



**Resolution No. 1**

**COMMITTEE ASSIGNMENT: Constitution & By-Laws**

**Re: Budget Adjustment for Inflation**

WHEREAS, after analyzing the present operations and IAFF budget; and  
WHEREAS, it has been established that approximately 97% of the IAFF budget is subject to inflation; and

WHEREAS, the 40<sup>th</sup> Biennial Convention in St. Louis in 1990 established the measuring period for a Consumer Price Index (CPI) increase from April 1 through March 31, as issued by the Department of Labor; and

WHEREAS, the CPI for this period, April 1, 2005, through March 31, 2006 was 3.6 percent (3.6%); therefore be it

RESOLVED, That for the CPI adjustment, per capita tax at the conclusion of the 2006

Convention be increased thirty-two cents (\$.32) per active member and sixteen cents (\$.16) per active-retired member and that this inflation increase shall become effective on September 1, 2006, for FY 2006/2007; and be it further

RESOLVED, That the per capita tax be adjusted for FY 2007/2008 based on the U. S.

National Consumer Price Index (CPI) as issued by the Department of Labor measured from April 1, 2006, through March 31, 2007, but in no instance will it exceed 4.5 percent (4.5%) per active

member and active-retired member, and that this increase shall become effective on September 1, 2007; and be it further

RESOLVED, That the International Constitution and By-Laws be changed in the appropriate Articles and Sections to reflect this adjustment.

Submitted by: IAFF Executive Board

Cost Estimate: 32 cents per active member and 16 cents per active-retired member on September 1, 2006, and in the second year beginning September 1, 2007, the cost will be adjusted by the 2006/2007 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: Redmond Foundation and Emergency Disputes Fund Budget Adjustment for Inflation**

WHEREAS, the John P. Redmond Memorial Trust Fund (later changed to John Redmond Foundation) was established as a non-profit Trust Fund at the IAFF Convention in 1958, in memory of John P. Redmond, the fourth president of the IAFF who died in

office from occupational heart disease; and

WHEREAS, the purpose of the trust fund is to encourage and carry forth research and education regarding the occupational hazards and diseases associated with fire fighting; and

WHEREAS, to promote education, the Redmond Foundation sponsors a symposium every two years on the occupational health hazards of the fire service, and the 18 symposia held since 1971 have provided forums for detailed discussion on safety and health matters directly affecting fire fighting personnel; and

WHEREAS, studies funded through the Redmond Foundation have led to medical evidence correlating heart and lung diseases and cancer with the profession of fire fighting which has been used by state and provincial legislatures for the adoption of statutes that provide compensation to fire fighters who have heart and lung diseases as well as cancer; and

WHEREAS, the Redmond Foundation has also supported medical research to examine the effects of carbon monoxide, as well as studies involving product liability, diesel exhaust in fire stations and lower-back injuries and has used its resources to continue field testing advances in protective clothing through Project FIRES and Project HEROES; and

WHEREAS, current per capita funding for the Redmond Foundation is four cents (\$.04) per active member per month and one-half this amount for active-retired members, and these funding amounts have never been adjusted for inflation; and

WHEREAS, the Emergency Disputes Fund was established by Convention action in 1970 to financially assist in the resolution of emergency disputes with employer entities in which affiliates of the IAFF may become involved; and

WHEREAS, numerous affiliates have received assistance from the Emergency Disputes Fund since it was established to combat unlawful and egregious employer practices affecting the employment of IAFF members; and

WHEREAS, over the last several years, there has been an increase in the incidence of anti-union actions on the part of employers against IAFF affiliates and affiliate officers; and

WHEREAS, like the cost of all goods and services, the cost of combating such anti-union activities is impacted by inflationary pressures each year while the amount of per capita allocated to the Emergency Disputes Fund has remained constant over the last fifteen (15) years; and

WHEREAS, the benefits provided by both the Redmond Foundation and the Emergency Disputes Fund that have greatly enhanced the safety, health and employment of IAFF members cannot be maintained at current levels without budgetary adjustments for inflation; therefore be it

RESOLVED, That effective September 1, 2007, and each September 1 thereafter, the per capita allocation to the Redmond Foundation and to the Emergency Disputes Fund shall be adjusted for inflation consistent with any COLA resolution passed by delegates at the 48<sup>th</sup> Biennial Convention in Toronto and at any future biennial conventions; and be it further

RESOLVED, That the International Constitution and By-Laws be changed in the appropriate Articles and Sections to reflect this adjustment.

Submitted by: IAFF Executive Board

Cost Estimate: September 1, 2007, to be adjusted by the CPI, but not to exceed 4.5 percent (4.5%)

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

**Resolution No. 4**

**COMMITTEE ASSIGNMENT: Constitution & By-Laws**

**Re: Per Capita Increase for the Emergency Disputes Fund (EDF)**

WHEREAS, the Emergency Disputes Fund (EDF) was established by convention action in 1970 to financially assist IAFF affiliates in the resolution of emergency disputes in which they may become involved; and

WHEREAS, since 1991, the EDF has been funded through a per capita tax in the amount of twenty-two (\$0.22) cents; and; and; and

WHEREAS, this amount has not been increased, even to account for inflation, the last fifteen (15) years; and

WHEREAS, during that period of time, IAFF affiliates have increasingly relied upon the EDF to fund matters of crucial importance to our members, including legal actions combating retaliation against our union leaders because they have engaged in union activities; defending the union's right to engage in lawful job actions; compelling employers to implement arbitration awards; and to fund other "bona fide emergencies, including grievance and contract impasse arbitrations; civil service and disciplinary hearings; unfair labor practice proceedings; and efforts to fight anti-union initiatives or prevent a significant loss of jobs and/or companies and stations; and

WHEREAS, since the inception of the EDF policy in 1970, IAFF affiliates have received \$5,867,544 in EDF grants and \$9,885,589 in EDF loans for such matters; and

WHEREAS, although the EDF policy has been in existence for thirty-six (36) years, allocations from the EDF fund over just the last six years have accounted for thirty-four (34) percent (\$2,023,302) of the total amount ever allocated as EDF grants and thirty-eight (38) percent (\$3,758,603) of the total amount ever allocated as EDF loans, demonstrating the increased reliance upon EDF by our affiliates; and

WHEREAS, in 2000, the IAFF created the Legal Guardian Policy, which provides direct legal representation by the IAFF General Counsel's Office to IAFF affiliates in the United States and Canada for qualified cases involving retaliation for union and other protected activities, and for qualified cases that will establish a significant precedent for IAFF affiliates; and

WHEREAS, the Guardian Policy has been both heavily utilized and enormously successful, resulting in the pursuit of more than seventy (70) cases that to date are either completed or pending, and more than forty (40) favorable decisions or settlements in the cases that have been completed to date; and

WHEREAS, approximately \$2.2 million in EDF funds have been additionally spent on Guardian Policy cases since 2000, with substantial funds recovered by the IAFF's General Counsel and returned to the EDF in those completed cases where the union officers or members were entitled by law to recover their fees and costs; and

WHEREAS, even though Guardian Policy cases have been funded through the EDF, there has been no corresponding increase in the per capita collected for, or allocated to, the EDF to compensate for this increased demand on EDF resources, thereby essentially resulting in an "unfunded mandate" on the EDF; and

WHEREAS, since 1991, the cost of legal services has increased, even by conservative estimates, by well more than ninety (90) percent, but the per capita allocation for EDF has not been adjusted to account for even normal inflation during this period; and

WHEREAS, because of the enormous success of the EDF Policy, and the significant increase in applications from affiliates to utilize EDF resources, the IAFF Executive Board has recently taken positive and effective action to amend the EDF Policy to further refine the policy criteria defining when EDF grants and loans are appropriate and to enhance requirements on local counsel to recover, and return to EDF, attorneys' fees and costs whenever possible; and

WHEREAS, even with these policy reforms, it is anticipated that demand and

utilization of the EDF Policy will continue to grow as our affiliates are faced with an increasing number of legal challenges; and

WHEREAS, our affiliates are often forced to engage in legal battles against employers that have seemingly limitless legal and financial resources; and

WHEREAS, to an affiliate facing retaliatory terminations, station closings, bargaining impasses or arbitrations, and unconstitutional restrictions on its free speech and political activities, there is nothing more important than having access to adequate financial and legal resources with which to fight such battles; therefore be it

RESOLVED, that Article VIII, Section 10, of the IAFF Constitution and By-Laws be amended to provide that, effective September 1, 2006, an additional ten cents (\$0.10) in monthly per capita tax for each active member and an additional five cents (\$0.05) in monthly per capita tax for each active-retired member be collected by the Association and allocated to the Emergency Disputes Fund (EDF).

Submitted by: IAFF Executive Board

Cost Estimate: 10 cents per active member and 5 cents per active-retired member

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

#### **Resolution No. 5**

**COMMITTEE ASSIGNMENT: Constitution & By-Laws**

**Re: State/Provincial Affiliation**

WHEREAS, the IAFF's State and Provincial Associations provide an important and distinct level of service to local affiliates; and

WHEREAS, the ability to affiliate with a State or Provincial Association and participate in its programs and activities is considered to be of significant benefit to local affiliates; and

WHEREAS, Canada in addition to having ten (10) provinces has three (3) territories, and WHEREAS, there are two (2) IAFF affiliates located within two (2) separate Canadian territories, those territories being Yukon Territory and the Northwest Territories; and

WHEREAS, the IAFF Constitution precludes local affiliates from joining a State Provincial Association if they are not geographically located within that state or province and

WHEREAS, the two (2) local affiliates located within the Canadian territories are not affiliated with any State or Provincial Association; and

WHEREAS, the two (2) IAFF affiliates located in Canadian territories have limited opportunity for interaction with other IAFF affiliates; and

WHEREAS, it is unlikely a sufficient number of local affiliates will be organized within the Canadian territories to merit forming new provincial or territorial association and

WHEREAS, the two (2) IAFF affiliates located within Canadian territories are geographically closer to bordering provinces than they are to each other; and

WHEREAS, the two (2) IAFF affiliates located in Canadian territories would benefit from the ability to affiliate with an existing Provincial Association; therefore be it

RESOLVED, That the IAFF Constitution be amended with language that would permit an IAFF local affiliate situated in a Canadian territory to affiliate with a Provincial Association that borders the territory in which they are geographically located.

Submitted by: IAFF Executive Board

Cost Estimate: None

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

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**Substitute  
Resolution No. 6**

**COMMITTEE ASSIGNMENT: Constitution & By-Laws**  
**Re: Formalizing International Relationships**

WHEREAS, the IAFF is a world-renowned labor organization; and  
WHEREAS, professional fire fighters and emergency services workers in other countries

deal with the same issues and challenges as those in the United States and Canada; and

WHEREAS, professional fire fighters and emergency services workers unions in other English-speaking countries have for some time asked to build a relationship with the IAFF and consider developing methods for sharing information and resources with the IAFF; and

WHEREAS, in response to such exchanges with the United Kingdom, Australia and New Zealand, representatives from the IAFF, the Fire Brigades Union (FBU) of the United Kingdom, the United Firefighters Union of Australia (UFUA), and the New Zealand Professional Firefighters Union (NZPFU) convened at an historic meeting to discuss their common interests and goals on July 25-27, 2006; and

WHEREAS, at this meeting, representatives of these organizations found an enormous similarity between the interests, concerns and objectives shared by their members; and

WHEREAS, these common interests and concerns include national deficiencies in the resources required to give fire fighters and emergency services workers the tools, training and personnel they need to respond safely and effectively to fires and other emergencies, including terrorist attacks and natural disasters; and

WHEREAS, these common interests and concerns also include similarities in the threats faced by their members from their governments and employers, including cost cutting, risk management and privatization efforts that threaten both fire fighter safety and community protection world-wide; and

WHEREAS, it was recognized at this meeting that employers of fire fighters and emergency services workers in these nations are increasingly assembling in formal forums, communicating and strategizing on a regional, International and global basis against union members; and

WHEREAS, as a result of the findings at this summit meeting, the representatives from these unions agreed that it would be in the best interests of their respective organizations to pursue a formal global strategic partnership, through which they could learn from the strengths of each other enhancing their ability to fight back against common threats and trends that put their memberships at risk; and

WHEREAS, through such a formal alliance, these organizations would be able to evaluate and learn from each other the effective strategies to fight for better wages, benefits, pensions, and health and safety regulations to protect their members, and for better standards, staffing, training, equipment, and resources to enable their members to adequately protect their communities; and

WHEREAS, following the success of such an International formal strategic alliance, there will likely be other fire fighter and emergency services workers unions in other countries who will express an interest in joining such a global association; therefore be it

RESOLVED, That the IAFF Executive Board be empowered to formalize a strategic global alliance with the Fire Brigades Union (FBU) of the United Kingdom, the

United Firefighters Union of Australia (UFUA), and the New Zealand Professional Firefighters Union (NZPFU); and such other national unions as the IAFF and the above-referenced unions may by consensus deem advisable; and be it further

RESOLVED, That the second sentence of the Preamble to the IAFF Constitution and By-Laws be amended to allow for such a formalized relationship, by amending the second sentence to read, in relevant part: "Believing such unity essential for the mutual protection and advancement of the interests and general welfare of fire fighters and emergency medical and rescue workers throughout the United States, Canada and other nations whose professional firefighters and emergency medical and rescue workers share our International's goals and ideals...".

Submitted by: IAFF Executive Board

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

### **Resolution No. 7**

**COMMITTEE ASSIGNMENT: Constitution & By-Laws**

**Re: District Vice Presidents' Salary Increase**

WHEREAS, our great international union spans the North American continent; and

WHEREAS, our union comprises a geographically diverse membership; and

WHEREAS, the true strength of our union is the service we provide to our 275,000 members; and

WHEREAS, the critical link in the chain for providing this service is the District Vice Presidents; and

WHEREAS, since 2000 these District Vice Presidents have been truly empowered to provide leadership at the Executive Board level and in their respective Districts; and

WHEREAS, these District Vice Presidents are the first line of defense and assistance for thousands of IAFF members; and

WHEREAS, these District Vice Presidents provide ongoing guidance and advice in areas including budget and finance, union administration, IAFF policy, organizing and field services, safety and health, information technology and many other areas; and

WHEREAS, the constantly changing emergency response industry requires constant preparation to maintain an appropriate level of expertise; and

WHEREAS, IAFF District Vice Presidents tirelessly travel their Districts in order to ensure that member affiliates have the benefit of their expertise and guidance; and

WHEREAS, these District Vice Presidents contribute to the increased stature and power of the IAFF in the United States and Canada; and

WHEREAS, the current salary for District Vice Presidents is \$57,168.54; and

WHEREAS, the District Vice Presidents' salary has only been increased by COL each year since 2000; and

WHEREAS, because of the organizing efforts of the District Vice Presidents, IA membership has increased by 35,627 since 2000; and

WHEREAS, an increase in membership causes a corresponding increase in the District Vice Presidents' workload; and

WHEREAS, the District Vice Presidents often times must work on weekends and holidays to provide service to IAFF members; and

WHEREAS, comparable positions in other AFL-CIO unions have salaries that substantially exceed those of IAFF District Vice Presidents; therefore be it

RESOLVED, That the annual salaries of the IAFF District Vice Presidents be increased by \$10,000 effective September 1, 2006, and adjusted by CPI on October 1, 2006; pursuant to Article V, Section 6; and be it further

RESOLVED, That Article V, Section 6 of the IAFF Constitution and By-Laws be amended biennially to reflect this increase.

Submitted by: General President, Delegate At-Large  
General Secretary-Treasurer, Delegate At-Large

Cost Estimate: 7 ½ cents

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

### **Resolution No. 8**

**COMMITTEE ASSIGNMENT: Constitution & By-Laws**

**Re: Write-in Candidacies for Affiliate Office**

WHEREAS, the IAFF is committed to ensuring that its affiliate local unions, state and provincial associations and joint councils implement and maintain fair, reasonable and legally acceptable procedures to govern the election of their affiliate officers; and

WHEREAS, it is in the interest of the IAFF that our members be provided a full and fair opportunity to evaluate the positions and qualifications of candidates seeking election to office within their affiliates; and

WHEREAS, it is also in the interest of the IAFF that our affiliates ensure that our members are fully informed, sufficiently prior to an affiliate officer election, regarding the identity of all of the candidates for a particular office in order to promote the full and fair discussion of those candidacies and to allow our members to make an informed decision regarding the candidates; and

WHEREAS, a number of IAFF affiliates already prohibit write-in candidates for affiliate office, based upon the principle that the membership does not have the same opportunity to fully and fairly evaluate the positions and qualifications of write-in candidates as it does for candidates nominated in advance; and

WHEREAS, if an affiliate has particular circumstances under which it believes that allowing for write-in candidacies for its local offices is appropriate, then it should be allowed to provide for such write-in candidacies by explicitly allowing for the same in its constitution and by-laws; and

WHEREAS, providing for write-in candidacies is expressly not required by Unit States federal law governing labor union elections; therefore be it

RESOLVED, That Article XIII, Section 11, of the IAFF Constitution and By-Law be amended by adding the following paragraph: "Local unions shall not allow for write candidates for election to local union office unless they have a provision in their constitution and by-laws explicitly allowing for the same."; and be it further

RESOLVED, That Article XIV, Section 7 of the IAFF Constitution and By-Laws be amended by adding the following paragraph: "State and provincial associations and joint councils shall not allow for write-in candidates for election to office within their association or joint council unless they have a provision in their constitution and by-law explicitly allowing for the same."

Submitted by: IAFF Executive Board

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

**Revised and Amended  
Resolution No. 9**

**COMMITTEE ASSIGNMENT: Constitution & By-Laws  
Re: IAFF Committee to Review Secondary Employment Language**

WHEREAS, Article XV, Section 3 – Secondary Employment – of the IAFF Constitution has been the focus of much controversy in many states, provinces and the membership; and

WHEREAS, the language contained within this Article has had varying impacts on our locals and members; and

WHEREAS, the potential expansive application of this language has led to increased difficulty meeting the original intent of this Article; and

WHEREAS, this language has led to many requests for proper interpretation from the General President with respect to the type of secondary employment being engaged; and

WHEREAS, as a result of the foregoing there has been inconsistent enforcement of this Article and thus compliance with our Constitution; and

WHEREAS, in areas where this Article has been enforced, it has resulted in acrimonious divisions within our membership and repeated attempts to introduce right to-work legislation thus undercutting existing strong labour laws; therefore be it

RESOLVED, That the IAFF establish a committee comprised of IAFF Executive Board members to review the history associated with Article XV, Section 3 (Secondary Employment) of the IAFF Constitution and By-Laws, its current impact, including enforcement, on our locals and our union as a whole; and be it further

RESOLVED, That this committee prepare a report complete with recommendations to be presented at the 2008 IAFF Convention.

Submitted by: Ontario Professional Fire Fighters Association

Cost Estimate: None

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

**Substitute  
Resolution No. 11**

**COMMITTEE ASSIGNMENT: Policy  
Re: Disaster Relief Operations**

WHEREAS, in 2005, the IAFF assisted 48 local affiliates and more than 5,000 members in disaster areas, and provided incident command staff, communications, evacuation, food, medicine (including vaccinations and baseline medical evaluations), behavioral health and counseling, through an IAFF Operations and Command Center. The Disaster Relief Fund provided over \$500,000 for these disaster response operation and

WHEREAS, the IAFF Executive Board along with the Disaster Relief Ad Hoc Committee has recommended that operational expenses for a disaster relief operation should be funded through our Line-Item Budget; and

WHEREAS, to ensure that there is funding for disaster relief operations, the IAFF needs to provide dedicated funding for such operations and command centers so that the Disaster Relief Fund remains economically viable for direct and immediate disaster assistance to members, and

WHEREAS, the IAFF will be called on to provide direct field operations during future disasters, for basic support for our affected members and/or affiliates including communications support, medical and counseling assistance; therefore be it

RESOLVED, That the IAFF approve a per capita of ten cents (\$.10) to fund disaster relief operations during major disasters; and be it further

RESOLVED, That unspent funds during any calendar year be accumulated and rolled over to the next year to ensure that the IAFF has the financial resources to provide such critical operations.

Submitted by: IAFF Executive Board

Cost Estimate: 10 cents

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted as Amended**

### **Substitute**

### **Resolution No. 13**

**COMMITTEE ASSIGNMENT: Policy**

**Re: Seminar on Occupational Disease Presumptions in Workers' Compensation and Disability Retirement Systems**

WHEREAS, Canadian and American firefighters share the need to have commensurate exposure to training and experience in dealing with workers' compensation issues, including presumptive rules on occupational disease coverage; and

WHEREAS, each State or Province has had varied successes in these issues; and

WHEREAS, the sharing of knowledge, experience and success would be beneficial for firefighters struggling for improvements in these issues; therefore be it

RESOLVED, That the Executive Board create an educational program, via Partnership Education Program assisted seminars and other educational events, on workers' compensation and disability retirement issues, with an emphasis on presumptive rules for occupational disease coverage; and be it further

RESOLVED, That the per capita would sunset after one year.

Submitted by: 2005 Canadian Policy Conference

Cost Estimate: 1 ½ cents, sunset after 1 year

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted as Amended**

### **Revised**

### **Resolution No. 14**

**COMMITTEE ASSIGNMENT: Policy**

**Re: Submission of Affiliate Information**

WHEREAS, the IAFF offers customized technical assistance in the areas of labor and collective bargaining, fire and EMS operations, health and safety and internal union administration to each requesting local affiliate; and

WHEREAS, area-specific data are required to complete this assistance; and

WHEREAS, data collection is a constant struggle to assure the IAFF databases are adequately populated with sufficient and timely data; and

WHEREAS, global pleas for data through email, website or written letters to

IAFF affiliates are rarely heeded; and

WHEREAS, lack of sufficient and timely data hinder project completion and prolong staff time on individual projects; and

WHEREAS, data collection is a constant requirement; therefore be it

RESOLVED, That the IAFF Executive Board be authorized to establish a policy requiring all affiliates to submit data/information deemed necessary by the IAFF; and be it further

RESOLVED, That such information shall include, but not be limited to, copies of each affiliate's collective bargaining agreement, memorandum of understanding, wage schedules or pay ordinances as applicable, names and contact information of current affiliate officers, and its constitution and by-laws and latest audit.

Submitted by: IAFF Executive Board

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt as Revised**

**CONVENTION ACTION: Adopted as Revised**

### **Resolution No. 15**

**COMMITTEE ASSIGNMENT: Policy**

**Re: Support of NIST World Trade Center Recommendations**

WHEREAS, the collapse of New York City's World Trade Center (WTC) structure following the terrorist attacks of September 11, 2001, was the worst building disaster in recorded history; and

WHEREAS, this tragic event killed over 2,800 people, including 347 members of the International Association of Fire Fighters, the largest loss of life for fire fighters in a single incident; and

WHEREAS, in response to the WTC tragedy, the National Institute of Standards and Technology conducted a three-year building and fire safety investigation to study factors contributing to the probable cause (or causes) of post-impact collapse of the WTC Towers (WTC 1 and 2) and WTC 7; and

WHEREAS, NIST expanded its research in areas of high-priority need such as prevention of progressive collapse, fire-resistance design and retrofit of structures, and fire-resistive coatings for structural steel and is reaching out to the building and fire safety communities to pave the way for timely, expedited considerations of recommendations stemming from the investigation, and

WHEREAS, the IAFF supported the efforts of the NIST research team; and we likewise support the recommendations made addressing building safety; and

WHEREAS, the NIST WTC recommendations impact about 37 specific national standards, codes, and practice guidelines or regulations; and

WHEREAS, these recommendations include requirements that building codes:

- Address the structural integrity of buildings to avoid the WTC-type progressive collapse and total building failure;
- Enhance fire resistance of structures;
- Require active fire protection systems;
- Improve building egress, allowing for full building evacuation; and
- Improve communications technologies and procedures for fire fighters; and

WHEREAS, this information can be found at NIST's specific WTC website at <http://wtc.nist.gov/>; therefore be it

RESOLVED, That the IAFF encourages its members to review the NIST WTC investigation and its 30-building construction and code recommendations; and be it further

RESOLVED, That the IAFF membership support the implementation of the NIS WTC recommendations through federal, state, provincial and local building codes.

Submitted by: IAFF Executive Board

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

#### **Resolution No. 16**

**COMMITTEE ASSIGNMENT: Policy**

**Re: IAFF Jointly Sponsored Educational Seminars Increase in Reimbursement**

WHEREAS, the IAFF has successfully sponsored Educational Seminars with affiliates of the State and Provincial unions over the past twenty (20) years; and

WHEREAS, these jointly sponsored Educational Seminars have a proven success record and is one of the key programs that have enhanced our membership in all aspects of union administration; and

WHEREAS, the IAFF's reimbursement policy to the respective affiliates enable the affiliate to host and produce first-class educational programs as well as present respected speakers; and

WHEREAS, the formula for reimbursement to the respective affiliates has not increased over the past two (2) decades. (\$15.00 per person, per day, maximum three (3) days); therefore be it

RESOLVED, That the reimbursement formula to affiliates who offer and host authorized IAFF jointly sponsored educational seminars be increased to \$20.00 per day per person, with a maximum of three (3) days.

Submitted by: Professional Fire Fighters of Massachusetts

Cost Estimate: 2 cents

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

#### **Resolution No. 18**

**COMMITTEE ASSIGNMENT: Policy**

**Re: Affiliate Support of NCPERS and Consideration for Pension Summit**

WHEREAS, fire fighters, first responders and other public unions depend on the defined benefit plan pension systems for their financial security when they retire; and

WHEREAS, there has been a systematic attack on these plans by certain elected officials with monetary assistance from large publicly owned corporations; and

WHEREAS, these large corporations are responsible to their shareholders to use the money they are entrusted with for legitimate business purposes and to disclose how they spend their assets; and

WHEREAS, fire fighters, first responders and the rest of the public employee unions are major shareholders in corporations by virtue of their defined benefit pension plan investments; and

WHEREAS, the recent example of the attack on California Defined Pension Plan by Governor Arnold Schwarzenegger and his corporate allies is a prime example of corporations using shareholder dollars, which includes IAFF pension plan assets, without disclosure and for no legitimate business purposes; and

WHEREAS, the International Association of Fire Fighters (IAFF) and its affiliate

have a long history of being capable of dealing with elected officials that attack our pensions through the political process; and

WHEREAS, the IAFF must develop a way to deal with corporations that use shareholders money to attack our defined benefit pension plans; and

WHEREAS, the National Conference on Public Employee Retirement Systems (NCPERS) has developed a unique way to bring this fight to corporations' shareholders and has started to gain momentum with help from IAFF affiliates; therefore be it

RESOLVED, That the IAFF notify and encourage its members to join the NCPERS' initiative to support shareholder proposals seeking greater disclosure and accountability of political contributions by corporations; and be it further

RESOLVED, That the IAFF General President and Executive Board consider having an IAFF Pension Trustee Summit to educate the IAFF affiliates of the issues surrounding public pension dangers and opportunities on how to respond to attacks against them.

Submitted by: Local 587, Miami, Florida

Cost Estimate: ½ cent

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

#### **Resolution No. 19**

**COMMITTEE ASSIGNMENT: Policy**

**Re: Creating Joint IAFF/IAFC LODD Support Teams**

WHEREAS, Houston Professional Fire Fighters Association (HPFFA), Local 341 having experienced five (5) line-of-duty deaths (LODD) all within the previous six (6) years; and

WHEREAS, Local 341 immediately responded to our fire fighters' needs; and

WHEREAS, Local 341 having worked closely with the Houston Fire Department administration in securing the necessary crisis and support teams during the local interviews as they begin; and

WHEREAS, our members require support during these emotional hours; and

WHEREAS, as interviews and early investigations begin, our fire fighters require fair representation and guidance; therefore be it

RESOLVED, That the IAFF request support from the International Association of Fire Chiefs to create a committee from both Associations to develop a National policy on LODD incidents between Labor and Management prior to any State or Federal Investigating Team assuming the scene; and be it further

RESOLVED, That this Joint Labor-Management Committee provide a mechanism for affiliates without support groups to request, from larger affiliates, assistance during these early stages of questioning; and be it further

RESOLVED, That this Joint Labor-Management Committee address the question of whether our members should be interrogated without the guidance of a representative from the local affiliate; and be it further

RESOLVED, That this resolution be submitted to the 48<sup>th</sup> IAFF Biennial Convention in Toronto, Ontario, for disposition.

Submitted by: Local 341, Houston, Texas

Cost Estimate: ½ cent, sunset after 2 years

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

**Resolution No. 22**

**COMMITTEE ASSIGNMENT: Legislative**

**Re: Proposed Post Employment Health Plan (PEHP) Account Merger**

WHEREAS, the IAFF has worked diligently to help provide solutions to the health care crisis that is faced by the majority of fire fighters; and

WHEREAS, the IAFF Financial Corporation offers a Post Employment Health Plan that allows fire fighters to participate in two different Post Employment Health Plans; and

WHEREAS, these two types of accounts, a premium reimbursement account and a universal reimbursement account, must be used for different medical expenses and cannot be combined; and

WHEREAS, the premium reimbursement account cannot currently be used for qualified medical expenses; and

WHEREAS, the two separate accounts can be confusing and do not allow fire fighters to maximize their earning potential in the PEHP; and

WHEREAS, it is of great importance to allow firefighters the ability to help themselves provide the best solutions to retirement healthcare; therefore be it

RESOLVED, That the International Association of Fire Fighters pursue Internal Revenue Code changes that would combine the two separate PEHP accounts into a single account; and be it further

RESOLVED, That this account could be used not only for health care premium but for all qualified medical expenses.

Submitted by: Local 858, Denver, Colorado

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

**Revised**

**Resolution No. 24**

**COMMITTEE ASSIGNMENT: Legislative**

**Re: Sick Leave Donation Formula for Federal Firefighters**

WHEREAS, because of the hazards of the firefighting profession and the particular challenges faced by firefighters and their families, firefighters are often forced to take extended leaves of absence to deal with job-related health issues, such as occupational cancer or disease, serious job-related injuries or the death of a brother firefighter; and

WHEREAS, recognizing this need, firefighters have a long tradition of donating vacation and annual leave time to their colleagues so as to insure they are able to continue to be paid during these extraordinarily difficult periods in their lives; and

WHEREAS, under current policies, federal firefighters are permitted only to donate their vacation and personal leave time to a brother or sister firefighter to deal with these crises, unlike many other jurisdictions which also allow the donation of sick leave time; and

WHEREAS, the ability to donate sick leave time, as well as annual and vacation time, will make vastly more donated time available to employees facing serious illness or injury, making it more likely they will rehabilitate and return to the job and provide greater comfort for their families; and

WHEREAS, allowing donation of sick time will also provide more flexibility to the employee donating the time and allow him or her to better choose their own way to handle

out a colleague; therefore be it

RESOLVED, That the International Association of Fire Fighters study and pursue implementation of a change in policy whereby federal firefighters would be permitted to voluntarily donate sick leave time, as well as vacation and annual leave time, to another employee to help them through non-service connected illness or personal crisis.

Submitted by: California Professional Firefighters  
Cost Estimate: None

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

### **Resolution No. 25**

**COMMITTEE ASSIGNMENT: Legislative**

**Re: Protecting Defined Benefit Retirement Systems**

WHEREAS, defined benefit retirement plans provide a safe, secure and guaranteed retirement income and disability benefit for over ninety-eight percent (98%) of all IAFF members; and

WHEREAS, the IAFF and its state and local affiliates have worked diligently for over fifty (50) years to institute, improve and protect defined benefit retirement plans; and

WHEREAS, defined benefit retirement plans assist in recruiting and retaining well-trained and motivated firefighters, officers and fire-based EMS employees; and

WHEREAS, defined benefit retirement plans are an integral part of an overall compensation package; and

WHEREAS, regrettably, corporate America, Wall Street, conservative economic and unfriendly politicians have created an alliance to undermine retirement security and increase profitability by eliminating traditional defined benefit retirement plans and replacing them with defined contribution models; and

WHEREAS, the effort has gathered momentum in the private sector with major companies like Bethlehem Steel, United Airlines, Hewlett Packard and others scuttling their defined benefit retirement plans or forcing employees into defined contribution savings programs; and

WHEREAS, defined contribution savings programs rely solely on investment performance and do not provide the security and protection of a guaranteed retirement disability or death benefit to plan participants; and

WHEREAS, a major campaign has begun in the public sector to supplant traditional defined benefit retirement plans with defined contribution models; and

WHEREAS, our affiliates have been waging heroic battles to combat referendums, legislation, and bargaining proposals which diminish or eliminate defined benefit retirement plans; and

WHEREAS, these attacks will continue to plague the IAFF, its membership and affiliates; therefore be it

RESOLVED, That the IAFF will go on record stating that all professional firefighters, officers, and fire-based EMS providers are entitled to a defined benefit retirement program with adequate disability and death benefit provisions; and be it further

RESOLVED, That the IAFF will go on record opposing the conversion of any defined benefit retirement plan into a defined contribution model; and be it further

RESOLVED, That the IAFF will monitor the attempts of jurisdictions to diminish or eliminate defined benefit retirement plans and will provide direction and advice to affiliates in defending against such attacks.

Submitted by: IAFF Executive Board

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

**Substitute**

**Resolution No. 26**

**COMMITTEE ASSIGNMENT: Legislative**

**Re: Developing Strategies for Governmental Accounting  
Standards Board Statements 43 and 45**

WHEREAS, benefits for public employees, both active and retired, are coming under attack because of budget constraints; and

WHEREAS, the Government Accounting Services Board (GASB) has made Rulings 43 and 45, which have negative effects on local and state governments' ability provide insurance for its employees both active and retired; and

WHEREAS, the International Association of Fire Fighters has always been in the forefront fighting for its members; therefore be it resolved

RESOLVED, That the IAFF use its resources and wherewithal to immediately investigate various mechanisms and develop strategies to eliminate and/or minimize the impact of GASB Statements 43 and 45 on the budgets of state and local governments and the related negative consequences it may cause to our affiliates and IAFF member

Submitted by: Local 140, Nashville, Tennessee

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted as Amended**

**Resolution No. 27**

**COMMITTEE ASSIGNMENT: Legislative**

**Re: Urban Search and Rescue Funding**

WHEREAS, the Federal Emergency Management Agency established the National Urban Search & Rescue Response System (US&R System) in 1989 pursuant to a requirement in the Earthquake Hazards Reduction Act of 1977, which directed the agency to provide adequate search and rescue capacity in the event of an earthquake; and

WHEREAS, while the US&R System was originally created for earthquake response, it has evolved into a Federal, State, and local capability for structural collapses, other natural or human-caused disasters, and threats or acts of terrorism, including acts involving weapons of mass destruction; and

WHEREAS, the US&R System consists of task forces administered by state and local government sponsoring agencies and participating agencies, and other technical teams administered by the Department of Homeland Security; and

WHEREAS, the US&R System has played an essential role in the federal response to terrorist attacks, 11 of the then 25 Task Forces and one management team took part in the federal response to the bombing of the Alfred P. Murrah Building in Oklahoma City, Oklahoma, on April 19, 1995, and 25 of the current 28 Task Forces and 2 of the current 3 standing management teams took part in the response to the attack on the World Trade Center and the Pentagon on September 11, 2001; and

WHEREAS, each US&R System Task Force Sponsoring Agency requires adequate

funding to support annual readiness and to maintain optimum operational efficiency of Task Force for its federal mission, including training and exercises with other federal, state, and local government response entities, acquisition and maintenance of equipment, such as interoperable communications and personal protective equipment, and medical monitoring for responder safety and health before and after responses to disasters and emergencies; and

WHEREAS, funding for the US&R Program is inconsistent from year to year and based upon the recent presentation by the US&R Program office on the "Report to Congress", the average cost to maintain a national US&R Task Force is \$1,662,200; however, the federal project funding for 2006 is \$592,000 per Task Force, leaving a burden over \$1,070,200 for the local sponsoring agencies and local tax dollars to subsidize this "National" Program; and

WHEREAS, after the tragedy of September 11, 2001, the Program funding increased temporarily (albeit significantly) to purchase vehicles, provide yearly medical screening, increase training to meet the mandated WMD response capability and to increase staffing to manage Task Forces at the sponsoring level; therefore be it

RESOLVED, That in order for this National Program to survive, funding from the Federal Government must be increased to reduce the burden upon local governments and sponsoring agencies; and be it further

RESOLVED, That this increase should be commensurate with the original intent of the local and state government/federal government partnership(s), and should ensure that a stronger, more effective US&R Program prevails; and be it further

RESOLVED, That the IAFF support current or new legislation that would permanently remedy this funding shortfall to the benefit of all IAFF affiliate locals and sponsoring agencies would actively engage in the National US&R Program; and be it further

RESOLVED, That this legislation should serve to clarify and codify the readiness and response authority of the National Urban Search & Rescue Response System for Federal response to structural collapses, other natural and human-caused disasters, and other incidents resulting from acts of terrorism, including acts of terrorism involving weapons of mass destruction.

Submitted by: Local 3631, Orange County, California  
Local 2881, CDF Fire Fighters  
Local 1171, Santa Clara City, California  
Local 2400, San Mateo County, California

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

#### **Substitute**

#### **Resolution No. 28**

**COMMITTEE ASSIGNMENT: Legislative**

**Re: Protecting PSOB Death and Other Benefits for Fire**

**Fighters Operating Outside of their Home Jurisdictions**

WHEREAS, under certain circumstances firefighters and fire-based EMS providers may be denied certain benefits if they are injured and/or killed while responding to emergencies outside of their home jurisdictions; and

WHEREAS, the Public Safety Officers (PSOB) death benefit was established to provide a benefit to the families of public safety officers who are killed in the line of duty and

WHEREAS, the Department of Justice, the federal agency charged with administering the PSOB program, refuses to issue, in writing, a statement that categorically states that public safety officers who are deployed in an official capacity to an incident in a foreign country are entitled to PSOB coverage if they are killed at said incident; and

WHEREAS, there is disagreement among various federal agencies and state/local government on which governmental entity is responsible for providing workers' compensation, salary replacement, unemployment insurance, disability pension protections, death benefits and tort liability protection to fire fighters or fire-based EMS providers who are killed or injured during responses outside of their home jurisdiction; and

WHEREAS, there are over 5000 IAFF members participating in the nation's Urban Search and Rescue program who may be activated and deployed by the federal government to incidents both domestically and internationally; and

WHEREAS, there are tens of thousands of IAFF members who are employed by fire departments that participate in the Emergency Management Assistance Compact (EMAC), a compact of participating states designed to provide mutual aid between member states to help mitigate any natural or man-made emergency; and

WHEREAS, IAFF members have already been deployed under EMAC without the guarantee of being provided workers' compensation benefits if injured during such a response; and

WHEREAS, as an example, the Governor of California recently ordered Local 2881 members 350 miles into Mexico without the assurance of workers' compensation PSOB protection; and

WHEREAS, almost every IAFF member is employed by a jurisdiction that participates in a formal mutual aid covenant; and

WHEREAS, the benefits afforded to fire fighters and fire-based EMS providers vary greatly from state to state and jurisdiction to jurisdiction; and

WHEREAS, it is the policy of the IAFF that a fire fighter or fire-based EMS provider should suffer no loss or diminishment of benefits and/or other entitlement if they are killed and/or injured while officially deployed, under any circumstance, to any incident outside of their home jurisdiction; therefore be it

RESOLVED, That the IAFF take all necessary steps through legislation and/or regulatory action to ensure that any IAFF member officially deployed outside the borders of their country be eligible to receive PSOB or equivalent benefits; and be it further

RESOLVED, That the IAFF support current and/or future legislation or regulatory action to guarantee that all IAFF members, whether they are part of any USAR response, deployed under EMAC and/or responding as part of a standard mutual aid agreement and are killed or injured during such response, are provided all applicable benefits including, but not limited to salary reimbursement, workers' compensation, unemployment insurance, death benefits and/or any other negotiated or legislated benefits at a level no less than the responder's home jurisdiction would have provided; and be it further

RESOLVED, That any IAFF member deployed outside of their jurisdiction for any reason be afforded tort liability protections equivalent to those provided when they are operating in their home jurisdiction.

Submitted by: Local 3631, Orange County, California  
Local 2881, CDF Fire Fighters  
Local 1171, Santa Clara City, California  
Local 2400, San Mateo County, California

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted as Amended**

**Resolution No. 29**

**COMMITTEE ASSIGNMENT: Human Relations**

**Re: Ernest A. "Buddy" Mass Human Relations Conference**

WHEREAS, the IAFF has a strong and enduring commitment to improving human relations; and

WHEREAS, the Ernest A. "Buddy" Mass Human Relations Conference has grown in stature and importance; and

WHEREAS, since its inception, the Conference has never been adequately financed but has depended primarily upon registration fees from our local unions and guests; and

WHEREAS, unless there is a continuing and reliable source of income for the Conference, it cannot grow in any meaningful way; and

WHEREAS, the Convention has resolved that there will be a continuing commitment in funding and resources for human relations activities; therefore be it

RESOLVED, That the per capita tax be increased by one cent (\$.01) and that this be allocated to the Ernest A. "Buddy" Mass Human Relations Conference so that it may pursue its mission to strengthen our union through effective human relations.

Submitted by: IAFF Executive Board

Cost Estimate: 1 cent

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

**Resolution No. 30**

**COMMITTEE ASSIGNMENT: Human Relations**

**Re: Human Relations Technical Assistance**

WHEREAS, the IAFF recognizes that improving human relations results in a stronger Union; and

WHEREAS, a proactive approach to human relations can reduce and resolve conflicts as well as strengthen relationships within the Union and the community; and

WHEREAS, disputes that involve human relations issues, such as discrimination and harassment, demonstrate a need for immediate and effective steps to address the issues; and

WHEREAS, the IAFF General President has a process for assigning technical assistance resources for human relations activities; therefore be it

RESOLVED, That the General President will offer the services of the Elected Human Relations Committee to affiliates who have member(s) involved in discrimination or harassment disputes.

Submitted by: IAFF Executive Board

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

**Revised**

**Resolution No. 33**  
**COMMITTEE ASSIGNMENT: Health and Safety**  
**Re: Fire Fighter Presumptive Disability Database**

WHEREAS, the International Association of Fire Fighters is committed to educating its members on legislative and political issues that directly impact their jobs, pay, health, safety, pensions and family; and

WHEREAS, our members perform some of the most hazardous jobs in the United States and Canada and are regularly exposed to dangerous and toxic atmospheres in very stressful circumstances; and

WHEREAS, fire fighters are increasingly assuming the role of the nation's leading providers of emergency medical services and are also exposed to infectious diseases; and

WHEREAS, heart disease, lung disease, cancers and infectious disease are among the leading causes of death and disability for fire fighters, and numerous studies have linked these illnesses to the occupational hazards of fire fighting; and

WHEREAS, not all states and provinces have enacted "presumptive disability laws, which presume that cardiovascular disease, cancers and infectious diseases are job related for the purpose of workers' compensation and disability retirement; and

WHEREAS, our members are encouraged to educate and seek the support of elected officials on issues that are important to fire fighters; and

WHEREAS, the issue of fire fighter presumptive law is a recurring issue that is the focus of our lobbying efforts; and

WHEREAS, the International Association of Fire Fighters has instructed its members to be fully engaged in the legislative process and to be committed to aggressive political action; and

WHEREAS, elected officials are not necessarily opposed to "presumptive law" but would like to see more data on how many fire fighters have been stricken with these illnesses and the causes related to them; and

WHEREAS, the members of this great International may be unable to provide the requested information to our elected officials as this data may not be readily available; therefore be it

RESOLVED, That the International Association of Fire Fighters develop an International Database, or integrate into the existing Wellness/Fitness Database, of fire fighters with heart disease, lung disease infectious disease and cancer, to actively track the statistics of these illnesses in firefighters; and be it further

RESOLVED, That upon diagnosis of a cancer or disease contained in the database, the member, the appropriate local union president, or his or her designee shall contact the IAFF with pertinent data necessary for the database; and be it further

RESOLVED, That the statistical information, minus any identifying data, will be available to IAFF members for their use in lobbying elected officials for their support of "presumptive law."

Submitted by: Professional Fire Fighters of Maryland  
Professional Fire Fighters of Massachusetts  
Virginia Professional Fire Fighters  
Federation of State and Provincial Professional Fire Fighters  
Ohio Association of Professional Fire Fighters

Cost Estimate: 3 ½ cents

**COMMITTEE RECOMMENDATION: Adopt as Revised**

**CONVENTION ACTION: Adopted as Revised**

**Resolution No. 34**

**COMMITTEE ASSIGNMENT: Health and Safety**

**Re: IAFF Burn Foundation Guidance and Assistance**

WHEREAS, the IAFF Burn Foundation was established in 1982; and  
WHEREAS, IAFF locals throughout the IAFF's jurisdiction have been actively working in the burn care community for more than 25 years; and  
WHEREAS, the IAFF Burn Foundation is one of the largest non-federal funders of burn research; and  
WHEREAS, IAFF members have a natural calling and it is in their best interest to support the burn care community; and  
WHEREAS, fire fighter line-of-duty deaths continue to occur and countless more suffer from fire, burn, trauma and smoke inhalation related injuries; and  
WHEREAS, IAFF members are looked at by the public as natural leaders in the burn care community; and  
WHEREAS, IAFF members have a long history of supporting Fire Prevention Week and Burn Awareness Week; and  
WHEREAS, there are many facets to an IAFF member's job – including but not limited to: prevention, education, mitigation of emergencies and help in the healing and recovery process with burn survivors and their families after the emergency is over; and  
WHEREAS, many members of the IAFF and their locals donate tens of thousands of hours and millions of dollars each year to burn awareness, prevention, education, research, survivor support, and fundraising programs to acquire state of the art equipment and sponsor staff to receive the latest in training; and  
WHEREAS, many local IAFF members and hospital burn facilities across North America are working cooperatively to improve burn awareness, prevention, education, research and survivor support; and  
WHEREAS, IAFF members have contributed time and funding to help build and establish hospital burn facilities and are continuing to lobby for future burn facilities throughout North America; and  
WHEREAS, many IAFF members and the public have received better quality of care in hospital burn facilities across North America as a direct result of IAFF members donating their time, energy and financial support; and  
WHEREAS, IAFF members actively organize, participate in, or financially support burn camps and/or the IAFF National Children's Burn Camp each year providing self-healing and closure for many IAFF members at the same time they are promoting the emotional and physical healing process of burn survivors; and  
WHEREAS, many burn foundations, funds, centers, labs and camps carry the name of IAFF Professional Fire Fighters; and  
WHEREAS, IAFF members, in conjunction with the U. S. Fire Administration, psychologists and FEMA, were instrumental in the development of the Juvenile Firesetters Program that is used across North America; and  
WHEREAS, IAFF members are active participants in the American Burn Association, The Phoenix Society's World Burn Congress, and many other affiliate organizations in the burn care community and this participation has enhanced the public profile of the IAFF and its members; and  
WHEREAS, General President Schaitberger committed to promote and increase the commitment to the IAFF Burn Foundation during the 2004 IAFF Biennial Convention therefore be it  
RESOLVED, That the IAFF Burn Foundation, which is wholly owned and operated by our great International Union, offer guidance and assistance to local IAFF union burn foundations and take a more active role in leading its 280,000 members in providing a united front to further improve the burn care community in North America.

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

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

**Resolution No. 36**

**COMMITTEE ASSIGNMENT: Resolutions**

**Re: Recognition of Massachusetts Port Authority Fire Fighters Local S-2, Danvers Local 2038 and Boston Local 718**

WHEREAS, the locals of the International Association of Fire Fighters have continuously been a support system for other locals; and

WHEREAS, members of the Henrico County Professional Firefighters Local 156 and Spotsylvania County Career Fire Fighters Local 3886 reached out due to a significant illness affecting Grace Oughton, a 19-month old daughter and granddaughter of members of these locals; and

WHEREAS, members of Massachusetts Port Authority Local S-2, Danvers Firefighters Association Local 2038 and Boston Local 718 responded beyond our expectations in caring for Grace and the members' families; therefore be it

RESOLVED, That Massachusetts Port Authority Local S-2, Danvers Firefighter Association Local 2038 and Boston Local 718 be formally recognized for their efforts in support of other union firefighters with a copy of this resolution presented to those Locals at the IAFF Biennial Convention in August 2006 in Toronto, Canada; and be it further

RESOLVED, That this resolution be submitted to the IAFF Convention to seek proper recognition of these Locals at the Convention.

Submitted by: Local 1568, Henrico County, Virginia  
Local 3886, Spotsylvania County, Virginia  
Virginia Professional Fire Fighters

Cost Estimate: None

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

**Revised and Amended**

**Resolution No. 38**

**COMMITTEE ASSIGNMENT: Resolutions**

**Re: Political Referendum Operations Partnership Fund**

WHEREAS, over the years, the IAFF affiliates and state and provincial associations have played major roles in referendum and initiative campaigns; and

WHEREAS, through the leadership of local IAFF leaders and the grassroots activities of rank and file members, our union has successfully passed referendums to extend collective bargaining rights, payroll deduction authorization, increases in compensation and benefits, standards to guarantee safe and adequate staffing and other measures to improve fire and EMS service delivery; and

WHEREAS, affiliates have fought as tenaciously to battle referendums that attack public pension funds, disenfranchise trade unionists by paycheck deception measures, hamstringing local jurisdictions and state and provincial governments through regressive tax caps or taxpayer bill of rights (TABOR) initiatives; and

WHEREAS, examples like California's successful drive against Proposition 226,

Washington State's victorious battle to defeat repealing a statewide car tax, to San Francisco's effort to win NFPA 1710 compliance through referendum, to the multiple successes of locals in obtaining collective bargaining or binding arbitration through local initiatives, our affiliates have successfully participated in referendum campaigns; and

WHEREAS, whether battling to improve the lives and livelihoods of fire fighters or fighting back attacks, it is essential that IAFF affiliates and their members have the tools and resources to participate effectively in referendum campaigns; and

WHEREAS, the IAFF has developed an effective political action program that has elevated professional fire fighters to the forefront of the political arena in both the United States and Canada; and

WHEREAS, the IAFF's Political Action Committee, FIREPAC, is not structured or sufficiently resourced to provide meaningful financial assistance to local affiliates or state and provincial associations engaged in referendum or initiative campaigns; and

WHEREAS, the IAFF recognizes the need to establish a revolving fund to assist with supplemental funding in these crucial efforts; therefore be it

RESOLVED, That the IAFF shall establish and maintain a revolving interest-free loan fund, the Political Referendum Operations Partnership (PROP) Fund to assist with supplemental funding and issue interest-free loans to local affiliates and state and provincial associations engaged in referendum campaigns; and be it further

RESOLVED, That the following shall constitute referendums/initiatives, proposals, legislative or executive action taken by any state/province or local jurisdictions that are deemed eligible for PROP Fund interest-free loans: defending against right-to-work, paycheck "deception," TABOR, regressive tax initiatives, attacks on public pension systems, bargaining or representative rights; or proposals to eliminate professional fire departments or EMS departments or EMS services; or attempting to secure collective bargaining, binding arbitration, payroll deduction, union recognition, securing relief from "Hatch Act-type" restrictions; or implementing NFPA standards on fire fighter health and safety, response or minimum staffing standards; and be it further

RESOLVED, That the PROP Fund shall NOT be authorized or empowered to confer grants; and be it further

RESOLVED, That the PROP Fund shall be established and capitalized with an allocation of ten cents (\$.10) per capita; and be it further

RESOLVED, That state, provincial and local affiliates seeking PROP assistance must submit a detailed budget and strategic campaign plan; and be it further

RESOLVED, That all interest-free loans are initially capped at \$50,000 except extraordinary circumstances which shall require the unanimous approval of the Executive Board; and be it further

RESOLVED, That the cap may be increased by the Executive Board when the Fund is financially sound; and be it further

RESOLVED, That all interest-free loans must be repaid within three (3) years of the loan being issued; and be it further

RESOLVED, That in order to be eligible for a loan, a state and provincial association must provide a match equal to fifty percent (50%) of the value of the loan; and be it further

RESOLVED, That in order to be eligible for an interest-free loan, a local affiliate must demonstrate that it has established dues in an amount equivalent to at least one percent (1%) of entry-level wages for a full-time, paid, firefighter, or comparable classification in the affiliate's membership, or present proof of other means sufficient to repay the loan and provide a match equal to fifty percent (50%) of the value of the loan and be it further

RESOLVED, That under the direction of the General President, the Executive Board shall establish policies and guidelines related to the operation of the PROP Fund and develop a process for disbursing loans to affiliates and state and provincial

associations by March 31, 2007, and that said policies be included in the IAFF Executive Board Policy Manual; and be it further

RESOLVED, That the per capita cost be sunset after six (6) years.

Submitted by: IAFF Executive Board  
Cost Estimate: 10 cents, sunset after six (6) years

**COMMITTEE RECOMMENDATION: Adopt as Revised**

**CONVENTION ACTION: Adopted as Revised and Amended**

**Substitute  
Resolution No. 39**

**COMMITTEE ASSIGNMENT: Resolutions**

**Re: Union Sportsman's Association**

WHEREAS, over 70 percent of IAFF members identified themselves as hunters or anglers in a recent poll, and still more enjoy the great outdoors and pursue a variety of outdoor sporting activities when off duty, including hunting, fishing, camping, hiking and target shooting; and

WHEREAS, connecting our great union to our members' lives, their hobbies and family activities outside of work is critical to increasing member involvement and solidarity within our union; and

WHEREAS, the IAFF joins with our members interested in the outdoors in supporting initiatives that are focused on maintaining and expanding public access to land and water available to pursue these individual and family pastimes; and

WHEREAS, a number of unions of the AFL-CIO have joined together with the Theodore Roosevelt Conservation Partnership (TRCP), the leading advocate in the U.S. for the conservation and expansion of publicly accessible land and water, and

WHEREAS, TRCP also is in partnership with conservation, hunting, shooting and fishing organizations, as well as individual grassroots partners dedicated to preserving the historic traditions of expanding access to lands, and conserving fish, game and other wildlife habitats for use by the general public; and

WHEREAS, TRCP, the IAFF and other AFL-CIO unions involved in the partnership have begun building a union-specific sector of TRCP to provide our members with access to a union-sponsored organization called the "Union Sportsman's Association" (USA), which will offer union members a place to connect their love of the outdoors with their IAFF brothers and sisters, other union members and union/USA/Canadian products and services where available; and

WHEREAS, the USA program will also be built to provide discounts on outdoor trips, hunting, fishing and outdoors equipment, union-focused hunting and fishing tournaments and activities, and other benefits to help our members have the best experience possible as they enjoy the outdoors, with the bedrock principles of trade unionism and union membership at their core; and

WHEREAS, the recent adoption of a business plan for USA envisions self-sufficient, quality organization for union members that will require some up front investment by the participating unions, until the organization becomes self-sufficient within the next two (2) years; therefore be it

RESOLVED, That the IAFF reaffirms its support of the Theodore Roosevelt Conservation Partnership and encourages our membership to actively participate; and it further

RESOLVED, That the IAFF participate in the development and promotion of the Union Sportsman's Association; and be it further

RESOLVED, That the IAFF will, as have other unions involved in the USA's development, contribute its proportionate share of the start-up costs for the first two (2) years of USA, at which time the organization will become self-sufficient and no further investment will be required; and be it further

RESOLVED, That two cents (\$.02) in per capita will be required for the IAFF's share in the two-year administrative start up of USA and building the affinity program that will truly benefit and help us strengthen our union's bond to our members and the lives outside of work; and be it further

RESOLVED, That this per capita requirement will sunset after two (2) years, a USA is slated to be self-sufficient after that point.

Submitted by: IAFF Executive Board  
Cost Estimate: 2 cents, sunset after 2 years

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

#### **Resolution No. 40**

**COMMITTEE ASSIGNMENT: Resolutions**

**Re: Marketing, Branding, Endorsement and Licensing Initiative**

WHEREAS, the image of fire fighters and emergency medical personnel define not only the public's perception of our members, but also defines the perception of our union; and

WHEREAS, the image of rescue personnel is frequently used in marketing and advertising campaigns for all kinds of products and services without our involvement, direction or control; and

WHEREAS, IAFF involvement could help ensure that when the fire fighter image is used, it is used properly and only in connection with products and/or services that are worthy of being associated with the fire fighters and EMS image; and

WHEREAS, a study conducted by the IAFF to gauge the interest of companies partnering with the IAFF for marketing, branding, endorsement and licensing initiatives verified significant interest among potential partners; and

WHEREAS, the IAFF is frequently approached by major corporations looking to work with our union in marketing, branding and/or endorsing a company, product or service. Some offers may be of great benefit to our union, and may serve to maintain and enhance the image of our members and our union, but the IAFF turns down such offers because no governing policy is in place; therefore be it

RESOLVED, That this Convention authorize the General President to explore and evaluate potential opportunities in marketing, licensing, branding, private labeling, partnerships, endorsements and licensing that use the IAFF's logo and the image of our members to prevent the misuse of the fire fighter image and to advance the interests and representation of the IAFF and its membership; and be it further

RESOLVED, That any such opportunities that are deemed to be favorable will be presented to the Executive Board for its consideration and action.

Submitted by: IAFF Executive Board  
Cost Estimate: None

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

**Resolution No. 41**

**COMMITTEE ASSIGNMENT: Resolutions**

**Re: Recognition of the Actions of IAFF Local 1707  
President Danny Hartwell from Natick, Massachusetts**

WHEREAS, fire fighter safety is a top priority of the Professional Fire Fighters of Massachusetts (PFFM) and the IAFF; and

WHEREAS, Natick Local 1707 was confronted with multiple equipment malfunctions and a significant crash in February 2004 of a new Quint apparatus that threatened the safety of its crew; and

WHEREAS, through the persistence of Local 1707's President, Danny Hartwell, to uncover and rectify the defects following these multiple accidents that "were not caused by a mechanical error" and that "human error was not a factor"; and

WHEREAS, President Hartwell, working with the IAFF's Department of Occupational Health and Safety, caused an investigation by the National Highway Traffic Safety Administration (NHTSA) that resulted in a first time ever "recall" of a defective fire truck; and

WHEREAS, the members gathered at the 36<sup>th</sup> Biennial PFFM Convention officially recognized and commended Natick Local 1707 President Danny Hartwell for his outstanding and relentless pursuit of safety for the 80 members of his local; therefore it

RESOLVED, That due to over 64 of these units being "recalled" nationally, the copy of this resolution be transmitted to the IAFF for appropriate recognition of Natick Local 1707 President Danny Hartwell at the 2005 IAFF Redmond Safety Symposium, or behalf of the fire fighters of this nation whose safety has been protected due to his bold actions; and be it further

RESOLVED, That due to scheduling conflicts, Brother Dan Hartwell was not in attendance at the 2005 IAFF Redmond Symposium, the IAFF recognize and acknowledge President Dan Hartwell at the 48<sup>th</sup> IAFF Biennial Convention, Toronto, Canada in August 2006.

Submitted by: Professional Fire Fighters of Massachusetts

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

**Resolution No. 42**

**COMMITTEE ASSIGNMENT: Resolutions**

**Re: Recognition of Support During the 2005 Hurricanes**

WHEREAS, in August and September 2005, Hurricanes Katrina, Rita and Wilma devastated the Gulf Coast region in Alabama, Mississippi, Louisiana, Texas and the Atlantic coast of Florida; and

WHEREAS, over 5,000 IAFF members were affected in various ways by these hurricanes with many members losing all possessions, including their home; and

WHEREAS, after these hurricanes the IAFF started helping the locals and members by setting up Command Posts (relief centers) in Baton Rouge, LA (Zoar Baptist Church); Port Arthur, TX (Faith Tabernacle Church); Houston, TX (Local 341 office); Broward County Station 28 and Miami Dade, FL, Local 1403, manned by District Vice Presidents, IAFF Staff, District Field Service Representatives, IAFF State and Local

leaders and other IAFF members; and

WHEREAS, from these command centers help was provided to members with financial aid, shelter, food, clothing, transportation, medicine, vaccinations, baseline blood tests, medical evaluations and member support counseling; and

WHEREAS, further support was provided with over 150 field missions with financial aid, food, water, ice, clothing, medicine, vaccinations, baseline blood tests, medical evaluations and member support counseling, housing repair and tree removal teams; and

WHEREAS, many other IAFF affiliates and their members helped by raising funds, donating supplies, sending teams to the area, working through FEMA and their state governments on task force teams, rescue teams and replacement crews; and

WHEREAS, the IAFF General President, General Secretary-Treasurer and IAFF staff provided critical support in many ways, including working abnormal hours and working through the Labor Day weekend; and

WHEREAS, the command centers received much needed assistance from other organizations – Louisiana AFL-CIO, Red Cross (\$1.4 million in debit cards distributed to our members through the command centers and in fire stations), private pilots association, Angel Flight, IAFC and the Baton Rouge Fire Department; and

WHEREAS, despite the turmoil created, our members continued on the job rescuing thousands of people and fighting fires not knowing the fate of their families or with the knowledge that many of their homes were damaged or destroyed; therefore be it

RESOLVED, That the locals in the affected areas on behalf of the members thank the IAFF and all of the above-mentioned individuals, locals and organizations for the support provided after these hurricanes because your support had true meaning in difficult time; and be it further

RESOLVED, That the delegates at this 48<sup>th</sup> IAFF Convention acknowledge the sacrifice, determination and spirit of our Sisters and Brothers affected by these storms; and be it further

RESOLVED, That a copy of this resolution be published in the IAFF Fire Fighter magazine for all members to know how much we appreciate our bond as Sisters and Brothers in the IAFF.

Submitted by: 14<sup>th</sup> District Vice President Danny Todd  
11<sup>th</sup> District Vice President Sandy McGhee  
12<sup>th</sup> District Vice President Dominick Barbera  
Professional Fire Fighters Association of Alabama  
Professional Fire Fighters Association of Mississippi  
Professional Fire Fighters of Louisiana  
Texas State Association of Fire Fighters  
Florida Professional Firefighters  
And all locals in the affected areas

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

### **Resolution No. 43**

**COMMITTEE ASSIGNMENT: Resolutions**

**Re: Recognition of Steven D. Turner, Local 117**

WHEREAS, local officers are the backbone of a strong organization through their leadership and guidance; and

WHEREAS, Steven D. Turner was a shining example of these attributes for Birmingham, Alabama, Local 117; and  
WHEREAS, Steve served faithfully and tirelessly as Vice President and later President of Local 117; and  
WHEREAS, Steve represented Local 117 as Chairman Pro-Tem on the Police a Fireman's Pension Fund; and  
WHEREAS, Steve represented the Professional Firefighters Association of Alabama as Secretary-Treasurer to the Alabama Joint Fire Council; and  
WHEREAS, Steve served the IAFF as a member of the EMS Committee; and  
WHEREAS, Steve performed all of these duties with honor, dignity, pride and work ethic matched by few others; and  
WHEREAS, Steve met an untimely death on June 13, 2006, which left a void in our hearts and our organization; therefore be it  
RESOLVED, That Steven D. Turner be formally recognized for his work and contributions to Birmingham, Alabama, Local 117, the PFFA of Alabama and the IAFF at the Biennial Convention in August 2006 in Toronto, Canada; and be it further  
RESOLVED, That two (2) copies of this Resolution be sent to Local 117 for our members and his widow, Wilma Turner.

Submitted by: Local 117, Birmingham, Alabama  
Professional Fire Fighters Association of Alabama

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

#### **Resolution No. 44**

**COMMITTEE ASSIGNMENT: Resolutions**

**Re: Censure of David Cohen, Mayor, Newton, Massachusetts**

WHEREAS, Newton Mayor David Cohen promotes himself as a public safety advocate for the citizens of the City of Newton, Massachusetts; and

WHEREAS, the Newton Firefighters Local 863 has been engaged in countless and constant battles with Mayor Cohen, some of which have arguably been related to public safety issues; and

WHEREAS, Mayor Cohen continues to subject Local 863 members to adverse and demeaning policies and conditions; and

WHEREAS, Mayor Cohen routinely forces Local 863 to seek remedies through arbitration to resolve issues that could be resolved through cooperative communication and

WHEREAS, Local 863 and its members have spent thousands of dollars in legal fees battling policies implemented under Mayor Cohen; and

WHEREAS, Mayor Cohen, over the course of his last term, submitted budgets that resulted in the reduction of the fire department budget by five percent (5%), which led to the loss of one (1) engine company and the reduction of eight (8) firefighter positions in the suppression division; and

WHEREAS, the Professional Fire Fighters of Massachusetts (PFFM) has formally voted to request that the IAFF contact the AFL-CIO on both the federal and state levels to request that all members of organized labor cease all endorsements and financial contributions to Newton Mayor David Cohen until such time that he follows through on his word and makes public safety one of his top priorities and discontinues his disrespectful behavior toward Local 863; and

WHEREAS, the Professional Fire Fighters of Massachusetts voted unanimously

and passed a resolution filed by Francis Capello, President of IAFF Local 863, at the PFI Biennial Legislative Convention held in Westborough on June 14, 2006, that the PFFM file an appropriate resolution of censure against Mayor Cohen at the International Association of Fire Fighters

Convention held in Toronto this August; therefore be it;

RESOLVED, That the International Association of Fire Fighters notify the AFL-CIO of such censure and to join with us in expressing their displeasure by formally notifying Mayor David Cohen and the National Democratic Mayors Association that they take action requesting Mayor David Cohen to cease and desist his anti-union positions and actions against our brother and sisters of IAFF Local 863; and be it further

RESOLVED, That the IAFF, the AFL-CIO and the National Democratic Party take all steps necessary in compliance with the Democratic National Platform throughout the country "that all union workers be treated with respect and dignity" and urge all Democratic Mayors throughout the country to abide by the principles of organized labor and be it further

RESOLVED, That if no action is taken by the National Democratic Mayors Association in reference to the censure of Newton Mayor David Cohen, the IAFF and the AFL-CIO seek to stop all financial contributions by organized labor to the Democratic Mayors Association and then notify the National Democratic Party of such censure and actions.

Submitted by: Professional Fire Fighters of Massachusetts

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted Unanimously**

#### **Resolution No. 45**

**COMMITTEE ASSIGNMENT: Resolutions**

**Re: Censure of Michael J. McGlynn, Mayor, Medford, Massachusetts**

WHEREAS, the City of Medford Mayor Michael J. McGlynn (D) promotes himself as a pro-labor mayor and has, in the past, obtained endorsements and financial support from various labor organizations in Massachusetts; and

WHEREAS, the Medford Firefighters Local 1032 has been engaged in countless and constant battles with Mayor McGlynn over straightforward contract issues; and

WHEREAS, Local 1032 has been required to grieve Mayor McGlynn's failure to live up to an agreement with the local to return health insurance payments to a 80%/20% split and has even petitioned the Middlesex Superior Court to vacate any arbitration award that may be issued in favor of the local on this issue; and

WHEREAS, Mayor McGlynn has also taken his firefighters to Middlesex Superior Court to have three (3) additional arbitration awards overturned despite the fact that the collective bargaining agreement clearly states all arbitration awards will be final and binding on both parties; and

WHEREAS, Local 1032 has been forced to spend thousands of dollars in legal fees to fight Mayor McGlynn's actions; and

WHEREAS, Mayor McGlynn has been unresponsive to both Professional Fire Fighters of Massachusetts (PFFM) President Robert McCarthy and IAFF Third District Vice President Michael Mullane in their attempts to mediate this ongoing situation; and

WHEREAS, the PFFM has formally passed a resolution requesting the IAFF contact the AFL-CIO on both the federal and state levels to request that all member labor organizations cease all endorsements and financial contributions to Medford Mayor

Michael McGlynn until such time that he proves he is worthy to present himself as a friend of labor and lives up to the collective bargaining agreements he signed and further obeys arbitration awards as predicated in the Medford Firefighters' Contract; and

WHEREAS, the Professional Fire Fighters of Massachusetts voted unanimously and passed a resolution filed by Rick Jordan, President of IAFF Local 1032, at the PFFM Biennial Legislative Convention held in Westborough, MA that the PFFM file an appropriate resolution of censure against Mayor McGlynn at the International Association of Fire Fighters Convention held in Toronto this August; therefore be it

RESOLVED, That the International Association of Fire Fighters notify the AFL-CIO of such censure and to join with us in expressing their displeasure by formally notifying Mayor Michael McGlynn and the National Democratic Mayors Association that they take action requesting Mayor Michael McGlynn to cease and desist his anti-union positions and actions against our brothers and sisters of IAFF Local 1032; and be it further

RESOLVED, That the IAFF, the AFL-CIO and the National Democratic Party take all steps necessary in compliance with the Democratic National Platform throughout the country "that all union workers be treated with respect and dignity" and urge all Democratic Mayors throughout the country to abide by the principles of organized labor and be it further

RESOLVED, That if no action is taken by the National Democratic Mayors Association in reference to the censure of Medford, Massachusetts, City Mayor Michael McGlynn (D), the IAFF and the AFL-CIO seek to stop all financial contributions by organized labor to the Democratic Mayors Association and then notify the National Democratic Party of such censure and actions.

Submitted by: Professional Fire Fighters of Massachusetts

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted Unanimously**

#### **Resolution No. 46**

**COMMITTEE ASSIGNMENT: Resolutions**

**Re: Censure of Tony Mintoff, Chief of St. Catharines Fire Services, St. Catharines, Ontario, Canada**

WHEREAS, the Corporation of the City of St. Catharines, Ontario, Canada appointed Tony Mintoff as its Fire Chief on July 4, 2005; and

WHEREAS, since his arrival in St. Catharines, Chief Mintoff has taken numerous actions adverse to the collective agreement, working conditions and the members of the St. Catharines Professional Fire Fighters Association, IAFF Local 485; and

WHEREAS, these actions have generated over twenty (20) grievances, all of which have been denied by the Corporation's Chief Administrative Officer, and currently seventeen (17) are destined for arbitration at an enormous cost to the membership of Local 485 and the citizens of St. Catharines; and

WHEREAS, Chief Mintoff has arguably violated the Ontario Fire Protection and Prevention Act of 1997 (FPPA) by ordering members of Local 485 to participate in training activities during their off-duty hours, even though the FPPA declares that fire fighters should be free from fire department duties during their off-duty hours; and

WHEREAS, Chief Mintoff has threatened to unilaterally implement an attendance management program despite the local's position that such an action would violate the statutory freeze provision in Article 56(1) of the FPPA; and

WHEREAS, Chief Mintoff has attempted to suppress the efforts of the duly elected executive board members of Local 485 to represent its members by interfering with their ability to meet with on-duty firefighters to investigate violations of the collective agreement and their members' rights; and

WHEREAS, Chief Mintoff has a record of confrontational labour relations hostile to unions during his prior tenures with the Ontario Municipalities of Ajax and Markham; and

WHEREAS, the morale of the St. Catharines Professional Fire Fighters Association, IAFF Local 485, is at an all-time low, directly due to the atmosphere of mistrust and trepidation created by Chief Mintoff; therefore be it

RESOLVED, That the International Association of Fire Fighters formally censure Fire Chief Tony Mintoff; and be it further

RESOLVED, That Fire Chief Mintoff, the International Association of Fire Chiefs (IAFC), the Canadian Association of Fire Chiefs (CAFC), the Ontario Association of Fire Chiefs (O AFC) and the Association of Municipalities of Ontario (AMO) are provided with copies of this resolution.

Submitted by: Local 485, St. Catharines, Ontario

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted Unanimously**

### **Emergency**

### **Resolution No. 47**

**COMMITTEE ASSIGNMENT: Health and Safety**

**Re: IAFF Fallen Fire Fighter Family Support Network**

WHEREAS, in an average year about one hundred active duty IAFF members (in line-of-duty or duty-connected deaths; and

WHEREAS, our fallen brother and sister firefighters nearly always leave behind grieving family members in need of support and assistance in a time of tragedy; and

WHEREAS, fire fighters always do their best to take care of their own; and

WHEREAS, in spite of the best of intentions, both grieving family members and the fire fighters who would support them are often unsure of what type of help should be offered or accepted; and

WHEREAS, the same sort of uncertainty and discomfort often comes into play regarding the frequency of contacts between those who grieve and those who would support them; and

WHEREAS, the families of fallen fire fighters often live miles distant from the jurisdictions where their loved ones worked; and

WHEREAS, IAFF fire fighters form a family of 270,000 members whose willingness to care for one another transcends jurisdictional boundaries; now therefore be it

RESOLVED, That the IAFF General President appoint a committee comprised of voluntary participants whose expenses are covered by their home locals; and be it further

RESOLVED, That the committee meet to develop a document suggesting best practices for supporting the families of fallen fire fighters; and be it further

RESOLVED, That the document include discussion of a network approach that could involve any local willing to participate in the effort to support families across jurisdictional lines; and be it further

RESOLVED, That upon completion of its work the committee shall present this document to the IAFF Executive Board for its acceptance or rejection, with or without a revisions as the Board may deem necessary; and be it further

RESOLVED, That if accepted, the program shall be known as the IAFF Fallen Firefighter Family Support Network, and that the particulars of this optional approach to support of fire fighter families shall be made available online to all IAFF affiliates.

Submitted by: Local 112, Los Angeles, California

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted**

### **Emergency**

### **Resolution No. 48**

**COMMITTEE ASSIGNMENT: Health and Safety**

**Re: Fire Fighter Cancer Support Network**

WHEREAS, it is an unfortunate truth that the rewards of career firefighting comes with greater risks **for cancer; and**

WHEREAS, there is an ever increasing occurrence of job-related cancer to IAFF Firefighters' membership; **and**

WHEREAS, there is often times a scarcity of knowledge, contacts, information and available resources for our membership when first faced with this deadly disease; and

WHEREAS, firefighters diagnosed with cancer are often hit with understandable shock, isolation, and no idea of what to do or who to talk to; and

WHEREAS, firefighters who have already experienced this horror can be of assistance to the newly diagnosed, both as information resources and as a support network; and

WHEREAS, Los Angeles County Firefighter Paramedic and cancer survivor Mike Dubron with Local 1014's assistance, has established and founded Firefighter Cancer Support Network, Inc.; and

WHEREAS, this non-profit, firefighter cancer support group provides resources and a network of firefighter cancer victims and cancer data; and

WHEREAS, professional firefighters and their families will benefit from cancer education and information available to them; now therefore be it

RESOLVED, That the IAFF endorse and support Firefighters Cancer Support Network, Inc.; and be it further

RESOLVED, That the IAFF provide a web link to the organization's website at [www.firefightercancersupport.org](http://www.firefightercancersupport.org) and notify its members of this resource.

Submitted by: Local 1014, Los Angeles County, California

Cost Estimate: None

**COMMITTEE RECOMMENDATION: Adopt**

**CONVENTION ACTION: Adopted Unanimously**

### **New**

### **Resolution No. 49**

- Re: Fire Fighter Day of Remembrance

- WHEREAS, the fifth anniversary of the most devastating terrorist attacks to ever hit our homeland is upon us; and

WHEREAS, the profound acts of cowardice by the terrorists on September 11, 2001, resulted in the horrific loss of life at the World Trade Center towers, the Pentagon and in a rural field in Shanksville, Pennsylvania; and

WHEREAS, our brothers and sisters responded to the attacks that dreadful day, rescuing thousands of citizens and, as they always do, displaying the honor, commitment and sacrifice above and beyond the call of duty that have come to define the fire fighter profession; and

WHEREAS, the fire fighters who perished that day and those who worked as part of the massive recovery and support efforts remain pillars of courage to all for their selfless acts of bravery and devotion to their fellow citizens; and

WHEREAS, the loss of our brothers in the collapse of the World Trade Center towers following those attacks has burned a place in the public consciousness of the date 9/11 and made it a day of remembrance for fire fighters throughout the world; and

WHEREAS, memorials and monuments like those at "Ten House" in New York City and the IAFF Fallen Fire Fighter Memorial in Colorado Springs give us a place to reflect on the selfless acts of courage and duty of not only those who fell on September 11, but those we have lost since and those who carry on; therefore be it

RESOLVED, That the delegates of the IAFF 48<sup>th</sup> Biennial Convention deem that 9/11 of each year be solemnly recognized as a day of remembrance for all fire fighters who fall in the line of duty, everywhere.

**CONVENTION ACTION: Adopted Unanimously**