

1 **Resolution #1**

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3 **Memorial Resolution**

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6 **Whereas:** During the period since the last Michigan Professional Fire Fighters  
7 Union Convention, far too many of our IAFF Brothers and Sisters  
8 have died in the line of duty, and

9  
10 **Whereas:** During this same period, a large number of other members and  
11 retirees have also passed away due to natural causes, therefore be it

12  
13 **Resolved:** That those of us that remain shall never forget the contributions and  
14 sacrifices made by those before us to improve our profession, and be  
15 it further

16  
17 **Resolved:** That the members assembled at this 49<sup>th</sup> Biennial Convention of the  
18 Michigan Professional Fire Fighters Union do hereby honor our  
19 deceased Brother and Sister Fire Fighters with a moment of silence.  
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36 *Submitted by: MPFFU Executive Board*

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38 *Committee Assigned to: Resolutions*

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40 *Committee Recommendation:*

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42 *Cost Factor: None*

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44 *Convention Action:*  
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1 **Resolution #2**  
2 **Elimination of One MPFFU District Vice President Position**

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4 Whereas: The MPFFU Strategic Plan identified the need to continually monitor  
5 the structure of the MPPFU and to look for opportunities to reduce  
6 the number of MPFFU district vice presidents and,  
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8 Whereas: Reducing the number of District Vice Presidents would not affect  
9 services to locals but would reduce the costs associated directly and  
10 indirectly with the number of District Vice Presidents, and  
11

12 Whereas: The MPFFU Executive Board is currently comprised of Six District  
13 Vice Presidents that are elected to represent the locals in each  
14 district, and the number of locals contained in these districts varies  
15 greatly with more than thirty in some districts and as few as 3 in the  
16 smallest, and  
17

18 Whereas: Reducing the number of districts from Six to Five would provide a  
19 better balance in the number of locals in each district, and  
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21 Whereas: The current First District Vice President is not seeking re-election,  
22 therefore creating a vacancy in that position, now therefore be it  
23

24 Resolved: That effective at this 49<sup>th</sup> Convention, the locals in the First District  
25 and the Third District shall elect one District Vice President who will  
26 represent both of these Districts on the MPFFU Executive Board,  
27 and be it further  
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29 Resolved: That district meetings shall continue to be held twice a year in both  
30 the First District and the Third District, and be it further  
31

32 Resolved: That all appropriate sections of the MPFFU Constitution and By-laws  
33 be modified to reflect this change, and be it finally  
34

35 Resolved: That this change is being made on a two year trial basis and all  
36 changes in the MPFFU Constitution and By-Laws resulting from the  
37 adoption of this resolution will sunset and revert back to the original  
38 language at the 2012 MPFFU Convention unless the sunset date is  
39 extended or eliminated by convention resolution.  
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42 *Submitted by: MPFFU Executive Board*

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44 *Committee Assigned to: Constitution and By-Laws*

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46 *Committee Recommendation:*

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48 *Cost Factor: None*

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50 *Convention Action:*

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## Resolution #3

### CPI - Per Capita Tax Increase

Whereas: The last per capita tax increase took effect on July 1, 2008, and

Whereas: According to the Bureau of Labor Statistics, inflation since July 1, 2008 has decreased the buying power of the per capita tax amount of \$10.25 by fifteen cents (\$0.15), and

Whereas: In order to replace this lost revenue and return it to the January 1, 2009 level, a per capita tax increase is now necessary, therefore be it

Resolved: That the Michigan Professional Fire Fighters Union Constitution and By-Laws be amended to reflect an increase of fifteen cents (\$0.15) cents, effective July 1, 2010, and be it further

Resolved: That the per capita tax amount shall be adjusted annually on July 1<sup>st</sup> of each year based on the Bureau of Labor Statistics CPI Inflation Calculator found at [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm)

**Note: The CPI inflation calculator uses the average Consumer Price Index for a given calendar year. This data represents changes in prices of all goods and services purchased for consumption by urban households.**

29 *Submitted by: MPFFU Executive Board*

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31 *Committee Assigned to: Constitution and By-Laws*

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33 *Committee Recommendation:*

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35 *Cost Factor: \$0.15*

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37 *Convention Action:*

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**Resolution #4**

**Per Capita Tax Increase Due to Decrease in Membership**

Whereas: The last per capita tax increase took effect on July 1, 2008, and

Whereas: Since that time, the number of MPFFU members that pay per capita tax has decreased by more than 250 members, which equates to a loss of over \$30,000 in per capita tax revenue to the MPFFU, and

Whereas: In order to replace this lost revenue and return it to the July 1, 2008 level, a per capita tax increase is necessary, therefore be it

Resolved: That the Michigan Professional Fire Fighters Union Constitution and By-Laws be amended to reflect an increase of sixty cents (\$0.60), effective July 1, 2010.

20 Submitted by: *Terrence H. Chesney, MPFFU Secretary-Treasurer*

21 Committee Assigned to: *Constitution and By-Laws*

22 Committee Recommendation:

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24 Cost Factor: *\$0.60*

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26 Convention Action:

**Resolution #5**  
**Salaries of President and Secretary-Treasurer of the MPFFU**

Whereas: The salary of the President and Secretary-Treasurer are currently based on an amount equal to 70% of the salary of the highest paid MPFFU member holding the rank of firefighter and this amount is currently \$48,000/year and is scheduled to increase again on July 1, 2010, and

Whereas: The President and Secretary-Treasurer also currently receive an additional daily compensation payment when they are required to work within the State on Saturday or Sunday, and for each day they are representing the MPFFU at meetings or Conferences outside the State of Michigan and this amount averages approximately \$5,000 per year, and

Whereas: In 2008, the President and Secretary-Treasurer both took a voluntary pay freeze at the rate of \$45,200 due to budgetary concerns, and

Whereas: After a through review, the MPFFU Ad-Hoc Compensation Review Committee has recommended that the payment of MPFFU Principal Officers be revised, therefore be it

Resolved: That the Michigan Professional Fire Fighters Union Constitution and By-Laws be amended to reflect the following changes:

1. The salary for the President and the Secretary-Treasurer of the MPFFU shall be \$48,000 per year.
2. No additional daily compensation shall be paid to the President or Secretary-Treasurer of the MPFFU.
3. No loss of time from work shall be paid to the President or Secretary-Treasurer of the MPFFU.

*Submitted by: MPFFU Executive Board*

*Committee Assigned to: Constitution and By-Laws*

*Committee Recommendation:*

*Cost Factor: none*

*Convention Action:*

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**Resolution #6**

**Revision of Daily Compensation Rate**

Whereas: The daily compensation rate for Principal Officers, District Vice Presidents, and Trustees is equal to 75% of the recognized IAFF Per Diem rate and this amount is currently equal to \$215, and

Whereas: In 2008, the MPFFU Executive Board and Trustees took a voluntary pay freeze at the rate of \$194 due to budgetary concerns, and

Whereas: After a through review, the MPFFU Ad-Hoc Compensation Review Committee has recommended that the Daily Compensation rate be revised, therefore be it

Resolved: That the Michigan Professional Fire Fighters Union Constitution and By-Laws be amended to reflect the following changes:

1. The Daily Compensation rate shall be \$200 per day.
2. No loss of time for work shall be paid to any member of the MPFFU.

31 *Submitted by: MPFFU Executive Board*

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33 *Committee Assigned to: Constitution and By-Laws*

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35 *Committee Recommendation:*

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37 *Cost Factor: none*

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39 *Convention Action:*

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**Resolution #7**

**Rate of Pay for MPFFU Committee Members**

Whereas: Members of MPFFU Standing Committees are paid \$50 per meeting and this amount hasn't been changed for several years, and

Whereas: Members of MPFFU Convention Committees are currently paid the Daily Compensation rate, and

Whereas: After a through review, the MPFFU Ad-Hoc Compensation Review Committee has recommended that the payment of committee members be revised, therefore be it

Resolved: That the Michigan Professional Fire Fighters Union Constitution and By-Laws be amended to reflect the following changes:

1. All MPFFU Committee members, including Convention Committee members shall be paid \$75 per meeting.
2. Chairman of MPFFU Committees that are not members of the MPFFU Executive Board or Trustees shall be paid the established Daily Compensation rate.
3. No loss of time for work shall be paid to any member of the MPFFU.

*Submitted by: MPFFU Executive Board*

*Committee Assigned to: Constitution and By-Laws*

*Committee Recommendation:*

*Cost Factor: none*

*Convention Action:*

1 **Resolution #8**

2 **CPI – Pay Adjustments**

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5 Whereas: Currently, there is not a consistent method for determining  
6 compensation adjustments for elected officers, appointed committee  
7 members, and employees of the MPFFU , and  
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9 Whereas: After a through review, the MPFFU Ad-Hoc Compensation Review  
10 Committee has recommended that future increases be based on  
11 changes within the Bureau of Labor Statistics Consumer Price Index ,  
12 therefore be it  
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14 Resolved: That all established salaries, daily compensation rates, and committee  
15 payments shall be adjusted annually on January 1<sup>st</sup> of each year  
16 based on the Bureau of Labor Statistics CPI Inflation Calculator found  
17 at [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm)  
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19 **Note: The CPI inflation calculator uses the average Consumer Price Index for**  
20 **a given calendar year. This data represents changes in prices of all goods and**  
21 **services purchased for consumption by urban households.**  
22

23 Resolved: That this resolution shall not take effect unless Resolution #3 (CPI Per  
24 Capita Tax Increases) is also adopted, and be it finally  
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26 Resolved: That any increase scheduled to occur because of this calculation shall  
27 not exceed 5% per year.  
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34 Submitted by: Terrence H. Chesney, MPFFU Secretary-Treasurer

35 Committee Assigned to: Constitution and By-Laws

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37 Committee Recommendation:

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39 Cost Factor: covered by Resolution #3

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41 Convention Action:  
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**Resolution # 9**  
**Resignation of Office**

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Whereas: Article 6, section 3 of the MPFFU Constitution and By-Laws currently states that: "If either the President or Secretary-Treasurer of the MPFFU is elected to a position with the International Association of Fire Fighters, he shall immediately resign his position with the MPFFU, and

Whereas: Recent events have proven that this language is not in the best interest of the members of the MPFFU, therefore be it

Resolved: That the following modification be made to Article 6, section 3 of the MPFFU Constitution and By-Laws:

If either the President or Secretary-Treasurer of the MPFFU is elected to a position with the IAFF, other than IAFF Trustee, he/she shall resign their position with the MPFFU within ninety days of their election.

*Submitted by: MPFFU Executive Board*  
*Committee Assigned to: Constitution and By-Laws*  
*Committee Recommendation:*  
*Cost Factor: None*  
*Convention Action:*





**Resolution # 12**  
**President Emeritus Status for Paul Hufnagel**

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Whereas:  
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Resolved: That Brother Paul Hufnagel be granted the position of President Emeritus of the Michigan Professional Fire Fighters Union, and be it further

Resolved: That has President Emeritus, Brother Paul Hufnagel be granted ex-officio lifetime membership in the Michigan Professional Fire Fighters Union and be accorded all the benefits of that office, and be it finally

Resolved: That Brother Paul Hufnagel be presented with an appropriate plaque to memorialize this achievement.

*Submitted by: MPFFU Executive Board*  
*Committee Assigned to: Constitution and By-Laws*  
*Committee Recommendation:*  
*Cost Factor: minimal*  
*Convention Action:*

**Resolution # 13**  
**Lifetime Membership for Kevin Pirlot**

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4 Whereas: Brother Kevin Pirlot served as the 1<sup>st</sup> District Vice President from  
5 May 2002 – May 2010, and  
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7 Whereas: Brother Pirlot's efforts and dedication to fire fighters will have a  
8 lasting effect on many members of the MPFFU for many years into  
9 the future; and  
10

11 Whereas: Kevin Pirlot, in his position of 1st District Vice President, selflessly  
12 provided exemplary service to local union affiliates regardless of  
13 their size or geographic location; and  
14

15 Whereas: Kevin Pirlot has shared his wisdom, experience, and leadership  
16 with all members of the MPFFU Executive Board and its members;  
17 and  
18

19 Whereas: Brother Pirlot's dedication to the labor movement as a local union  
20 member, officer, and as MPFFU 1<sup>st</sup> District Vice President  
21 exemplified the true spirit of a trade unionist; therefore be it  
22

23 Resolved: That Kevin Pirlot be awarded the honor and privilege of Lifetime  
24 Membership in the Michigan Professional Fire Fighters Union.  
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31 *Submitted by: MPFFU Executive Board*

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33 *Committee Assigned to: Constitution and By-Laws*

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35 *Committee Recommendation:*

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37 *Cost Factor: minimal*

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39 *Convention Action:*

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**Resolution # 14**  
**Recommendations of the Ad-Hoc Compensation Review Committee**

Whereas: The Ad-Hoc Compensation Review Committee conducted a through review of the all compensation items listed in the MPFFU Constitution and By-Laws and after this review they made the following recommended changes:

Resolved: That the following changes be made to the MPFFU Constitution and By-Laws:

1. District Vice Presidents shall receive daily compensation payments for any function approved in advance by the MPFFU President.
2. District Vice Presidents shall only be approved to attend one district meeting outside his/her own district per calendar year.
3. No daily compensation payment shall be made for any of the following activities: Installation of officers or members of a Local (other than a new local), attendance at social or charitable functions of a local, attendance at award presentations or ceremonial functions, attendance at retirement or funeral ceremonies, and providing service to the Vice Presidents own local.
4. MPFFU Trustees shall receive daily compensation payments for two days per year to conduct the MPFFU audits, district meetings in their own Trustee region, attendance at executive board meetings and conventions, and any other function approved in advance by the MPFFU President.
5. MPFFU members serving as instructors at MPFFU Seminars and Conferences shall receive the recognized Daily Compensation Payment for each day that they instruct.
6. Chairpersons of MPFFU Committees shall receive the recognized Daily Compensation rate for each committee meeting.
7. Members requested by the MPFFU President to represent the MPFFU at any function shall receive the recognized Daily Compensation rate.

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8. Mileage or travel reimbursement will no longer be paid to any Emeritus, Lifetime Members or former MPFFU officers invited to the MPFFU Convention.

9. When it is necessary to incur air travel expenses to conduct authorized business of the MPFFU, members shall purchase coach tickets at the best available rate for the days that travel would normally occur for the designated business.

10. The current practice of District Vice Presidents receiving daily compensation for two administrative days per month should be contingent on submission of a detailed written report at each quarterly Executive Board meeting. The DVP shall be required to contact each local in the district at least once per quarter. The report shall list the date the local was contacted, the officer spoken to, and the most current information on each local.

*Submitted by: MPFFU Executive Board*  
*Committee Assigned to: Constitution and By-Laws*  
*Committee Recommendation:*  
*Cost Factor: minimal*  
*Convention Action:*

1 **Resolution # 15**  
2 **Housekeeping Revisions to Constitution and By-Laws**

3  
4 **Whereas:** A review of the MPFFU Constitution and By-Laws has found that,  
5 over time, several items listed are now out of date or no longer  
6 necessary to be listed in the MPFFU Constitution and By-Laws,  
7 therefore be it

8  
9 **Resolved:** That the following items be removed from the MPFFU Constitution  
10 and By-Laws:

- 11  
12 1. Article 3, Section 4 – Restricted Funds- delete entire Section  
13  
14 2. Article 3, Section 5 – Initiation Fees – delete “All initiation fees  
15 shall be earmarked solely for the purpose of developing and  
16 providing the Member Orientation Program.  
17  
18 3. Article 5, Section 13 – Special Convention – delete entire  
19 Section  
20  
21 4. Article 7, Section 5 – Executive Board Directives – remove the  
22 requirement for a video tape for the Member Orientation  
23 Program.  
24  
25 5. Article 7, Section 5 – Executive Board Directives – remove the  
26 requirement for contract data base of comparable information.  
27  
28 6. Article 7, Section 5 – Executive Board Directives – remove the  
29 requirement for presentation of ring to new members of the  
30 MPFFU Executive Board.  
31  
32 7. Article 10 – MPFFU Publication – remove the requirement for  
33 members to sign authorization slips in order to receive the  
34 magazine.  
35  
36 8. Article 12 – Section 3 – remove: “ A written record will be kept of  
37 all invitation to fund raisers that are received by the MPFFU  
38 and this record will be reviewed by the MPFFU Executive  
39 Board at each meeting.”

40  
41 *Submitted by: Terrence Chesney MPFFU Secretary-Treasurer*

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43 *Committee Assigned to: Constitution and By-Laws*

44  
45 *Committee Recommendation:*

46  
47 *Cost Factor: minimal*

48  
49 *Convention Action:*

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2 **Resolution # 16**  
3 **Modification of Convention Delegate Count Structure**  
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5 Whereas: Delegate action at the MPFFU 2006 convention changed Detroit Local  
6 344's per capita to help solve the local's financial difficulties at the time  
7 by reducing payment on five hundred (500) members to four hundred-  
8 one (401) members. This convention action also changed the local's  
9 Convention delegate count from ten (10) to seven (7). No other  
10 adjustment in Convention delegate count was considered at the 2006  
11 MPFFU Convention, and;

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13 Whereas: A closer study of Convention delegate count structure reveals a skewed,  
14 unfair distribution of Convention delegates, particularly for those local  
15 with more than fifty (50) members, and;

16  
17 Whereas: The fact that seventy (70) of the one hundred twenty-seven (127) MPFFU  
18 locals have less than twenty-five (25) members makes it important to  
19 retain their current delegate strength in the current system that  
20 empowers the MPFFU's smaller locals at Convention (rather than one  
21 vote per member like the IAFF system), and;

22  
23 Whereas: The current breakdown of MPFFU Convention delegate count is as  
24 follows, and:

25

26	25 members or less entitled to Two delegates	(70 locals)
27	26 – 100 members entitled to Three delegates	(50 locals)
28	101 – 200 members entitled to Four delegates	( 4 locals)
29	201 – 300 members entitled to Five delegates	( 2 locals)
30	301 – 400 members entitled to Six delegates	( 0 locals)
31	401 or more members entitled to Seven delegates	( 1 local)

32

33 Whereas: There is a desire to adjust Convention delegate count to more fairly  
34 represent those locals with more than fifty (50) members, more than one  
35 hundred (100) members, and more than two hundred (200) members on  
36 the convention floor as well as in election of MPFFU officers, therefore  
37 be it;

38  
39 Resolved: That Article 5, Section 2 of the MPFFU Constitution and By-Laws be  
40 amended to reflect the following convention delegate counts:

41  
42 **25 or less members entitled to Two delegates**  
43 **26 – 50 members entitled to Three delegates**  
44 **51 – 75 members entitled to Four delegates**  
45 **76 – 100 members entitled to Five delegates**  
46 **101 – 400 members entitled to Six delegates**  
47 **401 or more members entitled to Seven delegates**  
48

49  
50 *Submitted by: Westland Professional Fire Fighters Union – IAFF Local 1279*

51 *Committee Assigned to: Constitution and By-Laws*

52 *Committee Recommendation:*

53 *Cost Factor: none*

54 *Convention Action:*

