursued; therefore be it

44 RESOLVED, That the IAFF recognizes that
45 occupational cancer is one of the major health related
46 issues for Line of Duty Deaths and that scientific
47 data shows fire fighters exposed to flame retardants
48 and other known carcinogens contributes to the
49 higher incidence of cancer among our members as
50 opposed to the general population; and be it further

51 RESOLVED, That the IAFF will formulate a
52 position paper on the use, regulation, testing and
53 health based safety standards for flame-retardants
54 and other toxic chemicals our members are exposed
55 to on a daily basis; and be it further

56 RESOLVED, That any such position shall ensure
57 that any and all legislation at the federal level on the
58 use or manufacture of flame retardants, industrial
59 chemicals and other toxins shall protect the rights
60 and abilities of state and municipalities to enact laws
61 regarding the use of said products; and be it further

62 RESOLVED, That the IAFF shall oppose any and
63 all federal legislation that has preemption against
64 allowing states to ban or regulate flame-retardants,
65 industrial chemicals, toxins and other specific
66 hazardous chemicals; and be it further

67 RESOLVED, That the position of the IAFF will
68 continue to support affiliates at the local, state and
69 provincial level in any attempt to ban flame
70 retardants, industrial chemicals and other known
71 toxins through legislation, regulation or standard
72 changes; and be it further

73 RESOLVED, That because the use of flame
74 retardants is directly impacted by the standards and
75 codes developed by organizations such as National
76 Fire Protection Association, International Code
77 Council, Underwriters Laboratories and similar
78 testing organizations, the IAFF shall be involved and
79 actively participate in the development of these
80 standards and advocate for their approval without the
81 use of toxic flame retardants; and be it further

82 RESOLVED, That the IAFF continue to support
83 scientific studies regarding fire fighter exposure to
84 carcinogens, flame retardants and other toxic
85 chemicals. The IAFF shall continue to educate, train
86 and heighten the awareness of its members to the
87 dangers of these toxic chemicals and seek
88 preventative measures to lessen our risk of
89 developing cancer; and be it further

90 RESOLVED, That the IAFF will work to ensure
91 the use of carcinogenic flame retardants and other
92 toxic chemicals are eliminated and safer alternatives
93 or methods, such as California standard TB-117-
94 2013, are pursued. It is the goal of the IAFF to make
95 sure every member goes home at the end of their
96 shift and that at the end of their career they have a
97 disease free life.

Submitted by: Professional Fire Fighters of Massachusetts
Professional Fire Fighters of New Hampshire
Professional Fire Fighters of Vermont
Professional Fire Fighters of Maine

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 35
COMMITTEE ASSIGNMENT: HEALTH & SAFETY
RE: SUPPORT OF CANCER RESEARCH

1 WHEREAS, cancer is recognized as one of the
2 deadliest diseases known to mankind; and

3 WHEREAS, cancer does not discriminate, but
4 affects people from all walks of life regardless of
5 age, gender, or health; and

6 WHEREAS, fire fighters face the risk of
7 contracting certain types of cancer with occurrence
8 rates being two to four times greater than the general
9 population, as per a number of bona fide medical
10 studies; and

11 WHEREAS, experts from the National Institute of
12 Health, the National Cancer Institute and other
13 prominent organizations have repeatedly stated that
14 cancer diagnoses are expected to significantly
15 increase as our longevity increases and that advances
16 in cancer treatment, early detection and an eventual
17 cure will only come through cancer research; and

18 WHEREAS, government funding for cancer
19 research has been drastically reduced in recent years;
20 and

21 WHEREAS, fire fighters both active and retired
22 are being diagnosed and succumbing to certain types
23 of cancers at alarming rates; and

24 WHEREAS, The International Association of Fire

25 Fighters has recognized and made public that
26 “Cancer is the number one killer of fire fighters in
27 the fire service”; and

28 WHEREAS, fire fighters have a long and
29 distinguished history of not only taking care of our
30 own but also taking care of others; and

31 WHEREAS, only one organization, The Retired
32 Professional Fire Fighters Cancer Fund, Inc. a non
33 profit 501(c)3 organization founded by both active
34 and retired I.A.F.F. members, none of which receive
35 any salary or stipend but provide in kind service, has
36 raised and donated over \$100,000, since 2010 to
37 world renowned cancer research programs across
38 North America. However, in order to make a greater
39 impact much more needs to be done.

40 WHEREAS, there are organizations affiliated
41 with fire fighters who offer educational programs,
42 advocacy programs and personal support programs
43 for fire fighters diagnosed with cancer but do not
44 provide funding for cancer research; and

45 WHEREAS, a per capita increase of three cents
46 per member per month equates to 36 cents per year
47 (less than the cost of a first class postage stamp in
48 both the United States and Canada) will generate
49 approximately \$90,000 per year for promising
50 cancer research, without significant financial burden
51 to the IAFF or its members; therefore be it

52 RESOLVED, That The International Association
53 of Fire Fighters increase their per capita dues by 3
54 cents per month with ALL funds going directly to
55 established cancer research programs and not a third
56 party charity. Research programs selected will focus
57 on those cancers where there is documented evidence
58 that fire fighters have higher occurrence rates when
59 compared to the general population. Where and when
60 possible that said funds be given to established
61 cancer research programs in North America; and be it
62 further

63 RESOLVED, That the IAFF Executive Board will
64 be the sole deciding organization in determining
65 where 100% of these funds are allocated for cancer
66 research programs; and be it further

67 RESOLVED, That The Retired Professional Fire
68 Fighters Cancer Fund remains available to assist the
69 Executive Board as needed.

Submitted by: Local 729, Binghamton, NY

Cost Estimate: 3 cents

(See cost factor detail in Appendix.)

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 36

COMMITTEE ASSIGNMENT: HEALTH & SAFETY RE: CANCER CAUSING TOXIC FLAME RETARDANTS

1 WHEREAS, every year, California adds
2 anywhere from 15 to 20 names to the California
3 Firefighters Memorial in Capitol Park, many of them
4 the victims of occupational cancer caused by
5 prolonged exposure to carcinogens on the job; and

6 WHEREAS, the toxins contained within chemical
7 flame retardants, and those compounds released

8 when they burn, contribute to high rates of certain
9 cancers among fire fighters. When chemical flame
10 retardants burn they convert into dioxin and furans,
11 which expose fire fighters to dangerous levels of
12 extremely toxic and cancer-causing chemicals that
13 can penetrate protective gear; and

14 WHEREAS, every time a fire fighter enters a
15 structure fire, they are confronted with a haze of
16 toxins and compounds released by smoldering
17 furniture. The cumulative effect of these exposures
18 over the course of a career can be devastating; and

19 WHEREAS, the toxic gasses seep into their
20 protective clothing and sometimes penetrate
21 breathing apparatus. Fire fighters also inhale them
22 directly during overhaul and mop-up operations
23 when they aren't wearing breathing apparatus; and

24 WHEREAS, fire fighters are at particular risk
25 during the clean up or “overhaul” of a burn site,
26 when the need for protective gear may not be
27 apparent. Skin contact with soot that contains dioxin
28 and furans from combusted chemical flame
29 retardants is a key route of exposure to fire fighters;
30 and

31 WHEREAS, even our brothers and sisters back at
32 the station are exposed, because these toxins stay on
33 our protective equipment; and

34 WHEREAS, an analysis of 32 related studies
35 published in the The Journal of Occupational and
36 Environmental Medicine revealed that fire fighters
37 have significantly elevated rates of four types of
38 cancer, which is likely due to their routine exposure
39 to complex mixtures, such as the toxic products
40 created when chemical fire retardants burn: multiple
41 myeloma; non-hodgkin's lymphoma; prostate cancer;
42 and testicular cancer; and

43 WHEREAS, the presence of certain chemical
44 flame retardants are a direct threat to the health and
45 safety of our members. More importantly, they are a
46 threat to the health and safety of the people we are
47 sworn to serve. That's why we actively endorsed the
48 updated TB-117-2013 standard and are currently
49 proudly sponsoring SB 1019 (Leno, D-San
50 Francisco); and

51 WHEREAS, the National Fire Protection
52 Association, International Code Council,
53 Underwriters Laboratories and other similar
54 organizations play an important role in the
55 development of flame retardant tests and related
56 standards for upholstered furniture, furniture textiles
57 and the like; and

58 WHEREAS, nationally-recognized standards have
59 a direct impact on the health and safety of CPF
60 members; and

61 WHEREAS, firefighting has inherent risks, but all
62 efforts to minimize fire fighters' exposure to toxic
63 chemicals and other fire ground health and safety
64 issues must be aggressively pursued; therefore be it

65 RESOLVED, That the IAFF formulate a position
66 on the use, regulation, testing and health-based safety
67 standards for flame retardant chemicals and other
68 toxic chemicals, which fire fighters are exposed to on
69 a daily basis; and be it further

70 RESOLVED, That the IAFF ensure that any
71 federal legislation on the use or manufacturing of
72 flame retardants, industrial chemicals and other
73 toxins shall protect the rights and abilities of state
74 and municipalities to enact laws regarding the use of
75 said products, while opposing any and all federal
76 legislation that has preemption against allowing
77 states to ban or regulate flame retardants, industrial
78 chemicals, toxins and other specific hazardous
79 chemicals; and be it further

80 RESOLVED, That the IAFF work to ensure that
81 the use of carcinogenic flame retardants and other
82 toxic chemicals are eliminated and safer alternatives
83 or methods are pursued, such as California's standard
84 TB-117-2013, including the development of non-
85 toxic standards through the National Fire Protection
86 Association, International Code Council,
87 Underwriters Laboratories and similar testing
88 organizations; and be it further

89 RESOLVED, That the IAFF gather additional
90 scientific research and studies regarding fire fighter
91 exposure to carcinogens, toxic flame retardants and
92 other toxic chemicals, as well as continue to educate,
93 train and heighten the awareness of its members to
94 the dangers of these toxic chemicals and seek
95 preventative measures to lessen fire fighters risk of
96 developing cancer.

Submitted by: California Professional Firefighters

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 37

**COMMITTEE ASSIGNMENT: HEALTH & SAFETY
RE: SAFE CALL NOW**

1 WHEREAS, the job of a fire fighter is physically
2 and mentally challenging; and

3 WHEREAS, the physical and emotional stresses
4 of our profession have an adverse impact on fire
5 fighters both professionally and personally; and

6 WHEREAS, due to these stresses some fire
7 fighters may suffer from problems with substance
8 abuse, marital and family problems, loss of a loved
9 one, financial problems, traumatic incident
10 responses, PTSD, suicide, and other behavioral and
11 mental health issues; and

12 WHEREAS, many jurisdictions simply offer a
13 generic Employee Assistance Program designed for
14 all employees; and

15 WHEREAS, most fire fighters are fearful of the
16 impact and stigma a request for help for these issues
17 can have on their careers, and are reluctant to take
18 advantage of EAP programs to ensure confidentiality
19 and protect their families; and

20 WHEREAS, without proper intervention and
21 treatment these issues eventually lead to tragic
22 situations that have bad impacts on the personal and
23 professional lives of fire fighters; and

24 WHEREAS, fire fighters need a trusted source
25 they can turn to when they are dealing with these
26 challenges; and

27 WHEREAS, Safe Call Now is a confidential,
28 comprehensive, 24-hour crisis referral service
29 specifically designed for fire fighters, police officers,
30 public safety personnel, and their families to speak
31 confidentially with trained fire fighters, police
32 officers, public safety professionals and/or mental
33 healthcare providers who are familiar with our
34 profession; and

35 WHEREAS, Safe Call Now is currently used by
36 fire fighters, police officers, FBI agents, ATF agents
37 and members of the U.S. Secret Service; and

38 WHEREAS, Safe Call Now communication is
39 legislatively protected under RCW 43.101.425
40 entitling the caller to privileged communication from
41 any state or province; and

42 WHEREAS, Safe Call Now has a proven track
43 record of success and professional and reliable
44 assistance for fire fighters that far exceeds EAP
45 programs; and

46 WHEREAS, Safe Call Now is a 501(c)3 non-
47 profit organization, established in 2009, and managed
48 by a Board of Directors, that relies solely on
49 sponsorships, donations, and grants to fund the
50 organization; and

51 WHEREAS, the mission statement of the IAFF
52 Foundation is to: "Support and protect the health,
53 safety and welfare of fire fighters, paramedics and
54 their families, as well as the communities they
55 serve"; and

56 WHEREAS, the John P. Redmond Fund was
57 established to address the health and safety issues
58 associated with firefighting; therefore be it

59 RESOLVED, That the IAFF adopt and advertise
60 Safe Call Now as a critical resource and treatment
61 coordinator for mental and behavioral health care for
62 fire fighters; and be it further

63 RESOLVED, That the IAFF contribute \$20,000
64 annually, with \$10,000 appropriated annually from
65 the IAFF Charitable Foundation and \$10,000
66 appropriated annually from the John P. Redmond
67 Fund; and be it further

68 RESOLVED, That the IAFF provide a
69 representative to serve on the Safe Call Now Board
70 of Directors.

Submitted by: Local 27, Seattle, WA

Cost Estimate: ¾ cent

(See cost factor detail in Appendix.)

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 38

**COMMITTEE ASSIGNMENT: HEALTH & SAFETY
RE: FIRE FIGHTER WILLIAM ELLIOTT AERIAL
LADDER SAFETY STANDARD**

1 WHEREAS, firefighting and aerial operation are
2 inherently dangerous; and

3 WHEREAS, the occupation of firefighting has no
4 standard, as compared to other occupations, for
5 worker safety when climbing and working from an
6 elevated height; and

7 WHEREAS, fire fighter William Elliott tragically
8 fell from over 90 feet to his death during a training
9 evolution and no cause medical or otherwise could be
10 determined; and

11 WHEREAS, fire fighter William Elliott's death
12 could have been prevented by the use of a fall
13 protection system; and

14 WHEREAS, the International Association of Fire
15 Fighters and state associations have significant
16 influence in the development and implementation of
17 aerial apparatus standards and workplace safety
18 improvements; and

19 WHEREAS, apparatus manufacturers, NFPA,
20 NIOSH, and OSHA have tremendous engineering
21 and technical expertise capable of designing and
22 requiring the incorporation of useful, reliable fall
23 protection systems that would not interfere with
24 emergency lifesaving rescue; and

25 WHEREAS, the Florida Professional Firefighters
26 passed a resolution in 2013 in honor of Fire fighter
27 William Elliott; therefore be it

28 RESOLVED, That the IAFF work with apparatus
29 manufacturers, NFPA, NIOSH, OSHA, and all other
30 stakeholders to develop equipment and standards that
31 will not interfere with emergency rescue but will
32 increase the safety of the brave men and women of
33 the fire service.

Submitted by: Florida Professional Firefighters

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

APPENDIX

IAFF RESOLUTION COST FACTOR

**RESOLUTION TITLE:
BUDGET ADJUSTMENT FOR INFLATION
RESOLUTION NUMBER: 1
CONVENTION COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS**

Per Capita Cost: 18 cents (\$0.18), beginning September 1, 2014. Beginning September 1, 2015: adjusted by the change in the U.S. CPI over the period 4/1/14 – 3/31/15, but not to exceed 3.5%.

- The change in the CPI (Consumer Price Index) for the period April 1, 2013, to March 31, 2014, as supplied by the U. S. Department of Labor, was 1.41 percent. On September 1, 2015, the rate will be based on the change in the CPI over the period April 1, 2014, through March 31, 2015, but will not exceed 3.5 percent.

- Currently, all IAFF budget items are subject to inflation.

Per Capita Adjustment \$12.48 current Per Capita Tax
x .0141 12-month change in the CPI
(1.41%)
\$0.18 Per Capita adjustment on
9/1/14

New Monthly Per Capita:
(effective 9/1/14)

\$12.48 current Per Capita amount
subject to inflation

+ \$0.18 9/1/14 Per Capita adjustment
\$12.66 Per Active Member; \$6.33 Per
Active-Retired Member

PLUS any other Convention resolutions that are adopted which have a cost factor.

**RESOLUTION TITLE:
THE EXPANDING ROLE AND INCREASED
RESPONSIBILITIES OF DISTRICT VICE PRESIDENTS
DESERVES TO BE REFLECTED WITH A PAY INCREASE
RESOLUTION NUMBER: 7
CONVENTION COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS**

Per Capita Cost: 9 cents (\$0.09) on October 1, 2014, an additional 9 cents on October 1, 2015, an additional and final 9 cents on October 1, 2016.

- To provide funds for the increased compensation of the IAFF District Vice Presidents.

Each year; Years 1 thru 3:

Salaries	\$ 13,333
Payroll taxes (@ 7.65%)	1,020
Benefits (Pension, 401k, etc.)	3,928

Subtotal	\$ 18,281
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x 16 District Vice Presidents (rounded) \$ 292,500

PCT (\$32,500 = 1 cent)	\$ 0.09
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**RESOLUTION TITLE:
REIMBURSEMENT RESOLUTION
RESOLUTION NUMBER: 17
CONVENTION COMMITTEE ASSIGNMENT: POLICY**

Per Capita Cost: \$ ½ cent

Average monies expended by the IAFF for reimbursement of organizing activities has ranged between \$15,000 - \$17,500 per year for the fiscal years of 2012 thru 2014.

TOTAL ANNUAL COST	\$ 17,500
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PCT (\$32,500 = 1 cent)	\$ 0.005
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RESOLUTION TITLE:
IAFF FALLEN FIRE FIGHTER MEMORIAL
RESOLUTION NUMBER: 19
CONVENTION COMMITTEE ASSIGNMENT: RESOLUTIONS

Per Capita Cost: \$ 0.21 per month for five
(5) years (sunset 9/1/19)

- To provide funds for the re-design and renovation of the Fallen Fire Fighter memorial in Colorado Springs, CO.

- Estimated cost is \$ 3,318,000.

• Landscaping	\$ 407,600
• Hardscape (Sidewalks, paving, walls, foundations, etc.)	1,938,544
• Site work (Demo, grading, electrical, etc.)	495,874
• Contingency	426,303
• Project Management	<u>50,000</u>

Total estimated cost **\$ 3,318,321**

Years 1-5

ANNUAL TOTAL (amount rounded to the nearest whole cent) \$ 682,500

PCT (\$32,500 = 1 cent) \$ 0.21
per month for 5 years

Total for 5 years **\$ 3,412,500**

RESOLUTION TITLE:
UNION ACTIVITIES JUSTICE FUND
RESOLUTION NUMBER: 22
CONVENTION COMMITTEE ASSIGNMENT: RESOLUTIONS

Per Capita Cost: \$ 0.24 sunset after
3 years

- Financial relief during appeal process. Calculation based on average top step annual salary for a fire fighter.

- Per capita cost to sunset after 3 years.

Average maximum monthly compensation	\$ 5,378
Percentage of relief	x 60%

Estimated monthly relief amount	\$ 3,227
Estimated # of active cases	x 20

Total monthly cost	\$ 64,540
Months	x 12

TOTAL ANNUAL COST \$ 774,480

PCT (\$32,500 = 1 cent) \$ 0.24

RESOLUTION TITLE:
SUPPORT OF CANCER RESEARCH
RESOLUTION NUMBER: 35
CONVENTION COMMITTEE ASSIGNMENT:
HEALTH & SAFETY

Per Capita Cost: \$ 0.03

- To provide funds to be donated to established cancer research programs
- Estimated cost is \$ 97,500.

TOTAL (amount rounded to the nearest whole cent) \$ 97,500

PCT (\$32,500 = 1 cent) \$ 0.03

RESOLUTION TITLE:
SAFE CALL NOW
RESOLUTION NUMBER: 37
CONVENTION COMMITTEE ASSIGNMENT:
HEALTH & SAFETY

Per Capita Cost: \$ ¾ cent

- To provide annual contributions to Safe Call Now (a confidential, comprehensive, 24-hour crisis referral service)

Annual contribution \$ 20,000

- IAFF Charitable Foundation (\$ 10,000)
- John P. Redmond Fund (\$ 10,000)

PCT (\$32,500 = 1 cent) \$ ¾ cent

2014 CONVENTION COMMITTEES

COMMITTEE

ASSIGNED RESOLUTION NUMBERS

Credentials

Rules of Order

Constitution & By-Laws

1, 2, 3, 4, 5, 6, 7, 8, 9, 10

Policy

11, 12, 13, 14, 15, 17

Grievances & Appeals

Resolutions

18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28

Legislative

29, 30, 31, 32, 33

Health & Safety

34, 35, 36, 37, 38

Public Relations

Organizing

Human Relations

Sergeant-at-Arms

2014 CONVENTION DISPOSITION OF RESOLUTIONS

No.	Committee Recommendation	Adopted	Adopted As Revised/ Amended	Rejected	Filed	Referred	Replaced By
1							
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2012 CONVENTION DISPOSITION OF RESOLUTIONS

No.	Committee Recommendation	Adopted	Adopted As Revised/ Amended	Rejected	Filed	Referred	Replaced By
28							
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International Association of Fire Fighters
1750 New York Ave., NW, Washington, DC 20006
www.iaff.org