

# MICHIGAN PROFESSIONAL FIRE FIGHTERS UNION

50th BIENNIAL CONVENTION

Final Resolutions as Adopted by the Delegates

May 2-3-4, 2012
RADISSON HOTEL & THE LANSING CENTER
LANSING

1	Resolution #1		
2 3 4		Memorial Resolution	
5 6 7 8	Whereas:	During the period since the last Michigan Professional Fire Fighters Union Convention, far too many of our IAFF Brothers and Sisters have died in the line of duty, and	
9 10 11	Whereas:	During this same period, a large number of other members and retirees have also passed away due to natural causes, therefore be it	
12 13 14 15	Resolved:	That those of us that remain shall never forget the contributions and sacrifices made by those before us to improve our profession, and be it further	
16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35	Resolved:	That the members assembled at this 50 <sup>th</sup> Biennial Convention of the Michigan Professional Fire Fighters Union do hereby honor our deceased Brother and Sister Fire Fighters with a moment of silence.	
36	Submitted b	y: MPFFU Executive Board	
37 38 39	Committee /	Assigned to: Resolutions	
40 41	Committee I	Recommendation: <b>Adoption</b>	
42 43	Cost Factor.	None	
44 45	Convention	Action: Adoption	

Resolution #2 **Elimination of One MPFFU District Vice President Position** Whereas: A resolution was adopted at the last MPFFU Convention to eliminate one district vice president position for a two year trial basis and Whereas: During these past two years, services to locals in the First and Third Districts have not been diminished and locals in both districts have been properly represented on the MPFFU Executive Board, therefore be it: Resolved: That upon adoption of this resolution, the sunset date listed in Article 6, Section 1, of the MPFFU Constitution and By-Laws is hereby eliminated and be it further Resolved: That the locals in the First District and the Third District shall elect one District Vice President from a local within the combined geographical boundaries of the First and Third District, and be it further Resolved: That this individual will represent all of the locals in both of these Districts on the MPFFU Executive Board, and be it finally Resolved: That all appropriate sections of the MPFFU Constitution and by-laws be modified to reflect that this change. Submitted by: MPFFU Executive Board Committee Assigned to: Constitution and By-Laws Committee Recommendation: Adopt Cost Factor: None Convention Action: Adopted 

Resolution #3 Thanks and Appreciation to Lansing Fire Fighters Association - Local 421 Whereas: The delegates assembled at this 50<sup>th</sup> Biennial Convention of the Michigan Professional Fire Fighters Union wish to express their thanks and appreciation to the members of Local 421 - Lansing Fire Fighters Association for hosting this 50<sup>th</sup> Biennial Convention on May 2-3-4, 2012, at the Lansing Center, therefore be it Resolved: That a suitable token of our thanks and appreciation be presented to Local 421. Submitted by: MPFFU Executive Board Committee Assigned to: Resolutions Committee Recommendation: Adoption Cost Factor: None Convention Action: Adopted 

1 2		Resolution # 4 Lifetime Membership for James Amar
3 4 5	Whereas:	Jim Amar served as a member of the IAFF Local 355 - Highland Park, and
6 7 8	Whereas:	Jim Amar was forced to leave the Highland Park Fire Department early in his career for medical reasons, and
9 10 11	Whereas:	Soon after leaving the Highland Park Fire Department, Jim Amar became a mediator for the State of Michigan, and
12 13 14	Whereas:	In his position of mediator, Jim Amar assisted countless fire fighter locals in the collective bargaining process, and
15 16 17 18	Whereas:	While serving as a mediator, Jim Amar also shared his wisdom, knowledge, and counsel with local union members as well as members of the MPFFU Executive Board; and
19 20 21	Whereas:	Earlier this year, Jim Amar retired from his mediator position after many years of distinguished and honorable service, and
<ul><li>22</li><li>23</li><li>24</li><li>25</li></ul>	Whereas:	Jim Amar's support of and dedication to fire fighters will have a lasting effect on many members of the MPFFU for many years into the future; therefore be it
26 27 28 29 30	Resolved:	That Brother Jim Amar is hereby awarded the honor and privilege of Lifetime Membership in the Michigan Professional Fire Fighters Union.
31 32	Submitted b	y: MPFFU Executive Board
33 34	Committee A	Assigned to: Constitution and By-Laws
35 36 37	Committee F	Recommendation: Adoption
38 39	Cost Factor:	minimal
40	Convention .	Action:Adopted

# Resolution #5 1 2 State-Wide "MDA Fill the Boot" Weekend 3 4 5 Whereas: The IAFF and the Muscular Dystrophy Association have celebrated 58 6 years of working together to help fight more than 40 neuromuscular 7 diseases, and 8 9 Whereas: The IAFF, through its Locals, has raised more than \$475,000,000 10 (four hundred and seventy five million dollars) to help the Muscular 11 Dystrophy Association in their effort to find a cure, and 12 13 Whereas: The IAFF and its members have become the largest national sponsor 14 of the Muscular Dystrophy Association, and 15 16 Whereas: The Fill the Boot campaign is one of MDA's biggest fundraisers, and 17 18 Whereas: The money raised through Fill The Boot helps fund research, clinics. 19 and Summer Camps right here in Michigan and it helps purchase 20 much needed medical equipment for our very own members as well 21 as thousands of other men, women and children who suffer from 22 devastating neuromuscular diseases throughout the country, and 23 24 Whereas: It is very important to raise public awareness of the Fire Fighter Fill the 25 Boot Campaign, and 26 27 Whereas: This could be accomplished if we could coordinate State and Local 28 media coverage of the Fill the Boot campaign, therefore be it 29 30 Resolved That to enhance the image of the Michigan Professional Fire Fighters 31 Union and its locals in their partnership with the Muscular Dystrophy 32 Association and their efforts with the Fill the Boot campaign, that the 33 MPFFU encourages all locals to participate in the designated official 34 MPFFU/MDA Fill the Boot Weekend (the last full weekend in July). 35 36 Submitted by: MPFFU Executive Board 37 38 39 Committee Assigned to: Resolutions 40 Committee Recommendation: Adoption 41 42 Cost Factor: None 43 44 Convention Action: Adoption 45

1		Resolution #6	
2		Per Capita Tax Increase	
4 5 6 7	Whereas:	The membership of the Michigan Professional Fire Fighters Union has declined by more than 500 members during the past twelve months, and	
8 9 10 11	Whereas:	There is a strong possibility for further reductions of membership in the future as many cities and townships continue to attempt to balance their budgets on the backs of firefighters and paramedics, and	
12 13 14 15	Whereas:	The loss of membership since the last convention equates to a reduction of more than \$70,000 in annual per capita tax revenue to the MPFFU, and	
16 17 18 19	Whereas:	In order to replace this lost revenue, the MPFFU Per Capita tax rate of the remaining 3,700 MPFFU members would have to increase by \$1.58 per member per month, and	
20 21 22 23 24 25 26 27 28 29 30 31	Whereas:	There is already a cost of living per capita tax increase of \$0.36 per member per month that is scheduled to take effect on July 1, 2012, therefore be it	
	Resolved:	That in order to replace the revenue that was lost due to the reduction in membership, the Michigan Professional Fire Fighters Union Constitution and By-Laws shall be amended to reflect an increase of \$1.22 cents, effective July 1, 2012.	
32	Submitted by	: MPFFU Executive Board	
33 34 35	Committee Assigned to: Constitution and By-Laws		
36 37	Committee Recommendation: Adoption		
38 39	Cost Factor:	\$1.22	
40	Convention A	ction: Adopted	

1		Resolution #7
2		Special Assessment
4 5 6 7	Whereas:	The members of the Michigan Professional Fire Fighters Union as well as other public sector unions are under attack on many different fronts, and
8 9 10 11	Whereas:	In order to fight against these attacks, the MPFFU in conjunction with the AFL-CIO and affiliated unions have initiated a "Protect our Jobs" campaign to place a referendum on the November 2012 Ballot, and
12 13 14 15 16	Whereas:	This referendum will amend the Michigan Constitution to protect the collective bargaining rights of our members as well as all union members, and
17 18	Whereas:	If this referendum is successful, it will prohibit any further attacks on our collective bargaining rights by the Legislature or the Governor, and
19 20 21 22	Whereas:	The campaign for this important referendum will be very costly and will take support and financial commitment by all of labor to get passed, and
<ul><li>23</li><li>24</li><li>25</li></ul>	Whereas:	The IAFF has already committed the initial \$100,000 Dollars to allow our organization a seat at the campaign table, therefore be it
26 27 28 29 30	Resolved:	That upon adoption of this resolution, each local belonging to the Michigan Professional Fire Fighters Union shall be assessed a one-time twenty-five dollar (\$25) per member, special assessment, and be it further
31 32 33	Resolved:	That an invoice shall be sent to each local based on the number of members in the local as of May 1, 2012, and be it further
34 35 36	Resolved:	That payment from each local shall be due no later than July 15, 2012, and be it finally
37 38 39 40	Resolved:	That the monies generated from this assessment will be used to help fund activities related to the "MPFFU Fighting Back Campaign" and the AFL-CIO "Protect our Jobs" campaign.
41	Submitted by.	MPFFU Executive Board
42 43 44 45 46	Committee Re Cost Factor:	ssigned to: Constitution and By-Laws ecommendation: Adoption \$25 per member ction: Adopted

1		Resolution #8
2 3 4		Mandatory Affiliation in State Associations
5 6 7	Whereas:	There are 54 State and Provincial Fire Fighter Associations in North America, and
8 9 10 11	Whereas:	State and Provincial Organizations are involved in many legislative and lobbying efforts at the State and Provincial level that impact and affect every fire fighter in each state and province, and
12 13	Whereas:	These legislative and lobbying efforts are very costly, and
14 15 16	Whereas:	Everyone who benefits from these efforts should be required to pay their fair share of the related expenses, therefore be it
17 18 19 20 21	Resolved:	That the delegates assembled at this 50 <sup>th</sup> Biennial Convention of the Michigan Professional Fire Fighters Union go on record as supporting the concept of affiliation with State and Provincial Associations, and be it further
22 23 24 25 26 27 28 29 30 31 32 33 34	Resolved:	That upon adoption of this resolution, the MPFFU Executive Board is hereby directed to submit a resolution to the upcoming International Association of Fire Fighters Convention, that would require all IAFF locals that are not a member of their IAFF recognized State or Provincial affiliate, in their state or province to pay a service fee to maintain membership in the IAFF.
35	Submitted b	y: Local 1307 – Southgate
36 37 38 39 40		Local 1355 Dearborn Heights  Assigned to: Resolutions  Recommendation: Adopt as revised
41 42 43	Cost Factor.	
44 45		Action: Adopted as revised

46

Resolution #9 1 **Process for Voluntary Forfeiture of** 2 Local Union Membership in the MPFFU 3 4 Whereas: The Michigan Professional Fire Fighters Union primarily exists to provide 5 legislative and political representation to IAFF members in Michigan, and 6 7 Whereas: All full-time firefighters in Michigan benefit from the legislative and political 8 activities conducted by the MPFFU, and 9 10 Whereas: Although IAFF Locals are not mandated to belong to State Associations by 11 the IAFF, they are strongly encouraged to by the IAFF, and 12 13 Whereas: Recently two IAFF Locals in Michigan decided to voluntarily withdraw their 14 membership in the MPFFU with little notice of their proposed action to their 15 members or to the MPFFU, and 16 17 This action resulted in an abrupt loss of revenue to the MPFFU which had Whereas: 18 the potential of adversely affecting the service that the MPFFU is able to 19 provide to the remaining membership of the MPFFU, and 20 21 Whereas: It is unwise for the members of a local to make such a significant decision 22 without allowing adequate time for thoughtful deliberation and debate, and 23 24 Whereas: The IAFF has similar language in Article VII Section 2 Voluntary Forfeiture of 25 Charters and Dissolution of Local Unions or other Subordinate Bodies, 26 therefore be it 27 28 Resolved: As a condition of membership in the Michigan Professional Fire Fighters 29 Union, all locals shall immediately incorporate the following language into their local 30 union constitution and by-laws: 31 32 "There shall be no voluntary forfeiture of a local union's membership in the 33 Michigan Professional Fire Fighters Union unless two-thirds\_of the local union's 34 membership in good standing votes to forfeit the local's MPFFU charter and 35 36 membership. 37 Voluntary forfeiture shall be determined only by a referendum vote of the 38 members of the local union. The referendum shall be conducted by secret ballot 39 after at least ninety (90) days written notice has been made to all members of such 40 local union and to the MPFFU. The referendum shall be initiated only by motion of 41 the membership in good standing of such local union." 42 43 44 Submitted by: MPFFU Executive Board 45 Committee Assigned to: Constitution and By-Laws 46 Committee Recommendation: Adopt as amended 47 Cost Factor: None 48 Convention Action: Adopted as amended 49

1		Resolution #10
2 3 4		Delegate Representation at Convention
5 6 7	Whereas:	The primary objective of the MPFFU Convention is to allow every loca to be represented by its assigned delegate strength, and
8 9 10 11 12	Whereas:	The current Constitution and By-Laws allows for the Chairman of the local delegation to vote for unregistered delegates from its local, but does not permit the Chairman of the Delegation to cast votes for a member that has to leave the convention, and
13 14 15	Whereas:	Due to circumstances beyond their control, a delegate may have to leave the convention after he/she registers, and
16 17 18 19	Whereas:	The Constitution and By-laws should not discourage or penalize a Local or Member that is unable to attend the entire convention, therefore be it
20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37	Resolved:	The Constitution and By-laws be changed to allow any registered delegates that have to leave the convention for any reason to give their votes to the Chairman of the delegation of their local.
38	Submitted b	y: MPFFU Executive Board
39 40 41	Committee /	Assigned to: Constitution and By-Laws
41 42 43	Committee I	Recommendation: Adopt as amended
44 45	Cost Factor.	: None
46	Convention	Action: Adopted as amended

### Resolution #11 1 MPFFU Financial Audit Schedule 2 3 Whereas: The members of the Michigan Professional Fire Fighters Union are under 4 unprecedented attacks on many levels, and 5 6 Whereas: In order to fight these attacks, the MPFFU has already, and continues to use, 7 an extraordinary expenditure of funds, and 8 9 Whereas: Due to layoffs and staffing reductions in Michigan's Fire Service, declining 10 royalties from fund raising efforts, and many other factors beyond the control 11 of the MPFFU, the revenue income for the MPFFU has continued to 12 decrease over the past decade, significantly so over the last few years, and 13 14 Whereas: The MPFFU Executive Board and Trustees have already taken numerous 15 steps to reduce expenditures of the MPFFU while trying to maintain service to 16 the membership, including a voluntary pay reduction in the daily 17 compensation they receive when servicing locals, and 18 19 Whereas: The MPFFU Trustees continue to explore any avenue of cost reduction for 20 the MPFFU budget, and have agreed at the last audit of the MPFFU records 21 that a modification to the MPFFU Constitution and By-Laws could provide 22 further cost reductions by changing the audit of the books of the union from 23 bi-annually to quarterly and be done on the same day as either the quarterly 24 MPFFU Committee Meetings or the MPFFU Executive Board meetings, and 25 26 Whereas: Per the Constitution and By-Laws, MPFFU Trustees now receive daily 27 compensation and mileage reimbursement for attendance at Executive Board 28 meetings and also assigned committee meetings, and 29 30 Whereas: Rather than scheduling two specific additional days a year, and paying 31 additional daily compensation and mileage for the Trustees to complete the 32 audit at the MPFFU State Office, it would make sense to schedule the audit 33 on the same day(s) as Committee Meetings or Executive Board meetings on 34 35 a quarterly basis, and 36 Whereas: Combining the audit into the Executive Board or Committee Meetings will 37 reduce up to six (6) days of daily compensation and additional mileage, 38 therefore be it 39 40 Resolved: That Article 7 Section 6 of the MPFFU Constitution and By-Laws shall be 41 amended to state that the Board of Trustees shall audit the books of the 42 Union quarterly, and shall be done in conjunction with either the quarterly 43 MPFFU Committee Meetings or the quarterly Executive Board Meeting. 44 45 Submitted by: MPFFU Trustees 46 Committee Assigned to: Constitution and By-Laws 47 Committee Recommendation: Adoption as amended 48 49 Cost Factor: None Convention Action: Adopted as amended 50

51

# Resolution #12 1 2 Add PSO Committee to the Standing Committees of the MPFFU 3 4 5 Whereas: The members of the Michigan Professional Fire Fighters Union are 6 under unprecedented attacks on many levels, and 7 8 Whereas: Included in these attacks is a renewed push by both the Michigan 9 Legislature and the Governor's office to encourage communities to 10 merge traditional (separate) fire and police departments into a Public 11 Safety Officer (PSO) Department that cross trains fire fighters and 12 police officers to do dual roles, and 13 14 Whereas: The resurgence of PSO departments has already spread like a plague 15 through the State of Michigan, decimating many career MPFFU/IAFF 16 fire departments, and has directly contributed to many of our union 17 members being forced into layoffs, and/or reduced safe firefighter 18 staffing levels, and 19 2.0 Whereas: It is recognized that in most instances when the citizens of a 21 community under the threat of PSO have been properly educated, the 22 citizens have chosen at the election booths to keep their fire and 23 police departments separate, and 24 25 Whereas: The efforts of trying to educate the Legislature and Governor's office 26 about the fallacy of how a PSO merger saves taxpayer dollars, have 27 been and will continue to be a constant battle for the MPFFU PSO 28 Committee members, therefore be it 29 30 Resolved: That Article 7 Section 8 of the MPFFU Constitution and By-Laws shall 31 be amended to include the PSO Committee as a Standing Committee 32 of the MPFFU. 33 34 Submitted by: MPFFU PSO Committee & MPFFU Executive Board 35 36 Committee Assigned to: Constitution and By-Laws 37 38 Committee Recommendation: Adoption 39 40 41 Cost Factor: \$0.10 42 Convention Action: Adopted 43 44

# Resolution #13 1 2 **MPFFU Convention Site Selection** 3 4 5 Whereas: The MPFFU Constitution and By-Laws state that the MPFFU 6 Convention shall begin on the first Wednesday of May in the even 7 numbered years, and 8 9 Whereas: The MPFFU Constitution and By-Laws also require that the MPFFU 10 convention site shall rotate in numerical order among the MPFFU 11 districts, and 12 13 Whereas: These very specific requirements limit the number of potential 14 convention sites that are able to bid on the MPFFU Convention, and 15 16 Whereas: These very specific requirements also hinders competitive bidding and 17 lower pricing for sleeping rooms, food and beverage costs, and 18 meeting space for MPFFU Conventions, therefore be it 19 20 Resolved: That the MPFFU Constitution and By-Laws be amended to require 21 that MPFFU conventions be held during the six week period between 22 the dates of April 10<sup>th</sup> and May 21<sup>st</sup> in even numbered years, and be it 23 further 24 25 Resolved: That the MPFFU Constitution and By-Laws also be amended by 26 removing the following language from Article 5. Section 1: 27 "Convention sites shall be selected on a rotating basis by district. If no 28 Local in the eligible District expresses a desire to host the Convention, 29 the next district in numerical order will be afforded the opportunity." 30 (By eliminating this language, all locals throughout the entire state will 31 be able to bid on hosting any convention instead of limiting it to only 32 locals in a certain district.) 33 34 Submitted by: MPFFU Executive Board 35 36 Committee Assigned to: Constitution and By-Laws 37 38 Committee Recommendation: Adoption as amended 39 40 Cost Factor: None 41 42 Convention Action: Adopted as amended 43

1 2	D	Resolution #14 esignation of POAM as a Rival Organizations of the MPFFU	
3 4 5 6 7 8 9	Whereas:	The members of the Michigan Professional Fire Fighters Union are under unprecedented attacks on many levels, and	
	Whereas:	Many of our traditional fire departments are being threatened to be merged into, or have already been completely replaced by, a Public Safety Officer (PSO) Department that cross trains fire fighters and police officers to do dual roles, and	
11 12 13 14 15 16	Whereas:	History has shown that in the vast majority of cases, when traditional fire departments are merged into a PSO department, it is the fire service that suffers a reduction in personnel, often times to the point of complete elimination of the career Union fire fighters while police numbers generally increase, and	
17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40	Whereas:	It is the sincere belief of the MPFFU and the IAFF that a cross trained PSO department cannot deliver the same professional services of a traditional, career, IAFF affiliated fire department can, and it is also believed that due to the reduced staffing levels of dedicated career, firefighters a PSO model department the citizens of these PSO communities are having their safety compromised, and	
	Whereas:	The Police Officers Association of Michigan (POAM) is openly encouraging the merging of traditional fire and police departments into PSO departments, and is actively involved in using the PSO model as a recruitment drive to bolster the membership numbers of the POAM, and	
	Whereas:	Unfortunately, evidence shows that even some of our own MPFFU/IAFF members are members of POAM, and whether willingly or not, have through their affiliation with a police association, caused irreparable damage to the career fire service, and to the efforts of both the MPFFU and the IAFF trying to stop the growth of PSO departments in Michigan, therefore be it	
	Resolved:	That the MPFFU Constitution and By-laws list the Police Officers Association of Michigan (POAM) as a Rival Organization of the MPFFU.	
41	Submitted i	by: MPFFU PSO Committee & MPFFU Executive Board	
42 43 44	Committee Assigned to: Resolutions		
44 45 46	Committee	Recommendation: Adoption	
47 48	Cost Factor Convention	r: None Action: <b>Adoption</b>	

1		Resolution #15
2		Funding of Millage Grant Program
4 5 6 7	Whereas:	The current Millage Grant Program (Article 14) was established when funding was not an issue because of telemarketing money and more members, and
8 9 10 11 12	Whereas:	The financial resources of the MPFFU have been strained due to the decrease in telemarketing money, number of members paying per capita and the increase of costs due to the labor climate in the state, and
13 14 15	Whereas:	Many Locals receive this Grant even if they are not in need of financia assistance, and
16 17 18	Whereas:	Many Locals need this assistance because they do not have the financial ability to fully fund a campaign, therefore be it
19 20 21 22 23 24	Resolved:	That Article 14 be amended to read: "The MPFFU may provide financial assistance to locals in an amount not to exceed \$1000 biennially for costs associated with ballot issues regarding millage, referendums, and other issues (printing of materials, etc.)", and be it further
26 27 28 29	Resolved:	That the delegates assembled at the 50 <sup>th</sup> Biennial MPFFU Convention vote to increase per capita by \$.20 a month per member to fund the Millage Grant Program.
30	Submitted by:	MPFFU Executive Board
31 32 33 34 35	Committee As	ssigned to: Constitution and By-Laws
34 35	Committee Re	ecommendation: Adoption as amended
36 37	Cost Factor: \$	8.20
38	Convention A	ction: Adopted as amended

1	Resolution #16			
2 3 4	End	Endorsement of Harold Schaitberger for IAFF General President		
5 6 7 8	Whereas:	Brother Harold Schaitberger has done an outstanding job as the General President of the International Association of Fire Fighters, and		
9 10 11 12	Whereas:	Brother Harold Schaitberger has demonstrated his leadership abilities in every aspect of his duties and responsibilities as IAFF General President, and		
13 14 15 16	Whereas:	Brother Harold Schaitberger seeks to be re-elected to the position of IAFF General President at the upcoming IAFF Convention, therefore be it		
17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37	Resolved:	That the delegates assembled at this 50 <sup>th</sup> Biennial Convention of the Michigan Professional Fire Fighters Union support and endorse Harold Schaitberger for IAFF General President.		
<ul><li>38</li><li>39</li></ul>	Submitted b	y: MPFFU Executive Board		
40 41	Committee /	Assigned to: Resolutions		
42 43	Committee I	Recommendation: <b>Adoption</b>		
44 45	Cost Factor.	: None		
46 47	Convention	Action: Adoption		

1		Resolution #17
2 3 4	Ende	orsement of Paul Hufnagel for IAFF 8 <sup>th</sup> District Vice President
5 6 7	Whereas:	Brother Paul Hufnagel has done an outstanding job as the 8 <sup>th</sup> District Vice President of the International Association of Fire Fighters, and
8 9 10 11	Whereas:	Brother Paul Hufnagel has demonstrated his ability to represent all members of the IAFF 8 <sup>th</sup> District in a prompt and professional manner, and
12 13 14 15 16	Whereas:	Brother Paul Hufnagel seeks to be re-elected to the position of IAFF 8 <sup>th</sup> District Vice President at the upcoming IAFF Convention, therefore be it
17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32	Resolved:	That the delegates assembled at this 50 <sup>th</sup> Biennial Convention of the Michigan Professional Fire Fighters Union support and endorse Paul Hufnagel for IAFF 8 <sup>th</sup> District Vice President.
33 34 35 36 37 38		
39	Submitted b	y: MPFFU Executive Board
40 41	Committee :	Assigned to: Resolutions
42		
43 44	Committee I	Recommendation: Adoption
45	Cost Factor.	: None
46 47	Convention	Action: Adoption

1		Resolution #18
2 3 4	Endor	sement of Thomas Miller for IAFF General Secretary-Treasurer
5 6 7 8	Whereas:	Brother Thomas Miller has done an outstanding job as the General Secretary-Treasurer of the International Association of Fire Fighters, and
9 10 11 12	Whereas:	Brother Thomas Miller has demonstrated his leadership abilities in every aspect of his duties and responsibilities as IAFF General Secretary-Treasurer, and
13 14 15 16	Whereas:	Brother Thomas Miller seeks to be re-elected to the position of IAFF General Secretary-Treasurer at the upcoming IAFF Convention, therefore be it
17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36	Resolved:	That the delegates assembled at this 50 <sup>th</sup> Biennial Convention of the Michigan Professional Fire Fighters Union support and endorse Thomas Miller for IAFF General Secretary-Treasurer.
37 38	0.1. "	ADDELL Everything Decord
39 40 41		Assigned to: Resolutions
42 43	Committee I	Recommendation: Adoption
44 45	Cost Factor:	: None
46 47	Convention	Action: Adoption

1		Resolution #19
2 3 4	End	orsement of Mark Ouellette for IAFF Eastern District Trustee
5 6 7	Whereas:	Brother Mark Ouellette has done an outstanding job as the Eastern Trustee of the International Association of Fire Fighters, and
8 9 10 11	Whereas:	Brother Mark Ouellette has demonstrated his leadership abilities in every aspect of his duties and responsibilities as IAFF Eastern Trustee, and
12 13 14	Whereas:	Brother Mark Ouellette seeks to be re-elected to the position of IAFF Eastern Trustee at the upcoming IAFF Convention, therefore be it
15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36	Resolved:	That the delegates assembled at this 50 <sup>th</sup> Biennial Convention of the Michigan Professional Fire Fighters Union support and endorse Mark Ouellette for IAFF Eastern Trustee.
37	Submitted b	y: MPFFU Executive Board
38 39	Committee /	Assigned to: Resolutions
40 41	Committee I	Recommendation: Adoption
42 43	Cost Factor.	None
44 45	Convention	Action: Adoption

1	Resolution #20		
2 3 4 5 6 7 8 9 10 11 12 13		Prohibition of Unsanctioned Rally's, Informational Protests, and Canvassing	
	Whereas:	Many MPFFU locals are engaged in staffing and other labor relations disputes with their employers, and	
	Whereas:	As part of their overall strategy and when it is determined that it is in the best interest of their local, local union executive boards may decide to stage events such as union rally's, informational pickets, door to door canvassing, or protests at council and/or township meeting locations, and	
14 15 16 17	Whereas:	The success of these activities depends on adequate advance strategy and planning taking place prior to actually scheduling such events, and	
18 19 20 21 22 23 24 25 26 27 28 29 30	Whereas:	The MPFFU has adopted a policy that strongly encourages all Local Union Executive Boards to consult with their MPFFU District Vice President prior to scheduling any type of protest activities that involves the expectation of participation from other MPFFU local union members and/or MPFFU Executive Board members, and	
	Whereas:	Recently, some local union members have taken it upon themselves to schedule these type of events and to request assistance from MPFFU members from other locals without getting prior approval of their own Local Union Executive Board and/or the MPFFU Executive Board, and	
31 32	Whereas:	These freelance actions may not actually be in the best interest of their own local, therefore be it	
33 34 35 36 37 38 39	Resolved:	No MPFFU member shall plan, solicit support, or take part in any firefighter union rally's, informational pickets, door to door canvassing, or protests at council and/or township meeting locations, unless these events are approved and sanctioned in advance by the affected Local Union Executive Board.	
40 41 42 43 44 45 46 47	Submitted by:	Terrence H. Chesney	
	Committee As	ssigned to: Resolutions Committee	
	Committee Re	ecommendation: Adopt as revised	
	Cost Factor:		
48	Convention A	ction: Adopted as revised	

1		Resolution #22			
2 3 4	Voting Rights of Members Separated from Service Illegally				
5 6 7	Whereas:	Never before in the history of the IAFF have so many members been placed on laid-off status by their employers, and			
8 9 10	Whereas:	Many of these lay-off notices issued by employers have violated language in existing Collective Bargaining Agreements, and			
11 12 13	Whereas:	Many locals have challenged these lay-offs through their grievance procedure or through other legal remedies, and			
14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34	Whereas:	Decisions on these challenges often take several months or years before a ruling is issued on whether or not the lay-offs were done in a legal manner, and			
	Whereas:	Current language in the IAFF Constitution and By-Laws prohibits laid off employees from voting on collective bargaining agreements, and			
	Whereas:	Members who have been laid off illegally should not be denied their ability to participate in the process of voting on a proposed collective bargaining agreement, therefore be it			
	Resolved:	That the delegates assembled at this 50 <sup>th</sup> Biennial MPFFU Convention hereby direct the MPFFU Executive Board to submit a resolution to the 51 <sup>st</sup> IAFF Convention that would amend Article III, Section 5, of the IAFF Constitution and By-Laws to strike the following language:			
		"except the right to vote in the local union on collective bargaining agreements."			
35 36 37	Submitted b	y: Local 1252 - Taylor			
	Committee Assigned to: Resolutions				
38 39	Committee Recommendation: Rejection				
40 41	Cost Factor.	None			
42 43	Convention	Action: Voted against rejection – Adopted as amended			

Resolution #23		
2 3		Secondary Employment in Emergency Dispatch Centers
4 5 6 7 8	Whereas:	Many fire departments have eliminated their own separate dispatch operations by merging with other communities or by contracting out these dispatch duties, and
9 10 11	Whereas:	These actions have resulted in a loss of dispatch positions in several locals throughout the State, and
12 13 14	Whereas:	These new dispatch centers are oftentimes in need of additional employees to operate, and
15 16 17	Whereas:	There is a possibility that these dispatch centers may hire IAFF members to work for them on a part-time basis, and
18 19 20 21 22 23	Whereas:	IAFF members accepting these positions may not realize that they may be in violation of Article XV, Section 1 N of the IAFF Constitution and By-Laws, due to the fact that they are working a secondary job in a fire related service that adversely impacts the interests of another local, and
<ul><li>24</li><li>25</li><li>26</li><li>27</li></ul>	Whereas:	It is important that all locals should educate their members about the prohibitions against secondary employment that harms another local, therefore be it
28 29 30 31 32 33	Resolved:	That the MPFFU Executive Board shall notify the Local President of every IAFF local in Michigan about the secondary employment clause of the IAFF Constitution and By-Laws and each Local President shall make sure every member of his/her local is made aware of this issue, and be it finally
34 35 36 37 38 39	Resolved:	That the delegates assembled at this 50 <sup>th</sup> Biennial Convention of the MPFFU strongly encourage any member that has knowledge of possible violations of this secondary employment clause in the IAFF Constitution and By-Laws to contact the MPFFU with the information so that appropriate action can be taken to resolve the matter.
40 41 42 43 44 45	Committee / Committee / Cost Factor.	y: Local 1292 – Lincoln Park Assigned to: Resolutions Recommendation: <b>Adoption</b> · None Action: Adoption
46	Convention	, lotton, , talopaton

1	Resolution #25	
2	Endorsement Policy	
4 5 6 7 8	Whereas: For the MPFFU Executive Board to stay neutral on members who run for election for MPFFU Office, therefore be it	
9  0  1  2	Resolved: That the MPFFU Executive Board, as a whole, shall not endorse any Candidate running for MPFFU office, and be it further	
13 14 15	Resolved: That the above language be added to Article 6 – Section 5 (second paragraph) of the MPFFU Constitution & By-Laws.	
17 18 19 20		
21 22 23		
24 25 26 27		
28 29 30		
31 32	Submitted by: Local 1029 - Southfield	
33 34	Committee Assigned to: Resolutions	
35 36	Committee Recommendation: Adopt as revised	
37 38	Cost Factor: None	
39 40	Convention Action: Adopted as revised	

	Resolution #27		
; ;	Daily	Compensation Rate for District Vice Presidents and Trustees	
	Whereas:	Due to the present MPFFU budget difficulties and the reduction in membership, and	
	Whereas:	Every local is also seeing a decrease in membership as well as an increase in overall operating costs, and	
	Whereas:	We all must be fiscally responsible for every expenditure that is made therefore be it,	
	Resolved:	That attendance by district vice presidents and or trustees at other meetings when not acting in their capacity as a trustee or district vice-president shall be compensated at the \$75 dollar rate afforded to members in Article 8 Section 5 Standing Committees. The MPFFU President shall make the determination as to the capacity and rate of pay.	
	Submitted b	y: Chris Lake – Local 421 Lansing	
	Committee /	Assigned to: Constitution and By-Laws	
	Committee I	Recommendation: Adoption as amended	
	Cost Factor.	None	
	Convention	Action: Adopted as amended	

Resolution #28 1 Designation of Health Link Medical Transportation 2 as a Rival Organization of the MPFFU 3 4 5 Whereas: The members of the Michigan Professional Fire Fighters Union are 6 under unprecedented attacks on many levels, and 7 8 Whereas: Many of our traditional fire departments are being stripped of their 9 ability to provide quality EMS capabilities by privatization of service, 10 and 11 12 Whereas: History has shown that in the vast majority of cases, when professional 13 fire fighters no longer provide Emergency Medical Services, patient 14 care and customer service levels decrease, and 15 16 Whereas: It is the sincere belief of the MPFFU and the IAFF that privatized EMS 17 cannot deliver the same professional services of a traditional, career, 18 IAFF affiliated fire department can, and 19 20 Whereas: It is also believed that due to the reduced staffing levels of dedicated 21 career, fire departments with a privatized EMS model department, the 22 citizens of these communities are having their safety compromised, 23 and 24 25 Whereas: Initially, Health Link Medical Transportation provided transporting 26 service for medical first responder fire departments but they are now 27 openly encouraging the privatization of EMS and providing 28 municipalities with a false promise of service, and they are actively 29 involved in using the privatized model as a recruitment drive to bolster 30 the profit for itself, therefore be it 31 32 Resolved: That the delegates assembled at this 50<sup>th</sup> Biennial Convention of the 33 MPFFU do hereby declare that Health Link Medical Transportation is 34 officially designated a Rival Organization of the MPFFU and that the 35 MPFFU Constitution and By-Laws be amended to memorialize this 36 action. 37 Submitted by: Steven Heim, MPFFU 4th District Vice President 38 39 40 Committee Assigned to: Resolutions 41 42 Committee Recommendation: Adoption 43 44 Cost Factor: None 45 Convention Action: Adoption 46

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1	Resolution #29			
2 3 4	Rival Organization Policy			
5 6 7 8 9 10 11 12 13 14 15 16 17	Whereas:	From time to time, for a variety of reasons, it may be necessary to declare that an outside organization is a rival organization of the Michigan Professional Fire Fighters Union, and		
	Whereas:	Currently, the MPFFU does not have a clear policy on the subject of designating an outside organization as rival, therefore be it		
	Resolved:	That any member in good standing can submit a written request to the MPFFU Executive Board to declare that an organization is a rival organization of the MPFFU. The request must be in writing and must include any substantiating and supporting documentation to warrant the rival designation, and be it further		
18 19 20 21 22	Resolved:	That the MPFFU Executive Board will consider the request at the next regularly scheduled board meeting. It will take a 2/3 vote of the MPFFU Executive Board to declare that an organization is a rival organization, and be it further		
23 24 25 26 27 28 29 30 31 32 33 34 35	Resolved:	The MPFFU Executive Board may also vote to revoke the designation of rival organization by a two-thirds (2/3) vote at any time they deem appropriate.		
36 37	Submitted by: MPFFU Executive Board			
38 39 40 41 42 43	Committee Assigned to: Resolutions			
	Committee Recommendation: Adoption			
	Cost Factor.			
44 45	Convention	Action: Adoption		