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MICHIGAN PROFESSIONAL FIRE FIGHTERS UNION

50TH BIENNIAL CONVENTION

RADISSON HOTEL & THE LANSING CENTER

LANSING, MICHIGAN

THURSDAY, MAY 3, 2010, 9:00 a.m.

VOLUME II OF II

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1 Lansing, Michigan

2 Thursday, May 3, 2012 - 9:11 a.m.

3 MR. DOCHERTY: Good morning. We're going to start
4 out this morning with our General President, Harold
5 Schaitberger. We thank you for coming out, we appreciate
6 you coming all this way to attend our convention. It is an
7 honor to have you here. Thank you.

8 (Audience applause)

9 MR. SCHAITBERGER: Good morning. And it's great
10 to be back in Michigan. And Mark, I enjoyed the evening
11 last night with you, and Terry, and Mike, the officers, and
12 the local officers here from Lansing. Just to catch up on
13 exactly what is going on. And the fact of the matter is,
14 I'm more than familiar with the challenges that you've been
15 facing as our affiliates, and our members, and our leaders
16 have been facing all across this nation for the last 18
17 months. Before I get started, let me -- certainly I want to
18 acknowledge a few people. And I know he was here yesterday
19 and I know I don't have to tell you about our General
20 Secretary/Treasurer who was your district vice-president for
21 a decade. But I just want you to know that I think we are
22 truly blessed to have Tom Miller as our GST.

23 Tom had to step in to quite a set of footprints.
24 He followed nothing less than a legacy of 22 years, Vinnie
25 Bollon. Second longest serving principle officer for this

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1 IAFF since 1918. And when you're following someone who cuts
2 such a legacy and basically is a legend, sometimes that's a
3 pretty tough act to follow. But I'm going to tell you that
4 Tom has taken over that role, he has put in as I know you
5 heard yesterday, a strong staff. He has reorganized our
6 budget and accounting operations. He has brought our human
7 resources operations literally to 21st century standards.
8 He makes sure that your funds are handled transparently. Is
9 making solid investments to make sure that we continue to
10 build on the resources to provide the services and the tools
11 and the assistance that our affiliates are entitled to. And
12 I just want to make sure even though he left early this
13 morning that you know that not only has he been my friend
14 for 40 years, but he is a true Brother in every way that you
15 can use that term. And I think we are all really fortunate
16 to have him as our GST.

17 I also always talk about the table. And the vice
18 presidents who have to follow me around and they've got to
19 listen to me sometimes multiple times during the year, they
20 know one thing, I think, about me is I'm pretty consistent.
21 And it's easy to be consistent when you simply tell it like
22 it is, you tell the truth. And the truth is, is that this
23 International is structured and it's led by what I call the
24 table. And there are 16 chairs at that table. Every
25 district owns one of those chairs. Every district has a

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1 chair and they put their very best in there to make sure
2 your voice is heard. Your priorities become part of the
3 priorities of this great IAFF. That's the chair that helps
4 to decide how we're going to spend your \$58 million. Every
5 dollar, dues dollar, every month paid by almost 300,000 men
6 and women that hold an IAFF card.

7 They're not paying that monthly dues into some
8 club, or fraternity, or some sorority. They're paying it to
9 their union, they're expecting their dues to make a
10 difference in their lives. They expect us to make sure that
11 we are protecting their jobs. Making sure they have a
12 little bit of a share in the financial success of a great
13 nation. So that they can retire with dignity and security
14 at the end of their working career. That we take care of
15 their families, we protect their rights. That's what that
16 table has to determine how that \$58 million is used. That's
17 the table that decides who are we going to pursue, who are
18 we going to attack, and who are we going to support. It
19 lays out our strategy quarter after quarter, year after
20 year. And I can tell you at that table your chair is held
21 by someone that I don't have to describe to you in this
22 state. Someone that really in this district has known and
23 has come to know so much better. But it is held by someone
24 who is serious, someone who doesn't go along to get along,
25 someone who's willing to ask the tough questions and the

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1 probing questions. And always pushing us to try to do more.
2 Someone who I've always considered a friend, but now I rely
3 on for his advice and counsel. And someone who represents
4 your interests, I believe, in an extraordinary way. And
5 that's your own 8th District Vice-President, Paul Hufnagel.
6 Paul, thanks for everything you do.

7 (Audience applause)

8 MR. SCHAITBERGER: And I'd be remiss if I didn't
9 call attention to -- I mentioned Vinnie, I mentioned the
10 legacy, I mentioned the legends. And I should add the words
11 heritage and history. We talked about this a little last
12 night. I suspect we have a lot of leaders on this floor.
13 And I know we have a lot of members who may not always fully
14 remember and too often don't appreciate the work of those
15 that preceded all of us. Every one of us that holds a
16 position in this IAFF, local union officer, president, state
17 officer, president, international officer, president, every
18 single one of us has to follow those who really led before
19 us. And more times than not those that fought the battles
20 in the toughest of times. We've got tough times right now,
21 but I can still remember times very young, brand new, local
22 union officer when we had members on the streets all over
23 this country. Tough and bloody, strikes, chaos, anger, true
24 battles. And all of those that were responsible for this
25 union through those tough times also helped develop a path

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1 that began to set the bargaining rights for so many states
2 across this nation. I think we always need to make sure
3 that we never forget and that we always celebrate those
4 whose shoulders we stand on. So I want to make sure that I
5 acknowledge -- not in the right order so just bear with me
6 but Gary Thomas, incredible legacy, President Emeritus Larry
7 McColl followed suit and did a magnificent job. You guys
8 really helped to set the stage for this state and you really
9 fought the fights over so many years. And you really should
10 be honored and remembered. And I can tell you I always
11 will. I appreciate your friendship, your leadership, and we
12 all have benefitted by your work. Thank you for everything
13 you did.

14 (Audience applause)

15 MR. SCHAITBERGER: And I saved one for, I guess, a
16 special shout out. I don't want to over state this because
17 he's heard me say it before. But it's because it's the
18 absolute truth. I went to my first convention in 1972, I
19 got to have my first opportunity to decide who should be a
20 principle officer leading this IAFF at the time running for
21 secretary/treasurer. A lot of people ignored my local
22 because we were pretty new. It took them awhile, in fact,
23 two days for most of the really seasoned affiliates to
24 realize that at that time we were about 600 in number which
25 was a pretty good sized local back then, about 1400 now.

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1 But before that was really understood and realized, you
2 know, a candidate named Dan Delegato sought me out and he
3 asked for our support. And he took the time to sit with us.
4 And I was so impressed not only with him as a union leader,
5 but that he with all the players in Los Angeles that year
6 would take the time to sit down and seek our support, which
7 he received.

8 And you fast forward a few years later and Howie
9 McClennan gave me my first shot at the IAFF. Come from the
10 field and come from the International to help build a
11 legislative and a political operation. The truth is, while
12 Howie was trying to decide who should really fill that role,
13 Dan Delegato was the man who whispered in his ear and said,
14 you need to take a chance on this kid. And it was with that
15 that I started my journey, which has been incredible and
16 blessed. Something I could have never imagined which has
17 led me here and to this role. And so for the guy who was
18 responsible for your collective bargaining rights, and a guy
19 who has always been known as an incredible leader of the
20 IAFF. And the person to which I am forever indebted to for
21 the little bit of success and the opportunity I've had, I
22 simply again want to say Danny, thank you for all you did
23 for this union and me. You've been a great and incredible
24 leader in the IAFF. Thanks.

25 (Audience applause)

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1 MR. SCHAITBERGER: By the way, I'm just going to
2 say it publicly. I should do it privately. With a little
3 bit of luck Danny -- and I'm going to ask for it at the end
4 of my remarks -- I hopefully am going to be given an
5 opportunity to continue my work in Philadelphia. And when
6 I'm there receiving, I hope the support of this
7 International and ready to continue my journey, I'm going to
8 make sure that you're going to be in Philadelphia with me to
9 share that moment. So I'm going to bring you to
10 Philadelphia. And I'm going to take care of that for the
11 entire week you're going to be part of that convention
12 coming up in July.

13 (Audience applause)

14 MR. SCHAITBERGER: And to Mark, Terry, your whole
15 team, your executive board, I just want to congratulate you
16 on the work that you're doing. I know what you've been
17 facing. I'm going to talk about that a little bit. I also
18 know what you've been achieving. I also know that while
19 you're on the defensive and fighting back against some of
20 these attacks, you're also finding ways to advance the
21 football and still stay on the offense. I know to sum up in
22 your words what you've been dealing with particularly since
23 these 2010 mid terms is, it's do or die time. And there are
24 those out there that simply want us to die. This has been a
25 time that's nothing less than a total and absolute assault

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1 on this union at all levels, on our members, and on our
2 ability to give them the future and career that they're
3 entitled to.

4 And I know the House of Representatives that
5 you've got to deal with. Crazy, they are crazy. And I know
6 the Governor that I guess I could quasi be reasonably civil
7 about that isn't crazy, maybe he had the wisdom to see that
8 there's an overreach here. But that didn't prevent him from
9 supporting and signing into law the Emergency Manager's
10 Bill. Which has done nothing less than put czars in charge
11 of our communities whose goal is built on trying to protect
12 the citizens of the community. When all of their efforts is
13 to simply slice and dice and destroy our members lives and
14 working careers. He had to sign that bill and he did. I
15 know you've got a Senate that may be GOP controlled but
16 you've got a majority leader that you've got a relationship
17 with. But as I understand it, recognizes the extremes that
18 a House may try to pursue. I hope not overstating it or
19 incorrectly stating it, as I understand making it clear that
20 you pass any of that crazy anti collective bargaining
21 legislation, it's going to die in my Senate. So I
22 understand the lay of the land here.

23 And I understand that when you're dealing these
24 kinds of attacks it can almost be like this can only be
25 happening to us. And the truth of the matter is that's just

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1 not the case. The fact of the matter is that the 2010
2 election swept in, not Republicans, I know this union, I
3 know our membership, I know our political demographics. I
4 know who we are. Our membership is Republican and it's
5 Democrat. It's probably pretty evenly split. Actually the
6 fact is maybe a little bit more on the Republican side.
7 Nationally. Changes a little bit regionally by state but
8 not by much. We've got a slice of our membership in the
9 middle that thinks it's all a bunch of crap and they don't
10 want anything to do with it. I know our membership and I
11 know that their views are how in the hell did all this
12 happen.

13 The fact of the matter is that too many of our
14 members, good Republicans, probably many, many in this room,
15 may not have helped but too many in this country helped to
16 sweep in not members of the GOP, sweep in a group that was
17 nothing less than extreme, far right winged zealots. Who
18 were simply bent on turning the clock back decades. They
19 really have been on a seek and destroy mission. They've
20 been carrying out the work through the work ALEC, the
21 American Legislative Exchange Counsel, who have helped to
22 prepare these packages that ended up being translated into
23 the legislative proposals that we began facing in January of
24 last year, 2011. The cynical proposals that go right to the
25 heart of trying to exist as a union, take away your ability

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1 to have your dues deducted by your employer. Why don't we
2 try to shut their political mouth and ability by invoking
3 paycheck protection.

4 That's where they have built and earned collective
5 bargaining and arbitration rights, let's just take it away.
6 Why don't we impose right to work where it doesn't exist.
7 This is a series of coordinated, well financed, very
8 disciplined, orchestrated attacks, that literally were
9 unleashed in no less than 26 states in the early part of
10 last year. And so I'm saying this in the context of this
11 isn't about just Republicans perpetrating this. This is a
12 group that has come in, that I believe have given the
13 Republican party a bad name. But the real bottom line is,
14 that they're the ones at the heart of trying to destroy
15 everything that you built and the rights that began in 1965.
16 And I'm going to tell you that I'm very aware and proud of
17 the work that you have been doing.

18 I'm proud and aware of yesterday you're
19 willingness, as I understand it with little debate, to
20 understand the battle that you face and to put your money
21 where your mouth is. To be able to make sure that, you know
22 what, we're going to finance and resource our state body so
23 that we can fight these battles. With a pretty hefty dues
24 increase. We're also going to make sure that we have the
25 resources to bring to the table as we begin to participate

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1 with a Project Our Jobs coalition and work toward securing
2 the signatures for the petition that will translate into the
3 initiative that will put collective bargaining rights as a
4 right in your state constitution. And understanding the way
5 you have to do that is you've got to bring resources to the
6 table. You can't do it with good will.

7 So I want you to know that I've been around this
8 awhile, and I know how tough it is to make decisions about
9 ponying up. I know how sensitive it is any time you're
10 talking about dues increases, particularly assessments. But
11 I also understand when it translates into the solid vote
12 that you expressed yesterday, it shows that what this union
13 really is made of and who we are, and why we have been at
14 this since 1918. And while a lot of those mutts in those
15 state houses across this country that are willing to try to
16 destroy us when the times think likely they're darkest, when
17 it feels like are we really going to be able to prevail.
18 What we always do is what you've been doing and you
19 expressed yesterday.

20 And that is, we're going to step up to the plate,
21 we're going to put our money on the line. We're going to
22 get out in the streets and work. And one thing constant as
23 always for sure, that when those guys come and go this IAFF
24 will be here, and you'll still be here supporting and
25 protecting our members. And that's what you did yesterday

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1 on behalf of your membership.

2 (Audience applause)

3 MR. SCHAITBERGER: And your International is going
4 to be right there with you. We made an investment last year
5 of your money, not our money. And we're making an
6 investment this year. We're initially bringing \$100,000 to
7 the table. And we're going to bring every tool, every
8 resource, every department the ability that many of you have
9 used. The communications operation, the TV operations.
10 We're going to bring everything, as we said in the old days,
11 money, marble, and chalk. Everything it takes to play this
12 game, your IAFF is going to be in this battle with you. And
13 we are going to prevail in November. You're going to have
14 constitutionally protected collective bargaining in November
15 of 2012. And you're going to do it with all of us in
16 partnership.

17 And while we're fighting these fights, these
18 battles all across the land which created our whole Fighting
19 Back Program, the fact of the matter is that we're winning a
20 hell of a lot more than the few places we lose. There was a
21 lot of attention given to Wisconsin, a lot of attention
22 given to Ohio. The fact of the matter is that we all
23 watched, and this IAFF was all in in Ohio. And our members
24 were engaged and they assessed themselves. And they put \$1
25 million plus on the table. And we put several 100 thousand

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1 dollars on the table in addition to all of our TV work. And
2 in Ohio running literally a communication operation. But it
3 was our members, it was our members in the neighborhoods,
4 they were really knocking on those doors. They were really
5 engaging their neighbors. They were really working those
6 phone banks. They were up against as a right wing
7 legislature as you have in your House. Their Governor makes
8 your Governor look like a good guy. And the fact of the
9 matter is, they we're fighting not to try to protect what
10 they had, they were fighting to try to get back what had
11 been stripped away from them with one signature of a pen.
12 Their bargaining and arbitration rights that had been
13 established since 1983.

14 And with a unified effort and all of us together
15 working in unison, bringing every tool that we could to the
16 battle, when the smoke cleared on November 6th, the fact of
17 the matter is, the people of Ohio agreed with us and
18 rejected Governor Kasich 62 to 38 percent. And our members
19 are bargaining their contracts again and operating under
20 their arbitration laws. All because they were ready to
21 fight back. And they did a hell of a job in winning.

22 And we're going into Wisconsin this Tuesday
23 primaries, June 5th, general election to recall Governor
24 Walker and recall four GOP Senators. To flip that Senate
25 back to a worker friendly, union friendly legislature. And

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1 we are going to elect one of our own, President of the
2 Professional Fire Fighters of Wisconsin, Mahlon Mitchell who
3 is running for lieutenant governor, running ahead in the
4 polls. He's going to win that primary on Tuesday. And
5 we're going to go in to June 5th and we're going to go all
6 in in Wisconsin. Because what happens there, what happened
7 in Ohio, what will happen here in Michigan with securing
8 those signatures first and showing this nature what this
9 labor movement is still all about, working those streets,
10 working those neighborhoods, this is the year that I believe
11 when you put together what we've been doing, pushing back,
12 fighting back, and succeeding on most cases against this
13 right wing juggernaut, it's going to say to the nation, and
14 the people, and the workers of this country, that the labor
15 movement is alive and well. And that everybody should be
16 blessed and have the opportunity to be in a union and to be
17 able to work under a collective bargaining contract.

18 That's what's at stake. This is nothing less than
19 a rubicon, a moment in the history of this country. When
20 you look at what we've been doing and I say winning more
21 than losing. Just last week Arizona pushed back, won all
22 four bills. Actually their legislative proposals made
23 Wisconsin look like kindergarten. Florida, wins; Alabama,
24 wins; Tennessee, wins; Oklahoma wins; Nebraska, wins; Iowa,
25 wins. We've been doing our work. And leaders like you have

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1 been fully engaged in very difficult times. Times sometimes
2 when it feels like that, you know, it's too big of a lift,
3 can we really prevail? And the truth and the fact of the
4 matter is not only we can, and we have. And I believe as we
5 all continue to do our work and we will, we're going to
6 continue to win against this evil attack. We're going to
7 win on behalf of the members of the IAFF. And you're going
8 to do it right here in Michigan.

9 Now while we're talking about fighting we're
10 talking about defense. I don't want to lose sight of some
11 of the wins too. Some of the wins right here. I understand
12 the evilness of PSO. And I understand that there's a lot of
13 it right now bubbling in a lot of places. And I understand
14 that in Ecorse, and River Rouge, and Benton Harbor that PSO
15 looks like it's going to prevail. But I also know that in
16 Jackson, and in Harper Woods, they took it to their
17 citizens. They took it to the street, they used the
18 political arena in the process. And they won. I know in
19 Holland that they were able to use their influence and their
20 ability to keep it off the ballot.

21 And so as we're fighting against these negative
22 proposals, as we're winning some in the field, we're also
23 moving an agenda on behalf of our members. While we're
24 talking about all this challenge that you're facing, you're
25 also finding a way to pass SB94, the Cancer Presumption Bill

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1 that provides critically important benefits and coverage to
2 every one of our members. While we're fighting a congress
3 and all this right wing wind, we're able to find and to be
4 able to use the political process and be on the offensive.
5 And to have \$1.3 billion put on the street, real money, real
6 jobs.

7 I don't have to tell you how many jobs have been
8 lost through this last economic crisis that we've all been
9 facing. I'm not going to drag you through the millions of
10 unemployed, 16 million, more under employed. We know the
11 results of a foreclosure crisis that has ruined the values
12 of homes, and property, and driven tax receipts down, and
13 helped to shrivel up resources at state and local level. We
14 know that the market basically tanked in '08 and is still
15 short of where it was four years ago. Putting so many of
16 our retirement plans in jeopardy. Creating a platform for
17 those that really have wanted to simply attack the
18 retirement that you built, that you worked, that our members
19 have earned. And try to suggest that they're over generous,
20 they're out of touch, they're out of sync, they're out of
21 step. Nobody gets these kind of retirement plans anymore.
22 They are unsustainable, they can't be afforded. By the way,
23 you the citizens are paying for them.

24 Now I understand the results of -- you know, I
25 don't want to turn this into class warfare, but the facts

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1 are the facts. While the hedge fund managers are continuing
2 to give themselves tens of millions of dollars in bonuses,
3 while Wall Street is flying high and everybody is making
4 unbelievable salaries and packages. While the financial
5 industry was creating exotic derivatives and investments and
6 selling air, making money out of nothing, not building a
7 single thing you could sell. The fact of the matter is that
8 they were able to create the real enemy, the real people
9 that are responsible for all of the pain that our
10 communities are feeling. All of the shortfalls, all of the
11 budget deficits. And you know who that is? It's your kid's
12 kindergarten teacher, it's you, it's the cop walking the
13 beat. That's who's responsible for all this economic
14 crisis. Which of course is all a lot of bull shit.

15 But what we've got to do is continue to keep the
16 eye on the ball. Fighting back defensively while moving
17 offensively. And that's what we did. And that's what we
18 did with the SAFER Program. \$1.3 billion, 620 million the
19 first two years. 3800 IAFF members who had to go home and
20 tell their family, I lost my job today were able to come
21 back to work. I got to stand with them in Elyria and Akron.
22 And look at the young faces that were so thrilled that they
23 were able to put their turnouts on a rig once again. They
24 were able to continue in a great profession and occupation
25 and a career.

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1 And it was all because of work of all of you, all
2 of us. It was because of a union that was able to keep its
3 eye on the ball. And while we're fighting the flanks over
4 here and those that are trying to attack us, we're also
5 advancing the programs over here that are bringing our
6 people back to work. Filling rides that have been lost
7 through attrition. Putting companies back on line that have
8 been ground out. Opening stations that have been shuttered
9 closed. And the fact of the matter is right now we're
10 looking at another 442 million that are going to hit the
11 streets starting probably next week or the week after at the
12 latest. Right here in Michigan, \$28.1 million. Two dozen
13 communities able to fill jobs, bring people back to work.
14 We did it not because of some tooth fairy or some magical
15 wand, they did it because of this union, you, us together.
16 Making sure that we kept pushing the ball, to work with an
17 impossible Congress. To push an administration that
18 sometimes is a little timid.

19 And the fact of the matter is, we're able to put
20 the money on the streets. And when this 400 million hits
21 the streets in two weeks there's another 320 million to come
22 this July. And when it's all said and done, it's going to
23 be 12,000 IAFF members either brought back to work, rides
24 filled, starting to open companies up. And this is all the
25 work that we all do together.

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1 So I just want to kind of, I guess, get toward
2 wrapping this up. To make a point that these battles aren't
3 just new. They are incredible. In many ways we haven't
4 seen these kind of fights since the chaotic days when our
5 people would hit the streets, Memphis, Chicago, Kansas City.
6 I shouldn't even begin to start naming the names. Right
7 here in Lansing. But the fact is that we have worked our
8 way through these tough times. And there has been one
9 common understanding of how we have to do our work. If we
10 want to block the Transparency Act in the Congress, which we
11 did. Which wasn't transparent at all, it was really an act
12 that would have literally decimated our defined benefit
13 plans. By forcing them to hold their actuarial investment
14 returns to no more than a government bond bill. I don't
15 have to tell you what that would do to your unfunded
16 liability.

17 No, it took a union fighting back on a Social
18 Security mandatory coverage part of the super committee
19 consideration. That would have put the 72 percent of our
20 members that are not in the Social Security system not only
21 in the system, but that translates into 13 percent of
22 salary. Six and a half of it you pay, six and a half the
23 employer pays. But you know where that six and a half is
24 going to come from, right out of our hides.

25 Now whether we're blocking that, whether we're

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1 permitting the taxation of our health benefits, all of this,
2 the national, state, local level, there's one common
3 denominator in it all and that's the political process. All
4 of this ultimately is driven out of that political arena.
5 Everything in this country, you give me the subject,
6 vibrant, strong military to protect our nation, fair tax
7 code, ensure our children have a good education, keep our
8 streets safe, our communities protected. You give me any
9 subject matter and I can tell you you'll follow that thread
10 back to somebody elected to political office that's making
11 the decisions. Federal, state, or local, or somebody
12 appointed by somebody elected to office. It all comes out
13 of that arena.

14 And our choice as a union has been do we play in
15 that arena? Do we play in that arena that a lot of our
16 members do not like? Do we play in that arena where we've
17 got to make choices that a lot of our members don't
18 understand or support. Or do we take the safe way and step
19 back out of the arena, nobody gets upset. No one is going
20 to get pissed off at you if you stay out. Right? But we
21 made that decision a long time ago that we can't afford that
22 comfort. That we've got to be in that arena and we've got
23 to play. And we've got to bring everything we can to the
24 process. But we've got to do it understanding that we're
25 oftentimes going to be directly in opposite view of many of

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1 our members individually. And that's where our work has to
2 continue to build. That's where we've got to continue to
3 improve how we inform our members, try to educate our
4 members. Not ever telling them what to do but giving them
5 the contract. Making sure they understand what's at stake.
6 That there are consequences to elections. And that we don't
7 have the luxury of staying out.

8 And we also have to make sure they understand the
9 issues that we're responsible for. I don't want anybody
10 screwing with their guns. And I don't particularly care
11 what their view is on two men or two women want to get
12 married. And I know how strongly held their, your views are
13 when it comes for choice or life. Or the right for prayer
14 in the school. All of these issues are critically important
15 issues. And we need to make sure we do a little better job
16 in reinforcing with our membership that we understand how
17 they have these very strongly held views.

18 We also have to make sure we do a better job in
19 letting them know that as their union that that's not our
20 role. We have no right to be in those issues. In fact, I
21 think they would be absolutely furious if we ever entered in
22 and took a position in those issues. Our responsibility is
23 their financial life, and their economic life, and their
24 collective bargaining life and their retirement life. And
25 their working on the job safely, and their staffing rights.

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1 That is our role. And that's the political role, that's the
2 role we use to make our political decisions. But we've go
3 to do a better job in kind of laying that out.

4 I don't want to wear you out this morning, I know
5 you've got a lot of business to do. But this to me is, I'm
6 saying to all of you, I'm saying this to every place I go.
7 I'll be in 32 more stops before we get to Philadelphia. And
8 I'm going to be doing this again, and again, and again. And
9 I push the staff that we've got to do a better job. And I
10 push the executive board that we've got to do a better job.
11 And I push myself that we've got to do a better job. And
12 that is a better job of making sure we're engaging our
13 members to let them know what our responsibility is, what
14 are the issues. What is the contrast between various
15 campaigns and choices in those campaigns. Providing them
16 everything they need to make a decision but not ever make
17 them feel like that if their decision isn't consistent with
18 their union, that somehow there's something wrong with them.
19 We've got to do a better job of embracing them and
20 supporting their own personal decisions.

21 And if we do that, and as I see we've improved
22 doing that, and as I've had a chance to do it at 400 plus
23 kitchen tables over these last 12 years, our members will
24 begin to understand. They may never agree with our
25 political decision in each and every case. And clearly they

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1 won't and they don't. But I tell you what we can do, we can
2 do a better job and enough of a job where those that are
3 inclined to support our decisions politically will be
4 willing to get involved and actually work to bring that
5 result about. For those that are somewhat undecided, I
6 think we have the opportunity to help bring them over to the
7 side of the political decision that really is going to
8 benefit their career and their family's future. And for
9 those that are never going to agree with us on a particular
10 decision, I think maybe we can just lower the hostility and
11 the anger. So that I don't get those emails I wouldn't even
12 let my 91 year old mother when I had her read.

13 That is what really we've got. That's our
14 strength. Our members are our strength. What you do on the
15 job, that's our job. Our brand may be the colors of gold
16 and black, but what stands behind that brand is you, the
17 work you do. The sacrifice our members make. The
18 willingness to do the things that people do talk about. And
19 that is put themselves in harms way. The reputation, the
20 admiration, the trust, all of that that our profession and
21 our members still hold relatively high in the hearts and the
22 minds of the citizenry, that's our power, that's our brand.
23 And we've got to continue to work better and better to be
24 able to utilize that. Not just about the money, it's about
25 the forces, and it's about the boots, and it's about the

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1 rippling effect that every member has, all the lives that
2 every one of you touch, every one of them, friends, and
3 families and co-workers, guys you ride bikes with, hunt
4 with, fish with. All of those lives really are interested
5 in your views. You have extraordinary power. Our members
6 have extraordinary power. And that is what we've got to
7 continue to use in this political arena.

8 And 2012 is going to be a make and break election.
9 And it's going to be a make or break at the Presidential
10 level, at the United States Senate level, US House level,
11 nine Governors, and State legislatures all across this
12 country. We're going to be deciding which way this country
13 goes. We're going to be deciding whether we're going to
14 get, you know, feigned if you will. Over here with this arm
15 have our members watching the magic ball, they're going to
16 get your guns, they're going to get your prayer, they're
17 going to have a couple of guys go get married on you. And
18 while they are doing this and trying to touch that side of
19 their shoulders, they're preparing to strip out the
20 retirement plans, destroy the defined benefit structures,
21 take away the collective bargaining rights, reduce them to
22 at-will employees, invoke right to work where they can.
23 That's what's at stake. And that's what we've got to be
24 focused on in the work that we've got to do this mid term
25 election.

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1 We're going to be making some tough decisions and
2 some important decisions as an executive board and as
3 delegates on the floor in Philadelphia. I'm just going to
4 end by saying we're going to do what we've been doing for a
5 long time. We're going to be continuing to build a bigger,
6 and better, and more effective union. We're going to
7 continue to have a union that educates our leaders at the
8 very highest level. A union that's going to make sure that
9 every leader knows they have the full force and protection
10 of the IAFF if an adverse action is ever taken against them
11 for their union work. We're going to make sure that we
12 provide the best communications we possibly can. We're
13 going to make sure that all of your legislative and
14 political programs are financed so that when you're in
15 negotiations you have the absolutely best GIS operations and
16 the financial analysis, the best that money can provide.

17 We're going to continue to build on the idea of a
18 financial corporation that was just a thought nine years ago
19 and now a corporation with \$2.4 billion of assets, 100,000
20 participants, and generating over \$700,000 into the IAFF so
21 that we don't have to ask for that in dues money. So we're
22 going to continue to build a strong union.

23 And I will end on a point of personal privilege.
24 And that is, that I have had an incredible opportunity and
25 journey in this IAFF. I was a 20 year old kid that wanted

1 to ride a rig. I got involved in organizing a union. I had
2 no idea what the hell I was doing or even talking about.
3 That journey allowed me to realize that whatever skills the
4 good Lord gave me, I wanted to be able to use it to
5 hopefully the lot on behalf of the women and men of this
6 IAFF. This union blessed me in an incredible way in the
7 year 2000 by electing me as your General President. And I
8 said in Chicago that you'd always know where you'd find me,
9 I'd be taking care of business. I'll let you judge the
10 quality of my effort. But I would challenge you if you
11 question the effort and the quantity of my effort. Because
12 I wake up every single day focused on this union. And I
13 like to be in the streets and on the steps of the capitols.
14 And in city halls taking on the mayors. And rallying with
15 our troops in Ohio and Wisconsin. And all the places where
16 we fight our fights and defend our members rights. And I
17 ask for each and every one of you and every affiliate in
18 this great state, if you would consider and honor me by
19 allowing me to continue this work in Philadelphia. If you
20 do, I can guarantee you one thing, you will never, ever have
21 to second guess that decision. I will be focused, and
22 working, and using every ounce of my being that make sure
23 that we're building a bigger, better, brighter future for
24 this IAFF and our members. Thank you. Have a great
25 convention. God bless all of you.

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1 (Audience applause)

2 MR. DOCHERTY: Thank you, Mr. President. We're
3 going to continue on now with reports from the committees.
4 I'm going to call up the Resolutions Committee for a partial
5 report.

6 MR. REYNOLDS: Good morning. Brothers and
7 Sisters, please turn your attention to Resolution 16,
8 endorsement of Harold Schaitberger for IAFF General
9 President.

10 "Whereas Brother Harold Schaitberger has done an
11 outstanding job as the General President of the
12 International Association of Fire Fighters. And
13 whereas Brother Harold Schaitberger has demonstrated
14 his leadership abilities in every aspect of his duties
15 and responsibilities as IAFF General President. And
16 whereas Brother Harold Schaitberger seeks to be
17 re-elected to the position of IAFF General President at
18 the upcoming IAFF convention. Therefore be it resolved
19 that the delegates assembled at this 50th Biennial
20 Convention of the Michigan Professional Fire Fighters
21 Union support and endorse Harold Schaitberger for IAFF
22 General President."

23 Mr. President, on behalf of the committee, I move
24 to adopt Resolution 16.

25 MR. DOCHERTY: Committee recommends adoption of

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1 Resolution Number 16. The floor is open for discussion.
2 Seeing no one at the mike, all in favor signify by raising
3 your hand.

4 (Show of hands)

5 MR. DOCHERTY: Hands down. Opposed? Motion
6 carried unanimously. Congratulations.

7 (Audience applause)

8 MR. SCHAITBERGER: Thank you. Keep up the fight.
9 God bless you.

10 MR. REYNOLDS: Please turn your attention to
11 Resolution 17, endorsement of Paul Hufnagel for IAFF 8th
12 District Vice-President.

13 "Whereas Brother Paul Hufnagel has done an outstanding
14 job as the 8th District Vice-President of the
15 International Association of Fire Fighters. And
16 whereas Brother Paul Hufnagel has demonstrated his
17 ability to represent all members of the IAFF 8th
18 District in a prompt and professional manner. And
19 whereas Brother Paul Hufnagel seeks to be
20 re-elected to the position of IAFF 8th District
21 Vice-President at the upcoming IAFF convention.
22 Therefore be it resolved that the delegates assembled
23 at this 50th Biennial Convention of the Michigan
24 Professional Fire Fighters Union support and endorse
25 Paul Hufnagel for IAFF 8th District Vice-President."

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1 Mr. President on behalf of the committee I move to
2 adopt Resolution 17.

3 MR. DOCHERTY: Thank you. The committee is
4 recommending endorsement on Resolution Number 17. Any
5 discussion, the floor is open. Seeing none, all in favor of
6 Resolution 17, please signify by raising your hand.

7 (Show of hands)

8 MR. DOCHERTY: Opposed? Motion carried
9 unanimously. Congratulations.

10 (Audience applause)

11 MR. DOCHERTY: I apologize, Paul had stepped out
12 for a minute. We'll inform him of that.

13 MR. REYNOLDS: Please turn to Resolution Number
14 19, endorsement of Mark Ouellette for IAFF Eastern District
15 Trustee.

16 "Whereas Brother Mark Ouellette has done an outstanding
17 job as the Eastern Trustee of the International
18 Association of Fire Fighters. And whereas Brother Mark
19 Ouellette has demonstrated his leadership abilities in
20 every aspect and his duties and responsibilities as
21 IAFF Eastern Trustee. And whereas Brother Mark
22 Ouellette seeks to be re-elected to the position of
23 IAFF Eastern Trustee at the upcoming IAFF convention.
24 Therefore be it resolved that the delegates assembled
25 at the 50th Biennial Convention of the Michigan

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1 Professional Fire Fighters Union support and endorse
2 Mark Ouellette for Eastern Trustee."

3 Mr. President, on behalf of the committee, I move
4 to adopt Resolution 19.

5 MR. DOCHERTY: Thank you. Committee recommends
6 adoption of Resolution 19. Now open for floor discussion.
7 Seeing no one at the mikes, all in favor signify by raising
8 your hands.

9 (Show of hands)

10 MR. DOCHERTY: Hands down. Opposed? Motion
11 carried unanimously.

12 MR. REYNOLDS: Please turn your attention to
13 Resolution 5, statewide MDA Fill the Boot weekend.

14 "Whereas the IAFF and the Muscular Dystrophy
15 Association have celebrated 58 years of working
16 together to help fight more than 40 neuromuscular
17 diseases. And whereas the IAFF through its locals has
18 raised more than \$475,000,000 to help the Muscular
19 Dystrophy Association in their effort to find a cure.
20 And whereas the IAFF and its members have become the
21 largest national sponsor of the Muscular Dystrophy
22 Association. And whereas the Fill the Boot campaign is
23 one of the MDA's biggest fund-raisers. And whereas the
24 money raised through Fill the Boot helps fund research,
25 clinics, and summer camps right here in Michigan and it

1 helps purchase much needed equipment for our very own
2 members as well as thousands of other men, women and
3 children who suffer from devastating neuromuscular
4 diseases throughout the country. And whereas it is
5 very important to raise public awareness of the fire
6 fighter Fill the Boot campaign. And whereas this could
7 be accomplished if we could coordinate state and local
8 media coverage of the Fill the Boot campaign.

9 Therefore be it resolved that to enhance the image of
10 the Michigan Professional Fire Fighters Union and it's
11 locals in their partnership with the Muscular Dystrophy
12 Association and their efforts with the Fill the Boot
13 campaign, that the MPFFU encourages all locals to
14 participate in the designated official MPFFU/MDA Fill
15 the Boot weekend, the last full weekend in July."

16 Mr. President, on behalf of the committee I move
17 to adopt Resolution 5.

18 MR. DOCHERTY: Thank you. Committee recommends
19 adoption of Resolution Number 5. The floor is now open for
20 discussion.

21 MR. NYE: Mr. President, I stand in support of
22 this resolution. I'm sorry. Monty Nye, Local 1600,
23 Meridian Township. What this does, it encourages people to,
24 the locals, to go out on our designated weekend, the last
25 full weekend in July. Where we can kind of coordinate our

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1 media efforts and kind of give a media blitz to help our
2 efforts to raise money through the Fill the Boot program.
3 And just to reiterate last year again, thank you everybody,
4 it was \$361,000 that we raised. So I stand in support.

5 MR. DOCHERTY: Any other discussion? Seeing no
6 one at the mikes, all in favor or adoption of this
7 Resolution signify by raising your hands.

8 (Show of hands)

9 MR. DOCHERTY: Hands down. Opposed? Motion
10 adopted unanimously. That concludes the partial report of
11 the Resolutions Committee. Next we have a guest speaker,
12 Mr. Leon LaBrecque.

13 MR. LABRECQUE: Good morning. I'm here to talk
14 about money. And those of you who know me, attorney, CPA,
15 CFA, been working with the IAFF for several years. See if
16 my colleagues here can get my slide show up. I thought I'd
17 start with an overview of the national world and tell you
18 what I'm thinking about the national economy, and bring it
19 down to the state economy. Then I'm going to cover some
20 alarming things about Public Act 152. What we're seeing in
21 a lot of units about cutting back on pay, and about
22 contributions being asked of fire fighters. As you probably
23 have seen, I did a little report for you on what happens on
24 July 1st. There's a huge pressure on Michigan
25 municipalities. Michigan municipalities are flowing down an

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1 enormous amount of pressure on members. And what I'm seeing
2 now is I'm seeing a lot of fire fighters who are retirement
3 eligible actually make more money not working for their city
4 than working for their city. So I'm going to provide you
5 with a method of analysis on how you might do that. I may
6 going to talk a little bit about the overall economy. But
7 let's start on a global basis and let's start with where the
8 economy is going. And then I'm going to share with you a
9 perspective of what I think is an enormous problem we're
10 facing.

11 Those of you who know me I've been speaking at the
12 IAFF and the MPFFU for many years. You know I'm kind of
13 this -- I have a glass at home that says,
14 optimista/pessimista. Am I a half full guy or a half empty
15 guy. I'm always a half full guy. The glass is half full,
16 the glass is great. But I just heard a blog called it's
17 like deja vu all over again. Dig this, the beginning of
18 last year the S&P 500 started at 1257. Okay? It went up by
19 February 15th exactly 6.9 percent. And then we had three
20 good unemployment numbers in a row, then the things started
21 going sideways. And after it went sideways, in the middle
22 of August a little tiny thing happened, the treasury got
23 downgraded. Remember that? So the market went down 20
24 percent.

25 Now let's try this year. On January 1st of 2012,

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1 the S&P was at 1257. On February 15th it was up exactly 6.9
2 percent. We had had three positive job reports in a row.
3 You say, wow, but the debt ceiling isn't going to expire
4 this year is it. I say, no, that doesn't expire until next
5 February. Here is what happens this year. In June the
6 Obama healthcare mandate comes out from the Supreme Court.
7 In November there's some little election I don't know what
8 it's about yet, Presidential election. And there's a
9 Senatorial election with 33 seats of the Senate up for
10 grabs. Okay? And then on December 31st the Bush tax cuts
11 expire and every single person in this room tax rate goes up
12 by at least 17 percent. And on January 1st the budget
13 sequestration cuts kick in. And on January 1st a new tax
14 called the UIMC kicks in. Oh, yeah, and on February 1st the
15 debt ceiling expires. Did you ever hear that expression
16 with something hitting the fan, it looks like it to me.

17 So I thought about it and I went back to 2011,
18 you know what happened. Bob Hope died, Johnny Cash died,
19 Steve Jobs died. So here we are, we got no jobs, we got no
20 cash, we got no hope. That's not necessarily true. Jobs
21 are anemically recovering. And I can actually come back
22 from Oakland County and Oakland County we have had seven
23 years of economic negative growth and suddenly we're having
24 positive growth in the private sector. Very positive
25 growth. We added 30,000 jobs in Oakland County, private

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1 sector jobs. At the same time however, public sector jobs,
2 your jobs are going away. And that's the function of my
3 talk today.

4 What happened is we had the great recession of '08
5 and '09. The state got hit secondarily, the private sector
6 got hit first, the state flushed the state toilet and sent
7 it all down to the municipalities and now we're all paying
8 the price. So we have seen things start going backwards.
9 And the state, by the way, could make it easier. They could
10 pass it down to your municipality and you guys get to pay
11 the freight. So here's the problem and here's what we're
12 having to do. Public Act 152, which I don't like, is going
13 to force us to have co-pays on health care.

14 Many municipalities are starting their
15 negotiations, starting with 20 percent pay cuts. We're
16 seeing it go, negotiate your way out of a 20 percent pay
17 cut. Many municipalities are looking for additional pension
18 contributions so we're seeing municipalities going off and
19 saying to the members you've got to put more money into the
20 pension. And with all this financial pressure I thought it
21 might be constructive today instead of having all kinds of
22 things on why you should do 457 and everything else, on how
23 to analyze your retirement. So let's have a look.

24 Work versus retire basically says all I think all
25 of you should do as you're considering your retirement

1 decision is to look at your basic paycheck minus expenses.
2 A critical thing a lot of fire fighters don't see is that a
3 paycheck and a pension check are different. The top lines
4 and the bottom lines are different. From a paycheck,
5 visualize your paycheck. You've got your gross pay, maybe
6 you've got a little bit of OT, maybe you've got a shift
7 differential. Maybe you've got some other things. Now
8 let's start taking the subtractions. Subtract federal
9 taxes. Subtract state taxes. Subtract FICA taxes if you're
10 in a non exempt system. If you're in an exempt or non
11 exempt system, take out Medicare taxes. Now let's take out
12 your pension contributions going into your annuity withdraw.
13 Now let's take out your deferred comp, which I hope you're
14 doing, you're going to need it. Then take out your job
15 related expenses, union dues, fire fighter deductions. By
16 the way, stop by and see us and I'll give you a sheet. I've
17 counted 60 deductions that fire fighters can get on their
18 income tax returns. Take the worksheet and keep it for your
19 income tax preparer next year.

20 The bottom line is, the bottom of your paycheck
21 does not look like the top of your paycheck. I think all of
22 us would agree with that. So now let's go over and look at
23 a pension check. Retirement checks are totally different.
24 Top line calculation is pretty simple. We take your years
25 of service times your FIC, subtract out a joint survivor

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1 pension which you probably should take. If you're thinking
2 about taking annuity withdraw, take that out. And then we
3 take out the reductions, federal taxes. Welcome to America,
4 you get to pay federal taxes. State taxes, welcome to
5 Michigan. Starting this year, starring this year, you have
6 to pay state tax on your Michigan pension if you were born
7 after 1952. You've got to pay Michigan tax on part of your
8 state pension if you were born between '46 and '52. If you
9 were born before '46, why the heck are you still being a
10 fire fighter.

11 So there's no Social Security tax on your pension.
12 There's no Medicare tax on your pension. There's no pension
13 contribution on your pension. There's no deferred comp
14 withdraws on your pension. And there's no union dues
15 related to your pension, but there may be healthcare co-
16 pays. So work gross paycheck, gross pension check, federal
17 tax, federal tax, Michigan tax, Michigan tax, and then FICA,
18 no FICA, Medicare, no Medicare, pension contribution, no
19 pension contribution, deferred comp, no deferred comp, job
20 related, no job related. Get it? Different.

21 So let's look at one. Here's a 2.8 percent
22 multiplier the guy has got 25 years of service, final
23 average comp is about 70,000 bucks. Okay? 70,000 bucks.
24 Let's look on the work side, \$5838. Take out his federal
25 tax, take out his Michigan tax, take out his FICA tax

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1 because he's in a non exempt system. Take out his Medicare
2 tax, he's putting pension contribution in, his pension
3 contribution is four percent. He's putting ten percent in
4 his 457, his union dues, and job related expenses on the
5 bottom. Take a look at his pension check using a 2.8
6 percent multiplier. Take the federal tax, pay the state
7 tax, the rest of the things are all zeroes. How much is guy
8 making eligible for retirement. He's eligible for
9 retirement, 143 bucks is all the difference of his check.
10 That's what he's paying to show up at the station. If you
11 flip the slide we'll see an exempt system. This person
12 doesn't have to pay any Social Security. That's more likely
13 by the way for a 2.8 percent multiplier.

14 So in an exempt system, 388 bucks. So my fire
15 fighter is going, eh, you know, it's okay. I work an extra
16 year, I get an extra 2.8 percent. Or the battalion chief is
17 going to retire and I get the battalion chief's job and my
18 FAC will go up. Or whatever. Now, we go into negotiations.
19 The city comes back and says, we don't have any money. The
20 city comes back and says correctly, our tax base has been
21 pounded and we're having a really hard time and we need you
22 guys to take a pay cut. Before we do payless paydays and
23 everything else. I hope and pray your municipalities all go
24 up in value and you have all kinds of great property tax
25 revenue and everything is just great. But we have an old

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1 saying which is hope for the best plan for the worst.

2 So let's see what happens if I do a 10 percent pay
3 cut. I do a 10 percent pay cut in a non exempt system, look
4 what happened. He took a 10 percent pay cut up at the top.
5 That reduced his federal tax, that reduced his Michigan tax,
6 it reduced the Social Security tax, and reduced his
7 Medicare. It reduced his pension contribution, it reduced
8 his 457, and even reduced some of his union dues. But his
9 pension check didn't get reduced because the Michigan
10 Constitution does not allow them to reduce your pension
11 check except proactively not retroactive.

12 So now what's my fire fighter doing? He's paying
13 the city 187 bucks a month to work. I think being a fire
14 fighter would be cool. I love going to the stations and
15 seeing you guys. I think it's a lot of fun, I like you
16 guys, you're my kind of peeps. But I wouldn't pay 187 bucks
17 a month to go hang out with you. Sorry. If I go to the non
18 exempt system he's just about breaking even, 32 bucks.

19 Now you want to get ugly, I'm seeing systems come
20 in and saying no, we want a 20 percent pay cut. Watch what
21 happens with a 20 percent pay cut. At a 20 percent pay cut,
22 pay drops down to 4667 so look at the pay side. The pay
23 side is 500 bucks a month difference. So I'm a fire fighter
24 in the system, the system says hey we're taking a 20 percent
25 pay cut. You're sitting around with the boys, they go, hey,

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1 can you retire Leon? I go yeah, I could. They go hey,
2 Leon, you want to make 500 bucks a month? I go yeah. They
3 go get out of here. Take an exempt system, exempt system is
4 still 300 bucks.

5 Now I hope and pray you don't have a 20 percent
6 pay cut. But I've seen this, these are real numbers, these
7 are numbers I'm seeing. There's a great big department down
8 in Wayne County you might think about them. They just got a
9 monster, they were facing a cut, they just got their pension
10 plan changed, they got their drop changed, they got
11 everything changed. The numbers there are actually very
12 strange in that very big unit. If you have 25 years, you
13 make more money not working for the city than -- you make
14 more money retiring from the city than you make going to
15 work every day and running into a burning building.

16 Okay. So now let's do another one. Let's see
17 what happens if Public Act 152. Because all municipalities
18 have a -- almost all municipalities have their fiscal year
19 from July 1st to June 30th. Starting this July 1st, they're
20 getting hit with Public Act 152, which is the co-pay 20
21 percent rule. That could be hitting you with as much as 300
22 bucks a month on medical. So we're seeing a lot of guys
23 saying, you know, I could get out of here on June 30th, is
24 it worth my while? And if we take a look, if I go through
25 and retire after June 30th, have a 300 buck co-pay, I'm

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1 paying 156 bucks a month to work for the city. See my union
2 dues, co-pay, job related expenses go up to 650. If you
3 look at the non exempt system, same thing or pretty close.

4 Now an interesting one that I'm seeing cities do,
5 the one actually if I had to pick a negotiating point that I
6 was going to go for -- so let's pretend that I'm in your
7 union and I'm with you at negotiations and we're sitting
8 down at negotiations. And the City comes back and says we
9 want a 20 percent pay cut. And I go no, we don't want to do
10 that. And they say well, we're going to lay off eight fire
11 fighters. No, we don't want to do that. They say, we want
12 a two tier system. I go, we'll think about that and talk
13 about it later. They say, we want to stop your band level,
14 we want to decrease your multiplier going forward. I go
15 you'd be silly to do that because all that does is something
16 for the pension.

17 They go, well, why don't you come up with
18 something. I go I'll tell you what, why don't you let our
19 members contribute more money to pension. That will defray
20 your pension costs. And the city manager goes well let's
21 hear it. You want us to cut our pay by ten percent, we're
22 already putting five in the pension, let us put another five
23 in the pension. That will give us five percent savings, you
24 can go back to the media and tell them you saved five
25 percent. City manager goes, yeah, all right. My union

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1 Brothers and Sisters go what's wrong with you, are you
2 stupid? And I go what's wrong with you? We have annuity
3 withdraw. If we put ten percent in the pension we get our
4 money back. But it makes the city manager look good because
5 they got to reduce their pension costs because it looks like
6 we're putting the money in. If we're taking the annuity
7 withdraw, which almost all of you that I know do logically
8 take your annuity back out, then if I'm taking an annuity
9 withdraw, contributing to the annuity withdraw works.

10 So watch this one if I do that. I pop the pension
11 contribution by ten percent. I still make more money not
12 working than working. But here's the kicker, if I increase
13 the employee contribution, the member contribution to the
14 pension, and you have annuity withdraw you get the money
15 back. I have units I work with that have penalty free
16 annuity withdraw. That's an easy one, that's a no brainer.
17 Go ahead put as much money in the annuity withdraw you can,
18 you're getting it all back anyway and it doesn't change your
19 pension calculation. That's a non exempt system and exempt
20 system. Pop an exempt on there for me too.

21 Now lets look at a couple other things. What
22 happens if I take a 457 withdraw? When you retire you have
23 different cups of money. Okay? So here's the typical thing
24 that happens. You're going to retire, the city gives you
25 the numbers. And then somebody says, okay, you got your

1 payouts, you've got your lump sum payouts, you've got XYZ
2 and so on and so forth. So you've got your shift
3 differential, you've got your accrued vacation time, and so
4 on. I have noticed by the way in the upcoming negotiations,
5 a lot of cities trying to take away those payouts. Watch
6 that one.

7 All right. You know what I like to do with the
8 payouts? Pay off debt. Pay off debt. Inevitably when I'm
9 sitting down with a fire fighter we're talking about
10 retirement, and I go okay what are your payouts. And they
11 go, I'm going to get 43- grand gross. I said you're going
12 to net about 28,000. He said all right. I said how much
13 you owe on the car? They go 20 grand. I go what's the
14 interest rate? They go three percent. Pay it off. Why
15 would I pay off the car at three percent? I say, because if
16 you stick the money in the bank you're going to make
17 one-tenth of one percent. So call your kid in 8th grade and
18 ask him what's better three or one-tenth of one percent.

19 Now he says but I could do something else with the
20 money. I say, you could. But I'll tell you what, I've got
21 a great investment for you. What's your car payment? They
22 go 450. I go, I've got this investment. You take 14,000
23 bucks you put it in this investment, there's no commission,
24 there's no loads, and it guarantees you 450 bucks a month
25 for the next four years. I go you want to do it? They go

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1 yeah. I go, go pay the car off. Do you see my point?

2 Right now I've got people walking in the door,
3 typical fire fighter walking in the door, they've got 50
4 grand in the bank making one-tenth of one percent, they owe
5 42,000 bucks on their house at the same bank. Go pay the
6 house off. They go, why would I do that? Because it's like
7 getting a raise in your pension. So the first part is
8 you've got buyouts. Buyouts reduce debt if you are blessed
9 that you don't have debt, cool, put it in a Roth IRA or go
10 put it in another investment. Or stick it away for a cash
11 reserve. Great. Or if you got kids put it in their 529
12 plan for college education, tax free education plan. But
13 treat the payouts as a way of balancing up that balance
14 sheet.

15 The second piece of money you've got is 457. You
16 have a special rule for 457 plans. You can take that money
17 out at any age, which means it should stay in the 457 unless
18 you don't need it. So if you might need 50- grand, or 80-
19 grand, or 100- grand, leave that in the 457. No penalties.
20 Now you've got your annuity withdraws or your drop. That
21 goes into an IRA. You have to leave that there until 59 and
22 a half. And then finally, if you're smart and I've ever
23 been able to persuade you to do something, you've got a
24 thing called a Roth IRA, which is a tax free IRA. You leave
25 that for as long as you possibly can because you never pay

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1 tax on that sucker.

2 Get the cups. Imagine we're lining it up, we're
3 playing a beer drinking contest. What do we drink first? We
4 drink the buyouts first, then we drink from the 457, then we
5 drink from the IRA, then we drink from the Roth. But heaven
6 forbid, I don't want you having that much beer. Stick to
7 the first cup or the second cup. So first and foremost
8 thing is taking out a withdraw.

9 Here is a guy, or gal in this case, who wants to
10 take some money out. We're going to take out the interest
11 on her 457 because she's got kids in school. Now let's see
12 what happens. I didn't take a pay cut. See down at the
13 bottom where I've got 457, I'm taking 625 bucks a month out.
14 625 bucks in the case of this person is the interest. I've
15 seen 457 balances everywhere from zero to 400,000. So if
16 you've got 300- grand sitting in your 457, and you had it
17 balanced correctly so you had it in Nationwide and you had
18 it balanced with some of the good funds. I'd say, look, the
19 yield on your investments, the yield, that's the dividends
20 and the interest, is three. Leave the seed corn, eat the
21 interest. Most people go that's not too bad.

22 And I go look, you've got kids. 625 bucks a month
23 is going to help the kids, you can pay for their education,
24 they don't have to incur student debt. You can go enjoy
25 your life. And a lot of people say yeah, well, I'll need

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1 the money for later. I go let's try this out. You're going
2 to be 50 years old and you're going to retire. Let's say
3 you live 30 years. For the first 30 years -- for the first
4 ten of those 30 years, it's going to be pretty good.
5 Between 50 and 60 you can do almost anything. You can go
6 hunt in Africa, you can go deer hunting, you can go fly
7 fishing, you can make love whenever you want to do that.
8 You can have a great time. You can travel, hike, fish,
9 bike, ski, all that kind of stuff.

10 Between 60 and 70 you're slowing down a little
11 bit. You start driving a bigger car, you wear glasses a lot
12 more often. You start wearing a cap. Between 70 and 80 you
13 start going to see the doctor a lot. And you start driving
14 a Grand Marquis and looking for dinner at 4:00 o'clock.
15 Between 80 and 90 you just talk to everybody about what
16 operations you had. I'm talking to my 91 year old mother on
17 the way in. I said, hey, ma, how is it going. I've got to
18 go to the doctor next week. I'm going next week. Well, I
19 go, that's nice. And I'm getting ready. She's prepping for
20 it now. So eating some of the interest brings that into
21 play.

22 By the way I'm only eating some of the interest.
23 So I want you to visualize your retirement as segments.
24 There's a segment while you are below the age of 62 if you
25 collected Social Security if you can, or your spouse would

1 collect Social Security. Then there's the time period where
2 your spouse retires if you're married to somebody you like.
3 And then there's the time period where you hit 70 and a half
4 when you have to start take money out of 457's and IRA's and
5 things like that. There are phases.

6 What I can see people do is they live frugally
7 early and then they build up a giant pile of money, and when
8 they're 70 and a half they've got all this money coming in
9 and they've got nothing to do with it. Balance your
10 financial life. You want to be good now and good later, not
11 medium now great later. Not great now medium later. You
12 want to be good all the way through the whole time frame.
13 Make sense? So in the folder I've got for you, and you can
14 have these for your unit as many as you want, here's a blank
15 worksheet. So you and your members can sit down, plug in
16 your own numbers, your mileage may vary. And work out which
17 ones are there.

18 Let's talk about a couple of the other moving
19 parts. One of the big moving parts all of you have to think
20 about is joint survivor. Whether you're going to take a
21 joint survivor, single life annuity. Again if you're
22 married to somebody you like you want a joint survivor.
23 Joint survivor in almost every municipality adds the spouse
24 on not only for the pension but to the medical. And I can't
25 tell you how much financially that's worth without knowing

1 your system specifically. But let's just say the value of
2 adding your spouse onto the medical is in the 100's of
3 thousands of dollars. Okay? So what most of the time
4 you're doing is you're looking do I take a joint 50, joint
5 75, joint 100. Almost every calculation I see in a fire
6 pension, most are done by Gabe Roder, have a pop up option.
7 I almost always say take the pop up. The pop up means that
8 your spouse dies before you, your pension pops back up to
9 single life annuity.

10 One of the questions is do I take a joint and 50
11 percent survivor or joint and 100 percent survivor. Here's
12 the bottom line on survivorship. When you take a joint
13 survivor out of the pension, it is an insurance policy. You
14 and your husband or wife are reducing your pension for your
15 lifetime so that whichever one of you survives can have a
16 pension later. It's a life insurance policy that only pays
17 one person. So do you see what's happening? You're married
18 like I am to somebody who is a health nut. So I'm married
19 to her, and I live to 85, she's 80 and she lasts another ten
20 years, I reduces my pension during the whole of the years
21 between my retirement and 80 so she could have ten years.
22 In reality what would happen is, I could buy a life
23 insurance policy with the difference between the 50 and the
24 100. That would give me a tax free amount of money, and if
25 my wife died before I did, I could give it to my kids.

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1 Don't always do that, the math is -- I'm not
2 telling you to go out and buy life insurance. In fact, I
3 don't sell anything so I have nothing to do with this in
4 terms of what you buy or sell. The answer is very simple,
5 if the life insurance policy is cheaper than the reduction
6 in the pension, then the life insurance policy is the better
7 deal. If the life insurance policy is not cheaper than the
8 reduction in the pension, then it probably isn't a better
9 deal. So joint and 50 and joint and 100.

10 Second thing is annuity withdrawal. The questions
11 you ask on your annuity withdrawal, is it pre tax, after tax
12 or both. If you had pre 1987 contributions inevitably those
13 are after tax. I do have some units that have all after tax
14 contributions but they have interest which is taxable. And
15 so the taxable portions go into an IRA and the after tax
16 portions can be used to reduce debt or other things. What's
17 the reduction on annuity withdrawal? Again, almost every
18 municipality in Michigan is using something called PBGC
19 withdrawal. PBGC withdrawal means that the annuity
20 withdrawal financially is a good deal if you make more than
21 about two percent. So if you can make more than two percent
22 in your IRA, in most cases you're better off with the
23 annuity withdrawal. And the other thing is very simple.

24 I take the annuity withdrawal, Ann and I go
25 celebrate my retirement by going down to Mexico. We hire a

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1 couple guys with a boat to take is parasailing. The guy on
2 the boat has some tequila so we're drinking some Patron and
3 having a good old time. The guy on the boat is drinking too
4 much tequila. He takes us out parasailing and he swings us
5 into the Maya Riviera Hotel and slams us into the wall,
6 we're both gone. If I didn't take the annuity withdrawal,
7 where did my pension go after both of us die? If I take the
8 annuity withdraw what happens? It's sitting where? In an
9 IRA. Who gets it? Kids, somebody, somebody gets it. I
10 call it the backpack, take the backpack of money. And not
11 to put too fine a point on it. I'll mention the small
12 system down in Wayne County that's adjacent to Detroit,
13 would you rather have your money out of the system and in
14 your hands or in their hands? So that's the question.

15 If we were sitting here in 2007 I'd be talking
16 about how your plans were over funded and go negotiate with
17 the city and get a drop and get a back drop and get some
18 cost of living increases. And if you're in MIRS, go for an
19 A3 and XYZ. And now I'm sitting her going, hey, protect
20 your assets, cover yourself.

21 Okay. Third thing. What other retirement income
22 do you have? Do you have a spouse's pension, is there
23 Social Security, is there spouse health insurance? There
24 are nine ways, nine ways to collect Social Security. So in
25 some cases, let's say you're in a non exempt, you're subject

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1 to Social Security. You might have your spouse take their
2 Social Security you might delay yours until you're 66. Your
3 spouse would get theirs at 62, you would get yours at 66,
4 and then your spouse would get the greater of yours, or half
5 of yours, or theirs. But if you die -- I should say when
6 you die because you all are going to die someday. When you
7 die your spouse gets 100 percent of yours as a survivor
8 benefit. So those are things to analyze.

9 Let's look at some more. Deferred comp. Remember
10 deferred comp comes out, no penalty. Deferred comp can give
11 you an income type withdrawal. Deferred comp can be rolled
12 over to an IRA. There are a lot of guys out there who sell
13 products who try to talk you into rolling the entire
14 deferred comp over to an IRA. Unless you're 59 and a half,
15 my advice is don't do it. Don't do it. You may need some
16 money. Now, if you've got 300,000 bucks sitting around in
17 your trust account or your bank account, and you've got all
18 your bills paid off and everything else, then fine. Go
19 ahead. But also remember you can turn deferred comp into
20 Roth.

21 Drops have a whole set of rules. And drop plans
22 are basically qualified plans. The drop allows you to take
23 a lump sum out earlier. I am seeing a lot of folks look at
24 drops earlier. And we have just done some analysis that
25 when you drop earlier even if the pension could keep

1 accruing, that having the money build up in the drop seems
2 to override waiting longer. So here's the situation. Got a
3 fire fighter in a 2.7 multiplier system. They can drop
4 anytime from 20 years to 25 years, he's got 22 years.
5 Question is, do I wait three years then drop. Or do I drop
6 now? The answer was, the amount of money he built up in the
7 drop overwhelmed what he would have made by waiting three
8 more years. In other words having a couple hundred thousand
9 bucks sitting in the drop made up the difference and got him
10 out sooner. Not to mention the fact that he got out of the
11 city three years sooner and could go get another job. Okay?

12 Social Security, there's windfall elimination you
13 need to know about that. I plugged some things in there in
14 the book for you. By the way, use your pay outs for debt
15 reduction. I already brought that up at the beginning.
16 Roth. And the last thing I want to bring up is buying time.
17 I am seeing cities now eager to get you guys off roll. And
18 if you're in the opportunity, if the opportunity arises
19 itself to the city manager or city finance director, if they
20 come in and say, we've really got to do something about
21 costs. You go you know, there's four of us that have 22
22 years of service. If you let us buy three years, it would
23 be profound. And we had a Macomb County unit and the city
24 offered them what I thought was one of the best deals I've
25 ever seen on a buyout. And it was like don't even think

1 about it, just buy it. Almost always you can use 457 money
2 to do the buyout. Which means you're using pre tax dollars
3 to buy more time. So I like buying time. I almost always
4 like buying time because play with all my little
5 calculations I gave you. If you buy time, which side of the
6 coin do you increase? You increase the right hand side. You
7 increase the right hand side. By the way, if you're in a
8 MIRS system, MIRS uses an actual number. You've got to
9 carefully look at that one. I haven't seen MIRS giving
10 wonderful buyout offers. When the city makes you an offer,
11 sometimes all the bets are off.

12 So the bottom line. The bottom line is, there's a
13 lot of pressure from the municipalities on your units.
14 There's a lot of pressures in bargaining. There's a lot of
15 pressure on each of you. If you have members who are
16 retirement eligible, it's probably worth their while to take
17 a piece of paper and do this. I'm not saying retire, I'm
18 saying they should take a piece of paper and do this. They
19 should carefully consider what they need to do for
20 themselves. There's a lot of moving parts here. Whatever
21 they're thinking about doing instead of just sitting around
22 the fire hall and you guys all looking at CNBC and talking
23 about retirement, go get an opinion. Go sit down with
24 somebody who understands this stuff and see what's going on.
25 I'll give you an hour. Go see your CPA, go see somebody

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1 else. Don't just take the first opinion that comes down the
2 line.

3 Watch the timing, July 1st looms. Contract
4 expirations are looming. Most of the people in this room
5 intimately know where the contracts are going, at least the
6 direction they're going. So play that card carefully. And
7 remember one other thing, when you're doing a work or retire
8 the question is, do you want to work at the city or not work
9 at the city. It's not you have to stay home and annoy your
10 spouse. It's that do you want to work here or not work
11 here. And many times I see this almost all the time, it
12 seems like everybody wants to hire you folks. You retire,
13 somebody says, oh, you were a fire fighter? Sure you can
14 come. And I also notice that once in awhile fire fighters
15 have these little side jobs, and these little side
16 businesses that they could go deal with those. So you could
17 go cut a few more trees, or go pound a few more nails, or go
18 sell a few more bags of charcoal, or go make a few more
19 fishing poles. Or like my buddy is doing right now teach
20 fly fishing classes. So imagine what a terrible retirement
21 job that is. And that will give you enough money for the
22 important things in retirement like cigars and whiskey.

23 A couple other little issues. I always bring
24 these up. Please as you're reviewing your financial
25 situation, review your estate plan. If your healthcare

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1 power of attorney was done before 2006 it's no good. You
2 need one. If your financial power of attorney doesn't name
3 a guardian for your kids, your kids are under 18, you become
4 disabled, you want a guardian named for the kids. You've
5 property in more than one county in Michigan, you've got
6 kids under 25, get a trust. Think about this, somebody
7 croaks, you croak, your spouse croaks, your kids get 500,000
8 grand. What do you think 18 year old kids do with 500,000
9 bucks? They sit down and say well, I should have a well
10 balanced portfolio with some short terms bonds and high
11 yield bonds and nice widely diversified international
12 equities. But I've got a kid over in East Lansing right now
13 who's 18 and I know now what he would do. He would say,
14 500,000 grand? I need a Harley, and a tattoo, and a loose?
15 woman. Where are those Axmen jerseys dad?

16 So pay attention to the estate plan. In Michigan
17 now there is a new type of deed we can have. It's funny,
18 it's a new deed that's been around since 1963. It's called
19 a ladybird deed. A ladybird deed avoids probate so you
20 don't need a trust to get real estate out of probate now.
21 So think about getting a ladybird deed. Think about getting
22 a health care power of attorney. Do a will or trust.
23 Please, please do that, it's very important.

24 Last but not least remember my firestorm. I'm
25 actually pessimistic right now. I'm optimistic long term.

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1 The market is valued very nicely, the economy is starting to
2 chug along okay. We still start eventually getting some
3 jobs. Iran sooner or later will sort itself out. Oil
4 prices will probably stay about where they are maybe go down
5 a little bit. But the corporate sector and the private
6 sector is hiring and they're on a binge now. When Quicken
7 Loans is adding 1,000 jobs in the City of Detroit and
8 Chrysler is hiring 4,000 people, and Ford sells two plants,
9 and Faurecia immediately hires 400 people, in Oakland County
10 for the first time in seven years added 30,000 new jobs.
11 And these were almost all good ones. If you recognize what
12 happens, if the auto industry hires somebody, seven more
13 people get hired.

14 We're starting on a recovery. But there is a
15 horrendous shit storm at the end of this year. I've got
16 election, tax cuts expiration, budget, sequestration, and
17 debt ceiling. That's enough to make me say, you know what,
18 I made eight percent the first quarter, I made about two
19 percent in the last two days. If I sit on the sidelines
20 with some of my money, I made ten percent for the year,
21 didn't I? So I'm being a little bit conservative. Go
22 review your investments as well. I'm not getting out of the
23 market, I'm not telling you to get out of the market, I'm
24 not telling you the end of the world is coming. I'm just
25 telling you that if you didn't like the movie last year,

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1 this year is a little scarier.

2 So at that, it's great to see you guys again.
3 It's great to be with you all. I will hang around if you
4 want to come talk to me. I've got some of my other advisors
5 here and stuff like that. If you want some of these things
6 for your unit, let us know, we'll get them to you. If you
7 want us to come out and talk to your unit, you can schedule
8 it up, we're happy to do that as well. So with that, God
9 bless you, thanks. Thanks for serving.

10 (Audience applause)

11 MR. CHESNEY: Thank you Leon. Leon always offers
12 valuable information. Please make sure you share it with
13 your members. I'm just filling in until he gets here.

14 MR. DOCHERTY: Next I'd like introduce our next
15 guest. Representative Brandon Dillon from the west side of
16 the state. He's been always -- been a long supporter of the
17 fire fighters. And actually is an honorary member of Grand
18 Rapids Fire Fighters. Welcome.

19 (Audience applause)

20 MR. DILLON: Thank you, Mark. Thank you for
21 inviting me to speak here today. As Mark said, my name is
22 Brandon Dillon, I'm a State Representative from Grand Rapids
23 serving my first term here in the legislature. I'm a member
24 of the Democratic Caucus and as Mark said, an honorary
25 member of GR Fire Fighters Local 366. Which I have to tell

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1 you is probably -- I haven't got a lot of legislative
2 victories this year, but that's the biggest victory that I
3 and my colleague Roy Schmidt have been able to count on this
4 year. And I can't think of a better group to come and speak
5 to.

6 This is my first term as a State Representative.
7 Prior to that I worked on staff here in the Senate and also
8 was an elected county commissioner in Kent County. The
9 first group I ever asked for an endorsement was the fire
10 fighters. The first group to support me, been with me ever
11 since, and it's an honor for me to be with you guys every
12 time. Because I know fire fighters in particular, police
13 officers, other public employees have been under attack in
14 Michigan and throughout the country, Ohio, Wisconsin. But
15 we've been on the front lines here in the Democratic Caucus
16 and the House at least trying to stop some of the worst
17 pieces of legislation that have gone through.

18 And because of the advocacy of your organization
19 and your counsel, Melissa Yutzey, and your President,
20 fortunately we've been able to stop some of the most
21 egregious efforts to take away your collective bargaining
22 rights, to take away binding arbitration, to take away the
23 benefits that you've worked hard for. But it's still been a
24 struggle. And I can tell you, if the House had its way this
25 year, the situation would be a lot different. Fortunately

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1 there's a few adults in the Senate on both sides of the
2 aisle I think who understand the value of fire fighters and
3 the value of public safety to our state, to our local
4 economies, and to our public safety. But in the House
5 frankly we have a different situation. We have a lot of
6 people elected in 2010 who feel it's their job to come in,
7 for lack of a better word, blow the system up and start all
8 over. And whatever collateral damage there is, they're
9 willing to accept that.

10 We saw a bill introduced this year to eliminate
11 Public Act 312. If the House would have had its way, that
12 bill would have passed and you would have lost binding
13 arbitration. Fortunately the Senate was willing to
14 negotiate and I think we were able to get a compromise
15 through the hard work of your organization and others. It
16 was at least palatable. But I can tell you if the House
17 stays the same next year, if Democrats are still in the
18 minority as we are now, it's not going to get any better.
19 And that's really what I'm here to talk to you about today
20 is the importance of the election coming up in November.

21 I think everybody is well aware that we have a
22 pretty important election at the top of the ticket. There's
23 an election for President, which you might be aware of.
24 There's elections for the United States Senate, there's
25 election for Congress. There's elections for the Michigan

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1 Supreme Court. But in terms of what's going to happen day
2 to day in your lives and in the future of your colleagues, I
3 can't think of a more important than the elections around
4 the state for the Michigan House. The Governor is not up
5 this year, the Senate is not up this year. But the House
6 is. And if the House doesn't have significant changes, the
7 majority party now, the Republicans, I believe are going to
8 interpret that as a mandate for what they've done this year
9 and it's going to embolden them to move even further.

10 If you think now what they've done now is a threat
11 to your organization, to your paychecks, to your livelihood,
12 to the work that you do, just wait until you wake up on
13 November 8th and there's still a Republican majority in the
14 House. It's going to start immediately after that in a Lame
15 Duck Session in the House of Representatives. And it will
16 continue on until the next year. Fortunately I think that's
17 not going to happen. We have a strong slate of candidates
18 this year in the Democratic Caucus around the state. We
19 need nine seats for outright control of the House, eight for
20 a tie. But I believe we can pick up 12.

21 We've actually got one of your colleagues running
22 in an open seat in Macomb County, Henry Yanez, who is a fire
23 fighter and a member of Local 1557. Who is going to be a
24 member of the House next year and I think is going to be
25 somebody that my colleagues and I are going to look to to

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1 provide leadership on these issues. But we've got races
2 across the state no matter where you're from. If you're
3 from southeast Michigan, we've got races downriver, Detroit,
4 Oakland County, Oakland County. If you're from western
5 Michigan, we've got races where I believe we're going to
6 pick up seats in Muskegon, up on the lakeshore in Montcalm
7 County. in central Michigan and norther Michigan we've got
8 great candidates running who I believe are going to pick
9 those seats back up. And in the U.P. we've got two seats
10 that I'm confident we're going to take back.

11 But it's going to take a lot of help. And frankly
12 it's going to take not me coming here to talk about the
13 importance of this, but you and your families, and your
14 friends, and your colleagues to get out this summer and help
15 candidates in your area that you know are friendly to fire
16 fighters. I think you've all heard this every election.
17 Everybody wants to have their picture taken with you.
18 Everybody wants to say how much they appreciate the work you
19 do. But at the end of the day, it matters what they do when
20 they're elected I can sit here and tell people I love fire
21 fighters and I love police officers. But if I'm
22 consistently voting to take away their bargaining rights,
23 take away their pay, take away their ability to do the job
24 that they have dedicated their lives to, I don't think that
25 is what you would consider supporting your efforts.

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1 I was actually in New York City working in New
2 York City on 9/11. And I can tell you, it's probably one of
3 the most -- it's an experience and a moment that's I'm never
4 going to forget. And the men and women who rushed into
5 those buildings when everybody was rushing out are the kind
6 of people that are the foundation of our society. Small
7 businesses can't exist, people can't go to school, we can't
8 have safe communities if we don't have people who are
9 willing to put their lives on the line every day and protect
10 the basic things that we hold dear. Our life, our liberty,
11 our property. And that's what fire fighters do every day.

12 So when you're out looking for candidates this
13 year, I encourage you to really dig a little deeper,
14 especially if they're Republicans. If they say they're with
15 you and they don't agree with what's happened, press them.
16 Find out what they really mean by supporting fire fighters.
17 Are they willing to vote for efforts to limit your
18 collective bargaining rights. Do they believe that Lansing
19 knows better than you and your local communities what kind
20 of compensation package you can have. Because I can tell
21 you, for as long as I can remember Republicans that I saw on
22 TV and grew up with were always talking about local control
23 and allowing local people to make decisions about what
24 impacts their lives. They can't say that any more.
25 Everything here now is consolidating all decision making in

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1 Lansing. And if you feel it's important to have local
2 people to represent your interests, make sure you talk to
3 them about these questions. And makes sure that when you
4 find candidates that you can support, that you do it with
5 your checkbooks, your feet, your phone calls, knocking on
6 doors. Making sure that people know that this election is
7 critically important. Not just to the entire state, not
8 just to the sustainability of the middle class, but really
9 important to you, the men and women who go out every day in
10 local communities, put their lives on the line. And do it
11 not to get rich, not to get famous, but just to be able to
12 live a basic middle class lifestyle and support their
13 families.

14 So it's an honor for me to be here today and speak
15 to you. I can't stress to you again the importance of
16 making sure that you're aware of the elections coming up in
17 November. And when you see all the TV ads and all the
18 debates about the President, the Senate, and all the other
19 races, don't lose sight of the fact that I believe and I
20 think when you really look at this, you'll agree that the
21 most important elections are going to be Michigan State
22 House elections this year and making sure that we have a
23 majority of people elected next year that are going to put
24 your interests first and not just pay lip service to the
25 work that you do. So thank you very much and thanks for the

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1 opportunity to come here and speak.

2 (Audience applause)

3 MR. DOCHERTY: We're going to take a ten minute
4 break, be back at 11:00. We're going to try to finish this
5 up today if we can. So we're going to try to hold to the
6 time lines. So if you can get back here in ten minutes it
7 would be great.

8 (Off the record)

9 MR. DOCHERTY: I'd like to introduce our next
10 guest. She's a staunch supporter of fire fighters. She's a
11 leader in the House. And has been fighting in some
12 unbelievable circumstances trying to protect our rights with
13 a minority in place. Minority Floor Leader Kate Segal.

14 (Audience applause)

15 MS. SEGAL: Good morning. Well, it really is a
16 pleasure to be here today because I really want to thank all
17 of you for the work that you do each and every day for our
18 communities. And for still doing your jobs even though the
19 last year and a half has made most of you in this room
20 public enemy number one by this House legislature. So thank
21 you for still going to work. Thank you for still putting
22 the safety of our citizens first. And thank you for keep
23 doing the job. And we're hoping that we can change that in
24 187 days from now. Not that I'm counting.

25 But what you do need to know is that it is

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1 possible. I know people start getting kicked, they start
2 getting down, they start seeing the legislation go through
3 and they don't see how it's stopping. They see it done in a
4 record amount of time and you don't think you're going to
5 see a change in November. But that's up to all of you, it's
6 up to myself, my colleagues, and what we can do in the State
7 of Michigan.

8 You know, last January we started off session
9 with hopes of some bi-partisanship, with hopes of a Governor
10 that was actually going to use a dashboard and then look at
11 the facts of the dashboard and actually use that in his
12 deliberations. Instead one of the first things we got was
13 an Emergency Manager Law that threw out the votes of public
14 members. Threw out the voting rights of the citizens of
15 this state, threw out contracts, threw out anything the city
16 wanted to do and not have any accountability or training.
17 The only thing an emergency manager has to have before they
18 come into a city and throw out your contracts and your
19 rights is two days of training. You guys have more training
20 than that, two days of training.

21 They then turned around and put in place a law
22 that required everybody to pay 20 percent of their
23 healthcare regardless of what had been happening over
24 decades of collective bargaining agreements. And regardless
25 of what other sacrifices our unions members have made across

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1 the state. And then to make matters worse, they gave away
2 the biggest corporate handout in the history of Michigan at
3 \$1.8 billion and asked our seniors and retirees to pay the
4 cost of that. And then to add insult to injury, they double
5 taxed your members and your member's pensions by taxing
6 Social Security and not giving them an exemption. So last
7 summer we had a bill up to fix that for police and fire
8 fighters. The House Republicans response to that, they put
9 that bill up right before break, it was the last vote we
10 took. They put that bill up on the boards, they let their
11 members and encouraged their members, the House Republicans,
12 to go and vote no. They voted that bill down and then
13 recessed for the rest of the summer. So your seniors, your
14 retirees, your family members are now paying extra money
15 after they've already given a lot to the people of the state
16 and we've given you no thanks.

17 But that was what we're dealing with now. And it
18 does get better. Believe it or not we can do this. There
19 are nine seats in the difference in the House being under
20 Democratic control and being under Republican control. This
21 year partisan politics matter because we have to have
22 balance back in the legislature. You have to have people
23 that are willing to stand up for you and turn this around.
24 And then if nothing else, stop the assault on collective
25 bargaining and our workers. And how do we get there?

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1 In 2010 when the map was redrawn for all the
2 districts in this state, it was all done by Republicans.
3 There were 47 seats drawn with a 48 percent democratic base
4 or above. You've got to hang with me on this one. And then
5 63 seats with big Republican majorities. That's the current
6 make up of the House, 47/63. The House Democrats did not
7 lose a seat, even though 2010 was the worst Democratic turn
8 out year in recent history that had 48 percent or above
9 Democratic base. Now flash forward to 2011 when we drew the
10 map for right now. Again, completely controlled by
11 Republicans throughout the entire process. They drew 59
12 seats with a 48 percent or above Democratic base. 59. And
13 again we didn't lose one, it had a 48 percent or above
14 Democratic base. Surprising, I don't know what they were
15 thinking when they drew the map. But that gives us 59
16 opportunities to take back the House. We need to get to 56,
17 but that will get us to 59.

18 Then you've got some really amazing seats
19 throughout Michigan that we have to play with as well to
20 help cushion that. Because 12 and 15 would be a lot nicer.
21 You've got Terry Brown running in the Thumb. He used to be
22 a State Representative. He, quote unquote, "lost," that
23 election by 18 votes that they couldn't recount at least 13
24 of the precincts. That election was wrong. He's running
25 again. He's the only Democrat that's been able to hold that

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1 seat in like 100 years. He's back on the ballot. We've got
2 former State Senator Jim Berryman running in Lenawee and
3 Hillsdale County. His daughter was just one of the top vote
4 getters in the Adrian City council race. The name down
5 there is good. With Jim Berryman as our candidate down
6 there, that's a seat that's only about a 46 percent Dem base
7 and we're confident we can take this fall. And we have
8 stories like that across the state. The map is good, the
9 issues are good. People in Michigan know and it's up to us
10 to remind them how bad this legislature has been to them.
11 And it is time to put a stop to it. We have got to make
12 them stop.

13 The other thing we have going for us is the
14 collective bargaining agreement. And I know all of you know
15 from what you have had to deal with, with the threat of
16 repeal of personal property tax and what that will do to
17 your memberships and your benefits, we have to pass the
18 collective bargaining agreement ballot proposal. That has
19 to pass. There are four weeks between November 6th when we
20 will take back the House and when the new legislature is
21 sworn in in January. There will be four weeks of session
22 where there will be no checks and balances and it is called
23 *Lame Duck*. And it is one of the scariest *Lame Ducks* I have
24 ever envisioned and what could possibly happen. But with a
25 collective bargaining agreement, that will help solidify the

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1 rights to negotiate your contracts and to make sure you still
2 have rights to do your jobs and fight for the rights that
3 are yours.

4 Now all of this is 187 days away. You guys are
5 all here, you're hearing about what's going on in your
6 organization and what's going on in Lansing. But I need all
7 of you to go home and talk to all of your friends. Do your
8 fire fighter days, do your signs, get out and get in those
9 communities. There are at least 15 areas across the state.
10 One of your own Harry Yanez is running in Macomb County, we
11 need that seat. We have to get these folks elected.
12 Because I will assure you that come January with a
13 Democratic House, we are not attacking collective
14 bargaining, we're going to fix that pension tax and stop
15 double taxing our seniors. And then we are going to stand
16 up for the working people of this state instead of the
17 corporate handouts.

18 But I can't do it without your help. So I hope
19 all of you are going to be there on November 6th. That
20 you're all going to come out and vote. And you're going to
21 remember what it means to stand up for you and your working
22 families. And we're going to make sure we remember you come
23 January 1, 2013. So thank you for all you've done. Thank
24 you for your support. Thank you for protecting our
25 families. And please join me in taking back the House

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1 November 6th. And standing up for our workers and our
2 rights. Thank you.

3 (Audience applause)

4 MR. DOCHERTY: We're going to get started back on
5 our business. Just a couple reminders, some rules. When
6 you approach the mikes, if you're going to make an
7 amendment, you need to state the amendment prior to any
8 other discussion. And then we can discuss the amendment.
9 Also, when you approach the mike on a particular resolution,
10 you need to state whether you oppose it or support it before
11 discussion. There's been several speakers that have come up
12 and we're not real sure whether you support it or not. So
13 just remember those when coming up to the mike on future
14 times. I'm going to call the resolutions committee up for
15 another partial report.

16 MR. DAWE: Resolution 21 has been withdrawn by the
17 maker. Turn to Resolution Number 29, rival organization
18 policy.

19 "Whereas from time to time for a variety of reasons it
20 may be necessary to declare that an outside
21 organization is a rival organization of the Michigan
22 Professional Fire Fighters Union. And whereas
23 currently the MPFFU does not have a clear policy on the
24 subject of designating an outside organization as
25 rival. Therefore be it resolved that any member in

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1 good standing can submit a written request to the MPFFU
2 executive board to declare that an organization is a
3 rival organization of the MPFFU. The request must be
4 in writing and must include any substantiating and
5 supporting documentation to warrant the rival
6 designation. And be it further resolved that the MPFFU
7 executive board will consider the request at the next
8 regularly scheduled board meeting. It will take a
9 two-thirds vote of the MPFFU executive board to declare
10 that an organization is a rival organization. And be
11 if further resolved that the MPFFU executive board may
12 also vote to revoke the designation of rival
13 organization by a two-thirds vote at any time they deem
14 appropriate."

15 Mr. President, on behalf of the committee I move
16 to adopt this resolution.

17 MR. DOCHERTY: Thank you. The Committee
18 recommends adoption of Resolution 29. The floor is open for
19 any speakers. Seeing none, call for a question. All in
20 favor raise your hands.

21 (Show of hands)

22 MR. DOCHERTY: Opposed? Motion adopted.

23 MR. DAWE: If membership would turn to Resolution
24 Number 28, designation of Health Link Medical Transportation
25 as a rival organization of the MPFFU.

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1 "Whereas the members of the Michigan Professional Fire
2 Fighters Union are under unprecedented attacks on many
3 levels. And whereas many of our traditional fire
4 departments are being stripped of their ability to
5 provide quality EMS capabilities by privatization of
6 service. And whereas history has shown that in the
7 vast majority of cases, when professional fire fighters
8 no longer provide emergency medical services, patient
9 care and customer service levels decrease. And whereas
10 it is the sincere belief of the MPFFU and the IAFF that
11 privatized EMS cannot deliver the same professional
12 services of a traditional, career, IAFF affiliated fire
13 department can. And whereas it is also believed that
14 due to the reduced staffing levels of dedicated career,
15 fire departments with a privatized EMS model
16 department, the citizens of these communities are
17 having their safety compromised. And whereas
18 initially, Health Link Medical Transportation provided
19 transporting service for medical first responder fire
20 departments but they are now openly encouraging the
21 privatization of EMS and providing municipalities with
22 a false promise of service, and they are actively
23 involved in using the privatized model as a recruitment
24 drive to bolster the profit for itself. Therefore be
25 it resolved that the delegates assembled at this 50th

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1 Biennial Convention of the MPFFU do hereby declare that
2 Health Link Medical Transportation is officially
3 designated as a rival organization of the MPFFU and
4 that the MPFFU Constitution and By-Laws be amended to
5 memorialize this action."

6 Mr. President, on behalf of the Committee I move
7 to adopt this resolution.

8 MR. DOCHERTY: Thank you. Committee recommends
9 adoption of Resolution 28. The floor is open for anyone
10 wishing to speak on this resolution. Seeing no one at the
11 mike, call the question. All in favor, signify by raising
12 your hands.

13 (Show of hands)

14 MR. DOCHERTY: Opposed? Motion adopted.

15 MR. DAWE: If members would turn to Resolution
16 Number 14, designation of POAM as a rival organization of
17 the MPFFU.

18 "Whereas the members of the Michigan Professional Fire
19 Fighters Union are under unprecedented attacks on many
20 levels. And whereas many of our traditional fire
21 departments are being threatened to be merged into or
22 have already been completely replaced by a public
23 safety officer department that cross trains fire
24 fighters and police officers to do dual roles. And
25 whereas history has shown that in vast majority of

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1 cases, when traditional fire departments are merged
2 into a PSO department, it is the fire service that
3 suffers a reduction in personnel, often times to the
4 point of complete elimination of the career union fire
5 fighters while police numbers generally increase. And
6 whereas it is the sincere belief of the MPFFU and the
7 IAFF that a cross trained PSO department cannot deliver
8 the same professional services of a traditional,
9 career, IAFF affiliated fire department. And it is
10 also believed that due to the reduced staffing levels
11 of dedicated career fire fighters a PSO model
12 department the citizens of these PSO communities are
13 having their safety compromised. And whereas the
14 Police Officers Association of Michigan (POAM) is
15 openly encouraging the merging of traditional fire and
16 police departments into PSO departments, and is
17 actively involved in using the PSO model as a
18 recruitment drive to bolster the membership numbers of
19 the POAM. And whereas unfortunately, evidence shows
20 that even some of our own MPFFU/IAFF members are
21 members of POAM, and whether willingly or not, have
22 through their affiliation with a police association,
23 caused irreparable damage to the career fire service,
24 and to the efforts of both the MPFFU and the IAFF
25 trying to stop the growth of PSO departments in

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1 Michigan. Therefore be it resolved that the Michigan
2 Professional Fire Fighters Union Constitution and
3 By-Laws list the Police Officers Association of
4 Michigan as a rival organization of the MPFFU."

5 Mr. President, on behalf of the committee, I move
6 to adopt this resolution.

7 MR. DOCHERTY: Thank you. Committee moves to
8 adopt Resolution 14. The floor is now open for anyone
9 wishing to speak on this resolution. Number one.

10 MR. PIERCE: Frank Pierce, Shelby Fire Local 1338.
11 My question is -- I support this. My question is, what does
12 this do with everyone that's a tactical medic, the SWAT
13 medics that we're supporting. Essentially I don't know if
14 these guys get guns, but to me it's almost like being a
15 volunteer. You guys go and do it, but now here your guys
16 are going out, they're performing with the cops, and they go
17 to PSO, you've already got fire fighters doing it, so how is
18 that going to be affected? I know it's probably a lot of
19 fun for a lot of guys, but what's the stand going to be on
20 that?

21 MR. DOCHERTY: I'll briefly read, already in our
22 Constitution and By-Laws. "MPFFU opposes armed tactical EMS
23 being provided by IAFF or Michigan Professional Fire
24 Fighters Union affiliates." That's currently in our
25 Constitution and By-Laws that it is discouraged. But I

1 believe even if they are operating as a tactical medic
2 they're not a part of POAM. They are a member of, versus
3 working as a police officer in a community that is
4 represented by them. Does that answer your question?

5 MR. PIERCE: I just think it's -- I mean, we're
6 supporting it. But we're trying to get rid of -- I mean,
7 break all contacts with these individuals. But if they're
8 going in and doing it, I mean I just think maybe a stronger
9 stance on that then.

10 MR. DOCHERTY: Okay. I agree.

11 MR. SMITH: Bill Smith, President Local 366, Grand
12 Rapids. Support the resolution. But I did have a question.
13 Was POAM previously a rival organization, declared a rival
14 organization in years previous to this one?

15 MR. DOCHERTY: I believe they are declared rival
16 in the IAFF Constitution and By-Laws.

17 MR. SMITH: Thank you.

18 MR. DOCHERTY: Microphone number two.

19 MR. BALA: Scott Bala, Roseville Local 1614. Also
20 served on the committee. I just wanted to maybe address
21 that. We did have a lengthy discussion on this in the
22 committee itself. Because we know a lot of us do have good
23 working relationships with some of the police unions in our
24 communities. And I heard the Brother from Shelby say we're
25 looking -- possibly looking to break all contact. That's

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1 not necessarily the goal or the intent of this resolution.
2 And we talked at length -- for example, in Roseville we have
3 a very good relationship with our command officers who are
4 POAM, and a horrible relationship with the patrol officers.
5 And so we know there will be times where we do have to work
6 together with them on certain causes within our local
7 communities. It's definitely, I think as we come out of it,
8 there's not a ton of teeth to it and that's okay. It's
9 symbolic, it wants to send a message to their state leaders
10 and the local leaders that are following their state
11 leaders. We're really trying to put them on notice and put
12 our own members on notice of what is happening at the state
13 level of the POAM. That they do have a mission and a goal
14 to knock us down. But that message is not necessarily
15 followed by all of their membership. You poll a lot of
16 their Brothers and Sisters from the POAM at the local level
17 and you'll find it very much split if not more supportive of
18 us. So we need to send a message to their state leadership,
19 the local leaders that are following that, and try to really
20 stir some conversation amongst their members that you need
21 to make a change at the state level because they're out to
22 get us. But by no means do we want to encompass every
23 Brothers and Sisters that's a police officer because they're
24 not all bad people. They're not all against us. It is a
25 core group of radicals that are on this issue.

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1 MR. DOCHERTY: Microphone number one.

2 MR. NYE: Monty Nye, Meridian Township Local 1600.

3 I stand in support of this resolution. Currently we have
4 over 27 different locals that are under attack in one form
5 or another from PSO. We have a list that we update monthly.
6 The majority of these locals are represented by POAM. Their
7 president came out with a letter supporting public safety
8 and pushing to go public safety. It's a membership grab by
9 them. It's symbolic in nature, but we have to have this out
10 there. We have to say enough is enough. We have to put our
11 foot down, say if you're going to do this we cannot work
12 with you on this. And I echo the previous speaker's
13 sentiments, it's not every -- I mean, we do work with them.
14 Many times we get in there right up front. If we can get
15 them to stand with us, then we have a lot easier chance or
16 better chance of beating public safety. But their state
17 presidents come out, they put out letters saying that they
18 support PSO. And this will, I think, help us in our battle
19 against it. Thank you.

20 MR. DOCHERTY: Seeing no one else at the mikes.
21 Call the question. All in favor of adoption of Resolution
22 14 please signify by raising your hands.

23 (Show of hands)

24 MR. DOCHERTY: Opposed? Motion carried, motion
25 adopted.

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1 MR. DAWE: Members would turn to Resolution Number
2 23, secondary employment in emergency dispatch centers.

3 "Whereas many fire departments have eliminated their
4 own separate dispatch operations by merging with other
5 communities or by contracting out these dispatch
6 duties. And whereas these actions have resulted in a
7 loss of dispatch positions in several locals throughout
8 the state. And whereas these new dispatch centers are
9 oftentimes in need of additional employees to operate.
10 And whereas there is a possibility that these dispatch
11 centers may hire IAFF members to work for them on a
12 part-time basis. And whereas IAFF members accepting
13 these positions may not realize that they may be in
14 violation of Article XV, Section 1 N of the IAFF
15 Constitution and By-Laws due to the fact that they are
16 working a secondary job in a fire related service that
17 adversely impacts the interests of another local. And
18 whereas it is important that all locals should educate
19 their members about the prohibitions against secondary
20 employment that harms another local. Therefore be it
21 resolved that the MPFFU executive board shall notify
22 the local president of every IAFF local in Michigan
23 about the secondary employment clause of the IAFF
24 Constitution and By-Laws and each local president shall
25 make sure every member of his/her local is made aware

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1 of this issue. And be if finally resolved that the
2 delegates assembled at this 50th Biennial Convention of
3 the MPFFU strongly encourage any member that has
4 knowledge of possible violations of this secondary
5 employment clause in the IAFF Constitution and By-Laws
6 to contact the MPFFU with the information so that
7 appropriate action can be taken to resolve the matter."

8 Mr. President, on behalf of the Committee I move
9 to adopt this resolution.

10 MR. DOCHERTY: Thank you. The committee recommend
11 adoption of Resolution 23. The floor is now open for any
12 discussion on this Resolution. Seeing no one at the mikes,
13 call the question. All in favor of adopting this
14 resolution, please signify by raising your hands.

15 (Show of hands)

16 MR. DOCHERTY: Hands down. Opposed? Resolution
17 is adopted.

18 MR. DAWE: If the delegates would turn to
19 Resolution Number 25, endorsement policy.

20 "Whereas for the MPFFU executive board to stay neutral
21 on members who run for election for MPFFU office.
22 Therefore be it resolved that the MPFFU executive board
23 as a whole shall not endorse any candidate running for
24 MPFFU office. And be if further resolved that the
25 above language be added to Article 6, section five,

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1 second paragraph of the MPFFU Constitution and
2 By-Laws."

3 Mr. President, on behalf of the committee, I move
4 to adopt the resolution as revised.

5 MR. DOCHERTY: Committee recommends adoption of
6 Resolution Number 25. Discussion on this resolution?
7 Microphone number two.

8 MR. MENIFEE: Johnnie Meniffee, Southfield, Local
9 1029. The intent of this motion -- I speak for it. The
10 intent of this motion is that every union Brothers and
11 Sisters has the right to be -- to run for office without the
12 executive board giving their personal opinion about them
13 running for it. That was the intent. I think this covers
14 what we intended in the resolution that we entered. So I
15 speak in support of it.

16 MR. DOCHERTY: Microphone number one.

17 MR. HAASE: Bob Haase, President Sterling Heights.
18 I rise to speak against this resolution. I just feel that
19 it is your individual right, a guaranteed right that you can
20 have free speech and endorse any candidate that you want or
21 not endorse, or do whatever you chose to do. But I think
22 it's your right to do that as a human being.

23 MR. DOCHERTY: Microphone number one.

24 MR. CHESNEY: Terry Chesney, Delegate-at-Large.
25 Can I ask a question concerning -- because one of the

1 previous speakers I might have misunderstood him. Does he
2 think that this does prevent an executive board member from
3 having a personal opinion? Or does the committee feel that
4 that's what the intent of this is?

5 MR. DAWE: The committee discussed this at length,
6 we brought in one of the writers of the resolution. The
7 intent by the writer was that this does not interfere with
8 an individual member's right to either endorse or not
9 endorse a specific candidate. The intent of the resolution
10 was to prevent the entire executive board to endorse a
11 candidate as a whole. Not us as individuals, he was very
12 adamant that it was not their place to take away our
13 individual right to free speech.

14 MR. CHESNEY: Did he say that he thinks it's
15 going?

16 MR. DAWE: If he did, I'm sorry Terry, I missed
17 it.

18 MR. CHESNEY: I just want to clarify before this
19 vote is taken what it means if this passes. Because I think
20 he's under -- I thought I heard him say that as a board
21 member I shouldn't be able to endorse anybody.

22 MR. DOCHERTY: Can Brother Meniffee could return to
23 the mike and just clarify his position?

24 MR. CHESNEY: And just for the record I'd like
25 people to know in the time that I've been on this executive

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1 board, the executive board as a whole has never done what
2 this is trying to tell us that we can't do anyway. But
3 having it in writing is certainly something that's probably
4 needed. But in my time that's never been done.

5 MR. MENIFEE: What it's saying, the original maker
6 of the motion -- Rob wrote the resolution. I don't want to
7 speak exactly for him. But as I interpret it, he was trying
8 to say is this. Is that an example Brother Docherty as an
9 individual speaks for whatever candidate he wants. But you
10 know, in reality he's our union president. Same as you
11 Terry, you are speaking as the treasurer of this
12 International. That comes with weight. What we're saying
13 is, we don't feel that you should be able to individually
14 because you're not speaking as just yourself, you are who
15 you are. It's no different than Michael Jordan says he
16 likes this particular brand of underwear, people are going
17 to wear those underwear. So we're saying that when it comes
18 to voting for something on a state level like this, you guys
19 should stay neutral is what we're saying. You shouldn't say
20 one candidate is better than the other, or you prefer to
21 work with this guy over this guy. That's what we're saying.
22 Every union Brothers and Sisters has the right to be heard
23 and to run for office with the union body is going to decide
24 who is being elected and given that power. And with that
25 power comes -- that's what comes along with it. You don't

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1 just speak as Terry. And I'm not trying to make a personal
2 attack on the executive board or any of the VPs. I think
3 you do a great job. But with your job comes power. And
4 your power, it does persuade people in what you say.

5 MR. DOCHERTY: I think we need to clarify with the
6 committee as to what the intent was. Because the committee
7 has a different intent than what you're expressing at this
8 point.

9 MR. KENNY: Chris Kenny, Hazel Park Local 1414. I
10 sat on the Resolution Committee. And it was brought to our
11 attention, we had some debate on it. And one of the things
12 that was discussed was the executive board individually they
13 could support someone, but as a whole they couldn't. So
14 that's -- this states exactly what it states. It doesn't
15 state anything about individual executive board member, as a
16 whole. I think if it was to state individual, I don't think
17 we would have let this move forward. That was not the
18 intent of the resolution for an individual, it was for the
19 entire executive board couldn't come out and say that we
20 support a particular candidate.

21 MR. DOCHERTY: Brother Kenny, did you state
22 whether you support or oppose it though?

23 MR. KENNY: I support this as its written.

24 MR. DOCHERTY: Microphone number two.

25 MR. SMITH: Joel Smith, Local 431 Royal Oak. I

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1 support this motion. I was on the Resolution Committee
2 also. It was very clear to me -- there was an example
3 actually put out at the committee level that if I called the
4 state office and Terry answered and I said, who's running --
5 it's in the By-Laws you can give phone numbers out from the
6 state office. And if, what do you think Terry, who do you
7 like? It was acceptable for him to say as personally, I
8 would recommend this guy for the job. This is what I would
9 do. He could do that as a personal. That was the
10 understanding at the committee. It was very clear. That
11 the idea here was the executive board as a whole would not
12 endorse a candidate. I mean, it was very clear. That was
13 the intent of this resolution. And we voted on it at that
14 level. So it was very clear that you personally could
15 endorse anyone you wanted. Anyone up there could endorse
16 someone.

17 MR. DOCHERTY: There's other speakers that would
18 like to speak before you have another opportunity.
19 Microphone number two.

20 MR. SCOTT: Rob Scott, Southfield 1029.
21 Resolution Committee pulled me in there on this resolution
22 and one of the questions was, if this doesn't go on -- why
23 do we need it. My response was, well, if it's not a
24 problem, then what's the problem with putting it in black
25 and white.

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1 MR. DOCHERTY: Brother Scott --

2 MR. BALA: Scott Bala, Roseville, also on the
3 committee. Just to further add what Joel and a few of the
4 other guys did. Yeah, definitely the intent at the
5 committee level is individuals could. But I guess to
6 further that, as a whole the executive board couldn't put
7 something on the website, they couldn't distribute
8 information, literature stating that the executive board is
9 endorsing a certain candidate. But by any means the
10 executive board could be split on a candidate as
11 individuals. They could give their opinion. They don't
12 want to take that away from them. And as the maker said he
13 was totally on board with that. So I think that should be
14 very clear now that as this reads, yes, those individuals
15 can support it. But you won't see anything going across the
16 website endorsing a particular candidate. Or coming out in
17 the mailings, anything of that nature supporting anybody.

18 MR. DOCHERTY: Microphone number two.

19 MR. SCHROEDER: Matt Schroeder, Ann Arbor. I rise
20 in opposition to this resolution. It seems to me that the
21 executive board has done a fine job over the past. I don't
22 know that there's been any conflicts. I think that
23 everybody should have an opinion and be able to voice that
24 opinion individually. I don't know that the executive board
25 has ever come out as a group in any candidacy and endorsed

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1 individuals. I just think it's un-needed and I rise against
2 this.

3 MR. SCOTT: Rob Scott, Local 1029 Southfield.
4 Bear with me a second. In counter statement to our previous
5 Brother that was up here, it's already in here on page 14
6 bottom paragraph, "Members holding Emeritus status shall not
7 campaign for or against any candidates running for election
8 for MPFFU position, nor are they allowed to be a candidate
9 for any elected MPFFU office." Basically it's already in
10 there for Emeritus, why can't it be in there for the
11 executive board. That's all. I'm in support of it.

12 MR. DOCHERTY: Seeing no one else at the mikes.
13 Call the question. All those who support the adoption of
14 Resolution Number 25 signify by raising your hands.

15 (Show of hands)

16 MR. DOCHERTY: Hands down. Opposed?

17 (Show of hands)

18 MR. DOCHERTY: Motion is adopted.

19 MR. DAWE: District President, this concludes the
20 partial report of the Resolutions Committee.

21 MR. LEVE: Mr. President if I may? Jim Leve,
22 Elections Committee Chairman. Will the Elections Committee
23 please meet in room 101 at 3:00 o'clock so we can set up for
24 the election. The only election we have pending is for
25 Eastern Trustee so it will just be the 4th and the 6th

1 District voting. There are two observers, one for each
2 candidate that will be in there. And I would like those
3 observers to be in the room at quarter after 3:00. Thank
4 you.

5 MR. DOCHERTY: Microphone number one.

6 MR. LAKE: A point of personal privilege?

7 MR. DOCHERTY: Go ahead.

8 MR. LAKE: Brothers and Sisters, anybody that
9 hasn't gone down to MBC, go down and get your mug. Take
10 your credentials with you, they'll stamp your thing, your
11 credentials, give you a mug. They donated them, they
12 sponsored these. Like to see you down there give them some
13 business tonight, last night. So go down there, hit them
14 up, and get your mugs. Thanks.

15 UNIDENTIFIED SPEAKER: Just to add to that, hide
16 them when you get them in your room because housekeeping
17 will take them out.

18 MR. DOCHERTY: Really?

19 UNIDENTIFIED SPEAKER: Yeah, we lost ours. We got
20 them back.

21 MR. LAKE: 400 block South Washington, it's a
22 little walk. And then on the way back you can partake in
23 some of the establishments that bring you back this way.

24 MR. DOCHERTY: Microphone number two.

25 MR. SHIMANSKI: Mr. President, point of personal

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1 privilege?

2 MR. DOCHERTY: Go ahead.

3 MR. SHIMANSKI: Ladies and gentlemen, Mark
4 Shimanski and this is going to be a final chapter in a long
5 journey. April 15th of '08, actually the 17th year
6 anniversary of my hire in the Warren Fire Department
7 suffered a tragic accident, was paralyzed from the neck
8 down. Scared the hell out of me laying against the fence.
9 Excuse me if I get a little choked up here. So here I'm
10 laying against the fence and I can't move. What's the first
11 thing I heard, I heard a siren so I knew the boys were on
12 the way. Don't remember too much of that day. But I do
13 remember looking up and seeing a Mt. Clemens fire fighter as
14 I was laying on a back board with tears in his eyes and I
15 knew, holy shit, Mark, you're in trouble.

16 And I was. And my two boys were there, who by the
17 way would give their life to be in this room. That's their
18 dream, to be one of you. And I'm proud to be one of you.
19 That day started a long, long journey. My local was right
20 there. My guys, unbelievable what they did for me. Carried
21 me for a year on the job, vacation days, sick days, a
22 fund-raiser. Chris Andary, Scott Halleck, no two finer
23 guys. They're the best. Three months in Beaumont Hospital,
24 three months to the day in Beaumont Hospital. 100 plus fire
25 fighters visited me in three months.

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1 The nurses loved it because they all got the free
2 pizzas and the free gifts that I couldn't eat. If you can't
3 move your hands, you can't eat. And I love to eat. Frank
4 knows that, Frank helped me along the way a little bit too.
5 So then I told myself I'm going to walk out of here. My kid
6 brought me my helmet and said, dad I want you to wear this
7 the day you leave. It took me 20 minutes to take six steps
8 but I did it. I got out of here and then I started a six
9 month recovery at St. John Hospital and another year
10 recovery. The year after I got hurt, the city retired me
11 medically. They've been good along the way too. I can't
12 say nothing about the City of Warren, they were with me 100
13 percent. The dream was to get back on the job.

14 Started off needed a ramp built, was there? Fire
15 fighters. Who sent me card, after card, after card, after
16 card? Fire fighters. Would not be here today working for
17 Ford, Chrysler, GM, some truck shop down the street. Okay?
18 I'm here today because I'm a fire fighter and fire fighters
19 were there for me. So when you hear all these stories about
20 you guys are heros, you're my heros. You will always be my
21 heros. The money, the time, the calls, phenomenal. I mean,
22 I still hear it today. Remember these guys, remember those
23 guys. Guys come into that room that I didn't even know. I
24 mean, I just can't fathom that. Every day there were fire
25 fighters in that room from departments all over the place.

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1 They would say, hey, we don't know you but we heard there
2 was a fireman on the seventh floor that can't walk, can't
3 move. Yeah, that's me. Hey, buddy, we're here for you.
4 And you were. And I am so proud to be with you guys.

5 And September 11th of 2010, I walked back into
6 Station Five and like the General President said, threw my
7 gear back on a rig. And it's been a hell of a journey.
8 This is probably the last -- I thought about doing this from
9 the first day. Because I knew the help I was going to get.
10 And thanks for fulfilling my dream of being a fireman again.
11 And I will always be indebted to you. And I am so proud to
12 be in this local, to be in this International, to put that
13 gear on again. And whatever happens to us along the way,
14 you young guys just heed what happened to me. Because it
15 could happen to you, it could happen to anyone in this room.
16 And just know that your boys are going to be there for you.
17 You've never let me down. It's a funny thing, I've been
18 doing this stuff for 25 years. I've fallen off a couple
19 roofs, I fell in a basement of a house fire, and a little
20 crack in the sidewalk got me. So it can happen. So be
21 comforted in knowing that when it does happen, you've got
22 these guys and women with you. It's a great feeling. And
23 again, there's no way I can thank you. I could stay up here
24 all day and I couldn't thank you enough. So thanks a lot
25 boys, ladies?

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1 (Audience applause)

2 MR. DOCHERTY: Mark, I want to acknowledge also
3 that it's your determination and your strength that was able
4 to get you through also. And that's a good quality factor.
5 You worked hard and you deserve it. We're going to break
6 for lunch right now. Get back here at 1:30.

7 (Off the record)

8 MR. DOCHERTY: Could I have your attention,
9 please. We've got a member at microphone number one.

10 MR. HAASE: Bob Haase, President Sterling Heights.
11 I rise for a point of personal privilege.

12 MR. DOCHERTY: Go ahead.

13 MR. HAASE: Brothers and Sisters, we've had a
14 number of people come up to the podium this morning and talk
15 about the election coming up in November and the importance
16 of taking back the House. And yesterday and today we've had
17 one of our member's name mentioned a number of times,
18 Brother Henry Yanez. Henry is running for the 25th House
19 District. He is currently a member of our local. 17 years
20 he's been a Brother in Local 1557. And he is here today.
21 And I would just like the opportunity through the chair to
22 have Henry come up here and say a few words to the
23 membership.

24 MR. DOCHERTY: Sure. Come on up Brother Yanez.
25 Microphone number one.

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1 MR. YANEZ: You didn't even have to take a vote?
2 You just -- you're a very powerful man Brother Docherty.
3 Brother Docherty, Brother Chesney, Brothers and Sisters of
4 our union, my name is Henry Yanez, I am a fire fighter at
5 Sterling Heights IAFF Local 1557 for the last 17 years.
6 Brother Haase did not say, a member in good standing, I
7 think I still am. I'll have to check with the treasurer.
8 But yes, a Brother in good standing. But I come before you
9 today to announce that I am a candidate for State House in
10 District 25 which is the eastern half of Sterling Heights.
11 Go ahead, you can applaud.

12 (Audience applause)

13 MR. YANEZ: Oh, thank you. I wasn't expecting
14 that. I thank you for a few moments of your time. I didn't
15 get a chance to finish writing my speech, so many people
16 talking to me. But you know, I understand there were quite
17 a few people -- Brother Haase eluded to there were quite a
18 few people that came up here before you kind of touting me,
19 that I'm running for office, and that you have a brother
20 fire fighter. And it's great to be wanted. As a matter of
21 fact, there's so much support I had to stop and run to the
22 bathroom and check my t-shirt to see if there wasn't a giant
23 S on my chest, they're building me up so much.

24 It's a great honor to not only run for office, but
25 to run and represent my Brothers and Sisters of this union.

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1 You know, Brothers and Sisters it's been a decade since
2 9/11. 9/11 we lost 343 brother fire fighters and many more
3 have lost their careers to both injury and illness. After
4 9/11 we were America's heros. Today 11+ years after that
5 event to many of the politicians and our employers, at best
6 we are an endorsement or a photo op, at worst we become
7 little more than a liability on someone's balance sheet.
8 2010 was a wake up call. It was a wake up call to our
9 Brothers and Sisters in Wisconsin, it was a wake up call to
10 our Brothers and Sisters in Ohio. And it's time that it's a
11 wake up call for all of us here in Michigan.

12 I'm running because Lansing needs to real change.
13 Lansing needs to really support public safety workers, fire
14 fighters, our families. I'm asking for your support, I need
15 your help, I need your manpower, I need -- oh, what the
16 heck, I need your dollars is what I need. It's very
17 expensive to run this race. But I do need your support. I
18 have a website, votehenryyanez.com. You can go on there and
19 take a look at it, ask your membership to take a look at it.
20 You can contribute online, I do take credit cards. I really
21 appreciate that. I need people to be on the streets with
22 me. You do not understand until you've gone out and knocked
23 on doors, you do not understand the power that you have when
24 you knock on a door and you say, I'm a fire fighter. People
25 listen because and only because you're a fire fighter. So

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1 I'm asking you to please join me on the doors, help me out
2 any way you can. In November we can win this race, we can
3 turn things around here in Michigan in 2012. Thank you very
4 much for your time.

5 (Audience applause)

6 MR. DOCHERTY: Thank you Brother Yanez. I'll call
7 the Constitution and By-Laws Committee up for a partial
8 report.

9 MR. ABBEY: Good afternoon. Brothers and Sisters
10 please turn to Resolution Number 2, the permanent reduction
11 of one district vice-president position. There is one
12 grammatical change that the committee made that we're just
13 going to do a friendly amendment to strike. On 35, line 35,
14 "that" should be stricken. Rather than printing off all new
15 copies for one word, can you just make that change, please?
16 Like 35 strike "that." Resolution Number 2, permanent
17 reduction of one district vice-president position.

18 "Whereas a resolution was adopted at the last MPFFU
19 Convention to eliminate one district vice-president for
20 a two year trial basis. And whereas during these past
21 two years, services to locals in the 1st and 3rd
22 Districts have not been diminished and locals in both
23 districts have been well represented on the MPFFU
24 executive board. And whereas by eliminating this
25 position, the MPFFU was able to reduce expenditures in

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1 2011 by more than \$12,000. And whereas if the sunset
2 date is not extended or eliminated, it would be
3 necessary to increase the MPFFU per capita by almost
4 .30 cents per member per month. Therefore be it
5 resolved that union (sic) adoption of this resolution
6 the sunset date listed in Article 6, Section 1 of the
7 MPFFU Constitution and By-Laws is hereby eliminated.
8 And be it further resolved that the locals in the 1st
9 District and 3rd District shall continue to elect one
10 district vice-president from a local within the
11 combined geographical boundaries of the current 1st and
12 3rd Districts. And be it further resolved that this
13 individual will represent all of the locals in both of
14 these districts on the MPFFU executive board. And be
15 it further resolved that district meetings shall
16 continue to be held twice a year in both the 1st and
17 3rd District. And be it finally resolved that all
18 appropriate sections of the MPFFU Constitution and
19 By-Laws be modified to reflect this change."

20 On behalf of the committee, I move to adopt
21 Resolution Number 2. The committee deliberated on the
22 merits of this resolution and along with hearing testimony,
23 felt confident that the current arrangement of the shared
24 district vice-president between the 1st and the 3rd
25 Districts provided adequate and cost effective delivery of

1 service. Taking into consideration the number of members
2 represented in the geographic location and the distance
3 between locals, and the committee -- excuse me -- the
4 committee and witnesses believe operating with one District
5 Vice-President has provided a reasonable, fiscally
6 responsible method of providing representation to the
7 members and the locals involved. Mr. Chairman, on behalf of
8 the committee I move to adopt Resolution Number 2.

9 MR. DOCHERTY: Committee moves to adopt Resolution
10 Number 2. The floor is now open for debate. Seeing no one
11 at the mikes, call for the question. All in favor signify
12 by raising your hands.

13 (Show of hands)

14 MR. DOCHERTY: Hands down. Opposed? Motion
15 adopted.

16 MR. ABBEY: Brothers and Sisters please turn to
17 Resolution Number 27, the daily compensation rate for
18 District Vice-Presidents and Trustees. That should be
19 passed out, it was on the tables yesterday. So you might
20 find it in your packet. Does everybody have copies? Does
21 anyone need copies?

22 MR. DOCHERTY: Could I get a Sargent-at-Arms to
23 see if they could locate a copy of --

24 UNIDENTIFIED SPEAKER: Mr. President, how many do
25 we need?

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1 MR. DOCHERTY: Please raise your hands if you
2 don't have a copy. I think it's these front tables here.

3 MR. ABBEY: Brothers and Sisters we'll start with
4 Resolution Number 27. Resolution Number 27, daily
5 compensation rate for district vice-presidents and trustees.

6 "Whereas due to the present MPFFU budget difficulties
7 and the reduction in membership. And whereas every
8 local is also seeing a decrease in membership as well
9 as an increase in overall operating costs. And whereas
10 we all must be fiscally responsible for every
11 expenditure that is made. Therefore be it resolved
12 that attendance by district vice-presidents and or
13 trustees at other meetings when not acting in their
14 capacity as a trustee or district vice-president shall
15 be compensated at the \$75 dollar rate afforded to
16 members in Article 8, Section 5 standing committees.
17 The MPFFU President shall make the determination as to
18 the capacity and rate of pay."

19 On behalf of the committee I move to adopt
20 Resolution Number 27 as amended. The committee deliberated
21 the resolution at great lengths. The committee discussed
22 overall compensation, the duties and responsibilities of
23 MPFFU officers, request for service. The expanding role of
24 the MPFFU officers and committee members. The current
25 fiscal situation, the overall impact per capita changes.

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1 And the proposed increases and the expectations of our
2 membership. The committee recognized that under certain
3 circumstances MPFFU officers and trustees may be called to
4 work in a capacity outside of their duties as officers and
5 more in line with the work being performed by members
6 compensated as standing committee members under Article 8,
7 Section 5. The amendments that were made provided a more
8 cost effective way to compensate MPFFU district vice-
9 presidents and trustees in relation to the duties being
10 performed. It places the responsibility of determining the
11 type of work and the rate of pay with the MPFFU President
12 under the budget and financial constraints imposed by the
13 delegates at the convention. Mr. Chairman, on behalf of the
14 committee I move to adopt Resolution 27 as amended.

15 MR. DOCHERTY: Committee recommends adoption of
16 Resolution 27 as amended. Anyone wishing to speak on this
17 issue please come to the microphone. Microphone one.

18 MR. HAASE: Bob Haas, President Sterling Heights.
19 I rise in favor of this resolution as amended. I think
20 initially having the pay cut that people would -- having
21 that permanently put in there would have gone a little bit
22 too far. I think they had the foresight to recognize the
23 fiscal restraint that they needed, and they can do that
24 again if they need it. They can look down the road and say,
25 hey, we're not going to make our budget, we need to reduce

1 our own pay, they did it once, I believe that they'll do it
2 again. And I think that this also gives President Docherty
3 the ability to have his discretion on when he is sending out
4 a district vice-president, if he needs somebody to fill a
5 seat at a meeting or if he needs somebody to act in the
6 capacity of a district vice-president, he's got the
7 discretion to decide that and address some of the financial
8 problems that we're having. And on top of that we voted for
9 yesterday to put our per capita back up to -- put us at a
10 place where our budget is at 100 percent. And I only think
11 that it's right that our executive board who is doing more
12 than every before, being asked to do more than they've ever
13 been asked to do, gets compensated fairly for what they do.
14 They all work hard and they deserve to be compensated. We
15 all go back to our cities and say we should be compensated a
16 fair wage for what we do and they should as well. So I'm in
17 favor of this as amended.

18 MR. DOCHERTY: Microphone Number one.

19 MR. LAKE: Chris Lake, Lansing Fire Fighters. I
20 too am standing in favor of this as amended. As the
21 original author of the resolution, we had great debate,
22 great discussion in the committee, came up with a great
23 resolution. So I am in favor of the resolution as amended.

24 MR. DOCHERTY: Seeing no one else as the mikes,
25 call to question. All in favor of adopting Resolution 27 as

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1 amended, signify by raising your hands.

2 (Show of hands)

3 MR. DOCHERTY: Hands down. Opposed? Motion
4 adopted. We have one more guest speaker for today. I'd
5 like to take this opportunity to introduce to you Senator
6 Steve Bieda. We've got a long history in Sterling Heights
7 with the Senator. Used to hold a House seat in Warren and
8 Sterling Heights. And we've had a long time relationship
9 with him and he's always been a long time supporter. So
10 thank you and I'm glad you're here.

11 (Audience applause)

12 MR. BIEDA: Well, thank you. It's an honor to be
13 here today. If you're looking at your agenda you probably
14 saw that Gretchen Whitmer was slated to speak, she had a
15 little family issue that came up and she invited me to --
16 asked me to take her place. And I was happy to do so
17 because I've always admired fire fighters. I have several
18 family members that are former fire fighters. And I have
19 one cousin who is currently an aspiring fire fighter. So I
20 know what you go through and I appreciate the work that you
21 do for the citizens of this state. I want to also thank you
22 Mark and Melissa Yutzey for the invitation for the Senate
23 Minority Leader to speak here today. We appreciate you
24 including us in your very busy schedule. And I want to pay
25 special recognition to your 50th Biennial Convention today.

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1 And again, thinking you for your dedication and service to
2 Michigan and to our communities.

3 There's a number of issues that are going on in
4 Lansing as we speak. One issue that I know has been a long
5 time legislative issue and I've supported it when I was in
6 the House and also a co-sponsor of it as its in the Senate
7 is Senate Bill 94 sponsored by Senator Tory Rocca who is
8 also from Macomb County and would create a Cancer
9 Presumption for full-time active fire fighters and include
10 certain cancers as a personal injury in regards to
11 collecting Workmans' compensation or pension benefits. As I
12 mentioned, I am a co-sponsor and as recently as April 25th
13 of this year, there was some testimony in front of the
14 Senate Economic Development Committee which had a hearing
15 and took a considerable amount of testimony on this bill.
16 The committee hasn't voted for the bill yet.

17 But the committee chair has indicated that there
18 will be a later hearing for additional testimony on the bill
19 and we're looking forward to hearing that. I know that the
20 Michigan Professional Fire Fighters are hopeful that this
21 legislation will pass. You've been a long time supporter of
22 it. And we are, the Senate Democrats are very supportive of
23 this bill. And we are doing our effort to get it out of
24 committee and voted on on the Senate Floor. Unfortunately
25 that's may be the only right spot out there on the horizon.

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1 We've had a number of what we'll call the
2 Republican majority's attacks on fire fighters and public
3 safety on the right to unionize for the last year and a half
4 now. I think the possibility the Cancer Presumption Bill is
5 the right direction. But there's a lot of things that have
6 been pushed on this agenda the last year and a half that
7 have been anything but. More than 100 bills that have hurt
8 fire fighters, organized labor, Michigan workers specific
9 attacks on Michigan workers, Michigan fire fighters, and
10 Michigan public safety officers. Cuts in local revenue
11 sharing, push for locals to consolidate services,
12 privatization of ambulance services, oftentimes with
13 inexperienced and unqualified individuals which jeopardize
14 citizens and safety and fire fighters jobs. For example,
15 the City of Taylor recently privatized the city's ambulances
16 in February and 17 fire fighters were laid off.

17 Ironically the mayor of Taylor tragically lost his
18 father while he attended by one of these private ambulance
19 services. And showed some of the weaknesses that we have
20 with this outsourcing of jobs, this privatization of jobs
21 with too inexperienced individuals. The Governor also has
22 had grants that support training catch-all safety officers
23 to replace specialized and trained fire fighters. For
24 example, River Rouge and Ecorse consolidated their police
25 and fire into one public safety department with cross

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1 trained officers after the state awarded a \$650,000 grant
2 that covered the costs of uniforms and training. Eight of
3 Ecorse's 14 fire fighters went to part-time duty last year,
4 and the city also privatized its ambulance services. And
5 Ecorse is under an emergency financial manager.

6 There's been a number of other sad developments in
7 the legislative arena. One of them is a reduction of the
8 Michigan Unemployment Insurance benefits by six weeks which
9 resulted in a reduction of federal unemployment benefits for
10 Michigan workers as well. Substantially weakened Workmans'
11 Compensation to make it harder for individual workers to get
12 benefits. One little good part of this, fire fighters were
13 exempted from the virtual wages legislation. And that would
14 be accommodated with the Cancer Presumption Bill as well.
15 So there's been some modification of some of the more
16 egregious attacks.

17 I think the other big one that a lot of you folks
18 are probably watching, it's something that I oppose and
19 Senate Democrats oppose was the Emergency Financial Law. It
20 was an amendment to -- actually amended the existing law
21 that made it far easier to give individuals unchecked power
22 and the ability to break contracts and out source public
23 safety and other services. This is something that the
24 Senate Dems unanimously opposed. We have a couple
25 Republicans that joined us. But largely it passed on

1 partisan grounds. And I think that's a real bad omen for
2 the public.

3 Now, on another big picture, one of the issues
4 that's going on right now -- and you might be hearing a
5 little bit about personal property tax. And some of you are
6 from communities which a significant amount of your revenue
7 comes from personal property tax. Others might be from
8 communities where it's not as big of a deal. But it will
9 impact resources, revenue to local units of government. And
10 that's these proposals to eliminate the personal property
11 tax. Personal property tax is levied on machinery and
12 commercial property. And that revenue in some cities makes
13 up a pretty substantial part of the budget. Now while we
14 may support changing the tax rate, now the issue on the
15 table is, how do you replace that revenue.

16 We haven't seen anything on the table that would
17 replace that revenue up to more than 81 percent of what's
18 being lost. So I think that's a really troublesome thing.
19 We are watching it. I have voted against that in the Senate
20 Finance Committee where I sit. I think it needs to be
21 worked on before we put anything out there that can endanger
22 our citizens and our great state. And it's something that
23 I'll continue fighting along with my colleagues the Senate
24 Dems to fight that. But I'm trying to leave on a positive
25 note again.

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1 I'll go back to the first part that I had
2 mentioned on the Cancer Presumption. I'm hopeful that
3 that's something that we can have moved, it is a bipartisan
4 package. And I think we have a really good chance to get
5 that through. With that I'll -- I wish there was a little
6 bit more good news I could tell you rather than bad news I
7 could tell you. I do want to thank you for your service. I
8 will tell you that anybody that's ever had an emergency or
9 fire or anything in their neighborhood or their family, they
10 appreciate having the ability of fire fighters there. A
11 well trained appropriately staffed fire department is
12 essential for public safety. It's something that I've
13 always argued when we're dealing with things like revenue
14 sharing or some of the tax changes. Something we all have
15 to keep in mind, in the back of our minds is the importance
16 of the job that you do every day. And on that note I want
17 to wish you the very best in your 50th Biennial Convention
18 today. And thank you for the opportunity to say hello.
19 Thanks again.

20 (Audience applause)

21 MR. DOCHERTY: I'd like to call the Constitution
22 and By-Laws Committee back up for another partial report.

23 MR. HEIM: Brothers and Sisters I would ask that
24 you pull out Resolution Number 9, process for voluntary
25 forfeiture of local union membership in the MPFFU.

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1 "Whereas the Michigan Professional Fire Fighters Union
2 primarily exists to provide legislative and political
3 representation to the IAFF members in Michigan. And
4 whereas all full-time fire fighters in Michigan benefit
5 from the legislative and political activities conducted
6 by the MPFFU. And whereas although the IAFF locals are
7 not mandated to belong to state associations by the
8 IAFF, they are strongly encouraged to by the IAFF. And
9 whereas recently two IAFF locals in Michigan decided to
10 voluntarily withdraw their membership in the MPFFU with
11 little notice of their proposed action to their members
12 or to the MPFFU. And whereas this action resulted in
13 an abrupt loss of revenue to the MPFFU which had the
14 potential of adversely affecting the service that the
15 MPFFU is able to provide to the remaining membership of
16 the MPFFU. And whereas it is unwise for the members of
17 a local to make such a significant decision without
18 allowing adequate time for thoughtful deliberation and
19 debate And whereas, the IAFF has similar language in
20 Article 7, Section 2 voluntarily forfeiture of charters
21 and dissolution of local unions or other subordinate
22 bodies. Therefore be it resolved as a condition of
23 membership in the Michigan Professional Fire Fighters
24 Union all locals shall immediately incorporate the
25 following language into their local union constitution

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1 and by-laws. There shall be no voluntary forfeiture of
2 a local union's membership in the Michigan Professional
3 Fire Fighters Union unless the majority of the local's
4 union membership in good standing votes to forfeit the
5 local's MPFFU charter and membership. Voluntary
6 forfeiture shall be determined only by a referendum
7 vote of the members of the local union. The
8 referendum shall be conducted by secret ballot after at
9 least 90 days written notice has been made to all
10 members of such local union and to the MPFFU. The
11 referendum shall be initiated only by motion of the
12 membership in good standing of such local union."

13 Mr. Chairman, on behalf of the committee I move to
14 adoption Resolution Number 9 as amended. The process for
15 voluntary forfeiture of local union membership in the MPFFU,
16 on behalf of the committee the committee had deliberated
17 this resolution and reviewed several of the cases that have
18 occurred over the last few years involving voluntary
19 forfeiture. The committee believes that the lack of
20 understanding of the IAFF Constitution and By-Laws and the
21 poor communication between the local and the MPFFU have
22 contributed to their withdraw. The time line proposed will
23 provide a reasonable opportunity for its members to address
24 concerns, establish facts, and communicate its issues to the
25 MPFFU. Mr. Chairman, on behalf of the committee, I move to

1 adopt Resolution Number 9 as amended.

2 MR. DOCHERTY: The committee recommends adoption
3 of Resolution Number 9. The floor is now open for
4 discussion on the resolution. Microphone number two.

5 MR. KENNY: Chris Kenny, Hazel Park Local 1414.
6 I'm in support of this resolution but would like to make a
7 friendly amendment.

8 MR. DOCHERTY: Go ahead with your amendment.

9 MR. KENNY: Line 33 strike the majority and
10 replace it with two-thirds. Do I have the wrong line? I
11 apologize about that, line 37 strike the majority and add
12 two-thirds.

13 MR. DOCHERTY: The amendment as I have it, line 33
14 to remove "the majority" and -- 37 remove "the majority" and
15 replace with two-thirds.

16 MR. KENNY: Correct.

17 MR. DOCHERTY: Can I have a support?

18 UNIDENTIFIED SPEAKER: Support.

19 MR. DOCHERTY: Discussion on the motion -- or the
20 amendment? Seeing none, all in favor -- oh, sorry. I
21 didn't see you. Microphone number one.

22 MR. BELSKY: Blake Belsky, West Bloomfield 1721.
23 I'm standing opposed to the amendment. Unless I'm mistaken,
24 the intent of the resolution was to offer kind of a cooling
25 down period and get guys thinking and get the facts out

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1 there. And I think 90 days is plenty of time to do that.
2 As far as mandating more than a simple majority, I don't
3 think that's particularly necessary in this case.

4 MR. DOCHERTY: Any other discussion on the
5 amendment? Seeing no one go for the mikes. We'll hold the
6 vote. All in favor of the amendment switch "the majority"
7 to "two-thirds," raise your hand.

8 (Show of hands)

9 MR. DOCHERTY: Hands down. Opposed?

10 (Show of hands)

11 MR. DOCHERTY: One more time. All those who
12 support the amendment raise your hands.

13 (Show of hands)

14 MR. DOCHERTY: Down. Opposed?

15 (Show of hands)

16 MR. DOCHERTY: Amendment passes. Back to the
17 original resolution. Anyone that wants to speak on the
18 original resolution as amended? Seeing nobody go for the
19 mikes. All in favor of resolution as amended, please raise
20 your hands.

21 (Show of hands)

22 MR. DOCHERTY: Hands down. Opposed? Resolution
23 adopted.

24 MR. HEIM: Brothers and Sisters I would ask you to
25 pull out Resolution Number 10. We're also going to

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1 correspond any changes on the screen. We're going to try to
2 do the amendments on the screen so we can see it as we go.
3 So Resolution Number 10, delegate representation at
4 convention.

5 "Whereas the primary objective of the MPFFU Convention
6 is to allow every local to be represented by its
7 assigned delegate strength. And whereas the current
8 Constitution and By-Laws allow for the chairman of the
9 local delegation that vote for unregistered delegates
10 from its local but does not permit the chairman of the
11 delegation to cast votes for a member that has to leave
12 the convention. And whereas due to circumstances
13 beyond their control, a delegate may have to leave the
14 convention after he/she registers. And whereas the
15 Constitution and By-Laws should not discourage or
16 penalize a local or member that is unable to attend the
17 entire convention. Therefore be it resolved the
18 Constitution and By-Laws be changed to allow any
19 registered delegates that have to leave the convention
20 for any reason to give their votes to the chairman of
21 the delegation of their local."

22 I do not believe we printed copies of that for you
23 guys so you'll have to strike line 21 "That effective
24 immediately." We're also striking the "S" on line 14, it
25 should be "delegate" instead of "delegates," it's a typo.

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1 So on behalf of the committee I move to adopt Resolution
2 Number 10 as amended. The committee deliberated this
3 resolution. The resolution proposed will correct an
4 oversight created at the last convention that prohibits
5 members that have attended a portion of the convention and
6 leave before its completion the ability to pass their vote
7 to their delegation chair. The committee amended this
8 resolution to strike line 21 "that effective immediately" as
9 it violates the MPFFU and IAFF Constitution. Because it
10 would try to take immediate effect. Mr. Chairman, on behalf
11 of the committee I move to adopt Resolution Number 10 as
12 amended.

13 MR. DOCHERTY: The committee recommends adoption
14 of Resolution Number 10 as amended. The floor is now open
15 for discussion. Seeing no one approaching the mikes. We'll
16 hold the vote. All in favor please signify by raising your
17 hand.

18 (Show of hands)

19 MR. DOCHERTY: Hands down. Opposed? Resolution
20 adopted.

21 MR. ABBEY: Brothers and Sisters can you please
22 turn to Resolution Number 11, this will be the MPFFU
23 financial audit schedule.

24 "Whereas the members of the Michigan Professional Fire
25 Fighters Union are under unprecedented attacks on many

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1 levels. And whereas in order to fight these attacks,
2 the MPFFU has already and continues to use an
3 extraordinary expenditure of funds. And whereas due to
4 layoffs and staffing reductions in Michigan's fire
5 service, declining royalties from fund raising efforts,
6 and many other factors beyond the control of the MPFFU,
7 the revenue income for the MPFFU has continued to
8 decrease over the past decade, significantly so over
9 the last few years. And whereas the MPFFU executive
10 board and trustees have already taken numerous steps to
11 reduce expenditures of the MPFFU while trying to
12 maintain the services to the membership including a
13 voluntary pay reduction in the daily compensation they
14 receive when servicing locals. And whereas the MPFFU
15 trustees continue to explore any avenue of cost
16 reduction for the MPFFU budget, and have agreed at the
17 last audit of the MPFFU records that a modification to
18 the MPFFU Constitution and By-Laws could provide
19 further cost reductions by changing the" -- please
20 strike "scheduling and" -- "audit of the books of the
21 union from biannually to quarterly and be done on the
22 same day as either the quarterly MPFFU" -- please
23 strike the "P" and put an "F" -- "committee meetings or
24 the MPFFU executive board meetings. And whereas per
25 the Constitution and By-laws, MPFFU trustees now

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1 receive daily compensation and mileage reimbursement
2 for attendance at executive board meetings and also
3 assigned committee meetings. And whereas rather than
4 scheduling two specific additional days a year, and
5 paying additional daily compensation and mileage for
6 the trustees to complete an audit at the MPFFU state
7 office, it would make sense to schedule their audit on
8 the same day or days as committee meetings or executive
9 board meetings on a quarterly basis. And whereas
10 combining the audit into the executive board or
11 committee meetings will reduce up to six days of daily
12 compensation and additional mileage. Therefore be it
13 resolved that Article 7, Section 6 of the MPFFU
14 Constitution and By-Laws shall be amended to state that
15 the Board of Trustees shall audit the books of the
16 union quarterly, and shall be done in conjunction with
17 either the quarterly MPFFU committee meetings or the
18 quarterly executive board meeting."

19 On behalf of the committee I move to adopt
20 Resolution Number 2(sic). The committee deliberated this
21 resolution and took testimony to the potential impact from
22 the trustees. The committee believes this resolution meets
23 the needs of the organization and would be a more cost
24 effective. Mr. Chairman, on behalf of the committee, I move
25 to adopt Resolution Number 11 as amended.

1 MR. DOCHERTY: Thank you. The committee
2 recommends adoption of Resolution Number 11 as amended. The
3 floor is now open for debate. No one going for the mikes,
4 I'll hold the vote. All in favor of adoption of Resolution
5 Number 11 as amended please raise your hand.

6 (Show of hands)

7 MR. DOCHERTY: Down. Opposed? Resolution
8 adopted.

9 MR. ABBEY: Mr. Chair, that concludes our partial
10 report.

11 MR. DOCHERTY: Next I'll call the chairman of the
12 Credentials Committee for a final report.

13 MS. PETTINGER: Good afternoon. The final report
14 is 204 delegates and 51 alternates for the credential
15 report.

16 MR. DOCHERTY: Thank you. Next we are going to be
17 graced by a short and brief conversation and discussion from
18 our general counsel, Mike O'Hearon.

19 (Audience applause)

20 MR. O'HEARON: Good afternoon. I have always
21 opened these remarks and shall continue to do so by telling
22 you how honored and privileged I am to serve as your general
23 counsel. I listened to Mark speak today, I listened to your
24 General President speak, I listen to all of you speak in my
25 office and on the phone. And I have no doubt that you have

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1 the best job on the face of the earth. And I am equally
2 convinced that I have the second best job in the world. So
3 I want to thank you again for allowing me the privilege to
4 serve you as your general counsel.

5 The two years that have passed since the 49th
6 Biennial Convention have presented monumental challenges,
7 both internal and external to the locals and the members of
8 this great organization. You should be proud of yourselves
9 for rising to these challenges and not yielding in the face
10 of what at times seems to be insurmountable obstacles. You
11 should also give the credit that's due to the steady and
12 professional leadership that you've received from President
13 Docherty, Secretary/Treasurer Chesney, and your entire
14 executive board. Because they've given you the vital
15 leadership and the steering that you've needed to meet these
16 challenges. And to maintain your course in what is
17 absolutely the worst labor climate in this state since the
18 Flint sit-down strikes. You should be very proud of them.
19 And I don't have to tell you that given the overwhelming way
20 that you return them to office.

21 You know, a lot of speakers have stood here over
22 the last day and a half or so and talked about the state
23 legislature and the Governor and the attacks that you've
24 been under in the last year and a half or so. They've
25 attacked your pensions, they have attacked your health care,

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1 and they've attacked your right to collectively bargain and
2 come to your own aid and protection. Melissa Yutzey talked
3 about how important it was that you all came out and
4 supported their efforts, her efforts, and the state union's
5 efforts in fighting back these assaults. She was very
6 humble in her comments and playing down her own role in
7 those battles. And she deserves your deepest admiration and
8 respect for all of her timeless efforts.

9 When Public Act 4 was passed many of you came to
10 me and said, what can we do. And I had the unfortunate
11 experience of having to say not much. There isn't much we
12 can do. And the reason why there wasn't much that we could
13 do is because our collective bargaining rights in this state
14 are statutory and not constitutional. PERA gives you the
15 right to bargain collectively, Act 312 gives you the right
16 to go to binding arbitration on your contract. But they're
17 statutes, they're not constitutional provisions. Your
18 rights are not constitutionally protected.

19 The only people who were able to challenge Public
20 Act 4 were the citizens of the state, the elected officials
21 of the municipalities that were affected by the law. And so
22 far we haven't seen those challenges yielding tremendous
23 success. And I told anyone who asked at the time, that
24 beyond repealing the law, the best redress we have is to get
25 your collective bargaining rights put into the State

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1 Constitution. We now have the opportunity through the
2 Protect Our Jobs initiative to put your collective
3 bargaining rights into the Constitution of the State of
4 Michigan. And it is absolutely imperative that this
5 initiative is successful.

6 You've heard a lot of people talk about the
7 initiative. I don't know how much exposure you've actually
8 had to it. And I think it's important for you to hear at
9 least some of what is included in the language that would be
10 amended into the State Constitution. The first section
11 would call for the people shall have the right to organize
12 together to form, join, or assist labor organizations, and
13 to bargain collectively with a public or private employer
14 through an exclusive representative of the employee's
15 choosing to the fullest extent not pre-empted by the laws of
16 the United States. This is the right to organize.

17 Now, we're pretty lucky. For the most part the
18 larger units in this state are already organized. But every
19 year the MPFFU engages in several organizing campaigns. New
20 locals, locals that are currently volunteer departments and
21 maybe are transitioning into full-time professional
22 departments. Those are future locals. The right to
23 organize new locals in this union is vital. The right for
24 all workers in the state to organize if they so chose is a
25 crucial right that should not be abridged by a lunatic

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1 legislature. It should be as inalienable as any other
2 constitutional right that you have. And arguably in many
3 instances, I would say is even more important than some of
4 the more basic fundamental rights that you normally
5 associate with the Constitution.

6 The right to organize is something that we've
7 taken for granted for a long time. But we took for granted
8 a lot of other things that are now no longer a given to us.
9 The fact that when we make an agreement with our employer
10 it's going to mean something and it will be enforceable, and
11 it will be something that will yield the benefits that we
12 bargained for. Under Public Act 4 that is not a guarantee
13 anymore. Some of the additional provisions in this proposed
14 amendment to the constitution. As used in section one,
15 subsection one which I just read to you, to bargain
16 collectively is to perform the mutual obligation of the
17 employer and the exclusive representative of the employees
18 to negotiate in good faith regarding wages, hours, and other
19 terms and conditions of employment. And to execute and
20 comply with any agreement reached. But this obligation does
21 not compel either party to agree to a proposal or make a
22 concession.

23 A lot of language that's being proposed in this
24 initiative is drawn either directly or paraphrased from
25 PERA, from the Public Employment Relations Act. The only

1 basis for your right to bargain collectively today. We're
2 going to constitutionalize the PERA. We're going to make it
3 clear that this is the law. That it is inalienable and
4 unbridgeable in the future just because political tides
5 shift. That's the goal that we're seeking here.

6 That's the goal that every one of you needs to be
7 committed to. And that you need to get every one of your
8 members committed to. We don't have a choice. Not only
9 about whether or not this initiative gets on the ballot, but
10 we don't have a choice about whether it passes or not.
11 Because you can see what they will do to you given half a
12 chance. Public Act 152 which everyone still tells you is a
13 mandate that you pay 20 percent of your healthcare. Go to
14 the bargaining table and they tell you there's nothing to
15 talk about, our hands are tied. This initiative, this
16 constitutional amendment will not only nullify that law, but
17 it will make laws like that in the future impossible.

18 It's important that we put aside some of the
19 perceived insult that we feel today from other Brothers and
20 Sisters within the labor movement. We've had some bad
21 times. There have been some schisms internally in this
22 union. We've had to part ways with other unions. You
23 passed a resolution here today to make another labor
24 organization a rival organization. And that's necessary
25 business of the union. But what's also necessary is for us

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1 all to remember that we are all workers, public and private.
2 Nobody is happy about what happened with the petitions to
3 repeal Public Act 4. And we're all pretty pissed off about
4 it. And it's easy to be dejected because of it. It's easy
5 to say, I don't have the stomach for another petition drive
6 because of what happened. That's not an option for us.

7 We have to get these petitions signed. We need to
8 get them signed with valid signatures. And that's not the
9 end of the game. After it gets put on the ballot, we need
10 to make sure it passes. And I can tell you right now I know
11 as well as General President Schaitberger that he is right
12 when he tells us that you, the local presidents, are the
13 hardest working people in the union. And we all know that
14 the majority of the people in this room do 98 percent of the
15 grunt work when it comes to any campaign that we have to
16 launch. And I'm not here to give you a hard time, but I'm
17 here to tell you that this is not something you can do on
18 your own. This is not a campaign that can be won by the few
19 of you who are here today. It is absolutely imperative that
20 you get the rank and file out.

21 You heard several speakers tell you here already
22 the power that you have when one of your rank and file
23 knocks on someone's door and say, I'm a fire fighter and I'm
24 asking you to do this, and here's why. You need to get your
25 people out and get them behind this. And nothing should

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1 serve as greater motivation for your members to get out and
2 do this than what you've been through for the last year and
3 a half or so. Times are tough but you are tougher. We
4 stand here today a bit torn and tattered from the incidents
5 of this legislative session and this Governor. But we're
6 not broken and we're not beaten. And I know that we won't
7 be. If this constitutional amendment does not pass, and if
8 we don't get the House back from the Republicans in
9 November, what we've been through so far will seem like
10 child's play.

11 I promise you that without this amendment to the
12 constitution, without control of at least one house in the
13 legislature, we will see an aggressive effort and probably a
14 successful effort to make this a right to work state. We
15 will probably see and potentially see a successful effort to
16 repeal PERA so that you don't have any statutory right to
17 bargain with your employer. And since we've seen it in
18 every legislative session since I've been doing this job, I
19 guarantee you will see another effort to repeal Act 312.
20 And that effort could very well be successful. I'm not here
21 to scare here, I'm just here to tell you the truth. I want
22 to stand here in two years having the celebration that you
23 all deserve to have because of the great work that you've
24 done not having a wake for the movement that we all pinned
25 our hopes on. And I know you can do it and I'm going to be

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1 doing it with you. Thanks very much.

2 (Audience applause)

3 MR. DOCHERTY: The next thing I'd like to do is
4 call our chair of our Political Action Committee up to give
5 us an update on the petition drive for the Protect Our Jobs
6 campaign.

7 MR. HAASE: Thank you President Docherty. Bob
8 Haase, I'm also the chair of the Political Action Committee
9 for the state union. I want to give everybody an update of
10 where we're at on the petition drive. To kind of give you
11 an overview of how we got started and what the current
12 structure is right now. We were tasked as a union to gather
13 20,000 signatures. And how that number came about was
14 basically we got 3700 members in this union and every single
15 member was tasked with getting five signatures. And the
16 thought process behind that was, you get yourself, your
17 spouse, your neighbors, and one other person, your mom, your
18 dad, your sister, whatever. We didn't think five was too
19 big of a number for every individual to overcome. And that
20 would get us to the 20,000 signatures.

21 So what we did was we organized by district, we
22 put somebody in place in each district to organize the
23 locals in that district. We put two in the 4th and two in
24 the 6th because those are the biggest districts, and that's
25 why you've been getting the phone calls from these

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1 individuals and emails they've been harassing you. I want
2 to take a moment to thank those people who stepped up to
3 organize that. In the 1st and 3rd District, Rodney Sweet
4 from Midland. In the 2nd District Teddy Rosicki (phonetic)
5 from Grand Rapids. In the 4th, we had two I said Joey
6 Thorington from Dearborn, Mark Hatfield from Southgate. In
7 the 5th we had Jason Everest out of Meridian. And we had
8 Tim Faulk out of Clinton Township in the 6th, and Matt Sahr
9 out of Harrison Township in the 6th. I want to thank those
10 guys for the efforts that they put forth.

11 Our goal was to get all of those signatures by
12 this convention, have them turned in, and have a tangible
13 amount of signatures to turn over to the Protect Our Jobs
14 campaign. And I know we've got signatures out yet,
15 petitions out with signatures on them that haven't been
16 recorded. But we have fallen wholly short of that right
17 now. We've got about 3,000 signatures out of the 20,000
18 turned in. So we've got a lot of work to do yet.

19 We're going to continue on with this petition
20 drive within our own membership. We're going to work with
21 the Protect Our Jobs campaign, they have a number of
22 scheduled events already set up that we're going to try to
23 get our members out to. And we're going to consider having
24 district events for signature gathering. Whether that might
25 be -- we might have one in each district so all the members

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1 from that district can get together and do a door-to-door
2 campaign or whatever. And you've heard this over and over
3 again, we cannot lose this battle. Maybe we didn't pick it,
4 but it's there and we've got to win it. And we've got to do
5 our part to get those signatures in and get this on the
6 ballot. I think that's about it. We've got a lot of work
7 to do yet. And when these guys are calling you, because
8 they're going to continue to call you, please don't make it
9 any more difficult for them than it already is. Get back
10 with them report back what your membership is doing, how
11 many signatures they've obtained so we can keep a pretty
12 good record of those signatures coming in so we know we're
13 getting close to our goals. Thank you very much.

14 MR. DOCHERTY: Thank you. I just want to add a
15 couple things about that. This has to be our highest
16 priority in the next month or so to get these signatures and
17 then continue on to November. We talked about this whole
18 convention, I've talked about it district meetings. We
19 can't emphasize it more, it has to be our priority. I know
20 there's a lot of bad things going on in locals, a lot of
21 locals in fights to keep guys from being laid off, and
22 negotiations. All that will be for naught if we don't have
23 the basic rights. This has to be our priority right now,
24 we have to get our members engaged in it. We have to let
25 them know how serious this fight is. When we say do or die

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1 it's not just hype, it is true.

2 There is no doubt after we talk about Lame Duck,
3 several legislators talked about that, it's terrifying to
4 think what's going to happen. We can get control of the
5 House back. But the Republicans self control Lame Duck that
6 month. We come off, say we get the House but we lose the
7 collective bargaining referendum. Doesn't matter, they're
8 going to pass something in December and they're going to use
9 the fact that this went down. And that they have public
10 support to abolish collective bargaining. And what are we
11 going to say? No, you don't? The voters just made it clear
12 we do.

13 So this is something that has to be fought and we
14 have to put every ounce of effort into it. We came up with
15 the five per member number is approximately 20,000. But we
16 came up with that number based on Ohio's experience. I've
17 been in direct contact with Ohio talking to their
18 legislative director, their president, their
19 secretary/treasurer. We're working closely with the IAFF.
20 Harold was here today talking about their commitment. Their
21 commitment is strong. They not only committed \$100,000,
22 they're also contributing other resources. We've already
23 had a staff member from the political affairs department in
24 IAFF here in Michigan working on this campaign. Right now
25 the campaign is getting a media firm, getting a polling

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1 firm, getting -- we already have a signature gathering firm.
2 We have a firm to validate signatures. We've got a lot of
3 people in place, this is a massive campaign and we've got to
4 do our part. It's going to take everybody's efforts.

5 Back to Ohio though, we got that number of five
6 per member. They not only met the five per member which is
7 approximately 50,000 for them because they have quite a few
8 more members, but they got 75,000 signatures in. Same
9 amount of time we have. So I think this is a realistic
10 goal, I think we can get five signatures per member, but
11 we're going to have to really work hard on it. I know a lot
12 of you guys just like our local we still have petitions out
13 there so we know you're still working on it. We had hoped
14 to have more at this point.

15 But this is a good start, but let's keep working
16 on it. And we need to get these done in the next month or
17 so. We'll set the next deadline of June 1st, it's going to
18 come fast, three weeks away. If we don't get on this as
19 soon as we get back, before you know it, it's a week later
20 and I've got to get petitions out, it's another week. And
21 now you're at the deadline. This is what happens, the time
22 goes by too fast. And if we tell you the exact deadline has
23 got to be in, everybody is going to wait until the exact
24 deadline and it's going to pass too fast. So we've got to
25 set these deadlines. Today was one of them. We got 3,000

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1 in, we're going to keep working. But we ask that you guys
2 continue to make this the number effort at this point.

3 There will be more updates as the campaign is
4 developed. Right now the petition drive is the main thing.
5 But there's a lot of work being done to develop that
6 campaign. I had a call at 6:45 a.m. conference call this
7 morning to deal with this. We meet every Friday at -- or
8 every Thursday at 7:00 a.m. we discuss the campaign and come
9 together about it. This is a principles committee that
10 meets and it's got all the big wigs on it. The Teamsters,
11 UAW, I mean on the call and in person we meet is Bob King,
12 he's sitting right there. He's actively bought into this,
13 all the unions are. It's an all in for everybody. So we
14 will get there but we need to certainly get all in
15 ourselves. And we are. Any questions please refer them to
16 your contact in that district or Chairman Haase or anyone he
17 repeats. They're all up to date in what's going on.

18 UNIDENTIFIED SPEAKER: Mark, do we have blank ones
19 here that we can take back with us?

20 MR. DOCHERTY: Yes, we do.

21 UNIDENTIFIED SPEAKER: Where would they be?

22 MR. DOCHERTY: Contact Chairman Haase and he'll
23 give it to you. Another thing I'd like to add real quick
24 when I thought of that. Is when you do these AFL events,
25 they've had like Lansing had something over Lug Nuts, Tiger

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1 Stadium Opening Day had an event that was organized by
2 labor. But when you go there and you help out, sign
3 petitions, let them know you're with the fire fighters,
4 you'll get credit for the signatures you get at that event.
5 Just because the AFL organized it doesn't mean you don't get
6 the signatures. But you have to hand it in and say I'm with
7 the fire fighters and they'll scan it and they'll log you
8 in. Microphone number one?

9 MR. WEISENBERG: Dave Weisenberg,
10 Delegate-at-large, rise for a point of personal privilege.

11 MR. DOCHERTY: Go ahead.

12 MR. WEISENBERG: Mr. Chairman, we've heard
13 constantly throughout your message, Melissa's message,
14 President Schaitberger's message, the importance of taking
15 back the House this November. We've also heard the
16 importance of having fire fighters as candidates. I would
17 like to take a moment of the delegate's time to introduce
18 somebody that is going to be running for the 67th District,
19 is going to be covering the south end of Lansing and Ingham
20 County here. This is a tremendous moment of opportunity for
21 us because again this is an opportunity for us to support
22 one of our own. And when I say one of our own, I truly mean
23 that in every context. He's truly a brother. This
24 gentleman and I met in college and contrary to some opinion
25 no it wasn't a one room school house it was actually a

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1 college. It was a few years back, I admit.

2 Nonetheless, I've known this guy, we went through
3 the ranks of the Lansing Fire Department together. Tom rose
4 up through the ranks of fire fighter up to battalion chief.
5 He actually became the fire chief, served dutifully with the
6 Lansing Fire Department for a number of years. You heard
7 Mayor Bernero yesterday talk about the collaborative
8 bargaining that that had recently and how they struck a deal
9 with Brian Epling and Chris Lake and the rest of the Local
10 421 board. And brought that -- reduced the number of
11 layoffs of fire fighters down. Tom was the fire chief at
12 that point in time and played an instrumental part in that.
13 Tom also came up through the ranks of the local. Tom served
14 as a steward, vice president, president of the local. He
15 served on our pension board. He has served the Lansing Fire
16 Department, the citizens of Lansing very well. He continues
17 to serve in his community as a school board member as a
18 trustee. And it is indeed my great privilege to introduce
19 my friend, my Brother, and hopefully the next 67th District
20 House of Representatives Tom Cochron.

21 (Audience applause)

22 MR. COCHRON: Good afternoon. Thank you very much
23 for this privilege to be here. It's been a long time since
24 I've been on the floor and it brings back a lot of memories.
25 And all the hard work that you're all here to do this week.

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1 And I want to tell you as Dave said, I did work my way up
2 through the ranks not only of the union but through the fire
3 department. And I did for a short brief moment lost my head
4 and joined the dark side and became management, that's true.
5 For about five years. But I am very proud to say, and I
6 think Chris can speak to that from Lansing, as Brian could,
7 it's easy to do these jobs, as all of you are finding out,
8 when times are good. But these are the hardest times that
9 any of our communities have had to face.

10 And we are facing tough times. We've had to make
11 some tough decisions. But we made tough decisions working
12 collaboratively throughout those times and were able to do
13 the things that we did. As hard as it was for all of us, we
14 did it as a team. And that's how I stand. I have always
15 remembered where I came from. I am a union person, I've
16 always been a union person. I've never walked into WalMart,
17 I will not walk into WalMart. That's a point that I always
18 make.

19 (Audience applause)

20 MR. COCHRON: And I don't have a prepared speech
21 and I was getting ready to hit the doors because that's how
22 this campaign is going to be won is door to door. And I
23 wanted to say again I'm very pleased and honored to be here.
24 But this is going to be a fight and we need to hold all the
25 seats that we can. The 67th has been held by two strong

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1 Democrats, Diane, and Barb Byrum. And I hope to carry on
2 that torch as a Democrat. And continue to go to the capitol
3 and to fight your fight. And you don't even have to think
4 for one second when it comes to the fight that's going to
5 happen with collective bargaining, 312, any number of issues
6 that you as fire fighters are going to have, I'm going to be
7 there for you. So please keep that in mind. Have a great
8 day. Good luck with your convention and all the hard work
9 you're doing. Thank you very much.

10 MR. DOCHERTY: Microphone number two.

11 MR. HAASE: Just a point of clarification. In the
12 registration room back at the Radisson if you have petitions
13 with you you haven't turned in yet, you can turn them in
14 there. There's a stack of blank petitions over there so if
15 you need some to bring home with you, that's where you can
16 get them at. I don't know the exact quantity, but there are
17 a number of them there.

18 MR. DOCHERTY: Thank you. I'm going to call the
19 Resolutions Committee up for a partial report.

20 MR. DAWE: Real briefly we were asked for an
21 explanation 21 was withdrawn with regards to mergers and
22 consolidations. After some discussion with some people from
23 the IAFF, this was predominantly an IAFF issue rather than a
24 state union issue and something that would be better
25 directed right there as opposed to here. If everybody would

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1 turn to Resolution Number 20, prohibition of unsanctioned
2 rallies, information protests, and canvassing.

3 "Whereas many MPFFU locals are engaged in staffing and
4 other labor relations disputes with their employers.
5 And whereas as part of their overall strategy and when
6 it is determined that it is in the best interest of
7 their local, local union executive boards may decide to
8 stage events such a union rallies, informational
9 pickets, door to door canvassing, or protests at
10 council and/or township meeting locations. And whereas
11 the success of these activities depends on adequate
12 advance strategy and planning taking place prior to
13 actually scheduling such events. And whereas the MPFFU
14 has adopted a policy that strongly encourages all local
15 union executive boards to consult with their MPFFU
16 district vice-president prior to scheduling any type of
17 protest activities that involves the expectation of
18 participation from other MPFFU local union members
19 and/or MPFFU executive board members. And whereas
20 recently some local union members have taken it upon
21 themselves to schedule these type of events and to
22 request assistance from MPFFU members from other locals
23 without getting prior approval of their own local union
24 executive board and/or the MPFFU executive board. And
25 whereas these freelance actions may not actually be in

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1 the best interest of their own local. Therefore be it
2 resolved no MPFFU member shall plan, solicit support,
3 or take part in any fire fighter union rallies,
4 informational pickets, door to door canvassing, or
5 protests at council and/or township meeting locations,
6 unless these events are approved and sanctioned in
7 advance by the affected local union executive board."

8 The last five words were stricken from that
9 resolution. Mr. President on behalf of the comment, I move
10 adoption of Resolution Number 20. Mr. President, we had a
11 great deal of discussion on this particular resolution. We
12 all agree on the importance of rallies, and informational
13 pickets. But we also understand and believe strongly that
14 these must be well organized. In order for them to be
15 organized, we need to go through the executive board of that
16 local. In today's world with social media, many of our
17 members tend to get on some of the websites like Facebook
18 and will ask for help and ask for assistance to come out to
19 various rallies and pickets and not have discussed this idea
20 with their own local. We prefer to discourage that because
21 we'd rather have something that's more organized. If we
22 have some organization, we put on a better presentation, and
23 our message certainly comes across much better. Also as
24 referenced, the Constitution and By-Laws requires
25 consultation with the executive board, specifically the

1 district vice-president in the event they want assistance
2 from other locals. Therefore we would encourage adoption of
3 this resolution.

4 MR. DOCHERTY: Thank you. Committee recommends
5 adoption of Resolution 20 as amended. Now open for
6 discussion on the floor. Microphone number one.

7 MR. CHESNEY: Terry Chesney, Delegate-at-Large. I
8 rise to speak in favor of this resolution. And the whole
9 intent of this and I hope if it passes, what we really want
10 to happen is to have you local presidents have a vehicle to
11 go back to your members and encourage them that if they get
12 a call from a member in another local saying we're going to
13 picket somewhere or there's a rally, that your members talk
14 to you the executive board to find out if it's something
15 they should participate in. If that's all that happens with
16 this I'll be very happy. And I think it will help all
17 locals if they could try to get their members to follow this
18 recommendation, basically. Thank you.

19 MR. DOCHERTY: Anyone else? Seeing no one else
20 going to the microphone we'll hold the vote. All in favor
21 of adopting the resolution as amended raise your hands.

22 (Show of hands)

23 MR. DOCHERTY: Hands down. Opposed?

24 (Show of hands)

25 MR. DOCHERTY: The motion is adopted.

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1 MR. DAWE: Delegates please turn to Resolution 8.
2 You should have had a revised copy on your table yesterday.
3 Resolution Number 8, mandatory affiliation in state
4 associations.

5 "Whereas there are 54 state and provincial fire fighter
6 associations in North America. And whereas state and
7 provincial organizations are involved in many
8 legislative and lobbying efforts at the state and
9 provincial level that impact and affect every fire
10 fighter in each state and province. And whereas these
11 legislative and lobbying efforts are very costly. And
12 whereas everyone who benefits from these efforts should
13 be required to pay their fair share of the related
14 expenses. Therefore be it resolved that the delegates
15 assembled at this 50th Biennial Convention of the
16 Michigan Professional Fire Fighters Union go on record
17 as supporting the concept of affiliation with state and
18 provincial associations. And be it further resolved
19 that upon adoption of this resolution the MPFFU
20 executive board is hereby directed to submit a
21 resolution to the upcoming International Association of
22 Fire Fighters Convention that would require all IAFF
23 locals that are not a member of their IAFF recognized
24 state or provincial affiliate, in their state or
25 province, must pay a service fee to maintain membership

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1 in the IAFF."

2 On behalf of the committee recommend adoption as
3 revised of Resolution Number 8.

4 MR. DOCHERTY: Committee recommends adoption as
5 amended of Resolution Number 8. Discussion on the floor?
6 Microphone number one.

7 MR. PIERCE: Frank Pierce, Shelby Fire 1338. I
8 just have a question. I guess my concern would be, if we
9 have a local that's hurting monetarily and may have to make
10 a choice between the IAFF and the MPFFU, what's a better
11 choice? I mean, is there -- do you have to belong to the
12 IAFF also to be part of the MPFFU? That's a concern. So if
13 they had to make a monetary decision -- understand what I'm
14 saying? Is this going to hurt them is my concern. If it's
15 just purely monetary like a small local three to five guys.

16 MR. DOCHERTY: You actually -- did I get your
17 support? Are you for or against it?

18 MR. PIERCE: I support it as long as it's not
19 hurting anybody. I mean the big -- having a small local
20 that has no money and now we're going to force them to pay a
21 service fee and they're not being involved through the IAFF.
22 That's my only concern of hurting someone. Like which one
23 do you chose, do you chose your state local or the
24 International as to which one would be better to help you if
25 you're in financial trouble.

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1 MR. DAWE: The intent of this resolution is not to
2 hurt any of the locals, certainly not the smaller locals.
3 We definitely don't want anybody hurt by it. Essentially
4 what has happened is, as Harold said earlier, we're all
5 fighting battles in every state. Some of the states have
6 some very large locals that are not part of their state
7 unions. When Ohio went into their fight for Senate Bill 5,
8 Cleveland who had not been a part of the Ohio Fire Fighters
9 came back and became part of the Ohio Fire Fighters again
10 because they understood the cost involved in fighting that
11 legislation. And the intent behind this was try to maintain
12 the same thing that we're trying to maintain with the
13 Protect Our Jobs and avoid Right to Work. Right to Work the
14 biggest complaint that everybody has about it is the fact
15 that members don't have to pay to be part of their union.
16 and that kills the union. Essentially we looked at this as
17 being similar to that. We do not support Right to Work and
18 therefore we felt that everybody should pay their fair share
19 to fight the same battles.

20 MR. DOCHERTY: Microphone number two.

21 MR. SCOTT: Rob Scott, Southfield 1029. Just a
22 question, if it comes down to a money issue, the state
23 office for locals hurting with money would work with them
24 like a payment plan or something for them to stay in the
25 state union; right? So if a small local might have some

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1 money issues and are like, hey, we really want to stay in
2 but -- everything around us is a payment plan. Is there one
3 of those?

4 MR. DOCHERTY: I think I can answer that. As far
5 as the dues there is a time period of which you can be in
6 default of your dues before you are kicked out of the union.
7 But when we talk about special assessments we certainly
8 worked with locals that couldn't pay it all up front. And
9 we are flexible and understanding the fights that some of us
10 are having. And we can work with them and we certainly
11 don't, and IAFF doesn't kick anybody out as soon as they
12 miss their dues payment. But we certainly want to ensure
13 that they're going to be compliant with their dues. So we
14 will try to work with them as much as we can. Microphone
15 number one.

16 MR. WELLS: Paul Wells, Local 911 Birmingham. I
17 speak in favor of this. It's my understanding that this
18 has been brought up to the IAFF before, voted down. But
19 more than ever I think the battlefield is at state level
20 here, and this is a no brainer. And I hope that we accept
21 this and put lots of pressure on the IAFF to make this a
22 mandatory thing. I mean they go hand in hand. And we can't
23 be left fighting for these other guys that are in IAFF but
24 not putting in the work, or the money, or the time. So I'm
25 in favor.

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1 MR. DOCHERTY: Microphone number one.

2 MR. BELSKY: Blake Belsky, West Bloomfield 1729.

3 I stand opposed to this resolution. I understand this is a
4 hot button issue and I know that people on both sides are
5 very passionate about it. But I think we need to remember
6 that the statewide benefits that the MPFFU is fighting for,
7 the departments that dropped out of the MPFFU this past
8 year, the two departments that we all are really aware of,
9 they dropped out because they didn't feel that they were
10 benefitting, certainly not benefitting enough to justify the
11 cost. And I think that's something that should be left up
12 to the local not necessarily up to the state union.

13 MR. DOCHERTY: Microphone number two.

14 MR. BALA: Scott Bala, Roseville 1614. A member
15 of the committee. And we did hear a lot of discussion and
16 debate about how this has been brought up in the past at the
17 International, it has been shot down numerous times. So we
18 took all that input and came up with this different
19 approach. It's not just forcing them to belong. But if you
20 chose not to belong, you're going to pay a service fee.
21 It's like almost -- every one of us has that in our local
22 contract. That you can chose not to belong but we're still
23 going to collect a service fee from you. Because we are
24 there still, we're guarded with protecting your rights even
25 though you don't belong to us. Same concept here. So the

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1 unions that have chosen to leave us instead of stay here and
2 fight, we at least push and send a message that they're
3 going to at least pay a service fee for the benefits they're
4 going to reap from all of our hard work and our money. And
5 I think it's absolutely appropriate. I hope that we can get
6 a voice on this at the International. We've heard it's an
7 uphill battle, it will probably go down. But we can at
8 least bring some attention to it. And so I think that --
9 another thing that we talked about though as far as this,
10 the E board is going to draft a resolution and we did talk
11 about it at length. There has been some discussion about
12 making sure that service fee is somehow returned back to the
13 state association, putting some language in there that the E
14 board will work on as to the service fee being in addition
15 to their per capita. So I think it's appropriate, I stand
16 in support of this resolution.

17 MR. DOCHERTY: Microphone number two.

18 MR. SMITH: Bill Smith, Grand Rapids Fire Fighters
19 Local 366. I stand in support of this resolution. It is
20 particularly troubling for me to watch these other two
21 locals leave our state association, our state union at a
22 time when we needed them the most. And I don't want to be
23 punitive to anybody, I really don't. But I think that in a
24 solidarity move we all should support this resolution. And
25 when I go to Philadelphia if it ends up on the floor, I'll

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1 vote in support of it. I think it's smart. We're here to
2 do a job. I heard the other Brothers speak in opposition
3 and I respect your opinion. But I have to ask you, those
4 union dues that those unions are collecting right now, have
5 they been reduced for their members? I don't know. I know
6 the money is not coming here to the state. But I know
7 clearly they can afford to pay it, they have for years.
8 Well, with the exception of a little bit of a reduction for
9 a particular local.

10 Anyways everybody needs to pay their share.
11 There's no free rides. We have to keep fighting. You've
12 heard so many stories today. You just heard Mike O'Hearon
13 what we have to do next and everyone else that's gotten up
14 to speak to us today. It doesn't come free, you've got to
15 pay it. And I don't think it's right that people are
16 gleaning for nothing. That's all I have to say. Thank you.

17 (Audience applause)

18 MR. DOCHERTY: Seeing no one else at the mikes.
19 We'll call for a vote. All in favor of adopting the
20 resolution as amended, raise your hands.

21 (Show of hands)

22 MR. DOCHERTY: Hands down. Opposed?

23 (Show of hands)

24 MR. DOCHERTY: Motion approved, adopted.

25 (Audience applause)

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1 MR. DAWE: Brothers and Sisters, please turn to
2 Resolution Number 22, voting rights of members separate from
3 service illegally.

4 "Whereas never before in the history of the IAFF have
5 so many members been placed on laid-off status by their
6 employers. And whereas many of these lay-off notices
7 issued by employers have violated language in existing
8 collective bargaining agreements. And whereas many
9 locals have challenged these lay-offs through their
10 grievance procedure or through other legal remedies.
11 And whereas decisions on these challenges often take
12 several months or years before a ruling is issued on
13 whether or not the lay-offs were done in a legal
14 manner. And whereas current language in the IAFF
15 Constitution and By-Laws prohibits laid off employees
16 from voting on collective bargaining agreements. And
17 whereas members who have been laid off illegally should
18 not be denied their ability to participate in the
19 process of voting on a proposed collective bargaining
20 agreement. Therefore be it resolved that the delegates
21 assembled at this 50th Biennial MPFFU Convention hereby
22 direct the MPFFU executive board to submit a resolution
23 to the 51st IAFF Convention that would amend Article
24 III, Section 5 of the IAFF Constitution and By-Laws to
25 include the following language. If the local union

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1 contests the separate of any member in good standing
2 through the grievance and arbitration process, civil
3 service commission or through any other means the local
4 union deems acceptable, then any and all members
5 effected shall continue with the same voting rights the
6 member or members had prior to separation. The member
7 or members shall continue with their voting rights
8 including voting on a collective bargaining agreement,
9 unless deemed legally separated through the legal
10 process."

11 Mr. President, on behalf of the committee I move
12 to reject this resolution. Mr. President, we had a great
13 deal of debate on this particular resolution and
14 predominantly it was with the vagueness of the language.
15 What would the description of legally laid off mean or
16 illegally laid off? There was a great deal of confusion as
17 to what exactly -- at what point would this terminate and
18 these employees no longer be covered by the collective
19 bargaining agreement or by their own Constitution and
20 By-Laws. There was a great deal of concern that it just was
21 not clear enough. Therefore, Mr. President, on behalf of
22 the committee we move to reject this resolution.

23 MR. DOCHERTY: Thank you. The committee
24 recommends rejection of Resolution 22. The floor is now
25 open for discussion. Microphone number one.

1 MR. CHESNEY: Terry Chesney, Delegate-at-Large. I
2 was asked by a local member of Taylor to help craft this
3 language on his behalf. I mean, he came up with the
4 concept, it was their deal, I had nothing to do with it. But
5 I did try to help him write the language to accomplish what
6 he wanted. And if I could clarify or attempt to say
7 something on that, I'd like to. They're not talking about
8 just an individual member thinking he was laid off
9 illegally, they're talking about the local union executive
10 board is fighting those lay offs. So in other words, the
11 executive board has filed a grievance, the executive board
12 has gone to court. It's not just a rogue member saying I
13 shouldn't have been laid off. The board itself wants to
14 fight the layoff.

15 The current language in the International
16 Constitution and By-Laws gives laid off members the right to
17 vote on everything but a collective bargaining agreement.
18 There are no exceptions noted. The local went to the IAFF,
19 asked for an interpretation, and the interpretation came
20 back even though we understand your argument, there's just
21 no way we can let that happen without a change in our
22 by-laws. And so this is what the attempt was to do was to
23 make that change. But I don't know where the ambiguity is.
24 It's the local union itself saying we don't think these guys
25 have been laid off legally and we're fighting it. And so in

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1 the meantime, their members that they believe should still
2 be real members, they're asking that they be allowed to
3 continue to vote.

4 And I think the local president, I don't know if
5 he's still here if he even wants to speak on it. But he was
6 put in quite a quandary because he read the By-Laws and
7 that's what it said, they can't vote if they're laid off.
8 And there's no provisions for challenging those lay offs to
9 make those exceptions. I don't think the International said
10 they weren't in favor of that, they just said we can't do
11 anything unless our By-Laws are changed. So I'd like to
12 urge people to vote no on the committee's recommendation and
13 vote for this resolution as it was submitted. Thank you.

14 MR. POCHRON: Stan Pochron, President Local 1252.
15 I am against this being rejected by the council as Brother
16 Chesney said here. I've been through a lot of stress over
17 this. I've had members -- they laid off over half of my
18 department, now I have a majority that is laid off. Our
19 mayor has told us point blank that's what he's going to do
20 to bust our contract. We have tried every fight, we have
21 won two arbitrations already saying recall these members.
22 Our mayor refuses to do so. At the present time we're
23 trying to get this to the International. We'd like the
24 support of all our Brothers here in the State of Michigan so
25 that we can put this forth to the International. And if we

1 have to change the language so be it. But this is a very
2 tough time for me and my union right now. I have executive
3 board members that are working on this contract that are
4 laid off right now and can't vote on what they're working
5 on. That is in the International By-Laws. I can have
6 members on my negotiation time, but they can't vote on what
7 they're working on with the city. Please reconsider this
8 rejection vote and let this go through. Thank you.

9 MR. DAWE: Brothers, after our deliberation on
10 this particular resolution, we had talked to IAFF 8th
11 District Vice-President Paul Hufnagel and trying to find out
12 some of the history behind this language through the IAFF.
13 He was able to get ahold of the legal department, and again
14 some of the concerns about the vagueness and that type of
15 thing were issues and some of the nightmares. The actual
16 recommendation from the IAFF legal department was to just
17 strike the language in the International's Constitution and
18 By-Laws Article 3, Section 5. Strike the language which
19 says, that they shall enjoy all the rights of active
20 membership. And then strike after that, except the right to
21 vote in the local union on collective bargaining agreements.
22 That was the recommendation of the IAFF legal department.
23 Brother Hufnagel just also asked me to remind everybody that
24 that would leave -- by striking that language it would leave
25 it up to each individual local to decide whether or not laid

1 off members can vote on collective bargaining agreements.

2 UNIDENTIFIED SPEAKER: Can you read that again?

3 MR. DOCHERTY: Are you recommending an amendment?
4 Brother Dawe, are you making a motion for an amendment? If
5 you're changing language -- please be patient for a second.
6 Okay. Microphone number one.

7 MR. SCHULTZ: Dennis Schultz, Melvindale Fire
8 Local 1728. We stand in support of this motion. These
9 union members that have been laid off illegally have paid
10 union dues for quite a period of time. In the instance of
11 Taylor some 11, 12 years they've been in good standing,
12 paying membership dues to the IAFF and to the MPFFU. Being
13 laid off illegally like what has happened here, and I'm
14 quite aware of the whole situation there, should not take
15 away their rights to vote for that contract or any type of
16 rights on the contract or collective bargaining. It's
17 unfair to those members to lose that right. And Melvindale
18 stands again in support of that motion.

19 MR. DOCHERTY: Microphone number one?

20 MR. HEIM: Steve Heim, Delegate-at-Large, 4th
21 District Vice-President. I stand in opposition to the
22 committee's recommendation to reject. I would like to give
23 us the chance to come back and amend it. We're not allowed
24 to amend a rejection. So I would ask the floor to go
25 against the committee's recommendation, give us a stab at

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1 fixing it, and then we'll see what we can do with it from
2 there.

3 MR. DOCHERTY: Microphone number two.

4 UNIDENTIFIED SPEAKER: Thank you Brother Heim, you
5 took the words right out of my mouth. I'd like to send this
6 back to committee if we could to have it change to what
7 Brother Hufnagel said with regards to the legal opinion of
8 the IAFF.

9 MR. DOCHERTY: Any discussion on the
10 recommendation to reject Resolution 22? Seeing no one else
11 at the mikes, we're going to have a vote. All in favor of
12 rejection of Resolution 22 raise your hands.

13 (Show of hands)

14 MR. DOCHERTY: Down. All in favor of not
15 rejecting raise your hands.

16 (Show of hands)

17 MR. DOCHERTY: The resolution is not adopted as
18 rejected. Microphone number one?

19 MR. CHESNEY: I'd like to ask a question. Could
20 you repeat what you said that the -- what the legal
21 department said, yes.

22 MR. DAWE: The language in the International
23 Association's Constitution and By-Laws Article III, Section
24 5, states "Payment of such members per capita shall be waive
25 and he/she shall enjoy all rights of active membership

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1 except the right to vote in the local union on collective
2 bargaining agreements." The suggestion was to strike
3 "except the right to vote in the local union on collective
4 bargaining agreements."

5 MR. DOCHERTY: A little bit of procedural history
6 at this point. Now that it's rejected it can be amended or
7 it can be referred to committee at this point. With a
8 motion. Microphone number two.

9 MR. HOUDE: Andy Houde, Harrison Township. I move
10 to refer to committee.

11 MR. DOCHERTY: Support?

12 UNIDENTIFIED SPEAKER: Support.

13 MR. DOCHERTY: Discussion on referral back to
14 committee? Microphone number one.

15 MR. CHESNEY: I'd be against referring it back to
16 committee. I think we can fix this very simply here with a
17 simple amendment. So I'd urge the Brothers and Sisters to
18 vote no.

19 MR. DOCHERTY: Microphone number one.

20 MR. HEIM: Steve Heim, Delegate-at-Large. I would
21 also ask us to not send it to committee. I feel that we've
22 got a very easy way to amend it to put it in compliance with
23 IAFF's opinion.

24 MR. DOCHERTY: Seeing no one else at the mikes,
25 we'll vote. All in favor of referring back to committee

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1 raise your hands.

2 (Show of hands)

3 MR. DOCHERTY: Hands down. Opposed to sending it
4 back to committee?

5 (Show of hands)

6 MR. DOCHERTY: Motion is rejected. All right.
7 Microphone number one.

8 MR. BROHL: Mike Brohl from Metro Airport Fire
9 Local 741. And I'd like to make an amendment. Okay.
10 You're going to have to help me out here. Basically what I
11 want to do is strike that sentence out of the constitution.
12 So I'd like to make an amendment to remove the language from
13 the International. Explain how this is supposed to work. I
14 want to make the amendment to strike the language out of the
15 International Constitution so that it reads, that last line
16 is gone. So how do I do that to make that sound like that.
17 Help me out.

18 MR. DOCHERTY: I believe that we all are trying to
19 achieve the same thing here, so I'll give a little leniency
20 here as you try to get --

21 MR. HEIM: So I believe it's the intention of the
22 Brother to strike lines 31 through 37 and replace it with
23 Article III Section 5 of the International Association of
24 Fire Fighters. Strike, "except the right to vote on
25 collective bargaining agreements."

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1 MR. BROHL: Yeah, what he said.

2 UNIDENTIFIED SPEAKER: Support.

3 MR. DOCHERTY: And do we have support on that
4 amendment?

5 UNIDENTIFIED SPEAKER: Support.

6 UNIDENTIFIED SPEAKER: Support.

7 UNIDENTIFIED SPEAKER: Support.

8 MR. DOCHERTY: I'll give Terry a chance to get it
9 on the screen. Microphone number two.

10 MR. KINNUCAN: Joe Kinnucan, Local 2559 Norton
11 Shores. A point of clarification. And I believe Brother
12 Hufnagel may be speaking to this. If we strike that
13 language from the International By-Laws, do we as locals
14 have the right to supercede, does MPFFU, International
15 By-Laws with language that would prohibit that voting on a
16 local level? Because that seems to be the controversial
17 issue.

18 MR. DOCHERTY: All this is, is a resolution to the
19 International Convention to actually amend their By-Laws to
20 reflect that. So it would depend on action taken at that
21 convention.

22 MR. KINNUCAN: I guess the question that I'm
23 asking then is once the -- if in fact we take this
24 resolution to them, they were to pass it, wouldn't it
25 guarantee every individual member of the IAFF the ability to

1 vote on contractual bargaining agreement based upon their
2 superceding -- we have to conform to theirs. So if they
3 change it to say that every individual would, including
4 anybody that was legally laid off, this is not addressing
5 illegal lay offs, it's addressing layoffs period. And at
6 that point, are we saying that laid off individuals even if
7 they were legally laid off would be allowed to be voting on
8 the bargaining unit contracts?

9 MR. DOCHERTY: I'd have to look at the language
10 closer. But I believe it would leave it to the local to
11 determine.

12 MR. KINNUCAN: I guess the question is, do we as a
13 local have the right to supercede that language then if
14 they're guaranteeing the right of laid off fire fighters to
15 vote. That's where it comes to a little bit of a slippery
16 slope. I do agree with people that are illegally laid off
17 still being -- until that's legally taken care of. I do
18 believe that they should have the right to vote within that
19 contract. However, the problem is if they're legally laid
20 off, we still have a job as an executive board to do what we
21 need to do as far as locals, trying as best we can to take
22 care of those laid off fire fighters. But in some cases it
23 may have to take some steps backwards to go forwards. And
24 with respect to that if the IAFF were to pass legislation
25 that says, Constitution and By-Laws legislation that says

1 laid off fire fighters would have just as equal rights, that
2 would be a slippery slope in my case.

3 MR. DOCHERTY: We'll try to clarify that in a
4 second. We're reading the By-Laws. Microphone number one.

5 MR. CHESNEY: If I could clarify. I'm not sure if
6 I like it now that I'm reading it. The actual language says
7 any active member in good standing who is separated from
8 employment due to a lay off may continued to be carried as
9 an active member while remaining on a preferred rehiring
10 list. So it's that word may that lets the local make that
11 decision themselves. And so in some ways what the Brother
12 said is correct. But it still is the local making that
13 decision on may be carried or may not be carried.

14 MR. DOCHERTY: Microphone number two.

15 MR. HEIM: Steve Heim, Delegate-at-Large. Just up
16 here to try to support what Terry just mentioned. The
17 entire provision of this article and the power given to
18 members is totally controlled by the local itself. It
19 already happens that way with one exception. That's the
20 problem we had in the beginning was that the members are
21 allowed to participate as elected officers, participate at
22 meetings, and others, if the local gives them the ability to
23 do that. With one exception, and that was the ability to
24 vote on the contract. So the only thing we're changing is
25 that they'll have all rights as active members as long as

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1 the local allows that.

2 MR. DOCHERTY: Microphone number one.

3 MR. LAKE: Also as I understand it -- Chris Lake,
4 Lansing Fire Fighters. As I understand it the locals
5 By-Laws, Constitution and By-Laws do have to be approved by
6 the International prior to implementation. So with that
7 being struck, they still have to submit the By-Law to the
8 International for approval prior to being able to do that.

9 MR. DOCHERTY: Seeing no one else going for the
10 microphone. Call the question. All in favor of the
11 amendment, I will re-read it, striking of line 35 through 41
12 and adding line 32, "and he/she shall enjoy all the rights
13 of active membership except the right to vote in the local
14 union on collective bargaining agreements." That's supposed
15 to be struck?

16 MR. DAWE: Yes. It would be striking all that
17 language because that leaves the rights of laid off members
18 up to the local union.

19 MR. DOCHERTY: So the underlined section will be
20 struck or is proposed to be struck from the Constitution and
21 By-Laws of the IAFF.

22 MR. HEIM: Just for clarification on the amendment
23 that I believe we made. It looks like you need to strike --
24 there you go, Shaun is fixing it. I don't think you need
25 the dots. I'm messing with Shaun.

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1 MR. DOCHERTY: To clarify on the amendment that
2 we're going to vote on, strike lines 32 to 33 will be what
3 will be proposed to be stricken from the Constitution and
4 By-Laws of the IAFF. The resolution we're going to strike
5 35 through 41. Seeing no more discussion on this amendment,
6 we'll hold a vote. All those in favor of the amendment,
7 please signify by raising your hand.

8 (Show of hands)

9 MR. DOCHERTY: Hands down. Opposed?

10 (Show of hands)

11 MR. DOCHERTY: Amendment passed. It's adopted.

12 MR. DAWE: Mr. President, this concludes the
13 partial report --

14 MR. DOCHERTY: Nope. Sorry. We've got to vote on
15 the original resolution. Any further discussion on the
16 original resolution as amended? Being no other discussion,
17 we'll hold the vote. All those in favor of the resolution
18 as amended please signify by raising your hand.

19 (Show of hands)

20 MR. DOCHERTY: Hands down. Opposed?

21 (Show of hands)

22 MR. DOCHERTY: The resolution is adopted as
23 amended.

24 MR. DAWE: I apologize, I thought we had already
25 gotten there. Mr. President, this concludes the partial

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1 report of the Resolutions Committee.

2 MR. DOCHERTY: Microphone number two.

3 MR. HUFNAGEL: Mr. Chairman, Paul Hufnagel, IAFF
4 8th District Vice-President. I just want to take a point of
5 personal privilege and thank the members for the endorsement
6 for my candidacy for 8th District Vice-President. It's a
7 real privilege to have the state fire fighters endorsement,
8 the executive board, my local union. Been a pleasure to
9 represent you at this level the last two and a half years
10 and prior to that about 20 years as a state president in
11 this union. So great privilege on my part, I thank you for
12 the endorsement. I thank my local for their support. And
13 good luck.

14 (Audience applause)

15 MR. DOCHERTY: Next I'd like to move on, we're
16 running a little late. That took us a little longer than we
17 anticipated. But we're going to have convention site
18 presentations. We're going to start with Grand Rapids.
19 Once this is concluded we're going to go in and hold
20 elections. So if Grand Rapids guys can come up.

21 MR. SMITH: Mr. President, Brothers and Sisters,
22 Bill Smith, Grand Rapids Fire Fighters Local 366. As much
23 as we'd like to have everybody come to our town, our city
24 and have our convention there in '14, due to some By-Law
25 changes that need to be done and they were going to have to

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1 take immediate effect, my vice-president and principles
2 advise me that really didn't seem very sporting for us to
3 ask for -- again, we'd love to have you. But I think out of
4 cooperation and Brotherhood and Sisterhood, we'd like to
5 pull out of the 2014 race.

6 The other thing that concerned me was as much as
7 I'd like to have everybody there I'm still kind of wanting
8 you to be there, I was in an elevator today with some fire
9 fighters, some strapping young me, and they were talking
10 about being in Grand Rapids recently and how much fun they
11 had there at the bars with the girls. And I suddenly kind
12 of went, my daughter is about that age. I really don't want
13 you guys there.

14 UNIDENTIFIED SPEAKER: (inaudible)

15 MR. SMITH: I will find you. We actually had a
16 video that we were going to show but the hell with it. So
17 thank you, we do appreciate the opportunity and the laughs
18 certainly. Hopefully we'll see you in 2016 and my daughter
19 will be someplace else. So thank you guys.

20 MR. DOCHERTY: Thank you.

21 (Audience applause)

22 MR. DOCHERTY: Next I'd like to welcome up
23 Traverse City for their presentation.

24 MR. ONTHANK: Lisa from the Park Place is coming
25 up. But we're going to do a small presentation. I had

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1 talked to Bill and they were so generous to sort of backing
2 off a little bit and letting us have the convention in
3 Traverse City. So anyway, first I'd like to welcome all of
4 you to the convention that we have in Traverse City. And
5 we're sure we're going to give you a good time and stuff.
6 So I'm going to turn it over to Lisa to let her talk to you
7 about it a little bit.

8 MS. MONACHE: Hi everyone. I'm Lisa Monache, I'm
9 the group sales manager for the Park Place Hotel in Traverse
10 City. And by default we're thrilled to have you with us.
11 But I'm confident you would have voted us in anyway. I know
12 that you all have been provided the information, the
13 proposal that we offered in your information packets when
14 you arrived. So you know that we have offered a very
15 competitive proposal. And I'm confident that you're going
16 to all enjoy everything we have to offer. For those of you
17 who have been to Traverse City but not to the Park Place and
18 those of you who have been to the Park Place, we've got so
19 much to enjoy. We're right in downtown Traverse City, about
20 a block and a half from the water. There's an underground
21 walkway so you can over to the beach, there's water sport
22 rental, there's restaurants right outside our front door
23 about 30 of them actually. Pubs which I was told I should
24 emphasize by someone. We have micro brew tours now that
25 take you through and they show you how they actually brew

1 the beer. And take you out to the fields where they grow
2 the hops. And then of course there's winery tours. And on
3 property we have two lounges, a restaurant, room service,
4 big indoor pool, jacuzzi, exercise facility. And there is
5 so much to do in the area I'm confident you're going to have
6 a good time. I won't take up any more of your time other
7 than that we all wanted to convey from the Park Place that
8 we're thrilled to even be considered, let alone that you
9 actually will be coming now. And we're looking forward to
10 serving all of you since you take so much time to serve our
11 communities. Thank you.

12 (Audience applause)

13 MS. MONACHE: Mike wanted to make sure I did this
14 part. I wanted to have all of you look on the back of the
15 business cards on the cookies at your table. And if you
16 have a sticker on the back of the business card, you won a
17 prize. If you have a fire truck, you've won a \$25 gift card
18 to Minerva's Restaurant and Lounge at the Park Place. And
19 if you have the fire fighter you've won an overnight stay.
20 So you can use that overnight stay any time in the next year
21 to get a preview of what everyone else is going to enjoy
22 when they come in 2014. And if you could just keep your
23 business card and email me your contact information, I will
24 mail back the prize to you. Raise your hand if you had a
25 card just so everybody can see who won. There was like four

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1 or five of the \$25 Minerva's gift cards and one fire
2 fighter. Who got the fire fighter? There you go. Now
3 you've got to come up here and verify it. All right. We'll
4 see you guys soon. And if you want to get there in 2012 or
5 2013 just give me a call. Thank you.

6 (Audience applause)

7 MR. DOCHERTY: The elections are still a little
8 delayed so we're going to move on. We have two resolutions
9 left. So it looks like we're going to get out of here
10 tonight. We're going to start now with the final report of
11 the Constitution and By-Laws Committee.

12 MR. ABBEY: Brothers and Sisters can I please have
13 you turn to Resolution Number 13 having to do with the
14 convention site selection.

15 "Whereas the MPFFU Constitution and By-Laws state that
16 the MPFFU Convention shall begin on the first Wednesday
17 of May in the even numbered years. And whereas the
18 MPFFU Constitution and By-Laws also require that the
19 MPFFU convention site shall rotate in numerical order
20 among the MPFFU districts. And whereas those very
21 specific requirements limit the number of potential
22 convention sites that are able to bid on the MPFFU
23 Convention. And whereas these very specific
24 requirements also hinders competitive bidding and lower
25 pricing for sleeping rooms, food and beverage costs,

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1 and meeting space for MPFFU Conventions. Therefore be
2 it resolved that the MPFFU Constitution and By-Laws be
3 amended to require that MPFFU Conventions be held
4 during the six week period between the dates of April
5 10th and May 21st in even numbered years. And be it
6 further resolved that the MPFFU Constitution and
7 By-Laws also be amended by removing the following
8 language from Article 5, Section 1: Convention sites
9 shall be selected on a rotating basis by district. If
10 no local in the eligible district expresses a desire to
11 host the convention the next district in numerical
12 order will be afforded the opportunity. By eliminating
13 this language, all locals throughout the entire state
14 will be able to bid on hosting any convention instead
15 of limiting it to only locals in a certain district."

16 On behalf of the committee I move to adopt
17 Resolution Number 13 as amended. The committee deliberated
18 this resolution taking testimony, reviewing previous policy,
19 and selection of previous sites. The committee believes
20 relaxing the requirements in the current constitution and
21 by-laws provides more opportunities for locals to host our
22 convention. The committee believes that by adding
23 flexibility, that it will make the process more competitive
24 and more cost effective. The committee removed the last
25 resolved to its only independent resolution which was

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1 discharged due to the fact that Grand Rapids has withdraw
2 from the bid process. Mr. Chairman, on behalf of the
3 committee I move to adopt Resolution Number 13 as amended.

4 MR. DOCHERTY: Thank you. Committee moves to
5 adopt Resolution 13. The floor is now open for discussion.
6 Seeing no one at the mikes, call for the vote. All in favor
7 please signify by raising your hands.

8 (Show of hands)

9 MR. DOCHERTY: Hands down. Opposed? Resolution
10 is adopted.

11 MR. ABBEY: Mr. Chairman, I'd like to take a
12 moment, if I may, to thank my committee.

13 MR. DOCHERTY: Go ahead.

14 MR. ABBEY: Could you please stand. These are the
15 members of our Constitution and By-Laws Committee. We met
16 on Tuesday staring about 10:30 and worked right through
17 lunch and got done around 5:00 o'clock that evening. And
18 then I also made them get up early after they partied all
19 night at 8:30, so I appreciate that, the next morning before
20 the convention. So thank you very much. From Marquette in
21 the 1st District, Kurt Hillier; the 2nd District Grand
22 Rapids, Rich Clark; from the 3rd District Bay City Kurt
23 Wagner; from the 4th District Ann Arbor, Matt Schroeder;
24 from the 4th District Dearborn Heights, Mickey Wiewiura;
25 from the 5th District Lansing Chris Lake; also from the 5th

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1 District Battle Creek, I don't believe he's here, but Chris
2 Love; from the 6th District Commerce Township; from the 6th
3 District Sterling Heights, Robert Haase; and my co-chair,
4 vice-chair from the 4th District V-P, Steve Heim. Thank you
5 all for your time, I appreciate it.

6 (Audience applause)

7 MR. ABBEY: Mr. Chair, I would ask that you
8 discharge this committee.

9 MR. DOCHERTY: Committee is discharged. As far as
10 the election goes, there's been some issues with the ballot,
11 they're trying to work it out. That's why we're kind of
12 delaying that slightly. There's only going to be an
13 election for the 4th and the 6th District for Eastern
14 Trustee. So everyone else that's not in those districts are
15 going to be free until -- let me just check with Terry
16 before I give you a time. Okay. Guys, voting is going to
17 start at 4:10 over at the Radisson -- oh, no excuse me.
18 It's in 101, 101 right out this way. Now, there's something
19 else we need to advise you is I guess there is someone
20 important in the building, they've locked down these doors
21 over here to get out. So you've got to go out this side,
22 and I guess through the cafeteria to get to the bridge. I'm
23 hearing it is the Governor that is in the building, he's not
24 coming here. We are suspended at this point until 4:40 when
25 we'll be back here, that gives a half hour for voting. But

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1 if we can vote, it shouldn't take that long, if we can get
2 back here quicker, and if all the voting is done, they can
3 close the polls and we can announce the results. So we can
4 get going. We'll just have a couple other things to finish
5 up and then we'll be done for the day. So 4:10 for voting,
6 4:40 back here. Thanks.

7 (Off the record)

8 MR. DOCHERTY: We'll call our business section
9 back to order. I'll call on the Elections Committee to
10 report the final results of the election.

11 MR. LEVE: Thank you Mr. President. After the
12 election -- and sorry about the little snafu there, the
13 length of time it took -- there were a total of 124 ballots
14 cast, there were 20 ballots that the delegates did not vote
15 on, and the final calculations cam out to Ed Hosmar 80 TJ
16 Manning 44. Congratulations Ed.

17 (Audience applause)

18 MR. LEVE: Thank you Mr. President. I'll thank my
19 committee when they get back in here.

20 MR. DOCHERTY: Okay. I'll call the Resolutions
21 Committee up for their final report.

22 MR. REYNOLDS: Please turn your attention to
23 Resolution 3, Thanks and appreciation to Lansing Fire
24 Fighters Association Local 421.

25 "Whereas the delegates assembled at this 50th Biennial

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1 Convention of the Michigan Professional Fire Fighters
2 Union wish to express their thanks and appreciation to
3 the members of Local 421 - Lansing Fire Fighters
4 Association for hosting this 50th Biennial Convention
5 on May 2-3-4, 2012, at the Lansing Center. Therefore
6 be it resolved that a suitable token of our thanks and
7 appreciation be presented to Local 421."

8 Mr. President, on behalf of the committee I move
9 to adopt Resolution 3.

10 MR. DOCHERTY: Committee recommends adoption of
11 Resolution 3. Any discussion on the motion? Seeing no one
12 at the mike, all in favor raise your hands.

13 (Show of hands)

14 MR. DOCHERTY: Hands down. Opposed? Motion
15 carried.

16 (Audience applause)

17 MR. REYNOLDS: Mr. President, that concludes the
18 report from the Resolution Committee. At this time I would
19 like to recognize the committee.

20 MR. DOCHERTY: Go ahead.

21 MR. REYNOLDS: Please stand when I call your name,
22 Pete Hughs, Muskegon Local 370; Michael Onthank, Traverse
23 City Local 646; Steve DiDocha, Port Huron Local 354; Tom
24 Raines, Saginaw Local 102; Mitch Tokarski, Westland 1279;
25 Joe Murray, Dearborn 412; Barry Rodabaugh, East Lansing

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1 1609; Scott Stoker, Summit Township 1639; Scott Bala,
2 Roseville 1614; Joel Smith, Royal Oak 431; and Chris Kenny
3 Hazel Park 1414. I'd like to thank them for their service
4 on the Resolutions Committee. Also vice-char, co-chair Dan
5 Dawe.

6 (Audience applause)

7 MR. REYNOLDS: Request at this time that the
8 committee be discharged.

9 MR. DOCHERTY: Thank you for all your hard work,
10 your committee has been discharged. A couple housekeeping
11 things. We have our president's reception at 6:00 tonight,
12 1800 hours or 2000 hours. We will be installing our
13 officers at that reception. So please attend that if you
14 can, it would be excellent. One thing I want to bring up,
15 there's been some recent discussions on this and there's
16 quite a few locals here involved so I just want to touch on
17 it. Under this Emergency Manager Law, we're still hearing
18 some crazy things. We're hearing rumors of a Detroit
19 Regional Authority. Just if you border Detroit in any
20 sense, any portion, keep your eyes open, be vigilant, and
21 watching. Nobody is immune to this. I don't care what size
22 you're local is, you could be swallowed up by them. And I
23 currently have a meeting with Andy Dillon's office on the
24 10th, we'll be looking into more of this. We've been
25 FOIA-ing stuff, we've been watching. So do requests, do

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1 FOIA's in your community if you have any suspicion this is
2 going on. But there are active talks going on, so I just
3 want you guys to stay vigilant and watch it. We will be
4 addressing this as best we can to try to make sure that we
5 have a say in any type of things that transpire. Just watch
6 it. Yes. Please notify us if you hear anything, not just
7 the FOIA. Make sure you contact us and let us know right
8 away. I have almost weekly to biweekly meetings with either
9 the Governor's Office or the Treasurer's so I need to know
10 this stuff before I go in and talk to them. Microphone
11 number one.

12 MR. DIAMOND: Bill Diamond Hamtramck 750. I just
13 want to let you guys know that we do have a FOIA out there
14 right now with the State on any information regarding, right
15 now just through Detroit, Hamtramck, and Highland Park. And
16 we got the letter back stating that this FOIA was going to
17 cost us \$700, so we're assuming that there's a lot of
18 paperwork in this. So I would suggest that any locals that
19 are in that area, the locals that have come -- the names
20 came up were Highland Park, Hamtramck, Detroit, Eastpointe,
21 Harper Woods, Dearborn, Dearborn heights, Warren, those are
22 the names that we've heard. Like I said, it could be a
23 rumor. But this is something that Dillon is looking into.
24 And on a point of personal privilege, I just want to remind,
25 if you don't know, May 5th Hamtramck is doing the St.

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1 Florian March, the Patron Saint of Fire Fighters. Meeting
2 at the firehouse at 3:00 p.m., march leaves around 4:00.
3 March to St. Florian church and there's a mass and reception
4 afterwards. We welcome everyone to show if you can. Class
5 A's if you have a rig you want to bring, great. Thank you.

6 MR. DOCHERTY: We have a final report on the
7 Finance Committee.

8 MR. WEISENBERG: Dave Weisenberg,
9 Delegate-at-Large, Finance Committee Chair. Thank you for
10 remembering the hardest working committee here, Mr.
11 Chairman, the Finance Committee.

12 MR. DOCHERTY: We weren't done yet.

13 MR. WEISENBERG: Okay. That was meant for a laugh
14 guys. But I would be remiss if I didn't recognize the hard
15 work these gentlemen did. We met, reviewed the audit report
16 by the CPAs, reviewed the Trustee's reports and
17 recommendations, and the committee concurred with all the
18 reports. We've met with Secretary/Treasurer Chesney to
19 review the process of establishing the cost factors for
20 resolutions submitted at convention. And the members
21 concurred with Secretary/Treasurer Chesney's -- Terry, with
22 a formula and calculations for the cost factors. On behalf
23 of the very diligent group of gentlemen that worked so hard
24 to serve this convention, I would like to thank the members
25 of the Finance Committee, vice chair and newly elected or

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1 re-elected Ed Hosmar, Todd Vanderwall, Rob Montgomery, Bill
2 Diamond, Nick Brizendine, Mike Junga, and Andy Houde.
3 Unless you have any more work that you would like us to do,
4 I would request that you discharge this committee.

5 MR. DOCHERTY: You are hereby discharged. Thank
6 you for all your work.

7 MR. WEISENBERG: Thank you Mr. Chairman.
8 (Audience applause)

9 MR. DOCHERTY: Now I ask for the final report of
10 the Elections Committee.

11 MR. LEVE: Thank you Mr. President. I'd like to
12 acknowledge the Elections Committee. If you would please
13 stand when I call your name. My vice-chairman Glen Scafidi
14 from Trenton; from Marquette, Greg Guertin; Kentwood, Mike
15 Abbott; Muskegon Township, Bryan Fethke; Marysville, Chris
16 Nesbitt; Midland, Tim Longlet; Redford Township, Bernie
17 Brosnan; Brownstown, David Zurawski; Coldwater, Steve Trall;
18 Jackson, Tom Loveberry; St. Clair Shores, Chris Krotche; and
19 Shelby Township, John McCoy. On behalf of all of my
20 members, I'd like to thank you for all your help and request
21 that the committee be discharged.

22 MR. DOCHERTY: Committee has been discharged.
23 Thank you for all your work.

24 (Audience applause)

25 MR. DOCHERTY: Welcome up the credentials

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1 committee also.

2 MS. PETTINGER: Okay. I beg to differ, we are the
3 hardest working group. Because we woke up every day, we had
4 to be down there at 7:15 after drinking all night. So I
5 would like to -- not that we all drank. But I would like to
6 thank everyone on our committee, please stand. Vice-chair
7 Monty Nye, then we have Kurt Vogler from Marquette; Eric
8 Jackson from Traverse City; Brian Ilbrink from Wyoming;
9 April Fuller from Port Huron; Jeff Bloom from Bay City; Rick
10 Benedetti from Trenton; Al Dyer from Lincoln Park; TJ
11 Manning from Southgate; Ellen Vogt from Lansing; Michael
12 Springer from Adrian; Matt Sahr from Harrison Township; and
13 Rob Scott from Southfield. And we would like to be
14 discharged too.

15 MR. DOCHERTY: You are hereby discharged. Thank
16 you for all your work.

17 MS. PETTINGER: Sleep in tomorrow.

18 (Audience applause)

19 MR. DOCHERTY: Next I'd like to welcome the chair
20 of the Sargent at Arms Committee.

21 MR. FANKHAUSER: Mr. President, Mark Fankhauser
22 Sargent-at-Arms. I'd like to call the names of the members
23 who served on the Sargent-at-Arms Committee this year and
24 have them stand for recognition. Ben Wilder, Joe Munson,
25 Albert Chamberlain, Matt Wilhide, Phil Hall, Ryan McMenemy,

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1 John Mulready, Jason Everest, Brandon Stinnett, Andie
2 Maldonado, John Hasley, Eric Webber from Lansing and all of
3 the rest of the members from the Lansing Fire Fighters that
4 helped us out. And I'd like to discharge the committee.

5 MR. DOCHERTY: The committee is hereby discharged
6 thank you for all your efforts.

7 (Audience applause)

8 MR. DOCHERTY: On behalf of our entire executive
9 board I want to thank you guys for a great convention. Very
10 professional and very well attended. This was an important
11 convention, I think it went very well. And I appreciate all
12 your comments, your support. And we look forward to a much
13 better convention two years from now with much better news.
14 Keep the fight up and let's go get 'em. Thank you. We need
15 a motion to adjourn the convention.

16 UNIDENTIFIED SPEAKER: Motion to adjourn.

17 MR. DOCHERTY: Support?

18 UNIDENTIFIED SPEAKER: Support.

19 MR. DOCHERTY: Discussion? All in favor?

20 AUDIENCE: Aye.

21 MR. DOCHERTY: Let's go home.

22 (Convention concluded at 5:05 p.m.)
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