

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 85% 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,
12 2003 through March 31, 2004 was 1.4 percent
13 (1.4%); therefore be it
14 RESOLVED, That the new total per capita tax
15 at the conclusion of the 2004 Convention be
16 increased ten cents (\$.10) per active member and
17 five cents (\$.05) per active-retired member and that
18 this inflation increase shall become effective on
19 September 1, 2004 for FY 2004/2005; and be it
20 further
21 RESOLVED, That the per capita tax be
22 adjusted for FY 2005/2006 based on the U. S.
23 National Consumer Price Index (CPI) as issued by
24 the Department of Labor measured from April 1,
25 2004 through March 31, 2005, but in no instance
26 will it exceed 4.5 percent (4.5%) per active
27 member and active-retired member, and that
28 this increase shall become effective on
29 September 1, 2005; and be it further
30 RESOLVED, That the International
31 Constitution and By-Laws be changed in the
32 appropriate Articles and Sections to reflect this
33 adjustment.

Submitted by: IAFF Executive Board

Cost Estimate: 10 cents per active member and 5 cents per
active-retired member on September 1,
2004, and the second year beginning
September 1, 2005, the cost will be adjusted
by the 2004/2005 CPI, but not to exceed
4.5 percent (4.5%).

**COMMITTEE RECOMMENDATION: Adopt
CONVENTION ACTION: Adopted**

Resolution No. 2

COMMITTEE ASSIGNMENT: Constitution & By-Laws Re: Appointment of District Vice President Where Local President Fails to Act on Charges

1 WHEREAS, under Article XVII, Section 1(A) of
2 the IAFF Constitution and By-Laws, it is the
3 responsibility, upon the receipt of misconduct charges,
4 of the president of the charged party's local to submit
5 the names of seven (7) members of the local to the
6 charged party for the selection of a three-person trial
7 board, unless the president is directly involved as a
8 party, witness, or otherwise in the conduct giving rise to
9 the charges, in which case the secretary-treasurer (or
10 corresponding executive officer) of the local is required
11 to fulfill this responsibility; and

12 WHEREAS, if the secretary-treasurer (or
13 corresponding executive officer) is similarly involved
14 in the charges, it is the responsibility of the local
15 president to inform the General President of the same,
16 and to request that the District Vice President of the
17 local's district be appointed to fulfill this responsibility;
18 and

19 WHEREAS, situations have arisen in which a local
20 president has failed to fulfill these obligations, or has
21 sufficiently delayed performing these obligations, so as
22 to render it impossible to convene a trial board to hear
23 the charges within the one-hundred and twenty (120)
24 day limit set forth in Article XVII; and

25 WHEREAS, the IAFF Constitution and By-Laws
26 currently provides no mechanism for a charging party
27 to prevent such an outcome; and

28 WHEREAS, this can be particularly problematic
29 where charges are filed by members of one local against
30 members of another local; therefore be it

31 RESOLVED, That Article XVII, Section 1(A) be
32 amended to include the following language as a new
33 paragraph at the end of the second existing paragraph:
34 “In the event that neither the local president nor the
35 secretary-treasurer (or corresponding executive officer)
36 have either submitted the names of seven (7) members
37 of the subordinate union to the accused, or notified the
38 General President that they are sufficiently involved so
39 as to preclude them from doing so, within thirty (30)
40 days of their receipt of the charges, then the General
41 President shall be authorized, upon request by any party
42 to the case, to designate the Vice President of the
43 District in which the subordinate union is located as the
44 appointing officer of the trial board.”

Submitted by: IAFF Executive Board

Cost Estimate: None

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted

Resolution No. 3

COMMITTEE ASSIGNMENT: Constitution & By-Laws Re: Bonding of Officers and Employees of IAFF Affiliates

1 WHEREAS, the IAFF Constitution and By-Laws
2 provides that officers and employees of each local
3 union and state and provincial association or joint
4 council of this Association shall be bonded in such
5 amounts as may be required by the Board of Trustees
6 and the General Secretary-Treasurer in compliance
7 with applicable law; and
8 WHEREAS, the IAFF Constitution and By-Laws
9 further provides that the expense for the first \$2,500
10 of bond shall be borne by the International; and
11 WHEREAS, the constitutional provisions through
12 which the first \$2,500 of bond is paid by the
13 International have been in effect for many years and
14 have not been amended to take into account inflation;
15 and
16 WHEREAS, it is prudent business practice to make
17 a reasonable adjustment in the amount of the bond
18 expense that is paid by the International; therefore be it
19 RESOLVED, That the IAFF encourage affiliates
20 to increase the amount of their bond coverage to an
21 amount equal to ten percent (10%) of their annual
22 revenue; and be it further
23 RESOLVED, That the International Constitution
24 and By-Laws be changed in the appropriate Articles
25 and Sections to provide that the expense for the first
26 \$5,000 of bond covering officers and employees of
27 each local union and state and provincial association or
28 joint council shall be borne by the International.

Submitted by: IAFF Executive Board

Cost Estimate: 1 cent

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted

Resolution No. 5

**COMMITTEE ASSIGNMENT: Constitution & By-Laws
Re: Limiting Number of Charged Parties to Seven (7)**

1 WHEREAS, under Article XVII of the IAFF
2 Constitution and By-Laws, identical charges filed
3 against more than one (1) party are adjudicated as a
4 single trial board proceeding; and

5 WHEREAS, in such cases, Article XVII requires
6 the charged parties, as a group, to mutually agree upon
7 the selection of three (3) members to serve as their trial
8 board from the list of seven (7) individuals randomly
9 selected within seven (7) days of submission of such
10 list to them; and

11 WHEREAS, once the trial board is selected, all of
12 the parties involved, including the charging and charged
13 parties, their representatives and the trial board
14 members, must find a date upon which they are all
15 available to conduct the trial within the one-hundred and
16 twenty (120) day time limit set forth by Article XVII;
17 and

18 WHEREAS, in cases involving more than seven (7)
19 charged parties, it is extremely difficult if not impossible
20 to satisfy the deadlines set forth in Article XVII, which
21 can even cause the charges to go unheard; and

22 WHEREAS, limiting the number of parties whose
23 charges can be adjudicated through one (1) trial board
24 proceeding will significantly reduce the burdens
25 associated with establishing and conducting trial boards
26 to adjudicate these charges while enhancing the due
27 process rights of the charged parties; and

28 WHEREAS, enacting this amendment will not
29 prevent a charging party from charging more than
30 seven (7) people with the same misconduct, so long as
31 such charges are filed against groups of charged parties
32 no larger than seven (7); therefore be it

33 RESOLVED, That Article XVI, Section 1 be
34 amended by renaming it “Who May Prefer Charges;
35 Statute of Limitations; Multiple Charged Parties” and
36 adding the following final sentence: “The charging
37 party or parties may name up to seven (7) charged
38 parties in any set of charges alleging the same
39 misconduct, in which case such charges will be
40 adjudicated as a single trial board proceeding.”

Submitted by: IAFF Executive Board

Cost Estimate: None

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted

**Amended
Resolution No. 7**

**COMMITTEE ASSIGNMENT: Constitution & By-Laws
Re: Resolving a Tie Vote for Affiliate Office**

1 WHEREAS, it sometimes occurs that the final
2 ballot in an election for affiliate office results in a tie
3 vote; and
4 WHEREAS, few IAFF affiliates have adopted
5 provisions in their by-laws or election rules that govern
6 how to resolve a tie vote; and
7 WHEREAS, improvising a procedure to resolve a
8 tie vote only after it has occurred is likely to result in
9 allegations of impropriety, bias or unfairness by the
10 losing candidate; and
11 WHEREAS, neither Atwood's Rules for Meetings
12 nor Robert's Rules of Order contain satisfactory
13 mechanisms for addressing tie votes occurring in union
14 officer elections; and
15 WHEREAS, adoption of a fair and neutral
16 mechanism to resolve tie votes before they occur is the
17 best way to ensure that the final outcome of the election
18 is legitimate and defensible; and
19 WHEREAS, the most neutral mechanism for
20 resolving a tie vote is to select the winning candidate
21 by the drawing of lots, and this approach has been
22 endorsed, but not specifically mandated, by the U. S.
23 Department of Labor; and
24 WHEREAS, it is in the interest of local autonomy
25 to allow IAFF affiliates to develop their own methods to
26 resolve tie votes, so long as these methods are fair,
27 reasonable and legally acceptable; therefore be it

28 RESOLVED, That Article XIII, Section 11 (which
29 governs “Nominations and Elections of Officers” for
30 Local Unions) be amended by adding the following
31 final paragraph: “Locals are encouraged to adopt a fair,
32 reasonable and legally acceptable provision in their
33 by-laws or election rules to govern resolution of a tie
34 vote occurring in the final ballot of any election for
35 local office. In the absence of such a provision, the
36 winning candidate for office shall be selected by the
37 drawing of lots in the presence of both candidates.”; and
38 be it further

39 RESOLVED, That Article XIV, Section 7 (which
40 governs “Election of Officers of State and Provincial
41 Associations and Joint Councils”) be amended by
42 adding the following final paragraph: “State and
43 provincial associations and joint councils are
44 encouraged to adopt a fair, reasonable and legally
45 acceptable provision in their by-laws or election rules
46 to govern resolution of a tie vote occurring in the final
47 ballot of any election for office. In the absence of such
48 a provision, the winning candidate for office shall be
49 selected by the drawing of lots in the presence of both
50 candidates.”; and be it further

51 RESOLVED, That proper notice shall be given by
52 the local of the date, time and place of the drawing of lots
53 no less than seven (7) days prior to the drawing of the lots.

Submitted by: IAFF Executive Board

Cost Estimate: None

COMMITTEE RECOMMENDATION: Adopt
CONVENTION ACTION: Adopted as Amended

**Revised and Amended
Resolution No. 8**

**COMMITTEE ASSIGNMENT: Constitution & By-Laws
Re: Service of Misconduct Charges to the General
President and District Vice President, and Service
of Trial Board Decisions Upon the General President**

1 WHEREAS, under Article XVI, Section 3 of the
2 IAFF Constitution and By-Laws, a charging party is
3 only required to serve copies of misconduct charges to
4 the local union, association or joint council with which
5 the accused is affiliated and to the accused; and

6 WHEREAS, there is currently no provision under
7 which the General President or the District Vice
8 President for the local's district are required to be
9 notified of misconduct charges, absent special
10 circumstances, such as when it is necessary for the
11 General President to designate the District Vice
12 President to serve as the appointing officer for the trial
13 board; and

14 WHEREAS, it is in the interest of this Association
15 for the General President and District Vice President
16 of the affected locals to be informed of the filing of
17 misconduct charges, insofar as the filing of such charges
18 represents a serious matter which may affect the
19 substantive rights of IAFF members; and

20 WHEREAS, service of charges to the General
21 President and District Vice President is sufficiently
22 important so as to justify requiring it as a jurisdictional
23 prerequisite to the filing of charges; and

24 WHEREAS, apart from the filing of an appeal
25 with the General President's office under Article XVIII
26 of the IAFF Constitution, there is no constitutional
27 provision that requires service of final trial board
28 decisions upon the General President's office; and

29 WHEREAS, it is in the interest of this Association
30 for the General President to have a record of trial board
31 decisions so as to keep generally informed as to how
32 provisions of the IAFF Constitution implicated in such
33 decisions are being applied and interpreted by trial
34 boards; therefore be it

35 RESOLVED, That Article XVI, Section 3 of the
36 IAFF Constitution and By-Laws be amended by
37 inserting the following as a second paragraph: “Notice
38 of charges shall also be contemporaneously filed, using
39 the same manner as outlined above, upon the General
40 President’s office, as well as upon the Vice President
41 for the District or Districts encompassing the local,
42 association or joint council of each of the parties to the
43 case. Failure to accomplish such notice shall be
44 grounds for dismissal of the charges.”; and be it further

45 RESOLVED, That where applicable, copies of
46 charges will also be provided to the respective state or
47 provincial association; and be it further

48 RESOLVED, That Article XVII, Sections 8(A)
49 and (B) of the IAFF Constitution and By-Laws be
50 amended by inserting the following sentence to the end
51 of each provision: “The chairperson of the trial board
52 shall transmit a copy of the trial board’s decision to the
53 General President’s office and the District Vice President
54 as soon as is reasonably possible.”

Submitted by: IAFF Executive Board

Cost Estimate: None

COMMITTEE RECOMMENDATION: Adopt as Revised

CONVENTION ACTION: Adopted as Revised and Amended

Resolution No. 9

COMMITTEE ASSIGNMENT: Constitution & By-Laws Re: Technical Correction to Article VI, Section 3 of the IAFF Constitution and By-Laws

1 WHEREAS, the third full paragraph of Article VI,
2 Section 3 of the IAFF Constitution and By-Laws
3 currently authorizes District Vice Presidents to “appoint
4 organizers or representatives in their respective districts
5 upon approval of the General President” with expenses
6 to be allowed such organizers “at the same rates as those
7 payable to Vice Presidents”; and
8 WHEREAS, this authority is not currently being
9 utilized in any manner, insofar as District Field Service
10 Representatives, state representatives, PEP instructors
11 and other representatives and organizers are currently
12 appointed pursuant to other authority; and
13 WHEREAS, continued inclusion of this provision
14 in the IAFF Constitution is not necessary and could give
15 rise to confusion, particularly since the District Vice
16 Presidents are now paid a salary, and not on a per diem
17 basis, which was the case when this provision was
18 originally adopted; and
19 WHEREAS, a technical correction to the IAFF
20 Constitution is necessary to eliminate the potential for
21 any such confusion; therefore be it
22 RESOLVED, That the third full paragraph of
23 Article VI, Section 3 of the IAFF Constitution be
24 deleted in its entirety.

Submitted by: IAFF Executive Board

Cost Estimate: None

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted

Resolution No. 10

COMMITTEE ASSIGNMENT: Constitution & By-Laws Re: Vice President Emeritus Status for Ernest A. “Buddy” Mass

1 WHEREAS, Eleventh District Vice President
2 Ernest A. “Buddy” Mass began his career with the San
3 Antonio Fire Department in May of 1965, retiring in
4 1997 with over thirty-two (32) years of faithful service
5 to the citizens of San Antonio; and
6 WHEREAS, Vice President Mass has a long
7 history of service to San Antonio Local 624 having
8 served as an officer for twenty-eight (28) of his
9 thirty-two (32) year-long career including 1st Vice
10 President, Recording Secretary and President; and
11 WHEREAS, Vice President Mass was elected in
12 1982 to serve the states of Oklahoma and Texas as
13 IAFF 11th District Vice President; and
14 WHEREAS, during his twenty-two (22) year
15 tenure as an International Vice President, Buddy has
16 served tirelessly as Chairman of various IAFF
17 committees including, in 1989, his appointment as
18 Chairman of the new IAFF Civil Rights Committee
19 which later established the IAFF Human Relations
20 Conference; and
21 WHEREAS, Vice President Mass has long served
22 as Chairman of the IAFF Constitution and By-Laws
23 Committee and as a Trustee for both the IAFF Burn
24 Foundation and the John P. Redmond Foundation; and
25 WHEREAS, during his twenty-two (22) years of
26 service on the IAFF Executive Board, Vice President
27 Mass has worked continuously and tirelessly to uphold
28 the high ideals and principles on which this great
29 International was founded; and
30 WHEREAS, the loss of his years of experience
31 and unsurpassed knowledge shall be felt by the entire
32 11th District, his colleagues on the executive board, and
33 all brother and sister firefighters and EMS personnel
34 throughout the IAFF; therefore be it
35 RESOLVED, That the delegates assembled at the
36 47th Convention of the IAFF, in the year 2004, in
37 Boston, Massachusetts, bestow upon Ernest A. “Buddy”
38 Mass the office of Vice President Emeritus along with
39 all honors, duties and responsibilities commensurate
40 with the position in accordance with the Constitution
41 and By-Laws of the IAFF.

Submitted by: Local 624, San Antonio, Texas
Local F-211, Tinker Air Force Base, Oklahoma

Local 2298, Ada, Oklahoma
Local 2749, Altus, Oklahoma
Local 3782, Alva, Oklahoma
Local 2907, Anadarko, Oklahoma
Local 1881, Ardmore, Oklahoma
Local 200, Bartlesville, Oklahoma
Local 2085, Bethany, Oklahoma
Local 2651, Bixby, Oklahoma
Local 4009, Blackwell, Oklahoma
Local 3613, Bristow, Oklahoma
Local 2551, Broken Arrow, Oklahoma
Local 2041, Chickasha, Oklahoma
Local 1077, Claremore, Oklahoma
Local 3310, Collinsville, Oklahoma
Local 3483, Coweta, Oklahoma
Local 2565, Cushing, Oklahoma
Local 2171, Del City, Oklahoma
Local 2929, Duncan, Oklahoma
Local 3061, Durant, Oklahoma
Local 2359, Edmond, Oklahoma
Local 2367, El Reno, Oklahoma
Local 3722, Enid, Oklahoma
Local 3104, Frederick, Oklahoma
Local 2990, Glenpool, Oklahoma
Local 2145, Guthrie, Oklahoma
Local 4256, Guymon, Oklahoma
Local 2788, Henryetta, Oklahoma
Local 3199, Hugo, Oklahoma
Local 3844, Idabel, Oklahoma
Local 2567, Jenks, Oklahoma
Local 3434, Kingfisher, Oklahoma
Local 1882, Lawton, Oklahoma
Local 2284, McAlester, Oklahoma
Local 1969, Miami, Oklahoma
Local 2066, Midwest City, Oklahoma
Local 2047, Moore, Oklahoma,
Local 57, Muskogee, Oklahoma
Local 3910, Newcastle, Oklahoma
Local 2115, Nichols Hills, Oklahoma
Local 2920, Noble, Oklahoma
Local 2067, Norman, Oklahoma
Local 4057, Northwest, Oklahoma
Local 157, Oklahoma City, Oklahoma
Local 2839, Okmulgee, Oklahoma
Local 2789, Owasso, Oklahoma
Local 4242, Perry, Oklahoma
Local 2479, Ponca City, Oklahoma
Local 3567, Pryor, Oklahoma
Local 3596, Purcell, Oklahoma
Local 2173, Sand Springs, Oklahoma

Local 194, Sapulpa, Oklahoma
Local 2581, Seminole, Oklahoma
Local 1628, Shawnee, Oklahoma
Local 4067, Skiatook, Oklahoma
Local 4050, Spencer, Oklahoma
Local 2095, Stillwater, Oklahoma
Local 4099, Tahlequah, Oklahoma
Local 3958, The Village, Oklahoma
Local 3977, Tonkawa, Oklahoma
Local 176, Tulsa, Oklahoma
Local 2814, Vinita, Oklahoma
Local 2374, Warr Acres, Oklahoma
Local 4236, Weatherford, Oklahoma
Local 3693, Wewoka, Oklahoma
Local 3694, Will Rogers, Oklahoma
Local 2560, Woodward, Oklahoma
Local 2055, Yukon, Oklahoma
Local 1044, Abilene, Texas
Local 3187, Addison, Texas
Local 4102, Alice, Texas
Local 3453, Allen, Texas
Local 542, Amarillo, Texas
Local 4195, Aransas Pass, Texas
Local 1329, Arlington, Texas
Local 3607, Athens, Texas
Local 975, Austin, Texas
Local 3627, Azle, Texas
Local 3147, Balch Springs, Texas
Local 1173, Baytown, Texas
Local 399, Beaumont, Texas
Local 3587, Bedford, Texas
Local 4171, Bellaire, Texas
Local 2922, Big Spring, Texas
Local 3983, Borger, Texas
Local 970, Brownsville, Texas
Local 2863, Brownwood, Texas
Local 1204, Bryan, Texas
Local 4025, Burleson, Texas
Local I-75, Canyon Lake, Texas
Local 2182, Carrollton, Texas
Local 3463, Cedar Hill, Texas
Local 4233, Cedar Park, Texas
Local 1854, Cleburne, Texas
Local 3635, Colleyville, Texas
Local 2731, Conroe, Texas
Local 3178, Coppell, Texas
Local 4313, Copperas Cove, Texas
Local 936, Corpus Christi, Texas
Local 1550, Corsicana, Texas
Local 4182, Crowley, Texas

Local 58, Dallas, Texas
Local 3662, Del Rio, Texas
Local 965, Denison, Texas
Local 1291, Denton, Texas
Local 2965, DeSoto, Texas
Local 4221, DFW Airport, Texas
Local 2999, Duncanville, Texas
Local 3919, Eagle Pass, Texas
Local 51, El Paso, Texas
Local 3320, Ennis, Texas
Local 3548, Euless, Texas
Local 3325, Farmers Branch, Texas
Local 3649, Flower Mound, Texas
Local 3474, Forest Hill, Texas
Local 4326, Forney, Texas
Local 440, Fort Worth, Texas
Local 3732, Frisco, Texas
Local 3512, Gainesville, Texas
Local 571, Galveston, Texas
Local 1293, Garland, Texas
Local 3991, Georgetown, Texas
Local 4278, Glenn Heights, Texas
Local 3255, Grand Prairie, Texas
Local 3113, Grapevine, Texas
Local 997, Greenville, Texas
Local 3562, Haltom City, Texas
Local 3404, Harlingen, Texas
Local 3937, Highland Lakes, Texas
Local 4198, Highland Village, Texas
Local 4259, Hollywood Park, Texas
Local 341, Houston, Texas
Local 1316, Houston Port Authority, Texas
Local 4117, Hudson Bend, Texas
Local 2073, Irving, Texas
Local 2917, Jacksonville, Texas
Local 3731, Keller, Texas
Local 3891, Kennedale, Texas
Local 3230, Kerrville, Texas
Local 2505, Killeen, Texas
Local 2390, Kingsville, Texas
Local 3282, La Marque, Texas
Local 4231, Lake Cities, Texas
Local 3164, Lancaster, Texas
Local 1390, Laredo, Texas
Local 4298, Leander, Texas
Local 3606, Lewisville, Texas
Local 4220, Little Elm, Texas
Local 4098, Live Oak, Texas
Local 4331, Longview, Texas
Local 972, Lubbock, Texas

Local 3034, Lufkin, Texas
Local 3599, Mansfield, Texas
Local 906, Marshall, Texas
Local 2602, McAllen, Texas
Local 4017, McKinney, Texas
Local 1518, Mesquite, Texas
Local 3685, Midlothian, Texas
Local 4183, Montgomery County, Texas
Local 2690, Nacogdoches, Texas
Local 3339, Nederland, Texas
Local 3845, New Braunfels, Texas
Local 3885, North Richland Hills, Texas
Local 4253, Oak Hill, Texas
Local 1665, Odessa, Texas
Local 1432, Orange, Texas
Local 3493, Palestine, Texas
Local 3293, Pampa, Texas
Local I-1117, Pantex, Texas
Local 576, Paris, Texas
Local 4137, Pflugerville, Texas
Local 4213, Pharr, Texas
Local 3142, Plainview, Texas
Local 2149, Plano, Texas
Local 397, Port Arthur, Texas
Local 3713, Port Neches, Texas
Local 4193, Prosper, Texas
Local 1954, Richardson, Texas
Local 4084, Roanoke, Texas
Local 4234, Rosenberg, Texas
Local 3082, Round Rock, Texas
Local 3358, Rowlett, Texas
Local 3812, Saginaw, Texas
Local 886, San Angelo, Texas
Local 4239, San Antonio Fire Mechanics, Texas
Local 4097, San Benito, Texas
Local 3963, San Marcos, Texas
Local 4083, Schertz, Texas
Local 3942, Seagoville, Texas
Local 4122, Seguin, Texas
Local 2002, Sherman, Texas
Local 3815, South Padre Island, Texas
Local 4243, Southlake, Texas
Local 4146, Stephenville, Texas
Local 4255, Sugar Land, Texas
Local 2943, Sweetwater, Texas
Local 4194, Taylor, Texas
Local 846, Temple, Texas
Local 3929, Terrell, Texas
Local 367, Texarkana, Texas
Local 1259, Texas City, Texas

Local 4133, The Colony, Texas
Local 883, Tyler, Texas
Local 4073, Universal City, Texas
Local 2092, University Park, Texas
Local 3679, Victoria, Texas
Local 3921, Village, Texas
Local 478, Waco, Texas
Local 3010, Waxahachie, Texas
Local 3823, Weatherford, Texas
Local 3207, Weslaco, Texas
Local 4147, Westlake, Texas
Local 432, Wichita Falls, Texas
Local 3846, Woodlands, Texas

Cost Estimate: Minimal

COMMITTEE RECOMMENDATION: Adopt
CONVENTION ACTION: Adopted Unanimously

Resolution No. 11

COMMITTEE ASSIGNMENT: Constitution & By-Laws Re: Vice President Emeritus Status for Terry A. Ritchie

1 WHEREAS, Sixth District Vice President Terry
2 Ritchie joined the Burnaby Fire Department on April 16,
3 1963, and rose through the ranks to attain the highest
4 bargaining unit position in the Department, Assistant
5 Fire Chief, at the time of his retirement on March 31,
6 2000; and

7 WHEREAS, Vice President Ritchie was elected to
8 the Executive Board of Local 323 in 1977 where he
9 served for twenty (20) years, first as Treasurer until
10 1982 and then as President until 1996; and

11 WHEREAS, Vice President Ritchie served the
12 British Columbia Professional Fire Fighters Association
13 as a Trustee from 1978 until 1984, and was elected as
14 the BCPFFA Secretary-Treasurer from 1984 until 1986;
15 and

16 WHEREAS, Vice President Ritchie was elected to
17 represent British Columbia, Alberta, Saskatchewan
18 and the Northwest Territories as 6th District Vice
19 President at the Thirty-Eighth Biennial Convention of
20 the IAFF held in Las Vegas in August 1986 where he
21 has served with pride and dedication for the past
22 eighteen (18) years, and where he has sat on the IAFF
23 Human Relations Executive Committee since its
24 inception in 1987; and

25 WHEREAS, in the twenty-seven (27) years that
26 he has served the brothers and sisters in his own local,
27 his provincial association and the IAFF, he has at all
28 times represented the best interests of professional
29 firefighters and of this great International union; and

30 WHEREAS, in the eighteen (18) years he has
31 served as 6th District Vice President, Terry Ritchie has
32 shared his many years of wisdom, experience and
33 leadership with others and has selflessly committed
34 himself to improving the working conditions of his
35 brother and sister firefighters; and

36 WHEREAS, Vice President Ritchie's involvement
37 in the Labour Movement went beyond the IAFF as he
38 was elected as a Vice President in the British Columbia
39 Federation of Labour from 1988 to 2002; he became the
40 first firefighter to sit on the Canadian Labour Congress
41 Executive Council where he served from 1993 to 1996
42 and from 2000 to 2002; and he represented Labour as
43 an Executive member of Fire Prevention Canada from
44 1993 to the present; therefore be it

45 RESOLVED, That Terry A. Ritchie's name be
46 added to the list of distinguished individuals who have
47 served their brother and sister firefighters with
48 unwavering dedication, integrity, compassion and
49 distinction; and be it further
50 RESOLVED, That Terry A. Ritchie be declared
51 Vice President Emeritus of the IAFF in recognition of
52 his efforts on behalf of all professional firefighters, this
53 great International union and the Labour Movement
54 as a whole.

Submitted by: British Columbia Professional Fire Fighters Association
Cost Estimate: Minimal

COMMITTEE RECOMMENDATION: Adopt
CONVENTION ACTION: Adopted Unanimously

Resolution No. 14

COMMITTEE ASSIGNMENT: Health and Safety Re: IAFF/IAFC Fire Service Joint Labor Management Wellness-Fitness Task Force

1 WHEREAS, the International Association of Fire
2 Fighters (IAFF) and International Association of Fire
3 Chiefs (IAFC) came together in December of 1996
4 for the purpose of improving the quality of life for all
5 uniformed personnel during their fire service career
6 and into a healthy retirement; and
7 WHEREAS, the result of this common goal was
8 the creation of the IAFF/IAFC Fire Service Joint Labor
9 Management Wellness-Fitness Task Force; and
10 WHEREAS, the IAFF/IAFC, local IAFF affiliates
11 and fire departments have committed and continue to
12 commit substantial time, energy and financial resources
13 to this effort for the benefit of all IAFF members; and
14 WHEREAS, an ongoing commitment of the
15 IAFF/IAFC, local IAFF affiliates and fire departments
16 is essential to moving forward in the effort to improve
17 the health and wellness of the North American Fire
18 Service; and
19 WHEREAS, while several fire departments have
20 successfully implemented many of the components
21 contained in the IAFF/IAFC Fire Service Joint Labor
22 Management Wellness-Fitness Initiative, there remains
23 a need to find ways to assist other North American fire
24 departments to do the same; and
25 WHEREAS, fire departments continue to struggle
26 to implement the complete initiative and all of its
27 components; and
28 WHEREAS, as a result of successful
29 implementation of this initiative several lives and
30 careers have already been saved; and
31 WHEREAS, the National Fire Protection
32 Association (NFPA) has adopted the medical component
33 of the IAFF/IAFC Fire Service Joint Labor Management
34 Wellness-Fitness Initiative into NFPA 1582
35 Comprehensive Occupational Medical Program for
36 Fire Departments; and
37 WHEREAS, the task force continues to identify
38 issues important to the health and welfare of firefighters;
39 therefore be it

40 RESOLVED, That the existing task force continue
41 to meet regularly to discuss ongoing research, data
42 collection and dissemination of information relevant to
43 grant funding, new technologies and the scientific body
44 of knowledge associated with wellness and fitness; and
45 be it further
46 RESOLVED, That the IAFF/IAFC ensure that an
47 effective comprehensive data collection system be
48 completed for the benefit of all of our membership; and
49 be it further
50 RESOLVED, That the IAFF restate through this
51 year's convention in Boston its continued commitment
52 to this effort; and be it further
53 RESOLVED, That the IAFF assign standing
54 committee status to this task force.

Submitted by: Local 255, Calgary, Alberta
Local 660, Charlotte, North Carolina
Local 2068, Fairfax County, Virginia
Local 416, Indianapolis, Indiana
Local 493, Phoenix, Arizona

Cost Estimate: 2 cents

COMMITTEE RECOMMENDATION: Adopt
CONVENTION ACTION: Adopted

**Revised and Amended
Resolution No. 15**

**COMMITTEE ASSIGNMENT: Health and Safety
Re: Study of Firefighters Exposed to Radio Frequency (RF)
Radiation from Cell Towers/Masts**

1 WHEREAS, fire stations across the United States
2 and Canada are being sought by wireless companies as
3 base stations for the antennas and towers for the
4 conduction of cell phone transmissions; and

5 WHEREAS, many firefighters who are living with
6 cell towers on or adjacent to their stations are paying a
7 substantial price in terms of physical and mental health.
8 As first responders and protectors of the general public,
9 it is crucial that firefighters are functioning at optimal
10 cognitive and physical capacity at all times; and

11 WHEREAS, the brain is the first organ to be
12 affected by RF radiation and symptoms manifest in a
13 multitude of neurological conditions including migraine
14 headaches, extreme fatigue, disorientation, slowed
15 reaction time, vertigo, vital memory loss and attention
16 deficit amidst life threatening emergencies; and

17 WHEREAS, most of the firefighters who are
18 experiencing symptoms can attribute the onset to the
19 first week(s) these towers/antennas were activated; and

20 WHEREAS, RF radiation is emitted by these
21 cellular antennas and RF radiation can penetrate every
22 living cell, including plants, animals and humans; and

23 WHEREAS, both the U. S. and Canadian
24 governments established regulatory limits for RF
25 radiation based on thermal (heat) measurements with
26 no regard for the adverse health effects from
27 non-thermal radiation which is proven to harm the
28 human brain and immune system; and

29 WHEREAS, the U. S. Environmental Protection
30 Agency stated in a July 16, 2002, letter, “Federal
31 health and safety agencies have not yet developed
32 policies concerning possible risk from long-term,
33 non-thermal exposures. The FCC’s exposure
34 guideline is considered protective of effects arising
35 from a thermal mechanism (RF radiation from cell
36 towers is non-thermal) but not from all possible
37 mechanisms. Therefore, the generalization by many
38 that the guidelines protecting human beings from
39 harm by any or all mechanisms is not justified”; and

40 WHEREAS, an Expert Panel Report requested
41 by the Royal Society of Canada prepared for Health
42 Canada (1999) stated that, “Exposure to RF fields at

43 intensities far less than levels required to produce
44 measurable heating can cause effects in cells and
45 tissues. These biological effects include alterations
46 in the activity of the enzyme ornithine decarboxylase,
47 in calcium regulation, and in the permeability of the
48 blood-brain barrier. Some of these biological effects
49 brought about by non-thermal exposure levels of RF
50 could potentially be associated with adverse health
51 effects”; and

52 WHEREAS, based on concerns over growing
53 scientific evidence of dangers from RF radiation, an
54 international conference was convened in Salzburg,
55 Austria, in the summer of 2000 where renowned
56 scientists declared the upper-most RF radiation
57 exposure limit from a tower-mast should be 1/10th of
58 1 microwatt (Note that 1/10th of 1 microwatt is 10,000
59 times lower than the uppermost limit allowed by the
60 U. S. or Canada.); and it should be noted this limit was
61 set because of study results showing brain wave
62 changes at 1/10th of 1 microwatt; and

63 WHEREAS, in a recently cleared paper by Dr.
64 Richard A. Albanese of the U. S. Air Force, a
65 highly recognized physician in the area of the impact of
66 radiation on the human body, Dr. Albanese states, “I
67 would ask a good faith effort in achieving as low
68 exposure rates as are possible within reasonable
69 financial constraints. Also I would fund targeted
70 studies using animal subjects and human groups living
71 or working in high radiation settings or heavy cellular
72 phone users, emphasizing disease causations. I urge
73 acceptance of the ideal that there should be no
74 unmonitored occupational or environmental exposures
75 whose associated disease rates are unknown.” (The
76 opinions expressed herein are those of Dr. Albanese,
77 and do not reflect the policies of the United States
78 Air Force.); and

79 WHEREAS, recently a study, not affiliated with
80 the wireless industry, was conducted of firefighters
81 exposed to RF radiation from cell towers/antennas
82 affixed to their stations. The study revealed brain
83 damage that can be differentiated from chemical
84 causation (such as inhalation of toxic smoke) suggesting
85 RF radiation as the cause of the brain damage found on
86 SPECT scans; and

87 WHEREAS, firefighters are the protectors of
88 people and property and should be protected under the
89 Precautionary Principle of Science and therefore, unless
90 radiation is proven safe and harmless, cellular
91 antennas should not be placed on or near fire stations;
92 therefore be it

93 RESOLVED, That the IAFF shall seek funding for an
94 initial U. S. and Canadian study with the highest scientific
95 merit and integrity, contrasting firefighters with residence
96 in stations with towers to firefighters without similar
97 exposure; and be it further
98 RESOLVED, That in accordance with the results of
99 the study, the IAFF will establish protective policy
100 measures with the health and safety of all firefighters
101 as the paramount objective; and be it further
102 RESOLVED, That the IAFF oppose the use of fire stations
103 as base stations for antennas and towers for the conduction
104 of cell phone transmissions until such installations are
105 proven not to be hazardous to the health of our members.

Submitted by: Local 3368, Carpinteria-Summerland, California
Cost Estimate: None

COMMITTEE RECOMMENDATION: Adopt as Revised
CONVENTION ACTION: Adopted as Revised and Amended

**Revised and Amended
Resolution No. 16**

**COMMITTEE ASSIGNMENT: Health and Safety
Re: Support Change in SCBA Federal Law**

1 WHEREAS, 'Lost, trapped, and disoriented' is
2 cited as the second leading cause of firefighter deaths
3 in the United States, responsible for more than 18%
4 of all firefighter deaths (USFA 10-Year Retrospective
5 Study of Firefighter Fatalities); and

6 WHEREAS, firefighters are nearly twice as
7 likely to die from non-cardiac causes inside of a
8 structure fire today as compared with 25 years ago
9 (NFPA, Firefighter Fatalities Inside Structure Fires
10 1977-2000); and

11 WHEREAS, 63 percent of structural fireground
12 deaths list asphyxiation as the cause of death (NFPA,
13 Firefighter Fatalities Inside Structure Fires 1977-2000);
14 and

15 WHEREAS, today's larger and more complex
16 structures and advances in personal protective
17 equipment have combined to put firefighters deeper
18 into the hazard zone than ever before; and

19 WHEREAS, the above-mentioned factors have
20 resulted in an exit time crisis for the fire service; and

21 WHEREAS, modern SCBA are available that hold
22 a greater volume of air at a reduced weight as compared
23 to SCBA of the past; and

24 WHEREAS, current federal law requires an
25 SCBA to warn the user of remaining air at no greater
26 than 25% of remaining air volume; and

27 WHEREAS, this federal law has been in place
28 since prior to 1960 and does not reflect current fire
29 service needs or technological realities; and

30 WHEREAS, the current regulation forces a choice
31 between more exit time with a longer work period or a
32 reasonable work period with insufficient exit time; and

33 WHEREAS, increased work time has the
34 detrimental effects of increased cardiac stress, thermal
35 stress, depth of entry and structural degradation; and

36 WHEREAS, the Columbus Firefighters Union,
37 IAFF Local 67, has undertaken an initiative to have the
38 federal law changed to allow for an earlier low air
39 warning if an individual fire department elects to do so;
40 and

41 WHEREAS, a federal rulemaking docket has been
42 established to consider this much needed life safety
43 change; therefore be it

44 RESOLVED, That the IAFF support this change to
45 42 CFR 84; and be it further
46 RESOLVED, That the IAFF Health and Safety Office
47 will provide comment to the docket; and be it further
48 RESOLVED, That the IAFF will utilize its
49 well-established relationships and acknowledged
50 political acumen to expedite the docket change; and be
51 it further
52 RESOLVED, That the IAFF report its actions and
53 progress back to the membership via the IAFF web
54 page and magazine on a continuous basis; and be it further
55 RESOLVED, That the IAFF support research of
56 four-hour rebreathers' impact on firefighter health
57 and safety and provide said information to locals
58 as it becomes available.

Submitted by: Local 67, Columbus, Ohio

Cost Estimate: None

COMMITTEE RECOMMENDATION: Adopt as Revised

CONVENTION ACTION: Adopted as Revised and Amended

Resolution No. 18

COMMITTEE ASSIGNMENT: Human Relations Re: Ernest A. "Buddy" Mass Human Relations Conference

1 WHEREAS, the IAFF has made a commitment to
2 improving relationships and promoting understanding
3 among its members; and
4 WHEREAS, IAFF 11th District Vice President
5 Ernest A. "Buddy" Mass has long recognized the
6 cultural diversity that exists among our members; and
7 WHEREAS, Vice President Mass was
8 instrumental in organizing the first "Minority Affairs
9 Conference" in San Antonio in April of 1987; and
10 WHEREAS, Vice President Mass worked
11 tirelessly to insure passage of Resolution 103 at the
12 Miami Convention in 1988 creating an IAFF Civil
13 Rights Manual; and
14 WHEREAS, Vice President Mass has served as
15 Chairman of the Human Relations Committee since its
16 inception in 1987; and
17 WHEREAS, under his leadership, the IAFF
18 Human Relations Committee has grown in stature and
19 importance; and
20 WHEREAS, Vice President Mass has a strong
21 and enduring commitment to improving human
22 relations; therefore be it
23 RESOLVED, That the IAFF Human Relations
24 Conference be named the Ernest A. "Buddy" Mass
25 Human Relations Conference in recognition of his
26 lasting contributions to the Committee.

Submitted by: F-211, Tinker Air Force Base, Oklahoma
Local 2298, Ada, Oklahoma
Local 2749, Altus, Oklahoma
Local 3782, Alva, Oklahoma
Local 2907, Anadarko, Oklahoma
Local 1881, Ardmore, Oklahoma
Local 200, Bartlesville, Oklahoma
Local 2085, Bethany, Oklahoma
Local 2651, Bixby, Oklahoma
Local 4009, Blackwell, Oklahoma
Local 3613, Bristow, Oklahoma
Local 2551, Broken Arrow, Oklahoma
Local 2041, Chickasha, Oklahoma
Local 1077, Claremore, Oklahoma
Local 3310, Collinsville, Oklahoma
Local 3483, Coweta, Oklahoma
Local 2565, Cushing, Oklahoma
Local 2171, Del City, Oklahoma

Local 2929, Duncan, Oklahoma
Local 3061, Durant, Oklahoma
Local 2359, Edmond, Oklahoma
Local 2367, El Reno, Oklahoma
Local 3722, Enid, Oklahoma
Local 3104, Frederick, Oklahoma
Local 2990, Glenpool, Oklahoma
Local 2145, Guthrie, Oklahoma
Local 4256, Guymon, Oklahoma
Local 2788, Henryetta, Oklahoma
Local 3199, Hugo, Oklahoma
Local 3844, Idabel, Oklahoma
Local 2567, Jenks, Oklahoma
Local 3434, Kingfisher, Oklahoma
Local 1882, Lawton, Oklahoma
Local 2284, McAlester, Oklahoma
Local 1969, Miami, Oklahoma
Local 2066, Midwest City, Oklahoma
Local 2047, Moore, Oklahoma,
Local 57, Muskogee, Oklahoma
Local 3910, Newcastle, Oklahoma
Local 2115, Nichols Hills, Oklahoma
Local 2920, Noble, Oklahoma
Local 2067, Norman, Oklahoma
Local 4057, Northwest, Oklahoma
Local 157, Oklahoma City, Oklahoma
Local 2839, Okmulgee, Oklahoma
Local 2789, Owasso, Oklahoma
Local 4242, Perry, Oklahoma
Local 2479, Ponca City, Oklahoma
Local 3567, Pryor, Oklahoma
Local 3596, Purcell, Oklahoma
Local 2173, Sand Springs, Oklahoma
Local 194, Sapulpa, Oklahoma
Local 2581, Seminole, Oklahoma
Local 1628, Shawnee, Oklahoma
Local 4067, Skiatook, Oklahoma
Local 4050, Spencer, Oklahoma
Local 2095, Stillwater, Oklahoma
Local 4099, Tahlequah, Oklahoma
Local 3958, The Village, Oklahoma
Local 3977, Tonkawa, Oklahoma
Local 176, Tulsa, Oklahoma
Local 2814, Vinita, Oklahoma
Local 2374, Warr Acres, Oklahoma
Local 4236, Weatherford, Oklahoma
Local 3693, Wewoka, Oklahoma
Local 3694, Will Rogers, Oklahoma
Local 2560, Woodward, Oklahoma
Local 2055, Yukon, Oklahoma

Local 1044, Abilene, Texas
Local 3187, Addison, Texas
Local 4102, Alice, Texas
Local 3453, Allen, Texas
Local 542, Amarillo, Texas
Local 4195, Aransas Pass, Texas
Local 1329, Arlington, Texas
Local 3607, Athens, Texas
Local 975, Austin, Texas
Local 3627, Azle, Texas
Local 3147, Balch Springs, Texas
Local 1173, Baytown, Texas
Local 399, Beaumont, Texas
Local 3587, Bedford, Texas
Local 4171, Bellaire, Texas
Local 2922, Big Spring, Texas
Local 3983, Borger, Texas
Local 970, Brownsville, Texas
Local 2863, Brownwood, Texas
Local 1204, Bryan, Texas
Local 4025, Burleson, Texas
I-75, Canyon Lake, Texas
Local 2182, Carrollton, Texas
Local 3463, Cedar Hill, Texas
Local 4233, Cedar Park, Texas
Local 1854, Cleburne, Texas
Local 3635, Colleyville, Texas
Local 2731, Conroe, Texas
Local 3178, Coppell, Texas
Local 4313, Copperas Cove, Texas
Local 936, Corpus Christi, Texas
Local 1550, Corsicana, Texas
Local 4182, Crowley, Texas
Local 58, Dallas, Texas
Local 3662, Del Rio, Texas
Local 965, Denison, Texas
Local 1291, Denton, Texas
Local 2965, DeSoto, Texas
Local 4221, DFW Airport, Texas
Local 2999, Duncanville, Texas
Local 3919, Eagle Pass, Texas
Local 51, El Paso, Texas
Local 3320, Ennis, Texas
Local 3548, Euless, Texas
Local 3325, Farmers Branch, Texas
Local 3649, Flower Mound, Texas
Local 3474, Forest Hill, Texas
Local 4326, Forney, Texas
Local 440, Fort Worth, Texas
Local 3732, Frisco, Texas

Local 3512, Gainesville, Texas
Local 571, Galveston, Texas
Local 1293, Garland, Texas
Local 3991, Georgetown, Texas
Local 4278, Glenn Heights, Texas
Local 3255, Grand Prairie, Texas
Local 3113, Grapevine, Texas
Local 997, Greenville, Texas
Local 3562, Haltom City, Texas
Local 3404, Harlingen, Texas
Local 3937, Highland Lakes, Texas
Local 4198, Highland Village, Texas
Local 4259, Hollywood Park, Texas
Local 341, Houston, Texas
Local 1316, Houston Port Authority, Texas
Local 4117, Hudson Bend, Texas
Local 2073, Irving, Texas
Local 2917, Jacksonville, Texas
Local 3731, Keller, Texas
Local 3891, Kennedale, Texas
Local 3230, Kerrville, Texas
Local 2505, Killeen, Texas
Local 2390, Kingsville, Texas
Local 3282, La Marque, Texas
Local 4231, Lake Cities, Texas
Local 3164, Lancaster, Texas
Local 1390, Laredo, Texas
Local 4298, Leander, Texas
Local 3606, Lewisville, Texas
Local 4220, Little Elm, Texas
Local 4098, Live Oak, Texas
Local 4331, Longview, Texas
Local 972, Lubbock, Texas
Local 3034, Lufkin, Texas
Local 3599, Mansfield, Texas
Local 906, Marshall, Texas
Local 2602, McAllen, Texas
Local 4017, McKinney, Texas
Local 1518, Mesquite, Texas
Local 3685, Midlothian, Texas
Local 4183, Montgomery County, Texas
Local 2690, Nacogdoches, Texas
Local 3339, Nederland, Texas
Local 3845, New Braunfels, Texas
Local 3885, North Richland Hills, Texas
Local 4253, Oak Hill, Texas
Local 1665, Odessa, Texas
Local 1432, Orange, Texas
Local 3493, Palestine, Texas
Local 3293, Pampa, Texas

I-1117, Pantex, Texas
Local 576, Paris, Texas
Local 4137, Pflugerville, Texas
Local 4213, Pharr, Texas
Local 3142, Plainview, Texas
Local 2149, Plano, Texas
Local 397, Port Arthur, Texas
Local 3713, Port Neches, Texas
Local 4193, Prosper, Texas
Local 1954, Richardson, Texas
Local 4084, Roanoke, Texas
Local 4234, Rosenberg, Texas
Local 3082, Round Rock, Texas
Local 3358, Rowlett, Texas
Local 3812, Saginaw, Texas
Local 886, San Angelo, Texas
Local 624, San Antonio, Texas
Local 4239, San Antonio Fire Mechanics, Texas
Local 4097, San Benito, Texas
Local 3963, San Marcos, Texas
Local 4083, Schertz, Texas
Local 3942, Seagoville, Texas
Local 4122, Seguin, Texas
Local 2002, Sherman, Texas
Local 3815, South Padre Island, Texas
Local 4243, Southlake, Texas
Local 4146, Stephenville, Texas
Local 4255, Sugar Land, Texas
Local 2943, Sweetwater, Texas
Local 4194, Taylor, Texas
Local 846, Temple, Texas
Local 3929, Terrell, Texas
Local 367, Texarkana, Texas
Local 1259, Texas City, Texas
Local 4133, The Colony, Texas
Local 883, Tyler, Texas
Local 4073, Universal City, Texas
Local 2092, University Park, Texas
Local 3679, Victoria, Texas
Local 3921, Village, Texas
Local 478, Waco, Texas
Local 3010, Waxahachie, Texas
Local 3823, Weatherford, Texas
Local 3207, Weslaco, Texas
Local 4147, Westlake, Texas
Local 432, Wichita Falls, Texas
Local 3846, Woodlands, Texas

Cost Estimate: None

COMMITTEE RECOMMENDATION: Adopted

CONVENTION ACTION: Adopted Unanimously

**Substitute
Resolution No. 20**

COMMITTEE ASSIGNMENT: Legislative

Re: Federal Fire Fighters' Base Pay to Include COLA

1 WHEREAS, the IAFF has always pursued pay
2 fairness and equality for full-time professional
3 firefighters; and

4 WHEREAS, the last Pay Fairness Bill pursued by
5 the IAFF for the federal firefighters resulted in a large
6 pay disparity between the firefighters in COLA areas
7 and the firefighters in the locality areas; and

8 WHEREAS, the federal firefighters that work
9 outside the continental United States receive the
10 cost-of-living allowance (COLA), for example Hawaii
11 has a 25% COLA rate calculated on the firefighters'
12 base pay; and

13 WHEREAS, the COLA received cannot be used
14 in the base pay for computing any of our entitlements
15 such as retirement, thrift savings, overtime, and
16 insurance; and

17 WHEREAS, the federal firefighters in COLA
18 areas which are some of the highest cost-of-living areas
19 compared to the continental United States are receiving
20 far less at retirement than our counterparts who receive
21 locality pay; and

22 WHEREAS, the federal firefighters who work
23 in the locality areas on the continental United States use
24 the locality pay to add to their base pay, and the new
25 base pay is used for computing all their entitlements
26 such as retirement, thrift savings, overtime and
27 insurance; and

28 WHEREAS, the federal firefighters in COLA
29 areas have the same working hours as our counterparts;
30 therefore, we should not have to suffer a lower base pay
31 to compute our entitlements; therefore be it

32 RESOLVED, That the IAFF include in its
33 legislative agenda for the 109th Congress proposals to
34 ensure that the retirement benefit of federal firefighters
35 be computed so that the total remuneration paid to
36 federal firefighters including locality pay, scheduled
37 overtime and cost-of-living allowances are calculated
38 into the formula to determine average final
39 compensation; and be it further

40 RESOLVED, That the calculation will be applied
41 retroactively for the three-year period immediately
42 proceeding the effective date of this legislation to
43 ensure that members who retire will benefit from this
44 enhancement.

Submitted by: Local F-263, Federal Fire Fighters of Hawaii

Cost Estimate: None

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted

**Revised
Resolution No. 21**

**COMMITTEE ASSIGNMENT: Legislative
Re: FIREPAC**

1 WHEREAS, the International Association of
2 Fire Fighters is committed to educating its members on
3 legislative and political issues that directly impact their
4 jobs, pay, health, safety, pensions and family; and
5 WHEREAS, it is important for IAFF members and
6 their families to be informed about key legislative issues
7 before the Congress and Parliament that directly affect
8 their professions, so that they may make informed
9 decisions on Election Day about who should represent
10 them in the federal government; and
11 WHEREAS, the IAFF and FIREPAC must have
12 sufficient resources to communicate with IAFF
13 members about how elected officials vote on such
14 issues; and
15 WHEREAS, FIREPAC aids the IAFF in reaching
16 its legislative and political goals by educating federal
17 candidates on issues important to the nation's
18 professional firefighters and emergency medical
19 personnel like the National Collective Bargaining Bill,
20 Expanded PSOB Death Benefit, Presumptive Liability
21 for Federal Firefighters, the FIRE Act and the SAFER
22 Act; and
23 WHEREAS, the IAFF and FIREPAC must have
24 the necessary funds and resources to build a living
25 memorial by fighting anti-union referendums and
26 legislative attacks on our jobs, pay, benefits, health
27 and safety; and
28 WHEREAS, the IAFF must be able to expand its
29 influence in the political and legislative arenas and
30 increase involvement in political activities that have a
31 direct impact on its legislative priorities; and
32 WHEREAS, the IAFF can increase its political
33 clout by encouraging its members to voluntarily
34 contribute to FIREPAC when registering for various
35 IAFF conferences so that FIREPAC can maximize its
36 support for pro-firefighter candidates; and
37 WHEREAS, the IAFF must encourage more hard
38 money contributions in light of newly enacted campaign
39 finance legislation by establishing FIREPAC Check-Off
40 Exchange programs in more IAFF locals; and
41 WHEREAS, the IAFF funds the Political Training
42 Academy to provide campaign skills to IAFF members
43 and their families who are candidates for public office

44 or are active in their local's political program,
45 recognizing the importance of having IAFF members
46 and their families serve as public servants or political
47 activists; and

48 WHEREAS, because of the IAFF's Political
49 Training Academy program more IAFF members are
50 running for political office at the state, provincial and
51 local levels of government, with a total of 290 IAFF
52 members and/or family members currently serving in
53 office, and it is imperative that FIREPAC support these
54 candidates so that the voices of IAFF members can be
55 heard; and

56 WHEREAS, it is important to maintain and
57 enhance the political and legislative programs of the
58 IAFF, and recognizing that the IAFF invested
59 significant FIREPAC resources in the commitment to
60 ensure the effectiveness of the IAFF Executive Board
61 endorsement process, and the initiatives to educate the
62 IAFF membership, and the development of robust
63 outreach programs to state and local affiliates for these
64 efforts; therefore be it

65 RESOLVED, That the IAFF total per capita be
66 increased and allocated for the FIREPAC Education
67 Account by ten cents (\$.10) at the conclusion of the
68 2004 Biennial Convention; and be it further

69 RESOLVED, That effective October 1, 2005, and
70 each year thereafter that the per capita allocation to
71 FIREPAC will be adjusted for inflation consistent with
72 any COLA resolution passed by delegates at future biennial
73 conventions.

Submitted by: IAFF Executive Board

Cost Estimate: 10 cents at the conclusion of the 2004 Biennial
Convention and beginning October 1, 2005,
and each year thereafter, adjusted by the CPI
but not to exceed 4.5 percent (4.5%).

COMMITTEE RECOMMENDATION: Adopt as Revised
CONVENTION ACTION: Adopted as Revised

**Revised
Resolution No. 22**

**COMMITTEE ASSIGNMENT: Legislative
Re: Increased Wages for Enlisted Personnel**

1 WHEREAS, the rank and file members of the
2 United States military have done, and continue to do,
3 an excellent job serving our great nation; and
4 WHEREAS, military personnel place themselves
5 in constant danger sacrificing both limb and life to
6 protect this great nation; and
7 WHEREAS, our military personnel at the rank
8 of E-4 and below qualify for food stamps and other
9 government assistance; and
10 WHEREAS, the rank and file service men and
11 women of our great military have no collective voice
12 to represent them before the congress regarding wages;
13 and
14 WHEREAS, the men and women of our armed
15 forces are prohibited from lobbying congress on their
16 own behalf regarding wages; therefore be it
17 RESOLVED, That the delegates assembled at
18 this 47th IAFF Convention go on record supporting
19 this resolution requesting that the IAFF and AFL-CIO
20 support a wage increase for all commissioned and
21 enlisted military personnel serving our great nation;
22 and be it further
23 RESOLVED, That Convention delegates request
24 the IAFF and AFL-CIO to lobby Congress for increased
25 wages for all IAFF members employed by the
26 Department of Defense.

Submitted by: Tennessee Professional Fire Fighters Association
Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt as Revised
CONVENTION ACTION: Adopted as Revised**

**Substitute Amended
Resolution No. 23**

**COMMITTEE ASSIGNMENT: Legislative
Re: Medicare System**

1 WHEREAS, members of the International
2 Association of Fire Fighters perform the very dangerous
3 task of firefighting; and
4 WHEREAS, this profession takes an incredible
5 physical toll on all firefighters; and
6 WHEREAS, this toll justifies the ability of
7 firefighters to retire from service at an earlier age than
8 most professions; and
9 WHEREAS, the United States is currently in a
10 health care crisis that clearly ignores the post service
11 health care needs of firefighters; and
12 WHEREAS, the IAFF has always demonstrated a
13 commitment to its members to provide the highest level
14 of wellness and health; therefore be it
15 RESOLVED, That the International Association of
16 Fire Fighters pursue legislation in Congress to provide
17 a mechanism for retired firefighters to obtain health
18 insurance programs; and be it further
19 RESOLVED, That the legislation provide for the
20 option of individuals purchasing the health insurance
21 directly or obtaining the insurance through an employer
22 sponsored program.

Submitted by: Local 858, Denver, Colorado
Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt
CONVENTION ACTION: Adopted as Amended**

**Revised
Resolution No. 25**

**COMMITTEE ASSIGNMENT: Legislative
Re: Repeal of Government Pension Offset and Windfall
Elimination Provision**

1 WHEREAS, a significant number of firefighters’
2 past, present and future work history includes outside
3 employment where mandatory Social Security
4 contributions were deducted from their earnings; and
5 WHEREAS, the Government Pension Offset and
6 Windfall Elimination Provision penalize some public
7 employees, and thus firefighters, by cutting or taking
8 away Social Security benefits they or their spouse
9 earned; and
10 WHEREAS, the bipartisan House Bill 4391 and
11 Senate Bill 2455 have been introduced in Congress
12 that will address this disparity; and
13 WHEREAS, this bipartisan bill is currently
14 endorsed by the National Education Association; and
15 WHEREAS, this bipartisan bill includes a “hold
16 harmless” provision, insuring no one will get less under
17 the new formula than the current system; therefore be it
18 RESOLVED, That the International Association
19 of Fire Fighters support the repeal or reform of the
20 Government Pension Offset and Windfall Elimination
21 Provision provided it does not increase the likelihood
22 of forcing all firefighters into mandatory social security
23 coverage.

Submitted by: Local 152, Springfield, Missouri

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt as Revised
CONVENTION ACTION: Adopted as Revised**

**Revised
Resolution No. 26**

COMMITTEE ASSIGNMENT: Policy

**Re: Enhancement of Communications to State & Provincial
Executive Board Members and State & Provincial
IAFF Representatives**

1 WHEREAS, the International Association of
2 Fire Fighters provides IAFF local union presidents
3 important and vital information via direct mailings
4 and in restricted areas of the IAFF website; and
5 WHEREAS, many members of state and
6 provincial association executive boards are no longer
7 local union presidents; and
8 WHEREAS, many members that have been
9 designated as state or provincial representatives of the
10 IAFF are no longer local union presidents; and
11 WHEREAS, these individuals interact with IAFF
12 local presidents on a daily basis and it is important
13 that they have access to the same information as IAFF
14 local presidents; therefore be it
15 RESOLVED, That all members of the executive
16 boards of state and provincial associations and all IAFF
17 state and provincial representatives be mailed the Leader,
18 in bulk form, if requested by their state or provincial
19 association president; and be it further
20 RESOLVED, That all members of the executive
21 boards of state and provincial associations and all IAFF
22 state and provincial representatives be given the same
23 website privileges as IAFF local union presidents.

Submitted by: Federation of State and Provincial Professional
Fire Fighters

Cost Estimate: Minimal

**COMMITTEE RECOMMENDATION: Adopt as Revised
CONVENTION ACTION: Adopted as Revised**

**Substitute Amended
Resolution No. 29**

**COMMITTEE ASSIGNMENT: Policy
Re: Living Trust Fund**

1 WHEREAS, the IAFF has served its members in
2 the fight to protect and enhance benefits; and
3 WHEREAS, the IAFF and state/provincial
4 associations have helped raise the salaries and
5 standard of living for firefighters across the nation and
6 Canada; and
7 WHEREAS, currently there is no way for a
8 member to make a contribution in the form of a
9 donation or bequest to a Living Trust Fund; therefore
10 be it
11 RESOLVED, That the IAFF Executive Board
12 conduct a feasibility study into the creation of a
13 501(c)(3), and Canadian equivalent, Living Trust
14 Fund “Endowment” and report their findings to
15 the general membership at the 2006 IAFF
16 Convention; and be it further
17 RESOLVED, That the IAFF Executive Board may
18 before the 2006 Convention implement the Living Trust
19 Fund if the majority of the Executive Board is in favor
20 of it; and be it further
21 RESOLVED, That the goal of the fund is to cover
22 all administrative costs from interest earned on the
23 donations; and be it further
24 RESOLVED, That a minimum of 50% of all
25 contributions be distributed annually to the charity or
26 grant selected by the member, and the remaining amount
27 be placed in the Living Trust Fund to be administered
28 by the Board of the Living Trust Fund; and be it further
29 RESOLVED, That the goal will be to distribute
30 annually all remaining interest equally among the
31 charities or grants selected by the IAFF Executive Board;
32 and be it further
33 RESOLVED, That the following will serve as the
34 suggested initial charities or grants: Fallen Fire Fighter
35 Memorial, Firefighter Scholarship Fund or
36 Special Grants; and be it further
37 RESOLVED, That the member’s name will be
38 published in the International Fire Fighter Magazine for
39 recognition of contributions, and on cumulative
40 contributions of \$5,000.00 a memorial plaque will be
41 placed at the IAFF Headquarters or Fallen Fire Fighter
42 memorial in honor of the member’s contribution.

Submitted by: Florida Professional Firefighters

Cost Estimate: ¼ cent, sunset after two years

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted as Amended

Resolution No. 30

COMMITTEE ASSIGNMENT: Policy

Re: Mileage

- 1 WHEREAS, the IAFF compensates members
- 2 incurring automobile costs at the rate of 36 cents (\$.36)
- 3 per mile while performing business on behalf of the
- 4 IAFF; and
- 5 WHEREAS, this equates to 22.3 cents (\$.223) per
- 6 kilometer; and
- 7 WHEREAS, in many locals, the rate of
- 8 compensation paid to members while working as career
- 9 firefighters has been substantiated to be higher than
- 10 22.3 cents (\$.223) per kilometer; therefore be it
- 11 RESOLVED, That the rate of compensation for
- 12 the use of automobiles while on IAFF business in
- 13 Canada be adjusted to 36 cents (\$.36) per kilometer to
- 14 better reflect the true cost of automobile use in Canada.

Submitted by: IAFF 2003 Canadian Policy Conference

Cost Estimate: ¼ cent

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted

**Revised
Resolution No. 32**

**COMMITTEE ASSIGNMENT: Policy
Re: Retiree Health Care Initiative**

1 WHEREAS, retirement health care is a necessary
2 component of all segments of American society; and
3 WHEREAS, health care cost for IAFF retirees
4 is the major cost that erodes their public employee's
5 pension benefit; and
6 WHEREAS, retirement health care cost increases
7 are especially painful for the International Association
8 of Fire Fighters (IAFF) retirees because of their early
9 retirements and their high levels of uncovered exposures
10 and injuries while working; and
11 WHEREAS, the health care cost increases are
12 even more devastating to our retirees who are not
13 picked up by Medicare coverage; and
14 WHEREAS, the IAFF's goal should be to enable
15 retirees to afford reasonable health care in their
16 retirement years; and
17 WHEREAS, the IAFF has been highly successful
18 in recent years with their new endeavor into the IAFF
19 Financial Corporation which has opened the doors for
20 reduced rate auto insurance and mortgages nationwide;
21 therefore be it
22 RESOLVED, That the IAFF shall explore
23 the benefits of setting up programs such as retiree
24 health savings plans that would make it easier and more
25 affordable for our active members to save for the
26 future burden of high medical costs, co-pays and
27 deductibles; and be it further
28 RESOLVED, That the IAFF would formalize
29 a package of legislative goals such as favorable
30 tax treatment for retiree expenditures from health care
31 plans and incentives to encourage employer contributions
32 and employee payroll deferrals; and be it further
33 RESOLVED, That the IAFF shall report their
34 findings and actions to the delegates assembled at the
35 2006 IAFF convention to be held in Toronto, Canada.

Submitted by: Local 587, Miami, Florida
Cost Estimate: ¼ cent, sunset after 1 year

**COMMITTEE RECOMMENDATION: Adopt as Revised
CONVENTION ACTION: Adopted as Revised**

**Revised and Amended
Resolution No. 33**

**COMMITTEE ASSIGNMENT: Policy
Re: Retirement Plan: Federations, Provincials and Affiliates**

1 WHEREAS, the IAFF's Executive Board has
2 developed and implemented the IAFF Financial
3 Corporation "to better serve IAFF members and all
4 governmental employees"; and
5 WHEREAS, "the IAFF-FC is a for-profit
6 corporation whose only shareholder is the International
7 Association of Fire Fighters"; and
8 WHEREAS, "the mission of the IAFF-FC is to
9 provide outstanding service, numerous investment
10 options, top notch education financing programs, and
11 insurance protection, all with competitive pricing"; and
12 WHEREAS, a great majority of elected, local,
13 state and provincial officers of the IAFF have no access
14 to a retirement plan for their years of service to their
15 respective affiliate of the IAFF; and
16 WHEREAS, the IAFF-FC is a corporation of the
17 IAFF and is for the benefit of the IAFF membership;
18 therefore be it
19 RESOLVED, That the International Association
20 of Fire Fighters call upon the IAFF-FC to develop
21 and offer a pension retirement plan to the union
22 officers and/or their employees of the affiliates of the
23 IAFF.

Submitted by: Federation of State and Provincial Professional
Fire Fighters

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt as Revised
CONVENTION ACTION: Adopt as Revised and Amended**

Resolution No. 35

COMMITTEE ASSIGNMENT: Public Relations Re: IAFF Motorcycle Club

1 WHEREAS, a considerable number of IAFF
2 members are motorcycle enthusiasts; and
3 WHEREAS, there does not currently exist a
4 firefighter motorcycle rider organization sanctioned
5 by and/or a part of the International Association of
6 Fire Fighters; and
7 WHEREAS, most union firefighters will not
8 join a motorcycle rider club that is not part of or
9 sanctioned by our union; and
10 WHEREAS, if the IAFF sponsored an IAFF
11 Member Only Motorcycle Club it would be a great
12 tool to advance the goals of our great International;
13 therefore be it
14 RESOLVED, That the IAFF General President,
15 with the wisdom of the IAFF Executive Board and
16 input from IAFF member motorcycle enthusiasts,
17 create the "IAFF Motorcycle Club" or "IAFF MC"
18 comprised of members who are active or retired
19 firefighters who hold membership in the IAFF or one
20 of its recognized affiliates; and be it further
21 RESOLVED, That the IAFF MC shall be
22 self-funded and in no way financially reliant upon
23 funding from the IAFF.

Submitted by: Arkansas Professional Fire Fighters
Colorado Professional Fire Fighters
Missouri State Council of Professional Fire Fighters
Nebraska Professional Fire Fighters Association
New Mexico Professional Fire Fighters
New York Professional Fire Fighters Association
Oregon State Fire Fighters Council
Professional Fire Fighters of Idaho
Professional Fire Fighters of Maine
Professional Fire Fighters of Nevada
Professional Fire Fighters of South Dakota
Professional Fire Fighters and Paramedics of
North Carolina
Professional Fire Fighters of Oklahoma
Professional Fire Fighters of Utah
Professional Fire Fighters of Vermont
Professional Fire Fighters of Wisconsin
Texas State Association of Fire Fighters
Virginia Professional Fire Fighters

Cost Estimate: None

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted

**Substitute
Resolution No. 36**

**COMMITTEE ASSIGNMENT: Public Relations
Re: Update of “Symbol of Action”**

1 WHEREAS, the International Association of
2 Fire Fighters has a proud and colorful history dating
3 back to the first convention held in Washington, DC
4 on February 26, 1918; and
5 WHEREAS, this history was chronicled in the
6 book, “Symbol of Action,” in 1974 by IAFF
7 Secretary-Treasurer and founding member George
8 Richardson and published by the International
9 Association of Fire Fighters; and
10 WHEREAS, the book, “Symbol of Action”
11 compiled the history of the International Association
12 of Fire Fighters from its founding through 1974 and
13 has not been updated from that year; and
14 WHEREAS, the International Association of
15 Fire Fighters has doubled its membership since 1974,
16 adding hundreds of new locals; and
17 WHEREAS, many significant historical issues
18 have been addressed and many effective leaders have
19 served this organization since 1974; and
20 WHEREAS, these leaders and their actions are
21 due the respect of being written into the annals of IAFF
22 history; and
23 WHEREAS, it is a primary responsibility of
24 leadership to educate future leaders as to the past
25 history of an organization that they may better
26 understand past issues and decisions, allowing due
27 consideration and guidance for current leaders to make
28 decisions that will effect the future of the organization;
29 therefore be it
30 RESOLVED, That the International Association of
31 Fire Fighters research and update a second edition of
32 the book, “Symbol of Action,” chronicling the history
33 of the International from the years 1918 to 2006; and
34 be it further
35 RESOLVED, That the per capita be increased by
36 no more than 1 ½ cents in year 2004-05 and 2005-06
37 for the research and updating of the book; and be it
38 further
39 RESOLVED, That the IAFF shall investigate
40 funding options other than per capita to fund the
41 printing and distribution of the book; and be it further
42 RESOLVED, That if no funding is identified,
43 the IAFF Executive Board shall submit a resolution

44 to the 2006 Convention for funding through per
45 capita.

Submitted by: Local 2665, Professional Firefighters, Missouri

Cost Estimate: 1 ½ cents, sunset after 2 years

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted

**Revised
Resolution No. 37**

**COMMITTEE ASSIGNMENT: Resolutions
Re: Adjustment for Principal Officers' Salaries**

1 WHEREAS, the delegates at IAFF Convention
2 have not adjusted the salaries of the two principal
3 officers since 1998; and

4 WHEREAS, since that time, the General President
5 and the General Secretary-Treasurer have received only
6 a nominal cost-of-living increase, with resulting
7 salaries for fiscal year 2004 of \$200,347 and \$180,313,
8 respectively; and

9 WHEREAS, the IAFF is well within the top
10 twenty (20) of the sixty-five (65) AFL-CIO unions in
11 terms of total membership; and

12 WHEREAS, in 2002, the presidents of the Iron
13 Workers, Painters Union, Sheet Metal Workers, Hotel
14 Employees and Restaurant Employees and Airline
15 Pilots Association International Unions, all of which
16 have significantly smaller memberships than the IAFF,
17 earned \$263,000, \$255,000, \$249,180, \$229,879 and
18 \$423,705, respectively, while the average salary for the
19 presidents of the top twenty (20) AFL-CIO unions two
20 years ago in 2002 was \$223,000; and

21 WHEREAS, the delegates at the 1998 Convention
22 mandated that a ten percent (10%) differential be
23 maintained between the salaries of the General President
24 and General Secretary-Treasurer; and

25 WHEREAS, the IAFF is one of the only AFL-CIO
26 unions to have experienced steady and consistent growth
27 in its membership over the last six (6) years; and

28 WHEREAS, during these last four (4) years, the
29 principal officers are directly responsible for the
30 unprecedented increase in both the level of service and
31 international prestige of the IAFF through their creation
32 of programs and services that are of immeasurable value
33 to our membership; and

34 WHEREAS, through their initiative, the IAFF has
35 dramatically enhanced the direct, hands-on assistance
36 available to IAFF members and affiliates through the
37 creation of numerous programs, including the Legal
38 Guardian Policy, which protects our members from
39 retaliation for engaging in union activity; the District
40 Field Service Representative Program, which deploys
41 trained IAFF representatives on site where our members
42 need immediate assistance; enhanced GIS and budget
43 analyses that assist locals in fighting economic

44 downsizing and station closings; and the Partnership
45 Education Program, which provides highly qualified
46 IAFF instructors for state and provincial seminars; and

47 WHEREAS, the principal officers have
48 completely recreated the IAFF's education and training
49 curriculum, which now features the Affiliate Leadership
50 Training Summit; the Peer Fitness Training Program;
51 and a completely revamped IAFF website; and

52 WHEREAS, during the last four (4) years the
53 principal officers have created and served as chief
54 executive officer and chief financial officers of
55 organizations such as the IAFF Financial Corporation,
56 which already administers over \$567 million in assets
57 and will provide retirement security, mortgage programs,
58 student loans, and homeowners and automobile
59 insurance for IAFF members; the New York Firefighters
60 9-11 Disaster Relief Fund, which raised more than \$160
61 million for the families of our fallen New York
62 firefighters; and the New York September 11
63 Firefighters Counseling Support Foundation, which
64 continues to provide direct counseling and support
65 services to firefighters affected by multiple line-of-duty
66 deaths; and

67 WHEREAS, during the last four (4) years, the
68 principal officers are directly responsible for the
69 unqualified success the IAFF has enjoyed in the
70 legislative arena, including passage of the SAFER Act,
71 which authorizes the hiring of 75,000 firefighters;
72 increased funding for the FIRE Act by \$750 million;
73 an increase in the PSOB benefit to \$268,000, along with
74 expansion of PSOB eligibility to include heart attacks
75 and strokes; and an overall increase in federal funding
76 for the fire service from \$400 million in the year 2000 to
77 \$4.5 billion in 2004; and

78 WHEREAS, through the tireless efforts of the
79 principal officers, the IAFF ensured the adoption of
80 the NFPA 1710 Standard, which made safe staffing a
81 reality in North America; and

82 WHEREAS, it is entirely appropriate that the
83 IAFF recognize the tireless efforts and dedication
84 shown by our principal officers with a modest increase
85 in their salaries; therefore be it

86 RESOLVED, That the annual salary of the
87 General President be increased to \$238,568; and be it
88 further

89 RESOLVED, That the annual salary of the General
90 Secretary-Treasurer be increased to \$214,711; and be
91 it further

92 RESOLVED, That this resolution shall take effect
93 October 1, 2004.

Submitted by: District Vice President Gallagher
District Vice President Wright
District Vice President Mullane
District Vice President Taylor
District Vice President Conway
District Vice President Ritchie
District Vice President Harvey
District Vice President Miller
District Vice President McNeill
District Vice President Ferguson
District Vice President Mass
District Vice President Barbera
District Vice President Carpenter
District Vice President Todd
District Vice President Fennell
District Vice President Johnson

Cost Estimate: 2 ½ cents

COMMITTEE RECOMMENDATION: Adopt as Revised

CONVENTION ACTION: Adopted as Revised

Resolution No. 38

**COMMITTEE ASSIGNMENT: Resolutions
Re: Budget and Finance Department Clerk**

1 WHEREAS, the Budget and Finance Department
2 is responsible for maintaining all of the financial
3 records of the Association and preparing its financial
4 reports; and

5 WHEREAS, the workload of the Budget and
6 Finance Department has grown significantly over the
7 last few years as new programs and member services
8 have been implemented and the Association's annual
9 budget has grown several-fold; and

10 WHEREAS, consistent with the current
11 presidential administration's anti-labor policies, the
12 U. S. government has recently imposed new and
13 greatly expanded requirements on labor organizations
14 like the IAFF that are subject to the Labor-Management
15 Reporting and Disclosure Act in reporting their annual
16 revenues and expenditures to the federal government;
17 and

18 WHEREAS, the IAFF is mandated by law to
19 comply fully with these new financial reporting
20 requirements; and

21 WHEREAS, compliance with these new financial
22 reporting requirements will require significant
23 additional staff work to track, allocate and code the
24 Association's yearly revenue and expenditure
25 transactions in the detail that is now necessary; and

26 WHEREAS, complying with these new financial
27 reporting requirements while still accomplishing all the
28 other necessary budget and accounting work of the
29 Association is not possible with the current staff
30 complement; therefore be it

31 RESOLVED, That the IAFF shall employ an
32 additional clerk in the Budget and Finance Department.

Submitted by: IAFF Executive Board

Cost Estimate: 3 cents

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted

**Revised and Amended
Resolution No. 40**

**COMMITTEE ASSIGNMENT: Resolutions
Re: Carroll Buracker & Associates and Establishment of
IAFF Database on Consultants**

1 WHEREAS, Carroll Buracker & Associates, Inc.,
2 a public safety consulting firm doing business from
3 1881 College Avenue, Suite 100, Harrisonburg,
4 Virginia 22802, was hired by the city of Cranston,
5 Rhode Island, to conduct a performance audit of the
6 Cranston Fire Department; and
7 WHEREAS, Cranston Firefighters Local 1363
8 was one of the subjects of this audit; and
9 WHEREAS, the performance audit was conducted
10 by a team led by Leslie D. Adams, a former Deputy
11 Chief of the Montgomery County, Maryland Fire &
12 Rescue Department, and was assisted by Mary Beth
13 Michos, a former Assistant Chief of the Montgomery
14 County, Maryland Fire & Rescue Department; and
15 WHEREAS, in a 404-page report which contained
16 unsubstantiated generalities, this company
17 recommended the demotion of several deputy chief
18 positions represented by the local, the reduction of
19 fifty-three (53) firefighter and line officer positions
20 represented by the local, the closing of a fire station
21 and the elimination of three (3) engine companies and
22 one (1) ladder company by advocating an aggressive
23 use of binding arbitration and other strategies; and
24 WHEREAS, Carroll Buracker & Associates and
25 Leslie D. Adams have been hired by other
26 municipalities throughout the country to conduct fire
27 department performance audits, and have made similar
28 recommendations calling for staffing reductions,
29 station closures and fire apparatus being removed from
30 service; and
31 WHEREAS, these actions of Carroll Buracker &
32 Associates have materially and adversely affected the
33 interests of the IAFF affiliates which represent the
34 firefighters in these jurisdictions; therefore be it
35 RESOLVED, That all IAFF affiliates be made
36 aware of the actions of Carroll Buracker & Associates
37 and Leslie D. Adams or any other such consulting firm
38 prior to any involvement with a performance audit
39 conducted by this company or any other such consulting
40 firm of their department; and be it further
41 RESOLVED, That the IAFF actively track and
42 create a database of such consulting firms, their

- 43 principals and experts, and their methodology, principles
44 and recommendations to facilitate this awareness.

Submitted by: Local 1363, Cranston, Rhode Island

Cost Estimate: 1 cent, sunset after 1 year

COMMITTEE RECOMMENDATION: Adopt as Revised

CONVENTION ACTION: Adopted as Revised and Amended

**Substitute
Resolution No. 42**

COMMITTEE ASSIGNMENT: Resolutions

Re: Legal Services

1 WHEREAS, over the last four (4) years, the IAFF
2 and its General Counsel's Office have dramatically
3 expanded the number and scope of legal services
4 provided to the IAFF and its affiliates and members; and

5 WHEREAS, this expansion has included the Legal
6 Guardian Policy, through which the IAFF provides
7 direct legal representation, through its General Counsel's
8 Office, to affiliate leaders who have suffered harm at the
9 hands of their employer because of their union-related or
10 free speech activities, or in cases involving precedent-
11 setting matters; the Front Line Policy, through which the
12 IAFF provides direct legal representation, through its
13 General Counsel's Office, for cases in which an IAFF
14 member has died or suffered serious injury in the
15 line-of-duty because of defective products or third-party
16 negligence; and the Amicus Brief Policy, where the
17 IAFF, through its General Counsel's Office, presents
18 the IAFF's legal position in any case that potentially
19 affects firefighters' rights; and

20 WHEREAS, this expansion has also included a
21 significant increase in providing immediate, hands-on
22 assistance to IAFF affiliates in dealing with urgent
23 situations, such as filing unfair labor practices,
24 negotiating bargaining agreements or fighting
25 employment actions taken against their members; formal
26 opinion letters on legal matters affecting IAFF affiliates;
27 and direct assistance regarding internal union
28 governance matters, ranging from parliamentary rules
29 for running a union meeting to procedural questions on
30 how to conduct an election or a trial board; and

31 WHEREAS, as a result of this expansion, the IAFF
32 is processing and handling, on average, more than
33 one-thousand (1,000) requests for legal assistance from
34 IAFF affiliates each year; and

35 WHEREAS, the IAFF has also experienced a
36 significant increase in demand for legal services related
37 to other matters affecting the IAFF, its affiliates and its
38 members, including legal efforts to enforce the IAFF's
39 trademark and policy regarding outside use of the IAFF
40 logo; changes in regulations governing the IAFF and its
41 members, including recent efforts to change the FLSA
42 rules and federal reporting requirements for labor unions;
43 and the administration and defense of our CPAT

44 program; and

45 WHEREAS, the IAFF and its General Counsel's
46 Office have been required to accommodate these
47 increased service demands in addition to other
48 responsibilities, including providing legal advice to the
49 IAFF's Principal Officers and Executive Board members
50 on matters affecting the IAFF; representing the IAFF in
51 arbitrations and litigation to which the IAFF is a party;
52 providing direct legal representation to affiliates under
53 the FLSA Policy, through which the General Counsel's
54 Office, upon approval of the General President,
55 represents affiliates who have been unlawfully denied
56 overtime pay; handling organizing and jurisdictional
57 disputes between IAFF locals and other AFL-CIO or
58 CLC affiliates under the anti-raiding provisions of their
59 respective constitutions; and reviewing affiliate
60 constitution and by-laws; and

61 WHEREAS, to continue meeting these increasing
62 demands and to enhance and improve our legal services,
63 the IAFF is in need of additional resources, including,
64 but not limited to, costs associated with litigation, the
65 services of an additional attorney and paralegals,
66 as well as funding necessary to pay the overhead,
67 administrative costs and office improvements related
68 to those positions and their services; and

69 WHEREAS, Resolution #48 adopted at the 1996
70 IAFF Convention established funds (not to exceed
71 \$60,000) to provide IAFF Canadian affiliates with
72 legal advice and assistance; and

73 WHEREAS, as a result of Convention action, a
74 line item in the amount of \$60,000 (Canadian Legal
75 Retainer) and an Executive Board Policy was adopted
76 providing the process for affiliates to access legal
77 advice; and

78 WHEREAS, since 1996, Canadian affiliates have
79 increasingly experienced regressive labour legislation,
80 adversarial administrations, take away proposals in
81 bargaining, cutbacks on staffing and other immediate
82 threats to working conditions; and

83 WHEREAS, the need for experience, consistent
84 and timely legal advice on firefighter specific issues has
85 never been more critical; and

86 WHEREAS, the requests for this type of legal
87 advice have increased dramatically since 1996;
88 therefore be it

89 RESOLVED, That the Canadian Legal Retainer
90 line item be increased by one cent (\$.01) per capita to
91 reflect the increased level of legal inquiries and issues
92 faced by Canadian affiliates; and be it further

93 RESOLVED, That a per capita increase of

94 fourteen cents (\$.14) shall be approved and shall be
95 dedicated to expanding the IAFF's Legal Services
96 Program and enhancing the ability of the IAFF to
97 continue providing these much-needed legal services
98 to the IAFF, its affiliates and its members.

Submitted by: IAFF Executive Board and
IAFF Canadian Policy Conference

Cost Estimate: 15 cents

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted

**Revised
Resolution No. 43**

**COMMITTEE ASSIGNMENT: Resolutions
Re: Recognition of Fire Chief Tom Bradley**

1 WHEREAS, Tom Bradley began his career with
2 the Bessemer Fire Department in 1948 and proudly
3 joined IAFF Local 980; and
4 WHEREAS, Tom Bradley transferred to the
5 Birmingham Fire Department in 1951 and proudly
6 joined IAFF Local 117; and
7 WHEREAS, Tom Bradley retired as a captain in
8 the Birmingham Fire Department in 1976 and still
9 remains an IAFF retired-active member in good
10 standing; and
11 WHEREAS, Tom Bradley became the Fire Chief
12 for the Hoover Fire Department in 1976 and has been
13 supportive of IAFF Local 4035; and
14 WHEREAS, Fire Chief Tom Bradley is a role
15 model for labor-management relations and for his strong
16 IAFF convictions; therefore be it
17 RESOLVED, That the 2004 IAFF delegates
18 recognize Fire Chief Tom Bradley for his contributions
19 to the fire service and his 56 years of IAFF
20 membership; and be it further
21 RESOLVED, That a suitable copy of this
22 resolution be prepared and presented to Fire Chief
23 Tom Bradley.

Submitted by: Local 117, Birmingham, Alabama
 Local 4035, Hoover, Alabama
 Local 980, Bessemer, Alabama
 Professional Fire Fighters Association of Alabama

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt as Revised
CONVENTION ACTION: Adopted as Revised**

Resolution No. 44

COMMITTEE ASSIGNMENT: Resolutions

Re: Recognition of Jack Powers

1 WHEREAS, Jack Powers has been a member
2 of the International Association of Fire Fighters over
3 the past three (3) decades; and

4 WHEREAS, Jack Powers has served the
5 firefighters in his local, state and International with
6 commitment, integrity, dignity, dedication and honor;
7 and

8 WHEREAS, Jack Powers was a founding
9 member of the South Carolina Professional Fire Fighters
10 and EMS Providers; and

11 WHEREAS, Brother Powers served as
12 Secretary-Treasurer of the South Carolina Professional
13 Fire Fighters and EMS Providers; and

14 WHEREAS, Jack Powers has served as
15 Secretary-Treasurer of the South Carolina Professional
16 Fire Fighters and EMS Providers for several years, being
17 one of the longest office holders in the International
18 Association of Fire Fighters as a state officer; and

19 WHEREAS, Jack Powers has helped build
20 the South Carolina Professional Fire Fighters and EMS
21 Providers from 300 members and three (3) locals in
22 1992 to over 600 members and twelve (12) locals; and

23 WHEREAS, Jack Powers did not seek
24 re-election as Secretary-Treasurer of the South Carolina
25 Professional Fire Fighters and EMS Providers; and

26 WHEREAS, that for his service to his local, his
27 state association and firefighters across the United
28 States and Canada, the South Carolina Professional
29 Fire Fighters and EMS Providers established for Brother
30 Jack Powers the position of Secretary-Treasurer
31 Emeritus. This position carries with it ex-officio lifetime
32 membership in the South Carolina Professional Fire
33 Fighters and EMS Providers and automatic selection as
34 a delegate-at-large to each of its conventions. The
35 position also carries with it the duty on the part of the
36 Secretary-Treasurer Emeritus to advise and consult with
37 the President and/or the Executive Board of the South
38 Carolina Professional Fire Fighters and EMS Providers
39 upon request when such service is desired in the best
40 interest of the South Carolina Professional Fire Fighters
41 and EMS Providers; therefore be it

42 RESOLVED, That the delegates in attendance at
43 the 47th Convention of the IAFF being held in Boston,

44 Massachusetts, August 15 through August 20, 2004,
45 properly recognize and thank Brother Jack Powers
46 for his unstinting dedication and commitment on behalf
47 of all IAFF members and his untiring efforts to place all
48 IAFF members on a higher plane of skill and efficiency;
49 and be it further
50 RESOLVED, That a suitable copy of this
51 resolution be prepared and presented to Jack Powers.

Submitted by: South Carolina Professional Fire Fighters and
EMS Providers

Cost Estimate: None

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted

Resolution No. 45
COMMITTEE ASSIGNMENT: Resolutions
Re: Recognition of Johnny M. White

1 WHEREAS, Johnny M. White has been a member
2 of the International Association of Fire Fighters over
3 the past three (3) decades; and

4 WHEREAS, Johnny M. White has served the
5 firefighters in his local, state and International with
6 commitment, integrity, dignity, dedication and honor;
7 and

8 WHEREAS, Johnny M. White was a founding
9 member of the South Carolina Professional Fire Fighters
10 and EMS Providers; and

11 WHEREAS, Brother White served as President
12 of the South Carolina Professional Fire Fighters and
13 EMS Providers; and

14 WHEREAS, Johnny M. White has served as
15 President of the South Carolina Professional Fire
16 Fighters and EMS Providers for several years, being
17 one of the longest office holders in the International
18 Association of Fire Fighters as a state officer; and

19 WHEREAS, Johnny M. White has helped build
20 the South Carolina Professional Fire Fighters and EMS
21 Providers from 300 members and three (3) locals in
22 1992 to over 600 members and twelve (12) locals; and

23 WHEREAS, Johnny M. White did not seek
24 re-election as President of the South Carolina
25 Professional Fire Fighters and EMS Providers; and

26 WHEREAS, that for his service to his local, his
27 state association and firefighters across the United
28 States and Canada, the South Carolina Professional
29 Fire Fighters and EMS Providers established for Brother
30 Johnny M. White the position of President Emeritus.

31 This position carries with it ex-officio lifetime
32 membership in the South Carolina Professional Fire
33 Fighters and EMS Providers and automatic selection as
34 a delegate-at-large to each of its conventions. The
35 position also carries with it the duty on the part of the
36 President Emeritus to advise and consult with the
37 President and/or the Executive Board of the South
38 Carolina Professional Fire Fighters and EMS Providers
39 upon request when such service is desired in the best
40 interest of the South Carolina Professional Fire Fighters
41 and EMS Providers; therefore be it

42 RESOLVED, That the delegates in attendance at
43 the 47th Convention of the IAFF being held in Boston,
44 Massachusetts, August 15 through August 20, 2004,
45 properly recognize and thank Brother Johnny M. White

46 for his unstinting dedication and commitment on behalf
47 of all IAFF members and his untiring efforts to place all
48 IAFF members on a higher plane of skill and efficiency;
49 and be it further
50 RESOLVED, That a suitable copy of this
51 resolution be prepared and presented to Johnny M.
52 White.

Submitted by: South Carolina Professional Fire Fighters and
EMS Providers

Cost Estimate: None

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted

No.	Resolution Title	Per Capita	1st Yr	2nd Yr	Disposition
*/**/****1	Budget Adjustment for Inflation		\$0.10000	COLA	Adopted
*/**/****2	Appt. of DVP/Local Pres. Fails to Act	None			Adopted
*/**/****3	Bonding of Officers & Emps. of Affiliates		\$0.01000		Adopted
4	Convention Site				Rejected
*/**/****5	Limit No. of Charged Parties to Seven	None			Adopted
6	Local Affiliate Members in Public Office				Withdrawn
*/**/****7	Resolving a Tie Vote for Affiliate Office	None			Adopted as Amended
*/**/****8	Service of Misconduct Charges	None			Adopted as Revised and Amended
*/**/****9	Technical Correction to Art. VI, Sec. 3	None			Adopted
*/**/****10	VP Emeritus Status for Buddy Mass	Minimal	\$0.00125		Adopted Unanimously
*/**/****11	VP Emeritus Status for Terry Ritchie	Minimal	\$0.00125		Adopted Unanimously
12	VP Emeritus Status for Terry Ritchie				Disposed of by Resolution No. 11
13	Work Jurisdiction Disputes				Rejected
*14	IAFF/IAFC Joint Wellness Task Force		\$0.02000		Adopted
*15	Study FFs Exposed to Radio Frequency	None			Adopted as Revised and Amended
*16	Support Change in SCBA Federal Law	None			Adopted as Revised and Amended
17	Eligible Membership in IAFF Auxiliary				Withdrawn
*18	Mass Human Relations Conference	None			Adopted Unanimously
19	Emergency Medical Dispatching				Withdrawn
*/**/****20	Fed. FFs Base Pay to Include COLA	None			Adopted Substitute
*/**/****21	Firepac		\$0.10000	COLA	Adopted as Revised
*/**/22	Increased Wages for Enlisted Personnel	None			Adopted as Revised
*/**/23	Medicare System	None			Adopted Substitute as Amended
24	Re-Action Political Action Committee				Withdrawn
*/**/25	Repeal of Gov't. Pension Offset	None			Adopted as Revised
*26	Enhance Communications to State/Prov.	Minimal	\$0.00125		Adopted as Revised
27	Line-of-Duty Death Benefit Fund				Rejected
28	Line-of-Duty Deaths				Withdrawn
*29	Living Trust Fund		\$0.00250	\$0.00250	Adptd Sub.as Amend (sunset 2 yrs.)
*30	Mileage		\$0.00250		Adopted
31	National Health Care Plan				Withdrawn
*/**/32	Retiree Health Care Initiative		\$0.00250		Adopted as Revised (sunset 1 yr.)
*33	Retirement Plan: Feds./Prov. & Affil.	None			Adopted as Revised and Amended
34	Corporate Sponsor for ARCA/REMAX				Rejected
*/**/35	IAFF Motorcycle Club	None			Adopted
*36	Update of "Symbol of Action"		\$0.01500		Adopted Substitute (sunset 2 yrs.)
*37	Adjust Principal Officers' Salaries		\$0.02500		Adopted as Revised
*38	Budget & Finance Department Clerk		\$0.03000		Adopted
39	Canadian Legal Retainer				Disposed of by Resolution No. 42
*40	Carroll Buracker & Associates		\$0.01000		Adptd as Rev'd & Amd(sunset 1 yr.)
41	Charter Request/Bloomington, MN				Withdrawn
*42	Legal Services		\$0.15000		Adopted Substitute
*43	Recognition of Fire Chief Tom Bradley	None			Adopted as Revised
*44	Recognition of Jack Powers	None			Adopted
*45	Recognition of Johnny M. White	None			Adopted

TOTAL PER CAPITA INCREASE:	\$0.47125	1/4 cent for Res. #29 + COLA, not to
Minus sunset of Resolution No. 31 (2002)	\$0.05000	exceed 4.5%, on two resolutions -- #1
Increase Effective September 1, 2004	\$0.42125 = 42 cents	and #21 (effective 9/1/05)

Active member rate, as of September 1, 2004, will be \$8.91. Retired-Active member rate will be \$4.46.

ACTIONS TAKEN ON RESOLUTIONS:

Adopted	11
Adopted as Amended	1
Adopted as Amended Unanimously	0
Adopted as Revised	7
Adopted as Revised and Amended	5
Adopted Late Emergency as Revised	0
Adopted Late Emergency Unanimously	0
Adopted New	0
Adopted Substitute	3
Adopted Substitute as Amended	2
Adopted Substitute Unanimously	0
Adopted Unanimously	3
Sub-total	32
Disposed of by Others	2
Filed	0

PER CAPITA RESOLUTIONS:

No. 1	10 cents-1st yr./COLA not to exceed 4.5%-2nd yr.
No. 3	1 cent
No. 10	Minimal
No. 11	Minimal
No. 14	2 cents
No. 21	10 cents-1st yr./COLA not to exceed 4.5%-2nd yr.
No. 26	Minimal
No. 29	1/4 cent (sunset after two years)
No. 30	1/4 cent
No. 32	1/4 cent (sunset after one year)
No. 36	1 1/2 cents (sunset after two years)
No. 37	2 1/2 cents
No. 38	3 cents
No. 40	1 cent (sunset after one year)

Rejected	4	No. 42	15 cents
Withdrawn	7		
Sub-total	13		

TOTAL RESOLUTIONS & PCT: 45

42 cents PCT increase effective 9/1/04
(This amount is inclusive of the three "minimal" resolutions adopted in 2004 and the sunset of Res. #31 adopted at the 2002 Convention)

KEY

* = Action at International Level
 ** = Action at Local Level
 *** = Involves Legislation
 **** = Requires Changes in Constitution & By-Laws

SUMMARY

= 32
 = 6
 = 4
 = 10